

RSPO – RECERTIFICATION ASSESSMENT

Ukui I Palm Oil Mill - PT. Inti Indosawit Subur
Head Office: Jalan MH Thamrin No.31, Jakarta 10230 INDONESIA
Certification Unit: Pelalawan District, Riau Province, INDONESIA

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Section 1 Scope of the Recertification Assessment

1. Company Details			
RSPO Membership Number	1-0022-06-000-00	Membership Approval Date	6 th February 2006
Company Name	PT. Inti Indosawit Subur - Ukui		
Address	Head Office: Jalan MH. Thamrin No.31, Jakarta 10230 – INDONESIA Plantation: Pelalawan Regency, Riau Province – INDONESIA		
Subsidiary of (if applicable)	PT Inti Indosawit Subur		
Contact Name	Mrs. Asrini Subrata		
Website	www.asianagri.co.id	E-mail	asrini_subrata@asianagri.com
Telephone	+62 21 230 1119	Facsimile	+62 21 230 1120

2. RSPO Certification Information			
Certificate Number	RSPO 633774	Originally Registered Date	01/03/2011
		Expiry Date	29/02/2021
Scope of Certification	Production of CPO an PK at Ukui 1 Palm Oil Mill and Ukui Estate with 9 cooperatives as supply base.		
Palm Oil Mill Capacity	90 tons FFB/hour		
Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
ID05/65250	ISO 14001:2004	SGS	10 June 2017
EU-ISCC-Cert-DE100-20151997	ISCC (Ukui I POM)	SGS	3 rd February 2015 - 2 nd February 2016

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3.Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base)	Location [Map Reference #]	GPS	
		Easting	Northing
Ukui I Palm Oil Mill	Ukui Village, Ukui District, Pelalawan Regency	102° 05' 33" E	00° 13' 34" S
Ukui Estate	Ukui Village, Ukui District, Pelalawan Regency	102° 02' 43" - 102° 11' 37" E	00° 10' 5" S - 00° 17' 18" S
KUD Sumber Makmur	Bukit Gajah Village, SP 1, Ukui District	102° 09' 26" E	00° 09' 05" S
KUD Bina Usaha Baru	Bukit Jaya Village, SP 2, Ukui District	102° 06' 23" E	00° 09' 36" S
KUD Bakti	Trimulya Jaya Village, SP 3A, Ukui District	102° 05' 48" E	00° 08' 25" S
KUD Karya Bersama	Air Emas Village, SP 3BC, Ukui District	102° 05' 55" E	00° 07' 00" S
KUD Sawit Subur	Kampung Baru Village, SP 4, Ukui District	102° 03' 29" E	00° 09' 42" S
KUD Bina Sejahtera	Lubuk Kembang Sari Village, SP 5, Ukui District	102° 06' 18" E	00° 12' 07" S
KUD Sumber Bahagia	Silikuan Hulu Village, SP 6, Ukui District	102° 06' 31" E	00° 13' 56" S
KUD Bukit Potalo	Ukui II Village, SP 6, Ukui District	102° 10' 09" E	00° 08' 41" S
KUD Usaha Baru	Redang Seko Village, SP 6, Lirik District, Indragiri Hulu Regency	102° 13' 13" E	00° 10' 57" S

4a. Description of Own Certificate Supply Base								
Estate		Mature (Ha)	Immature (Ha)	Total Planted (Ha)	HCV* Area (Ha)	Infrastructure & Other (Ha)	Total Hectare (Ha)	% of Planted
Ukui Estate		3,951	307	4,258	142.16	209	4,467	95,3
Total Company-own estate		3,951	307	4,258	142.16	209	4,467	95,3
Scheme Smallholder	Number of member	Mature (Ha)	Immature (Ha)	Total Planted (Ha)	HCV Area (Ha)	Infrastructure & Other (Ha)	Total Hectare (Ha)	% of Planted
KUD Sumber Makmur	781	1,562	0	1,562	0	0	1,562	100
KUD Bina Usaha Baru	308	616	0	616	0	0	616	100
KUD Bakti	224	448	0	448	0	0	448	100
KUD Karya Bersama	432	864	0	864	0	0	864	100
KUD Sawit Subur	454	908	0	908	0	0	908	100
KUD Bina Sejahtera	618	1,236	0	1,236	0	0	1,236	100
KUD Sumber Bahagia	603	1,206	0	1,206	0	0	1,206	100
KUD Bukit Potalo	247	494	0	494	0	0	494	100

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KUD Usaha Baru	247	494	0	494	0	0	494	100
Total Scheme Smallholder	3,914	7,828	0	7,828	0	0	7,828	100
Total	11,779	307	12,086	142.16	53,84	12,295	99.6	

*) HCV area is part of the Total Land Use

5. Plantings & Cycle									
Estate	Age (Years) & Percentage (%)						Tonnage / Year		
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30	Total	Estimated (Jan'15-Dec'15)	Actual (Jan'15-Dec'15)	Forecast (Jan'16-Dec'16)
Ukui Estate	307	0	343	2,243	1,365	4,258	111,229	132,494	99,570
KUD Sumber Makmur	0	0	0	1,406	156	1,562	38,213	36,821	40,078
KUD Bina Usaha Baru	0	0	0	12	604	616	11,527	14,470	308
KUD Bakti	0	0	0	0	448	448	8,411	10,539	9,121
KUD Karya Bersama	0	0	0	160	704	864	17,771	22,526	16,512
KUD Sawit Subur	0	0	0	0	908	908	23,469	17,526	22,676
KUD Bina Sejahtera	0	0	0	60	1,176	1,236	31,786	28,793	30,916
KUD Sumber Bahagia	0	0	0	802	404	1,206	30,215	28,041	33,654
KUD Bukit Potalo	0	0	494	0	0	494	9,925	10,423	10,260
KUD Usaha Baru	0	0	494	0	0	494	9,919	8,477	10,260
Total Certified	307	0	1,331	4,683	5,765	12,086	292,465	310,110	273,355
Supply FFB from third party/non-certified middlemen	-	-	-	-	-	-	65,000	74,966	70,000
Total Non-Certified	-	-	-	-	-	-	65,000	74,966	70,000
Total Supply FFB							357,465	385,076	343,355

6. Certified Tonnage									
Mill	Estimated (Jan'15-Dec'15)			Actual (Jan'15-Dec'15)			Forecast (Jan'16-Dec'16)		
	FFB	CPO	PK	FFB	CPO	PK	FFB	CPO	PK
Ukui 1 POM	292,465	63,636	16,086	310,110	67,435	16,531	273,355	59,657	15,035
Total	292,465	63,636	16,086	310,110	67,435	16,531	273,355	59,657	15,035

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7. Actual Certified Palm Production (Jan'15-Dec'15)			
MILL	CAPACITY (MT/hr)	CPO (MT)	PK (MT)
Ukui 1 POM	90 tons FFB/hour	67,435	16,531

8. Actual Sales of Certified Palm Products (Jan'15-Dec'15)			
MILL	Certified CPO Sold (MT)	Certified PK Sold (MT)	Remarks
Ukui 1 POM	18,500.92	16,015	Sales of certified palm products in eTrace

9. Actual Certified FFB Received Monthly – (Jan'15-Dec'15)			
Month	Certified Supply Base & weight (MT)		
	Ukui Estate	Scheme Smallholder	Total FFB/Month (MT)*
Jan 15	8,073	11,652	19,725
Feb 15	7,574	11,738	19,312
Mar 15	7,848	12,781	20,629
Apr 15	12,544	15,493	28,037
May 15	15,507	15,739	31,246
Jun 15	14,592	17,360	31,952
Jul 15	14,305	15,242	29,547
Aug 15	11,943	16,676	28,619
Sep 15	10,382	15,108	25,490
Oct 15	10,809	16,157	26,966
Nov 15	8,610	14,910	23,520
Dec 15	10,307	14,760	25,067
Total	132,494	177,616	310,110

Section 2 Assessment Process

Certification Body:

BSI Services Malaysia Sdn Bhd,

(ASI Accreditation Number: RSPO-ACC-19)

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BSI is a leading global provider of management systems assessment and certification, with more than 60,000 certified locations and clients in over 100 countries. BSI Standards is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (RSPO-ACC-19) since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia and an office at Singapore, Jakarta, Bangkok and Australia which involve in RSPO Certification Program.

Assessment Methodology, Programme, Site Visits

The on-site recertification assessment was conducted from 11-15th January 2016. The audit programme is included as Appendix D. The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. Mill was audited together with the the estate. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas and local communities.

BSI is using RSPO P&C Generic Standard 2013 and RSPO Supply Chain Requirement for CPO Mill, 2014 during the assessment. The approach to the audit was to treat each mill and its supply base as an RSPO Certification Unit. The mill was audited together with the plantations of its supply base. A range of environmental and social factors were covered. These included consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas and local communities. BSI only focuses to seek compliance to ensure each certification unit could demonstrate full compliance against RSPO P&C Generic 2013 and RSPO Supply Chain Requirement for CPO Mill.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, review of documentation and monitoring data. Checklists and questionnaires were used to guide the collection of information. The comments made by external stakeholders were also taken into account in the assessment.

Public Stakeholder Notification dated 4th November 2015, more than 30 days prior to the recertification assessment. No written or verbal feedback received at the end of the 30 days period. Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone and email to arrange meetings at a location convenient to them to discuss PT Inti Indosawit Subur – Ukui group certification unit's environmental and social performance.

Meetings and interviews were held 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 these have been incorporated into the assessment findings.

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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 Appendix E.

The assessment findings for the recertification are detailed in Section 3.3.

This report is structured to provide a summary of assessment finding as attached in the Appendix A. The assessment was based on random samples and therefore nonconformities may exist that have not been identified.

This report was internally reviewed by Mr. Sabar, and reviewed externally by independent peer reviewer prior to certification decision by BSI.

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

Assessment Program					
Name (Mill / Supply Base)	Year 1	Year 2	Year 3	Year 4	Year 5
Ukui I POM	X	X	X	X	X
1. Ukui Estate	X	X	X	X	X
2. Sampled KUD as scheme smallholders	X	X	X	X	X

Tentative Date of Next Visit: proposed for November 2016

Total No. of Mandays: 11 mandays

BSI Assessment Team for Recertification Assessment Visit comprises of:

Pratama Sedayu – Auditor (Lead Auditor)

He graduated from University of Jenderal Soedirman on 2008, majoring in Social Economic of Agriculture. He involved in RSPO certification since 2009 as a team member subsequently as a Lead Auditor, covering assessment against RSPO P&C in Indonesia, Malaysia, Thailand, Papua New Guinea, and Liberia. He completed the ISO 9001, ISO 14001, OHSAS 18001 Lead Auditor Course, HCV Identification and Management; ISPO Lead Auditor endorsed Course and RSPO P&C and RSPO SCCS Lead Auditor endorsed Courses. During this assessment, he assessed on the aspects of estate best practices, environment, OHS, and Smallholder audits. He is fluently speaking in English and Bahasa Indonesia.

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He holds Bachelor Degree in Forest Management, graduated from Hasanuddin University on 1994. He has 16 years of work experience in forest concession, forestry industry and the latest is within Oil Palm Plantation in Indonesia. He experiences as auditor for several sustainability standard including FSC, UTZ, Organic Farming, 4C, ISPO and RSPO. He completed the ISO 9001 Lead Auditor Course; ISPO Lead Auditor endorsed Course, RSPO P&C and RSPO SCCS Lead Auditor endorsed Course, and also completed ISCC and RSPO RED course. He had been involved in RSPO auditing since November 2010 in more than various companies in Indonesia, Malaysia, Papua New Guinea, Solomon Islands, Thailand, and Gabon. During this assessment, he assessed on the aspects of legal, HCV, social and labour aspects, and smallholder audits. He is fluently speaking in English and Bahasa Indonesia.

Eri Pradhana Bharata – Auditor (Team member)

He holds bachelor from Trisakti University on 2001, majoring in Environment Engineering. He gets master degree from University of Parahyangan on 2004, majoring in Public Infrastructure Engineering. He has work experience of more than 5 years in otomotive manufacturing company and has working experience in Environmental, Health and Safety Management System. Eri has completed ISO9001, ISO14001 and OHSAS18001, ISPO (Indonesia Sustainable Palm Oil) lead auditor course and RSPO in-house training. He is fluently speaking in English and Bahasa Indonesia. During this assessment, he assessed on the aspects of environment, health and safety as well as smallholder audits.

Doni Mardoni – Auditor (Team member)

He holds Master degree in Sociology and Community science, graduated from Bogor Agriculture University. He has experience in research and consultant of Social-Economy for Agriculture and Forestry between 2002 and 2006. He also has experience conducting several assesment in relation to Forestry performance indicator. Since 2011 he is actively involves in Certification audit in Indonesia as Auditor/team member for Sustainable Natural Forest Management under Indonesia Forestry Department, ISPO certification under Indonesia Agriculture Department, and RSPO Certification. He completed the Auditor traning course for Sutable Natural Forest Management (PHPL), ISPO, as well as in-house training for RSPO. During this assessment, he assessed on the aspects of social community engagement, stakeholder consultation and smallholder audits. He is fluently speaking in Bahasa Indonesia.

Nanang Muallib – Auditor (Team member)

He holds a Bachelor degree in Forestry Technology from Bogor Agriculture University, 1999. He has 4 years experience worked in the Forest plantation company in Indonesia, and has experiences involves in the several RSPO certification audits as team member. He has attended the 5 days RSPO P&C Certification System Assessment Training held by PT Mutuagung Lestari on 2009 as well as 5 days ISO 9001 auditor training on 2009. He has been approved as an HCV Assessor under RSPO Scheme. He has been involved in many assessment related to the Forestry and Sustainable oil palm certification in Indonesia. He has experienced involves in RSPO certification assessments more than 15 different oil palm organizations (including mills and estates) in Indonesia. He is also familiar with RSPO P&C Certification assessment and qualified as audit team member. During this assessment, he assessed on the aspect of Legal, HCV identification and management, and also social community engagement and stakeholder consultation as well as smallholder audits.

Accompanying Persons: None.

Section 3 Assessment Findings

3.1 Details of audit results are provided in the following Appendix:

- RSPO P&C 2013 Summary of the Assessment – Appendix A
- First Resources Limited Time Bound Plan – Appendix B
- RSPO Supply Chain Certification Assessment – Appendix F

3.2 Progress against Time Bound Plan

PT Inti Indosawit Subur - Ukui 1 Palm Oil Mill is part of PT Inti Indosawit Subur, member to RSPO No.1-0022-06-000-00 since 6th February 2006. PT. Inti Indosawit Subur comprises of 19 mills, 27 estates, 6 scheme smallholders of PIR-Trans and 5 scheme smallholders of KKPA in its entity. The time bound plan has been submitted to the certification body at the first initial assessment. This plan is considered challenging, practical, and realistic based on the fact that the company operates one of the largest scheme smallholders (Plasma-PIR TRANS and KKPA) in Sumatera. The company currently utilises the experience obtains during the main assessment to implement the RSPO P&C in other estates and mill. The time bound plan has been spread over 9 years mainly due to the fact that they have 11 scheme smallholders as part of their operations which covers about 60,000 ha. This is a positive approach from the company complying towards RSPO P&C.

The company presented a table showing how the certification audits are planned to fit into the period ending 2017. There are slight changes in the time bound plan for some Plasma and KKPA Schemes and the changes has been addressed in the time bound plan.

The company has been assessed through interview with management representative at the office and they are in compliance the partial certification for the following issues:

- There is no replacement of primary forest or any area containing HCV's since November 2005 for its entities.
- No evidence of non-compliance with the applicable law.
- No legal issues Compensation payments.
- No negative social relations.
- No Burning.
- No Labour disputes

3.3 Details of findings

The nonconformity is listed below. The summary report of the assessment by criteria is listed in Appendix A.

The nonconformity is listed below. The summary report of the assessment by criteria is listed in Appendix A. During the recertification assessment there was four (4) minor nonconformities raised at PT Inti Indosawit Subur – Ukui 1 certification unit. The certification unit submitted Corrective Action Plans for the nonconformities. 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 nonconformities will be followed up during the next surveillance assessment.

Non-Conformity		
NCR #	Description	Category (Major/Minor)
1284853N1	<p>Requirements Indicator 4.7.5 Accident and emergency procedures shall exist and instructions shall be clearly understood by all workers. Accident procedures shall be available in the appropriate language of the workforce. Assigned operatives trained in First Aid should be present in both field and other operations, and first aid equipment shall be available at worksites. Records of all accidents shall be kept and periodically reviewed.</p>	Minor
	<p>Evidence of Nonconformity Emergency procedure for accident in KUD Sumber Makmur and KUD Bina Usaha Baru cannot be presented.</p>	
	<p>Statement of Nonconformity Emergency procedure for fire and earthquake has been established in KUD Sumber Makmur and KUD Bina Usaha Baru; however procedure for accident has not been established.</p>	
1284853N2	<p>Requirements Indicator 5.1.3 This plan shall incorporate a monitoring protocol, adaptive to operational changes, which shall be implemented to monitor the effectiveness of the mitigation measures. The plan shall be reviewed as a minimum every two years to reflect the results of monitoring and where there are operational changes that may have positive and negative environmental impacts.</p>	Minor
	<p>Evidence of Nonconformity Environmental Aspect Impact document dated 01/12/2014.</p>	
	<p>Statement of Nonconformity Environmental Aspect Impact has been established and implemented, however activity for replanting has not identified. Requirement for identification for replanting activity was also stated on matrix document of Dokumen Pedoman Pengelolaan Lingkungan No.Kpts.976/X/2009, as per Keputusan Gubernur Riau, dated 28/10/2009.</p>	
1284853N3	<p>Requirements Indicator 5.3.3 A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented.</p>	Minor
	<p>Evidence of Nonconformity Based on field visit to KUD Bina Usaha Baru (KT24) and Bukit Potalo (KT300 Berkah Ilahi) the empty fertilizer plastic thrown into oil palm field.</p>	
	<p>Statement of Nonconformity The disposal of empty fertilizer plastic does not meet waste management plan in KUD Bina Usaha Baru.</p>	
1284853N4	<p>Requirements Indicator 6.1.4 The plans shall be reviewed as a minimum once every two years and updated as necessary, in those cases where the review has concluded that changes should be made to current practices. There shall be evidence that the review includes the participation of affected parties.</p>	Minor
	<p>Evidence of Nonconformity Verification upon environmental document "Dokumen Pedoman Pengelolaan Lingkungan/DPPL", "Analisis Mengenai Dampak Lingkungan/AMDAL" and "Laporan Pelaksanaan RKL-RPL" (report for Environmental Management Plan and Environmental Monitoring Plan" - semester I year 2015.</p>	
	<p>Statement of Nonconformity Every 6 months, company has prepared report for Environmental Management</p>	

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	Plan and Environmental Monitoring Plan, this includes impact evaluation for each activity. However, the report has not evaluated social impact from replanting activity - started since 2015.	
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Observation	
OBS #	Description
1	Indicator 2.2.2 Scheme manager needs to ensure all oil palm plantation blocks equipped with boundary pole onsite.
2	Indicator 4.3.3 Having road maintenance program in place, the road surface condition in KT 296 (Tandan Emas) of KUD Bukit Potalo needs to be improved.
3	Indicator 4.5.1 KUD Sumber Makmur managed to demonstrate regular monitor of the barn owl boxes, however follow up for damaged barn owl boxes required.

Positive Findings	
PF #	Description
01	Company has maintained management system and organisation structure to monitor the implementation of RSPO requirements in every level of operation. Internal audit conducted once a year by head office personnel for each single site (Mill, estate, and scheme smallholder).
02	Company has built good relationship with stakeholder in the location including local government, community, NGO, and worker union representative.
03	Company put great attention to the development of smallholder.

Issues raised by Stakeholders	
<p>Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss PT Inti Indosawit Subur – Ukui Group Certification Unit’s environmental and social performance, legal and any known dispute issues.</p> <p>Meetings and interviews 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. These have been incorporated into the assessment findings.</p> <p>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 Appendix E.</p>	
IS #	Description
1	<p>Feedback, Comment and Input Dinas Tenaga Kerja dan Transmigrasi Kabupaten Pelalawan (Manpower and Transmigration Office – Pelalawan Regency)</p> <p>- On 04/12/2015, worker union “Serikat Pekerja Kebun Ukui” logged in complaint through letter No.SP3/SPSI/KSA/PUD/12/2015. The complaint to manpower office consist of request to company that children of employee given opportunity to work in company, become permanent worker; Hiring</p>

	<p>temporary employee into permanent worker; Company should put attention on extra fooding for employee worked overtime more than 7 hours.</p> <ul style="list-style-type: none"> - Company has consistently sent routine report of safety committee/safety performance, manpower data report, has implement wage as per minimum wage regulation. - Manpower office does not received complaint related to overtime. <p>Management Responses</p> <ul style="list-style-type: none"> - Company has processed the hiring application to become permanent worker. - In the future, hiring process will be routine. <p>Audit Team Findings</p> <p>Audit team verifying the complaint logged and request feedback from company. Audit team noted the progress being made. Audit team will continue to monitor the progress during subsequent assessment.</p>
2	<p>Feedback, Comment and Input Badan Lingkungan Hidup Kabupaten Pelalawan (Environmental Office – Pelalawan Regency)</p> <ul style="list-style-type: none"> - Company is reporting the implementation of Environmental Management/Monitoring Plan, the hazardous waste management report, land application report, fire monitoring and fire fighting report, and emission test report. Company has environmental permit, land application permit, and hazardous waste storage permit. - It's confirmed some of the permit is in extension process. - There is no land fire in the area of Ukui Estate and Soga Estate. Fire monitoring and fire fighting reported routinely to environmental office. - There is no report on pollution from company operation both palm oil mill and estate side. - Badan Lingkungan is in cooperation with Ukui Estate to manage domestic waste in form of rubbish bank. <p>Management Responses</p> <p>Company acknowledged the comment and committed to improve the performance of environment management system.</p> <p>Audit Team Findings</p> <p>Audit team accepted the progress made to extension of environmental permits. Audit team will continue to monitor PT Inti Indosawit Subur - Ukui Group' environmental management performance.</p>
3	<p>Feedback, Comment and Input Dinas Kehutanan dan Perkebunan Kabupaten Pelalawan (Forestry and Plantation Service – Pelalawan Regency).</p> <ul style="list-style-type: none"> - Company has not submitted "Laporan Perkembangan Usaha Perkebunan (LPUP) tahun 2015" – Plantation Business report 2015. The latest LPUP submitted for period 01-06/2014, through letter No.279/ES-KUK/EXT/08/14. - Company needs to submit the replanting plan for scheme smallholder. - In 06/2015, "Dinas Kehutanan dan Perkebunan Kabupaten Pelalawan" conducted capacity building for scheme smallholder. - No land fire in location of PT Inti Indosawit Subur – Ukui Group area; - No report received about water and air pollution from company's operational activity; - Pelalawan Regency through "Badan Pelayanan Modal dan pelayanan Izin Terpadu (BPMP2T) has not been able to granted "Surat Tanda Daftar Budidaya/STDB" for scheme smallholder of oil palm plantation. <p>Management Responses</p> <ul style="list-style-type: none"> - PT Inti Indosawit Subur – Ukui Group has submitted the "Laporan Perkembangan Usaha Perkebunan (LPUP) tahun 2015" – Plantation Business report 2015, on 13/01/2016. Evidence of report submission/receipt is available from "Dinas Kehutanan dan Perkebunan Kabupaten Pelalawan". - Company will follow up and submit the scheme smallholder replanting plan to "Dinas Kehutanan dan Perkebunan Kabupaten Pelalawan". - PT Inti Indosawit Subur – Ukui Group will coordinate with "Dinas Kehutanan dan Perkebunan

	<p>Kabupaten Pelalawan” related to issuance of “Surat Tanda Daftar Budidaya/STDB”. The said STDB can only issued by Regent of Pelalawan.</p> <p>Audit Team Findings Audit team verified and accepted the progress made related to submission of “Laporan Perkembangan Usaha Perkebunan (LPUP) tahun 2015”. Audit team will continue to monitor PT Inti Indosawit Subur - Ukui Group’ performance in reporting to relevant authorities.</p>
4	<p>Feedback, Comment and Input Dinas Koperasi dan Usaha Mikro Kecil dan Menengah Kabupaten Pelalawan (Cooperative, Micro, Small and Medium Enterprise Service, Pelalawan Regency)</p> <ul style="list-style-type: none"> - All cooperative, the scheme smallholder of PT Inti Indosawit Subur – Ukui Group has a complete and valid legality document. The legality document in form of “akta pendirian” (establishment deed), “anggaran dasar/anggaran rumah tangga” (statute and bylaws), etc. - “Dinas Koperasi dan Usaha Mikro Kecil dan Menengah Kabupaten Pelalawan” has issued legal entity letter for all cooperative. - Each cooperative has conducted “Rapat Anggota Tahunan/RAT” (general member meeting) every year, regularly. The meeting discussing cooperative organization, membership and financial report. - “Dinas Koperasi dan Usaha Mikro, Kecil dan Menengah Kabupaten Pelalawan” always attended cooperative’s general member meeting. <p>Management Responses Company and cooperatives acknowledged the comment and has committed to improve the performance of accompaniment upon cooperative/scheme smallholder organization.</p> <p>Audit Team Findings Positive feedback noted.</p>
5	<p>Feedback, Comment and Input Serikat Pekerja Seluruh Indonesia/SPSI Kebun Ukui, Kebun Soga, Pabrik Kelapa Sawit Ukui 1 dan Pabrik Kelapa Sawit Ukui 2 (Worker union of Ukui Estate, Soga Estate, Ukui 1 POM and Ukui 2 POM)</p> <ul style="list-style-type: none"> - The worker union is registered under “Serikat Pekerja-PPP Serikat Pekerja Seluruh Indonesia Pengurus Unit Kerja PT Inti Indosawit Subur”, “anggaran dasar/anggaran rumah tangga” is acknowledged, with member of 570 workers. The worker union organisation structure has been registered in “Dinas Tenaga Kerja dan Transmigrasi Kabupaten Pelalawan”; - PT Inti Indosawit Subur – Ukui Group has implemented salary payment as per minimum wage regulation. There is no worker complaint related to minimum wage payment. - Should any complaint from worker, for example related to working tools, will be settled through discussion with field assistant. - During morning muster, all worker being reminded on the work quality, use of PPE, condition of infrastructure, discipline in line of work and prohibition on sexual harassment. - Company does not discriminating the worker and does not employ worker under 18 years old. - Company has several policy in relevant to worker such as minimum age for work, equal opportunity, not discrimination, anti-corruption, sexual harassment and protecting female worker reproductive. <p>Management Responses Company and cooperatives acknowledged the comment from worker union and has committed to improve the industrial relationship, worker welfare for all workers.</p> <p>Audit Team Findings Overall positive comment. Audit team will continue to monitor the industrial relationship between PT Inti Indosawit Subur – Ukui Group with the employee.</p>
6	<p>Feedback, Comment and Input Komite Gender Ukui Grup (Gender Committee of PT Inti Indosawit Subur – Ukui Group)</p> <ul style="list-style-type: none"> - The gender committee is active. The gender committee organization structure has been approved on

	<p>11/02/2013. The chairwoman: Mrs.Khalizah Saragih, treasurer: Mrs. Iin Suhartini, secretary: Mrs.Nurmala.</p> <ul style="list-style-type: none"> - In 2014 and 2015, there has been no case of sexual harassment. Company upheld the rights of female worker. - Every three months, gender committee meeting with management; discussing female right and work condition for female worker. - If sexual harassment occurred to female worker, gender committee will protect and encourage the victim to process the complaint report with gender committee to settle the process. <p>Management Responses Company acknowledged the comment, and will always support with gender committee activity.</p> <p>Audit Team Findings Positive feedback noted and incorporated into assessment finding.</p>
7	<p>Feedback, Comment and Input Local contractor</p> <ul style="list-style-type: none"> - PT Inti Indosawit Subur is empowering local community around plantation, providing opportunity for local business. For example transporting empty fruit bunch. - The empty fruit bunch transport payment is ontime. There is no late payment. - Plantation road is in good condition, contractor transport armada can operate smoothly. Company perform regular road maintenance. - Company emphasize to all contractor to abide to work agreement. Contractor worker must use personal protective equipment during work. Risk during work is responsible of contractor. <p>Management Responses - Company acknowledged the comment, and will always support local business to the local business partners and local contractors. To improve monitoring on contractor's health and safety performance.</p> <p>Audit Team Findings Positive feedback noted and incorporated into assessment finding.</p>
8	<p>Feedback, Comment and Input Masyarakat Desa Bagan Limau, Kecamatan Ukui, Kabupaten Pelalawan (Local Community of Bagan Limau Village, Ukui Sub-district, Pelalawan Regency)</p> <ul style="list-style-type: none"> - Community feels no pollution from company existence/activity in the PT Inti Indosawit Subur – Ukui Group area. - Community understand no land conflict and/or land occupation in the PT Inti Indosawit Subur – Ukui Group plantation area. - Community know there is no fire inside PT Inti Indosawit Subur – Ukui Group plantation area. - Company presence brings job opportunity and opportunity to do business. - Donation and aid from company in form of road maintenance, road extension, donation during religious day. - In 2015, company facilitating the electricity network development, with PLN (Indonesia's state electricity company). - For 2016, community proposed to have vocation school building, company has approved. - PT Inti Indosawit Subur – Ukui is communicating and consulting village head, community figure and other community member to prepare the Corporate Social Responsibility (CSR) program. The objective to make CSR program is in line with community need. Village head also comment, this is to prevent overlapping between company's CSR program with village development program. - Company provides response on information request and donation/aid proposal. <p>Management Responses Company acknowledged the comment, will keep improving the CSR program.</p> <p>Audit Team Findings Positive feedback noted and incorporated into assessment finding.</p>
9	<p>Feedback, Comment and Input</p>

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	<p>Masyarakat Desa Silikuan Hulu, Kecamatan Ukui, Kabupaten Pelalawan (Local Community of Silikuan Hulu Village, Ukui Sub-district, Pelalawan Regency)</p> <ul style="list-style-type: none"> - Community feels company needs to improve attention to local community through CSR program. - Boundary between company's "Hak Guna Usaha/HGU" – land title with scheme smallholder plantation is clear, concrete boundary poles evident. - Community understand no land conflict and/or land occupation in the PT Inti Indosawit Subur – Ukui Group plantation area. - PT Inti Indosawit Subur provides training for smallholder: fertilizer application, weed control, herbicide spraying), harvesting, pest and disease control. - Company dissemination the RSPO program, HCV area, conservation area, policy against illegal hunting, poaching of protected species, policy against open burning, policy to respect human right and not doing sexual harassment. - The FFB pricing is according to price level issued by "Dinas Perkebunan Provinsi Riau" <p>Management Responses Company acknowledged the comment, will keep improving the CSR program.</p> <p>Audit Team Findings Positive feedback from village community/smallholder noted and incorporated into assessment finding.</p>
10	<p>Issues</p> <p>Masyarakat Desa Air Hitam, Kecamatan Ukui, Kabupaten Pelalawan (Local Community of Air Hitam Village, Ukui Sub-district, Pelalawan Regency)</p> <ul style="list-style-type: none"> - Presence of the PT Inti Indosawit Subur – Ukui Group is improving local community's economic level. - The donation and aid received from company in form of village road maintenance, computer, food supply for the less fortunate during religious festival. - Public relation officer comes to village to communicate and consulting Corporate Social Responsibility (CSR) program. Community feel that company's CSR program should in synergy with village development program. - There is no complaint from local community related to pollution; and - No complaint related to industrial relation. PT Inti Indosawit Subur – Ukui Group pays employee salary in accordance to relevant minimum wage regulation. - Company provides response on information request and donation/aid proposal. <p>Management Responses Company acknowledged the comment, will keep improving the CSR program.</p> <p>Audit Team Findings Positive feedback from village community/smallholder noted and incorporated into assessment finding.</p>

3.3.1 Status of Nonconformities Previously Identified and Observations

A minor nonconformity from previous assessment has been followed up and closed.

Non-Conformity		
NCR #	Description	Category (Major/Minor)
1168678N1	<p>Requirements Indicator 5.2.4 Where a management plan has been created there shall be ongoing monitoring:</p> <ul style="list-style-type: none"> • The status of HCV and RTE species that are affected by plantation or mill operations shall be documented and reported; • Outcomes of monitoring shall be fed back into the management plan. <p>Evidence of Nonconformity Conservation Management Plan dan Rencana Program Replanting Ukui Estate tahun 2015.</p>	Minor

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	<p>Statement of Nonconformity Based on document verification against Conservation Management Plan - Ukui Estate and Replanting Program Ukui Estate 2015, shows company has yet taking into consideration the HCV management as part of replanting plan commence in 2015.</p> <p>Actions Based on verification upon replanting map Ukui Estate year 2015-2022 overlaid against HCV area map; and replanting area statement calculation. The replanting area has sets aside HCV area from replanting area. There is no HCV area disturbed in relation to replanting in Ukui Estate. Nonconformity closed on 15/01/2016.</p> <p>Closed? Yes</p>	
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3.3.2 Summary of the Nonconformities and Status

CAR Ref.	CLASS	ISSUED	STATUS
AS01/2011/UkuiSH4.6.4	Major Smallholder	23/12/2011	Closed 20/02/2012
AS02/2011/UkuiSH6.5.1	Major Smallholder	23/12/2011	Closed 20/02/2012
AS01/2012/UkuiASA01 2.2.5	Minor	23/02/2012	Closed 09/02/2013
AS02/2012/UkuiASA01 6.1.2	Minor	23/02/2012	Closed 09/02/2013
AS03/2011/UkuiASA01 5.2.2	Minor Smallholder	23/02/2012	Closed 09/02/2013
AS04/2011/UkuiASA01 6.1.3	Minor Smallholder	23/02/2012	Closed 09/02/2013
A845131/1 2.1.1	Major	09/02/2013	Closed 02/04/2013
A845131/2 2.2.1	Major	09/02/2013	Closed 08/04/2013
A845131/3 4.8.2	Major	09/02/2013	Closed 02/04/2013
A845131/4 5.3.2	Major	09/02/2013	Closed 08/04/2013
A845131/5 6.3.1	Major	09/02/2013	Closed 08/04/2013
A845131/6 6.5.1	Major	09/02/2013	Closed 08/04/2013
A845131/7 4.6.2	Major Smallholder	09/02/2013	Closed 02/04/2013
A845131/8 E.1.1 SCC	Major SCC	09/02/2013	Closed 02/04/2013
A845131/9 E.3.1 SCC	Major SCC	09/02/2013	Closed 02/04/2013
A845131/10 E.5.1 SCC	Major SCC	09/02/2013	Closed 08/04/2013
A845131/1 4.1.4	Minor	09/02/2013	Closed 30/11/2013
A845131/2 4.4.2	Minor	09/02/2013	Closed 30/11/2013
A845131/3 4.7.5	Minor	09/02/2013	Closed 30/11/2013
A845131/4 4.7.8	Minor	09/02/2013	Closed 30/11/2013
A845131/5 4.7.10	Minor	09/02/2013	Closed 30/11/2013
A845131/6 4.6.6	Minor Smallholder	09/02/2013	Closed 30/11/2013
A845131/7 6.2.4	Minor Smallholder	09/02/2013	Closed 30/11/2013
A845131/8 6.10.3	Minor Smallholder	09/02/2013	Closed 30/11/2013
998107M17 5.3.2	Major	30/11/2013	Closed 30/01/2014
998107N15 4.3.2	Minor	30/11/2013	Closed 10/01/2015
998107N14 6.5.1	Minor	30/11/2013	Closed 10/01/2015
1142537M1 5.3.2	Major	10/01/2015	Closed 28/02/2015
1142537M2 5.3.1	Major Smallholder	10/01/2015	Closed 02/03/2015
116878M1 D.6.2	Major SCC	20/03/2015	Closed 06/04/2015
1168678N1	Minor	10/01/2015	Closed 15/01/2016
1284853N1	Minor	15/01/2016	"Open"
1284853N2	Minor	15/01/2016	"Open"
1284853N3	Minor	15/01/2016	"Open"
1284853N4	Minor	15/01/2016	"Open"

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Assessment Conclusion and Recommendation	
<p>It is concluded that PT Inti Indosawit Subur – Ukui 1 Palm Oil Mill Certification Unit and supply base complies with the RSPO P&C 2013 and RSPO Supply Chain Certification Standard (Nov 2014) for CPO Mill. It is recommended that the Re-Certification assessment is approved.</p>	
Acknowledgement of Assessment Findings by Client representative	Report prepared by BSI
Name : Welly Pardede	Name : Pratama A Sedayu
Company name : PT Inti Indosawit Subur (Ukui 1 Palm Oil Mill)	Company name : BSI Malaysia Services Sdn Bhd
Title : Head of Sustainability	Title : Lead auditor
Signature : 	Signature : 

Appendix A: Summary of Findings (P&C 2013)

Criterion / Indicator	Assessment Findings	Compliance
Principle 1: Commitment to Transparency		
Criterion 1.1: Growers and millers provide 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.		

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Criterion / Indicator	Assessment Findings	Compliance
<p>1.1.1</p> <p>There shall be evidence that growers and millers provide adequate information on (environmental, social and/or legal) issues relevant to RSPO Criteria to relevant stakeholders for effective participation in decision making. - Minor compliance -</p>	<p>PT Inti Indosawit Subur – Ukui Group has a procedure for handling information request and providing response, under “SOP Penanganan Permintaan Informasi Stakeholder” No.AA-GL-5008.1-R1, dated 22/08/2011. In general, the SOP explains company’s step upon receiving information and responding such information request. Information request received in form of verbal communication, through letter or through representative appointed by community. Incoming information will be received by public relation officer and recorded in logbook. If information comes through verbal communication, public relation officer then creates minutes and sign by both parties.</p> <p>The information received then channeled to relevant party: mill manager/estate manager/group manager or regional office. Each has their authority in decision making. Public relation officer updating the logbook status, in order to provide update information to interested party. At maximum 14 days after information request received, response shall be given. Records of information request kept for minimum three (3) years.</p> <p>PT Inti Indosawit Subur – Ukui Group is communicating the procedure to community of Desa Air Hitam and Desa Bagan Limau.</p> <p>Record of information request and response/information logbook is maintained by company. Seen and verified.</p> <p>Scheme smallholder: Each cooperative sampled and visited, Koperasi Unit Desa/KUD Sumber Makmur, KUD Bina Usaha Baru, KUD Bukit Potalo has a mechanism to handle communication, consultation and complaint. Public relation officer is the one responsible at each cooperative. The information request written in “Buku Rekaman Permintaan Informasi”. Cooperative chairman discuss with committee to provide the answer, before writing the response. This mechanism has been cascaded to farmer members of each cooperative.</p>	<p>Yes</p>

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Criterion / Indicator	Assessment Findings	Compliance
<p>1.1.2</p> <p>Records of requests for information and responses shall be maintained. -Major compliance</p>	<p>Record of information request and response/information logbook is maintained by company. Records of information request and response provided by company is kept for minimum three (3) years. Seen and verified.</p> <p>Sample: On 18/05/2015, company provides report related to POME land application and utilization of solid by-product to Environmental service/"Badan Lingkungan Hidup Provinsi Riau"; On 07/01/2016, company provides information related to acknowledgement of safety committee at Ukui 1 Palm Oil Mill to Manpower Service/"Dinas Tenaga Kerja dan Transmigrasi Kabupaten Pelalawan".</p> <p>Scheme smallholder: KUD Bina Usaha Baru: KUD has a book "Rekaman Permintaan dan Tanggapan Informasi", throughout 2015, there are 13 information requests. Example: On 09/09/2015, Letter from PT Inti Indosawit Subur-Sentral No.086/ES-LKU/EXT/09/2015 about FFB quality improvement; has been followed up and cascaded to each Kelompok Tani through letter No.17/KUD-BUB/BJ/IV/2015 dated 11/09/2015 related to "Himbauan Perbaikan Mutu TBS Plasma".</p> <p>KUD Bukit Potalo: All information request recorded under "Log Book KUD Bukit Putalo", where in 2015 10 request received: - Request for donation for "Penguahan Sanggar Seni Antan-antan Bate, Desa Ukui II" through "Surat No.01/PAN/SS.AAB/UII/I/2015" dated 25/01/2015. Cooperative responded immediately through direct donation. Logged in "Buku Kas Harian dan Kwitansi" on 09/02/2015. - Request for help on scout "Sosialisasi Pramuka Saka Bhayangkara di Kecamatan Ukui" through "Surat No.05/UM" dated 10/11/2015. Responded on 15/11/2015 and logged in "Buku Kas Harian dan Kwitansi".</p>	<p>Yes</p>

Criterion 1.2:

Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.

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Criterion / Indicator	Assessment Findings	Compliance
<p>1.2.1</p> <p>Publicly available documents shall include, but are not necessary limited to:</p> <ul style="list-style-type: none"> • Land titles/user rights (Criterion 2.2); • Occupational health and safety plans (Criterion 4.7); • Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8); • HCV documentation (Criteria 5.2 and 7.3); • Pollution prevention and reduction plans (Criterion 5.6); • Details of complaints and grievances (Criterion 6.3); • Negotiation procedures (Criterion 6.4); • Continual improvement plans (Criterion 8.1); • Public summary of certification assessment report; • Human Rights Policy (Criterion 6.13). <p>- Major compliance –</p>	<p>Company has a set of publicly available document. The provision of publicly available document segregates based on stakeholder category: Government, community and NGO: AMDAL document, RKL/RPL report, Social Impact Assessment, HCV identification and monitoring report, land permit (Izin Lokasi – location permit, Izin Prinsip – principle permit, HGU/land title certificate), environmental permit, palm oil mill machinery permits and licenses, safety committee report, plantation business progress report, conservation management plan document, environmental management program, corporate social responsibility/CSR documents, FFB price, forest and land fire fighting report, ground water use report, tax and retribution payment documents, radio station permit, company policies, continuous improvement program, social procedures, hazardous waste handling report, POME land application permit and report, manpower report, employee’s medical check up result, physical and chemical analysis of river water, land compensation report, public summary report.</p> <p>A number of documents are determined to be available for public, with approval from management:</p> <ol style="list-style-type: none"> 1. Laporan RKL-RPL (environmental management and monitoring report); 2. Laporan neraca limbah B3 (hazardous waste balance report); 3. Laporan limbah cair dan padat (solid and liquid waste report); 4. Laporan penggunaan air permukaan dan air bawah tanah (Underground and surface water usage report); 5. Laporan P2K3 (health and safety report); 6. Wajib lapor tenaga kerja (manpower report); 7. Laporan Perkembangan usaha perkebunan (plantation business progress report); 8. Laporan hasil monitoring high conservation value (high conservation value monitoring report); 9. Laporan pemantauan dan pencegahan kebakaran lahan (land fire monitoring and prevention activity report); 10. Laporan hasil MCU karyawan (employee’s medical checkup result); 11. Laporan emisi udara (air emission test report); 12. Laporan analisa fisik dan kimia sungai (river water’s physical and chemical test result). 	<p>Yes</p>

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Criterion / Indicator	Assessment Findings	Compliance
	<p>Scheme smallholder:</p> <p>KUD Sumber Makmur: Cooperative has determined type of document accessible by public. The list consist a.o. land certificates, legality (deeds, status and bylaws, tax payer number), agreement between each farmer group with PT Inti Indosawit Subur – Ukui Group, SEIA – “Dokumen AMDAL, Laporan Pelaksanaan RKL/RPL”, HCV Report, information request and response, etc. Sample of agreement seen (available for public upon chairman approval): “Perjanjian Produksi, Jual Beli Tandan Buah Segar (TBS), Pemeliharaan Tanaman antara Petani Peserta dan Perkebunan Inti Proyek PIR-Trans PT IIS di Kebun Ukui, Provinsi Riau No.08/SPKB/UKUI/XI/1994” dated 01/11/1994 between PT Inti Indosawit Subur and Kelompok Tani Usaha Sehat (KT 186), acknowledged by “Kepala Dinas Perkebunan Provinsi Riau” and “Bupati Kampar”.</p> <p>KUD Bina Usaha Baru: KUD has a list of publicly available document, under “Dokumen yang dapat diakses” consist of Legality: deed of establishment, land certificates; Financial and operational; “Rapat Anggota Tahunan”; HCV assessment document; Social Impact Assessment document; Agronomy SOP; Production book; AMDAL.</p> <p>KUD Bukit Potalo: Cooperative has determined type of document accessible by public. The list consist of establishment deed - “Akte Pendirian KUD”, statutes and bylaws – “Anggaran Dasar dan Anggaran rumah Tangga (AD-ART) KUD”, Trading license – “Surat Izin Usaha Perdagangan (SIUP)”, work permit – “Surat Izin Tempat Usaha (SITU)”, tax payer number – “Nomor Pokok Wajib Pajak (NPWP)”. Other documents related to social and environmental management available: SEIA – “Dokumen AMDAL, Laporan Pelaksanaan RKL/RPL”, HCV report – “Identifikasi HCV”, waste management, pesticide and fertilizer record.</p>	
<p>Criteria 1.3: Growers and millers commit to ethical conduct in all business operations and transactions.</p>		

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Criterion / Indicator	Assessment Findings	Compliance
<p>1.3.1</p> <p>There shall be a written policy committing to a code of ethical conduct and integrity in all operations and transactions, which shall be documented and communicated to all levels of the workforce and operations. -Minor compliance</p>	<p>PT Inti Indosawit Subur – Ukui Group has a company policy/“Kebijakan Perusahaan”, signed by Managing Director on 01/12/2014. The policy mentioned company’s commitment to uphold and respect code of ethical conduct in all operation. The commitment including prevention of corruption, collusion and nepotism.</p> <p>The company policy is available on notice board. Company conducted dissemination sessions: In Ukui 1 POM, date 21/02/2015 attended by 45 workers; in Ukui Estate on 28/06/2015 attended by 99 workers.</p> <p>Scheme smallholders: Each cooperative has their set of policy – “Kebijakan Koperasi”, in which mention commitment to respect code of ethical conduct and prohibit any form of corruption, bribery and fraud on use of data and resources in cooperative operation. The policy has been disseminated to farmer members on a number of occasions.</p> <p>KUD Bina Usaha Baru: KUD Bina Usaha Baru has a policy “Kebijakan Koperasi” signed by KUD Chairman dated 04/01/2015, in point 6, committed for ethical code of conduct in business and prohibited all form of corruption, bribery and fraud in use of fund and resources.</p>	<p>Yes</p>
<p>Principle 2: Compliance with applicable laws and regulations</p>		
<p>Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.</p>		

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Criterion / Indicator	Assessment Findings	Compliance
<p>2.1.1 Evidence of compliance with relevant legal requirements shall be available. - Major compliance -</p>	<p>Company has been able to demonstrate evidences of compliance with relevant legal requirements, such as: Land ownership and lease: - Locations permit, as per "Surat Pencadangan Areal No.Kpts.379/VIII/1984 tentang Pencadangan Tanah Seluas 65,000 Ha di Daerah Buatan II Kecamatan Siak Kabupaten Tingkat II Bengkalis, Kecamatan Langgam dan Kecamatan Bunut, Kabupaten Tingkat II Kampar dan Kecamatan Pangkalan Kuras Kabupaten Kampar, Kecamatan Pasir Penyau Kabupaten Tingkat II Indragiri Hulu dalam rangka mengembangkan Kelapa Sawit Pola PIR PT. Inti Indosawit Subur" dated 27/08/1984. The location permit covers area of 65,000 Ha for development of nucleus and scheme smallholders PT Inti Indosawit Subur.</p> <p>Ukui Estate: - 1. HGU No.16 issued by "Kantor Pertanahan Kabupaten Pelalawan" on 11/03/2010 based on "SK Kepala BPN No.115/HGU/BPNRI/2009" dated 08/09/2009 for 299.51 Ha as per "Surat Ukur"/measurement minutes No.01/AirHitam/2010. The HGU valid up to 11/03/2045. - 2. HGU No.01 issued by "Kantor Pertanahan Kabupaten Kampar" on 18/12/1989 based on "SK Kepala BPN No.04/HGU/1989" dated 27/04/1989 for 6,727.4 Ha as per "Surat ukur"/measurement minutes No.53/1988. HGU is valid until 31/12/2019. - Izin Usaha Perkebunan-Budidaya (IUP-B) based on Surat Kepurusan Bupati Pelalawan No.Kpts.525.3/Dishutbun/2013/446 dated 29/05/2013 for 3,003.73 Ha. Ijin Usaha Perkebunan-Pengolahan (IUP-P) for PT Inti Indosawit Subur dated 29/05/2013. - Document of land compensation (see indicator 2.2.3)</p> <p>Mill machinery permits: - Boiler Takuma No.566/BL/DISNAKERTRANS/003/2012, latest inspection by PT Jesindo Mandiri on 11/10/2014, next inspection 11/10/2016; - WeighBridge 1 No.510.302/METRO/1289/IV/2025 valid until 16/04/2016 and WeighBridge 2, No.510.302/METRO/1288/IV/2025 valid until 16/04/2016; - Vertical Sterilizer 1 No.566/Sterilizer/DISNAKERTRANS/0064/2012, latest inspection on 11/10/2014, next on 11/10/2016; - Back Pressure Vessel No.566/BPV/DISNAKERTRANS/0063/2012 latest inspection on 11/10/2014, next on 11/10/2016; - Electrical installation No.132/L-IL/PPLWN/2006 latest inspection on 11/10/2014, next inspection on 11/10/2016; - Steam turbine 1, No.222/TU-M/PL/2004, latest inspection on 11/10/2014, next inspection on 11/10/2016; - Air Compressor No.B.88/BT-M/VI/1997, latest inspection on 11/10/2014, next inspection on 11/10/2016;</p>	<p>Yes</p>

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	<p>Scheme smallholder:</p> <p>KUD Sumber Makmur: Cooperative is able to demonstrate evidence on legal compliance. Cooperative legality (establishment deed, tax payment number, trading license, etc.), land certificates of all farmer members, management of hazardous waste, monitoring on implementation of social-environmental management plan, fulfillment of minimum wage.</p> <p>As basic for cooperation with PT Inti Indosawit Subur, each farmer group (under each cooperative bound to an agreement. Sample: "Perjanjian Produksi, Jual Beli Tandan Buah Segar (TBS), Pemeliharaan Tanaman antara Petani Peserta dan Perkebunan Inti Proyek PIR-Trans PT IIS di Kebun Ukui, Provinsi Riau No.08/SPKB/UKUI/XI/1994" dated 01/11/1994 between PT Inti Indosawit Subur and Kelompok Tani Usaha Sehat (KT 186), acknowledged by "Kepala Dinas Perkebunan Provinsi Riau" and "Bupati Kampar".</p> <p>KUD Bukit Potalo: Cooperative is able to demonstrate legality: Establishment deed by "Kepala Dinas Koperasi dan UKM Kabupaten Pelalawan a.n Menteri Negara Urusan Koperasi dan Usaha Kecil dan Menengah" through "Surat Keputusan No.108/BH/DISKOP/2.1/IV/2006" dated 17/04/2006. Acknowledgement as legal entity "Pengesahan Kantor Wilayah Departemen Koperasi Provinsi Riau No.98/Kep/KWK.4/4.1/IX/1992" dated 10/09/1992. Operational permit "Surat Izin Operasional/Izin Peruntukan Bidang Usaha dari Kantor Pelayanan Terpadu No.137/KPPT/SITU/2012/9" dated 10/01/2012, valid for 5 years. Legal entity registration No.041626500001 dated 10/01/2012, valid for 5 years. Tax payment No.03.198.436.2-222.000 dated 20/01/2012.</p> <p>KUD Bina Usaha Baru: KUD has a document called "Evaluasi Kepatuhan Hukum – KUD Bina Usaha Baru 2015", the evaluation covers regulation such as "UU RI No.25 tahun 1992 tentang Perkoperasian dan Pemasarakatannya Pasal 7 Pembentukan Koperasi dengan Akta Pendirian yang Memuat Anggaran Dasar" – evidence of compliance Akta Pendirian Koperasi No.07/KEP/KWK.494.1/I/1992; "UU No.2 tahun 1992 tentang Sistem Budidaya Tanaman Bab III Pasal 20 Perlindungan Tanaman" – evidence of compliance through SOP of Pest control; "Keputusan Bersama Menteri Pertanian dan Menteri Koperasi dan Pembinaan Pengusaha Kecil No.73/KPTS/OT.210/2/98 tentang Pembinaan dan Pengembangan Koperasi Unit Desa Bidang Perkebunan dengan Pola Kemitraan melalui Pemanfaatan Kredit kepada Koperasi Primer untuk Anggota" – evidence of compliance "Laporan Rapat Anggota Tahunan";</p>	

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Criterion / Indicator	Assessment Findings	Compliance
<p>2.1.2</p> <p>A documented system, which includes written information on legal requirements, shall be maintained.</p> <p>- Minor compliance -</p>	<p>Mill and Estates:</p> <p>The company has updated the regulations that must be complied provided in Indonesian Legislation and international laws or its ratification.</p> <p>PT IIS demonstrate a list of all applicable regulations, which was evaluated and reviewed. Date of latest review on 11/05/2015. for instance:</p> <ul style="list-style-type: none"> - "Peraturan Menteri Tenaga Kerja dan Transmigrasi No.12 tahun 2015 tentang K3 listrik". - "Peraturan Pemerintah Republik Indonesia No.101 Tahun 2014 tentang pengelolaan Limbah Bahan Berbahaya dan Beracun". - "Peraturan Menteri Lingkungan Hidup No.5 Tahun 2014 tentang Baku Mutu Air Limbah"; <p>Scheme smallholder:</p> <p>KUD Sumber Makmur: Cooperative has prepared list of rules and regulation, and has evaluated the legal compliance. In the list, cooperative has explaining the requirement, evaluation and evidence of compliance against 22 regulations. Example: "Undang-undang No.13 tahun 2003 tentang Ketenagakerjaan" – related to manpower, evidence by work agreement, payment of worker salary in accordance with minimum wage; "Undang-undang No.1 tahun 1970 tentang Keselamatan Kerja" – related to occupational safety, evidence by health and safety program, PPE inspection, etc.; "Peraturan Menteri Tenaga Kerja No.08/Men/VII/2010 tentang Alat Pelindung Diri" – related to PPE, evidence by providing PPE for harvester.</p> <p>KUD Bina Usaha Baru: KUD has a document called "Evaluasi Kepatuhan Hukum – KUD Bina Usaha Baru 2015", consist of 60 items applicable.</p>	<p>Yes</p>

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Criterion / Indicator	Assessment Findings	Compliance
<p>2.1.3</p> <p>A mechanism for ensuring compliance shall be implemented. - Minor compliance -</p>	<p>Mill and Estates: Company has a procedure to achieve compliance with relevant regulations under SOP-AA-GL-5001.1-R0. Evaluation against applicable regulations carried out on regular basis. A number of compliance against applicable regulation is in progress. PT IIS demonstrate document "Evaluasi Kepatuhan Hukum". Sampled: The document has included the "Permenkes No.416 tahun 1990" and "PP No.82 tahun 2001". Company compliance in form of evaluation and test of water quality drinking water, river water, analysis on soil physic and chemical, underwater analysis, analysis on water physical and chemical. Date of latest review on 11/05/2015.</p> <p>Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru, KUD Bukit Potalo: Cooperative has determined legal compliance evaluation carried out once a year. The evaluation process ensures all operational activities are checked. KUD Sumber Makmur: Evaluation against 22 applicable regulations. KUD Bukit Potalo: Evaluation against 22 applicable regulations on 12/2015.</p>	<p>Yes</p>
<p>2.1.4</p> <p>A system for tracking any changes in the law shall be implemented. - Minor compliance -</p>	<p>Estate and Mill: Legal requirement-evaluation and fulfilment mechanism regulated under "SOP Pemenuhan Peraturan Perundang-undangan dan Perubahannya" No. SOP; AA-GL-5001.1-RO dated 05/12/2009. The procedure explains the stages for evaluation applicable legal requirements, person in charge for evaluation and ensures implementation of such requirement.</p> <p>A system for tracking any changes of regulation conducted by Public Relation officer through searching in internet and/or communication with local government.</p> <p>Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru, KUD Bukit Potalo: Cooperative has determined legal compliance evaluation carried out once a year. Prior to legal compliance evaluation, cooperative review for changes in the applicable regulation. The scheme manager will provide update, should new and/or revised applicable regulation issued by government. KUD Sumber Makmur: Evaluation against 22 applicable regulations. KUD Bukit Potalo: "Evaluasi Kepatuhan Hukum KUD Bukit Potalo" consists of evaluation against 22 applicable regulations on 12/2015.</p>	<p>Yes</p>
<p>Criterion 2.2: The right to use the land is demonstrated, and is not legitimately contested by local people who can demonstrate that they have legal, customary or user rights.</p>		

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Criterion / Indicator	Assessment Findings	Compliance
<p>2.2.1 Documents showing legal ownership or lease, history of land tenure and the actual legal use of the land shall be available. - Major compliance -</p>	<p>Company is able to demonstrate the legal ownership of the land: PT IIS Ukui Group holds three HGU which was checked and verified during the previous annual surveillance: Land ownership and lease: - Locations permit, as per "Surat Pencadangan Areal No.Kpts.379/VIII/1984 tentang pencadangan tanah seluas 65,000 ha di Daerah Buatan II Kecamatan Siak Kabupaten Tingkat II Bengkalis, Kecamatan Langgam dan Kecamatan Bunut, Kabupaten Tingkat II Kampar dan Kecamatan Pangkalan Kuras Kabupaten Kampar, Kecamatan Pasir Penyau Kabupaten Tingkat II Indragiri Hulu dalam rangka pengembangan Kelapa sawit Pola PIR PT. Inti Indosawit Subur" dated 27/08/1984. The location permit covers area of 65,000 Ha for development of nucleus and scheme smallholders PT Inti Indosawit Subur. Ukui Estate: - 1. HGU No.16 issued by "Kantor Pertanahan Kabupaten Pelalawan" on 11/03/2010 based on "SK Kepala BPN No.115/HGU/BPNRI/2009" dated 08/09/2009 for 299.51 Ha as per "Surat Ukur"/measurement minutes No.01/AirHitam/2010. The HGU valid up to 11/03/2045. - 2. HGU No.01 issued by "Kantor Pertanahan Kabupaten Kampar" on 18/12/1989 based on "SK Kepala BPN No.04/HGU/1989" dated 27/04/1989 for 6,727.4 Ha as per "Surat ukur"/measurement minutes No.53/1988. HGU is valid until 31/12/2019. - Izin Usaha Perkebunan-Budidaya (IUP-B) based on Surat Keputusan Bupati Pelalawan No.Kpts.525.3/Dishutbun/2013/446 dated 29/05/2013 for 3,003.73 Ha. Ijin Usaha Perkebunan-Pengolahan (IUP-P) for PT Inti Indosawit Subur dated 29/05/2013. - Document of land compensation (see indicator 2.2.3)</p>	<p>Yes</p>

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	<p>Scheme smallholder:</p> <p>KUD Sumber Makmur: All farmer members have the land title for their oil palm block. Sample: Mr.Samsiah, block No.5302, certificate No.200 (2 Ha); Mr. Usman, block No.5303, certificate No.121 (2 Ha); Mr. Sarjono/Mr.Didi Suwandi, block No.5327, certificate No.630 (2 Ha); Mr.Pardi Matharso, block No.5387, certificate No.705 (2 Ha); Mr.Samsir, block No.5338, certificate No.151 (2 Ha); Mr. Bahar Datan, block No.5389, certificate No.176 (2 Ha);</p> <p>KUD Bina Usaha Baru: Mr.Wartoyo, block No.771, certificate No.567 (2 Ha); Mr. Lindi/Rifai, block No.797, certificate No.812 (2 Ha); Mr. Antok/Mr.Warsito, block No.1102, certificate No.573 (2 Ha); Mr.Tuparno, block No.1043, certificate No.452 (2 Ha); Mr.Sukaryo/Mujimin, block No.503, certificate No.410 (2 Ha); Mr.Sukarman, block No.541, certificate No.343 (2 Ha);</p> <p>KUD Bukit Potalo: Mr.Abdul Wahab bought the land from Mr.Bakar, farmer block No.6601, certificate No.6307 (2 Ha) dated 06/01/2000; Mr.Lempa, farmer block No.6602, certificate No.6303 (2 Ha) dated 06/01/2000; Mr.Lima, farmer block No.6603, certificate No.6293 (2 Ha) dated 06/01/2000; Mr.Arsyad Saleh, farmer block No.6608, certificate No.6311 (2 Ha) dated 26/11/1999 as per "Surat Keputusan No.52/PIR/KW.24/KR/1999" with measurement map No.197/13.04/TRS/2000.</p>	

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<p>2.2.2</p> <p>Legal boundaries shall be clearly demarcated and visibly maintained. - Minor compliance -</p>	<p>Ukui Estate: PT Inti Indosawit Subur has a program to monitor the presence and stature of each boundary poles, as in "Laporan Pemeriksaan dan Perawatan Patok Batas PT Inti Indosawit Subur". On 26/12/2015, boundary pole inspection performed for poles No.1 (Block A88a), 3 (Block A88b), 4 (Block A88c), 8 (Block A88h), 59 (Block A88e). Based on field visit, the boundary pole No.BPN 49 and BPN 47 can be located and visibly maintained.</p> <p>Scheme smallholder: "Ketua Kelompok Tani/KT" is responsible to install and monitor the presence of boundary poles at each oil palm block. Based on field visit to plantation of KUD Sumber Makmur, KUD Bina Usaha Baru and KUD Bukit Potalo, the boundary poles are in place and visibly maintained. No complaint received related to boundary from local community. KUD Bina Usaha Baru: Boundary poles in place for 17 sampled blocks. KUD Sumber Makmur: Boundary poles in place for 21 sampled blocks. KUD Bukit Potalo: The boundary sets as per "PIR TRANS LOKAL" program from government, where each family gets 2 Ha land in 1994/1995. Based on field visit, boundary marking in place for each sampled farmer blocks, painted red-white.</p> <p>Observation: Scheme manager needs to ensure all oil palm plantation blocks equipped with boundary pole onsite.</p>	<p>Yes</p>

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Criterion / Indicator	Assessment Findings	Compliance
<p>2.2.3</p> <p>Where there are or have been disputes, additional proof of legal acquisition of title and evidence that fair compensation has been made to previous owners and occupants shall be available, and that these have been accepted with free, prior and informed consent (FPIC). - Minor compliance -</p>	<p>Ukui Estate: There is no land dispute noted, based on document review and public consultation. The plantation was developed along with the scheme smallholder – surrounding the plantation. There was no land compensation since area designation was clean and clear.</p> <p>Scheme smallholder: KUD Sumber Makmur: The scheme smallholders gets the right over land from “PIR Trans” program, where each family granted with 2 Ha for plantation and 0.5 Ha land for settlement and gardening. Based on interview with cooperative committee and farmer members, there is no land conflict in KUD Sumber Makmur. KUD Bukit Potalo: The scheme smallholders gets the right over land from “PIR Trans Lokal” program, where each family granted with 2 Ha for plantation and 0.5 Ha land for settlement and gardening. Based on interview with cooperative committee and farmer members, there is no land conflict in KUD Bukit Potalo. Nevertheless, KUD Bukit Potalo has land conflict resolution procedure “Mekanisme Komunikasi dan Konsultasi”, in which involving cooperative committee and “Wadah Kerja Antar Kelompok/WKAK” – farmer group association in seek for solution.</p>	<p>Yes</p>
<p>2.2.4</p> <p>There shall be an absence of significant land conflict, unless requirements for acceptable conflict resolution processes (see Criteria 6.3 and 6.4) are implemented and accepted by the parties involved. -Major compliance</p>	<p>Ukui Estate: There is no land dispute noted, based on document review and public consultation. The plantation was developed along with the scheme smallholder – surrounding the plantation. There was no land compensation since area designation was clean and clear.</p> <p>Scheme smallholder: KUD Sumber Makmur: The scheme smallholders gets the right over land from “PIR Trans” program, where each family granted with 2 Ha for plantation and 0.5 Ha land for settlement and gardening. Based on interview with cooperative committee and farmer members, there is no land conflict in KUD Sumber Makmur. KUD Bukit Potalo: The scheme smallholders gets the right over land from “PIR Trans Lokal” program, where each family granted with 2 Ha for plantation and 0.5 Ha land for settlement and gardening. Based on interview with cooperative committee and farmer members, there is no land conflict in KUD Bukit Potalo.</p>	<p>Yes</p>

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<p>2.2.5</p> <p>For any conflict or dispute over the land, the extent of the disputed area shall be mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). -Minor compliance</p>	<p>Ukui Estate: There is no land dispute/land conflict noted, based on document review and public consultation. The plantation was developed along with the scheme smallholder – surrounding the plantation. There was no land compensation since area designation was clean and clear.</p> <p>Scheme smallholder: KUD Sumber Makmur: The scheme smallholders gets the right over land from “PIR Trans” program, where each family granted with 2 Ha for plantation and 0.5 Ha land for settlement and gardening. Based on interview with cooperative committee and farmer members, there is no land conflict in KUD Sumber Makmur. KUD Bukit Potalo: The scheme smallholders gets the right over land from “PIR Trans Lokal” program, where each family granted with 2 Ha for plantation and 0.5 Ha land for settlement and gardening. Based on interview with cooperative committee and farmer members, there is no land conflict in KUD Bukit Potalo. Nevertheless, KUD Bukit Potalo has land conflict resolution procedure “Mekanisme Komunikasi dan Konsultasi”, in which involving cooperative committee and “Wadah Kerja Antar Kelompok/WKAK” – farmer group association in seek for solution.</p>	<p>Yes</p>
<p>2.2.6</p> <p>To avoid escalation of conflict, there shall be no evidence that palm oil operations have instigated violence in maintaining peace and order in their current and planned operations. -Major compliance</p>	<p>Ukui Estate: PT Inti Indosawit Subur-Ukui does not instigate violence in maintaining peace and order for current and planned operation. All complaint, grievance, dispute are resolved through meeting and mediation.</p> <p>Based on interview with local community of surrounding villages, there has never been conflict with company. The relationship between company and local community is in good condition.</p> <p>Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru, KUD Bukit Potalo: Based on interview with cooperative committee and farmer members, there is no land conflict in these cooperative.</p>	<p>Yes</p>
<p>Criterion 2.3: Use of the land for oil palm does not diminish the legal rights, customary or user right of other users without their free, prior and informed consent.</p>		

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<p>2.3.1</p> <p>Maps of an appropriate scale showing the extent of recognized legal, customary or user rights (Criteria 2.2, 7.5 and 7.6) shall be developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities)..</p> <p>- Major compliance -</p>	<p>Based on document review and stakeholder consultation, there is no legal, customary and/or user right overlapped with area of Ukui Estate and Soga Estate. The surrounding company's plantation area is scheme smallholder's oil palm area.</p> <p>Scheme smallholder: All cooperatives has prepared map, indicating the location of each farmer group, and each farmer block. The map is complemented with list of each farmer member. The map available in each cooperative office. Based on field visit, all scheme smallholder/farmer members has identified their boundary with specific marking/pole. Aside from that, palm frond stacked along the boundary line to identify the boundary of each block.</p>	<p>Yes</p>
<p>2.3.2</p> <p>Copies of negotiated agreements detailing the process of free, prior and informed consent (FPIC) (Criteria 2.2, 7.5 and 7.6) shall be available and shall include:</p> <p>a) Evidence that a plan has been developed through consultation and discussion with all affected groups in the communities, and that information has been provided to all affected groups, including information on the steps that shall be taken to involve them in decision making;</p> <p>b) Evidence that the company has respected communities' decisions to give or withhold their consent to the operation at the time that this decision was taken;</p> <p>c) Evidence that the legal, economic, environmental and social implications for 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 company's title, concession or lease on the land.</p> <p>- Minor compliance -</p>	<p>PT Inti Indosawit Subur-Ukui group has not acquired any new land. PT Inti Indosawit Subur-Ukui group does not restrict local peoples' access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on PT IIS's area statement documents, interview with communities and public consultation meeting on January 2016 there is no land conflict noted and/or reported between company and surrounding community.</p> <p>Scheme smallholder: The scheme smallholders gets the right over land from "PIR Trans Lokal" program, where each family granted with 2 Ha for plantation and 0.5 Ha land for settlement and gardening. Based on interview with cooperative committee and farmer members, there is no land conflict in KUD Bukit Potalo, KUD Sumber Makmur and KUD Bina Usaha Baru. However, KUD Bukit Potalo has land conflict resolution procedure "Mekanisme Komunikasi dan Konsultasi", in which involving cooperative committee and "Wadah Kerja Antar Kelompok/WKAK" – farmer group association in seek for solution.</p>	<p>Yes</p>

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<p>2.3.3</p> <p>All relevant information shall be available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. -Minor compliance</p>	<p>PT Inti Indosawit Subur-Ukui group has not acquired any new land. There is no land dispute/land conflict noted, based on document review and public consultation.</p> <p>PT Inti Indosawit Subur provide all relevant information related to their land ownership status, grievance mechanism and compensation progress.</p> <p>Scheme smallholder: The scheme smallholders gets the right over land from "PIR Trans Lokal" program, where each family granted with 2 Ha for plantation and 0.5 Ha land for settlement and gardening. Based on interview with cooperative committee and farmer members, there is no land conflict in KUD Bukit Potalo, KUD Sumber Makmur and KUD Bina Usaha Baru.</p>	<p>Yes</p>
<p>2.3.4</p> <p>Evidence shall be available to show that communities are represented through institutions or representatives of their own choosing, including legal counsel. -Major compliance</p>	<p>PT Inti Indosawit Subur – Ukui Group is able to demonstrate respect over local community representation. Review of SEIA with local community shows that local communities are represented and participated during the meeting with stakeholder, discussing the social-economic and environmental planning. The meeting involving all relevant stakeholders, institution and representative of surrounding communities.</p> <p>Scheme smallholder: The scheme smallholders gets the right over land from "PIR Trans Lokal" program, where each family granted with 2 Ha for plantation and 0.5 Ha land for settlement and gardening. Based on interview with cooperative committee and farmer members, there is no land conflict in KUD Bukit Potalo, KUD Sumber Makmur and KUD Bina Usaha Baru. In case of any conflict over land, cooperative chairman will represent the farmer member to seek for solution.</p>	<p>Yes</p>

Principle 3: Commitment to long-term economic and financial viability

Criterion 3.1:

There is an implemented management plan that aims to achieve long-term economic and financial viability.

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<p>3.1.1</p> <p>A business or management plan (minimum three years) shall be documented that includes, where appropriate, a business case for scheme smallholders.</p> <p>- Major compliance -</p>	<p>Ukui Estate: "Pengelolaan Minimum 3 Tahun Kebun Ukui", based on production data since 2011. The FFB projection for Ukui Estate 2016 is being established. This is related to continuous planning for replanting since 2014 and in following year. The costs consist of upkeep cost, harvesting costs, and overhead costs.</p> <p>Mill: PT IIS Ukui I POM has 5 years working plan 2015 – 2019. The working plan documented under "Rencana Kerja Produksi dan Biaya 5 Tahun ke depan" – which indicated the FFB processed, CPO production, kernel production, OER, KER, production cost (Rp/ton CPO), Electricity consumption (KWh/ton CPO), water usage (m3/ton FFB). The projection based on 2013 – 2014 performance.</p> <p>Projection in 2016: FFB process 111,229 tons; CPO production 25,305 tons; Kernel production 6,118 tons; OER sets at 21.12 % and KER sets at 5.50%. Cost of production sets at Rp.527.82/kg CPO. In order to control the mill cost, Sei Pingai Mill produce monthly, quarterly and yearly finance report to management. In order to ensure quality of CPO and PK, quality inspection upon incoming FFB as well as FFB quality inspection from estate. FFB quality standard sets at: unripe bunch 0%; ripe bunch 89%; rotten bunch 0%; long stalk bunch 0%; parthenocarpic <1%.</p> <p>CPO quality standard sets as: FFA max. 5%; dirt max. 0.05%; water content max.0.35%. PK quality standard sets as: dirt max. 8%; water content max. 8%.</p> <p>Scheme smallholder:</p> <p>KUD Bina Usaha Baru: Production estimation for next 3 years, 2016-2018: KUD Bina Usaha Baru total area 616 Ha. 2016 estimated 14,496 tons – productivity 24 tons/Ha. 2017 and 2018 is zero, due for replanting. Rencana Anggaran Pendapatan dan Belanja Koperasi, covering other business unit such as minimarket, "Simpan Pinjam" and "Simpan Pinjam PNM". "Laporan Rapat Anggota Tahunan/RAT 2014" consist of "Laporan Auditor Independen atas Laporan Keuangan KUD Bina Usaha Baru per tanggal 31/12/2014 No.002/GA-KR/0215" dated 13/01/2015.</p> <p>KUD Bukit Potalo: The cooperative operational plan generally available in "Dokumen Laporan Pertanggungjawaban Pengurus" from previous year, published during "Rapat Anggota Tahunan/RAT" – annual member meeting. The document is guidance for committee to run cooperative business. The operational plan for member's oil palm plantation management mainly explaining production estimate (2016 – 2018) and cost estimate (2016 – 2018), consist of fertilizer requirement and cost, weed control, pruning, harvesting, transportation and net revenue.</p>	<p>Yes</p>

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Criterion / Indicator	Assessment Findings	Compliance																																																		
<p>3.1.2 An annual replanting programme projected for a minimum of five years (but longer where necessary to reflect the management of fragile soils, see Criterion 4.3), with yearly review, shall be available. - Minor compliance -</p>	<p>Ukui Estate: The replanting plan explained in "Rencana Kerja Replanting Tahunan (5 Tahun ke Depan)"</p> <table border="1" data-bbox="671 472 1114 779"> <thead> <tr> <th></th> <th>1987</th> <th>1988</th> <th>1989</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>2014</td> <td>13</td> <td></td> <td></td> <td>13</td> </tr> <tr> <td>2015</td> <td>307</td> <td></td> <td></td> <td>307</td> </tr> <tr> <td>2016</td> <td>370</td> <td></td> <td></td> <td>370</td> </tr> <tr> <td>2017</td> <td></td> <td>542</td> <td></td> <td>542</td> </tr> <tr> <td>2018</td> <td></td> <td>396</td> <td>189</td> <td>585</td> </tr> <tr> <td>2019</td> <td></td> <td>57</td> <td>515</td> <td>572</td> </tr> <tr> <td>2020</td> <td></td> <td></td> <td>572</td> <td>572</td> </tr> <tr> <td>2021</td> <td></td> <td></td> <td>511</td> <td>511</td> </tr> <tr> <td>2022</td> <td></td> <td></td> <td>508</td> <td>508</td> </tr> </tbody> </table> <p>The replanting plan in 2016 covers planting year 1987 of 370 Ha The plan approved by Estate Manager 01/01/2016. Review on replanting plan 2016 with composition of seedling progeny: Topaz 70% : Lonsum 10% : Socfindo 10% : Dami PNG 10% - due to low risk of Ganoderma attack. This is as per memorandum by Director of Plantation.</p> <p>Scheme smallholder: KUD Bina Usaha Baru: KUD is able to demonstrate "Dokumen Rencana Replanting". The planning is due for 2016 for all of 616 Ha under KUD Bina Usaha Baru. KUD has prepared fund for replanting. "Daftar Hadir Rapat Persiapan Replanting dated 31/07/2015" attended by 23 members of KUD Bina Usaha Baru and will be followed up on 20/01/2016.</p> <p>KUD Bukit Potalo: Cooperative committee has a replanting plan, beginning in 2022 for 100 Ha and 2023 for 394 Ha.</p>		1987	1988	1989	Total	2014	13			13	2015	307			307	2016	370			370	2017		542		542	2018		396	189	585	2019		57	515	572	2020			572	572	2021			511	511	2022			508	508	<p>Yes</p>
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<p>Principle 4: Use of appropriate best practices by growers and millers</p>																																																				
<p>Criterion 4.1: Operating procedures are appropriately documented, consistently implemented and monitored.</p>																																																				

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<p>4.1.1 Standard Operating Procedures (SOPs) for estates and mills are documented - Major compliance -</p>	<p>Ukui Estate (Plantation): PT Inti Indosawit Subur – Ukui Group has a set of procedure for plantation operations; composed of procedure for land clearing, road network system, nursery, planting, fertilizer application, integrated weed control, integrated pest management, harvesting and replanting. The procedures are complemented with work instructions detailing requirement of each activities. All of SOP are collated inside Agricultural Policy Manual ASIAN AGRI Group dated 01/02/2013, consist of 20 types of procedure.</p> <p>Ukui 1 Palm Oil Mill (Mill): PT Inti Indosawit Subur – Ukui Group has a set of procedure for mill/FFB processing operations. The procedure comprise of FFB receiving and grading, FFB processing from receiving up to dispatch of CPO, as well as maintenance of mill machineries. The procedure complemented with work instructions indicating specific parameter/requirement for each process/activities. This including safety measures for each location, process/activity in mill. Document seen: Mill Policy Manual.</p> <p>PT Inti Indosawit Subur – Ukui Group is also demonstrates a set of specific procedures for supply chain in the mill.</p> <p>Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru and KUD Bukit Potalo: All cooperative’s agriculture best practices referring to Agricultural Policy Manual issued by Managing Director PT Inti Indosawit Subur – Ukui Group, dated 01/09/2011. The Agricultural Policy manual for scheme smallholder consist basic principle for oil palm, the main procedure: “SOP AA-Plasma-PP-KS-01 tentang Pembibitan” – nursery and seed handling; “SOP AA-Plasma-PP-KS-02” – pest and disease control; “SOP AA-Plasma-PP-KS-03 tentang Pemupukan” – fertilizer application”; “SOP AA-Plasma-PP-KS-04 tentang Potong Buah” – relatef to harvesting including FFB quality, frond pruning, etc.</p>	<p>Yes</p>

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<p>4.1.2</p> <p>A mechanism to check consistent implementation of procedures shall be in place.</p> <p>- Minor compliance -</p>	<p>PT Inti Indosawit Subur – Ukui group has a mechanism to conduct internal audit. Standar Operating Procedures – Audit Internal No.SOP AA-SOP-ES-6001-R2 dated 15/08/2014.</p> <p>Ukui 1 palm oil mill visited by internal audit team, purpose of visit to control quality of process. Mill managers are responsible for daily monitoring and reporting of mill production, quality and supply chain. The record inspected covers the mill legality/license/permit status, production report, CPO and PK quality report, maintenance report, warehouse inventory, financial ledger, health and safety performance, environmental performance, etc.</p> <p>Ukui estate visited by plantation advisor. Estate managers and each managerial level are responsible for daily monitoring of plantation maintenance, FFB production, loose fruit collection, field cleanliness, weed controlling regime, pest and disease infestation, infrastructure reliability, and other field activities.</p> <p>Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru, KUD Bukit Potalo: Cooperative committee and schem manager PT Inti Indosawit Subur – Ukui Group is working together to monitor the SOP implementation. Scheme manager puts assistant and overseer to help cooperative monitor day-to-day oil palm plantation operation.</p>	<p>Yes</p>

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<p>4.1.3</p> <p>Records of monitoring and any actions taken shall be maintained and available, as appropriate.</p> <p>- Minor compliance -</p>	<p>Ukui I POM: Visiting Engineer report No.PUS-VE-FULL 01-14 dated 02-03/10/2014 by TCJ Thomas. Issues related to turbine 3, boiler 2 & 3, dearator have been followed up and verified.</p> <p>Ukui Estate: VA Report Inti Kebun Ukui No.KUK/VA/FULL01-15 by Ngu Heng Shiow, date of visit 03-06/03/2015. The issues raised related to weeding regime, ZA fertilizer application, pest and disease management, shallow drains. All of the issues noted have been followed up as of June 2015.</p> <p>Scheme smallholder: KUD Bukit Potalo: Based on field visit shows farmer member conducting harvest in accordance to agricultural policy. The harvesting activity monitored through Sortation checklist, indicating the date of harvest, location, number of bunch, weight of bunch, number of unripe bunches and signed by inspection officer. Spraying activity for circle and path monitored under "Program dan Realisasi TUS KUD Bukit Potalo 2015", indicating the planned and actual hectare, manpower needed, agrochemical needed (including active ingredient) and map of application.</p> <p>KUD Bina Usaha Baru: "Pemeriksaan Sortasi TPH" – FFB quality check, dated 26/07/2015 for KUD Bina Usaha Baru: KT (farmer group) 26 (1,340 ripe bunches, 39 unripe bunches and 10 empty bunches) totaling 2,090 kg and KT 28 (1,507 ripe bunches, 23 unripe bunches and 17 empty bunches) totaling 2,390 kg.</p>	<p>Yes</p>

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<p>4.1.4 The mill shall record the origins of all third-party sourced Fresh Fruit Bunches (FFB). - Major compliance -</p>	<p>Ukui 1 POM: FFB incoming from third parties is recorded daily basis and incorporated into the Monthly Report. PT IIS – Ukui I POM keeps list of third party supplier/middlemen; twenty one (21) third party suppliers/middlemen listed. Total FFB received from third parties in 2015 sets at 73,509,443 kg, sample: Julianto (766,190 kg) – Palupi (1,389,917 kg). and for 2016, up to 11/01/2016 is 2,809,133 kg. PT Inti Indosawit Subur – Ukui 1 POM shows effort to identify the source of third party FFB (non-certified). Sample taken: Julianto, address in Desa Trimulya Jaya, Kecamatan Ukui. Up to 11/01/2016, Julianto supplied 42,310 kg FFB to Ukui 1 POM. Palupi, address in Desa Air Emas, Kecamatan Ukui. Up to 11/01/2016, Palupi supplied 90.707 kg FFB to Ukui 1 POM. Document seen: Letter “Permohonan Penerimaan TBS” dated 16/09/2015, under name Julianto, FFB from garden area of 91.5 Ha in Desa SPIII A, planting year 1999/2000 – 15 km from POM. “Pernyataan dan Jaminan”, stated the guarantee from the supplier that the FFB is coming from their own property, the plantation does not falls under protected forest, plantation forest, production forest, conservation area status; not a stolen FFB; FFB not coming from new plantation, converted from forest after September 2014; FFB not coming from new plantation, converted from peat area after September 2014 – signed on 16/09/2015. Letter “Permohonan Penerimaan TBS” dated 28/09/2015, under name Palupi, FFB from garden area of 238 Ha in Desa Air Emas, planting year 1999/2000 – 20 km from POM. “Pernyataan dan Jaminan”, stated the guarantee from the supplier that the FFB is coming from their own property, the plantation does not falls under protected forest, plantation forest, production forest, conservation area status; not a stolen FFB; FFB not coming from new plantation, converted from forest after September 2014; FFB not coming from new plantation, converted from peat area after September 2014 – signed on 28/09/2015.</p>	<p>Yes</p>
<p>Criterion 4.2: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>		

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<p>4.2.1</p> <p>There shall be evidence that good agriculture practices, as contained in Standard Operating Procedures (SOPs), are followed to manage soil fertility to a level that ensures optimal and sustained yield, where possible.</p> <p>- Minor compliance -</p>	<p>Ukui Estate: PT Inti Indosawit Subur – Ukui group has procedures to maintain soil fertility in general. The procedures comprise of fertilizer application and cover crop planting. PT Inti Indosawit Subur – Ukui Group follows these procedures; leaf samplings are taken annually to accurately capture palm nutrient requirement (both macro and micro nutrient) and serve as source for fertilizer recommendation – fertilizer application (anorganic, compost, POME application, empty fruit bunch) follows fertilizer recommendation. Another effort is to plant legume cover crop. Soil analysis is conducted once every 7 years. Fertilizer recommendation 2016 approved by Head R&D Laboratorium ASIAN AGRI Group.</p> <p>Scheme smallholder: KUD Sumber Makmur: Fertilizer application based on fertilizer recommendation from PT Inti Indosawit Subur – Ukui Group. The fertilizer recommendation takes into consideration the soil type and foliar analysis (sampled from smallholder area). Detail of fertilizer recommendation under “Rekomendasi Pemupukan Kelapa Sawit 2015 Kebun Plasma Ukui Afdeling I”. For year 2016, the fertilizer recommendation has not finalized.</p> <p>KUD Bina Usaha Baru: The cooperatives are following PT Inti Indosawit Subur’s procedures to maintain soil fertility. The procedures comprise of fertilizer application and cover crop planting. Cooperatives follow these procedures; leaf samplings are taken annually to accurately capture palm nutrient requirement (both macro and micro nutrient) and to provide information of nutrient requirement and fertilizer recommendation. Anorganic fertilizer application follows fertilizer recommendation</p>	<p>Yes</p>

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<p>4.2.2 Records of fertiliser inputs shall be maintained. - Minor compliance -</p>	<p>Ukui Estate: Fertilizer recommendation and fertilizer application records are maintained. Fertilizer recommendation 2016 is available, prepared with consideration of foliar analysis result. Fertilizer application records 2015 are available. Division III, Block C89k (non LA), 26 Ha area mineral soil, flat/undulating, 3,318 palms. Actual application ZA 2.5kg/palm – total 8,295 kg applied in month 04/2015 and 09/2015; Actual application Rock Phospate 0.5kg/palm – total 1,659 kg applied in 07/2015; Actual application MOP 1.75kg/palm – total 5,806 kg in month 03/2015 and 10/2015; as per recommendation. Division IV, Block D89d, 101 Ha area mineral soil, rolling/hilly, 13,158 palms. Applied ZA 2.5 kg/palm – total applied 37,728 kg each in 02/2016 and 07/2016; Rock Phospate 1 kg/palm – total applied 13,158 kg in 06/2015; MOP dosage 1.75 kg/palm – total applied 23,027 kg in 04/2015 and 08/2016; applied Dolomite dosage 2 kg/palm – total applied 26,316 kg in 04/2016.</p> <p>Scheme smallholder: KUD Sumber Makmur: Fertilizer application record available under “Rekomendasi Pemupukan Kelapa Sawit 2015 Kebun Plasma Ukui Afdeling I” as follows: ZA fertilizer applied in 03/2015 for 414,900 kg and on 08/2015 of 400,650 kg. Rock Phosphate fertilizer applied once in 06/2015 for 815,550 kg. MOP fertilizer applied in 02/2015 for 319,951 kg and 07/2015 for 295,400 kg. Kieserite fertilizer applied once in 01/2015 for 102,700 kg. HGFB fertilizer applied once in 04/2015 for 6,550 kg.</p> <p>KUD Bina Usaha Baru: Recommendation for fertilizer application KUD Bina Usaha Baru 2015. Recommendation for ZA 2.25 kg/palm each at March and August 2015; for Rock Phospate 1.5 kg/palm at June 2015; for Muriate of Potash 2.5kg/palm each at February and July 2015. KT 22: Planting year 1987, area 40 Ha. Recommendation ZA 2.25kg/palm; Total application 11,500kg in July 2015. Recommendation Rock Phospate 1.5kg/palm; Total application 7,650kg in June 2015. Recommendation for Muriate of Potash 2.5kg/palm; Total application 12,800kg in July 2015. KT 24: Planting year 1987, area 38 Ha. Recommendation ZA 2.25kg/palm; Total application 10,750kg in July 2015. Recommendation Rock Phospate 1.5kg/palm; Total application 7,300kg in June 2015. Recommendation for Muriate of Potash 2.5kg/palm; Total application 12,150kg in July 2015.</p> <p>KUD Bukit Potalo: Fertilizer application record available under “Rekomendasi Pemupukan KUD Bukit Potalo” as follows: ZA fertilizer applied in 02/2015 for 126,464 kg and on 08/2015 of 126,464 kg. Rock Phosphate fertilizer applied once in 06/2015 for 94,848 kg. MOP fertilizer applied in 02/2015 for 110,565 kg and 11/2015 for 94,848 kg. Kieserite fertilizer applied once in 01/2015 for 63,232 kg.</p>	<p>Yes</p>

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<p>4.2.3</p> <p>There shall be evidence of periodic tissue and soil sampling to monitor changes in nutrient status. - Minor compliance -</p>	<p>Ukui Estate: Company is able to demonstrate Foliar Analysis Report from PT Nusa Pusaka Kencana Analytical & QC Laboratory. The latest foliar analysis carried out May 2015, further taken to shape fertilizer recommendation 2016. Soil analysis produced in form of "Laporan Tanah Semidetil Areal Perkebunan Kelapa Sawit PT Inti Indosawit Subur Kebun Ukui", dated 05/2010. The coverage of soil analysis 4,543 Ha. The soil type: Typic dystrodepts (loamy sand): 3,275 Ha – 72.1%; Typic Endoaquepts (Sandy Loam): 1,113 Ha – 24.5%; Typic Placaquods (Sand): 115 Ha – 2.5%; Typic haplosaprist (Organic layer less than 1 meter): 40 Ha – 0.9%. The soil suitability classification: Medium suitable (S2) limiting factor natural fertility: 2,165 Ha (47.6%); Marginal suitable (S3) with limiting factor topography and poor drainage: 1,888 Ha (41.6%); Not suitable (N1) with limiting factor topography >30%, texture sandy: 490 Ha (10.8%). Scheme smallholder: KUD Sumber Makmur: Foliar analysis carried out once per year as consideration in determining the fertilizer recommendation. "Kegiatan Analisa Daun dan Tanah tahun 2015" will be used as base for fertilizer recommendation 2016. The latest soil analysis carried out in 2013 "Dokumen Hasil Analisa Tanah PT Inti Indo Sawit Subur Kebun Plasma Ukui" as per "Surat Manager Plasma kepada Ketua KUD Sumber Makmur No.041/ES-KLU/EXT/03/2014" dated 19/03/2014.</p>	<p>Yes</p>
<p>4.2.4</p> <p>A nutrient recycling strategy shall be in place, and may include use of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), and palm residues after replanting. - Minor compliance -</p>	<p>Ukui Estate: Manual EFB application in block C89b (123 Ha) was 4283.7 tons in 05-06/2015 and in block D89e (50 Ha) was 1,673.1 tons in 01-02/2015; total manual EFB application in Ukui estate is 52,663 tons. Spreader EFB application in block D89b (96 Ha) was 2,487 tons in 2015; total spreader EFB application in Ukui Estate is 5,294.9 tons. Palm Oil Mill Effluent (POME) pumped to estate for Land Application, as liquid nutrient. Record seen: "Program Pengisian POME 2015", stated POME applied to block C89g (25 Ha), flatbed length 8,125 meters with capacity 4,125 m³ applied with POME 20,407 m³; to block C89c (30 Ha), flatbed length 9,750 meters with capacity 4,950 m³ applied with POME 25,294 m³. Estate also performed weed control and de-silting: in block C89c (30 Ha), flatbed length 9,750 meters with capacity 4,950 m³ – weed control length 18,980 meters and de-silting 2 rotations. Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru, KUD Bukit Potalo: Farmer member using palm frond as soil nutrient.</p>	<p>Yes</p>

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Criterion 4.3: Practices minimise and control erosion and degradation of soils.			
4.3.1	Maps of any fragile soils shall be available. - Major compliance -	<p>Ukui Estate: Estate is able to demonstrate soil map with scale 1:25,000, from the semidetail soil analysis report. From the report known the limiting factors are topography, poor drainage. The soil map indicating the soil type, slope, drainage level, and limiting factors – in order to determine the land suitability at each soil complex. Based on semi-detail soil survey map and field visit – there is 490 Ha area with limiting factors of topography >30% and 1,888 Ha area with limiting factors of topography and poor drainage.</p> <p>Scheme smallholder: KUD Sumber Makmur: Scheme manager provides topographic map and soil type map to cooperative. The map indicates the oil palm plantation is rolling.</p>	Yes
4.3.2	A management strategy shall be in place for plantings on slopes above a certain limit (this needs to be soil and climate specific). - Minor compliance -	<p>Ukui Estate: Company procedure for land clearing stated that no land clearing should performed on area with slope >40%. Company has a procedure for soil and water conservation – considering the slope. The procedure is conserving through cover crop, EFB application, frond stacking, platform, silt pit, terrace contour and stop bund. Specific for low-laying area, the strategy is to maintain cover crop, drainage ditch and frond stacking. Record and field visit shows: Platform maintenance for area with slope: 08/2015 estate repair 27 unit platforms in Division I and IV. Drainage construction for low lying area: 08/2015 estate constructed 62 units.</p> <p>Scheme smallholder: KUD Sumber Makmur: As an effort to minimize negative impact on area with slope, cooperative manages to: Conduct soil and water conservation on 16/03/2015, attended by 24 farmer members; Based on field visit and interview, farmer members understood the soil preservation and conservation through frond stacking, prohibition of blanket spraying and nurture “Neprolephis” as ground cover; Fertilizer and pesticide application as recommended; Planting the river buffer zone with native plant.</p>	Yes

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<p>4.3.3 A road maintenance programme shall be in place. - Minor compliance -</p>	<p>Ukui Estate: Road maintenance planning available under: "Rencana Perbaikan Prasarana 2016" – consist of Road grading planned 611,975 meters and road compacting 734,370 meters for the whole plantation. Material requirement for road maintenance program under "Rencana Kerja Serak Sirtu 2016" Division I planned for 707 m³, length 2,210 meters, 44 HM. Division II planned for 721 m³; length 2,254 meters; 45 HM. Division III planned for 1,074 m³; length 3,358 meters; 67 HM. Division IV planned for 1,869 m³; length 5,840 meters; 117 HM. Division V planned for 1,732 m³, length 5,411 meters, 108 HM. Actual implementation of road maintenance 2015: Division I maintained 242,200 meters from 73,779 meters road. Division II maintained 334,575 meters from 129,283 meters road. Division III maintained 258,000 meters from 68,441 meters road. Division IV maintained 141,625 meters from 73,000 meters road. Division V maintained 23,900 meters from 11,120 meters. Road maintenance performed by technic department. Scheme smallholder: Each cooperative developed their road maintenance program. PT Inti Indosawit Subur – Ukui Group provides aid in form of heavy machinery. KUD Sumber Makmur: "Dokumen Monitoring Progres Perbaikan Jalan" is evident, logged in the road maintenance progress every month: 09/03/2015 road repair in farmer group 183 area for road spanning 3,120 meters; on 27/05/2015 road maintenance for 120 meters road in farmer group 320. KUD Bina Usaha Baru: Record of road maintenance 2015; in KT 22 1,850 meters in April 2015, and 1,850 meters in September 2015 – total 3,700 meters. KT 24 road maintenance 1,540 meters in March 2015 and 1,500 meters in October 2015. KT 35 road maintenance 2,200 meters in March 2015 and 2,200 meters in October 2015. Observation: Having road maintenance program in place, the road surface condition in KT 296 (Tandan Emas) of KUD Bukit Potalo needs to be improved.</p>	<p>Yes</p>
<p>4.3.4 Subsidence of peat soils shall be minimised and monitored. A documented water and ground cover management programme shall be in place. - Minor compliance -</p>	<p>Ukui Estate: Based on Semi Detail Soil Map, there is no peat soil. All mineral soil. Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru, KUD Bukit Potalo: Based on soil map, interview with cooperative committee, interview with farmer member and field visit, there is no peat soil.</p>	<p>N/A</p>

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4.3.5	<p>Drainability assessments shall be required prior to replanting on peat to determine the long-term viability of the necessary drainage for oil palm growing.</p> <p>- Minor compliance -</p>	<p>Ukui Estate: Based on Semi Detail Soil Map, there is no peat soil. All mineral soil.</p> <p>Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru, KUD Bukit Potalo: Based on soil map, interview with cooperative committee, interview with farmer member and field visit, there is no peat soil.</p>	N/A
4.3.6	<p>A management strategy shall be in place for other fragile and problem soils (e.g. sandy, low organic matter, acid sulphate soils).</p> <p>- Minor compliance -</p>	<p>Ukui Estate: For area with steep slope, Record and field visit shows: Platform maintenance for area with slope: 08/2015 estate repair 27 unit platforms in Division I and IV. Drainage construction for low lying area: 08/2015 estate constructed 62 units.</p> <p>Scheme smallholder: KUD Sumber Makmur: The limiting factor to the plantation is slope. As an effort to minimize negative impact on area with slope, cooperative manages to: Conduct soil and water conservation on 16/03/2015, attended by 24 farmer members; Based on field visit and interview, farmer members understood the soil preservation and conservation through frond stacking, prohibition of blanket spraying and nurture "Neprolephis" as ground cover; Fertilizer and pesticide application as recommended; Planting the river buffer zone with native plant.</p>	Yes
<p>Criterion 4.4: Practices maintain the quality and availability of surface and ground water.</p>			

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<p>4.4.1</p> <p>An implemented water management plan shall be in place. - Minor compliance -</p>	<p>Ukui I POM: The mill has water treatment plant for domestic and mill processing. The processing capacity for water basin 400 m³, clarifier 1 and clarifier 2 each 90 m³, 3 units sand filter, pump house, water tank 95 m³. The budget at mill: Processing water needed 1 m³/ton FFB, domestic water need 0.18 m³/ton FFB. The water consumption recorded using flow meter both domestic and processing. Processing water consumption 08/2015 is 39,249 m³ or 1.19 m³/ton FFB processed – for domestic water consumption is 5,733 m³ or equal to 0.15 m³/ton FFB processed. Procedure for measuring and monitoring mill effluent under “SOP Pengukuran dan Pemantauan Limbah Cair AA-PL-03-EFP”, whereby water analysis conducted on 6-monthly basis.</p> <p>Ukui Estate: Currently Ukui Estate started replanting program. Company has “SOP Pengelolaan Sempadan AA-AMP-OP-1100.21-R1” dated 01/12/2014, as guidance to preserve riparian during replanting. The procedure covers identification of such conservation area (river buffer zone, water catchment area, lake buffer zone, spring buffer zone). Point 6.2.4 and 6.2.5 explains during replanting, non-productive plant within buffer zone will be left as it is, but no chemical regime should applied. Enrichment with native tree species. Water source management: Identification of water source and wetland, as indicated in HCV report 2010. The water source identified mill’s water reservoir and river (Napuh tributary, Air Hitam Kanan river and Air Hitam Kiri river). Policy to prohibit chemical application in riparian zone. Policy to prohibit fish poisoning and prohibit wood felling in area of company plantation.</p> <p>Scheme smallholder: KUD Sumber Makmur: Cooperative has identified the water source in 2010. The result there is no river flow or spring. However cooperative has water conservation policy under “Kebijakan Lingkungan No.001/KUD-SM/I/2015” dated 04/01/2015. The policy includes prohibition of blanket spraying, prohibition of fish poisoning and throwing palm frond to drains. Soil and water conservation training carried out 16/03/2015, attended by 24 farmer members.</p> <p>KUD Bina Usaha Baru: There is no river or water body flowing through KUD Bina Usaha Baru.</p>	<p>Yes</p>

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<p>4.4.2 Protection of water courses and wetlands, including maintaining and restoring appropriate riparian and other buffer zones (refer to national best practice and national guidelines) shall be demonstrated. - Major compliance -</p>	<p>Company demonstrates effort to protect water source and wetland, as well as monitor water quality recorded in "Buku Feed Water & Softener" in which 5 parameters monitored: pH, TH, M, SO₂, SiO₄, NaCl and TDS. Company regularly monitors water quality through analysis by "Laboratorium Dinas Pekerjaan Umum Provinsi Riau". The monitoring result from first semester 2015: 6-monthly monitor on monitoring well (3 locations), reported in "Laporan Hasil Uji No.MT.1/04.14.130.332" dated 28/04/2015. 6-monthly monitor on Air Hitam Kiri river (2 locations), and reported in "Laporan Hasil Uji No.MT.1/04.14.130.335" dated 28/04/2015. 6-monthly monitoring on community well (1 location) with report in "Laporan Hasil Uji No.MT.1/04.14.130.338" dated 28/04/2015. 6-monthly monitoring on waste water (3 locations) reported in "Laporan Hasil Uji No.MT.1/04.14.130.339" dated 28/04/2015. The document verification shows the water quality parameters analyzed is within quality standard. A note taken for COD and BOD level, above standard. Company has taken root cause investigation, evaluation and proposed corrective action on 01/05/2015.</p> <p>Water analysis is conducted regularly (every 6 months) is conducted by Dinas Bina Marga in Downstream Sungai Air Hitam Kiri with BOD result 10.11 mg/L (Baku mutu kelas IV 12 mg/L) sesuai PP 82, 2001. Upstream: BOD 9.165 mg/L is conducted 04/2015.</p> <p>Besides the above mentioned effort, company has other water source management: Identification of water source and wetland, as indicated in HCV report 2010. The water source identified mill's water reservoir and river (Napuh tributary, Air Hitam Kanan river and Air Hitam Kiri river). Policy to prohibit chemical application in riparian zone. Policy to prohibit fish poisoning and prohibit wood felling in area of company plantation. In 2015, company planted 249 wood trees in block B88a, 128 wood trees in block C89 and 135 wood trees in block B87h. Currently Ukui Estate started replanting program. Company has "SOP Pengelolaan Sempadan AA-AMP-OP-1100.21-R1" dated 01/12/2014, as guidance to preserve riparian during replanting. The procedure covers identification of such conservation area (river buffer zone, water catchment area, lake buffer zone, spring buffer zone). Point 6.2.4 and 6.2.5 explains during replanting, non-productive plant within buffer zone will be left as it is, but no chemical regime should applied. Enrichment with native tree species.</p>	<p>Yes</p>

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	<p>Scheme smallholder: KUD Sumber Makmur: Cooperative has identified the water source in 2010. The result there is no river flow or spring. However cooperative has water conservation policy under "Kebijakan Lingkungan No.001/KUD-SM/I/2015" dated 04/01/2015. The policy includes prohibition of blanket spraying, prohibition of fish poisoning and throwing palm frond to drains. Soil and water conservation training carried out 16/03/2015, attended by 24 farmer members.</p> <p>KUD Bina Usaha Baru: There is no river or water body flowing through KUD Bina Usaha Baru.</p>											
4.4.3	<p>Appropriate treatment of mill effluent to required levels and regular monitoring of discharge quality, especially Biochemical Oxygen Demand (BOD), shall be in compliance with national regulations (Criteria 2.1 and 5.6). - Minor compliance -</p> <p>Ukui I Mill has an effluent treatment through treated ponds system. There were 4 ponds consist of Colling Pond, Primary Anaerobic pond, Secondary Anaerobic pond, Acidification pond, and buffering pond.</p> <p>There was regular monitoring for discharge effluent conducted every month and collaboration with Dinas Bina Marga Laboratory of Pekan Baru. The result showed it was within allowable limits for land application (i.e 5,000 mg/l). For instance: August 2015 was 951.3 mg/L, September 2015 was 1,459.63 mg/L, October 2015 was 810.3 mg/L.</p> <p>Ukui I Mill holds a licence to discharge waste water into land application according to Head of Pelalawan District Letter number permit No.KPTS.660/BLH/782/2014, dated 10/09/2014.</p>	Yes										
4.4.4	<p>Mill water use per tonne of Fresh Fruit Bunches (FFB) (see Criterion 5.6) shall be monitored. - Minor compliance -</p> <p>Ukui I Mill has monthly record of water usage per tonne FFB for mill process and domestic consumption. Record observed was Mill Operation Summary 2015 – Raw Water Treatment Usage as followed:</p> <table border="1" data-bbox="668 1458 1272 1541"> <thead> <tr> <th>Per ton FFB</th> <th>Sept</th> <th>Oct</th> <th>Nov</th> <th>Dec</th> </tr> </thead> <tbody> <tr> <td>Process</td> <td>1.19</td> <td>1.29</td> <td>0.95</td> <td>1.07</td> </tr> </tbody> </table> <p>Average process in 2015: 1.19 MT/tonnes FFB</p>	Per ton FFB	Sept	Oct	Nov	Dec	Process	1.19	1.29	0.95	1.07	Yes
Per ton FFB	Sept	Oct	Nov	Dec								
Process	1.19	1.29	0.95	1.07								
<p>Criterion 4.5: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management techniques.</p>												

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<p>4.5.1 Implementation of Integrated Pest Management (IPM) plans shall be monitored. - Major compliance -</p>	<p>Ukui Estate: Ukui Estate is able to demonstrate Integrated Pest Management plan. The plan consists of early warning system through regular pest and disease census, planting and/or maintenance of host plant, barn owl box installation, etc. Document seen: Plan for host plant planting: Division I, block A88g (122 Ha), Turnera subulata, planted in 2015 for 500 meters, planning 2016 another 204 meters; Division III, block C89d (71 Ha), Turnera subulata, planted 2015 3,850 meters, planning 2016 for another 340 meters. Barn owl boxes data, Division IV, block D89d up to 2015, 4 boxes installed, planning 2016 is for 1 box. Division V, block E00a up to 2015, 4 boxes installed, planning for 2016 another box to be installed. Pest and disease monitoring data is evident. Record seen: "Laporan Pengendalian Hama & Penyakit December 2015". Based on report, in Division I, block A88c, census on 30/12/2015 found 3 points with 1-5 Setora nitens/frond. Division III, block C89k, result found 3 points with 1-5 Darna trima/frond. Based on the same report, there is no attack of Tirathaba, Oryctes, Spear rot, and rat that comes above economic threshold – thus no chemical treatment required.</p> <p>Scheme smallholder: Smallholder implementing IPM, by early warning through monitoring and adoption of natural predator for pest. KUD Sumber Makmur: Cooperative using barn owl as natural predator for rat. In farmer group 186, 2 barn owl boxes damaged and has yet to be fixed. Cooperative conducting monitoring on rat, tirathaba, ganoderma, termite attack on monthly basis. For example in 07/2015 rat attack in farmer group 195, but no sign of other pest and disease attack. Cooperative also consistently conduct census on bagworm and caterpillar. So far no leaf eating pest attack above threshold. Planting of beneficial plant such as Turnera subulata as host plant for leaf eating pest' natural predator.</p> <p>KUD Bina Usaha Baru: The scheme smallholder has a program to monitor the pest attack. Record seen: "Formulir sensus Hama Pemakan Daun" December 2015, in KT 22, 24, 26 and 35 for bag worm and leaf eating caterpillar – record shows the attack does not go above economic threshold. "Formulir sensus Hama dan Penyakit Tanaman" December 2015 in KT 22, KT 24, KT26 and KT 35 for rat attack, tirathaba, ganoderma – record shows the attack does not go above economic threshold.</p> <p>Observation: KUD Sumber Makmur managed to demonstrate regular monitor of the barn owl boxes, however follow up for damaged barn owl boxes required.</p>	<p>Yes</p>

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4.5.2	Training of those involved in IPM implementation shall be demonstrated. - Minor compliance -	<p>Ukui Estate: PT Inti Indosawit Subur – Ukui Group provides training on integrated pest management on regular basis. The training provided for field assistants. Training records: “Pelatihan Hama dan Penyakit Tanaman” dated 28/04/2015 attended by 12 staff and overseers. “Pelatihan Pengendalian Hama Terpadu (Tikus & Ulat)” – training for handling rat and leaf eating pest attack, dated 12th December 2014 for 16 field assistants.</p> <p>Scheme smallholder: Scheme manager provides regular training for implementation of IPM at each cooperative. KUD Sumber Makmur: IPM Training on 14/11/2015, attended by 20 farmer group leaders.</p> <p>KUD Bina Usaha Baru: Notulen Pelatihan Pengendalian Hama Terpadu & Pembahasan K3 dated 10/09/2015 attended 17 KUD members.</p>	Yes
<p>Criterion 4.6: Pesticides are used in ways that do not endanger health or the environment</p>			

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<p>4.6.1</p> <p>Justification of all pesticides used shall be demonstrated. The use of selective products that are specific to the target pest, weed or disease and which have minimal effect on non-target species shall be used where available.</p> <p>- Major compliance -</p>	<p>Ukui Estate:</p> <p>The justification of pesticide used in PT Inti Indosawit Subur - Ukui Estate is explained under company procedure. PT Inti Indosawit Subur – Ukui Group shows "SOP Pengendalian Gulma No.AA-APM-OP-11100.08-R1" dated 01/11/2008. Chapter IV explains the weed control program for woody, grass, fern, caladium, wild banana (Musa spp), Aystasia. It does explain active ingredients use to control such weed, dosage per application, type of nozzle used and volume of spraying per application. Chapter V explains selection of pesticide and its active ingredients content, nature of the pesticide and target species. Chapter VII describes calculation of actual area implemented per hectare plantation (spray factor), spraying rotation and spraying output. Interview with herbicide sprayer, sprayer understand the target species and active ingredients to control them. Sprayer shows knowledge on minimizing chemical impact on beneficial weed. Chapter XIII related to work equipment, protective equipment and safe working practices.</p> <p>Scheme smallholder:</p> <p>KUD Sumber Makmur, KUD Bina Usaha Baru and KUD Bukit Potalo: Cooperative does not perform pesticide/herbicide spraying. Cooperative/farmer member using service of spraying team by PT Inti Indosawit Subur. The spraying team for scheme smallholder perform same standard with company-owned plantation. The spraying team referred to same company standard, gain similar training and using same standard PPE.</p> <p>KUD Bukit Potalo: Cooperative has a policy under "Surat Himbauan Ketua KUD No.23/BP/U.II/I/2011" dated 15/01/2011. The letter stated all member of cooperative to follow a number of requirements: always use PPE, do not employ under age worker, no blanket spraying, prevent sexual harassment, no hunting, no fish poisoning, etc.</p>	<p>Yes</p>

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Criterion / Indicator	Assessment Findings	Compliance																																				
<p>4.6.2 Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) shall be provided. - Major compliance -</p>	<p>Records of herbicide use are available and maintained at each Estate. The records shows the total chemical used (in kg and/or liters), the active ingredients used, LD50, total area treated (in Ha), and active ingredients used per area treated and per ton FFB produced.</p> <table border="1" data-bbox="671 533 1300 1025"> <thead> <tr> <th>Chemical</th> <th>Active ingredient</th> <th>Application 2015 (liter/kg)</th> <th>A.i. used</th> <th>a.i per Ha applied (3,951 Ha)</th> <th>a.i. per production (111,880 tons)</th> </tr> </thead> <tbody> <tr> <td>Metsulindo</td> <td>Metil metsulfuron 20%</td> <td>283.3 kg</td> <td>56,666 gram</td> <td>14.34 gram/Ha</td> <td>0.511 gram/ton</td> </tr> <tr> <td>Gramoxone</td> <td>Ion paraquat</td> <td>461.7 liters</td> <td>92,340 gram</td> <td>23.37 gram/Ha</td> <td>0.83 gram/ton</td> </tr> <tr> <td>Elang</td> <td>Isopropyl amina glifosa</td> <td>4542.1 liters</td> <td>1,617,002 gram</td> <td>409.26 gram/Ha</td> <td>14.58 gram/ton</td> </tr> <tr> <td>Kenrane 288 EC</td> <td>Fluorokspir 288gr/liter</td> <td>997.3 liters</td> <td>287,211 gram</td> <td>72.69 gram/Ha</td> <td>2.59 gram/ton</td> </tr> <tr> <td>Kenlon</td> <td>Trichlophyr</td> <td>283.1 liters</td> <td>135,898 gram</td> <td>34.40 gram/Ha</td> <td>1.22 gram/ton</td> </tr> </tbody> </table> <p>Scheme smallholder: KUD Sumber Makmur: All pesticide application follows Agriculture Policy Manual. The chemical dosage, target application, time of application, and the trained sprayer has been prepared by PT Inti Indosawit Subur – Ukui Group. The record of pesticide used logged in “Daily Cost TUS 2015”. Example: date 10/10/2015 using 14 liters Glyphosate and 2 liters of Fluoroxyphir for farmer group No.193, 194 and 195 of 60 Ha.</p>	Chemical	Active ingredient	Application 2015 (liter/kg)	A.i. used	a.i per Ha applied (3,951 Ha)	a.i. per production (111,880 tons)	Metsulindo	Metil metsulfuron 20%	283.3 kg	56,666 gram	14.34 gram/Ha	0.511 gram/ton	Gramoxone	Ion paraquat	461.7 liters	92,340 gram	23.37 gram/Ha	0.83 gram/ton	Elang	Isopropyl amina glifosa	4542.1 liters	1,617,002 gram	409.26 gram/Ha	14.58 gram/ton	Kenrane 288 EC	Fluorokspir 288gr/liter	997.3 liters	287,211 gram	72.69 gram/Ha	2.59 gram/ton	Kenlon	Trichlophyr	283.1 liters	135,898 gram	34.40 gram/Ha	1.22 gram/ton	<p>Yes</p>
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<p>4.6.3 Any use of pesticides shall be minimised as part of a plan, and in accordance with Integrated Pest Management (IPM) plans. There shall be no prophylactic use of pesticides, except in specific situations identified in national Best Practice guidelines. - Major compliance -</p>	<p>Ukui Estate: The reduction of category II pesticide such as Gramoxone is part of environmental management plan. There is no use of prophylactic use of pesticide. Any use of pesticide based on pest and disease census – as last option.</p> <p>Scheme smallholder: KUD Sumber Makmur: The data of pesticide use shows declining trend.</p>	<p>Yes</p>																																				

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<p>4.6.4 Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, except in specific situations identified in national Best Practice guidelines. The use of such pesticides shall be minimised and eliminated as part of a plan, and shall only be used in exceptional circumstances. - Minor compliance -</p>	<p>Ukui Estate: Paraquat is not banned in Indonesia.</p> <table border="1" data-bbox="671 450 1300 577"> <thead> <tr> <th data-bbox="671 450 852 533">Active Ingredients</th> <th data-bbox="852 450 948 533">2011 (litres)</th> <th data-bbox="948 450 1043 533">2012 (litres)</th> <th data-bbox="1043 450 1139 533">2013 (litres)</th> <th data-bbox="1139 450 1235 533">2014 (litres)</th> <th data-bbox="1235 450 1300 533">2015 (litres)</th> </tr> </thead> <tbody> <tr> <td data-bbox="671 533 852 577">Paraquat</td> <td data-bbox="852 533 948 577">202.3</td> <td data-bbox="948 533 1043 577">159.8</td> <td data-bbox="1043 533 1139 577">46.6</td> <td data-bbox="1139 533 1235 577">516.4</td> <td data-bbox="1235 533 1300 577">461.7</td> </tr> </tbody> </table> <p>The use of paraquat has been declined from 2014 into 2015. This was used for re-planting.</p> <p>Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru, KUD Bukit Potalo: Scheme smallholder policy is not to use Paraquat for weed control in their plantation.</p>	Active Ingredients	2011 (litres)	2012 (litres)	2013 (litres)	2014 (litres)	2015 (litres)	Paraquat	202.3	159.8	46.6	516.4	461.7	<p>Yes</p>
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Paraquat	202.3	159.8	46.6	516.4	461.7									
<p>4.6.5 Pesticides shall only be handled, used or applied by persons who have completed the necessary training and shall always be applied in accordance with the product label. Appropriate safety and application equipment shall be provided and used. All precautions attached to the products shall be properly observed, applied, and understood by workers (see Criterion 4.7). - Major compliance -</p>	<p>Ukui Estate: Company programmed training for sprayers, "Pelatihan Pestisida Terbatas". Sample seen: Mrs. Tuhartini, Rosgiati, Karmini and the other 20 sprayers joined "Pelatihan Penggunaan Pestisida Terbatas" dated 22/09/2015. MSDS for all agrochemical stored is evident. Standard PPE issued for sprayers: goggle, respirator mask, apron, rubber glove, long sleeve coverall, rubber boot. PPE regularly replaced and/or substituted when damaged/decline in function. Based on interview with chemical mixing operator, storekeeper, overseer and sprayers; precaution and risk related to chemical product have been understood. After work, sprayers going back to clean up in dedicated wash room in storage compound.</p> <p>Scheme smallholder: KUD Sumber Makmur: All pesticide application follows Agriculture Policy Manual. The chemical dosage, target application, time of application, and the trained sprayer has been prepared by PT Inti Indosawit Subur – Ukui Group. The spraying team works in cooperatives is the same spraying team for company-owned plantation. Company provides training for the workers and smallholder, "Pelatihan Pestisida Terbatas" by "Komisi Pengawasan Pupuk dan Pestisida Provinsi Riau", dated 22/08/2015. Attended by 78 participants consist of spraying team, farmer group leaders, storekeeper and WKAK.</p>	<p>Yes</p>												

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<p>4.6.6 Storage of all pesticides shall be according to recognised best practices. All pesticide containers shall be properly disposed of and not used for other purposes (see Criterion 5.3). - Major compliance -</p>	<p>Ukui Estate: Storage of pesticides found to be in accordance with hazard identification and risk assessment and national guideline for limited pesticide use. Empty chemical containers had been used for mixing chemicals for spraying pesticides in the field. The management of waste material from empty pesticide container disposed through hazardous waste store. The company has temporary hazardous waste storage with license, where all hazardous waste from all estates and mills collected. Storage keeper maintains the balance of incoming and outgoing hazardous waste. Hazardous wastes were sent for licensed contractor for appropriate disposal.</p> <p>Scheme smallholder: KUD Sumber Makmur and KUD Bukit Potalo: The spraying team works in cooperatives is the same spraying team for company-owned plantation. The agrochemical is stored in estate's compound, follows administration of estate warehouse. KUD Bina Usaha Baru: The agrochemical stored in collective warehouse in KUD Bakti. The warehouse is locked and has storekeeper. Herbicide stored based on the WHO class. PPE is provided (face shield, respiratory, rubber glove, apron and rubber boot). The mixing bay and washing bay equipped with emergency shower.</p>	<p>Yes</p>
<p>4.6.7 Application of pesticides shall be by proven methods that minimise risk and impacts. - Minor compliance -</p>	<p>Ukui Estate: Pesticides had been applied using the Best Management Practices that minimise risk and impacts. Sprayer team and chemical mixer using standard PPE (face shield, respiratory, rubber glove, apron and rubber boot). The agrochemical storekeepers, supervisors and sprayers found to understand use of the correct pesticide type, dosage, nozzle, spray factor, spray quality and spray techniques. During audit, audit team interviewed the sprayers and checks on inquire for any skin rashes, breathing difficulties and nail problem. Auditors also check worker's nail colour. No sign of intoxication noted.</p> <p>Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru, KUD Bukit Potalo: All herbicide application follows Agriculture Policy Manual. The chemical dosage, target application, time of application, and the trained sprayer team have been prepared by PT Inti Indosawit Subur – Ukui Group. Sprayer team and chemical mixer using standard PPE (face shield, respiratory, rubber glove, apron and rubber boot). All workers exposed to chemical risk are provided with medical check up to identify signs of intoxication.</p>	<p>Yes</p>

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<p>4.6.8</p> <p>Pesticides shall be applied aerially only where there is documented justification. Communities shall be informed of impending aerial pesticide applications with all relevant information within reasonable time prior to application.</p> <p>- Major compliance -</p>	<p>Ukui Estate: There is no aerial application in the whole estate operation.</p> <p>Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru, KUD Bukit Potalo: There is no aerial application of pesticide/herbicide.</p>	<p>Yes</p>
<p>4.6.9</p> <p>Maintenance of employee and associated smallholder knowledge and skills on pesticide handling shall be demonstrated, including provision of appropriate information materials (see Criterion 4.8).</p> <p>- Minor compliance -</p>	<p>Ukui Estate: Company programmed training for sprayers, "Pelatihan Pestisida Terbatas". Sample seen: Mrs.Tuhartini, Mrs.Rosgiati, Mrs.Karmini and the other 20 sprayers joined "Pelatihan Penggunaan Pestisida Terbatas" dated 22/09/2015.</p> <p>Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru, KUD Bukit Potalo: Company provides training for the workers and smallholder, "Pelatihan Pestisida Terbatas" by "Komisi Pengawasan Pupuk dan Pestisida Provinsi Riau", dated 22/08/2015. Attended by 78 participants consist of spraying team, farmer group leaders, storekeeper and WKAK.</p>	<p>Yes</p>

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<p>4.6.10 Proper disposal of waste material, according to procedures that are fully understood by workers and managers shall be demonstrated (see Criterion 5.3). - Minor compliance -</p>	<p>Ukui Estate: PT Inti Indosawit Subur – Ukui Group collects all hazardous waste such as empty chemical container from each estate into temporary hazardous waste storage in central workshop compound. Balance of the incoming and outgoing empty chemical containers is recorded. The temporary hazardous waste storage has the applicable permit, as per “Keputusan Bupati Pelalawan No.KPTS.660/BLH/2011/85 tentang Izin Penyimpanan Limbah Bahan Berbahaya dan Beracun (B3) kepada PT Inti Indosawit Subur Ukui” dated 27/01/2011, valid for 5 years. Company is in process of permit extension through “Surat Perpanjangan Izin Pengelolaan Limbah B3 untuk Kegiatan Penyimpanan Sementara Limbah B3 No.105/MB-RH2/EXT/12/15 datd 11/12/2015. Followed up by environmental office “Badan Lingkungan Hidup Kabupaten Pelalawan” by visit dated 23/12/2015. The permit extension due for process. The empty chemical containers transferred from Ukui Estate have been triple rinsed and punctured/damaged. Further, the empty chemical containers transported by licensed contractor to waste management company. Records of transportation document available; manifest of hazardous waste transporation: Manifest No.AAO0005474 for transport of 23.5 piles of used chemical container on 17/11/2015, through PT Shali Riau Lestari to PT Wastec Int’l. Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru, KUD Bukit Potalo: All spraying activities performed by sprayer team under PT Inti Indosawit Subur – Ukui Group. Management of hazardous waste sent back to PT Inti Indosawit Subur – Ukui Group to be transported to license contractor.</p>	<p>Yes</p>
<p>4.6.11 Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, shall be demonstrated. - Major compliance -</p>	<p>Ukui Estate: Company provides 6-monthly medical check up for workers performing agrochemical spraying. The medical check up covers blood test, urine test, cholinesterase test, and spirometric test. Example: Mr.Juli Armansyah - spraying overseer; Mrs.Tuhartini, Karmini, Rosgiati – sprayers, Mr.Rudi Harianto – agrochemical storekeeper; have received medical check up on 20/08/2015. The first round of medical check up conducted in 09/02/2015. Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru, KUD Bukit Potalo: All spraying activities performed by sprayer team under PT Inti Indosawit Subur – Ukui Group. All workers exposed to chemical risk are provided with medical check up to identify signs of intoxication.</p>	<p>Yes</p>

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4.6.12 No work with pesticides shall be undertaken by pregnant or breast-feeding women. - Major compliance -	<p>Ukui Estate: PT Inti Indosawit Subur – Ukui Group prohibits pregnant or breast-feeding women to perform chemical spraying. In order to mitigate, estate performed monthly pregnancy test. Record seen: Pregnancy test for 25 sprayers and 28 fertilizer workers in December 2015. Pregnancy test for 25 sprayers and 26 fertilizer workers in November 2015. The pregnancy tests resulted negative (-); no pregnant worker. If there is pregnant worker, maternal leave is given. Sample seen: Mrs.Siti Atikawati, maternal leave given from 01/12/2015 up to 01/03/2016, approved by estate manager.</p> <p>Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru, KUD Bukit Potalo: All spraying activities performed by sprayer team under PT Inti Indosawit Subur – Ukui Group. Female workers exposed to chemical risk are provided with medical check up and pregnancy test to identify pregnant or breastfeeding workers.</p>	Yes	
<p>Criterion 4.7: An occupational health and safety plan is documented, effectively communicated and implemented. The health and safety plan shall cover the following:</p>			
4.7.1	<p>A health and safety policy shall be in place. A health and safety plan covering all activities shall be documented and implemented, and its effectiveness monitored. - Major compliance -</p>	<p>Occupational Health and Safety Policy, lined out in the Company Policy signed on 01/12/2014. Chapter 4 mentioned "...to determine measurable objective and target to prevent accident and occupational disease for all worker and other interested parties, through continuous improvement."OHS Policy has been disseminated on 05/01/2015 (Mill) and 08/06/2015 & 03/07/2015 (Ukui Estate).</p> <p>Health and safety plan has been established for 2015 and 2016. (Health and Safety Inspection, Training Program & Certification, Health Program, Emergency Response Program & Environmet Program (Waste management & Hazardous waste). Monitoring of effectiveness has been recorded on status program year 2015. PPE Inspection for mill worker on . The safety report has been sent to manpower office on 3-monthly basis.</p> <p>Scheme smallholder: KUD Sumber Makmur: cooperative has an Occupational Health and Safety policy that stated on "Kebijakan Lingkungan" Date 04/01/2015 No.001/KUD-SM/I/2015. Occupational Health and Safety program has been established. Example: emergency response training "pelatihan PPGD", Basic Safety training; KUD Bina Usaha Baru: Cooperative has an Occupational Health and Safety Policy that stated on "Kebijakan Koperasi" signed on 04/01/2015. Health Safety and Environment Program year 2015 has been established. Example: Incident Investigation Training, Emergency response training, Emergency Response Team Effectiveness.</p>	Yes

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Criterion / Indicator	Assessment Findings	Compliance
<p>4.7.2</p> <p>All operations where health and safety is an issue shall be risk assessed, and procedures and actions shall be documented and implemented to address the identified issues. All precautions attached to products shall be properly observed and applied to the workers.</p> <p>- Major compliance -</p>	<p>PT Inti Indosawit Subur – Ukui Group is preparing risk assessment for each unit, covering all location and activities.</p> <p>Ukui 1 POM: Hazard Identification Risk Assessment Determining Control (HIRADC) documents reviewed and established for Ukui 1 POM. Latest review on 19/12/2015. A regular noise test conducted to the engine room and sterilizer, where found above standard. PPE such as ear plug provided for the operator.</p> <p>Ukui Estate: Hazard Identification Risk Assessment Determining Control (HIRADC) documents reviewed and established for Ukui Estate. Latest review on 04/01/2016.</p> <p>Scheme smallholder: KUD Bina Usaha Baru: HIRAC (Hazard Identification & Risk Assessment and Control) at KUD Bina Usaha Baru has been established, each activity has identified.</p>	<p>Yes</p>

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Criterion / Indicator	Assessment Findings	Compliance
<p>4.7.3</p> <p>All workers involved in the operation shall be adequately trained in safe working practices (see Criterion 4.8). Adequate and appropriate protective equipment shall be available to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, and land preparation, harvesting and, if it is used, burning.</p> <p>- Major compliance -</p>	<p>Safe working practices have been established on document "SOP Alat Pelindung Diri' No: AA-SOP-OP-101.3-R0. Training for all workers at estates and mills; including sprayers, fertilizer applicators, harvesters, FFB loading crew and upkeep workers.</p> <p>Ukui Estate: Company provided adequate and appropriate protective equipment for all workers at place of works, in line with the risk assessment. Harvester issued with helmet, goggles, rubber boot and sickle cover. Sprayer gangs using goggles, respirators, apron, overall suit, gloves, and rubber boot. The protective equipment provided for free. Latest safety training has been conducted on 16/10/2015 for Ukui 1 POM and Ukui Estate, training Basic Fire Refreshment and Sustainability awareness.</p> <p>Ukui 1 POM: Engine room operator wears helmet, ear plugs, mask, and safety shoes. Boiler operator using overall suit, goggles, respirator, hand glove and safety boot. Noise level at Kernel station 100.7 dB, Engine room 95.9 dB. Training at Ukui 1 POM, related to specific skill required to operate machinery: Emergency situation drill for Fire conducted on 04/05/2015, attended by twenty members of emergency response team. - SIO/license under name Mr.Herianta (Sterilizer Operator) No.2570.OPK3/PUBT/b.I/VI/2012, valid to 22/06/2017; - SIO/license under name Mr.Yusrianto (Tractor Operator) No.12.11090/OPK3/PAA/VI/2012, valid to 22/06/2017; - SIO/license under name Mr.Sugianto (Boiler Operator) No.2567.OPK3-PUBT-B.I/VI/2012, valid to 22/06/2017;</p> <p>Scheme smallholder: KUD Sumber Makmur: Safety training for PPE use, prohibition of spraying KUD Bina Usaha Baru: Risk assessment training on 10/03/2015. Emergency response and basic fire training on 19/12/2015.</p>	<p>Yes</p>

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Criterion / Indicator	Assessment Findings	Compliance
<p>4.7.4</p> <p>The responsible person/persons shall be identified. There shall be records of regular meetings between the responsible person/s and workers. Concerns of all parties about health, safety and welfare shall be discussed at these meetings, and any issues raised shall be recorded.</p> <p>- Major compliance -</p>	<p>Ukui I POM: In Ukui I POM, safety committee has been acknowledged through decree from manpower office No.KPTS.565/DTKT-WAS/2014 dated 10/05/2014. Minutes of meeting dated 03/11/2015 discuss the OHS performance on October 2015. The minutes explain accident record, simulation/training conducted, and dissemination of BPJS – social insurance.</p> <p>Ukui Estate: In Ukui estate, safety committee has been acknowledged through decree from manpower office No.KPTS.566/DTKT-WAS/2014/84 dated 31/12/2014. Mr. Urip Marbun As Safety Officer (AK3 Umum). Last Safety committee meeting was held on 04/01/2016, with minutes of meeting discuss the OHS performance on December 2015 and health and safety welfare BPJS. The safety report has been sent to manpower office on 3-monthly basis.</p> <p>Scheme smallholder: KUD Sumber Makmur: Has been appointed Mr. Budianto as "Pengurus K3" according "Surat Keputusan Pengurus KUD Sumber Makmur Desa Bukit Gajah Kecamatan UKUI No.010/KPTS/KUD-SM/II/2015", date 10/02/2015. Latest Safety Meeting has been conducted on 18/05/2015. Minute of meeting related to PPE "Penertiban Mengenai Pemakaian APD" and reducing accident "Mengurangi resiko kecelakaan dengan bersikap lebih bijaksana".</p> <p>KUD Bina Usaha Baru: Has been appointed Mr.Sugiono as "Pengurus K3" according "Surat keputusan Pengurus KUD Bina Usaha Baru No.009/KUD-BUB/SK/BJ/I/2015", date 10/01/2015. Last Safety Meeting has been conducted on 20/06/2015 regarding training and meeting "Penyuluhan Panen dan APD". Minutes of meeting explain about APD Socialization uses Helmet, Goggles, and Shoes and also Egrek equipt with Cover, Restricted Pesticide, soil and water conservation, fertilizer, first aid, emergency response and basic fire fighting.</p>	<p>Yes</p>

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Criterion / Indicator	Assessment Findings	Compliance
<p>4.7.5</p> <p>Accident and emergency procedures shall exist and instructions shall be clearly understood by all workers. Accident procedures shall be available in the appropriate language of the workforce. Assigned operatives trained in First Aid should be present in both field and other operations, and first aid equipment shall be available at worksites. Records of all accidents shall be kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>Ukui I POM and Ukui Estate: Emergency procedures has been established; procedure for first aid and emergency situation under "Penanganan Keadaan Darurat – Pertolongan Pertama pada Kecelakaan No.AA-447-001-FM-R1" – December 2014. The team for emergency situation has been established – as part of safety committee. Ukui I POM and Ukui Estate are able to demonstrate adequate first aid officer, equipped with first aid kit. First aid officer for Ukui I POM and Ukui Estate: Rocky Pindaan and Samiasih. Training first aider (8-9 September 2015) from PT. Jesindo Mandiri. License for first aider still on progress. Ukui Estate: An accident record has been established, for year 2015 there was 17 Cases Medical Aid, 8 cases Lost Time Injury, 12 Cases first aid, near miss 5 Cases. Example: Lost time injury due to falling frond and corrective action has been taken. Company has provides Basic Fire training on 19/12/2015 for the emergency response team/fire fighting team (all company). The team equipped with water pumps, water tank trucks, hoses, nozzles and protective equipments.</p> <p>Scheme smallholder: KUD Bina Usaha Baru and KUD Sumber Makmur: An accident record has been established, for year 2015 there was no accident at KUD Bina Usaha Baru & Sumber Makmur. The team for emergency situation has been established – as part of safety committee. KUD Bina Usaha Baru and KUD Sumber Makmur is able to demonstrate adequate first aid officer, equipped with first aid kit.</p> <p>A Minor NC issued: Emergency procedure for fire and earthquake has been established in KUD Sumber Makmur and KUD Bina Usaha Baru; however procedure for accident has not been established.</p>	<p>NC Minor</p>

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Criterion / Indicator	Assessment Findings	Compliance
<p>4.7.6 All workers shall be provided with medical care, and covered by accident insurance. - Minor compliance -</p>	<p>PT Inti Indosawit Subur have provided clinic for all workers. Referral are made to nearest hospital should the case is severe/critical. Company also providing social and accident insurance in form of Jamsostek and BPJS – for all workers.</p> <p>Ukui 1 POM: Sampled worker holds Jamsostek/BPJS card. Payment made based on proportion from employee’ salary deduction and company’s levy, as per regulation. Proof of payment submitted to BPJS Ketenagakerjaan is evident fot November and December 2015.</p> <p>General medical check up provided for all workers in Ukui 1 POM. Latest medical check-up (including audiometric) carried out for 26 operators dated 18/08/2015. Medical Check Up for workers exposed to high risk such as noise level, sampled Mr.Kusmiyanto (Boiler operator) by “Focus Clinical Laboratory” with result “Normal” Right 27 BP and Left 30 BP; under name Mr.Usaha Sitepu (Power Generator Operator) by “Focus Clinical Laboratory” with result “Normal” Right 24 BP and Left 25 BP.</p> <p>Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru, KUD Bukit Potalo: All spraying activities performed by sprayer team under PT Inti Indosawit Subur – Ukui Group. All workers exposed to chemical risk are provided with medical check up to identify signs of intoxication. Company provides annual medical check up for all employees. Sample seen: Rudi Harianto, Sumarno – storekeeper; Juli Armansyah – spraying overseer; Tuhartini, Rosgianti, Karmini – sprayers;</p>	<p>NC Minor</p>
<p>4.7.7 Occupational injuries shall be recorded using Lost Time Accident (LTA) metrics - Minor compliance -</p>	<p>Ukui Estate: An accident record has been established, for year 2015 there was 17 Cases Medical Aid, 8 cases Lost Time Injury, 12 Cases first aid, near miss 5 Cases.</p> <p>Example Lost time injury: Mr.Sunardi, accident from falling frond during harvesting (05/12/2015); Mr.Sriyanto, motorcycle accident (04/12/2105); Mr.Sugianto, wounded by fruit stick when moving FFB (03/09/2015). Incident investigation has been done, together with corrective and preventive action. The risk assessment reviewed accordingly.</p> <p>Ukui I POM: LTA recorded under “Program Manajemen K3 Tahun 2015” LTA: 2 days. Accident record/“Rekaman Kecelakaan Kerja” for 2 accidents has been investigated, root cause identified, corrective and preventive action has been prepared.</p> <p>Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru, KUD Bukit Potalo: An accident record has been established, there is no accident in KUD Sumber Makmur and KUD Bina Usaha Baru throughout year 2015.</p>	<p>Yes</p>

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Criterion / Indicator	Assessment Findings	Compliance
Criterion 4.8: All staff, workers, smallholders and contract workers are appropriately trained.		
4.8.1	<p>A formal training programme shall be in place that covers all aspects of the RSPO Principles and Criteria, and that includes regular assessments of training needs and documentation of the programme. - Major compliance -</p> <p>In order to assess training need, employee individual assessment form is to be filled out by the line manager and sent back to training center. Feed back given through invitation for training, as planned by training center. Other type of training conducted in coordination with relevant government office/bureau.</p> <p>Ukui Estate: Training program has been established for 2016. Example: Sustainability awareness, HCV, Basic Safety, Basic Fire, First Aider, Safety Uses Herbicide & Chemical, Technical and managerial training.</p> <p>Ukui 1 POM: Training programme for Ukui 1 POM is evident. Training program consist of supply chain and traceability, basic safety, basic fire, emergency response, steam vessel training and management of hazardous waste. Sample seen: RSPO Supply chain and traceability training planned in 06/2016; Emergency response procedure training planned on 08/2016; Steam vessel training planned for 03/2016.</p> <p>Scheme smallholder: KUD Bina Usaha Baru and KUD Sumber Makmur Training program has been established and implemented for year 2015. Example: Harvest socialization practices and PPE, Limited Pesticide Training, Soil and Water Conservation (stacking palm frond), fertilization, emergency first aid, EIA and HCV, K3 and Emergency Response and Basic Fire. Training on harvesting and PPE use, IPM, Limited pesticide use.</p>	Yes

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Criterion / Indicator	Assessment Findings	Compliance
<p>4.8.2</p> <p>Records of training for each employee shall be maintained. - Minor compliance -</p>	<p>PT Inti Indosawit Subur – Ukui Group has prepared training record for each employee, both for mill and estate.</p> <p>Ukui I POM: Training record for each mill worker is evident. Sample taken: Mr.Jumadi, boiler operator trained with "Sertifikasi Operator Pesawat Uap Kelas I" on 22/05-01/06/2008; Basic Fire training on 26/05/2010; Basic safety training on 06-07/12/2012;</p> <p>Mr. Indra Ginting, sterilizer operator training experience "Sertifikasi Operator Pesawat Uap Kelas I" on 22-26/08/2011;</p> <p>Mr.Syahrial, power generator operator training experience "Sertifikasi Operator Genset" on 30/06/2010; Maintenance generator on 25/07/2012;</p> <p>Mr.Sukardi, laboratory analyst training experience emergency procedure training on 22/05/2013, 18/02/2011, 15/06/2010; Laboratory analyst training on 03-04/05/2011.</p> <p>Ukui Estate: Sample taken: Mrs.Wakijem (sprayer) limited pesticide training 22/09/2015, Mr.Sutriono (sprayer overseer) Limited pesticide training 22/09/2015, Mr.Rocky Tindaon and Mrs.Samiasih (paramedic) First aider training 08-09/09/2015.</p> <p>Scheme smallholder: KUD Sumber Makmur & Bina Usaha Baru Training records for each employee KUD Bina Usaha Baru and Sumber Makmur has been established.</p>	<p>Yes</p>

Principle 5: Environmental responsibility and conservation of natural resources and biodiversity

Criterion 5.1:
 Aspects of plantation and mill management, including replanting, that have environmental impacts are identified, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.

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Criterion / Indicator	Assessment Findings	Compliance
<p>5.1.1 An environmental impact assessment (EIA) shall be documented. - Major compliance -</p>	<p>PT Inti Indosawit Subur – Ukui group is able to demonstrate environmental impact assessment in AMDAL document as per “SK Menteri Pertanian No.013/ANDAL/HA/V/95” dated 05/05/1995. In addition, environmental management and monitoring plan - RKL/RPL as per “Surat Keputusan Menteri Pertanian No.03/RKL-RPL/BA/IV/1996” dated 04/04/1996.</p> <p>Environmental Impact Assessment for mill capacity increase as per “Surat Keputusan Gubernur Riau No.976/X/2009 tentang Dokumen Pengelolaan dan Pemantauan Lingkungan (DPPL) untuk Peningkatan Kapasitas PMKS dan sarana pendukung PT. IIS – Kebun Ukui untuk Kebun Inti dan Kebun Plasma dengan Kapasitas Ukui I POM (90 ton TBS/jam) dan Ukui II (75 ton TBS/jam)”, dated 28/10/2009.</p> <p>Environmental Impact Assessment for Kernel Crushing Plant and Biogas Plant operation as per “Pengesahan Badan Lingkungan Hidup Kabupaten Pelalawan No.660/BLH-AM/2012/180 tentang Dokumen Pemantauan dan Pemantauan Lingkungan untuk Kernel Crushing Plant dan Biogas Plant”.</p> <p>Environmental monitoring and management report reported in regular basis “RKL RPL semester I” (Period January – June 2015) has been sent to the government, such as evidence acceptance the report in “Badan Lingkungan Hidup Kabupaten Pelalawan” on 31/08/2015.</p> <p>Scheme smallholder: KUD Sumber Makmur and KUD Bina Usaha Baru: Scheme manager provides copy of AMDAL document as per “SK Menteri Pertanian No.013/ANDAL/HA/V/95” dated 05/05/1995. In addition, environmental management and monitoring plan - RKL/RPL as per “Surat Keputusan Menteri Pertanian No.03/RKL-RPL/BA/IV/1996” dated 04/04/1996. Scheme manager provides dissemination and explanation on content of AMDAL document, RKL/RPL document, HCV report and Social Impact Assessment document. Latest meeting on 07/04/2015.</p>	<p>Yes</p>

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Criterion / Indicator	Assessment Findings	Compliance
<p>5.1.2</p> <p>Where the identification of impacts requires changes in current practices, in order to mitigate negative effects, a timetable for change shall be developed and implemented within a comprehensive management plan. The management plan shall identify the responsible person/persons.</p> <p>- Minor compliance -</p>	<p>There is no change in PT Inti Indosawit Subur – Ukui Group operation. Additional environmental aspect-impact from kernel crushing plant has been addressed into “Laporan Upaya Pengelolaan Lingkungan dan Upaya Pemantauan Lingkungan” – Environmental Management and Monitoring Plan. The report was approved by Environmental Agency - Kabupaten Pelalawan as “Surat keputusan No.660/BLHAM/2012/180” dated 22/02/2012. Ukui I POM & Ukui Estate:</p> <p>Environmental Aspect Impact has been established and implemented. Last identification review was conducted on 101/12/2014. Environmental Management Plan has been established with responsible person.</p> <p>Scheme smallholder: KUD Sumber Makmur: Scheme manager provides dissemination and explanation on content of AMDAL document, RKL/RPL document, HCV report and Social Impact Assessment document. Cooperative appointed Mr.Budiono as according “Surat Keputusan Pengurus KUD Sumber Makmur Desa Bukit Gajah Kecamatan Ukui No.010/KPTS/KUD-SM/II/2015”, date 10/02/2015 to implement environment, health and safety plans.</p>	<p>Yes</p>
<p>5.1.3</p> <p>This plan shall incorporate a monitoring protocol, adaptive to operational changes, which shall be implemented to monitor the effectiveness of the mitigation measures. The plan shall be reviewed as a minimum every two years to reflect the results of monitoring and where there are operational changes that may have positive and negative environmental impacts.</p> <p>- Minor compliance -</p>	<p>Ukui I POM & Ukui Estate: Environmental Management Plan - “Program Manajemen Lingkungan” is available, indicating the plan to mitigate significant impact, the monitoring plan, person in charge and time frame. “Program Manajemen Lingkungan 2015”, reviewed and evaluated. Example planning for Mill: to control and reduce air pollution, to reduce use of domestic water and process water, to reduce HSD fuel use. Example planning for Estate: To control and reduce soil erosion, prevent the loss of natural biodiversity by Asisstant Sustainable, as well as anticipating any social conflict with community around estate.</p> <p>Scheme smallholder; KUD Bina Usaha Baru & Sumber Makmur: Social Management Plan related Aspects of Social Problems & Discussion K3 has been conducted on 30 January 2015 Also “Implementing “U” letter frond stacking as a means of soil and water conservation and erosion prevention” dated 31/12/2015.</p> <p>However, a Minor NC issued: Environmental Aspect Impact has been established and implemented, however activity for replanting has not identified. Requirement for identification for replanting activity was also stated on matrix document of Dokumen Pedoman Pengelolaan Lingkungan No.Kpts.976/X/2009, as per Keputusan Gubernur Riau, dated 28/10/2009.</p>	<p>NC Minor</p>

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Criterion / Indicator	Assessment Findings	Compliance
Criterion 5.2: The status of rare, threatened or endangered species and other High Conservation Value habitats, if any, that exist in the plantation or that could be affected by plantation or mill management, shall be identified and operations managed to best ensure that they are maintained and/or enhanced.		

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Criterion / Indicator	Assessment Findings	Compliance																														
<p>5.2.1 Information shall be collated in a High Conservation Value (HCV) assessment that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). - Major compliance -</p>	<p>Ukui 1 POM and Ukui Estate: PT Inti Indosawit Subur – Ukui Group is in cooperation with Faculty of Forestry, Bogor Agriculture University in preparing HCV Identification “Dokumen Identifikasi dan Analisis Keberadaan Nilai Konservasi Tinggi (NKT) di Areal Perkebunan Kelapa Sawit di Kebun Ukui dan Soga pada tahun 2010”. Guidance use is HCV Toolkit 2008. The document has put into consideration the landscape condition, including Teso Nilo National Park near the plantation. The assessment team comprise of Ir.Nyoto Santosa, MS as lead assessor HCV RN registered lead assessor, Ir.Heru B Pulunggono, MSc (hydrology and soil conservation), Handian Purwawangsa, S.Hut, MSI, (social), Iing Nasihin S.Hut, MSi (flora and GIS), Tutut Sunarminto, MSi, (social and cultural), Yanti Apriyanti,S.Pi (social and cultural), Rizki Ratna Ayu Paramita Sari, S.Hut (social and cultural). The HCV assessment identified the presence of HCV 1.1, HCV 1.2, HCV 1.3, HCV 2.3, HCV 4.1 and HCV 6 with total (under PT Inti Indosawit Subur – Ukui Group) of 234.458 Ha.</p> <table border="1" data-bbox="667 996 1305 1400"> <thead> <tr> <th>HCV</th> <th>Status</th> <th>Ha</th> </tr> </thead> <tbody> <tr> <td>River/Sungai Air Hitam Kiri</td> <td>1.1, 1.2, 1.3, 4.1</td> <td>73.079</td> </tr> <tr> <td>River/Sungai Air Hitam Kanan</td> <td>1.1, 1.2, 1.3, 4.1</td> <td>22.984</td> </tr> <tr> <td>Tributary/Anak Sungai Air Hitam Atas</td> <td>1.1, 1.2, 4.1</td> <td>15.926</td> </tr> <tr> <td>Tributary/Anak Sungai Air Hitam Kiri</td> <td>1.1, 1.2, 4.1</td> <td>14.031</td> </tr> <tr> <td>Tributary/Anak-Anak Sungai Napuh</td> <td>1.1, 1.2, 4.1</td> <td>6.891</td> </tr> <tr> <td>Lake/Danau (Rawa) Bengkuang</td> <td>1.1, 1.2, 1.3, 4.1</td> <td>1.925</td> </tr> <tr> <td>Water reservoir/ Kolam (Danau) Ukui 1 POM</td> <td>1.1, 4.1</td> <td>3.367</td> </tr> <tr> <td>Protected forest/Hutan Makam Keramat</td> <td>1.2, 1.3, 2.3, 6</td> <td>3.965</td> </tr> <tr> <td>Total</td> <td></td> <td>142.168</td> </tr> </tbody> </table> <p>Most of the HCV identified, located within the existing planatation. So there must have been area where oil palm planted on HCV area. Company maintain the riparian area. A number of fauna identified in the plantation area: Mammals such as “Kucing kuwuk” (Felis bengalensis), “Kancil” (Tragulus javanicus), “Kijang” (Muntiacus muntjak), “Trenggiling” (Manis javanica), Monkey (Macaca fascicularis), “Beruk” (Macaca nemestrina), “Musang” (Paradoxurus hermaphroditus). Birds such as “Raja udang meninting” (Alcedo meninting), “Burung madu” (Aethopyga siparaja and Nectarinia jugularis), “Elang tikus” (Elanus caeruleus), “Elang ular bido” (Spilomis cheela), “Cekakak belukar” (Halicyon smymensis), “Kipasan belang” (Rhipidura javanica). Reptile such as “Ular Piton” (Phyton molurus), monitor lizard (Varanus salvator). Identified also protected plants such as “Meranti batu” (Shorea leprosula), “Meranti bunga” (Shorea teysmanniana). The HCV identification report was peer reviewed by WWF on 25-27/10/2010.</p>	HCV	Status	Ha	River/Sungai Air Hitam Kiri	1.1, 1.2, 1.3, 4.1	73.079	River/Sungai Air Hitam Kanan	1.1, 1.2, 1.3, 4.1	22.984	Tributary/Anak Sungai Air Hitam Atas	1.1, 1.2, 4.1	15.926	Tributary/Anak Sungai Air Hitam Kiri	1.1, 1.2, 4.1	14.031	Tributary/Anak-Anak Sungai Napuh	1.1, 1.2, 4.1	6.891	Lake/Danau (Rawa) Bengkuang	1.1, 1.2, 1.3, 4.1	1.925	Water reservoir/ Kolam (Danau) Ukui 1 POM	1.1, 4.1	3.367	Protected forest/Hutan Makam Keramat	1.2, 1.3, 2.3, 6	3.965	Total		142.168	<p>Yes</p>
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Criterion / Indicator	Assessment Findings	Compliance
<p>5.2.2 Where rare, threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations, appropriate measures that are expected to maintain and/or enhance them shall be implemented through a management plan. - Major compliance -</p>	<p>Ukui 1 POM and Ukui Estate: PT Inti Indosawit Subur – Ukui Group is in cooperation with Faculty of Forestry, Bogor Agriculture University in preparing HCV Identification “Dokumen Identifikasi dan Analisis Keberadaan Nilai Konservasi Tinggi (NKT) di Areal Perkebunan Kelapa Sawit di Kebun Ukui dan Soga pada tahun 2010”. The document has put into consideration the landscape condition, including Teso Nilo National Park near the plantation. The HCV assessment identified the presence of HCV 1.1, HCV 1.2, HCV 1.3, HCV 2.3, HCV 4.1 and HCV 6 with total of 234.458 Ha.</p> <p>A number of protected fauna identified in the plantation area: Mammals such as “Kucing kuwuk” (Felis bengalensis), “Kancil” (Tragulus javanicus), “Kijang” (Muntiacus muntjak), “Trenggiling” (Manis javanica), Monkey (Macaca fascicularis), “Beruk” (Macaca nemestrina), “Musang” (Paradoxurus hermaphroditus). Birds such as “Raja udang meninting” (Alcedo meninting), “Burung madu” (Aethopyga siparaja and Nectarinia jugularis), “Elang tikus” (Elanus caeruleus), “Elang ular bido” (Spilomis cheela), “Cekakak belukar” (Halicyon smymensis), “Kipasan belang” (Rhipidura javanica). Reptile such as “Ular Piton” (Phyton molurus), monitor lizard (Varanus salvator). Identified also protected plants such as “Meranti batu” (Shorea leprosula), “Meranti bunga” (Shorea teysmanniana).</p> <p>Company has prepared a procedure for protection of flora and fauna, explained in Environmental Management System: Biodiversity (AA-432-002e-LT), IUCN redlist (AA-432-006-LT), CITES list (AA-432-07-LT). Signboards are placed on the area identified with conservation values. Monitoring for the HCVs are carried out as per Conservation Management Plan. The conservation management plan covers area enhancement, socialization to workers and local communities, prohibition of chemical regime near the area and river buffer zone’ restoration. Plan for monitoring and patrol has been incorporated into the management and monitoring plan. Another effort planned was to have HCV sign board and “no-hunting” sign boards placed near identified HCV areas – on progress. PT Inti Indosawit Subur – Ukui Group is also having procedure to monitor the protected/conservation area as per “SOP Pemantauan Areal Lindung” No.AA-PL-08-EFP – describing procedure for vegetation monitoring, wildlife monitoring (path and rapid method), conservation area inspection procedure, vegetation enhancement procedure and data analysis procedure.</p> <p>Company continuously disseminating the AMDAL and HCV report, such as in 07/04/2015 attended by 58 participants from farmer group, WKAK, cooperative and village authorities.</p>	<p>Yes</p>

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Criterion / Indicator	Assessment Findings	Compliance
	<p>Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru and KUD Bukit Potalo: Based on field visit, farmer member has put sign boards on main entrance and in the plantation. The signboard creates awareness on no hunting/poaching, no fish poisoning, no cutting trees/log, and fauna species identified/possibly present in the plantation location. Based on interview with the farmer members, they understood the policy.</p>	
<p>5.2.3</p> <p>There shall be a programme to regularly educate the workforce about the status of these RTE species, and appropriate disciplinary measures shall be instigated in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect or kill these species. - Minor compliance -</p>	<p>Ukui Estate: PT Inti Indosawit Subur – Ukui Group has a policy to forbid capture, harm, collect and kill RTE’s species. The training program is covering the training and communication plan to all level of employee related to HCV importance. Environmental and Sustainability Training Program, HCV training refreshment and HCV dissemination have been delivered to employee and surrounding community in 2015. The dissemination continues in 2015, for instance 21/02/2015 company communicating the HCV management, as part of new company policy – attended by 45 participants. Direct dissemination to employee done in 28/06/2015 in Ukui Estate, attended by 99 workers. Based on field inspection to worker housing, no RTE species being captured, harmed or collected by worker.</p> <p>Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru and KUD Bukit Potalo: Based on field visit, farmer member has put sign boards on main entrance and in the plantation. The signboard creates awareness on no hunting/poaching, no fish poisoning, no cutting trees/log, and fauna species identified/possibly present in the plantation location. Based on interview with the farmer members, they understood the policy. Farmer members can also describe the protected species such as “Macan Akar” (Felis bengalensis), “Raja Udang” (Alcedo meninting), “Burung Madu” (Aethopyga siparaja), “Trenggiling” (Manis javanicus), Cobra snake (Naja sumatrana), etc.</p>	<p>Yes</p>
<p>5.2.4</p> <p>Where a management plan has been created there shall be ongoing monitoring: • The status of HCV and RTE species that are affected by plantation or mill operations shall be documented and reported; • Outcomes of monitoring shall be fed back into the management plan. - Minor compliance -</p>	<p>Company has prepared Conservation Management Plan, detailing location of HCV area, hectare of HCV area, management objective, management program, method, person in charge, target of implementation and monthly status. Company has consistently monitors the status of HCV area, as well as protected flora and fauna species. This is recorded in “Laporan Monitoring Tumbuhan dan Satwa Liar PT IIS periode II 2015” – monitoring period 07-12/2015. The report explains the monitoring on status of plant and wildlife, disturbance and damage to the protected area.</p>	<p>Yes</p>

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5.2.5	Where HCV set-asides with existing rights of local communities have been identified, there shall be evidence of a negotiated agreement that optimally safeguards both the HCVs and these rights. - Minor compliance -	<p>Ukui Estate: Based on document verification, field visit and interview with stakeholders, there is no HCV area under existing rights of local community.</p> <p>Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru and KUD Bukit Potalo: Based on document verification, field visit and interview with stakeholders, there is no HCV area under existing rights of local community.</p>	Yes
<p>Criterion 5.3: Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner.</p>			
5.3.1	All waste products and sources of pollution shall be identified and documented. - Major compliance -	<p>Waste products have been identified and documented under the "Evaluasi Aspek-Dampak Lingkungan" (Environmental Aspect impacts). This document is updated once a year. PT Inti Indosawit Subur has a waste management plan, identifying type and source of waste and the disposal plan.</p> <p>PT Inti Indosawit Subur has a procedure to handle hazardous waste under "Prosedur Penanganan Limbah B3" No.AA-KL-06-EFP explains mechanism to collecting the waste, recording and disposal to licensed third party.</p> <p>The company store hazardous waste in temporary storage with permit, The hazardous waste is sent to the registered collector which approved by Environmental Ministry, namely PT Shali Riau Lestari.</p> <p>Scheme smallholder: KUD Bina Usaha Baru: KUD is able to demonstrate identification document titled "Identifikasi Sumber Polusi". The document identified source of pollution: Harvesting activity (smoke from FFB transport trucks, dust, smoke from harvester vehicle), fertilizer application (smoke from fertilizer transport, water pollution), weed control (water and soil pollution from excessive spraying regime), pest and disease control (water and soil pollution from use of chemical), office activity (smoke emission from genset operation), etc.</p>	Yes

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5.3.2 All chemicals and their containers shall be disposed of responsibly. - Major compliance -	<p>PT Inti Indosawit Subur – Ukui Group collects all hazardous waste from each estates and mills into temporary hazardous waste storage in central workshop compound. The temporary hazardous waste storage has the applicable permit, as per “Keputusan Bupati Pelalawan No.KPTS.660/BLH/2011/85 tentang Izin Penyimpanan Limbah Bahan Berbahaya dan Beracun (B3) kepada PT Inti Indosawit Subur Ukui” dated 27/01/2011, valid for 5 years. Company is in process of permit extension through “Surat Perpanjangan Izin Pengelolaan Limbah B3 untuk Kegiatan Penyimpanan Sementara Limbah B3 No.105/MB-RH2/EXT/12/15 datd 11/12/2015. Followed up by environmental office “Badan Lingkungan Hidup Kabupaten Pelalawan” by visit dated 23/12/2015. The permit extension due for process.</p> <p>PT Inti Indosawit Subur has an agreement in transporting the hazardous waste with contractor: “Perjanjian Kerjasama antara PT Inti Indosawit Subur dengan PT Shali Riau Lestari No.031/SRL-PKU/MOU/III/2015 dated 09/02/2015; valid up to 22/02/2016. The type of hazardous waste to be transported: used oil, waste oil, old lamps, used chemical container, contaminated waste, medical/infectious waste and used filter. The contractor holds valid permit: “Keputusan Menteri Negara Lingkungan Hidup No.237 tahun 2011 tentang Izin Pengumpulan Limbah Bahan Beracun PT Shali Riau Lestari” dated 08/11/2011 valid for 5 years.</p> <p>Records of hazardous waste: “Catatan Serah-Terima Limbah B3” date 06/11/2015, hazardous waste store received 20 pieces empty pesticide container and 6 pieces jerry can from chemical mixing store. “Catatan Serah-Terima Limbah B3” date 13/11/2015, hazardous waste store received 15 liters used oil and 5 pieces oil filter from workshop. “Catatan Serah-Terima Limbah B3” date 17/11/2015, hazardous waste store send 13.5 drums empty pesticide container, 10 drums of jerry can, 16 drums empty paint bucket, 1 drum medical/infectious waste, 46 kg pieces used battery, 1 drum dirty oil, 1 drum dirty HSD oil to PT Shali Riau Lestari. “Lembar Neraca Limbah Bahan Berbahaya dan Beracun” period 10-12/2015 for Ukui Estate and Ukui 1 POM is evident and updated; identifying incoming and outgoing hazardous waste in store.</p> <p>The transporting manifest of hazardous waste: Manifest No.AAO0005471 for transport of 1 pile of infectious waste on 17/11/2015, through PT Shali Riau Lestari to PT Wastec Int'l. Manifest No.AAO0005474 for transport of 23.5 piles of used chemical container on 17/11/2015, through PT Shali Riau Lestari to PT Wastec Int'l. Manifest No.AAO0005475 for transport of 0.5 drum of used chemical on 17/11/2015, through PT Shali Riau Lestari to PT Wastec Int'l. Manifest No.AAO0005486 for transport of 19 drums of waste oil on 17/11/2015, through PT Shali Riau Lestari to PT Wastec Int'l.</p>	Yes

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	<p>Scheme smallholder: KUD Bina Usaha Baru: All of KUD members (farmer) are using "Team Unit Semprot/TUS" service in performing weed control/spraying. The empty chemical containers collected and stored at hazardous waste storage at PT Inti Indosawit Subur – Ukui Group, for further disposal to licensed contractor.</p>	
<p>5.3.3 A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented. - Minor compliance -</p>	<p>Waste and pollution sources have been identified and documented, including used lubricant and filter, old battery, used laboratory chemical, clinical/medical waste, mill effluent, EFB, smoke, dust, fiber and shell, empty agrochemical container, boiler ash, scrap iron, used tires, waste water and domestic household refuse. Record of identification was presented in "Evaluasi Aspek Dampak Lingkungan".</p> <p>The company started at the beginning this year to re-cycle anorganic waste where the company built the waste storage.</p> <p>Scheme smallholders: KUD Bina Usaha Baru: "Mekanisme Pengelolaan Sampah", explains the handling of organic to be composted and inorganic waste to be managed by village office.</p> <p>However, NC Minor issued: Based on field visit to KUD Bina Usaha Baru (KT24) and Bukit Potalo (KT300 Berkah Ilahi) the empty fertilizer plastic thrown into oil palm field.</p>	<p>Minor NC</p>
<p>Criterion 5.4: Efficiency of fossil fuel use and the use of renewable energy is optimised.</p>		

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<p>5.4.1 A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy shall be in place and monitored. - Minor compliance -</p>	<p>Ukui I POM: Program has covered plan to use renewable energy from fiber/shell and from fossil fuel/HSD fuel. Based on energy use data, palm oil mill has utilized more fiber/shell, up to 95% - as energy compared to use of HSD oil use. Ukui I POM shows "Laporan Unit Pabrik" up to December 2015, Based on data of energy production, shows increase, has been monitored monthly basis. Example: The use of shell and fiber for Boiler: 2,781 tons of shells and 39,434 tons of fiber (total usage in 2015) – equal to 1,968,770 liters of HSD fuel.</p> <p>Ukui Estate: The program tries to improve use of HSD fuel for FFB transporter. Monitoring the use of HSD fuel has been carried out every month, the data monitoring has been carried out from 2011 to 2015. Example:</p> <table border="1" data-bbox="667 936 1042 1059"> <thead> <tr> <th>Year</th> <th>HSD fuel usage</th> </tr> </thead> <tbody> <tr> <td>2013</td> <td>318,585 liter</td> </tr> <tr> <td>2014</td> <td>307,118 liter</td> </tr> <tr> <td>2015</td> <td>285,012 liter</td> </tr> </tbody> </table> <p>Program savings by calculating the ratio of fuel usage, each tool and vehicle. Ex; Bus: 3.7 Km / Lt, Dump truck: 3:58 km / lt, Truck: 3.6 km / lt, Supervision: 8 km / lt, Tractor: 4 l / hm, Grader: 8LT / hm, Backho: 7 lt / hm, Genset: 22 l / hm, Small Genset: 5.8 l / hm</p> <p>Scheme smallholder: KUD Bukti Potalo: Cooperative has planned to reduce use of fossil fuel for each operational activity. The reduction plan such as for harvesting activity through emission test for FFB transport trucks, road maintenance program implementation, one-way FFB collection route, harvesting pad reduction.</p>	Year	HSD fuel usage	2013	318,585 liter	2014	307,118 liter	2015	285,012 liter	<p>Yes</p>
Year	HSD fuel usage									
2013	318,585 liter									
2014	307,118 liter									
2015	285,012 liter									
<p>Criterion 5.5: Use of fire for preparing land or replanting is avoided, except in specific situations as identified in the ASEAN guidelines or other regional best practice.</p>										

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Criterion / Indicator	Assessment Findings	Compliance
<p>5.5.1</p> <p>There shall be no land preparation by burning, other than in specific situations as identified in the 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions.</p> <p>- Major compliance -</p>	<p>Ukui Estate:</p> <p>Company is able to demonstrate zero-burning policy as pointed out in point 5 Company policy "melakukan praktek tanpa bakar dalam kegiatan pembangunan perkebunan dan secara aktif mendukung inisiatif mencegah dan mengawasi kebakaran hutan dan asap" – practicing zero burning in plantation activity and actively support initiative to prevent and monitor fire and smog. This is reflected from the procedure for land preparation and integrated pest management. Land preparation and/or replanting are conducted through mechanical method.</p> <p>Ukui Estate having replanting program since 2014 (see 3.1.2). During the replanting, Ukui estate does not using fire for land preparation.</p> <p>Evidence seen: Berita Acara No.428/ES-KUK/MEMO/11/2015. As per procedure, Ukui estate performs mechanical felling, chipping and stacking, ploughing and harrowing. For Division II, block B87h, in 03/2015, 105 palms felled and chipped, in 04/2015, there is 4,318 palms felled and chipped, in 05/2015 4,497 palms felled and chipped, in 06/2015, 663 palms felled and chipped. As of 09/2015, 74 Ha have been stacked. Terrace construction width 4 meters as of 07/2015 is 63,775 meters. Drainage construction 1x1x1 meter as of 09/2015 is 3,524 meters. Planting hole construction as of 09/2015 is 4,186 points.</p> <p>Block B87g, in 06/2015, 9,648 palms felled and chipped, in 07/2015, there is 4,385 palms felled and chipped. As of 09/2015, 109 Ha have been stacked. Terrace construction width 4 meters as of 08/2015 is 30,483 meters. Drainage construction 1x1x1 meter as of 09/2015 is 4,646 meters. Planting hole construction as of 09/2015 is 72 points.</p> <p>Scheme smallholder:</p> <p>KUD Sumber Makmur, KUD Bina Usaha Baru, KUD Bukit Potalo: KUD is able to demonstrate "Rencana Program Replanting". KUD has prepared fund for replanting. "Daftar Pelaksanaan Replanting KUD 2014", the document explains methodology for replanting in 2018. The replanting will be done with mechanization/zero burning. The process started with survey and block boundary, planting point, road and drainage, felling, chipping and stacking, ploughing and harrowing, platform construction, planting leguminous cover plant and planting. KUD has a procedure "Replanting Tanpa Bakar", explaining the method for zero burning method during replanting period. The document also explains the factor and risk to land fire. Factor explained such as soil characteristic, palm density, location from water source, topographic location, distance from office (monitoring), and history of land fire.</p> <p>Basic fire training on 19/12/2015, attended by 3 representatives from KUD Usaha Tani.</p> <p>Emergency response team in case of fire: Mr. Eko, Mr. Herman, Mr. Amin, Mr. Sugi, Mr. Ansori, Mr. Priksono.</p> <p>Facility prepared for fire fighting: portable water pump, water hose, shovel, water bucket, axe, etc. All found in place and ready-to-use.</p>	<p>Yes</p>

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5.5.2	<p>Where fire has been used for preparing land for replanting, there shall be evidence of prior approval of the controlled burning as specified in 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions.</p> <p>- Minor compliance -</p>	<p>Ukui Estate: There is no use of fire. See 5.5.1. Based on document review and interview with stakeholders, there is no land preparation and/or replanting using fire.</p> <p>Scheme smallholder: KUD Sumber Makmur, KUD Bina Usaha Baru, KUD Bukit Potalo: "Daftar Pelaksanaan Replanting KUD 2014", the document explains methodology for replanting in 2018. Scheme smallholders in each cooperative committed the replanting will be done with mechanization/zero burning.</p>	Yes
<p>Criterion 5.6: Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.</p>			
5.6.1	<p>An assessment of all polluting activities shall be conducted, including gaseous emissions, particulate/soot emissions and effluent (see Criterion 4.4).</p> <p>- Major compliance -</p>	<p>Company has assessed all pollution sources, including GHG as documented under "Program Manajemen Lingkungan". The program consists of source of pollution/emission, type of pollution/emission produced, improvement program, person in charge and timeline. The program covers:</p> <ul style="list-style-type: none"> - Control the emission from operational vehicle, where all vehicle shall follows emission test and meet the quality standards; - When vehicle fails to meet quality standard, a repair/maintenance will performed; - Reducing air pollution from fossil fuel, by using biogas plant. And stop using shell for boiler No.4 (only fibre); - Reducing GHG with optimal use of effluent as source of energy for power plant, through use of biogas plant. 	Yes

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<p>5.6.2</p> <p>Significant pollutants and greenhouse gas (GHG) emissions shall be identified, and plans to reduce or minimise them implemented.</p> <p>- Major compliance</p>	<p>The company has implemented and monitored a plan to reduce pollutant and emission. Emission, particulate, and noise from boiler and generator are tested and monitored every six month; effluent is treated into Biogas plant to reduce green house emission.</p> <p>Records of all monitoring are kept and documented e.g. Laporan RKL-RPL, and Ukui 1 Palm Oil Mill Biogas Plant Processing.</p> <p>PT Inti Indosawit Subur has identified source of pollution and green house gas from palm oil mill effluent, use of HSD oil fro FFB and CPO transportation, application of empty fruit bunch, use of fiber and shell for boiler fuel – along with estimated emission.</p> <p>Each estate and mill has prepared a plan to reduce GHG emission from significant pollutants has not been made available and implemented.</p> <p>Example: Ukui I POM has been able to demonstrate identification of significant pollutant and greenhouse gas emission. Plan to minimize the GHG emission is available under “Program Manajemen Lingkungan Pabrik Ukui I - 2015”. The plan to reduce the GHG is construction of Biogas plant in 2015; In order to reduce the water usage through saving water 1m3 per day in kernel heater silo by feeds back the water as boiler feed water, another effort is to constructing circulation tank for condensator water cooling from laboratory extraction process.</p>	<p>Yes</p>
<p>5.6.3</p> <p>A monitoring system shall be in place, with regular reporting on progress for these significant pollutants and emissions from estate and mill operations, using appropriate tools.</p> <p>- Minor compliance -</p>	<p>Company has calculate the GHG emission with RSPO PalmGHG Tools for all operation unit, including company-own estate, scheme smallholder, palm oil mill and the KCP. Based on calculation, the result:</p> <ul style="list-style-type: none"> - Total net emission 167,019 tCo2eq (1.74 tCO2eq/ton CPO and PK) - Total emissions from estate+Plasma: 139,275.50 tCo2 eq - Total emission from mill: 27,744.48 tCO2 eq. <p>Ukui I POM is able to demonstrated “Program Manajemen Lingkungan 2015”, detailing plan to reduce significant green house gases that has been identified equipped with a monitoring plan, with explanation of appropriate tools to monitor the effectiveness of the mitigation measures.</p>	<p>Yes</p>
<p>Principle 6: Responsible consideration of employees and of individuals and communities affected by growers and millers</p>		
<p>Criterion 6.1: Aspects of plantation and mill management that have social impacts, including replanting, are identified in a participatory way, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.</p>		

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Criterion / Indicator	Assessment Findings	Compliance
<p>6.1.1</p> <p>A social impact assessment (SIA) including records of meetings shall be documented. - Major compliance -</p>	<p>Identification and analysis of social aspect in oil palm plantation, cooperation between PT Inti Indosawit Subur – Ukui Group and Faculty of Forestry – Bogor Agriculture University, in 2010. The SIA titled “Laporan Hasil Identifikasi dan Analisis Aspek Sosial untuk Menyusun Roadmap Kelestarian Sosial Perusahaan Perkebunan Kelapa Sawit PT Inti Indosawit Subur, Kebun Ukui dan Soga, Provinsi Riau” – 2010.</p> <p>The social impact analysis including local community condition, related to basic need fulfilment, land legality, positive and negative impact from oil palm development, local community’ perception, relationship with wider community and analysis of stakeholder. The document also equipped with social management plan and recommendation for social impact management.</p> <p>Scheme smallholder: KUD Sumber Makmur: Dissemination has been conducted on 26/01/2015. Agenda: “Rencana Kelola Sosial Terkait Aspek Permasalahan Sosial yang ada di wilayah Desa Bukit Gajah SP1A dan Permbahasan K3”. There are 38 participants from village authorities, cooperative committee and scheme manager.</p> <p>KUD Bukit Potalo: Positive impact noted village become alive, transportation access improving, job and business opportunity improving. Negative impact: social jealousy, water and air pollution, FFB larceny.</p>	<p>Yes</p>
<p>6.1.2</p> <p>There shall be evidence that the assessment has been done with the participation of affected parties. - Major compliance -</p>	<p>PT Inti Indosawit Subur – Ukui Group in the social impact analysis has involving local community, in Focus Group Discussion or interview with some 18 surrounding villages.</p> <p>Scheme smallholder: KUD Sumber Makmur and KUD Bina Usaha Baru: Assessment has been done on 26/01/2015. The social impact review covers harvesting and transportation activities (FB quality, FFB stealing, air pollution, poor road condition, FFB pricing transparency), manpower (no certificate or decree, PPE broke down), land legality (land certificate, FFB sales contract), etc.</p> <p>KUD Bukit Potalo:</p>	<p>Yes</p>
<p>6.1.3</p> <p>Plans for avoidance or mitigation of negative impacts and promotion of the positive ones, and monitoring of impacts identified, shall be developed in consultation with the affected parties, documented and timetabled, including responsibilities for implementation. - Major compliance -</p>	<p>PT Inti Indosawit Subur – Ukui Group is able to demonstrate environmental and social impact management program, in order to mitigate negative impact. The program covers type of activity and the significant impact/risk, purpose of activity, target, person in charge and time frame for implementation.</p> <p>Scheme smallholder: KUD Sumber Makmur and KUD Bina Usaha Baru: Plan for avoidance of negative social impact. Example: Air pollution due to smoke from FFB transport because no periodic maintenance of roads, often impassable road damaged by FFB transport; however no complaint received</p> <p>KUD Bukit Potalo:</p>	<p>Yes</p>

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<p>6.1.4</p> <p>The plans shall be reviewed as a minimum once every two years and updated as necessary, in those cases where the review has concluded that changes should be made to current practices. There shall be evidence that the review includes the participation of affected parties.</p> <p>- Minor compliance -</p>	<p>Every 6 months, PT Inti Indosawit Subur – Ukui Group, has to prepare report for Environmental Management Plan and Environmental Monitoring Plan, this includes impact evaluation for each activity. is able to demonstrate environmental and social impact management program, in order to mitigate negative impact. In addition, company shows report of environmental management and monitoring report – RKL/RPL period of first semester 2015. This report is submitted to environmental body.</p> <p>It was observed review SIA and Implementation RKL/RPL period first semester 2015, social management and monitoring has been reviewed with participation of affected parties, Date 30/06/2015.</p> <p>Scheme smallholder: KUD Sumber Makmur and Bina Usaha Baru:</p> <p>A Minor NC issued:</p> <p>Every 6 months, company has prepared report for Environmental Management Plan and Environmental Monitoring Plan, this includes impact evaluation for each activity. However, the report has not evaluated social impact from replanting activity - started since 2015.</p>	<p>NC Minor</p>
<p>6.1.5</p> <p>Particular attention shall be paid to the impacts of smallholder schemes (where the plantation includes such a scheme).</p> <p>- Minor compliance -</p>	<p>PT Inti Indosawit Subur is able to demonstrate Social Impact Assesment by Faculty of Forestry – IPB datum 2010. In addition, AMDAL document or social and environmental impact assessment as per “SK Menteri Pertanian No.013/ANDAL/HA/V/95” dated 5th May 1995 for area of study 17,781.47 Ha for Buatan and 19,247.64 Ha for Ukui. Another document environmental management and monitoring plan RKL/RPL as per “Surat Keputusan Menteri Pertanian No.03/RKL-RPL/BA/IV/1996” dated 4th April 1996. The SIA document covers social impact on development of scheme smallholders.</p> <p>In addition, PT Inti Indosawit Subur – Ukui Group prepares a scheme management, by assigning assistant at each cooperative to help with day-to-day oil palm operation. Training for smallholders are part of annual training program.</p> <p>Scheme smallholder: KUD Sumber Makmur, KUD Bukit Potalo, KUD Bina Usaha Baru: The SIA document covers social impact on development of scheme smallholders</p>	
<p>Criterion 6.2: There are open and transparent methods for communication and consultation between growers and/or millers, local communities and other affected or interested parties.</p>		
<p>6.2.1</p> <p>Consultation and communication procedures shall be documented.</p> <p>- Major compliance -</p>	<p>PT Inti Indosawit Subur – Ukui Group has established policy and procedure to communicate and consultation with stakeholder, under SOP AA-GL-509.1-R0, date 22/08/2011. The procedure consists of guidance to information handling and how that information used to communicate to public.</p>	

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<p>6.2.2</p> <p>A management official responsible for these issues shall be nominated. - Minor compliance -</p>	<p>Public relation officer is the one responsible to consultation and communication with local community and other interested parties. PT Inti Indosawit Subur - Ukui Group has appointed official responsible for social issues based on Memorandum No.227/HRD/AA/TL/XI/2014 dated 07/11/2014 for Mr.Danton Ranap Sitompul (public relation).</p> <p>The job description of public relation officer is to develop and nurture good relationship with all stakeholder, to resolve issues related to social and environmental with internal and external party.</p> <p>Scheme Smallholder: KUD Bukit Potalo: Cooperative appoint Mr. Sauri, a member as public relation officer, as per "Surat Keputusan Pengurus KUD Bukit Potalo Desa Ukui, Kecamatan Ukui, Kabupaten Pelalawan No.009/Kpts/KUD-BP/I/2011 tentang Penunjukan Saudara Sauri sebagai Pengurus Humas KUD Bukit Potalo" dated 01/2011.</p>	

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<p>6.2.3</p> <p>A list of stakeholders, records of all communication, including confirmation of receipt and that efforts are made to ensure understanding by affected parties, and records of actions taken in response to input from stakeholders, shall be maintained.</p> <p>- Minor compliance -</p>	<p>PT Inti Indosawit Subur – Ukui Group has a list of stakeholder, latest update 2016. The stakeholder consists of government, community and NGO.</p> <p>Government: Kepala Polisi Sektor Ukui (police), Camat Ukui (Sub-district), Dinas Tenaga Kerja dan Transmigrasi Kabupaten Pelalawan (Manpower service), Kepala Dinas Perkebunan Kabupaten Pelalawan (Plantation service), Dinas Pertambangan dan Energi Kabupaten Pelalawan (Mining and energy service), Badan Pertanahan Nasional Kabupaten Pelalawan (Land office), Badan Lingkungan Hidup Kabupaten Pelalawan (Environment office), Dinas Pekerjaan Umum Kabupaten Pelalawan (Civil work office), Pusat Kesehatan Masyarakat Kecamatan Ukui, Palang Merah Indonesia Kabupaten Pelalawan, Badan Pusat Statistik Kabupaten Pelalawan, Badan Koordinasi Penanaman Modal, Kepala Sekolah Dasar 010, Kepala Desa Air Hitam, Kepala Desa Ukui II, Kepala Desa Bukit Gajah, Kepala Desa Bukit Jaya, Kepala Desa Trimulya Jaya, Kepala Desa Air Emas, Kepala Desa Kampung Baru, Kepala Desa Kembang Sari, Kepala Desa Silikuan Hulu, Kepala Desa Sei Beberas Hilir, Kepala Desa Rimpian, Kepala Desa Pondok gelugur, Kepala Desa Lubuk Batu Jaya, Kepala Desa Tasik Juang, Kepala Desa Kulim Jaya, Kepala Desa Air Putih, Kepala Desa Bagan Limau, Kepala Desa Lubuk Kembang Bungo, Kelurahan Ukui (Village).</p> <p>Community: KUD Sumber Makmur, KUD Bina Usaha Baru, KUD Bakti, KUD Karya Bersama, KUD Sawit Subur, KUD Bina Sejahtera, KUD Sumber Bahagia, KUD Tani Bahagia, KUD Usaha Tani, KUD Bukit Potalo (cooperatives/scheme smallholders) , Ketua FK-KPPS, GWKAK, WKAK Desa Bukit Gajah, WKAK Air Emas, WKAK Pontian Mekar, Ketua Serikat Pekerja Seluruh Indonesia (worker union), Ketua MUI Ukui.</p> <p>NGO: WWF, Scale Up</p>	

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	<p>Scheme smallholder: KUD Bukit Potalo: Stakeholder list prepared 06/2015. The list consists of PT Inti Indosawit Subur - Ukui, Camat Ukui, Kepala Polisi Sektor Ukui, Kepala Desa Ukui II, Dinas Koperasi Kabupaten Pelalawan (Cooperative service), Badan Pertanahan Nasional/BPN, Bank BRI, Bank Mandiri Air Molek, Bank Bumi Putra, BTN Syariah (banking/financial institution), PT Perjuangan Listrik, PT Kresna, Aspek PIR, Gaswilipir, and other cooperatives.</p> <p>KUD Bina Usaha Baru: List of stakeholder period 2015 listing 35 parties including company, police, cooperative office, banking institution, worker union, other cooperatives, etc.</p> <p>KUD has a book "Rekaman Permintaan dan Tanggapan Informasi", throughout 2015, there are 13 information requests. Example: On 09/09/2015, Lettter from PT Inti Indosawit Subur-Sentral No.086/ES-LKU/EXT/09/2015 about FFB quality improvement; has been followed up and cascaded to each Kelompok Tani through letter No.17/KUD-BUB/BJ/IV/2015 dated 11/09/2015 related to "Himbauan Perbaikan Mutu TBS Plasma".</p> <p>There are 6 donation requests throughout 2015. Example: On 29/06/2015 from Ukui police for celebration of Eid El Fitr – followed up on same date with receipt No.060051;</p> <p>There are 2 complaints reveived throughout 2015. Example: on 02/11/2015 from Mr. paelan KT26, related to certificate under process for preparation of replanting, responded on same date.</p>	
<p>Criterion 6.3: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all effected parties.</p>		

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<p>6.3.1</p> <p>The system, open to all affected parties, shall resolve disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants and whistleblowers, where requested.</p> <p>- Major compliance -</p>	<p>There is a number of mechanism to handle complaint and grievances.</p> <p>"SOP Penanganan Keluhan dari Eksternal No.AA-GL-5005-R0 01" explains mechanism to resolve external complaint; "SOP Mekanisme Penyampaian Keluhan dan Penyelesaian Keluhan Karyawan No.AA-HR-308 0.5-R0" related to internal grievance mechanism, for employee. Company also provides comment box at each unit office.</p> <p>There is a mechanism for land dispute resolution, "SOP Penanganan Konflik Lahan AA-GL-5003.1-R1" effective 22/08/2011 related to land conflict. The procedure covers land dispute handling mechanism, negotiation process, and verification upon legal ownership evidence up to land compensation. Should negotiation process fails, any land dispute will be processed through legal/litigation mechanism. During the process, a complete record is maintained.</p> <p>Based on mechanism, public relation officer will receive information of any complaint, grievance and land dispute/claims and records under the logbook.</p> <p>Scheme smallholder: KUD Bukit Potalo: procedure for complaint is available, provides technical guidance in handling complaint by stakeholder or other interested party, including resolution process. Cooperative provide constructive respond upon complaint and conflict from stakeholder, recorded in logbook. Cooperative chairman study and analyse the complaint to seek for resolution.</p>	<p>Yes</p>
<p>6.3.2</p> <p>Documentation of both the process by which a dispute was resolved and the outcome shall be available.</p> <p>- Major compliance –</p>	<p>PT Inti Indosawit Subur – Ukui Group is able to provide evidence record of resolution process. The record logs complaints from internal and external party, both verbal and written communication. Sample: Internal complaint on 24/09/2015, Mr. T complaint on broken bathroom door at housing. The door has been fixed on 05/10/2015.</p> <p>Scheme smallholder: KUD Bukit Potalo: Logbook is available. Secretary is responsible to update the logbook. Sample: On 26/09/2015 Mr.A send complaint related to damaged production road and request for repair. Cooperative chairman response immediately, by 10/2015 the road has been treated with road grader.</p>	<p>Yes</p>
<p>Criterion 6.4: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.</p>		

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<p>6.4.1</p> <p>A procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, shall be in place. - Major compliance -</p>	<p>There is a mechanism for handling complaint and grievance, SOP AA-GL-5005-R0 01 related to "Penanganan Keluhan dari Eksternal"/external complaint handling and SOP AA-HR-308 0.5-R0 related to "Mekanisme Penyampaian Keluhan dan Penyelesaian Keluhan Karyawan" or internal grievance mechanism, for employee. Company also provides comment box at each unit office.</p> <p>There is a mechanism for land dispute resolution, SOP AA-GL-5003.1-R1 related to "Penanganan Konflik Lahan" effective 22/08/2011. The procedure covers land dispute handling mechanism, negotiation process, and verification upon legal ownership evidence up to land compensation. Should negotiation process fails, any land dispute will be processed through legal/litigation mechanism. During the process, a complete record is maintained. Based on mechanism, public relation officer will receive information of any complaint, grievance and land dispute/claims and records under the logbook.</p> <p>Scheme smallholder: KUD Bukit Potalo: There is no land compensation. The land used for oil palm plantation is PIR TRANS program dated back 1994/1995 from central government to Kabupaten Kampar. The land originated from state land.</p>	<p>Yes</p>
<p>6.4.2</p> <p>A procedure for calculating and distributing fair compensation (monetary or otherwise) shall be established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. This procedure shall take into account: gender differences in the power to claim rights, ownership and access to land; differences of transmigrants and long-established communities; and differences in ethnic groups' proof of legal versus communal ownership of land. - Minor compliance -</p>	<p>PT IIS Ukui has mechanism for identification and compensation calculation was based on Land Conflict handling, SOP No.AA-GL-5003.1-R1. The SOP comprise of land conflict mechanism and land compensation, with the participation of affected communities.</p>	<p>Yes</p>

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<p>6.4.3</p> <p>The process and outcome of any negotiated agreements and compensation claims shall be documented, with evidence of the participation of affected parties, and made publicly available.</p> <p>- Major compliance -</p>	<p>PT Inti Indosawit Subur - Ukui Group is not acquiring any additional land and not involved in any land compensation payments. No legal or customary rights within company legal boundary, this was confirmed during stakeholders consultation meeting.</p> <p>Based on interview with Ukui II village and Bukit Gajah village and result from stakeholder consultation meeting, there has been no land conflict noted or other conflict resulting in compensation claim from communities. Village head states no land claim since the scheme smallholder and PT Inti Indosawit Subur – Ukui Group’s plantation development is PIR-Trans system and has been certified by land office. The land originated from state land.</p> <p>This information supported with document review upon incoming letters. The incoming letters did not indicates land conflict and/or other conflict with compensation claim from surrounding communities to company.</p>	<p>Yes</p>
<p>Criterion 6.5: Pay and conditions for employees and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages.</p>		

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6.5.1 Documentation of pay and conditions shall be available. - Major compliance -	<p>The company determines minimum wages based on the Government regulation every year, the minimum wages in 2015 as regulated in "Surat Keputusan Gubernur Riau No.Kpts.15/1/2015", dated 14/01/2015 for Agriculture sector in Pelalawan Regency is Rp.1,952,000,-/month. Based on review of payments slip, there is no worker paid below minimum wages.</p> <p>Mill:</p> <p>Mr.Sorikamin Siregar, Basic salary Rp. 2,165,000; Milling incentive Rp.21,152; OverTime Rp.600,000; Potongan Jamsostek (insurance deduction) Rp. 68,354; Sarpain (PHL) works 28 days with daily rate at Rp.85,020; total Rp.2,082,000; Milling incentive Rp.40,541; Overtime Rp.400,000; Potongan Jamsostek (Insurance deduction) Rp.63,764;</p> <p>Ukui Estate:</p> <p>Mr.Rahmad (SKU Harian), Basic salary Rp.1,400,175; fringe benefit Rp.600,075; Premi Rp.2,000,250; Potongan Jamsostek (insurance deduction) Rp.42,525; Potongan BPJS Rp. 21,456. Take home pay Rp. 5,122,721.</p> <p>Mr.Lukman Cecep (SKU Harian), Basic salary Rp.1,200,150; Fringe benefit Rp.800,100; Premi Rp.2,000,250; Potongan Jamsostek (insurance deduction) Rp.42,525; Potongan BPJS Rp.21,255. Take home pay Rp. 3,786,874.</p> <p>Mr.Wandi (SKU Harian), Basic salary Rp.1,600,200; Fringe benefit Rp.400,050, Premi Rp.2,552,598; Potongan Jamsostek (insurance deduction) Rp.42,525; Potongan BPJS Rp.21,255. Take home pay Rp. 4,315,946.</p> <p>Mrs.Tuhartini (SKU Harian), Basic salary Rp.1,266,825; Fringe benefit Rp.733.425; Premi Rp.269,000; Potongan Jamsostek Rp.42,525; Potongan BPJS Rp.21,255. Take home pay Rp. 2,186,420.</p> <p>Mrs.Rosgiati (SKU Harian), Basic salary Rp.1,466,850; Fringe benefit Rp.533,400; Premi Rp.311,000; Potongan Jamsostek (insurance deduction) Rp.42,525; Potongan BPJS Rp.21,255. Take home pay Rp. 2,247,470.</p> <p>Mrs.Engkoy Karmini (SKU Harian), Basic salary Rp.1,400,175; Fringe benefit Rp.600,075; Premi Rp.299,000; Potongan Jamsostek (insurance deduction) Rp.42,525; Potongan BPJS Rp.21,255. Take home pay Rp.2,216,420.</p> <p>Scheme smallholder:</p> <p>KUD Bukit Potalo: There is no employee in the cooperative. All operation handled by committee.</p> <p>KUD Bina Usaha Baru: "Daftar Pembayaran Upah Bulan Januari 2015". For Mrs. Partini payment on December 2015 with Rp.1,952,000. The payment made meet the minimum payment based on "Keputusan Gubernur Riau No.Kpts.15/1/2015 tentang Upah Minimum Kabupaten/Kota SeProvinsi Riau 2015", based on the regulation, the minimum wage for Kabupaten Pelalawan is Rp.1,952,000.</p>	Yes

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<p>6.5.2</p> <p>Labour laws, union agreements or direct contracts of employment detailing payments and conditions of employment (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) shall be available in the languages understood by the workers or explained carefully to them by a management official.</p> <p>- Major compliance -</p>	<p>Mill and Estates:</p> <p>Collective Work Agreement (PKB) between company and labour union is referred in working regulation. Collective Work Agreement was registered by "Dirjen Pembinaan Hubungan Industrial dan Jaminan Sosial Tenaga Kerja No. Kep.88/PHIJSK-PKKAD/PKB/VI/2015" dated 18/06/2015, valid to 20/04/2017.</p> <p>Based on document review, it was noted that term and condition, such as working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc, are covered in PKB and contracts which have been signed by all workers. Contract for Mill employee is available, e.g. Contract for each employee is available, e.g. Mr. Sarpain No.01/SPK-PHL/PUS/01/2016, dated 02/02/2016.</p> <p>Scheme smallholder:</p> <p>KUD Bukit Potalo: There is no employee in the cooperative. All operation handled by committee.</p> <p>KUD Bina Usaha Baru: There are 7 employees in KUD Bina Usaha Baru – working part time from 07.30 AM-12.00PM. Each employee has working agreement with KUD. Example: Mrs. Partini Surat Keputusan Perjanjian dan Pengangkatan Karyawan Tetap KUD Bina Usaha Baru No.002/SK/KUD-BUB/XI/2013, signed on 29/11/2013. Surat Perjanjian Kerja No.002/SPK/KUD-BUB/XI/2013, signed on 29/11/2013. The work agreement covers working hour (5 hour/day or 29 hours per week), leave entitlement after 12 months of working, periodic leave 2 days with notes from paramedic in case of period.</p>	<p>Yes</p>
<p>6.5.3</p> <p>Growers and millers shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible.</p> <p>- Minor compliance -</p>	<p>The company has prepared facilities for their workers, including the basic need such as electricity and water.</p> <ul style="list-style-type: none"> - Housing in Mill, consist of Type B (2 units), type C (5 units), type D (14 units), Type E (86 units), - Housing in Estate, consist of Type B (3 units), Type C 22 units), typ D (26 units), type E (454 units) - Polyclinic (1 unit), - Mosque (1 units), - Church (1 unit), - Community hall (1 unit), - Kindergarden (1 units) - Elementary School (2 units) - Sport Centre (1 unit) - School bus (2 units), <p>The water supply is clean. Water quality is being checked and monitored on regular basis.</p> <p>Scheme smallholders: This indicator is not applicable for scheme smallholder</p>	<p>Yes</p>

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6.5.4	Growers and millers shall make demonstrable efforts to monitor and improve workers' access to adequate, sufficient and affordable food. - Minor compliance -	Company is able to demonstrate effort in providing access to adequate, sufficient and affordable food: provision of rice benefit – aside from monthly salary to all eligible workers, cooperative organization for employee providing basic food necessities (Waserda Karya Bersama). Company is also accommodating weekly market for each estate: Sunday for Ukui estate.	Yes
Criterion 6.6: The employer 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.			
6.6.1	A published statement in local languages recognising freedom of association shall be available. - Major compliance -	<p>PT Inti Indosawit Subur – Ukui Group has company policy signed by Managing Director on 01/12/2014. The policy stated company guarantee freedom of association or be part of worker union as well as collective bargaining. There is a worker union for Ukui Estate and Ukui 1 POM under name "Pengurus Unit Kerja (PUK) Serikat Pekerja Pertanian dan Perkebunan-Serikat Pekerja Seluruh Indonesia (PUK-SPPP-SPSI) PT Inti Indosawit Subur Kebun Ukui dan Pabrik Ukui Satu" as per "Surat Keputusan Pengurus Cabang Federasi SPPP-SPSI Kabupaten Pelalawan No.Kep. 01/PC-FSP.PP/SPSI/PLW/II/2012" dated 26/11/2012 and valid for 5 years.</p> <p>Scheme smallholder: KUD Bukit Potalo issued a statement "Surat Keputusan Pengurus KUD Bukit Potalo, Desa Ukui, Kecamatan Ukui, Kabupaten Pelalawan No.009/Kpts/KUD-BP/I/2011". The statement guarantees its farmer member recognising freedom of association and freedom to speak their aspiration.</p> <p>KUD Bina Usaha Baru has a policy "Kebijakan Koperasi" signed by KUD Chairman dated 04/01/2015, in point 10, recognizing freedom of association.</p>	Yes
6.6.2	Minutes of meetings with main trade unions or workers representatives shall be documented. - Minor compliance -	<p>Meeting between company and worker union carried out regularly. On 28/12/2015 meeting between company (Ukui Estate) and "Pengurus PUK SPPP-SPSI/KKSA/PUS" attended by 25 representatives from both party. The meeting result recorded in minutes of meeting.</p> <p>Scheme smallholder: KUD Bukit Potalo: There is no employee in the cooperative. All operation handled by committee.</p>	Yes
Criterion 6.7: Children are not employed or exploited.			

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<p>6.7.1</p> <p>There shall be documentary evidence that minimum age requirements are met. - Major compliance -</p>	<p>Ukui 1 Palm Oil Mill: The company has own policed signed by management on 01/12/2014 that stated that: It is not allowed all children to work in every activities/processes in company. Based on document review of list of workers "Data Karyawan" Ukui Mill, updated 01/2016, interview with workers and obervation during field visit, it was no found workers hired under 18 years. The youngest workers were noted are Mr. Arbianta, date of Birth 16/07/1994, hired on 01/01/2014 (19 year, 6 months).</p> <p>Ukui Estate: Based on document review of list of workers "Data Karyawan" Kebun Ukui, update December 2015, interview with workers and obervation during field visit, it was no found workers hired under 18 years. The youngest workers was noted is Mrs. Maria Oktavia Sinaga (Division typist), date of birth 02/10/1991, hired on 01/06/2014 (22 year, 8 months).</p> <p>Scheme smallholder: KUD Bukit Potalo: There is no employee in the cooperative. All operation handled by committee. KUD Bukit Potalo issued a statement "Surat Keputusan Pengurus KUD Bukit Potalo, Desa Ukui, Kecamatan Ukui, Kabupaten Pelalawan No.009/Kpts/KUD-BP/I/2011". The statement cooperative does not employ worker under age of 18 years old.</p>	<p>Yes</p>
<p>Criterion 6.8: Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited.</p>		

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<p>6.8.1</p> <p>A publicly available equal opportunities policy including identification of relevant/affected groups in the local environment shall be documented. - Major compliance -</p>	<p>The company has Equal Opportunities policy as documented in "Kebijakan Perusahaan", dated 1st December 2014: "Memperlakukan seluruh karyawan secara adil, baik dalam hal penerimaan, penilaian kondisi dan lingkungan kerja, serta keterwakilan tanpa memandang suku, kasta, asal Negara, agama/ kepercayaan, cacat, gender, orientasi seksual, keanggotaan serikat pekerja, afiliasi politik dan atau umur" – To treat all employee in fair manner, in terms of recruitment, appraisal and representation without discrimination against tribe, caste, nationality, regilion, disability, gender, sexual orientation, worker union, political affiliation and/or age. The company policy is available on notice board. Company conducted dissemination sessions: In Ukui 1 POM, date 21/02/2015 attended by 45 workers; in Ukui Estate on 28/06/2015 attended by 99 workers.</p> <p>Scheme smallholder: KUD Bukit Potalo: The cooperative issued a statement "Surat Keputusan Pengurus KUD Bukit Potalo, Desa Ukui, Kecamatan Ukui, Kabupaten Pelalawan No.009/Kpts/KUD-BP/I/2011". In the statement, cooperative provide equal opportunities and not discriminating based on tribe, religion, race, gender, political affiliation, to work on cooperative, comply with recruitment procedure.</p>	<p>Yes</p>
<p>6.8.2</p> <p>Evidence shall be provided that employees and groups including local communities, women, and migrant workers have not been discriminated against. - Major compliance -</p>	<p>Based on job vacancy and recruitment document verification, no indication on discrimination against tribe, caste, nationality, regilion, disability, gender, sexual orientation, worker union, political affiliation and/or age. Promotion and grade adjustment only based on annual employee appraisal, signed by relevant employee and verified by line manager. The evaluation form does not indicate discrimination on any aspect.</p> <p>Scheme smallholder: KUD Bukit Potalo: The cooperative issued a statement "Surat Keputusan Pengurus KUD Bukit Potalo, Desa Ukui, Kecamatan Ukui, Kabupaten Pelalawan No.009/Kpts/KUD-BP/I/2011". In the statement, cooperative provide equal opportunities and not discriminating based on tribe, religion, race, gender, political affiliation, to work on cooperative, comply with recruitment procedure.</p>	<p>Yes</p>
<p>6.8.3</p> <p>It shall be demonstrated that recruitment selection, hiring and promotion are based on skills, capabilities, qualities, and medical fitness necessary for the jobs available. - Minor compliance -</p>	<p>The company has procedure hiring workers regulated that hiring and promotion of workers based on skill, work experiences, and job evaluation.</p> <p>Scheme smallholder: KUD Bukit Potalo: There is no employee in the cooperative. All operation handled by committee.</p>	<p>Yes</p>
<p>Criterion 6.9: There is no harassment or abuse in the work place, and reproductive rights are protected.</p>		

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<p>6.9.1</p> <p>Policy to prevent sexual and all other forms of harassment and violence shall be implemented and communicated to all levels of the workforce. - Major compliance -</p>	<p>PT Inti Indosawit Subur – Ukui Group has policy to prevent sexual harassment and violence against women as in “Kebijakan Perusahaan” dated 01/12/2014. The policy is prominently displayed on notice boards at the Mills and the Estates muster areas. Interviews of female staff, workers and union representatives confirmed that the company implemented the policy that prohibits sexual harassment.</p> <p>There is a gender committee actively meets and discussing general agenda and other issue related to handling sexual harassment, dissemination of sexual harassment prevention. The Gender Committee conduct meeting at least every 4 months to discuss issues which raised by members (if any), the last meeting of Gender Committee was conducted on 13/10/2015 attended 10 gender committee representatives, no any issues was raised related gender, discrimination and/or violence.</p> <p>Scheme smallholder: KUD Bukit Potalo: The cooperative issued a statement “Surat Keputusan Pengurus KUD Bukit Potalo, Desa Ukui, Kecamatan Ukui, Kabupaten Pelalawan No.009/Kpts/KUD-BP/I/2011”. In the statement, cooperative provide protection against sexual harassment and domestic violence as well as protection to reproductive rights. This has been communicated to all farmer group.</p>	<p>Yes</p>
<p>6.9.2</p> <p>A policy to protect the reproductive rights of all, especially of women, shall be implemented and communicated to all levels of the workforce. - Major compliance -</p>	<p>Policy to protect reproductive rights stipulated in “Kebijakan Perusahaan” that’s signed by Managing Director, dated 01/12/2014: “To prevent any sexual or physical abuses happen to women as well as to protect their reproductive rights”.</p> <p>Based on interview with Gender Committee, company has implemented the protection of women reproductive rights, in form of maternal leave, period leave, and regular pregnancy check for female sprayers and strictly prohibit pregnant and/or breastfeeding female worker applying pesticides.</p> <p>The Gender Committee conduct meeting at least every 4 months to discuss issues which raised by members (if any), the last meeting of Gender Committee was conducted on 13/10/2015 attended 10 gender committee representatives, no any issues was raised related gender, discrimination and/or violence.</p> <p>Scheme smallholder: KUD Bukit Potalo: The cooperative issued a statement “Surat Keputusan Pengurus KUD Bukit Potalo, Desa Ukui, Kecamatan Ukui, Kabupaten Pelalawan No.009/Kpts/KUD-BP/I/2011”. In the statement, cooperative provide protection against sexual harassment and domestic violence as well as protection to reproductive rights. This has been communicated to all farmer group.</p>	<p>Yes</p>

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<p>6.9.3</p> <p>A specific grievance mechanism which respects anonymity and protects complainants where requested shall be established, implemented, and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>Standard Operating Procedure, No. SOP: -HR-308.5-RO; Revision:0, 11/12/2009: Employees complaints: Submission and settlement. Mechanism for complaints management where it needs to protect its confidentiality for complaint submitter was found in company policy's draft as in one of points of this policies stated that: "To provide appropriate information for those who inquiry it and to proted its confidentiality for whistleblower cases in accordance to law regarding environmental and social issue, food safety, health and safety work, so that it enables them to more participate to the decision making processes for improving company's performance.</p> <p>Scheme smallholder: KUD Bukit Potalo: Based on interview with cooperative committee and field visit, there is no female worker on oil palm plantation. Any case of sexual harassment will be reported to village head.</p>	<p>Yes</p>
<p>Criterion 6.10: Growers and mills deal fairly and transparently with smallholders and other local businesses.</p>		
<p>6.10.1</p> <p>Current and past prices paid for Fresh Fruit Bunches (FFB) shall be publicly available.</p> <p>- Minor compliance -</p>	<p>Ukui 1 Palm Oil Mill: The company has displayed the FFB price in Mill's notice board and smallholders able to access the FFB price by phone and local media as well. KUD announced update FFB pricing in KUD's notice board for all members. The company extension officer updating FFB price to the farmer group leader by SMS or call phone. FFB pricing determined based on the government price which updated weekly.</p> <p>Scheme smallholder: The FFB price is informed by PT Inti Indosawit Subur and/or Dinas Perkebunan Provinsi Riau. Document seen "Berita Acara Hasil Rapat Tim Penentuan Harga Pembelian TBS Kelapa Sawit Provinsi Riau Produksi Perkebunan di Provinsi Riau No. 50/TPH TBS-XII/2015 periode Rabu-Selasa, 23 s/d 29 Desember 2015 tanggal 22 Desember 2015".</p>	<p>Yes</p>

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<p>6.10.2</p> <p>Evidence shall be available that growers/millers have explained FFB pricing, and pricing mechanisms for FFB and inputs/services shall be documented (where these are under the control of the mill or plantation). - Major compliance -</p>	<p>Ukui 1 Palm Oil Mill: The company has provided explanation on the FFB pricing formula based on government FFB price determination. There are 2 FFB price formula in Mill, such as: 1.FFB Price formula for Plasma $FFB\ Price = K\ Index\ [(CPOprice\ \times\ OER) + (PKprice\ \times\ KER)]$ The FFB price is divided based on planting ages (3, 4, 5, 6, 7, 8, 9 years, 10 – 20 years, 21, 22, 23, 24 and 25 years), the differences of prices from OER and KER.</p> <p>2.FFB price from third parties: $CPO\ Price - Transport\ cost\ \times\ OER = X$ $PK\ price - Transport\ cost\ \times\ KER = Y$ ----- + Total $= XY = A$ Processing cost $= B$ ----- - FFB Gross price $= (A-B) = C$ Miscelinous cost $= D$ ----- - FFB price $= C-D$</p> <p>Interview with selected smallholders revealed they understood of FFB pricing mechanism and no complaint was noted regarding FFB price. Sample taken: - FFB Price for Plasma on 06/01/2016 – 12/01/2016, for palm tree ages up to 10 years is Rp.1,204.65/kg FFB. - FFB from supplier on 12/01/2016 is Rp.1,290/kg FFB.</p> <p>Scheme smallholder: Mechanism for scheme smallholder FFB pricing is available. The scheme is part of "Asosiasi Perkebunan Kelapa Sawit Inti Rakyat", which involved in FFB pricing meeting every Tuesday in Dinas Perkebunan Provinsi Riau. Cooperative is getting information from Dinas Perkebunan Provinsi Riau.</p>	<p>Yes</p>

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Criterion / Indicator	Assessment Findings	Compliance
<p>6.10.3</p> <p>Evidence shall be available that all parties understand the contractual agreements they enter into, and that contracts are fair, legal and transparent.</p> <p>- Minor compliance -</p>	<p>Ukui Estate: Based on document review that agreement between company and local contractors confirmed that contract is made fairly, legal and transparent, e.g. contract in Ukui estate for EFB Transport with Mr. Imam Farizi No.021/P2/KUK/XII/15, dated 01/12/2015 and with Mr.Jaya Barus No.014/P2/KUK/X/2015, dated 01/10/2015.</p> <p>Ukui 1 Palm Oil Mill: no any contract with third parties during 2015.</p> <p>Scheme Smallholder: KUD Bukit Potalo: Work agreement with FFB transporter is available. "Surat Perjanjian Kerja" between KUD Bukit Potalo with Mr. Darliot No. II/SPK/KT-/TBS/I/2011 dated 10/01/2011. The agreement term is automatically extended every year, except being mutually terminated.</p> <p>KUD Bina Usaha Baru: Work agreement with transport contractor: "Surat Perjanjian Kerja antara KUD Bina Usaha Baru Badan Hukum No.1448/BH/XIII/1989 Desa Bukit Jaya dengan Pengusaha Angkutan TBS Kelapa Sawit No.001/SPK/KUD-BUB/TBS/XII/2014 dated 10/12/2014. The pay rate is Rp.47/kg FFB transported. Payment term made 1 week after payment of KUD's FFB sales from PT Inti Indosawit Subur.</p>	<p>Yes</p>
<p>6.10.4</p> <p>Agreed payments shall be made in a timely manner.</p> <p>- Minor compliance -</p>	<p>Ukui Estate: Evidence of payment is reviewed and it was seen paid timely manner, for instance: Payment of EFB transport for Mr. Imam Farizi in November 2015 is Rp. 31,940,258 (transport 1,668 tonnes EFB) and for Mr. Barus Jaya in in November 2015 is Rp. 33,367,528 (transport 1,743 tonnes EFB).</p> <p>Scheme Smallholder: KUD Bukit Potalo: Payment made to FFB transporter on 02/01/2016 of Rp.4,317,000. Based on interview with the contractor, cooperative never failed to pay on time. KUD Bina Usaha Baru: Payment to contractor based on the work agreement for period 12/2015, transporting 1,172,200 kg FFB with piece rate Rp.47/kg – total payment made Rp.55,093,400 on 04/01/2016.</p>	<p>Yes</p>
<p>Criterion 6.11: Growers and millers contribute to local sustainable development where appropriate.</p>		

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Criterion / Indicator		Assessment Findings	Compliance
6.11.1	Contributions to local development that are based on the results of consultation with local communities shall be demonstrated. - Minor compliance –	<p>The CSR program for 2016 has been prepared. Based on interview with village head of Desa Bagan Limau and Desa Air Hitam, it is known that company has consulted and communicated the program and budget with surrounding villages and communities. Desa Bagan Limau discussed the program for CSR 2016, back in 11/2015. Desa Bagan Limau proposed for development of school building.</p> <p>Scheme smallholder: KUD Bina Usaha Baru: KUD made 10 contributions to local communities. Example: on 21/08/2015 made contribution for anniversary of Cooperative Day.</p> <p>KUD Bukit Potalo: Cooperative made donation to development of the village. Masjid construction funded through deduction Rp.10,000/farmer member/month; aid for orphans Rp.5,000/farmer member/month.</p>	Yes
6.11.2	Where there are scheme smallholders, there shall be evidence that efforts and/or resources have been allocated to improve smallholder productivity. - Minor compliance –	<p>PT Inti Indosawit Subur – Ukui Group sets a scheme manager, with field assistant assigned for each cooperative to improve smallholder management, including productivity. Each year, company provisioned training program, aside from day-to-day operation monitoring by field assistant.</p> <p>Scheme smallholder: Training provided by PT Inti Indosawit Subur – Ukui Group for all cooperatives. Training on Limited Pesticide for representative from cooperative on 22/08/2015; Emergency Response and Basic Fire Training provided to cooperative on 19/12/2015; Dissemination on AMDAL, HCV management for smallholder date 07/04/2015, attended by 58 participants.</p>	Yes
Criterion 6.12:			
No forms of forced or trafficked labour are used.			
6.12.1	There shall be evidence that no forms of forced or trafficked labour are used. - Major compliance -	<p>There is no form of forced labour and trafficked labour used in PT Inti Indosawit Subur. Collective Work Agreement or "Perjanjian Kerja Bersama/PKB" has been approved by company and workers. All workers signed clear work agreement, explaining the right and obligation of the workers.</p> <p>Scheme smallholder: KUD Sumber Makmur: is able to demonstrate no forms of forced or trafficked labour are used. Cooperative is able to shows contract/work agreement for each worker. Sample : "Surat Keputusan Pengurus KUD Sumber Makmur, Desa Bukit Gajah Nomor 10/KPTS/KUD-SM/II/2015", dated 10/02/2015 for hiring of committee. Most of the workers come from Riau province, Indonesia. In addition, there is no migrant worker in the cooperative.</p>	Yes

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Criterion / Indicator		Assessment Findings	Compliance
6.12.2	Where applicable, it shall be demonstrated that no contract substitution has occurred. - Minor compliance –	Based on interview with Manpower office, worker union representative and workers, following document review, there is no contract substitution. The Collective Work Agreement or “Perjanjian Kerja Bersama/PKB” has been communicated to workers. Work agreement has been explained and agreed by both parties. Scheme smallholder: KUD Sumber Makmur: is able to shows contract/work agreement for each worker sampled “Surat Keputusan Pengurus KUD Sumber Makmur Desa Bukit Gajah Nomor 10/KPTS/KUD-SM/II/2015”, date 10/02/2015. Based on interview with workers and representative of trade union, no contract substitution ever happened.	Yes
6.12.3	Where temporary or migrant workers are employed, a special labour policy and procedures shall be established and implemented. - Major compliance -	All temporary workers have signed a work agreement before performing any work in company. Sample: Mr.Sugimin, contract No.01/SPK-PHL/PUS/01/2016, dated 02/01/2016. Scheme smallholder: KUD Sumber Makmur: There are no Migrant workers at KUD Sumber Makmur. For KUD Employee, KUD prepared “Surat Keputusan” – working agreement. This agreement is in compliance with relevant regulation. Based on document review against sampled workers, each holds signed-copy of work agreement.	Yes
Criterion 6.13: Growers and millers respect human rights.			

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Criterion / Indicator	Assessment Findings	Compliance
<p>6.13.1 A policy to respect human rights shall be documented and communicated to all levels of the workforce and operations (see Criteria 1.2 and 2.1). - Major compliance -</p>	<p>The company has Human Rights policy as documented in "Kebijakan Perusahaan", dated 01/12/2014: "Menghormati hak asasi manusia dengan memperlakukan seluruh karyawan secara adil, baik dalam hal penerimaan, penilaian kondisi dan lingkungan kerja, serta keterwakilan tanpa memandang suku, kasta, asal Negara, agama/kepercayaan, cacat, gender, orientasi seksual, keanggotaan serikat pekerja, afiliasi politik dan atau umur" - To treat all employee in fair manner, in terms of recruitment, appraisal and representation without discrimination against tribe, caste, nationality, religion, disability, gender, sexual orientation, worker union, political affiliation and/or age. The company has communicated this policy. The company policy is available on notice board. Company conducted dissemination sessions: In Ukui 1 POM, date 21/02/2015 attended by 45 workers; in Ukui Estate on 28/06/2015 attended by 99 workers. Ukui I POM: A policy to respect human rights has been communicated to workers in Ukui 1 Palm Oil Mill on 03/07/2015, 37 mill workers attended the meeting. Ukui Estate: A policy to respect human rights has been communicated to workers in Ukui Estate 03/07/2015, 48 harvester and overseer attended the meeting. Scheme smallholder: KUD Sumber Makmur: A policy to respect human rights has been stated on "Kebijakan Etika Bisnis" dated 04/01/2015 – disseminated to farmer members.</p>	<p>Yes</p>
Principle 7: Responsible development of new plantings		
<p>Criterion 7.1: A comprehensive and participatory independent social and environmental impact assessment is undertaken prior to establishing new plantings or operations, or expanding existing ones, and the results incorporated into planning, management and operations.</p>		
<p>PT Inti Indosawit Subur – Ukui Group Certification unit and supply base did not carry out any new plantings after November 2005. Therefore, the requirement of Principle 7 is not applicable.</p>		
Principle 8: Commitment to continual improvement in key areas of activity		
<p>Criterion 8.1: Growers and millers regularly monitor and review their activities, and develop and implement action plans that allow demonstrable continual improvement in key operations.</p>		

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Criterion / Indicator	Assessment Findings	Compliance
<p>8.1.1</p> <p>The action plan for continual improvement shall be implemented, based on a consideration of the main social and environmental impacts and opportunities of the grower/mill, and shall include a range of Indicators covered by these Principles and Criteria.</p> <p>As a minimum, these shall include, but are not necessarily be limited to:</p> <ul style="list-style-type: none"> • Reduction in use of pesticides(Criterion 4.6); • Environmental impacts (Criteria 4.3, 5.1 and 5.2); • Waste reduction (Criterion 5.3); • Pollution and greenhouse gas (GHG) emissions (Criteria 5.6 and 7.8); • Social impacts (Criterion 6.1); <ul style="list-style-type: none"> • Optimising the yield of the supply base. <p>- Major compliance -</p>	<p>Estate dan Mill:</p> <ul style="list-style-type: none"> - To reduce GHG through construction of biogas plant, commencing in 05/2015. The biogas plant utilizing 400 m³ palm oil mill effluents per day. With the operation of biogas plant, the GHG will reduced from 864 kg CO₂ eq/ton CPO into 350 kg CO₂ eq/ton CPO in 2016. The biogas plant also reducing use of fossil fuel in power generator from 35,000 liters HSD fuel into 18,000 liters HSD fuel – by using power sourced from biogas plant instead of conventional power generator to supply electricity for worker housing, during Holiday. - Improve the efficiency in water use, using condensate water circulation tank during extraction process in mill laboratory. The recycled condensed water then used as dilution water. Maintenance of water plumbing also planned. - Planting of beneficial plant to reduce use of pesticide. - Planting native species/local species trees along river riparian to prevent river contamination and prevent erosion; - Introduction of new approach (mapping system) for spraying gang, in order to achieve time efficiency; - Use of simple sieving tools to reduce dirt in loose fruit collection. The target is from 0.97% into 0.25%. - New standard for harvesting criteria for ripe bunch classification, from previously 5 loose fruit into 10 loose fruit in circle – the target is to improve loose fruit rate from 9.23% into 17%; <p>Scheme smallholder: KUD Bina Usaha Baru: Corrective action has been made. Date 29/12/2015 Example: 1. Quality smallholder’ FFB (FFB quality does not meet mill standard) , corrective action by planning dissemination on FFB acceptance criteria in POM is 1: 1 (Each kg FFB, there has to be 1 loose fruit). Target date 30/05/2016. 2. Data Preparation replanting (not yet collected all the data for submission farmers replanting). Target date 30/04/2016.</p>	<p>Yes</p>

Appendix B: PT Inti Indosawit Subur Time Bound Plan

1.1. Progress Againsts Time Bound Plan			
Name of Mill	Address	Time bound for certification	Status as of January 2016
Buatan I	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau	2010	Certified on 16 September 2010
Buatan II	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau	2010	Certified on 16 September 2010
Ukui I	Ukui Village, Ukui District, Pelalawan Regency, Riau	2010	Certified on 1 March 2011
Ukui II	Ukui Village, Ukui District, Pelalawan Regency, Riau	2010	Certified on 1 March 2011
Tungkal Ulu	Pulau Pauh / Penyabungan / Merlung Village, Tungkal Ulu District, Tanjung Jabung Regency, Jambi	2011	Certified on 15 August 2012
Muara Bulian	Singoan / Bukit Sari / Bulian Jaya Village, Muara Bulian / Pematang District, Batang Hari Regency, Jambi	2011	Certified on 28 August 2012
Topaz	Petapahan Village, Tapung District, Kampar Regency, Riau	2013	Certified on 30 March 2015
Taman Raja	Lubuk Bernai / Kampung Baru / Pelabuhan Dagang / Pematang Pauh Village, Tungkal Ulu District, Tanjung Jabung Regency, Jambi	2013	Certified on 20 February 2015
Segati	Langkan / Penarikan / Tambak / Soto Village, Langgam District, Pelalawan Regency, Riau	2014	Main Audit in December 2014. On progress.
Tanah Datar	Tanah Datar Petatal Village, Talawi District, Asahan Regency, North Sumatera	Brought Forward from 2015 to 2013	Certified in 18 May 2015.
Aek Nabara	S1-S3 / Sukadame Village, Bilah Hulu / Kota Pinang District, Labuhan Batu Regency, North Sumatera	Brought Forward from 2015 to 2013	Certified on 6 March 2015
Teluk Panjie	Teluk Panjie Village, Kampung Rakyat District, Labuhan Batu Regency, North Sumatera	Brought Forward from 2015 to 2013	Certified on 21 April 2015
Peranap	Simelinyang / Pauh Ranap / Sengkilo Village, Peranap District, Indragiri Hulu Regency, Riau	Brought Forward from 2016 to 2013	Certified on 7 January 2015
Bungo Tebo	Tuo Sumai / Sungai Rambai Village, PWK Sumai / Tebo Ulu District, Bungo Tebo Regency, Jambi	2016	Certified on 3 December 2015
Tanjung Selamat	Kampung Padang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatera	2017	Certified on 26 May 2015.
Gunung Melayu I	Rahuning Village, Bandar Pulau District, Asahan Regency, North Sumatera	2017	Certified on 7 September 2015
Gunung Melayu II	Gonting Mahala Village, Bandar Pulau District, Asahan Regency, North Sumatera	2017	Certified on 8 July 2015
Negri Lama I	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatera	Brought Forward from	Certified on 6 April 2015

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		2018 to 2013	
Negri Lama II	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	2018	Certified on 23 December 2015
Name of Plantation	Address	Time bound for certification	Status as of January 2016
Buatan	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau	2010	Certified on 16 September 2010
Ukui & Soga	Ukui Village, Ukui District, Pelalawan Regency, Riau	2011	Certified on 1 March 2011
Buatan (Plasma)	Kerinci Kanan, Pangkalan Kerinci, Dayun Village, Siak & Pelalawan Regency, Riau	2011	Certified on 13 March 2012
Ukui (Plasma)	Ukui & Lubuk Batu Jaya District, Pelalawan & Inhu Regency, Riau	Brought forward from 2012 to 2011	Certified on 11 June 2012
Tungkal Ulu	Pulau Pauh/Penyabungan/Merlung Village, Tungkal Ulu District, Tanjung Jabung Regency, Jambi	2011	Certified on 15 August 2012
Muara Bulian	Singoan/Bukit Sari/ Bulian Jaya Village, Muara Bulian/Pemayung District, Batang Hari Regency, Jambi	2011	Certified on 28 August 2012
Buatan (KKPA)	Kerinci Kanan, Pangkalan Kerinci, Dayun District, Siak & Pelalawan Regency, Riau	2012	Certified on 17 January 2013
Tungkal Ulu (Plasma)	Renah Mendalo, Merlung, Muara Papalik District, Tanjung Jabung Barat Regency, Jambi	2012	Certified on 11 July 2013
Muara Bulian (Plasma)	Maro Sebo Ilir District, Batanghari Regency, Jambi	2012	Certified on 12 July 2013
Muara Bulian (KKPA)	Maro Sebo Ilir District, Batanghari Regency, Jambi	2012	Certified on 12 July 2013
Topaz & Seed Garden	Petapahan Village, Tapung District, Kampar Regency, Riau	2013	Certified on 30 March 2015
Taman Raja & Badang	Lubuk Bernai / Kampung Baru / Pelabuhan Dagang / Pematang Pauh Village, Tungkal Ulu District, Tanjung Jabung Regency, Jambi	2013	Certified on 20 February 2015
Segati	Langkan / Penarikan / Tambak / Sotol Village, Langgam District, Pelalawan Regency, Riau	2014	Main Audit in December 2014. On progress.
Penarikan & Gondai	Pangkalan Sarik / Baru Village, Langgam / Siak Hulu District, Pelalawan / Kampar Regency, Riau	2014	Main Audit in December 2014. On progress.
Penarikan (KKPA)	Pangkalan Sarik / Baru Village, Langgam / Siak Hulu District, Pelalawan / Kampar Regency, Riau	2016	-
Gunung Sahilan (KKPA)	Gunung Sahilan Village, Lipat Kain District, Pelalawan Regency, Riau	2016	-
Bahilang	Bahilang Village, Tebing Tinggi District, Serdang Bedagai Regency, North Sumatra	Brought Forward from 2015 to 2013	Certified on 18 May 2015
Tanah Datar	Tanah Datar Petatal Village, Talawi District, Asahan Regency, North Sumatra	Brought Forward from 2015 to 2013	Certified on 18 May 2015

Aek Nabara	S1-S3 / Sukadame Village, Bilah Hulu / Kota Pinang District, Labuhan Batu Regency, North Sumatra	Brought Forward from 2015 to 2013	Certified on 6 March 2015
Teluk Panjie	Teluk Panjie Village, Kampung Rakyat District, Labuhan Batu Regency, North Sumatra	Brought Forward from 2015 to 2013	Certified on 21 April 2015
Peranap	Simelinyang / Pauh Ranap / Sengkilo Village, Peranap District, Indragiri Hulu Regency, Riau	Brought Forward from 2016 to 2013	Certified on 7 January 2015
Bungo Tebo	Tuo Sumai / Sungai Rambai Village, PWK Sumai / Tebo Ulu District, Bungo Tebo Regency, Jambi	Brought Forward from 2016 to 2014	Certified on 3 December 2015
Peranap (Plasma)	Simelinyang / Pauh Ranap / Sengkilo Village, Peranap District, Indragiri Hulu Regency, Riau	2016	-
Bungo Tebo (Plasma)	Tuo Sumai / Sungai Rambai Village, PWK Sumai / Tebo Ulu District, Bungo Tebo Regency, Jambi	2016	-
Tanjung Selamat	Kampung Padang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	Brought Forward from 2017 to 2014	Certified in 26 May 2015.
Pangkatan	Sennah Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	Brought Forward from 2017 to 2014	Certified in 26 May 2015.
Sentral & Batu Anam	Gonting Mahala Village, Bandar Pulau District, Asahan Regency, North Sumatra	Brought Forward from 2017 to 2014	Certified on 8 July 2015
Pulau Maria	Rahuning Village, Bandar Pulau District, Asahan Regency, North Sumatra	Brought Forward from 2017 to 2014	Certified on 7 September 2015
Nagri Lama	Nagri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	Brought Forward from 2018 to 2013	Certified on 6 April 2015
Aek Kuo	Aek Korsik Village, Aek Natas District, Labuhan Batu Regency, North Sumatra	Brought Forward from 2016 to 2013	Certified on 6 April 2015

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Appendix C: PT. Inti Indosawit Subur – Ukui 1 Certification Unit RSPO Certificate Details

PT. Inti Indosawit Subur
 Ukui 1 Palm Oil Mill
 Ukui village, Ukui Sub-district,
 Pelalawan Regency,
 Riau Province
 INDONESIA

BSI RSPO Certificate No: SPO 633774

Date of Initial Certificate Issued: 1st March 2011

Date of Expiry: 29th February 2021

Re-Issued Date: 26th February 2016

RSPO membership number: 1-0022-06-000-00

Applicable Standards: RSPO P&C 2013; RSPO Supply Chain Certification Standard November 2014 Module E - CPO Mills; Mass Balance

UKUI I PALM OIL MILL AND SUPPLY BASE						
Location Address		Ukui Village, Ukui District, Pelalawan Regency, Riau				
GPS Location		102° 05' 33" E - 00° 13' 34" S				
CPO Tonnage Total		72,502 MT				
PK Tonnage Total		18,885 MT				
CPO Claimed for Certification		59,657 MT				
PK Claimed for Certification		15,035 MT				
Own estates FFB Tonnage		273,355 MT				
Non-certified FFB Tonnage (if any)		70,000 MT				
PT Inti Indosawit Subur's Estate	Infrastructure & Other	HCV* (Ha)	Mature (Ha)	Immature (Ha)	Total land-use titles (Ha)	Annual FFB Production (MT)
Ukui Estate	209	142.16	3,951	307	4,467	99,570
Subtotal	209	142.16	3,951	307	4,467	99,570
Scheme Smallholder	Number of Smallholder		Mature (Ha)	Immature (Ha)	Total land-use titles (Ha)	Annual FFB Production (MT)
KUD Sumber Makmur		781	1,562	0	1,562	40,078
KUD Bina Usaha Baru		308	616	0	616	308
KUD Bakti		224	448	0	448	9,121
KUD Karya Bersama		432	864	0	864	16,512
KUD Sawit Subur		454	908	0	908	22,676
KUD Bina Sejahtera		618	1,236	0	1,236	30,916
KUD Sumber Bahagia		603	1,206	0	1,206	33,654
KUD Bukit Potalo		247	494	0	494	10,260
KUD Usaha Baru		247	494	0	494	10,260
Subtotal		3,914	7,828	0	7,828	173,785
TOTAL			11,779	307	12,295	273,355

*) HCV area is part of the Total Land Use

Appendix D: Assessment Plan

Recertification Assessment Plan:

Audit Plan								
Date	Time	Subjects	PS	HT	EP	NM	DN	
Sunday, 10/01/2016	14.00 – 15.50	Auditors travel from Jakarta – Pekanbaru Accommodation from airport to site by PT IIS	√	√	√	√	√	√
	16.00 – 19.00	Travelling to site (Ukui)	√	√	√	√	√	√
Monday, 11/01/2016	08.00 – 08.30	Opening Meeting <ul style="list-style-type: none"> Presentation by the Estate and mill managers, Supply Chain related to the FFB supplied to the mill, progress of Time Bound Plan). Presentation by Audit team leader and confirmation of assessment scope. Finalize Audit schedule, including stakeholder consultation. Other business	√	√				√
	08.30 – 12.00	Site Visit at Ukui I Mill , inspection of processing, warehouse, workshop, mill wastes management, Effluent Ponds, OSH, Environment issues, POME application, workers interview, Supply chain for CPO mill, Review on SEIA documents and records, Document review, etc.		√	√			
		Ukui Estate inspection, harvesting, spraying, fertilizer application, warehouse, workshop, housing, Occupational Safety and Health, HCV area, river riparian, review on SEIA documents and records, Environment issues, worker union interview	√				√	
		Stakeholder Consultation Meeting – Mill, Estate, and Scheme Smallholders: Stakeholder consultation with local government, head of villages, local NGO, local contractors, etc.						√
	12.00 – 14.00	Break						
	14.00 – 17.00	Document review at Mill and Estate (General Documentation e.g. Legal, Manual and Procedure, HCV identification, SEIA documents, Health and Safety, Time bound plan verification, verify status of previous Non Conformity, etc).	√	√	√	√		
	14.00 – 17.00	Stakeholder Consultation Meeting – Mill, Estate, and Scheme Smallholders: Stakeholder consultation with local government, head of villages, local NGO, local contractors, etc. – continued.						√
Tuesday, 12/01/2016	08.00 – 12.00	Scheme Smallholder Audit: KUD Sumber Makmur Inspections e.g. Office (Document review), Landfill, Chemical store and mixing, Fertilizer application, field spraying & harvesting, HCV area, farmer plots.	√	√	√	√	√	√
	12.00 – 14.00	Break/Lunch/Pray	√	√	√	√	√	√
	14.00 – 17.00	Scheme Smallholder Audit: KUD Sumber Makmur Inspections e.g. Office (Document review)	√	√	√	√	√	√
Wednesday, 13/01/2016	08.00 – 12.00	Scheme Smallholder Audit: KUD Bina Usaha Baru Inspections e.g. Office (Document review), Landfill, Chemical store and mixing, Fertilizer application, field spraying & harvesting, HCV area, farmer plots. Etc.	√		√			√
		Scheme Smallholder Audit: KUD Bukit Potalo Inspections e.g. Office (Document review), Landfill, Chemical store and mixing, Fertilizer application, field spraying & harvesting, HCV area, farmer plots. Etc.		√			√	
	12.00 – 14.00	Break/Lunch/Pray	√	√	√	√	√	√
	14.00 – 17.00	Scheme Smallholder Audit: KUD Bina Usaha Baru Inspections e.g. Office (Document review)	√		√			√
		Scheme Smallholder Audit: KUD Bukit Potalo Inspections e.g. Office		√			√	

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		(Document review)					
Friday, 15/01/2016	16.00 – 16.30	Compile outstanding information, prepare report for closing meeting	√	√			√
	16.30 – 17.00	Closing meeting	√	√			√

Appendix E: Stakeholders Contacted

No	List stakeholder contacted
1	Dinas Tenaga Kerja dan Transmigrasi Kabupaten Pelalawan (Manpower and Transmigration Office – Pelalawan Regency)
2	Badan Lingkungan Hidup Kabupaten Pelalawan (Environmental Office – Pelalawan Regency)
3	Dinas Kehutanan dan Perkebunan Kabupaten Pelalawan (Forestry and Plantation Service – Pelalawan Regency)
4	Dinas Koperasi dan Usaha Mikro Kecil dan Menengah Kabupaten Pelalawan (Cooperative, Micro, Small and Medium Enterprise Service, Pelalawan Regency)
5	Serikat Pekerja Seluruh Indonesia/SPSI Kebun Ukui, Kebun Soga, Pabrik Kelapa Sawit Ukui 1 dan Pabrik Kelapa Sawit Ukui 2 (Worker union of Ukui Estate, Soga Estate, Ukui 1 POM and Ukui 2 POM)
6	Komite Gender Ukui Grup (Gender Committee of PT Inti Indosawit Subur – Ukui Group)
7	Local Contractor
8	Masyarakat Desa Bagan Limau, Kecamatan Ukui, Kabupaten Pelalawan (Local Community of Bagan Limau Village, Ukui Sub-district, Pelalawan Regency)
9	Masyarakat Desa Silikuan Hulu, Kecamatan Ukui, Kabupaten Pelalawan (Local Community of Silikuan Hulu Village, Ukui Sub-district, Pelalawan Regency)
10	Masyarakat Desa Air Hitam, Kecamatan Ukui, Kabupaten Pelalawan (Local Community of Air Hitam Village, Ukui Sub-district, Pelalawan Regency)

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Appendix F: Ukui 1 Palm Oil Mill Supply Chain Assessment (Module E – CPO Mills: Mass Balance)

Requirements	Compliance
E.1 Definition	
<p>E.1.1 Certification for CPO mills is necessary to verify the volumes of certified and uncertified FFB entering the mill and volume sales of RSPO certified producers. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own certified land base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>The certified FFB is only coming from Company own estate and scheme smallholder. The non-certified FFB is coming from outgrowers/third party traders. This can be traced in the Mill documentation and record. Ukui 1 POM is implementing the RSPO SCCS 2014 Requirement for CPO Mill: Module E Mass Balance. Based on document review, Ukui 1 POM is able to demonstrate system for RSPO Supply Chain Certification to verify the volume of certified and uncertified FFB entering the mill; and claim the volume of palm oil product as MB.</p>
E.2 Explanation	
<p>E.2.1 The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill must be recorded by the CB in the public summary of the P&C certification report. This figure represents the total volume of certified palm oil product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced should then be recorded in each subsequent annual surveillance report.</p>	<p>The estimate annual tonnage for FFB, CSPO, and CSPK are available in the Estate and Mill annual production budget for 2015. The FFB received from each certified supply base and non-certified supply base. The certified supply base is coming from Ukui Estate and 9 Plasma Cooperatives/KUD of scheme smallholders.</p> <p>This has been recorded in this public summary report.</p>
<p>E.2.2 The mill must also meet all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization (RSPO IT platform or book and claim).</p>	<p>Company held eTrace registration under PT Inti Indosawit Subur – Ukui I POM. This can be traced in the eTrace system.</p>
E.3 Documented procedures	
<p>E.3.1 The site shall have written procedures and/or work instructions to ensure the implementation of all the elements specified in these requirements. This shall include at minimum the following:</p> <p>a) Complete and up to date procedures covering the implementation of all the elements in these requirements;</p> <p>b) The name 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 site procedures for the implementation of this standard.</p>	<p>Operational procedure for supply chain elements is in place i.e. SOP AA.MPM-OP.1400.17-R4 (Traceability), 23 April 2015. Procedure covers roles and responsibilities for Marketing Manager, Weight Bridge Clerk, Mill Administration Head, Mill Manager, and Environment & Sustainability Head.</p> <p>Operational procedure for Mass Balance is in place i.e. SOP AA.MPM-OP.1400.18-R3, dated 28 October 2013. Mechanism to record all FFB source, volume of CPO and PK produced, and sales goods out.</p>
<p>E.3.2 The site shall have documented procedures for receiving and processing certified and non-certified FFBs.</p>	<p>Operational procedure for Mass Balance is in place i.e. SOP AA.MPM-OP.1400.18-R3.</p> <p>Procedure has been implemented e.g.:</p> <ul style="list-style-type: none"> - Information on Delivery docket has been covered Estate/Scheme Smallholder name with block number, Certified or non certified status, planting year, harvesting date, number of RSPO Certificate. Sample taken was delivery docket from Ukui Estate dated 29 July 2015. - Weight bridge ticket has covered RSPO Certified status, batch number with RSPO certificate number, volume of FFB (gross and netto), transportation

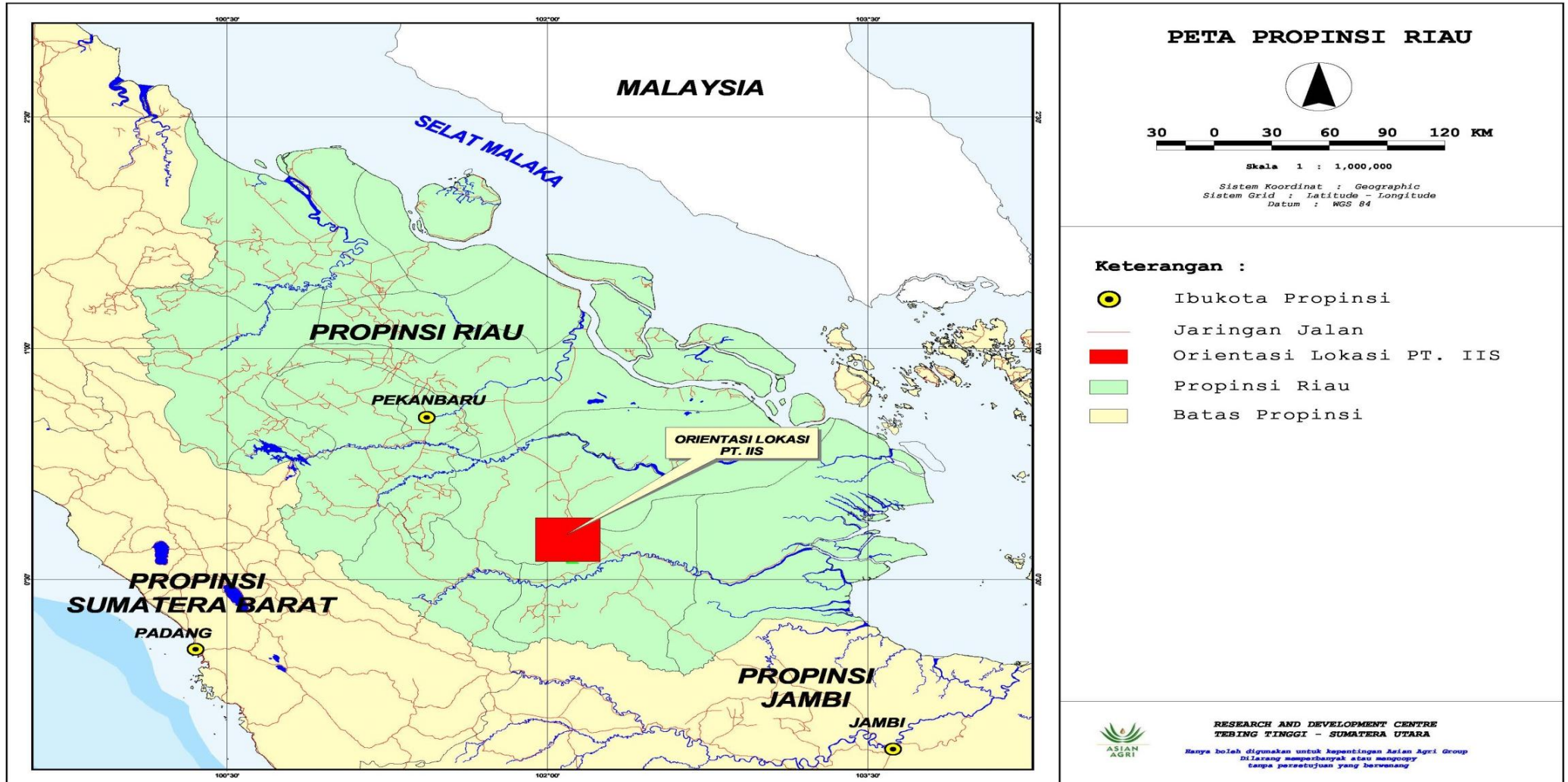
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	reference. Sample taken was Weight bridge ticket for Ukui Estate dated 29 July 2015.
E.4 Purchasing and goods in	
E.4.1 The site shall verify and document the volumes of certified and non-certified FFBs received.	<p>All incoming FFB certified and non-certified will be counted automatically in Weigh Bridge system.</p> <p>Sample taken: FFB from Ukui estate: - SP No. 000841, dated 2 January 2016, 220 bunches FFB, Vehicles: BM 8572 TE, RSPO FFB Certified, No. SP. 7310. - WB: No. Ticket A.116100041, dated 2 January 2016, No. SP. 7310, 6,160 kg, RSPO certified. FFB from KUD Karya Bersama: - SP No. 000841, dated 2 January 2016, 442 bunches FFB, Vehicles: BM 9588, RSPO Certified, No. SP. P. 082. - WB: No. Ticket A.216100074, dated 2 January 2016, No. SP. P.082, 9,950, RSPO certified. FFB from KUD Air Hitam Jaya: - SP No. L.028, dated 2 January 2016, Vehicles: BM 8645, - WB: No. Ticket A.516100081, dated 2 January 2016, No. SP. L 028, 10,065 kg.</p>
E.4.2 The site shall inform the CB immediately if there is a projected overproduction.	This has been covered in the Operational procedure for supply chain elements is in place i.e. SOP AA.MPM-OP.1400.17-R4 (Traceability).
E.5 Record keeping	
<p>E.5.1 a) The site shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a three-monthly basis.</p> <p>(b) All volumes of palm oil and palm kernel oil that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The site can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three months. However, a site is allowed to sell short.(ie product can be sold before it is in stock.)</p>	<p>Record and report demonstrating compliance are available:</p> <ul style="list-style-type: none"> - Mill Daily Production Report. - Three-Monthly Mass Balance system for CPO and PK, latest update on January-March 2015 and April-June 2015, showing Input and output of Certified and non certified product with end balance stock. <p>The tonnage and source of certified FFB received were recorded under Daily Production Report of Ukui 1 Mill ("Laporan Harian Pabrik"). Review of record dated 27 – 29 July 2015 confirmed the certified FFB received from Nucleus estate/Ukui Estate and scheme smallholder were noted with today and todate of total volumes. All figures are to be reported under Mill's Monthly Progress Report.</p> <p>The production and sales of CSPO and CSPK are recorded under Daily Production Report of Ukui 1 Mill ("Laporan Harian Pabrik"). This also recorded in 3-Monthly mass balance system. Review of sales record for September 2014 up to July 2015 the sales of certified volume were not over than figures stated in the certificate.</p> <p>Sample taken:</p> <ol style="list-style-type: none"> 1. CPO Certified: <ul style="list-style-type: none"> - DO: No. DO. 06331/DC10/02/15, 2,000 tonnes CPO, ke Terminal Tank PT. IIS Lubuk Gaung, No. SP. JB 11283, dated 01 July 2015: - WB: No. Ticket C115201388, dated 01 July 2015, SP. JB 11283, Komoditi: CPO Certified RSPO, , dated 01 July 2015, quantity: 27,310 kg. 2. CPO Non Certified: <ul style="list-style-type: none"> - DO: No. DO. 11014/DN10/02/16, dated 28 November 2015, volume: 500 tonnes CPO non certified, - WB: No. Ticket: C115203031, komoditi: CPO Non Certified, quantity: 27,350 kg, BM 9513 CU, No. SP. JB 5253

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	<p>Based on review of documents, the company has a system to deduct volume of CPO and PK delivered in system automatically.</p> <p>Short Sell system is included in their procedure; it's clear how the system works.</p>
<p>E.5.2 In cases where a mill outsources activities to an independent palm kernel crush, the crush still falls under the responsibility of the mill and does not need to be separately certified. The mill has to ensure that the crush is covered through a signed and enforceable agreement</p>	<p>No out-sourced activities within this mill.</p>

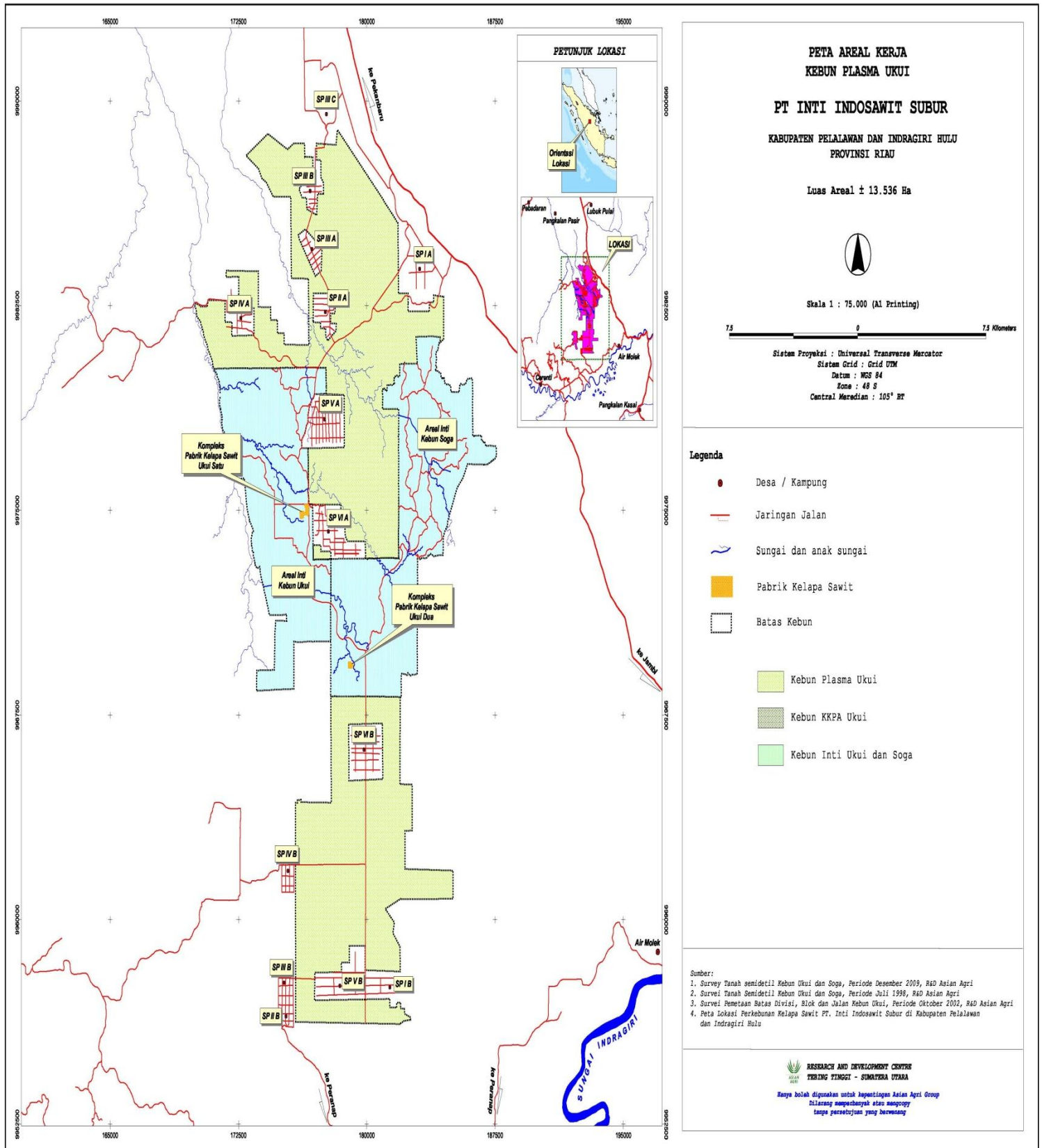
Appendix G: PT. PT Inti Indosawit Subur – Ukui 1 in Riau Province



Appendix H: Location PT Inti Indosawit Subur – Ukui 1



Appendix I: Location PT Inti Indosawit Subur – Ukui 1 Smallholder



Appendix J: List of Abbreviations Used

AMDAL	Analisa Mengenai Dampak Lingkungan (Environmental Impact Assessment)
ASA	Annual Surveillance Assessment
BOD	Biological Oxygen Demand
CHRA	Chemical Health Risk Assessment
CPO	Crude Palm Oil
EFB	Empty Fruit Bunch
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
GMP	Good Manufacturing Practice
HCV	High Conservation Value
IAV	Initial Assessment Visit
IPM	Integrated Pest Management
ISCC	International Sustainable Carbon Certification
MB	Mass Balance
MSSP	Meridan Sejatisurya Plantation
PK	Palm Kernel
POM	Palm Oil Mill
PPE	Personal Protective Equipment
PSQM	Plantation Sustainability and Quality Management
RC	Re-Certification
RED	Renewable Energy Directive
RKL	Rencana Kelola Lingkungan (Environmental Management Plan)
RPL	Rencana Pemantauan Lingkungan (Environmental Monitoring Plan)
RSPO P&C	Roundtable on Sustainable Palm Oil Principle & Criteria
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure