

**RSPO PRINCIPLE AND CRITERIA  
– INITIAL ASSESSMENT (IAV)  
Public Summary Report**

<b>PT. SALIM IVOMAS PRATAMA TBK Sungai Dua Palm Oil Mill and Its Supply Bases</b>
Client company Address: Jln. Jenderal Sudirman, Kav 76-78, Sudirman Plaza - Indofood Tower Lt.11, Jakarta 12910, Indonesia
Certification Unit: Sungai Dua Palm Oil Mill  Balai Jaya Kota & Balam Sempurna Village, Balai Jaya District, Rokan Hilir Regency, Riau Province, Indonesia

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## Section 1: Scope of the Certification Assessment

1. Company Details			
<b>RSPO Membership Number</b>	100410700000	<b>Date</b>	24 September 2007
<b>Company Name</b>	PT Salim Ivomas Pratama Tbk		
<b>Address</b>	Head Office: Jln. Jenderal Sudirman, Kav 76-78, Sudirman Plaza - Indofood Tower Lt.11, Jakarta 12910, Indonesia  Location: Balai Jaya Kota & Balam Sempurna Village, Balai Jaya District, Rokan Hilir Regency, Riau Province, Indonesia		
<b>Subsidiary of (if applicable)</b>	-		
<b>Contact Name</b>	Muhammad Waras		
<b>Website</b>	www.simp.co.id	<b>E-mail</b>	Muhammad.Waras@londonsumatra.com
<b>Telephone</b>	021- 57958822	<b>Facsimile</b>	021-57937504

2. Certification Information			
<b>Certificate Number</b>	RSPO 673525	<b>Original Certification Date</b>	01/03/2018
		<b>Expiry Date</b>	28/02/2023
<b>Scope of Certification</b>	Production of CPO and PK of PT. Salim Ivomas Pratama Tbk – Sungai Dua Factory Palm Oil Mill and 2 (two) estates as supply base, namely Sungai Dua Estate and Sungai Rumbia - 1 Estate  Mill capacity of Sungai Dua POM is 45 tonnes FFB/hour.		
Other Certifications			
<b>Certificate Number</b>	<b>Standard(s)</b>	<b>Certificate Issued by</b>	<b>Expiry Date</b>
TNI-ISPO-H-1709	ISPO	TUV Nord Indonesia	3 August 2022
No. Reg.SMK3.2017.SUC.SK-1163	SMK3	Sucofindo	14 July 2019

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3. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base)	Location [Map Reference #]	GPS	
		Easting	Northing
Sungai Dua Factory	Balai Jaya Kota Village, Balai Jaya District, Rokan Hilir Regency, Riau Provinces, Indonesia	100° 35' 27.85"	01° 45' 05"
Sungai Dua Estate	Balai Jaya Kota Village, Balai Jaya District, Rokan Hilir Regency, Riau Provinces, Indonesia	100° 34' 31.12"	01° 45' 05"
Sungai Rumbia-1 Estate	Balam Sempurna Village, Balai Jaya District, Rokan Hilir Regency, Riau Provinces, Indonesia	100° 38' 25.90"	01° 45' 05"

4. Description of Supply Base							
Estate	Mature (ha)	Immature (ha)	Infras & Other (ha)	HCV (ha)	Total Planted (ha)	Total Hectarage	% of Planted
Sungai Dua Estate	4,436	647	487.4	108.6	5,083	5,679	90%
Sungai Rumbia 1 Estate	4,374	0	158	114	4,374	4,532	97%
<b>Total</b>	<b>8,810</b>	<b>647</b>	<b>645.4</b>	<b>222.6</b>	<b>9,457</b>	<b>10,211</b>	<b>93%</b>

5. Plantings & Cycle								
Estate	Age (Years)					Tonnage / Year		
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30	Estimated (2016)	Actual (2016)	Forecast (2017)
Sungai Dua Estate	647	0	0	674	3,762	89,968.21	96,186.49	73,279.65
Sungai Rumbia 1 Estate	0	0	0	2,592	1,782	97,371.91	98,113.60	100,478.62
<b>Total</b>	<b>647</b>	<b>0</b>	<b>0</b>	<b>3,266</b>	<b>5,544</b>	<b>187,340.12</b>	<b>194,300.09</b>	<b>173,758.27</b>

6. Certified Tonnage									
Mill	Estimated (2016)			Actual (2016)			Forecast (2017)		
	FFB	CPO	PK	FFB	CPO	PK	FFB	CPO	PK
Sungai Dua Factory	-	-	-	-	-	-	173,758.27	35,272.93	8,036.09

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<b>7. Non-Certified Tonnage of FFB (outside supplier – excluded from certificate) if applicable</b>			
<b>Independent FFB Supplier</b>	<b>Tonnage / year</b>		
	<b>Estimated (2016)</b>	<b>Actual (2016)</b>	<b>Forecast (2017)</b>
Third party FFB supplier/Collector	46,000.00	45,382.05	42,488.30

<b>8. Certified Tonnage</b>									
<b>Mill</b>	<b>Estimated (2016)</b>			<b>Actual (2016)</b>			<b>Forecast (2017)</b>		
	<b>FFB</b>	<b>CPO</b>	<b>PK</b>	<b>FFB</b>	<b>CPO</b>	<b>PK</b>	<b>FFB</b>	<b>CPO</b>	<b>PK</b>
Sungai Dua Factory	-	-	-	-	-	-	173,758.27	35,272.93	8,036.09
OER		-	-		-	-		20.30	4.62

## Section 2: Assessment Process

### Certification Body:

BSI Services Malaysia Sdn Bhd,  
(ASI Accreditation Number: RSPO-ACC-19)  
Unit 3, Level 10, Tower A  
The Vertical Business Suites, Bangsar South  
No. 8, Jalan Kerinchi  
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[www.bsigroup.com](http://www.bsigroup.com)

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) to conduct RSPO assessment 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 Initial Certification assessment was conducted from 22<sup>nd</sup> – 24<sup>th</sup> May 2017. 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 sample estates. 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.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. RSPO P&C Indonesia National Interpretation September 2016 and RSPO SCCS 2014 were used as Checklists and questionnaires were used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. The mill was audited together with the estates of its supply base. The estates sample were determined based on formula  $N = 0.8\sqrt{y}$  where  $y$  is the number of estates while when applicable the smallholders sample were determined following the RSPO Certification Requirement and Guidance for Group Certification of FFB Production March 2016. The sampling of smallholders were based on the formula  $(0.8\sqrt{y}) \times (z)$ ; where  $y$  is total number of independent group member and where  $z$  is the multiplier defined by the risk assessment.

Meetings 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.

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

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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.

All the previous nonconformities are remains closed. The assessment findings for the initial assessment 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 approved Certification 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**

<b>1. Assessment Program</b>					
<b>Name (Mill / Supply Base)</b>	<b>Year 1 (Certification)</b>	<b>Year 2 (ASA 1)</b>	<b>Year 3 (ASA 2)</b>	<b>Year 4 (ASA 3)</b>	<b>Year 5 (ASA 4)</b>
<b>Sungai Dua Factory</b>	x	x	x	x	x
Sungai Dua Estate	x	x	x	x	x
Sungai Rumbia 1 Estate	x	x	x	x	x

**Tentative Date of Next Visit: November 5, 2018 - November 7, 2018**

**Total No. of Mandays: 9 manday**

**BSI Assessment Team:**

**Mujinius Jalaraya – Lead Assessor**

He hold Bachelor degree from Faculty of Forestry, Bogor Agricultural University (IPB) in 2008, Majoring in Forest Resources Conservation and Ecotourism. He have a working experience in palm oil plantations as SHE Assistant at PT. Astra Agro Lestari Tbk in 2008 - 2012 and as Supervisor Sustainability at Teladan Prima Group in 2012 – 2014. He involved in RSPO certification since 2014 as a team member subsequently as a Lead Auditor. He has completed the training, such as: Lead Auditor ISO 9001: 2008 course, Lead Auditor ISPO course, Lead Auditor RSPO endorsed course, RSPO SCCS Lead Auditor endorsed course, HCV Identification and management, Internal Auditor ISO 14001: 2004 Training, Training for Trainers, OHS Expert Training, etc. During this assessment, he assessed on the aspects of Legal, Best Management Practices for Palm Oil Mill, HCV management, and SCCS audits. He is fluently speaking in English and Bahasa Indonesia.

**Edy Widodo – Team Member**

Edy Widodo graduated as bachelor of the Faculty of Agriculture, Department of Agricultural Technology, University of Padjadjaran, Bandung. Earlier he worked as an Assistant Estates Manager in PT SMART Tbk. (1999 to 2005). He is a Lead Auditor for ISO 9001: 2008. He has working experience in the industrial sector and audit Plantation, and also the processing industry and agricultural mechanization. He is also the ISPO auditor who has obtained a certificate from the ISPO Commission, Ministry of Agriculture of Indonesia, on February 2013.

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He had a certificate of training on Understanding ISO 14001: 2004 & Auditing ISO 14001: 2004 in 2013. He also had joined RSPO P&C training (2013) and also Course RSPO Lead Auditor 2016 - RSPO Endorsed RSPO Supply Chain Certification Training Course on April 2016. During this assessment, he assessed on the aspects of social and labor and stakeholder consultation.

**Aswan Hasibuan – Team Member**

He graduated from University of Sumatera Utara on 1999, majoring in Industrial Engineering. He involved in RSPO certification since 2012 as a team member subsequently as a Lead Auditor, covering assessment against RSPO P&C in Indonesia, Malaysia, and Ghana. He completed the ISO 9001, ISO 14001, OHSAS 18001 Lead Auditor Course, Indonesia OHSMS (SMK3) Auditor, 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 environment, OHS, CPO Mill Supply chain and Smallholder audits. He is fluently speaking in English and Bahasa Indonesia.

**Accompanying Persons: Nil**



### Section 3: Assessment Findings

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

- PT Salim Ivomas Pratama Tbk Time Bound Plan
- RSPO P&C INA-NIWG 2016 Checklist
- RSPO Supply Chain Certification Checklist on November 2014

#### 3.2 Progress against Time Bound Plan

Time Bound Plan		
Requirement	Remarks	Compliance
<b>Summary of the Time Bound Plan</b>		
Does the plan include all subsidiaries, estates and mills?	PT. Salim Ivomas Pratama Tbk has explained the certification plan for all of its subsidiaries; indicating all palm oil mills, company-owned estates and scheme smallholder as the supply base.	Comply
Is the time bound plan challenging?  <ul style="list-style-type: none"> <li>• Age of plantations.</li> <li>• Location.</li> <li>• POM development</li> <li>• Infrastructure.</li> <li>• Compliance with applicable law.</li> </ul>	The time bound plan is challenging. PT. Salim Ivomas Pratama Tbk demonstrate progress overtime.  The age of plantation was generally mature. All of plantation has been incorporated with palm oil mill to process the FFB produced.  The location of plantations were covering three provinces in South Sumatera Province, Riau Province, East Kalimantan Province, West Kalimantan Province – Indonesia.	Comply
Have there been any changes since the last audit? Are they justified?	No changes.	Comply
If there have been changes, what circumstances have occurred?	No changes.	Comply
Have there been any stakeholder comments?	Yes, there was a report related to company's supply chain. Company has released official response. BSI was notified and provided response to this matter.	Comply
Have there been any newly acquired subsidiaries?	There are no newly acquired subsidiaries.	Comply
Have there been any isolated lapses in implementation of the plan?	No isolated lapses. Company managed to demonstrate commitment to certify all of palm oil mill and supply base.	Comply
<b>Un-Certified Units or Holdings</b>		
Did the company conduct an internal audit? If so, has	Yes. Uncertified holdings PT Salim Ivomas Pratama performed internal audit once a year by Sustainability	Comply

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a positive assurance statement been produced?	Team.	
No replacement after dates defined in NIs Criterion 7.3: <ul style="list-style-type: none"> <li>• Primary forest.</li> <li>• Any area identified as containing High Conservation Values (HCVs).</li> <li>• Any area required to maintain or enhance HCVs in accordance with RSPO criterion 7.3.</li> </ul>	According to internal audit result, indicated that there is no conversion of primary forest after November 2005 in the uncertified holding of Pt Salim Ivomas Pratama Tbk.	Comply
Any new plantings since January 1 <sup>st</sup> 2010 must comply with the RSPO New Plantings Procedure.	There is new planting after January 1 <sup>st</sup> , 2010 in PT Kebun Mandiri Sejahtera. New planting was performed through conversion from rubber plantation to become palm oil plantation. PT Kebun Mandiri Sejahtera NPP still in the process of drafting to be submitted to RSPO.	in progress
Any Land conflicts are being resolved through a mutually agreed process, e.g. RSPO Grievance procedure or Dispute Settlement Facility, in accordance with RSPO criteria 6.4, 7.5 and 7.6.	No more land compensation.	Comply
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO criterion 6.3.	No labor dispute noted. This was based on stakeholder interview with worker union in each company. In addition, audit team found the same based on stakeholder interview with "Dinas Tenaga Kerja" on each regency audited.	Comply
Did the company conduct an internal audit? If so, has a positive assurance statement been produced?	Yes. PT. Kebun Mandiri Sejahtera conducted internal audit annually. Last audit performed in April 2017.	Comply
Any Legal non- compliance is being resolved in accordance with the legal requirements, with reference to RSPO criteria 2.1 and 2.2.	PT. Kebun Mandiri Sejahtera has comply with all legal compliance.	Comply

### 3.3 Details of findings

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

During the Initial Certification Assessment there are 5 Major Nonconformities and 2 Minor Nonconformity raised. PT Salim Ivomas Pratama Tbk – Sungai Dua Factory Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted. The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment.

Non-Conformity		
NCR #	Description	Category (Major / Minor)
<b>1483891-201705-M1</b>	<b>Requirements:</b> RSPO P & C INA NI 2016 Indicator 4.3.4 Subsidence of peat soils shall be minimised and monitored. A documented water and ground cover management programme shall be in place.	<b>Major</b>
	<b>Evidence of Nonconformity:</b> <ul style="list-style-type: none"> <li>- During field audit, found Subsidence pole in Block J13 Sungai Dua Estate were not properly function</li> <li>- During field audit, found piezometer pole in Block K10 Sungai Rumbia 1 Estate has broken</li> <li>- Water and groundcover monitoring by piezometer measurement was not consistently monitored each month as per procedure/manual both in Sungai Dua and Sungai Rumbia 1 Estate</li> <li>- Subsidence monitoring was not consistently monitored, in addition there were inconsistent data of monitoring result both in Sungai Dua and Sungai Rumbia 1 Estate</li> <li>- During field audit, it was found some area of peat soil in Block L12/13 and L17/18 Sungai Rumbia 1 Estate were not well drainage, there was no field drain made inside the block. According to SOPP No:CR-AGR-702-PLG.06.11-1, drainage shall be created consist of main Drain, Collection drain and field drain to manage peat soil.</li> </ul>	
	<b>Statement of Nonconformity:</b> Subsidence of peat soil and documented water and groundcover management programme were not consistently implemented as per procedure/best management practise.	
	<b>Root Cause Analysis:</b> <ul style="list-style-type: none"> <li>- Subsidence and depth of the peat water level monitoring is carried out by Research department, however in the report form does not include the monitoring of physical condition of the subsidence pole and piezometer.</li> <li>- Subsidence monitoring is done quarterly and the peat water depth level is done monthly by Research, however the available data in the Estate during the audit has not been updated so that there is incomplete data.</li> <li>- In the beginning of May 2017 Sungai Rumbia-1 Estate closed all the water gate (blocking channel) which aims to hold water to avoid drought and to prevent land fires during the dry season. The impact, is when there is heavy rain, causing inundation in some areas such as block L12/L13 and L17/L18 SRE-1.</li> <li>- Sungai Rumbia-1 Estate was establish before the SOP No: CR-AGR-702-PLG.06.11-1 regarding Soil and Water conservation on 21 June 2011 so that</li> </ul>	

some implementation was not in accordance with current SOP.

**Corrective Action:**

- The Research department has taken corrective action by fixing the peat subsidence pole in block K10/J13 Sungai Dua Estate. Evidence of improvements during field visits can be demonstrated. Evidence of improvement is also documented in FORM/PROS-33/04. Subsidence pole fitted with permanent and static. Peat subsidence observation is conducted monthly along with observation of peat groundwater level. The latest observation was conducted on October 21<sup>st</sup>, 2017, it was observed that the decline of peatland/subsidence by 28 cm from the initial observation of 25 September 2013 by 10 cm.
- The company has also taken corrective action by installing a new piezometer in block K12. Observation of groundwater level with piezometer conducted every month by Research department. Latest observation on 21 October 2017 observed that groundwater level was 21 cm below peat soil surface. The expected groundwater level is 40-60 cm below the peat soil surface. The company conducts water management by open and closing the floodgates at the main drain so that the ground water level is reached 40-60 cm below the soil surface.
- The groundwater level and subsidence observation point at Sungai Rumbia 1 Estate (SRE1) performed in block I20, I21A, I21B, K12A, K12B, K12C while in Sungai Dua Estate (SDE) performed in block J13, J16, I16. An example of recent observations of groundwater levels and peat subsidence on 21 October 2017 on Sungai Rumbia 1 Estate and Sungai Dua Estate as follows:

Block	Ground water level (cm)	Subsidence (cm)
<b>SRE1</b>		
I20	59	26
I21A	7	18
I21B	28	14
K12A	21	28
K12B	39	15
K12C	43	21
<b>SDE</b>		
J13	56	28
J16	47	27
I16	36	22

From the results of peat subsidence observation and data verification can be shown that the data produced is accurate and consistent in accordance with the observation data in the field.

- The Company has also performed corrective actions by arranging a watergate open and closed consistently which located in block H13. In each block of peat soil is also equipped with an overflow that is integrated with the main water channel. If the water level in the peatland has exceeded 40 cm then the field assistant will open the water gate so that the ground water level obtained in accordance with the desired standard.

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	<p><b>Assessment Conclusion:</b>  Major NC has been Closed on 7 November 2017</p>	
<p><b>1483891-201705-M2</b></p>	<p><b>Requirements:</b> RSPO P &amp; C INA NI 2016 Indicator 4.6.5  Evidence of pesticide application by trained person and in accordance with application guidelines in product label and storage guidelines shall be available. Appropriate safety equipment shall be provided and utilized. All precautions attached to the products shall be properly observed, applied, and understood by workers (see Criterion 4.7).</p>	<p><b>Major</b></p>
	<p><b>Evidence of Nonconformity:</b></p> <ul style="list-style-type: none"> <li>- During field audit and interview with pesticide operator in Sungai Dua Estate (SDE) and Sungai Rumbia 1 Estate (SRE1), almost all pesticide operator didn't understand related to MSDS and active ingredients of herbicide they used.</li> <li>- There is no sufficient evidence that pesticide operator interviewed during field audit has been properly trained such as: <ul style="list-style-type: none"> <li>✓ In SDE: Misnah, Ngatinem, Erna Kusmiyatin, Gina, Lisma Damiyati, Parni, Aminah, Rosmaida Silaban, Saminem, Riana Panjaitan</li> <li>✓ In SRE1: Rumina P, Husaini, Masitoh, Sapriyana, Waini, Kristina</li> </ul> </li> </ul>	
	<p><b>Statement of Nonconformity:</b>  There is no sufficient evidence that pesticide operator were properly trained such as: <ul style="list-style-type: none"> <li>✓ In SDE: Misnah, Ngatinem, Erna Kusmiyatin, Gina, Lisma Damiyati, Parni, Aminah, Rosmaida Silaban, Saminem, Riana Panjaitan</li> <li>✓ In SRE1: Rumina P, Husaini, Masitoh, Sapriyana, Waini, Kristina</li> </ul> </p>	
	<p><b>Root Cause Analysis:</b></p> <ul style="list-style-type: none"> <li>- Lack of socialization related to understanding of MSDS and herbicide/pesticide active ingredients used to pesticide operators.</li> <li>- Most of pesticide operator in Sungai Dua Estate (SDE) and Sungai Rumbia 1 Estate (SRE1) who have received training on limited pesticide use from the "Komisi Pengawasan Pupuk dan Pestisida Provinsi Riau" have been transferred to other work, so that pesticide operator are currently new workers and only given field training by the foreman prior to spraying duties.</li> </ul>	
	<p><b>Corrective Action:</b></p> <ul style="list-style-type: none"> <li>- The Company has taken corrective action by provide the training of pesticide/herbicide usage including explanation of MSDS from chemicals used. Training conducted on 10<sup>th</sup> July, 2017 to 14 spraying workers/pesticide operator in Sungai Dua Estate while in Sungai Rumbia 1 Estate conducted on 12 July 2017 to 18 spraying workers. Evidence of training in the form of attendance lists, minutes of training results and photo documentation can also be demonstrated. During interviews with spraying workers/pesticide operator in Sungai Dua Estate and Sungai Rumbia 1 Estate can also be proved that they have known the technique of spraying pesticides in accordance with procedures and knowledge of MSDS of each type of pesticide material.</li> </ul>	
	<p><b>Assessment Conclusion:</b>  Major NC has been Closed on 7 November 2017</p>	
<p><b>1483891-201705-M3</b></p>	<p><b>Requirements:</b> RSPO P &amp; C INA NI 2016 Indicator 4.6.12  Records shall be available to show that spraying is not conducted by pregnant or breast-feeding women.</p>	<p><b>Major</b></p>

	<p><b>Evidence of Nonconformity:</b> During audit, it can't be demonstrated that all female spraying workers/pesticide operator has pregnant examination to ensure pregnant or breast-feeding women conducting spraying work.</p> <p><b>Statement of Nonconformity:</b> There is no records were available to show that spraying is not conducted by pregnant or breast-feeding women particularly in Sungai Rumbia 1 Estate.</p> <p><b>Root Cause Analysis:</b> Monitoring of female workers during menstruation, pregnancy and breastfeeding is performed by the midwives/nurses in each divisions. Lack of understanding of PIC documentation of Sungai Rumbia 1 Estate so that at the time of the audit the record can not be shown.</p> <p><b>Corrective Action:</b></p> <ul style="list-style-type: none"> <li>- The HSE officer is responsible for ensuring PIC filling documents to properly documented all records in compliance with RSPO P&amp;C. HSE officer has give the refreshment and awareness of document control to SPO Clerk on 21 October 2017.</li> <li>- The company has also conducted H-1 monitoring for female employees who working as sprayer and fertilizer. Every female employee who works spraying and fertilizer shall be reports the H-1 (menstrual condition) each month to get menstruation leave/rest. Female workers who don't report H-1 then the assistant will ask directly and check to the clinic whether she is pregnant or not. Evidence of H-1 reporting and pregnancy screening can be demonstrated during audit. The latest reporting on 31 October 2017 can be shown that there is no female employees who positive pregnant. Pregnancy checkup is also done at Sungai Dua Estate every month.</li> <li>- The Company has a policy and memorandum No.01/SPO-SDE/I/2016 dated 24 January 2016 stating that pregnant and breastfeeding female workers are not allowed to work in spraying and fertilizer and diverted to non high-risk jobs.</li> </ul> <p><b>Assessment Conclusion:</b> Major NC has been Closed on 7 November 2017</p>	
<p><b>1483891-201705-M4</b></p>	<p><b>Requirements:</b> RSPO P &amp; C INA NI 2016 Indicator 4.7.1 A health and safety policy shall be in place. A health and safety plan shall be documented and implemented, and its effectiveness monitored.</p> <p><b>Evidence of Nonconformity:</b> Some uncontrolled condition related to OHS Implementation found during audit:</p> <ul style="list-style-type: none"> <li>- Working permit system was not covering activity in WTP area at Sungai Dua Factory while there is fatality accident in year 2016 in these area.</li> <li>- Hydrant Hose in Kernel Station at Sungai Dua Factory found un-functioned well.</li> <li>- Risk assessment was not cover all risk in WTP area intake Sungai Dua Factory such as swimming or diving for equipment repairing process.</li> <li>- Ex Herbicide container found in inappropriate place in Fertilizer warehouse Sungai Rumbia 1 Estate</li> <li>- Inappropriate PPE usage particularly Masker in Herbicide Warehouse found both in Sungai Dua Estate and Sungai Rumbia 1 Estate</li> </ul> <p><b>Statement of Nonconformity:</b> A Health and Safety plan was not consistently implemented as per regulation</p>	<p><b>Major</b></p>

	<p>and procedure defined by PT Salim Ivomas Pratama Tbk and PT Gunung Mas Raya.</p> <p><b>Root Cause Analysis:</b></p> <ul style="list-style-type: none"> <li>- In the OHS procedure explain that work in WTP (Water Treatment Plant) area is not categorized as a high risk job so that there is no work permit required as mentioned in SOP high risk job. During this time, the work that categorized as high risk are: working at height, heat, multiplication and limited space.</li> <li>- OHS monthly inspection has not been consistently performed so that the hydrant hose in kernel station Sungai Dua Factory has not been repaired yet.</li> <li>- In the OHS procedure explain that work in WTP (Water Treatment Plant) area is not categorized as a high risk job so that in the risk assessment does not cover the overall activities of the Water Treatment Plant.</li> <li>- Lack of employee understanding regarding hazardous waste management including Ex Herbicide container.</li> <li>- Lack of understanding related to the standard of PPE in accordance with the type of work.</li> </ul> <p><b>Corrective Action:</b></p> <ul style="list-style-type: none"> <li>- The company has made improvements by creating job safety analysis (JSA) for work in WTP area particularly for work inspection of suction pump in reservoir. The Company has made work steps and hazards identification and it controls required. For work inspection of suction pump reservoir at station WTP, company provide PPE that must be used that is safety shoes, glasses, helmet, leather gloves, life jacket, tire buoy and rope. The work permit form is also made by the company in FORM/PROS-08/01. Example of a work permit for inspection work of the suction pump of the reservoir on 30 May 2017. The work permit is checked by the HSE officer and must be approved by the Mill manager.</li> <li>- The company has also made improvements by revising ISBPR (HIRADC) and adding risk and hazards identification to the work in the WTP area for repair of pumps and work in water. The identified hazards include drowning, the company has established its control action plan with work instruction (WI), the provision of PPE: life jacket, buoy and rope; and create the JSA and work permit in advance as an effort to monitor the work to ensured safe and no accident. HIRADC was updated on 5<sup>th</sup> June, 2017.</li> <li>- The company has made improvements by replacing the damaged hose hydrant in Sungai Dua Factory with a new one. During field visit, can be demonstrated that the damaged Hose hydrant and noze hydrant have been replaced with new ones. Evidence of hydrant hose purchase can be shown in Purchase Requisition No.1041870449 and its realization can be shown in Letter of goods delivery "Surat Pengiriman Barang No.2596/07/17/PURCH.PKU dated 20<sup>th</sup> July, 2017 with the item of goods 2 pcs hose hydrant 1.5 inch length 30 m and 3 pcs nozzle hydrant 1.5 inch. At the time of field visit it can be proved that a new hydrant hose is available and can function properly when tested. Routine checking of completeness and hydrant function has also been done by the company every month and documented in the "checklist of hydrant". In addition, environmental and OHS inspections are conducted every 3 months and one of the items inspected is the completeness and function of the Sungai Dua Factory Plant hydrant, for example the inspection on 2<sup>nd</sup> October 2017 recorded in FORM/PROS-09/01, Hydrant condition in complete and good condition.</li> </ul>	
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	<ul style="list-style-type: none"> <li>- The company has removal all Ex herbicide container/packaging which is located in herbicide warehouse/fertilizer warehouse to Temporary hazardous waste storage (TPS LB3). Evidence of transfer to TPS LB3 can be shown in "Neraca LB3" hazardous waste balance Logbook. Ex-pesticides container delivered to TPS LB3 on 12<sup>th</sup> May as much as 20 pcs and on 19<sup>th</sup> May 2017 as much as 10 pcs. All ex pesticide container produced immediately sent to TPS LB3.</li> <li>- The company has made a replacement masker for herbicide/pesticide warehouse workers with a standard respiratory masker that can counteract the risk of exposure to pesticide herbicide chemicals inhaled through the respiratory tract. During field visit to agrochemical warehouse and interview with the workers, indicated that company has provided the standard masker.</li> </ul> <p><b>Assessment Conclusion:</b> Major NC has been Closed on 7 November 2017</p>	
<p><b>1483891-201705-M5</b></p>	<p><b>Requirements:</b> RSPO P &amp; C INA NI 2016 Indicator 4.8.1 Records of training program related to the aspects of RSPO Principles and Criteria shall be available.</p> <p><b>Evidence of Nonconformity:</b></p> <ul style="list-style-type: none"> <li>- Training record fo each employee related to RSPO aspect of Principle &amp; Criteria was not available in Sungai Dua Estate, Sungai Rumbia 1 Estate and Sungai Dua Factory</li> <li>- Training need matrix for each employee related to RSPO aspect of Principle &amp; Criteria was not available in Sungai Rumbia 1 Estate and Sungai Dua Factory</li> </ul> <p><b>Statement of Nonconformity:</b> Training program related to RSPO aspect of Principle &amp; Criteria is not available in Sungai rumbia-1 estate while in Sungai Dua mill &amp; estate only Training needs available.</p> <p><b>Root Cause Analysis:</b> The Mill and Estate has had SIMP-PROS-03 on the training procedure and it has been done properly, however lack of understanding from SPO Clerk (PIC Filling documents) in presenting the data so that the training record can not be shown properly.</p> <p><b>Corrective Action:</b></p> <ul style="list-style-type: none"> <li>- The HSE officer is responsible for ensuring PIC filling documents to properly documented all records in compliance with RSPO P&amp;C. HSE officer has give the refreshment and awareness of document control to SPO Clerk on 21 October 2017.</li> <li>- The Company has made improvements by creating a training matrix for employees of Sungai Dua Factory in the "FORM/PROS-03/01 Training Needs Form Matrix Form". For examples for hoisting crane workers in 2017 period are planned to participate in the training of a lift/haul carrier safety engineering. The company has also been able to show the recording of each employee's training documented in " Daftar nama peserta karyawan dan staff yang mengikuti pelatihan". In the list contains the names of employees and training that have been followed, for example Suhatman steam aircraft operator has followed training on safety and health engineering training on 18<sup>th</sup> July, 2011.</li> </ul> <p><b>Assessment Conclusion:</b> Major NC has been Closed on 7 November 2017</p>	<p><b>Major</b></p>



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<p><b>1483891-201705-N1</b></p>	<p><b>Requirements:</b> RSPO P &amp; C INA NI 2016 Indicator 4.7.5 A procedure for emergency and work accident shall be available in Indonesian Language; and the workers, who have attended First Aids training, are available in the working areas.</p>	<p><b>Minor</b></p>
	<p><b>Evidence of Nonconformity:</b></p> <ul style="list-style-type: none"> <li>- In Sungai Dua Estate there was no accident investigation regarding accident case on 02 February 2017 on behalf of Mr. Heriadi (Security).</li> <li>- First aid training has not been conducted for field workers particularly for supervisor both in Sungai Dua Estate, Sungai Rumbia 1 Estate and Sungai Dua Factory, most of them didn't understand related first aid mechanism.</li> </ul>	
	<p><b>Statement of Nonconformity:</b> Work accident procedure were not consistently implemented and worker who have attended first aid training were not available in working areas.</p>	
	<p><b>Root Cause Analysis:</b> Lack of understanding of SPO Clerk (PIC Filling documents) in the presentation of documents so that records of accident handling and accident and occupational accident investigations pursuant to SIMP-PROS-25 can not be properly demonstrated. SPO Clerk was new and has not coached and trained yet regarding document control of RSPO</p>	
	<p><b>Corrective Action:</b></p> <ul style="list-style-type: none"> <li>- The HSE officer is responsible for ensuring PIC filling documents to properly documented all records in compliance with RSPO P&amp;C. HSE officer has give the refreshment and awareness of document control to SPO Clerk on 21 October 2017.</li> <li>- The company has conducted an accident investigation of Heriadi (Security) dated March 3, 2017. The work accident occurred on March 2, 2017. The accident investigation documentation recorded in FORM/PROS-25/02, in the document described the investigative team consisting of HSE officer, assistant division and security clerk. Recommendation for corrective action to prevent the similar accident occur has also been made in accident investigation form.</li> <li>- The company has taken remedial action by conducting socialization and training of First Aid for field workers particularly for supervisor both in Sungai Dua Estate, Sungai Rumbia 1 Estate and Sungai Dua Factory on July 11, 2017 at "Aula Sungai Dua Estate". The training participants consist of 24 field supervisors. First Aid training is done by Company Doctor (dr Herman). Training minutes and attendance list can be demonstrated. Interviews with the fertilizer oremen and workers (P. Siregar and Andri Rifandika) can be demonstrated that the person concerned has understood the first aid measures/action.</li> </ul>	
	<p><b>Assessment Conclusion:</b> Minor NC has been Closed on 7 November 2017</p>	
<p><b>1483891-201705-N2</b></p>	<p><b>Requirements:</b> RSPO P &amp; C INA NI 2016 Indicator 4.8.2 Records of training for each employee shall be maintained.</p>	<p><b>Minor</b></p>
	<p><b>Evidence of Nonconformity:</b></p> <ul style="list-style-type: none"> <li>- Training record for sample on behalf Ahmad Dirin Nasution (Store Keeper), Suyatno (workshop) and Mr. Temu (emplasment mandore) in Sungai Dua Estate were not available.</li> <li>- Training record for sample on behalf Chairil Anwar in Sungai Rumbia 1 Estate</li> </ul>	

	<p>was not available.</p>	
	<p><b>Statement of Nonconformity:</b> Record of training record for each employee was not consistently maintained.</p>	
	<p><b>Root Cause Analysis:</b> The Mill and Estate has had SIMP-PROS-03 on the training procedure and it has been done properly, however lack of understanding from SPO Clerk (PIC Filling documents) in presenting the data so that the training record can not be shown properly.</p>	
	<p><b>Corrective Action:</b></p> <ul style="list-style-type: none"> <li>- The HSE officer is responsible for ensuring PIC filling documents to properly documented all records in compliance with RSPO P&amp;C. HSE officer has give the refreshment and awareness of document control to SPO Clerk on 21 October 2017.</li> <li>- Ahmad Dirin Nasution (Store Keeper) is currently retired so this finding is no longer relevant. The company has been able to show the employee personal files on behalf of Suyatno (workshop / genset operator), Temu (foreman 1) and Chairil Anwar. Review document can be shown the history of training that followed, for example for Temu participated in oil palm cultivation training in 2016. The company also has made training program for employees every year, for example training program 2017.</li> </ul>	
	<p><b>Assessment Conclusion:</b> Minor NC has been Closed on 7 November 2017</p>	

**Issues raised by Stakeholders**

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. Salim Ivomas Pratama Tbk – Sungai Dua Factory Certification Unit’s environmental and social performance, legal and any known dispute issues.

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

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

IS #	Description
1	<p><b>Feedback, Comment and Input</b>  <b>Dinas Tenaga Kerja dan Transmigrasi Kabupaten Rokan Hilir (Manpower and Transmigration Office – Rokan Hilir Regency)</b> Kadisnaker: Bpk. Ir. H. Amirudin, MM.</p> <p>1. Working Norms;</p> <ul style="list-style-type: none"> <li>- The Company has comply with the minimum wage payment in accordance with the applicable regulations “Decree of Governor Riau Province, no.120/I/2017 dated 26 January 2017 regarding minimum wage for agriculture sector sets at Rp 2,516,812/month.</li> <li>- All employees in PT Salim Ivomas Pratama Tbk and PT Gunung Mas Raya have the status of permanent workers (SKUH and SKUB) were included in the program BPJS Ketenagakerjaan and BPJS Kesehatan, e.g: Sungai Dua Estate, period April 2017 as many as 873 employee, Sungai Rumbia Estate as much as 726 employees and Sungai Dua Mill 120 employees. Manpower report period 2017-2018 to the Manpower and Transmigration Office has been reported by company.</li> <li>- There are no reports related to the use of female laborers at night nor the use of child labor (The plantation sector is the worst sector against the use of female laborers at night and the use of child labor) and underage workers (18 years).</li> </ul> <p>2. K3/health and safety occupation Norms;</p> <ul style="list-style-type: none"> <li>- The Company has established the organizational structure of P2K3 and has been authorized by Dinas Tenaga Kerja Kabupaten Rokan Hilir.</li> <li>- The Company has compiled and submitted the P2K3 Periodical Report to the Department of Manpower.</li> <li>- The company has realized the provision of PPE for its employees but the consistency of the use of PPE by the workers needs to be improved.</li> <li>- The Company has conducted periodic health checks for all workers, especially workers who working at hazardous stations including sprayers and fertilizers.</li> <li>- Heavy equipment operators, conveyances, levers, steamers and others have licenses as operators (SIOs).</li> <li>- The Company has conducted periodic checks on the special equipment used (Steam Bucket, Pressure Vessel) in accordance with applicable regulations.</li> <li>- Company has workers organisation or Labor Union, namely “Serikat Pekerja Pertanian dan Perkebunan - Serikat Pekerja Seluruh Indonesia” Indonesia Plantation and Agriculture Worker Union.</li> </ul>

	<p>Which have been approved by Branch Manager of SPSI Rokan Hilir Regency based on Decree no. Kep. 90A/PC-FSP.PP/SPSI/RH/XI/ 2013, on November 28, 2013 and has also obtained Proof of Registration from the Disnaker of Rokan Hilir Regency no. 02/SP-Rohil/DTK/VI/2002 dated 7 May 2002.</p> <ul style="list-style-type: none"> <li>- The Company already has a Collective Labor Agreement that regulates the industrial cooperation between the company and the worker.</li> <li>- Disputes: Until the audit is conducted, there are no reports related to disputes.</li> <li>- The company has provided infrastructure that aims to improve the welfare of employees for example, housing, electricity, clean water, health facilities, educational facilities, etc.</li> </ul> <p><b>Management Responses</b></p> <ul style="list-style-type: none"> <li>- The company also keeps the record of "Decree of Governor Riau Province, no.120/I/2017 dated 26 January 2017 regarding minimum wage for agriculture sector sets at Rp 2,516,812/month".</li> <li>- Company also follow the "Agreement letter of Cooperation Agency of Sumatera Plantation Company (BKS-PPS) no.49/BKS-PPS/2017, dated 19 April 2017 regarding Minimum wage Increase of plantation sector in 2017 in Riau Province, Rp 2,516,812, - including rice supply value for workers Alone for 15 Kg.</li> <li>- Required mandatory employee reports were reported for the period 2017 - 2018.</li> <li>- The use of PPE has been consistently applied.</li> </ul> <p><b>Audit Team Findings</b></p> <p>The company has taken action in accordance with well-established procedures, applicable regulation and persuasive approach, so there is no issue against dispute nor industrial relation. With respect to wages, the use of PPE and SIO, the company has implemented in accordance with relevant law and regulations.</p>
<p><b>2</b></p>	<p><b>Feedback, Comment and Input</b> <b>Dinas Lingkungan Hidup Kabupaten Rokan Hilir (Environmental Office – Rokan Hilir Regency)</b> Head of Division Law Enforcement: Carlos Roshan</p> <ul style="list-style-type: none"> <li>- The Company already has an environmental document in the form of AMDAL RKL-RPL and has been approved based on Decree of Agricultural Ministry No. RC.220/1052/B/VI/93, dated June 22, 1993 for the development of + 21,620 Ha Ha oil palm estates and a Palm Oil Mill capacity 150 tonnes FFB per hour.</li> <li>- Report of the implementation of RKL-RPL periodically submitted to Dinas Lingkungan of Rokan Hilir Regency. Latest reported in 16 January 2017 for period semester II 2016.</li> <li>- Good environmental management has performed by companies, eg pollution and emissions management in plantation environment (still met the quality standard), for example: waste water and air emissions.</li> <li>- The Company has utilized liquid waste to be applied to the land and has been granted permission from the Rokan Hilir Regency Environmental Agency, for example: Land Application (LA) utilization permit and LA measurement for 3 months, latest done in March 2017.</li> <li>- The Company has managed hazardous waste (LB3) and has obtained temporary storage permit of hazardous waste (LB3) in accordance with prevailing laws and regulations. Temporary Hazardous waste storage permit No. 28/BPDL/2015, dated 08<sup>th</sup> April 2015 valid for 5 years, until April 8, 2020.</li> <li>- There are no reports from stakeholders related to environmental pollution caused by the operation of the estate or Palm Oil Mill Pt Salim Ivomas Pratama Tbk and PT Gunung Mas Raya.</li> <li>- Until audit conducted, there are no environmental issues either from the community or from NGOs.</li> </ul> <p><b>Management Responses</b></p> <ul style="list-style-type: none"> <li>- Company has obtain permit for temporary Hazardous waste storage from Rokan Hilir Regent based on Decree Letter No. 28/BPDL/2015, dated 08th April 2015 valid for 5 years. Company</li> </ul>

	<p>has cooperated with licenced vendor PT Primanru Jaya to collected and transporting the hazardous waste.</p> <ul style="list-style-type: none"> <li>- In 2017 PT Salim Ivomas Pratama and PT Gunung Mas Raya has developed programs, improving the welfare of communities and the surrounding environment, for example: Assistance tree seedlings greening</li> <li>- Company has obtain permit of Land Application (LA) permit from Regent Rokan Hilir No. 12BPDL/2011, dated 6 April 2011 and valid until 6 April 2017, currently still in progress to renewal and process for issued by Environmental Agency Rokan Hilir Regency.</li> </ul>
	<p><b>Audit Team Findings</b></p> <p>Hazardous waste management and monitoring has been well done by the company. Environmental control programs around the plantation area (surrounding villages) have been conducted by company continuously.</p>
<p><b>3</b></p>	<p><b>Feedback, Comment and Input</b>  <b>Kantor Pertanahan Kabupaten Rokan Hilir (Land affairs office, Rokan Hilir Regency)</b></p> <ul style="list-style-type: none"> <li>- Period of year 2016- 2017, there are no reports related to land issues and disputes in PT Salim Ivomas Pratama Tbk and PT Gunung Mas Raya.</li> <li>- There is information that the border of many rivers controlled by the community to be managed as a plantation land.</li> <li>- No reports to the Land Office of Rokan Hilir Regency related to the planting of oil palm plantations outside HGU.</li> <li>- Company has manage their land according to applicable regulation and there is no issued of violation of regulation or land dispute.</li> </ul> <p><b>Management Responses</b></p> <ul style="list-style-type: none"> <li>- Maintenance of HGU stakes is done routinely by company (2 times a year / per semester). HGU stakes maintained in order to prevent the tenurial conflict.</li> <li>- There is no land dispute since HGU issued by BPN Rokan Hilir.</li> </ul> <p><b>Audit Team Findings</b></p> <p>Based on documents verification and field visits, it can be concluded that until the time of the audit, no land disputes have occurred, the company has conducted regular checks of HGU stakes regularly and river border (conservation area) and no community land tenure activities.</p>
<p><b>4</b></p>	<p><b>Feedback, Comment and Input</b>  <b>Perangkat desa dan Tokoh Masyarakat Des Balai Jaya Kota (Local community and villagers)</b>  Bpk. Timbul Pasaribu, Bpk. KH. Jumakir</p> <ul style="list-style-type: none"> <li>- The presence of company has a positive impact on the surrounding community, especially in term of local employment, CSR programs and impact on the community economic development.</li> <li>- In general communication and coordination between village government and the Company has been running well. Company response all issue and aspiration submit by village official and surrounding community.</li> <li>- The company has realized that the CSR program to the surrounding community and involve them in the process of plan and programme arrangement of each village's CSR program.</li> <li>- Based on interviews with village heads, there is no community issue to village government regarding the negative impacts due to the operation of the plantation including environmental pollution, although there is control of the cattle that still roam the plantation area.</li> <li>- There are no reports from the public regarding the company's operational activities that violate Human Rights such as the Right to Organize and assemble, Conduct worship in accordance with beliefs, as well as other violation practices such as the use of mercenaries for the intimidation of workers, the human trafficking, etc.</li> </ul>

	<p><b>Management Responses</b></p> <ul style="list-style-type: none"> <li>- Company has develop CSR program including Economics, Religious, Health and Education aspect.</li> <li>- Realisation of CSR programme such as: Honor/fund assistance for Mudim Masjid Muttaqien each month, Road graders in January 2016 in Balai jaya Village, Assistance of Open Cup II Championship 2016, Proivision of Child nutrition assistance, Child day care, kindergarten, etc.</li> <li>- Company will improve the communication to surrounding community and improve the CSR programme continuously.</li> </ul>
	<p><b>Audit Team Findings</b></p> <p>The CSR program owned by PT Salim Ivomas Prtama Tbk and PT Gunung Mas Raya was very good, based on interviews with some village heads giving the impression of being quite satisfied with the program.</p> <p>The company has established good communication with the surrounding community and has realized the plasma development for the community surrounding the company.</p>
<p><b>5</b></p>	<p><b>Feedback, Comment and Input</b></p> <p><b>Workers union, Chairman of Union Labor SPP-SPSI PUK PT Salim Ivomas Pratama Tbk and PT Gunung Mas Raya.</b></p> <ul style="list-style-type: none"> <li>- Labor Unions have been approved by Branch Manager of SPSI Rokan Hilir Regency based on Decree no. Kep. 90A/PC-FSP.PP/SPSI/RH/XI/ 2013, on November 28, 2013 and has also obtained Proof of Registration from the Disnaker of Rokan Hilir Regency no. 02/SP-Rohil/DTK/VI/2002 dated 7 May 2002.</li> <li>- Minimum wages pay by company are in accordance with "Decree of Governor Riau Province, no.120/I/2017 dated 26 January 2017 regarding minimum wage for agriculture sector sets at Rp 2,516,812/month.</li> <li>- Company has provide workers facilities: housing, electricity, water, sport facility and good sanitation in housing area.</li> <li>- In term of Health facility, company provided BPJS kesehatan to all employee. In addition company provide the clinic in the housing area and complet with the doctor, nurse and paramedic. All employee also cover by Jamsostek (BPJS Ketenagakerjaan).</li> <li>- Meetings of worker union are held routinely to discuss the issue related to employment issue and industrial relationship.</li> <li>- Workers facilities and PPE for employees are provided by company.</li> <li>- There is no industrial relations dispute happen between employee and the company.</li> </ul> <p><b>Management Responses</b></p> <ul style="list-style-type: none"> <li>- Through workers union (SPSI) the company always communicates with all employees.</li> <li>- Company provide PPE to employees and monitored each month. If there is any damage condition of PPE company will immediately replace the PPE.</li> <li>- Employee rights have been granted including health facilities, housing, water and electricity.</li> <li>- All employees have been included to BPJS ketenagakerjaan (Jamsostek) and BPJS kesehatan.</li> </ul> <p><b>Audit Team Findings</b></p> <ul style="list-style-type: none"> <li>- The company's liability to employees has been made in accordance with applicable laws and regulations.</li> <li>- In general, employees claim that the company has been concerned about employees and pay attention to the rights of employees.</li> </ul>
<p><b>6</b></p>	<p><b>Feedback, Comment and Input</b></p> <p><b>Workers (fertilizing, spraying, mill processing, workshop)</b></p>

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	<ul style="list-style-type: none"> <li>- Organisation provided training for Occupational Health and Safety and personnel protective equipment.</li> <li>- Clean water was supplied from mill and several workers using wells water in the emplacement.</li> <li>- Calculation of wage was determined by management in accordance with national and local regulation. Employee get the payment accordingly, no issues occurred related to minimum wages.</li> <li>- Other than main salary, employees get an additional allowance of rice.</li> <li>- No discrimination noted between employee in PT Salim Ivomas Pratama Tbk and PT Gunung Mas Raya</li> <li>- Over all medical expense is covered by the company. In addition, company has registered the employee to BPJS Kesehatan (medical insurance) and BPJS Ketenagakerjaan (Accident insurance).</li> <li>- There is no sexual harassment case occurred in PT Salim Ivomas Pratama Tbk and PT Gunung Mas Raya</li> <li>- Pregnant test for women sprayer was conducted each month for ensuring that there was no pregnant worker do the herbicide spraying.</li> <li>- There are no female workers who pregnant and breast-feeding conducting spraying job. Company has a policy to prohibit the pregnant and breast feeding women to do the spraying job. If the women workers pregnant and breastfeeding, they will replace to another job that more safe and suitable.</li> <li>- The Company has given personal protective equipment to do the job, such as: helmets, gloves, masker and safety shoes.</li> </ul>
	<p><b>Management Responses</b> For the positive things that have been done will be be maintained and improved towards a better by management companies.</p>
	<p><b>Audit Team Findings</b> Company has provide an adequate facility for employee and comply with the labor regulations. Company also has commitment to improve the employee welfare follow to company ability.</p>

**3.3.1 Status of Nonconformities Previously Identified and Observations**

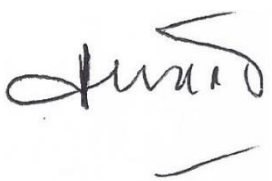

This is the initial assessment and there is no previous Major/Minor Nonconformity.

**3.3.2 Summary of the Nonconformities and Status**

CAR Ref.	CLASS	ISSUED	STATUS
1483891-201705-M1	Major	24/05/2017	Closed on 7 November 2017
1483891-201705-M2	Major	24/05/2017	Closed on 7 November 2017
1483891-201705-M3	Major	24/05/2017	Closed on 7 November 2017
1483891-201705-M4	Major	24/05/2017	Closed on 7 November 2017
1483891-201705-M5	Major	24/05/2017	Closed on 7 November 2017
1483891-201705-N1	Minor	24/05/2017	Closed on 7 November 2017
1483891-201705-N2	Minor	24/05/2017	Closed on 7 November 2017

**Assessment Conclusion and Recommendation:**

Based on the findings during the assessment PT. Salim Ivomas Pratama Tbk – Sungai Dua Factory Certification Unit and supply base complies with the RSPO P&C INA NI September 2016 and the RSPO Supply Chain Certification Standard November 2014 for CPO Mill. It is recommended that the certification of PT. Salim Ivomas Pratama Tbk – Sungai Dua Factory Certification Unit is approved and continued.

Acknowledgement of Assessment Findings	Report Prepared by
<b>Name:</b> Muhamad Waras	<b>Name:</b> Mujinius Jalaraya
<b>Company name:</b> PT. Salim Ivomas Pratama Tbk	<b>Company name:</b> On behalf BSI Services Malaysia Sdn Bhd
<b>Title:</b> Sustainability Head	<b>Title:</b> Lead Auditor
<b>Signature:</b>  Date: 25 January 2018	<b>Signature:</b>  Date: 23 January 2018



**Appendix A: Summary of Findings**

Criterion / Indicator	Assessment Findings	Compliance
<b>Principle 1: Commitment to Transparency</b>		
<p><b>Criterion 1.1:</b></p> <p>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.</p>		
1.1.1	<p>List of information related to criterion 1.2 that can be accessed by relevant stakeholders shall be available.</p> <p>- Minor compliance -</p> <p>PT Salim Ivomas Pratama Tbk Sungai Dua Factory and its Supply bases has made a list of documents that are publicly accessible recorded in Formulir Distribusi Informasi (Open to Public) and it is updated on 01 January 2017.</p> <p>Documents accessible to the stakeholders consist of legal documents (Izin Lokasi, Izin Usaha Perkebunan, Hak Guna Usaha, etc.), Environmental documents (Dokumen AMDAL, Laporan Pelaksanaan RKL-RPL, Izin Penyimpanan Sementara LB3, HCV, etc.) and social documents (Analisis Dampak Sosial/SIA, CSR, etc.)</p> <p>Requests for information are responded by the department concerned in accordance with their authority. The company has developed a matrix describing the status of each information request and responsible/authorized department to respond into. Records of response of request information documented in the same book, consist of person handle the request, information given and acknowledgement from the person in-charge and signature.</p> <p>The exception applies only to confidential and related commercial documents which are not publicly available, such as operational and financial statements, labor data, and dispute document.</p>	Comply

Criterion / Indicator		Assessment Findings	Compliance
1.1.2	<p>Records of requests for information and responses to the information requested shall be available.</p> <p>- Major compliance -</p>	<p>The company has updated request information and response mechanism as documented in SOP no. SIMP-PROS 04 Rev 2 dated February 4, 2013 namely "Prosedur Komunikasi, Partisipasi dan Konsultasi" (Communication, Participation, and Consultation Procedure). This procedure mentioned the mechanisms how the company would provide adequate relevant information to relevant stakeholders according to RSP0 Criteria for effective participation in decision making such as environmental, social, and legal issues. The procedures regulated that all request information will be responded within 10 days since the information accepted.</p> <p>Request Information record from Stakeholder has been documented into "Register Surat Masuk" and "Register Surat Keluar" log book, it was noted, there were 31 letters/information from Stakeholder in 2017. All information/incoming letters from stakeholder has been responded timely manner, for example:</p> <ol style="list-style-type: none"> <li>1. Date 29 March 2017; Request for information from Disnakertrans, related to the required report on employment for the period of Semester II 2016, was responded by company on March 29, 2017 by submitting the report to Disnakertrans.</li> <li>2. Dated 13 April 2017; request for information from BLHD/Dinas Lingkungan, related Report of hazardous/B3 Clinic Waste, has been responded on 13 April 2017 by sumbitting the hazardous report to BLHD.</li> <li>3. Dated 22 April 2017; Request information from the Taxation Office on the Use of BPJS-Kesehatan application and has been responded on 27 April 2017 by submitting the report to Taxation Office.</li> <li>4. Etc.</li> </ol>	Comply
<b>Criterion 1.2:</b>			

Criterion / Indicator	Assessment Findings	Compliance	
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.			
1.2.1	<p>Publicly available documents shall include, but are not necessarily limited to:</p> <ul style="list-style-type: none"> <li>a) Land titles/user rights (Criterion 2.2)</li> <li>b) Occupational health and safety plans (Criterion 4.7)</li> <li>c) Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8)</li> <li>d) HCV documentation (Criteria 5.2 and 7.3)</li> <li>e) Pollution prevention and reduction plans (Criterion 5.6)</li> <li>f) Details of complaints and grievances (Criterion 6.3)</li> <li>g) Negotiation procedures (Criterion 6.4)</li> <li>h) Continual improvement plans (Criterion 8.1)</li> <li>i) Public summary of certification assessment report</li> <li>j) Human Rights Policy (Criterion 6.13).</li> </ul>	<p>Company had a procedure related communication and consultation both of internal and external, SOP no. SIMP-PROS 04 Rev 2 dated 4 February 2013 namely "Prosedur Komunikasi, Partisipasi dan Konsultasi" (Communication, Participation, and Consultation Procedure).</p> <p>The procedure has explained information scope including regulation, environment, health and safety and social; but not including communication related to purchasing and business contract.</p> <p>All information request from stakeholder will be handled by relevant department. For example: CSR department responsible for inquiry from local community, media, NGO including dispute or complaint; Human Resources Department responsible for worker consultation, worker union or government authorities related to manpower/labor issue; Purchasing Department responsibility to communicate regulation's, environment's, health and safety and social's requirement to all supplier.</p> <p>PT Salim Ivomas Pratama Tbk Sungai Dua Factory and it Supply bases has made a list of documents that are publicly accessible recorded in "Formulir Distribusi Informasi" (Open to Public) and it is updated on 01 January 2017, such as:</p> <ul style="list-style-type: none"> <li>- Laws and regulation document: Permit and license (Izin Lokasi, Izin Usaha Perkebunan, Hak Guna Usaha, etc.);</li> <li>- Environmental document: AMDAL document (SEIA), RKL-RPL document (environmental management and monitoring report), permit for temporary hazardous waste storage, waste management plan, environmental policy, HCV identification document, etc.</li> <li>- Social document: Social Impact Assessment (SIA), Social program, Community</li> </ul>	Comply

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance –	development program, company policies, etc.	
<b>Criterion 1.3:</b>			
Growers and millers commit to ethical conduct in all business operations and transactions.			
1.3.1	<p>There shall be a written policy committing to a code of ethical conduct and integrity in all operations and transactions along with the documentation of socialisation process of the policy to all levels of the workers and operations.</p> <p>- Minor compliance –</p>	<p>The company has “Code of ethical conduct and integrity in business, 2014”, base on Decree of Directors on 1 October 2014 (doc. No. 003/SK/X/2014) is stated: the ethical behaviour, integrity, honestly, trusted, and prohibition of all forms of corruption, bribery in the conduct or transaction of business practices.</p> <p>The company has communicate this code of conduct to employess, e.g, in Sungai Dua Estate refreshment socialization performed on 4 April 2016 for internal and 30 April 2016 for external (supplier), attended by 14 suppliers (there were no new supplier and contractor until January 2017) and in Sungai Dua Palm Oil Mill on 9 February 2017 (including socialization of sexual harassment), attended by 120 workers and on 25 February 2017 for external (supplier), attended by 1 supplier, in Sungai Rumbia 1 Estate socialization has performed on 10 May 2016 attended by 54 workers for internal and for supplier/contractors performed on 12 May 2016.</p> <p>Based on discussion with worker union, interview with employee and local contractors, they have understood the message in code of ethical conduct policy.</p>	Comply
<b>Principle 2: Compliance with applicable laws and regulations</b>			
<b>Criterion 2.1</b>			
There is compliance with all applicable local, national and ratified international laws and regulations.			

Criterion / Indicator		Assessment Findings	Compliance
2.1.1	<p>Evidence of compliance with relevant legal requirements shall be available.</p> <p>- Major compliance –</p>	<p>All legal requirements comply with the regulations and laws, including those related to land status, occupational health and safety, environmental, labour, agricultural practice, and mill operation, such as:</p> <ul style="list-style-type: none"> <li>○ Izin Lokasi (Location permit) according to SK Head of BPN Bengkalis Regency, total coverage as 31,806.00 Ha, consist of: <ul style="list-style-type: none"> <li>- No. 22-401/PGT/IL/X/1997, dated 17 October 1997, approved by Regent Bengkalis for PT Gunung Mas Raya (+ 2,306 Ha).</li> <li>- No. 23-401/PGT/IL/X/1997, dated 17 October 1997, approved by Regent Bengkalis for PT Gunung Mas Raya (+ 10,000 Ha).</li> <li>- No. Kpts.543/X/1986, dated 8 October 1986, approved by Regent Bengkalis, district Kubu for PT Ivomas Tunggal (+ 19,500 Ha).</li> </ul> </li> <li>○ "Surat Pendaftaran Usaha Perkebunan/SPUP" (Operational business Permit) total area by 34,209 Ha consist of: <ul style="list-style-type: none"> <li>- Decree of "Dinas Kehutanan dan Perkebunan" No. 203/Menhutbun-VII/2000, dated 10 March 2000 for PT Salim Ivomas Pratama and approved by Regent Bengkalis for area ± 21,384 Ha. Based on HGU no. 5/HGU/1988 and HGU no. 53/HGU/BPN/99</li> </ul> <p>Commodity: Palm Oil Location: District Kubu, Regent Bengkalis, Province Riau. Type of processing industry: 1 unit CPO Mill with a capacity permission of 150 tons/hour and installed capacity of 150 tons/hour.</p> </li> <li>○ Decree of "Dinas Kehutanan dan Perkebunan" year 2000 No. HK.350/187/Bun.5/III/2001, dated 16 March 2001 base on HGU no 46/HGU/BPN/2000, dated 3 Oct 2000 covering an areas 12.825 Ha.</li> </ul>	Comply

Criterion / Indicator	Assessment Findings	Compliance
	<ul style="list-style-type: none"> <li>○ PT Salim Ivomas Pratama has had legal ownership according to decree of:               <ul style="list-style-type: none"> <li>- Decree of Menteri Dalam Negeri no. 05/HGU/1988, dated 16<sup>th</sup> February for area 19,500 Ha, valid until 35 years (31 December 2023) is located in District Kubu, Regent Bengkalis and Province Riau. The certificate of HGU no. 02/1990 an area: 9,688.2 Ha.</li> <li>- Decree of Negara Agraria Kepala Badan Pertanahan Nasional no. 53/HGU/BPN/1999, dated 21st April 1999 for area 2.703,8 Ha, according SK Menteri Kehutanan dated 4 March 1996, no. 80/Kpts-II/1996 (location: Forest Group of Sungai Rumbia, Bengkalis Regency Prov. Riau. However, based on cadastral measurements, 464 Ha of community land is excluded from HGU, in accordance with the revised Special Situation Draw Map dated 21 April 1999 no. 9/1994 to 1.884 Ha.</li> </ul> </li> <li>○ PT Gunung Mas Raya has had legal land ownership according to decree of:               <ul style="list-style-type: none"> <li>- Decree of Menteri dalam Negeri no. 46/HGU/BPN/2000, dated 3 October 2000 for area 12.825 Ha and certificate of HGU no.02/2001 for area 10,073 Ha</li> </ul> </li> <li>○ AMDAL (SEIA); PT SIMP Sungai Dua Mill and Estates have performed the "Analisis Mengenai Dampak Lingkungan"/AMDAL (Environmental Impact Assessment/EIA) based on Decree of Agricultural Ministry No. RC.220/1052/B/VI/93, dated June 22, 1993 for the development of + 21,620 Ha Ha oil palm estates and a Palm Oil Mill of capacity 150 tonnes FFB per hour.</li> <li>○ Izin Tempat Penyimpanan Sementara Limbah B3 (Hazardous waste permit):               <ul style="list-style-type: none"> <li>- Decree Letter "No. 28/BPDL/2015, dated 08<sup>th</sup> April 2015 Valid for 5 years regarding permit of temporary hazardous waste storage of PT Salim Ivomas Pratama Tbk – Sungai Dua Estate.</li> <li>- Decree Letter "No. 33/BPDL/2015, dated 08<sup>th</sup> April 2015 Valid for 5 years</li> </ul> </li> </ul>	

Criterion / Indicator		Assessment Findings	Compliance
		<p>regarding permit of temporary hazardous waste storage of PT Gunung Mas Raya – Sungai Rumbia 1 Estate.</p> <ul style="list-style-type: none"> <li>○ Land Application (LA) permit from Regent Rokan Hilir No. 12BPDL/2011, dated 6 April 2011 and valid until 6 April 2016, currently still in progress to continuous.</li> <li>○ "Izin Mendirikan bangunan (IMB"or Physical building development permit, consist of: <ul style="list-style-type: none"> <li>- No. 640/BANG/IMB/98/271, dated 18 November 1998, for: Office, security post, workshops, warehouses, offices scales, water treatment stations, factories (incl. The building WWTP) and warehouse kernel.</li> <li>- No. 640/BANG/IMB/98/272, dated 18 November 1998.</li> <li>- No. 640/BANG/IMB/98/273, dated 18 November 1998.</li> <li>- No. 640/BANG/IMB/98/274, dated 18 November 1998.</li> <li>- No. 640/BANG/IMB/98/275, dated 18 November 1998.</li> </ul> </li> </ul>	
2.1.2	<p>A documented system, which includes written information on legal requirements, shall be maintained.</p> <p>- Minor compliance –</p>	<p>There is a documented system registering all relevant legal requirements to which the company must comply, and also there is a document of "Legal Register" edition January 2017 has been established, which includes relevant Environmental regulation, Plantation permit, etc. The list would be reviewed once a year by the EHS Department and all relevant department, updated as necessary.</p> <p>Evaluation of compliance for all regulation and other requirement related to environment, health and safety, manpower and land tenure has been performed (presented in "Evaluation of Compliance").</p> <p>The organization has a mechanism to ensure compliance with all applicable laws and regulations compliance through procedure "Prosedur Identifikasi dan Evaluasi Pemenuhan Peraturan" (Procedure of Regulation Compliance Identification and Evaluation SIMP-PROS-02, dated 01 October 2010). The list would be reviewed once</p>	Comply

Criterion / Indicator		Assessment Findings	Compliance
		<p>a year by the Sustainability Department and all relevant departments, updated as necessary, last update on January 2017.</p> <p>The company has "Update List of regulation/pemenuhan peraturan perundang undangan" in January 2017.</p>	
2.1.3	<p>A mechanism for ensuring compliance shall be implemented.</p> <p>- Minor compliance –</p>	<p>There is an internal audit process which includes a review of laws and their compliance. There is no evidence of critical legal non compliance as a result of internal audit. Each department has to demonstrate evidence of compliance and/or effort in complying with these legal/regulatory requirements. This includes manpower regulation fulfilment, environmental reporting, health and safety reporting and other legal/regulatory requirements. The mechanism for ensuring compliance also include the subcontractors. All subcontractors are required to comply with local and national regulation to become a partner of PT Salim Ivomas Pratama Tbk.</p> <p>Evidence of documented mechanism on the compliance with relevant regulation was sighted in terms of Legal Requirements and Evaluation Compliance. It was verified that list of legal requirement is updated regularly.</p> <p>Sustainability Departement and Legal department of the company has the responsibility to update the list of applicable laws and regulations using internet access via relevant webmail address and/or consultation with the related institutions.</p> <p>The latest updated report was on January 10, 2017. Recorded on form "Evaluation of Legal and Other Requirements Compliance", revised on January 2017.</p>	Comply
2.1.4	<p>A system for tracking any changes in the law shall be available and implemented.</p> <p>- Minor compliance –</p>	<p>Legal requirement-evaluation and fulfillment mechanism regulated under "Prosedur Identifikasi dan Evaluasi Pemenuhan Peraturan" (Procedure of Regulation Compliance Identification and Evaluation SIMP-PROS-02, dated 1<sup>st</sup> October 2010). The procedure explains the stages for evaluation applicable legal requirements,</p>	Comply



Criterion / Indicator	Assessment Findings	Compliance
	<p>person in charge for evaluation and ensures implementation of such requirement.</p> <p>The company receives information of changes in regulations from a number of sources. This includes company lawyers, Manpower office, Agriculture and Plantation service and Forestry service and others. This is then circulated and cascaded to relevant department within the company, which might affected by these changes, e.g.</p> <ul style="list-style-type: none"> <li>a. EHS Department: Evaluation comprise of type of regulations/other requirements, key requirements, evident of compliance, level of compliance, description of non compliance. Example: Undang-Undang No.32 Tahun 2009, Peraturan Pemerintah No.27 Tahun 2012, Peraturan Menteri Lingkungan Hidup No.5 Tahun 2012, Keputusan Menteri Lingkungan Hidup No.45 Tahun 2005, Peraturan Pemerintah No.82 Tahun 2001, Keputusan Menteri Lingkungan Hidup No.51 Tahun 1995, Keputusan Menteri Lingkungan Hidup No.29 Tahun 2003, Keputusan Menteri Lingkungan Hidup No.29 Tahun 2003, etc.</li> <li>b. Human Resources Department: For example: Undang- undang No.13 Tahun 2003, Undang-undang No.29 Tahun 1999, Undang-undang No.1 Tahun 2000, Undang-undang No.02 Tahun 2004, Peraturan Pemerintah No.08 Tahun 1981, Keputusan Menteri Tenaga Kerja Transmigrasi No.224 Tahun 2003 etc.</li> <li>b. Legal Compliance Department Head Office Jakarta: Has prepared Statutory Compliance Paper for Q3 2014/2015, comprise of 9 Corporate Laws Document – RO Location, 5 types of regulation for Human Resources (Jakarta), 5 types of regulations related to Taxes and Retributions (National), 3 types of regulations related to EHS (National), 1 type of regulation related to technology, 8 types of regulations related to Statutory Reports (National), 11 types of regulations related to Corporate Document –SPU Location (Central Kalimantan), 6 types of regulations related to Plantation Process/Activities (CK), 5 types of regulations related to Human Resources, 10 types of regulations related to Local Taxes and</li> </ul>	

Criterion / Indicator		Assessment Findings	Compliance
		Retributions, 5 types of regulation related to EHS (Location), 3 types of regulation related to Technology, 7 types of regulations related to Local Statutory Reports, 8 types of regulation related to Corporate Document Mill Location (CK), 16 types of regulations related to Mill Process/Activities (CK), 12 types of regulations related to Human Resources, 8 types of regulation related to Local Taxes and Retributions, 5 types of regulations related to EHS (Mill Location), 3 types of regulations related to Technology, 6 types of regulation related to Local Statutory Reports.	
<b>Criterion 2.2</b>			
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.			
2.2.1	Documents showing legal ownership or lease, history of land tenure ownership/control, and the actual legal use of the land shall be available. - Major compliance -	<p>PT Salim Ivomas Pratama Tbk had legal land ownership according to decree of:</p> <ul style="list-style-type: none"> <li>- Decree of Menteri Dalam Negeri no. 05/HGU/1988, dated 16<sup>th</sup> February for area 19,500 Ha, valid until 35 years (31 December 2023) is located in District Kubu, Regent Bengkalis and Province Riau. The certificate of HGU no. 02/1990 an area: 9,688.2 Ha.</li> <li>- Decree of Negara Agraria Kepala Badan Pertanahan Nasional no. 53/HGU/BPN/1999, dated 21st April 1999 for area 2.703,8 Ha, according SK Menteri Kehutanan dated 4 March 1996, no. 80/Kpts-II/1996 (location: Forest Group of Sungai Rumbia, Bengkalis Regency Prov. Riau. However, based on cadastral measurements, 464 Ha of community land is excluded from HGU, in accordance with the revised Special Situation Draw Map dated 21 April 1999 no. 9/1994, the hectare to become 1.884 Ha.</li> </ul> <p>While PT Gunung Mas Raya has had legal land ownership according to decree of:</p> <ul style="list-style-type: none"> <li>- Decree of Menteri dalam Negeri no. 46/HGU/BPN/2000, dated 3 October 2000</li> </ul>	Comply

Criterion / Indicator		Assessment Findings	Compliance
		for area 12.825 Ha and certificate of HGU no.02/2001 for area 10,073 Ha.	
2.2.2	<p>Legal boundaries are demonstrated clearly and maintained.</p> <p>- Minor compliance -</p>	<p>The company demonstrates to ensure all legal boundaries to be clearly demarcated and maintained in the form of boundary pegs. These pegs are also mapped with the relevant marker number in each estate along with GPS tracking. The company is to ensure all operating unit consistently carry out monitoring of boundary markers regularly and this is recorded twice a year, the last maintenance performed on January 2017.</p> <p>During audit, field observation to HGU pegs was performed, e.g:</p> <ul style="list-style-type: none"> <li>- Pegs no. 103, on block C22, Division II, bordering the Balai Jaya Kota Village, coordinate no; N: 01° 43' 01.9"; E: 100° 35' 40.5".</li> <li>- Pegs no. 77, on block C9-10, Division I, bordering the Balai Jaya Kota Village, coordinate no; N: 01° 42' 34.4"; E: 100° 33' 33.2".</li> <li>- Pegs no. 54, on block A1, Division I, bordering the Balai Jaya Kota Village and PTPN V, coordinate no; N: 01° 41' 44.8"; E: 100° 32' 08.0".</li> <li>- Pegs no. 14, on block H4, Division III, bordering the Lubuk Jawi Village and transmigrant area (Paket M), coordinate no; N: 01° 45' 33.0"; E: 100° 32' 37.3".</li> </ul>	Comply
2.2.3	<p>In the event that there is a dispute or a dispute has occurred, adequate evidence of legitimate acquisition and compensation or compensation settlement process through conflict resolution which has been received through Free, Prior and Informed Consent by all related parties shall be provided.</p>	<p>By checking to the relevant documents such as minutes of stakeholder meeting, and during the public consultation the auditor team noted there was no land conflict found at PT Salim Ivomas Pratama Tbk - Sungai Dua Estate/POM and Sungai Rumbia 1 Estate PT Gunung Mas Raya.</p> <p>Verification on management statement, hectare statement shows no land dispute in PT Salim Ivomas Pratama Tbk Sungai Dua Estate/POM and Sungai Rumbia Estate PT Gunung Mas Raya, with other party or with surrounding community.</p>	Comply

Criterion / Indicator		Assessment Findings	Compliance
	- Minor compliance -		
2.2.4	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 –	Based on interview with surrounding village societies, local communities, field visit and verification of company documentation; there is no land dispute between company and surrounding community or other parties.	Comply
2.2.5	For any conflict or dispute over the land, the evidence of the extent of disputed area is mapped out in a participatory way with involvement of affected parties (including neighboring communities and local government where applicable), shall be available.  - Minor compliance –	Based on interview with surrounding village societies, local communities, field visit and verification of company documentation; there is no land dispute between company and surrounding community or other parties.	Comply
2.2.6	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/or planned operations.  - Major compliance –	Based on interview with surrounding village societies, local communities, field visit and verification of company documentation; there is no land dispute between company and surrounding community or other parties.	Comply
<b>Criterion 2.3</b>			
Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
2.3.1	Maps with appropriate scale showing the extent	PT Salim Ivomas Pratama Tbk and PT Gunung Mas Raya holds a legal ownership of	Comply

Criterion / Indicator		Assessment Findings	Compliance
	<p>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 neighboring communities where applicable, and relevant authorities).</p> <p>- Major compliance -</p>	<p>the land in form of Hak Guna Usaha (HGU)/land title, where the document completed with map "Peta Bidang Tanah" scale 1:30,000.</p> <p>The issuance of HGU certificate has gone through "Rapat Panitia Tanah B" involving multi- stakeholder as consideration prior to HGU issuance.</p>	
2.3.2	<p>Copies of negotiated agreements including the process of free, prior and informed consent (FPIC) (Criteria 2.2, 7.5 and 7.6) shall be available and these include:</p> <ul style="list-style-type: none"> <li>a) Evidence of consultation</li> <li>b) Statement of transfer of rights</li> <li>c) Evidence of compensation</li> </ul> <p>See specific guidance 2.3.2</p> <p>- Minor compliance -</p>	<p>Based on interview with surrounding village societies, local communities, field visit and verification of company documentation; there is no land dispute between company and surrounding community or other parties.</p> <p>It was noted that no any land compensation was made due to no customary land or legal rights within the company areas.</p>	Comply
2.3.3	<p>Relevant information shall be available in appropriate forms and languages, including analysis of impacts, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	<p>Based on interview with surrounding village societies, local communities, field visit and verification of company documentation; there is no land dispute between company and surrounding community or other parties.</p>	Comply
2.3.4	<p>Evidence shall be available to show that communities are represented through institutions or representatives of their own choosing,</p>	<p>Based on interview with surrounding village societies, local communities, field visit and verification of company documentation; there is no land dispute between</p>	Comply

Criterion / Indicator		Assessment Findings	Compliance
	including legal counsel. - Major compliance -	company and surrounding community or other parties.	
Principle 3: Commitment to long-term economic and financial viability			
Criterion 3.1			
<b>There is an implemented management plan that aims to achieve long-term economic and financial viability.</b>			
3.1.1	A documented management plan, a minimum of three years shall be available, including, where appropriate, plan for scheme smallholders. - Major compliance-	<p>The company has committed to economic and financial sustainability and has documented the working plan in the Financial Budget Plan for Sungai Dua Mill and Sungai Dua Estate 2016 – 2021 and Sungai Rumbia 1 Estates 2017 – 2027.</p> <p>Financial budget includes estimation production of FFB (tonnage); Hectare statement, Replanting programme, Nursery cost budget, Mature and Immature Plant cost budget, FFB/ ha (yield); OER of CPO and PK. This number has considered some parameters such as inflation rate, exchange rate, interest rate, portion cash, dividend, non deductible expensive, working hours, and turnover. During the projection period the mill capacity is 45 ton FFB/hour and there are no plans to increase the mill capacity or to increase the planted area.</p> <p>Financial report period per 31 December 2016 has been audited by Accountant public/ independent Auditor Purwantoro, Sungkoro &amp; Surja, Report No. RPC-3018/PSS/2017.</p> <p>Audit including report of financial position consolidation dated 31 December 2016 and income statement (lost/profit) as well as comprehensive income, statement of change in equity and cash flow statement. The accompanying consolidated financial statements present fairly, in all material respect, the consolidated financial position</p>	Comply

Criterion / Indicator		Assessment Findings	Compliance																																																																					
		of PT Salim Ivomas Pratama Tbk and its subsidiaries as of December 31, 2016 and their consolidated financial performance and cash flows for the year then ended in accordance with Indonesian financial accounting standard.																																																																						
3.1.2	<p>An annual replanting program 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.</p> <p>- Minor compliance-</p>	<p>Annual replanting programme presented in "Rencana Jangka Panjang Estimasi biaya Replanting 2016 – 2021. Replanting consideration is based on:</p> <ul style="list-style-type: none"> <li>- Low productivity &lt; 20 ton/ha</li> <li>- Average planting age &gt; 25 year</li> <li>- Harvesting difficulty due to height plant</li> <li>- Low dense population of plant &lt; 125 plant/ha</li> </ul> <p>Replanting programme Sungai Dua Estate 2016 – 2021:</p> <table border="1"> <thead> <tr> <th rowspan="2">Planting Year</th> <th colspan="6">Replanting Programme</th> </tr> <tr> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>1984</td> <td>99</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>1985</td> <td>310</td> <td>298</td> <td>1,048</td> <td>387</td> <td>-</td> <td>-</td> </tr> <tr> <td>1986</td> <td>467</td> <td>598</td> <td>-</td> <td>432</td> <td>134</td> <td>92</td> </tr> <tr> <td>1989</td> <td>50</td> <td>-</td> <td>-</td> <td>-</td> <td>309</td> <td>95</td> </tr> <tr> <td>1990</td> <td>24</td> <td>-</td> <td>-</td> <td>-</td> <td>60</td> <td>309</td> </tr> <tr> <td>1992</td> <td>2</td> <td>-</td> <td>-</td> <td>-</td> <td>334</td> <td>340</td> </tr> <tr> <td>1997</td> <td>34</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td><b>Total</b></td> <td><b>986</b></td> <td><b>896</b></td> <td><b>1,048</b></td> <td><b>819</b></td> <td><b>837</b></td> <td><b>836</b></td> </tr> </tbody> </table> <p>Replanting programme 2016 has been performed as a plan and reviewed each year.</p> <p>Replanting programme Sungai Rumbia 1 Estate 2019 – 2025:</p>	Planting Year	Replanting Programme						2016	2017	2018	2019	2020	2021	1984	99	-	-	-	-	-	1985	310	298	1,048	387	-	-	1986	467	598	-	432	134	92	1989	50	-	-	-	309	95	1990	24	-	-	-	60	309	1992	2	-	-	-	334	340	1997	34	-	-	-	-	-	<b>Total</b>	<b>986</b>	<b>896</b>	<b>1,048</b>	<b>819</b>	<b>837</b>	<b>836</b>	Comply
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		<p>Replanting activity programme covered:</p> <ul style="list-style-type: none"> <li>- Identification of area and plant census</li> <li>- Unloading palm oil plant and chipping</li> <li>- Staking harvesting way</li> </ul>																																																																																																	



Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> <li>- Close the hole and spread the chip</li> <li>- Planting staking</li> <li>- Spraying area prior to land cover crop planting</li> <li>- Land cover crop planting and upkeep</li> <li>- Hole plant making</li> <li>- Planting</li> <li>- Plant upkeep</li> <li>- Pest and disease handling</li> </ul> <p>All replanting activity performed mechanically and follow the zero burning policy.</p>	
Principle 4: Use of appropriate best practices by growers and millers			
Criterion 4.1			
<b>Operating procedures are appropriately documented, consistently implemented and monitored.</b>			
4.1.1	<p>Standard Operating Procedures (SOPs) for estates (land clearing to harvesting) and SOP for mills (reception of FFB to dispatch of CPO and PKO) shall be available.</p> <p>- Major compliance -</p>	<p>PT Salim Ivomas Pratama Tbk, Sungai Dua Palm Oil Mill and it supply bases has prepared the Standard Operating Procedures with the best practices for its mill and estate operations. Operating procedures are documented in the SOP (Standard Operating Procedure) for Plantations and Mill. Some examples of the SOPs are listed below:</p> <p>a. <u>SOP for Plantation:</u></p> <p>Regarding land management: zero burning land clearing, soil sampling, peat land,</p>	Comply

Criterion / Indicator	Assessment Findings	Compliance
	<p>land and water coservation:</p> <ul style="list-style-type: none"> <li>- SOP- No. AGR-106-SKL.06.11-1 land clearing and pre planting preparation procedure</li> <li>- SOP- No. AGR-107-PKC.06.11-1 Land cover crop (Mucuna) planting procedure</li> <li>- SOP- No. AGR-203-PHP.06.11-1 Integrated Pest management procedure</li> <li>- SOP- No. AGR-205-PST.06.11-1 Pesticide handling and management procedure</li> <li>- SOP- No. AGR-301-PJJ.06.11-1 Road and bridge maintenance procedure</li> <li>- SOP- No. AGR-401-TBS.06. 11-1 Harvesting procedure</li> </ul> <p>Regarding land preparation, nursery, planting, upkeep, harvesting, pest control, fertilizing, HCV, replanting, agrochemical and waste management:</p> <ul style="list-style-type: none"> <li>- SOP- No. AGR-701-KTA.06.11-1 Soil and water conservation procedure</li> <li>- SOP- No. AGR-206-PPK.06 11-1 Anorganic fertilizing procedure</li> <li>- SOP- No. AGR-108-TSW.06.11-1 Palm oil planting procedure</li> <li>- SOP- No. AGR-702-PLG.06.11-1 Peat soil management procedure</li> <li>- SOP- No. AGR-706-LBD.06.11-1 Domestic waste handling procedure</li> </ul> <p>b. <u>SOP for Palm Oil Mill:</u></p> <p>Regarding oil production such as FFB receiving, sterilizer, threshing, pressing, depericarper, kernel, and clarification process:</p> <ul style="list-style-type: none"> <li>- SOP- No. ENG-101-TBS.06. 11-1, FFB Receiving Procedure</li> <li>- SOP- No. ENG-102-STR.06. 11-1, Sterilization Procedure (sterilizer)</li> </ul>	

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> <li>- SOP- No. ENG-103-STP.06. 11-1, Stipping procedure (Thresing)</li> <li>- SOP- No. ENG-104-DGS.06. 11-1, Diggesting and Pressing Procedure</li> <li>- SOP- No. ENG-105-CLF.06. 11-1, Clarifier Procedure</li> <li>- SOP- No. ENG-107-NUT.06. 11-1, Kernel Station Procedure</li> </ul> <p>Regarding utilities such as boiler, power generation, water treatment, land application, electrical system, quality control laboratory, and dispatch</p> <ul style="list-style-type: none"> <li>- SOP- No. ENG-301-BLR.06. 11-1, Boiler Operational Procedure</li> <li>- SOP- No. ENG-303-GST.06. 11-1, Generator Set Operational Procedure</li> <li>- SOP- No. ENG-305-PPL.06. 11-1, Electircal Panel Operational and Maintenance Procedure</li> <li>- SOP- No. ENG-202-WTR.06. 11-1, Water Treatment Procedure</li> <li>- SOP- No. AGR-208-EFL.06. 11-1, Waste Management Procedure (IPAL)</li> <li>- SOP- No. AGR-207-LB3.06. 11-1 Hazardous Waste Management Procedure</li> <li>- SOP- No. ENG-203-LAB.06. 11-1, Laboratory Analysis Procedure</li> </ul>	
4.1.2	<p>Checking or monitoring of operations procedures is conducted at least once a year.</p> <p>- Minor compliance -</p>	<p>PT Salim Ivomas Pratama Tbk Sungai Dua Palm Oil Mill and its supply bases follows procedure for internal audit under Standard Operating Procedures SIMP-PROS-33 Rev. 02, dated 04 February 2013. The procedure stating internal audit of minimum once a year. Upon finding, management unit shall prepare review on audit finding and prepare root cause analysis, prepare corrective action – with person in charge and completion target. The series of internal audit was done by company on date:</p> <ul style="list-style-type: none"> <li>- 3 February 2017 in Sungai Dua Estate (SDE) by Tonton M.P, Handroto, M. Ade Kasfauzi.</li> </ul>	Comply

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> <li>- 8 February 2017 in Sungai Rumbia 1 Estate (SRE1) by Internal audit team.</li> <li>- 27 February 2017 in Sungai Dua Factory (SDF) by Internal audit team.</li> </ul> <p>Internal audits cover the operational aspects of the estate and mill (harvesting, maintenance, fertilization, mill operation/process) and also finance and administration. Audit result recorded in "Lembaran Kertas Kerja Kesimpulan Pemeriksaan (LK3P)". All issue of internal audit result, response and PIC as well as timeframe for improvement implementation has been established and followed by organization.</p> <p>To checking and monitoring of operations procedures, PT Salim Ivomas Pratama Tbk Sungai Dua Palm Oil Mill and its supply bases has conducted any others visit both in estate and mill: Manager, Askep, Field Asisstant and Foreman visit conducted at least once a month to check and monitoring the implementation of general Agronomy best management practices. Last visit performed in April 2017. A number of comments were made related to palm circle, noxious weeds have started to spread, EFB application was incomplete, POME application inconsistent, condition of roads, etc. All finding has been followed up by organization by corrective action plan, target and time frame to address the issue has been determined and implemented well.</p>	
4.1.3	<p>Records of monitoring and any follow-up actions shall be available.</p> <p>- Minor compliance -</p>	<p>Records of monitoring and any follow up actions can be demonstrated during audit, such as:</p> <ul style="list-style-type: none"> <li>- Internal audit report Sungai Dua Estate (3 February 2017), Sungai Rumbia 1 Estate (8 February 2017) and Sungai Dua Factory (27 February 2017). Audit result recorded in "Lembaran Kertas Kerja Kesimpulan Pemeriksaan (LK3P)". Audit result findings can be demonstrated and and the corrective action has been implemented to addressed issue found during audit.</li> <li>- Production Performance report, explained the FFB production performance and</li> </ul>	Comply

Criterion / Indicator		Assessment Findings	Compliance
		<p>evaluation as well as determined production target for next year. Evaluation FFB production each block to date April 2017 can be demonstrated.</p> <ul style="list-style-type: none"> <li>- Mandor logbook, contain information of daily work monitoring covering: harvesting, spraying, fertilizing, pest and disease cencus, road and infrastructure maintenance, and others. During audit verified sample of Sungai Dua Estate and Sungai Rumbia 1 Estate.</li> <li>- Daily Report Sungai Dua Factory, contain information covering FFB receiving, FFB process: gross and net FFB processed, FFB stock, shift hour, process hour, press hour, press capacity, sterilizer process, Utility factor commercial and capacity, CPO and PK production, CPO and PK extraction rate, CPO and PK quality. Process performance evaluated each day by mill manager and some corrective action to addressed some issue has been develop by Sungai Dua Factory.</li> </ul> <p>It is a routine that the estate and mill management prepare monthly reports and send to the company's head office for monitoring purpose as well. All field inspection results are recorded in Monthly Report.</p>	
4.1.4	<p>Records of the origins of all third-party FFB sourced (collector, deliver, Cooperative, Farmers Association and outgrower) shall be available.</p> <p>- Major compliance -</p>	<p>Sungai Dua Factory (Palm Oil Mill) maintains daily records of all FFB received. The records show the origin, weight, transporter details and other details of the FFB received.</p> <p>Sungai Dua Factory (Palm Oil Mill) was not receiving the FFB from third party. The non certified FFB receive from own estate namely Balam Estate PT Salim Ivomas Pratama Tbk. The record of FFB received from Balam Estate recorded in "Data Penerimaan TBS 2017". For example FFB receiving from Balam Estate 23/05/2017 Weighbridge ticket Number 3550NR17010395 with quantity 4,850 Kg, mark as non certified FFB.</p>	Comply
<b>Criterion 4.2</b>			

Criterion / Indicator		Assessment Findings	Compliance																		
Practices maintain soil fertility at, or where possible improve soil fertility to a level that ensures optimal and sustained yield.																					
4.2.1	<p>A record of SOP implementation to maintain soil fertility that ensures optimal and sustained yield, shall be available.</p> <p>- Major compliance -</p>	<p>The company has established procedure soil fertility in SOP- No. AGR-206-PPK.06 11-1 inorganic fertilizing procedure” consist of type and recommendation of fertilizer for immature and mature areas, cycle, dosage and when fertilizer is applied.</p> <p>To maintain soil fertility, company also has “SOP- No. AGR-701-KTA.06.11-1 Soil and water conservation procedure”. Soil fertility by placing palm frond above ground level, land application (waste water application) and empty bunch application.</p> <p>Based on document review of fertilizer recommendation and the realization of fertilizer in the field, it can be demonstrated that the SOP has been well implemented accordingly. Record of fertilizer input and fertilizer application can be demonstrated during audit. During field visit also demonstrated that fertilizer application dosage was met according to the recommendation.</p>	Comply																		
4.2.2	<p>Records of fertilizer inputs shall be available.</p> <p>- Minor compliance -</p>	<p>The company has developed fertilizer recommendations each year and recorded in Recommendation Fertilization 2017. Fertilizer realization in 2016 had completed 100% as recommendation both in Sungai Dua Estate and Sungai Rumbia 1 Estate</p> <p>Fertilizer recommendation Sungai Dua Estate in 2017 as below:</p> <table border="1"> <thead> <tr> <th>Volume (Kg)</th> <th>Urea</th> <th>RP</th> <th>MOP</th> <th>EFB</th> <th>Solid</th> </tr> </thead> <tbody> <tr> <td><b>Dosage</b></td> <td>Apl SMT I: 1.35 kg  Apl SMT II: 0.83 kg</td> <td>0.14 Kg (one time application)</td> <td>Apl SMT I: 1.35 kg  Apl SMT II: 0.83 kg</td> <td>4.61 kg</td> <td>7.40 kg (one times application)</td> </tr> <tr> <td><b>Application</b></td> <td>Apl SMT I: 404,761 kg</td> <td>42,108 kg</td> <td>Apl SMT II: 404,761 kg</td> <td>1,382,800 kg</td> <td>2,219,700 kg</td> </tr> </tbody> </table>	Volume (Kg)	Urea	RP	MOP	EFB	Solid	<b>Dosage</b>	Apl SMT I: 1.35 kg  Apl SMT II: 0.83 kg	0.14 Kg (one time application)	Apl SMT I: 1.35 kg  Apl SMT II: 0.83 kg	4.61 kg	7.40 kg (one times application)	<b>Application</b>	Apl SMT I: 404,761 kg	42,108 kg	Apl SMT II: 404,761 kg	1,382,800 kg	2,219,700 kg	Comply
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Criterion / Indicator		Assessment Findings					Compliance															
			Apl SMT II: 249,988 kg		Apl SMT II: 249,125 kg																	
		<p>Fertilizer application to date April 2017 in Sungai Dua Estate, only applied Urea and MOP 100% for semester I and RP will applied on August 2017.</p> <p>Fertilizer recommendation Sungai Rumbia 1 Estate in 2017 as below:</p> <table border="1"> <thead> <tr> <th>Volume (Kg)</th> <th>Urea</th> <th>RP</th> <th>MOP</th> <th>Dolomite</th> </tr> </thead> <tbody> <tr> <td><b>Dosage</b></td> <td>1.25 kg</td> <td>1.25 – 1.5 Kg</td> <td>1.25 – 1.50 kg</td> <td>0.75 kg</td> </tr> <tr> <td><b>Application</b></td> <td>1,239,042 kg</td> <td>240,578 kg</td> <td>1,303,371 kg</td> <td>139,104 kg</td> </tr> </tbody> </table> <p>Until April 2017, fertilizer applications in Sungai Rumbia 1 Estate are 319,105 kg Urea, 49,408 kg RP, 118,545 kg MOP and 65,984 kg Dolomit.</p>					Volume (Kg)	Urea	RP	MOP	Dolomite	<b>Dosage</b>	1.25 kg	1.25 – 1.5 Kg	1.25 – 1.50 kg	0.75 kg	<b>Application</b>	1,239,042 kg	240,578 kg	1,303,371 kg	139,104 kg	
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4.2.3	<p>Records of periodical leaf, soil and visual analysis shall be available.</p> <p>- Minor compliance -</p>	<p>Leaf sampling analysis performed yearly, analyzed by “Lab-Kimia Departemen Riset PT Sarana Inti Pratama, Pekanbaru”. In 2016, leaf sampling analysis performed on 22 February 2016 and finalized on 4 April 2016 with 40 sample both in Sungai Dua Estate and Sungai Rumbia 1 Estate. Analysis result can be demonstrated in memorandum Ref#045/Rst-Lab/Int/IV/2016 date 4 April 2016.</p> <p>Latest leaf sampling analysis in Sungai Dua Estate performed in 7 March 2017 with 28 sample, analysis result has been issued by Lab-Kimia Departemen Riset PT Sarana Inti Pratama, Pekanbaru on 3 April 2017, Ref#110/rst-Lab/Int/IV/2017.</p> <p>Latest leaf sampling analysis in Sungai Rumbia Estate 1 performed in January 2017 with 82 samples.</p> <p>Until audit performed, analysis result of leaf sampling analysis has not been issued by Lab-Kimia Departemen Riset PT Sarana Inti Pratama, Pekanbaru and still in</p>					Comply															

Criterion / Indicator		Assessment Findings	Compliance
		<p>progress of analysis.</p> <p>Soil analysis was not performed due to research department recommendation, that leaf sampling analysis was sufficient as a basic of fertilizer recommendation. Soil sampling analysis has been conducted in the beginning of land clearing and plantation development to classify the soil type, soil suitability and semi detail soil mapping.</p>	
4.2.4	<p>A nutrient recycling strategy is recorded, including use of Empty Fruit Bunches (EFB), land application, and palm residues after replanting.</p> <p>- Minor compliance -</p>	<p>Nutrient strategy in Sungai Dua Estate performed by application EFB, solid and POME (Palm Oil Mill Effluent). While in Sungai Rumbia 1 Estate was not applied EFB/POME and Solid due to a far distance from the Sungai Dua factory. Nutrient recycling strategy in Sungai Rumbia 1 Estate performed by palm frond stacking around palm oil trees.</p> <p>EFB application performed by Sungai Dua Estate with dosage 100 kg/palm/year. Total application planed in 2017, 27,736,560 kg for Division I - V. Total EFB application in 2017 year to date April 2017 was 6,150,100 Kg (division IV and V). Total EFB application in 2016 in Sungai Dua Estate was 27,521,775 kg. EFB application is according to procedure SOPP No:CR-AGR-207-JJK.06.11-1.</p> <p>Solid application performed in Sungai Dua Estate year 2017 with dosage 150 kg/palm/year. Total application plan in 2017 was 2,219,700 kg. Until audit performed, solid application has not been performed and will be performed by June 2017. In year 2016 solid application was 7,174,570 kg ( the plan was 6,973,250 kg).</p> <p>POME or waste water application (land application) in Sungai Dua Estate 2017 was based on Land Application Permit from Regent of Rokan Hilir. Area of and application was 134 ha in 9 block of plantation Sungai Dua Estate (F14-19 and G19-20, E19).</p> <p>There were 12,736 unit of Flatbed in land application area and the rotation of application was 3 times a year withj dosage 750 ton/ha/year according to "SOP</p>	Comply



Criterion / Indicator		Assessment Findings	Compliance
		Aplikasi Effluent SOPP No:CR-AGR-208-EFL.06.11-1".	
<b>Criterion 4.3</b>			
Practices minimise and control erosion and degradation of soils.			
4.3.1	Maps of any fragile soils shall be available. - Major compliance -	Maps of fragile soils were available in "Peta Satuan tanah PT Salim Ivomas Pratama Tbk Sungai Dua Estate and PT Gunung Mas Raya Sungai Rumbia 1 Estate with scale 1:50,000 that explained there are peat soils Haplosaprist in Sungai Dua Estate of 1,282 Ha and Typic Haplosaprist and Typic Haplohemist in Sungai Rumbia 1 Estate of 1,711 Ha. A procedure for peat land management has been established by irganisation in "SOPP AGR-702-PLG.06.11-1" regarding planning, land clearing, planting and maintenance of peat land such as monitoring water table and subsidence of peat soils. PT Salim Ivomas Pratama Tbk Sungai Dua Estate and PT Gunung Mas Raya Sungai Rumbia 1 Estate has developed procedure AGR-701-KTA.06.11.1 SOP Konservasi Tanah dan Air (Conservation of soils and water) to ensure that the management of SIMP group takes care about the practices to minimize and control erosion and degradation of soils and applicable for all companies within the group, including strategy for slope planting.	Comply
4.3.2	A management strategy shall be in place for plantings on slopes above a certain limit (this needs to be soiland climate specific). - Minor compliance -	In procedure n AGR-701-KTA.06.11.1 SOP Konservasi Tanah dan Air (Conservation of soils and water) has determined strategy control erosion particular in slope area, such as: 0 – 5° , 6 – 12° , 13 -20° , and more than 20°, The company has applied silt pit, L shape stacking frond and terracing in slope area to reduce erosion.  However in PT Salim Ivomas Pratama Tbk Sungai Dua Estate and Sungai Rumbia 1 Estate confirmed that there is no sloping area with slope > 15%.	Comply
4.3.3	A road maintenance program shall be in place.	Road maintenance program and progress was made and recorded in "Peta Perawatan Jalan tahun 2017". Road maintenance implementation in Sungai Dua	Comply

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Criterion / Indicator		Assessment Findings	Compliance
	- Minor compliance –	<p>Estate and Sungai Rumbia 1 Estate:</p> <ul style="list-style-type: none"> <li>- Road maintenance realization Sungai Dua Estate and Sungai Rumbia 1 Estate in 2016 by manually, mechanically using Grader/Road Grading and road service by spreading split stone was 3,601 m consist of: Main Road 653 m, Collection Road 2,948 m and stone application 600 m<sup>3</sup> (Main Road 109 m and Collection Road 491 m).</li> <li>- Road maintenance realization in Sungai Dua Estate 2017 year to date April 2017 by mechanically using Grader/Road Grading and road service by spreading split stone was 360,999 m consist of Main Road and Collection Road. The program of road maintenance 2017 was 863,736 m consist of main road and collection road.</li> <li>- Road maintenance realization in Sungai Rumbia 1 Estate 2017 year to date April 2017 by mechanically using Grader/Road Grading and road service by spreading split stone was 155,900 m consist of Main Road and Collection Road. The program of road maintenance 2017 was 268,745 m consist of main road and collection road.</li> </ul> <p>During field visit and audit in Sungai Dua Estate and Sungai Rumbia 1 Estate found that road condition was in good condition and well maintained.</p>	
4.3.4	<p>Subsidence of peat soils shall be minimised and monitored. A documented water and ground cover management programme shall be in place.</p> <p>- Major compliance –</p>	<p>Subsidence of peat soil minimized by water management implementation. Company has create drainage (main drain and collection drain) and water gate in peat soil area in order to manage water level under peat soil surface were keep on level 60 – 80 cm. Subsidence pole and piezometer were installed in several point in peat soil area representing the peat soil depth. Monitoring of subsidence pole performed each semester by Research and Development (R&amp;D) team.</p> <p>Subsidence of peat soil were monitored each semester by installing subsidence pole in Block J-13 Division V, J16 and I16 Division VI. Latest monitoring was conducted</p>	<p>NC # 1483891- 201705-M1</p> <p>CLOSED on 30/11/2017</p> <p>Comply</p>

Criterion / Indicator	Assessment Findings	Compliance
	<p>on 30 January 2017. While piezometer installed in Block J-13 Division V, J16 and I16 Division VI and monitored each month. Monitoring result of subsidence pole and piezometer can be demonstrated during audit.</p> <p>According to SOP Pengelolaan lahan Gambut SOPP No:CR-AGR-702-PLG.06.11-1 drainage system was made by 3 kind of waterways/trench consist of Primary trench (upper wide 3-6 and ground wide 1.2-1.8 with depth 1.8-2.5 m), Secondary trench (upper wide 1.8-2.5 m, ground wide 0.6 – 0.9 m with depth 1.2 – 1.8 m), Tertiary trench (upper wide 1-1.2 m, ground wide 0.5-0.6 m with depth 0.9-1 m). A Number of tertiary trench was depend on field condition, 1 trench for represent 2 – 8 rows of plant.</p> <p>However, during audit found some inconsistency in peat soil management and it subjected to non conformity as below:</p> <ul style="list-style-type: none"> <li>- During field audit, found Subsidence pole in Block J13 Sungai Dua Estate were not properly function</li> <li>- During field audit, found piezometer pole in Block K10 Sungai Rumbia 1 Estate has broken</li> <li>- Water and groundcover monitoring by piezometer measurement was not consistently monitored each month as per procedure/manual both in Sungai Dua and Sungai Rumbia 1 Estate</li> <li>- Subsidence monitoring was not consistently monitored, in addition there were inconsistent data of monitoring result both in Sungai Dua and Sungai Rumbia 1 Estate</li> <li>- During field audit, it was found some area of peat soil in Block L12/13 and L17/18 Sungai Rumbia 1 Estate were not well drainage, there was no field drain made inside the block. According to SOPP No:CR-AGR-702-PLG.06.11-1, drainage shall be created consist of main Drain, Collection drain and field drain to manage peat soil.</li> </ul> <p>Correction and corrective action has been taken by company and verified by auditor</p>	

Criterion / Indicator		Assessment Findings	Compliance
		during NCR visit. The non conformity has been addressed effectively and the status has Closed. Detail of finding and corrective action see 3.3 Details of findings.	
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>The Company has performed the drainability assessment/study on the peat land area for replanting plan of 2017 - 2021. The drainability study performed in Sungai Dua Estate and Sungai Rumbia 1 Estate and carried out by the Research Department from 17 to 19 October 2016 and the report of the study result is finalized on November 2, 2016. From the results studies can be shown that the height of groundwater in the plantation block is still higher than the level of ground water level on the edge of the plantation block, so the drainage is still quite good. The replanting block drainage class of 2017 and 2019 in Sungai Dua Estate and Sungai Rumbia 1 Estate has class 1 and class 2 drainability. The planned replanting of peatlands in Sungai Dua Estate and Sungai Rumbia 1 Estate is still feasible to be planted and the predicted long-term drainability for replanting plans for 2017 is up to 2057 and for replanting by 2019 is predicted until 2047.</p>	Comply
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>Based on soil analysis, there is no other fragile soil besides peat soil. Management strategy for peat soil has been defined in the procedure SOP Pengelolaan lahan Gambut SOPP No:CR-AGR-702-PLG.06.11-1. Peat soil management consist of:</p> <ul style="list-style-type: none"> <li>- Water management by drainage system was made by 3 kind of waterways/trench consist of Primary trench (upper wide 3-6 and ground wide 1.2-1.8 with depth 1.8-2.5 m), Secondary trench (upper wide 1.8-2.5 m, ground wide 0.6 – 0.9 m with depth 1.2 – 1.8 m), Tertiary trench (upper wide 1-1.2 m, ground wide 0.5-0.6 m with depth 0.9-1 m).</li> <li>- Water gate in peat soil area in order to manage water level under peat soil surface were keep on 60 – 80 cm. Subsidence pole and piezometer were installed in several point in peat soil area representing the peat soil depth. Monitoring of subsidence pole performed each semester for subsidence and once</li> </ul>	Comply

Criterion / Indicator		Assessment Findings	Compliance
		a month for piezometer by Research and Development (R&D) team.	
<b>Criterion 4.4</b> <b>Practices maintain the quality and availability of surface and groundwater</b>			
4.4.1	An implemented water management plan shall be in place. - Minor compliance -	Water management plan in Sungai Dua Factory, Sungai Dua Estate and Sungai Rumbia 1 Estate is based on related regulations, best practices and company's KPI. The water management plan of Sungai Dua Factory and supply bases included monitoring of rainfall and all water usage and discharge, including: water supply intake, water usage for boiler, mill process and domestic use, and total effluent. The company provided the water balance, including monitoring of daily water consumption entering mills and plantation. Outgoing waste water into main natural waterways, such as drains, waste water runway, and POME for land application were monitored monthly.	Comply
4.4.2	Protection of water courses and wetlands, including securing and maintaining appropriate riparian and other buffer zones, at the time of or prior to replanting shall be demonstrated. - Major compliance -	PT Salim Ivomas Pratama Tbk Group has developed a procedure to maintain soil fertility and water quality as stated in" SOP AGR-701-KTA.06.11.1 Konservasi Tanah dan Air", stated that prohibits to use agrochemicals along the riparian buffer zone. The auditor observed that it was comply.  Company has continuous terrace for hilly land, individual terrace for wave land, and drainage to collect rain water. based on document review "Penanaman Sempadan" and field visit to riparian zones, company have enriched the vegetation with vertiver grass, Albizia tree, bamboo tree along the riparian area.	Comply

Criterion / Indicator		Assessment Findings	Compliance														
4.4.3	<p>Records for monitoring of effluent especially BOD (Biochemical Oxygen Demand) and efforts to comply with legal requirements, shall be available (see criteria 2.1 and 5.6).</p> <p>- Minor compliance –</p>	<p>Monitoring of effluent especially BOD (Biochemical Oxygen Demand) performed each month by accredited laboratory by Sucofindo Testing Laboratory. Based on the test results of BOD parameters are still below the quality standard in accordance PERMEN-LH No. KEP-51/MENLH/10/1995, Appendix B IV (100 mg/L). The BOD 5 day 20°C level in effluent is monitored monthly. Records for monitoring of effluent especially BOD for year 2016 available, sample taken from 2<sup>nd</sup> Semester as below:</p> <table border="1"> <thead> <tr> <th>2016</th> <th>July</th> <th>Aug</th> <th>Sept</th> <th>Oct</th> <th>Nov</th> <th>Dec</th> </tr> </thead> <tbody> <tr> <td><b>BOD</b> in mg/L &lt;5000</td> <td>3,577</td> <td>1,116</td> <td>2,480</td> <td>2,885</td> <td>1,249</td> <td>3,400</td> </tr> </tbody> </table> <p>This measure was conducted by accredited laboratory Sucofindo Testing Laboratory Pekanbaru.</p>	2016	July	Aug	Sept	Oct	Nov	Dec	<b>BOD</b> in mg/L <5000	3,577	1,116	2,480	2,885	1,249	3,400	Comply
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4.4.4	Monitoring of mill water use per ton of FFB shall be recorded. - Minor compliance –	<p>PT Salim Ivomas Pratama Tbk Sungai Dua Factory recording the mill water use per tonne FFB each month. The record of water use available in "Pemakaian air per metrik FFB". The budget of water use for FFB process sets at 1.5 m3/ton FFB processed.</p> <p>Record for year second semester 2016 seen:</p> <table border="1"> <thead> <tr> <th>Month 2016 SMT I</th> <th>Water usage (m<sup>3</sup>/ton FFB)</th> <th>Month 2016 SMT II</th> <th>Water usage (m<sup>3</sup>/ton FFB)</th> </tr> </thead> <tbody> <tr> <td>January</td> <td>1.5</td> <td>July</td> <td>1.4</td> </tr> <tr> <td>February</td> <td>1.5</td> <td>August</td> <td>1.4</td> </tr> <tr> <td>March</td> <td>1.5</td> <td>September</td> <td>1.4</td> </tr> <tr> <td>April</td> <td>1.4</td> <td>October</td> <td>1.4</td> </tr> <tr> <td>May</td> <td>1.4</td> <td>November</td> <td>1.5</td> </tr> <tr> <td>June</td> <td>1.5</td> <td>December</td> <td>1.5</td> </tr> <tr> <td colspan="3"><b>Average</b></td> <td><b>1.4</b></td> </tr> </tbody> </table> <p>During year 2017 year to date April 2017, ratio of water consumption was 1.4 m3/ton FFB processed.</p>	Month 2016 SMT I	Water usage (m <sup>3</sup> /ton FFB)	Month 2016 SMT II	Water usage (m <sup>3</sup> /ton FFB)	January	1.5	July	1.4	February	1.5	August	1.4	March	1.5	September	1.4	April	1.4	October	1.4	May	1.4	November	1.5	June	1.5	December	1.5	<b>Average</b>			<b>1.4</b>	Comply
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<p><b>Criterion 4.5</b> Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate integrated Pest Management (IPM) techniques.</p>																																			
4.5.1	Monitoring of Integrated Pest Management (IPM) plan implementation shall be available. - Major compliance -	<p>Sungai Dua Estate and Sungai Rumbia 1 Estate has provided procedure for Integrated Pest Management (IPM) plan outlined in SOP-AGR-PHP.06.11-1 Prosedur Pengendalian Hama dan Penyakit/ Control of Pests and Diseases. The procedure aims for controlling pests, diseases and weeds. Implementation of the IPM program is recorded in the Management Plan and Pesticide Use Reports</p> <p>IPM comprises both physical, chemical and biological methods to control several</p>	Comply																																

Criterion / Indicator	Assessment Findings	Compliance
	<p>common pests such as : caterpillars, termites and rats.</p> <p>Biological control for caterpillar consists of planting beneficial plants such as Antigonon leptosus (air mata pengantin), Turnera subulata (bunga pukul delapan), Euphorbia heterophylla (patik emas) and Casia cobanensis. The plants are hosts for caterpillar predator, for example: Eucanthecona sp., Sycaus sp., Chaetoxorista javana, Systropus sp., Brachymera sp., Platynopus sp. The beneficial plants are usually planted on right and left side of the main roads and production roads. Physical control is done by hand picking of caterpillars (larva and pupa stages) and by using light trap at night and fruit trap at day for the moth stage. Chemical control is only used when the pest attack exceeded the threshold, for examples: critical limit for immature palms for species Metisa plana was 5 caterpillars/ frond while critical limits for mature palms was 10 caterpillars/ frond.</p> <p>It was reported in 2017 and until March 2017 that insecticides such as Decis and Delta (active ingredient Deltametrin) were used at Sungai Dua Estate and Sungai Rumbia-1 Estate to control Sethora nitens and Sethosea asigna, while BM Promax and Orthene (active ingredient acephate), Manuver 400 (active ingredient Dimehyppo) were used to control Metisa plana and Mahasena corbetti as stated in Form Sensus dan Pengendalian Hama Pemakan Daun (Census and Control of Leaf Eating Caterpillar).</p> <p>Document of Integrated Pest Management verified during audit such as: "Formulir sensus hama ulat pemakan daun". Early observation of UPDKS (Ulat Pemakan Daun Kelapa Sawit/leaf-eating caterpillars) pests is done daily by Mantri HPT (Hama Penyakit Tanaman/plant pest and disease) and the HPT team. Based on UPDKS census results, in April 2017 there was a caterpillars pest attack with light category (0.1-0.99) of 34 ha in Division I and 1 ha in Division VI and heavy caterpillars pest attack &gt; 1.9 ha occurred in Division I and 7 ha in Division VI.</p> <p>Leaf-eating caterpillars pest control performed by organization by fogging for</p>	



Criterion / Indicator		Assessment Findings	Compliance
		caterpillar phase using Polydor and apply light trap installation for butterfly phase. Evidence of the pest control implementation can be demonstrated. Control is quite effective.	
4.5.2	<p>Training records of Integrated Pest Management (IPM) shall be available.</p> <p>- Minor compliance –</p>	<p>IPM training including pest and disease census training has been carried out by organization on 11 August 2016 and 9 February 2017 both in Sungai Dua Estate and Sungai Rumbia 1 Estate. The training conducted by the Research Department PT Salim Ivomas Pratama Tbk to the IPM team in each division (6 persons per division). Evidence of training can be demonstrated. Training includes: technical implementation of leaf eating caterpillar census, implementation of control, how to do crosscheck after controlling, how to re-control. Training evidence can be demonstrated during audit. Field observation and interview with team HPT workers indicated that they have a sufficient understanding on type of pest and disease including leaf eater caterpillar, census technique, pest and disease control and implementation of integrated pest management.</p>	Comply
<p><b>Criterion 4.6</b> Pesticides are used in ways that do not endanger health or the environment.</p>			

Criterion / Indicator		Assessment Findings				Compliance								
4.6.1	<p>Documented evidence shall be available to show that pesticide used based on regulations and the use of pesticide is specific to target species with appropriate dosage which have minimal impact on non-target species.</p> <p>- Major compliance -</p>	<p>There is a documented justification for all Agrochemical use determining the reason for the use of certain chemicals. There is an updated register which records products used, when required, amounts to be used and frequency of use.</p> <p>The justification of pesticide used in PT Salim Ivomas Pratama Tbk is explained under company procedure. PT Salim Ivomas Pratama Tbk Group shows " SOP- No. AGR-205-PST.06.11-1 Pesticide handling and management procedure. The procedure 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.</p> <p>In procedure also explains selection of pesticide and its active ingredients content, nature of the pesticide and target species; Calculation of actual area implemented per hectare plantation (spray factor), spraying rotation and spraying output; Work equipment, protective equipment and safe working practices.</p> <p>Based on interview with herbicide sprayer and chemical warehouse keeper, they understand the target species and active ingredients to control them. Sprayer shows knowledge on minimizing chemical impact on beneficial weed.</p> <p>Type of pesticide use by Sungai Dua Estate and Sungai Rumbia 1 Estate and its weeds target:</p> <table border="1"> <thead> <tr> <th>Type of Pesticide</th> <th>Active Ingredients</th> <th>Register No.</th> <th>Weeds target</th> </tr> </thead> <tbody> <tr> <td>Garlon 480 EC</td> <td>Triklopir Ester Butoksietil</td> <td>RI. 0103011984695</td> <td>wide leafs weeds</td> </tr> </tbody> </table>				Type of Pesticide	Active Ingredients	Register No.	Weeds target	Garlon 480 EC	Triklopir Ester Butoksietil	RI. 0103011984695	wide leafs weeds	Comply
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Criterion / Indicator		Assessment Findings				Compliance
		Metsulindo 20 WP	Methyl Metsulfuron 20%	RI.01030119991484	narrow leafs weeds	
		Round Up 486 SL	Glyphosate	RI.01030120001560	narrow and wide leafs weeds	
		Starane 290 EC	Floroksipir	RI.0103011988854	wide leafs weeds	
		Gramoxone 276 SL	Paraquat dichloride	RI.0103011975116	Stenohlaena, hard stems weeds, narrow and wide leafs weeds	
		Decis 25 EC	Deltamethrin	RI. 0101011979387	Insect: Spodoptera sp, Catterpillar (Thosea asigna, setora nitens)	
		Elang 480 SL	Glyphosate	RI.0103011994170	narrow and wide leafs weeds	
		Delta 25 EC	Deltametrin	RI.01010120021684	Insect	
		Regent 50 SC	Fipronil 50 g/l	RI.01010119951192	Termites insect	
		BM Promax 75 SP	Asefate 75%	RI.01010120031814	Caterpillar (ulat kantong)	
		Polydor 25 EC	Lamda sihalotrin	RI.01010120041994	Catterpillar (ulat api)	

Criterion / Indicator		Assessment Findings				Compliance																																																															
4.6.2	<p>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 available.</p> <p>- Major compliance -</p>	<p>Record of the use of pesticides and herbicides are constantly monitored, including the calculation of LD 50 and toxicity, recorded in Estate Monthly Report and the last period of May 2017.</p> <p>Record of pesticides used in Sungai Dua Estate:</p> <table border="1"> <thead> <tr> <th rowspan="2">Type of Pesticide</th> <th rowspan="2">Active Ingredients</th> <th colspan="2">Total Application</th> <th>Application per ha</th> <th rowspan="2">LD50 mg/kg bw mouth</th> </tr> <tr> <th>2016</th> <th>2017 (ytd May)</th> <th>2016</th> </tr> </thead> <tbody> <tr> <td>Garlon 480 EC</td> <td>Triklopir Butoksietil Ester</td> <td>415</td> <td>196</td> <td>0.090</td> <td>1,100</td> </tr> <tr> <td>Metsulindo 20 WP</td> <td>Methyl Metsulfuron 20%</td> <td>96</td> <td>61</td> <td>138.88</td> <td>&gt; 5,000</td> </tr> <tr> <td>Round Up 486 SL</td> <td>Glyphosate</td> <td>129</td> <td>0</td> <td>0.184</td> <td>&gt; 5,000</td> </tr> <tr> <td>Starane 290 EC</td> <td>Floroksipir</td> <td>675</td> <td>392</td> <td>0.046</td> <td>3,738</td> </tr> <tr> <td>Gramoxone 276 SL</td> <td>Paraquat dichloride</td> <td>1,109</td> <td>0</td> <td>0.241</td> <td>112 – 150</td> </tr> <tr> <td>Decis 25 EC</td> <td>Deltamethrin</td> <td>126</td> <td>0</td> <td>0.300</td> <td>630 - 757</td> </tr> <tr> <td>Elang 480 SL</td> <td>Glyphosate</td> <td>2,656</td> <td>1,776</td> <td>0.184</td> <td>4,320</td> </tr> <tr> <td>Regent 50 SC</td> <td>Fipronil 50 g/l</td> <td>38</td> <td>4</td> <td>0.010</td> <td>&gt; 2,000</td> </tr> <tr> <td>BM Promax 75 SP</td> <td>Asefate 75%</td> <td>1,232</td> <td>1,149</td> <td>0.001</td> <td>1486,33</td> </tr> </tbody> </table>				Type of Pesticide	Active Ingredients	Total Application		Application per ha	LD50 mg/kg bw mouth	2016	2017 (ytd May)	2016	Garlon 480 EC	Triklopir Butoksietil Ester	415	196	0.090	1,100	Metsulindo 20 WP	Methyl Metsulfuron 20%	96	61	138.88	> 5,000	Round Up 486 SL	Glyphosate	129	0	0.184	> 5,000	Starane 290 EC	Floroksipir	675	392	0.046	3,738	Gramoxone 276 SL	Paraquat dichloride	1,109	0	0.241	112 – 150	Decis 25 EC	Deltamethrin	126	0	0.300	630 - 757	Elang 480 SL	Glyphosate	2,656	1,776	0.184	4,320	Regent 50 SC	Fipronil 50 g/l	38	4	0.010	> 2,000	BM Promax 75 SP	Asefate 75%	1,232	1,149	0.001	1486,33	Comply
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Criterion / Indicator		Assessment Findings						Compliance
		Polydor 25 EC	Lamda sihalotrin	942	0	0.300	632 – 696	
		Record of pesticides used in Sungai Rumbia 1 Estate:						
		Type of Pesticide	Active Ingredients	Total Application		Application per ha	LD50 mg/kg oral	
				2016	2017 (ytd May)			
		Garlon 480 EC	Triklopir Butoksietil Ester	102.75 L	31.32 L	0.090	1,100	
		Metsulindo 20 WP	Methyl Metsulfuron 20%	138.88 L	37.38 L	138.88	> 5,000	
		Round Up 486 SL	Glyphosate	0.89 L	-	0.184	> 5,000	
		Starane 290 EC	Floroksipir	0.22 L	221.86 L	0.046	3,738	
		Gramoxone 276 SL	Paraquat dichloride	941.59 L	608.70 L	0.241	112 – 150	
		Decis 25 EC	Deltamethrin	4.60 L	-	0.300	630 - 757	
		Elang 480 SL	Glyphosate	3,032.92 L	970.76 L	0.184	4,320	
		Regent 50 SC	Fipronil 50 g/l	17.08 L	10.52	0.010	> 2,000	
		BM Promax 75 SP	Asefate 75%	2,197.13	1,134.23 kg	0.001	1486,33	
		Polydor 25 EC	Lamda sihalotrin	1,395.35	2,413.45 L	0.300	632 – 696	

Criterion / Indicator		Assessment Findings	Compliance
4.6.3	<p>Any use of pesticides shall be minimized 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 Indonesia Best Practice guidelines.</p> <p>- Major compliance -</p>	<p>There is no used of prophylactic use of pesticides throughout the company.</p> <p>The use of pesticides has been minimised as part of a plan, and in accordance with Integrated Pest Management (IPM) plans. Use of pesticides in the field was always lower than the planned budget. It also shows the company's commitment to always reduce pesticide usage and give priority to the prevention of mechanical, biological and integrated pest management.</p> <p>Company no longer use the paraquat pesticide since May 2017 according to "Memorandum No. 018/SW/02/2017" dated 7 February 2017. In the memorandum explained that Paraquat is no longer allowed to be used, instead using WIN 20 WG (metsulfuron) mixed with LVA Emulsion Surfactants (Alcohol Polyglycol ether).</p>	Comply
4.6.4	<p>The evidence shall be available to demonstrate that use of Pesticides, categorized in Class 1A or 1B by World Health Organization, or those are listed in the Stockholm and Rotterdam Conventions, and paraquat are not used, except in specific situations identified in national Best Practice guidelines. The use of such pesticides shall be minimized and eliminated as part of a plan, and shall only be used in exceptional circumstances.</p> <p>- Minor compliance -</p>	<p>The company has demonstrated to reduce using paraquat and no using pesticides as categorized Class IA or 1B.</p> <p>Paraquat is no longer use by PT Salim Ivomas Pratama Tbk and PT Gunung Mas Raya, both Sungai Dua Estate and Sungai Rumbia 1 Estate since May 2017. Data of Paraquat used has been provided since 2014. Budget of Paraquat is decreased every year. It was observed that Paraquat used was under the target. To reduce Paraquat use, Estates implement Selective Spraying and Site Specific which agrochemical is only used in targeted weeds, no spraying in riparian buffer zones.</p> <p>Company no longer use the paraquat pesticide since May 2017 according to "Memorandum No. 018/SW/02/2017" dated 7 February 2017. In the memorandum explained that Paraquat is no longer allowed to be used, instead using WIN 20 WG (metsulfuron) mixed with LVA Emulsion Surfactants (Alcohol Polyglycol ether).</p>	Comply
4.6.5	<p>Evidence of pesticide application by trained person and in accordance with application guidelines in product label and storage guidelines</p>	<p>All pesticide operators in Sungai Dua Estate and Sungai Rumbia 1 Estate had been given training on the handling and application of the pesticides. Appropriate safety</p>	NC# 1483891-

Criterion / Indicator	Assessment Findings	Compliance
<p>shall be available. Appropriate safety equipment shall be provided and utilized. All precautions attached to the products shall be properly observed, applied, and understood by workers (see Criterion 4.7).</p> <p>- Major compliance -</p>	<p>and application equipment had been provided and used by the operators.</p> <p>All precautions attached to the product/MSDS had been observed, applied and understood by chemical storekeepers, supervisors and sprayers.</p> <p>Programme and training records had been verified to be satisfactory. Training on limited pesticide use "Pelatihan Pestisida Terbatas" has been performed by company cooperate with "Komisi Pengawasan Pupuk dan Pestisida Kabupaten Rokan Hilir" on 1<sup>st</sup> February 2016 "Sertifikat Pelatihan Pestisida Terbatas" for chemical storekeepers, supervisors and sprayers were available and valid for 5 years. Company also has a program to refresh the training of pesticide handling for all operator which performed by each field assistant.</p> <p>However, during audit found some poor condition and subjected to non conformity as below:</p> <ul style="list-style-type: none"> <li>- During field audit, almost all pesticide operator didn't understand related MSDS and active ingredients of herbicide they used.</li> <li>- There is no sufficient evidence that pesticide operator interviewed during field audit has been properly trained such as:               <ul style="list-style-type: none"> <li>- In Sungai Dua Estate: Misnah, Ngatinem, Erna Kusmiyatin, Gina, Lisma Damiyati, Parni, Aminah, Rosmaida Silaban, Saminem, Riana Panjaitan</li> <li>- In Sungai Rumbia 1 Estate: Rumina P, Husaini, Masitoh, Sapriyana, Waini, Kristina</li> </ul> </li> </ul> <p>Rootcause analysis, correction and corrective action has taken by company to addressed the non conformity. Auditor has verified the effectiveness of corrective action and the NC status has been Closed. See 3.3 detail of findings.</p>	<p>201705-M2</p> <p>Closed on 30/11/2017</p> <p>Comply</p>
<p>4.6.6 Storage of pesticides shall be according to recognised best practices. All pesticides</p>	<p>PT Salim Ivomas Pratama Tbk Sungai Dua Estate and Sungai Rumbia 1 Estate has a procedure CR-AGR-205-PST.06.11-1 dated 31 August 2013 which regulated the</p>	<p>Comply</p>

Criterion / Indicator	Assessment Findings	Compliance
<p>containers shall be properly managed according to the existing regulations and or instructions enclosed on the containers (see criterion 5.3).</p> <p>- Major compliance -</p>	<p>pesticide storage according to Indonesia best practices. The company already had a Pesticides warehouse and pesticide containers washing and bathing places for the sprayers. Based on a field visit to the Pesticides Warehouse, it was found that: Permanent Buildings, A good ventilation, Permanent floor is cemented, the floor of the mixing of pesticides using ceramics, and equipped with a "spillage trap", eye wash shower, first aid box, PPE and Fire extinguisher are provided.</p> <p>Operation control:</p> <p>MSDS are available for all types of existing pesticides. The pesticide management and safety instructions are available. A package management/ used pesticide package is available. Water wash of pesticides containers collected in "spillage trap".</p> <p>The flow of waste water is channeled and stored so that it is not discharged into the environment. The water used is used for its dilution.</p> <p>A package management / used pesticide package:</p> <p>Pesticide packages were clean washed in a wash basin, then, it was dried in a provided place. Dried packages were stored in temporary warehouse before being taken/sent by a third party who has a license, namely PT Primaru Jaya according to "Keputusan Menteri Lingkungan Hidup Nomor 234 tahun 2011 tentang Izin Pengumpul Limbah Bahan Berbahaya dan Beracun" and "Keputusan Dirjen Perhubungan Darat Nomor: SK.501/AJ309/DJPD/2015 tentang Pelaksanaan Izin Penyelenggaraan Angkutan Barang Khusus untuk mengangkut barang berbahaya".</p> <p>The company had a procedure of waste pesticide management which is SOP of hazardous waste management SOP- No. AGR-207-LB3.06. 11-1.</p>	
<p>4.6.7 Application of pesticides shall be by proven methods that minimize risk and negative impacts.</p>	<p>Based on field visit to Sungai Dua Estate and Sungai Rumbia 1 Estate, spraying team using sign board indicating spraying/herbicide application is in progress for a block. Spraying supervisor was pre-mixing the herbicide in the chemical warehouse,</p>	<p>Comply</p>



Criterion / Indicator		Assessment Findings	Compliance
	- Minor compliance -	<p>transport the mixed chemical via truck, using cone and spill tray on the field to minimize spillage. The type and dosage of herbicide are carefully measured and prepared for targeted weed control; circle and path spray or selective weeding (wooden, bracken, or VOP).</p> <p>Nozzle calibration conducted regularly (each month) and the record were evident. Latest nozzle calibration conducted on 27 April 2017.</p> <p>Sprayers and spraying supervisor are trained with limited pesticide training, best management practice for weed control, spraying techniques, using PPE and received regular medical check up. Latest training of limited pesticide training conducted on 26 – 28 January 2016. Clean water and soap on the field are provided for sprayer.</p> <p>Field supervisor was equipped with first aid kit for the first aid medication.</p>	
4.6.8	<p>Pesticides may only be applied aerially where there is a documented justification. Surrounding communities shall be informed of impending aerial pesticide applications with all relevant information within reasonable time prior to application.</p> <p>- Major compliance -</p>	There is no aerial application of pesticide throughout the company plantation.	N/A
4.6.9	<p>Evidence of training on handling pesticide for workers and scheme smallholder (if any) shall be available.</p> <p>- Minor compliance -</p>	<p>No scheme smallholders associated with company.</p> <p>Company provides limited pesticide training for sprayers. Latest training on limited pesticide use "Pelatihan Pestisida Terbatas" conducted on 26 – 28 January 2016 cooperated with "Komisi Pengawasan Pupuk dan Pestisida (KP3) Provinsi Riau". Material Safety Data Sheets (MSDS) were evident for all chemicals used and are available at the storage and areas of mixing.</p>	Comply

Criterion / Indicator		Assessment Findings	Compliance
		During interview with spraying workers in the field, indicated that they have a sufficient understanding related to pesticide handling such as: active ingredients, MSDS, spraying technique, weeds target, safe working practice, etc.	
4.6.10	<p>Proof that pesticide waste has been handled as per legal regulations and understood by worker and manager, shall be demonstrated.</p> <p>- Minor compliance -</p>	<p>Pesticide handling including pesticide waste handling has been defined in procedure "CR-AGR-205-PST.06.11-1 dated 31 August 2013 – Pesticide handling and Management".</p> <p>Pesticide Waste have been identified and documented under the "Evaluasi Aspek-Dampak Lingkungan" (Environmental Aspect impacts). PT Salim Ivomas Pratama Tbk has a waste management plan, identifying type and source of waste and the disposal plan.</p> <p>Company has prepared a procedure to handle hazardous waste titled "Prosedur Penanganan Limbah B3" SOP- No. AGR-207-LB3.06. 11-1. explains methods to collecting the waste, recording in balance and disposal through licensed third party transporter.</p> <p>The company store hazardous waste in temporary storage with permit, The hazardous waste is sent to the registered collector/transporter which approved by Environmental Ministry, namely PT Primanru Jaya.</p> <p>Based on interview with workers who are handling of pesticides that they understood of disposed empty containers pesticides, such as: Empty chemical containers re-used only for mixing purposes, unusable are triple rinsed, punctured and disposed to the approval collector.</p>	Comply
4.6.11	Annual medical records of pesticide operators, and follow-up treatment of medical results, shall be available.	Company provides medical check up for workers related to agrochemical and fertilizer. The test covers blood hematology (incl. cholinesterase), urine test, liver function, kidney function, and respiratory checks. The latest medical check up carried out 5 – 7 December 2016 both in Sungai Dua Estate and Sungai Rumbia 1	Comply

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	<p>Estate.</p> <p>Medical check up performed by "UPTD Laboratorium Kesehatan Daerah" against workers consist of Sungai Rumbia 1 Estate: 2 agrochemical storage workers, 30 spraying workers, 2 spraying foreman, 59 fertilizing workers and 2 fertilizing foreman; Sungai Dua Estate: 2 agrochemical storage workers, 32 spraying workers, 2 spraying foreman, 28 fertilizing workers and 2 fertilizing foreman</p> <p>Based on MCU result by cholinesterase check, all workers indicated normal and there is no worker with signs of intoxication the health status of sprayers are fit to work.</p> <p>Interviews with the pesticides handlers and workers present were conducted during on-site field visits.</p> <p>Based on the feedback received and observation made, they did not display any symptoms of toxic reactions such as skin disorders, rashes, mouth and throat pains, breathing difficulties or nail discolorations.</p> <p>The company has also conducted audiometric test for their workers who are worked in noise level areas, the result seen that "normal level".</p>	
4.6.12	<p>Records shall be available to show that spraying is not conducted by pregnant or breast-feeding women.</p> <p>- Major compliance -</p>	<p>Estate management conducting monthly pregnancy check for all female worker (sraying gang and fertilizer applicator) by test pack. Record of monthly pregnancy check recorded in "PP Test Pada Karyawan Semprot dan Pupuk". The last pregnancy performed on January 2017 for 122 employees in Sungai Dua Estate.</p> <p>Based on pregnancy test indicated that there is no positive pregnant and all negative. Based on interview with female worker, its confirmed that no pregnant and/or breast-feeding involved in chemical/pesticides, they are transferred to other duties.</p> <p>However During audit cannot be demonstrated that all sprayer workers in Sungai Rumbia 1 Estate has pregnant examination to ensure pregnant or breast-feeding</p>	<p>NC# 1483891- 201705-M3</p> <p>Closed on 30/11/2017</p> <p>Comply</p>

Criterion / Indicator		Assessment Findings	Compliance
		women were not conducting spraying job.  Rootcause analysis, correction and corrective action has taken by company to address the non conformity. Auditor has verified the effectiveness of corrective action and the NC status has been Closed. See 3.3 detail of findings.	
<b>Criterion 4.7</b>			
An occupational health and safety plan is documented, effectively communicated and implemented.			
4.7.1	A health and safety policy shall be in place. A health and safety plan shall be documented and implemented, and its effectiveness monitored.  - Major compliance -	<p>Top management of PT Salim Ivomas Pratama Tbk Group Sungai Dua factory and its supply bases has issued the environmental, health and safety policies as stated in Policy of Sustainable Palm Oil of PT Salim Ivomas Pratama Tbk Group signed by their Board of Directors on March 1, 2012. This policy is written in an Integrated Manual of Management System For Environment, Health and Safety No. MT-SIMP-01 rev 02 which was updated on Feb 4, 2013.</p> <p>A health and safety plan is available and covers all activities for mill and estates, which is written into Health and Safety Annual Programs and its Monitoring in 2016 (Form No. FORM/PROS-01/03). This program has been communicated to the team management of the mill and estates during the management review meeting.</p> <p>The auditor checked the record of the management review meeting conducted on January 09, 2017.</p> <p>However, some uncontrolled condition related to OHS Implementation found during audit:</p> <ul style="list-style-type: none"> <li>- Working permit system was not covering activity in WTP area Sungai Dua Factory due to fatality accident in year 2016</li> <li>- Hydrant Hose in Kernel Station Sungai Dua Factory found un-functioned</li> </ul>	<p>NC# 1483891- 201705-M4</p> <p>Closed on 30/11/2017</p> <p>Comply</p>

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> <li>- Risk assessment was not cover all risk in WTP area intake Sungai Dua Factory such as swimming or diving for process equipment repairing</li> <li>- Ex Herbicide container found in inapropriate place in Fertilizer warehouse Sungai Rumbia 1 Estate</li> <li>- Inapropriate PPE usage particularly Masker in Herbicide Warehouse found both in Sungai Dua Estate and Sungai Rumbia 1 Estate</li> </ul> <p>Rootcause analysis, correction and corrective action has taken by company to addressed the non conformity. Auditor has verified the effectiveness of corrective action and the NC status has been Closed. See 3.3 detail of findings.</p>	
4.7.2	<p>A documented risk assessment shall be available and its implementation shall be recorded.</p> <p>- Major compliance -</p>	<p>Company has document risk assessment, including for boiler operation, sterilizer operation, generator set operation, loading ramp activity, cleaning of CPO storage tank, chemical mixing, fertilizer warehouse, herbicide and pesticide sprayer, harvesting, road maintenance, HCV Monitoring, Boundary Monitoring, land application maintenance, etc.</p> <p>The company has conducted HIRADC for all areas and it was observed that the workers understood their risk, last risk assessment updated in January 9<sup>th</sup>, 2017 in Sungai Dua Estate.</p> <p>In Sungai Rumbia-1 estate, risk assessment updated in February 06<sup>th</sup>, 2017.</p> <p>In Sungai Dua Factory updated in February 25<sup>th</sup>, 2017 by OHS expert and approved by Mill Manager.</p> <p>Engineering control was implemented to prevent hearing loss, e.g. install noise reduction agent and administrative by erected signboard of noise area, as described in Risk Assessment.</p>	Comply

Criterion / Indicator		Assessment Findings	Compliance
4.7.3	<p>Records of Occupational Health and Safety (OHS) program (see 4.8) and Personal Protective Equipment (PPE) training in accordance with the result of hazard identification and risk analysis shall be available to all workers.</p> <p>- Major compliance -</p>	<p>Records of Occupational Health and Safety (OHS) program available in "Program Kerja P2K3 2017" approved by Estate Manager and Mill manager, including to reduce working accident, OHS campaign, meeting of OHS committee, medical surveillance to certain workers.</p> <p>Training and monitoring regarding PPE usage has conducted in accordance to risk Assessment conducted on monthly based as recorded on January, February, March and April, 2017. Muster morning consist PPE checking conducted on daily basis.</p> <p>OHS Program available covering OHS socialization, implementation, monitoring and measurement including regular Training PPE which is conducted every Monday as Toolbox meeting and inspection of PPE usage.</p> <p>Interview with the workers both in mill and estate indicated that they have understand and aware regarding the OHS training program. They have follow the training and have a sufficient understanding on safety regulation, how to working safety and other OHS requirement.</p>	Comply
4.7.4	<p>The responsible person(s) for occupational health and safety shall be identified and there shall be records of periodical meetings on health and safety issues.</p> <p>- Major compliance -</p>	<p>Sungai Dua Estate:</p> <p>Company assigned Mr. Heri Dermawan as responsible person for occupational Health and safety implementation for Sungai Dua Estate. Periodical meeting conducted on monthly base regularly. Meeting on January - March 2017 were evident discussing health &amp; safety issues, such as: nearmiss report evaluation, accident report evaluation and the corrective action taken to prevent the nearmiss and accident.</p> <p>Sungai Rumbia 1 Estate:</p> <p>Mr. Ismail assigned as OHS Specialist who responsible for OHS implementation in Sungai Rumbia-1 Estate. Record of periodical meeting available, for example meeting on March 15<sup>th</sup>, 2017 discussion regarding accident recording, updating PPE</p>	Comply

Criterion / Indicator		Assessment Findings	Compliance
		<p>Checklist, monitoring of PPE handover to workers.</p> <p>Sungai Dua Factory:</p> <p>Mr. Ramses Simanjuntak assigned as responsible person for OHS implementation. Record of periodical meeting available, for example meeting on January 07<sup>th</sup>, 2017 discussion regarding accident recording, updating PPE Checklist, monitoring of PPE handover to workers.</p>	
4.7.5	<p>A procedure for emergency and work accident shall be available in Indonesian Language; and the workers, who have attended First Aids training, are available in the working areas.</p> <p>- Minor compliance -</p>	<p>Company has a procedure for emergency and work accident, consist of: Accident Handling, Investigation and Occupation illness procedures No.SIMP-PROS-25, Emergency preparedness and Emergency incident Reporting SIMP-PROS-24.</p> <p>Those procedures is socialized and available in notice board in site, during interviewed with workers, it was seen that they understood the emergency and accident procedures. Emergency call phone also is available in all site operation. Every accident shall be investigated, during audit can be demonstrated the accident investigation.</p> <p>Assigned trained in First Aid sighted present with First Aid Kit available in various workplace on monthly based. Records of accidents were found well-kept and presented to the board during the monthly notice board.</p> <p>Training first aid Kit has been conducted for field foreman/supervisor. The person who served as the first aider and brought the first aid kit was the Foreman/Mandor, so that the handling of related minor accidents requiring first aid carried by the foreman/Mandor. During interview and field visit Foreman/mandor can be demonstrated that they have sufficient understanding of first aid handling and has equipped by first aid kit. First aid training conducted to all field foreman/mandor as recorded on July 14<sup>th</sup>, 2017.</p> <p>Mr. Jacobus J. Ginting assigned as certified First aider in Sungai Dua Factory, hold</p>	<p>NC# 1483891- 201705-N1</p> <p>Closed on 30/11/2017</p> <p>Comply</p>

Criterion / Indicator		Assessment Findings	Compliance
		<p>certificate number 625/P3K/III/12 since March 2013 by Ministry of Manpower and Transmigration Republic Indonesia. He old certificate as general OHS Expert/ Specialist.</p> <p>However in Sungai Dua Estate there was no accident investigation regarding accident case on 02 February 2017 on behalf of Mr. Heriadi (Security). First aid training has not been conducted for field workers particularly for supervisor both in Sungai Dua Estate, Sungai Rumbia 1 Estate and SUNgai Dua Factory, most of them didn't understand related first aid mechanism.</p> <p>Rootcause analysis, correction and corrective action has taken by company to addressed the non conformity. Auditor has verified the effectiveness of corrective action and the NC status has been Closed. See 3.3 detail of findings.</p>	
4.7.6	<p>All workers shall be provided with medical care, and covered by accident insurance (see criterion 6.5.3).</p> <p>- Minor compliance –</p>	<p>All workers in Sungai Dua Factory, Sungai Dua Estate and Sungai Rumbia 1 Estate provided with medical care, and covered by accident insurance (BPJS Kesehatan and Company Medical Facility).</p> <p>Example are Ricky Yuliandita, Sustainability staff since October 07<sup>th</sup>, 2016 has provided by BPJS since 03-03-2017 since he has a personal medical insurance before join company.</p>	Comply
4.7.7	<p>Occupational injuries shall be recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance</p>	<p>Lost time injuries recorded and reported to authorized party, as defined in OHS Committee report in three monthly period. During year 2016, total lost time injuries was 2 (two) days. During year 2017 year to date April 2017 total lost time injuries was 15 days.</p>	Comply
<p><b>Criterion 4.8</b> All staff,workers, smallholders and contract workers are appropriately trained.</p>			



Criterion / Indicator		Assessment Findings	Compliance
4.8.1	<p>Records of training program related to the aspects of RSPO Principles and Criteria shall be available.</p> <p>- Major compliance -</p>	<p>The management of PT Salim Ivomas Pratama Tbk Sungai Dua Factory and its supply bases (Sungai Dua Estate and Sungai Rumbia 1 Estate) has a procedure to improve the competency of its workers and subcontractors through the procedure SOP-EHS-037 <i>Pelatihan Bagi Karyawan dan Kontraktor</i> (Training for worker and subcontractor). The procedure mentions the training mechanism for its workers and subcontractors in accordance to achieve adequate competencies. Training programmes are formulated on yearly basis and were available for 2017, and below is the training list.</p> <ul style="list-style-type: none"> <li>- Occupational Health and Safety</li> <li>- Personnel Protective Equipment/PPE</li> <li>- Toxic and Hazardous Substances Management</li> <li>- Toxic and Hazardous Waste Management</li> <li>- Agrochemical Handling</li> <li>- Spraying and Fertilizing Practices</li> <li>- Integrated Pest Management</li> <li>- HCV Monitoring</li> <li>- Fire Prevention and Control</li> <li>- Contractor Safety Management System (CSMS)</li> <li>- Green House Gases Identification and Mitigation</li> <li>- Supply Chain Mass Balance and SAP program</li> <li>- CSR Monitoring and Implementation</li> </ul> <p>These trainings were held during Jan-March 2017 which was followed by related</p>	<p>NC# 1483891- 201705-M5</p> <p>Closed on 30/11/2017</p> <p>Comply</p>

Criterion / Indicator		Assessment Findings	Compliance
		<p>participants of the mill and the estates. The organization has assessed and evaluated the effectiveness of training for all trainings held.</p> <p>All training records, including attendance lists, photographs and training materials were available and properly maintained. The mill and the estate managers keep the individual training records of all employees.</p> <p>However during audit found some inconsistency ad subjected to nonconformity as below:</p> <ul style="list-style-type: none"> <li>- Training record fo each employee related to RSPO aspect of Principle &amp; Criteria was not available in Sungai Dua Estate, Sungai Rumbia 1 Estate and Sungai Dua Palm Oil Mill.</li> <li>- Training need matrix for each employee related to RSPO aspect of Principle &amp; Criteria was not available in Sungai Rumbia 1 Estate and Sungai Dua Palm Oil Mill.</li> </ul> <p>Rootcause analysis, correction and corrective action has taken by company to addressed the non conformity. Auditor has verified the effectiveness of corrective action and the NC status has been Closed. See 3.3 detail of findings.</p>	
4.8.2	<p>Records of training for each employee shall be maintained.</p> <p>- Minor compliance –</p>	<p>Training records consist of the certificates, attendances and training materials were kept in individual operating units, e.g. training record for Mr. Ahmad Dirin Nasution (store keeper) and Mr. Chairil Anwar (engine room) operator found detail training record in Daftar Kompetensi Karyawan including date of training and certificate.</p> <p>From the record of training, Mr. Ahmad Dirin Nasution has been follow the training of Occupational Health and Safety, Personnel Protective Equipment/PPE, Toxic and Hazardous Substances Management, Toxic and Hazardous Waste Management, Agrochemical Handling. While Mr. Chairil Anwar has been follow the training Occupational Health and Safety, Personnel Protective Equipment/PPE, Toxic and</p>	<p>NC# 1483891- 201705-N2</p> <p>Closed on 30/11/2017</p> <p>Comply</p>

Criterion / Indicator		Assessment Findings	Compliance
		<p>Hazardous Waste Management, Agrochemical Handling, Fire Prevention and Control.</p> <p>Sungai Dua and Sungai Rumbia Estate also has record all the training for each employee. During audit, the record of training for each employee can be demonstrated. Most of employee has follow the training of: Occupational Health and Safety, Personnel Protective Equipment/PPE, Toxic and Hazardous Waste Management.</p> <p>However training record for some employee was not consistently maintained, such as: training record for sample on behalf Ahmad Dirin Nasution (Store Keeper), Suyatno (workshop) and Mr. Temu (emplasment mandore) in Sungai Dua Estate were not available.</p> <p>Rootcause analysis, correction and corrective action has taken by company to addressed the non conformity. Auditor has verified the effectiveness of corrective action and the NC status has been Closed. See 3.3 detail of findings.</p>	
Principle 5: Environmental responsibility and conservation of natural resources and biodiversity			
Criterion 5.1			
<b>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.</b>			
5.1.1	<p>Environmental impact assessment document(s) shall be available.</p> <p>- Major compliance -</p>	<p>PT Salim Ivomas Pratama Tbk Sungai Dua Factory and Sungai Dua Estate have performed the Environmental Impact Assessment/EIA and presented in "Analisis Mengenai Dampak Lingkungan/AMDAL, Rencana Kelola Lingkungan dan Rencana Pemantauan Lingkungan (RKL-RPL)". The environment document have approved by Agricultural Ministry of Indonesia based on Decree of Agricultural Ministry No.</p>	Comply

Criterion / Indicator	Assessment Findings	Compliance
	<p>RC.220/1052/B/VI/93, dated June 22, 1993.</p> <p>PT Gunung Mas Raya – Sungai Rumbia 1 Estate have performed the Environmental Impact Assessment/EIA presented in “Studi Evaluasi Lingkungan”. The environment document have approved by Agricultural Ministry of Indonesia based on Decree of Agricultural Ministry No. SEL.Re 220/1261/B/VII/93 dated 28 Juli 1993.</p> <p>AMDAL/ EIA information covers the activities such as building new roads, processing mills or other infrastructure, drainage or irrigation systems; replanting and/or expansion of planting areas; management of mill effluents; management of pests and diseased. The key points of EIA such as: identify key environmental issues and concerns of interested parties; identifying and evaluating of the impacts; mitigating measures and proposed action to prevent or minimize the potential adverse effects of the activities; and issuing the environmental management plan. The assessment covered both the mill and the two estates of Sungai Dua and Sungai Rumbia 1 Estates.</p> <p>As part of getting the approval from the Agricultural Ministry, the company has conducted the presentation of AMDAL/EIA document and discussed with relevant stakeholders.</p> <p>The AMDAL/EIA includes the mitigation of negative impacts and improves the positive impact. The negative impacts for the environment such as pollution to the soil, water surface, and air. These impacts was specifically mentioned in the EIA report as well as in the activity of Aspect and Impact Assessmert. To control both negative and positive impacts the company has provided a comprehensive management plan and written in the other document namely the Environmental Management and Monitoring Plan or Rencana Kelola Lingkungan-Rencana Pemantauan Lingkungan (RKL-RPL) which is the counter measures of what has been indicated in EIA.</p> <p>The RKL-RPL report shall be updated twice a year as described in Laporan</p>	

Criterion / Indicator		Assessment Findings	Compliance
		<p>Monitoring Rencana Kelola dan Pemantauan Lingkungan / RKL-RPL (Monitoring Report of Environmental Management and Monitoring Program). The document shall be submitted to Badan Pengendali Dampak Lingkungan Daerah/BAPEDALDA or Local Environmental Impact Assessment Agency every semester (6 months).</p> <p>The company also has identified waste of product and source of pollutions then documented into "Identifikasi Aspek dan Dampak dan Bahaya Lingkungan", updated on January 09<sup>th</sup>, 2017 in each unit operation, such as: estate and mill, this document covering all operation in Estates and mill.</p>	
5.1.2	<p>Environment management plan document to prevent negative impacts, its implementation report and revision (if the identification of impact requires changes in current company's practices) shall be available. The company's management shall appoint the responsible person(s) for the implementation of the document.</p> <p>- Minor compliance -</p>	<p>As guidance for environmental management plan to prevent negative impacts, company has document environmental management plan "Rencana Pengelolaan Lingkungan (RKL). The document have been approved by Agricultural Ministry of Indonesia based on Decree of Agricultural Ministry No. RC.220/1052/B/VI/93, dated June 22, 1993 for PT Salim Ivomas Pratama Tbk – Sungai Dua Factory and Sungai Dua Estate and Decree of Agricultural Ministry No. SEL.Re 220/1261/B/VII/93 dated 28 Juli 1993 for PT Gunung Mas Raya – Sungai Rumbia 1 Estate.</p> <p>The environment management document explains activity components, type of impacts, impact management (program, project, technical), location and target for management.</p> <p>Company has prepared report on Environmental Management and Monitoring implementation (Laporan RKL-RPL) and submit to the government regularly (per semester), e.g RKL-RPL report semester II 2016 (Period June – December 2016) "Laporan Pelaksanaan Izin lingkungan". Report submitted to Head of Environmental Officer Rokan Hilir Regency on March 24<sup>th</sup>, 2017.</p> <p>Company appointed Estate/Mill Manager as a responsible person for the implementation of the environmental management plan document.</p>	Comply

Criterion / Indicator		Assessment Findings	Compliance
5.1.3	<p>Environment monitoring plan document, its implementation report, and the corrective plan (if non-conformance arised from the monitoring result) shall be available. This plan is reviewed on two-yearly basis.</p> <p>- Minor compliance –</p>	<p>Environment monitoring plan document were available in Environmental Monitoring plan (RPL-Rencana Pemantauan Lingkungan) document. Document has been approved by Agricultural Ministry of Indonesia based on Decree of Agricultural Ministry No. RC.220/1052/B/VI/93, dated June 22, 1993 for PT Salim Ivomas Pratama Tbk – Sungai Dua Factory and Sungai Dua Estate and Decree of Agricultural Ministry No. SEL.Re 220/1261/B/VII/93 dated 28 Juli 1993 for PT Gunung Mas Raya – Sungai Rumbia 1 Estate.</p> <p>All management plan has been well implemented by company according to RKL document. The auditor team has reviewed the monitoring plan and found it was well implemented and monitored accordingly. This document was available at mill and all estates. The implementation report has been reviewed each semester by company management. Company has prepared implementation report of environmental management and monitoring each semester.</p> <p>The report submitted to government agency such as: Report for Semester II 2016 has submitted to Head of Environmental Officer Rokan Hilir Regency on March 24<sup>th</sup>, 2017.</p> <p>The report have explained the monitoring implementation, the evaluation (trend, critical and compliance evaluation) – as regulated under Keputusan Menteri Lingkungan Hidup No.45 tahun 2005.</p> <p>Company has also prepared Environmental management system (EMS) utilized as tool to evaluate the implementation of environmental management and monitoring tools.</p>	Comply
<p><b>Criterion 5.2</b></p> <p>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.</p>			

Criterion / Indicator	Assessment Findings	Compliance	
<p>5.2.1</p>	<p>Record(s) on the results of High Conservation Value (HCV assessment) that includes both the planted area and the relevant wider landscape-level considerations (such as wildlife corridors) shall be available.</p> <p>- Major compliance -</p>	<p>Assessment HCV PT Salim Ivomas Pratama Tbk, Sungai Dua Estate has been performed on February – March 2010. HCV assessment conducted in Kabupaten Rokan Hilir, Riau province and surrounding village of company including Balam Sempurna Village, Bagan Sinembah Distruct.</p> <p>While HCV Assessment in Sungai Rumbia 1 Estate, PT Gunung Mas Raya has been performed on April – June 2010. HCV assessment conducted in Pematang Damar Village, Bangko Pusako Village, Bangko Sempurna Village, Bangko Pusako District and Pasir Putih Village, Bagan Sinembah District, Rokan Hilir Regency, Riau Province.</p> <p>Both in Sungai Dua Estate and Sungai Rumbia 1 Estate, HCV assessment performed by Independent consultant Fakultas Kehutanan IPB. Assessor team comprise of:</p> <ul style="list-style-type: none"> <li>- Ir. Nyoto Santoso, MS (Ketua Tim)</li> <li>- Ir Siswoyo MSi (Ekologi flora expert)</li> <li>- Ir. Heru B. Pulonggono, MSc (Hidrologi and soil conservation expert)</li> <li>- Handian Purwawangsa, S.Hut, MSi (Sosial and culture expert)</li> <li>- Dr. Mirza D. Kusri (Amfibi and Ecology perairan expert)</li> <li>- Ahmad Faisal Siregar, S.Hut (Social culture expert)</li> <li>- Sutopo, S.Hut (Wildlife ecology expert)</li> <li>- M. Sayidina Ali, Amd (GIS expert)</li> </ul> <p>HCV report has been reviewed by peer review Rachmad Hermawan on September 2011.</p> <p>Assessment has been conducted and cover the following:</p> <ul style="list-style-type: none"> <li>✓ Presence of protected areas that could be significantly affected by the grower or</li> </ul>	<p>Comply</p>

Criterion / Indicator	Assessment Findings	Compliance
	<p>millier;</p> <p>✓ Conservation status (e.g. IUCN status), legal protection, population status and habitat requirements of rare, threatened, or endangered (RTE) species that could be significantly affected by the grower or millier.</p> <p>HCV assessment performed in consultation with relevant stakeholders. HCV assessment also include checking of available biological records and include both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors).</p> <p>Methodology of assessment using a toolkit of HCV 2008, implementation of the assessment consists of: Secondary data collection, field survey, mapping and landscape, Assessment of fauna aspect with a rapid assessment (direct observation, interviews with the parties), asesment of flora aspects (direct survey and interview), assessment of socio-economic and cultural aspects (interviews and direct observation at selected sites), analysis and mapping.</p> <p>Total area HCV identified in Sungai Dua Estate was 108.6 ha consist of HCV 1.2 and 4.1, HCV 5 and HCV 6:</p> <ul style="list-style-type: none"> <li>- Sempadan sungai 1 – Sungai Dua 5.2 ha</li> <li>- Sempadan sungai 2 – Sungai Dua 3.5 ha</li> <li>- Sempadan sungai 3 – Sungai Dua 8.5 ha</li> <li>- Sempadan sungai 5 – Sungai Dua 3.3 ha</li> <li>- Sempadan sungai 6 – Sungai Dua 6.4 ha</li> <li>- Waduk air Block G21 6.7 ha</li> <li>- Mata air/spring water Block F8 0.5 ha</li> </ul>	



Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> <li>- Kawasan sekitar kolam limbah Blok G21 5.3 ha</li> <li>- Bambu keramat and surrounding area bamboo 1.0 ha</li> </ul> <p>Total area HCV identified in PT Gunung Mas Raya including Sungai Rumbia 1 Estate was 75.19 ha consist of HCV 1.2 and HCV 4.1 as below:</p> <ul style="list-style-type: none"> <li>- Riparian area Rumbia I River 1 with area 12.03 ha</li> <li>- Riparian area Rumbia I River 2 with area 10.37 ha</li> <li>- Riparian area Rumbia I River 3 with area 10.17 ha</li> <li>- Riparian area Rumbia I River 4 with area 18.42 ha</li> <li>- Riparian area Rumbia I&amp;II River 5 with area 6.28 ha</li> <li>- Riparian area Rumbia I River 8 with area 17.92 ha</li> </ul> <p>Based on the report of HCV identification, riparian area in Sungai Rumbia 1 Estate was 20 m in the left and right side of the river. However company has redemarcation of riparian area to become 50 m in the left and right side of the river. So that based on the redemarcation, company determined HCV area in Sungai Rumbia 1 Estate to become 114 ha. Most of the riparian area determined was a trench/drainage system that create by company as a water management.</p>	
5.2.2	<p>Where rare, threatened or endangered (RTE) species and or other HCVs are present or affected by the plantation and mill operations, an appropriate measures that are expected to maintain or enhance them shall be implemented through a management plan.</p> <p>- Major compliance -</p>	<p>Based on HCV Identification Report, 2010 shows in area of Sungai Dua Estate and Sungai Rumbia 1 Estate, found types of protected/RTE species such as:</p> <ul style="list-style-type: none"> <li>- Kucing kuwuk (<i>Felis bengalensis</i>)</li> <li>- Bajing tanah garis tiga (<i>Larsicus insignis</i>)</li> <li>- Burung madu kelapa (<i>Anthreptes mallacense</i>)</li> </ul>	Comply

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> <li>- Kuntul besar (<i>Egreta alba</i>)</li> <li>- Cekakak belukar (<i>Halcyon smyrnensis</i>)</li> <li>- Kipasan belang (<i>Rhipidura javanica</i>)</li> <li>- Buaya sinyulong (<i>Tomistoma schlegelii</i>)</li> </ul> <p>Based on field verification, company has demonstrated effort for management and monitoring of HCV area. For example, Monitoring of plant and animal on 6 monthly basis by HCV officer Azis Maulana Yusuf (Sustainability Dept.) and team: Sidik (Mantri hama), Syahrul Junaedi (Mantri hama), and Iyan Saputra (Krani RSPO). HCV monitoring team has ben trained by Sustainability Manager on 18 November 2016, evidence of training can be demonstrated.</p> <p>Company also installed identity signboard and warning signboard in the field.</p> <p>The last monitoring both in Sungai Dua Estate and Sungai Rumbia 1 Estate was conducted on May 18<sup>th</sup>, 2017. The monitoring was done by survey and direct encounter in the morning and evening for reptile amphibians. The last observation results were observed 19 species of wildlife/animal and 3 types of protected animal, namely: Kipasan belang (<i>Rhipidura javanica</i>), Cekakak Belukar (<i>Halcyon smyrnensis</i>), Elang ular Bido (<i>Spilornis cheela</i>), Cekakak Sungai (<i>Tordirhamphus chloris</i>), Bangau Bluwok (<i>Mycteria cinerea</i>). Bangau Bluwok also entered the category as Appendix I and Biawak air asia (<i>Varanus salvator</i>) as Appendix II.</p>	
5.2.3	Program(s) to socialize the status of protected, rare, threatened or endangered (RTE) to all workers shall be available, including records of appropriate sanction disciplinary measures to any individual working for the company who is found	Company has demonstrate consistency in providing communication and HCV management training. Company has program(s) to socialize the status of protected, rare, threatened or endangered (RTE) to all workers including to surrounding community. Socialization to employees is done through the muster morning delivered by each field assistant to all wokers, for example HCV socialization to employees on January 5 <sup>th</sup> , 2017 and August 11 <sup>th</sup> , 2016 at employee centers and in	Comply

Criterion / Indicator		Assessment Findings	Compliance
	<p>to capture, harm, collect or kill these species.</p> <p>- Minor compliance –</p>	<p>Kantor Besar/Estate office.</p> <p>The poster and signboard also placing in the strategic area, applying for animal preservation and the prohibition of hunting wildlife.</p> <p>Socialization to the surrounding community was conducted simultaneously with stakeholders meeting on March 14<sup>th</sup>, 2016 and 3<sup>rd</sup> May 2016 with heads of villages, religious figures, community leaders, Head of Dusun, Penghulu and local NGOs in Balam Sempurna Village and Balai Jaya Village.</p> <p>Based on interview with worker representative and field workers – workers have understand protection of plant and animal. The workers also aware of company policy prohibits hunting, raising and killing protected animal.</p> <p>Interview with stakeholder also indicated that they have an understanding and aware on HCV area and protection of RTE species including all animal and protected plant/vegetation.</p>	
5.2.4	<p>Once the management plan is prepared, continuous monitoring documentation and report regarding the status of the RTE and HCVs are affected by the operations of the plantation and palm oil mill shall be available, and the results of monitoring are to be used to follow-up on the improvement of the management plan.</p> <p>- 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. Conservation management plan consist of:</p> <ul style="list-style-type: none"> <li>- Inventory and identification of land cover condition</li> <li>- HCV area demarcation and boundary marker</li> <li>- Rehabilitation and enrichment of plant sepcies in HCV area</li> <li>- Wildlife and RTE species monitoring, vegetation cover condition and disturbance intensity</li> <li>- Water quality monitoring</li> </ul>	Comply

Criterion / Indicator	Assessment Findings	Compliance
	<p>- Socialization of HCV conservation to employee and surrounding community</p> <p>Company has consistently monitors the status of HCV area, as well as protected flora and fauna species. This is recorded in "Laporan Pengelolaan dan Pemantauan HCV". The report explains the monitoring on status of plant and wildlife, disturbance and damage to the protected area. Latest report were available for semester II 2016 (period July – December 2016).</p> <p>Wildlife observations are conducted monthly by HCV monitoring team. Latest observation in 18 May 2017 documented in the "Daftar Temuan jenis satwa liar" observed several protected species in Sungai Dua Estate and Sungai Rumbia 1 Estate such as: Kipasan belang (<i>Rhipidura javanica</i>), Cekakak Belukar (<i>Halcyon smyrnensis</i>), Elang ular bido (<i>Spilornis cheela</i>), Cekakak sungai (<i>Tordirhamphus chloris</i>), Bangau Bluwok (<i>Mycteria cinerea</i>), Ayam hutan (<i>Gallus gallus</i>), Tupai tanah (<i>Tupaia tana</i>).</p> <p>Species of plant and vegetation enrichment has been performed by company both in Sungai Dua Estate and Sungai Rumbia 1 Estate.</p> <p>Some vegetation has been planted in riparian area of Sungai Rumbia 1 Estate such as: Sengon (<i>Paraserianthes falcataria</i>) 270 trees, Trembesi (<i>Samanea saman</i>) 828 trees, Pulai (<i>Alstonia scholaris</i>) 196 trees, Sungkai (<i>Pheronema canescens</i>) 13 trees, Tanjung (<i>Mimusops elengi</i>) 19 pokok, Saga (<i>fabaceae</i>) 23 trees. While in Sungai Dua Estate some vegetation has planted such as: Trembesi (<i>Samanea saman</i>) 122 trees, Anggrung (<i>Trema orientalis</i>) 8 trees, Beringin (<i>Ficus sp</i>) 2 trees, Bambu tali (<i>Bamboosa sp</i>) 3 trees, Bambu pagar (Bamboosa sp) 5 trees, Bambu Kuning (Bamboosa sp) 3 trees, Pinang (<i>Areca catechu</i>) 8 trees, Waru (<i>Hibiscus tiliaceus</i>) 4 trees, Jambu air (<i>Syzigium sp</i>) 3 trees, Pokok roda (<i>Hura crepitans.L</i>) 8 trees and Sengon (<i>Paraserianthes falcataria</i>) 3 trees.</p> <p>Based on field verification, company has demonstrated effort for management and</p>	

Criterion / Indicator		Assessment Findings	Compliance
		monitoring of HCV area.	
5.2.5	Where HCV areas overlapped with an identified local community's land, there shall be evidence of a negotiated agreement that optimally safeguard their HCVs and the local community's rights.  - Minor compliance –	All HCV and conservation areas within the company areas. Based on document verification, field visit and interview with stakeholders, there was no HCV area under existing rights of local community.	Comply
<b>Criterion 5.3</b>			
Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner.			
5.3.1	A documented identified source of all waste and pollution, shall be available.  - Major compliance -	<p>Waste products have been identified and documented under the "Identifikasi Aspek dan Dampak dan Bahaya Lingkungan" (Environmental Aspect impacts). This document is updated once a year, last updated on 9<sup>th</sup> February 2017. This document covering all operation in Estates and mill.</p> <p>Company has a waste management plan, identifying type and source of waste and the disposal plan. Company has prepared a procedure to handle hazardous waste titled "Prosedur Pengelolaan Limbah B3" No. SIMP-PROS-12 explains methods to collecting the waste, recording in balance and disposal through licensed third party transporter.</p> <p>The company store hazardous waste in temporary storage with permit, The hazardous waste is sent to the registered collector/transporter PT Primanru Jaya which approved by Environmental Ministry according to "Keputusan Menteri Lingkungan Hidup Nomor 234 tahun 2011 tentang Izin Pengumpul Limbah Bahan Berbahaya dan Beracun" and "Keputusan Dirjen Perhubungan Darat Nomor: SK.501/AJ309/DJPD/2015 tentang Pelaksanaan Izin Penyelenggaraan Angkutan Barang Khusus untukmengangkut barang berbahaya".</p>	Comply

Criterion / Indicator	Assessment Findings	Compliance
<p>5.3.2</p> <p>There shall be evidence that all chemicals and their empty containers are disposed of responsibly.</p> <p>- Major compliance -</p>	<p>The disposal methods of chemicals and their containers were described on documented procedure "Pengelolaan Limbah B3 No. SIMP-PROS-12", explains methods to collecting the waste, recording in balance and disposal through licensed third party transporter. PT Salim Ivomas Pratama Tbk Sungai Dua Factory and its supply bases collect all hazardous waste from estates and mill into temporary hazardous waste storage located in Sungai Dua Estate and Sungai Rumbia 1 Estate. The temporary hazardous waste storage has valid permit from Regent of Rokan Hilir Regency-Riau province according to:</p> <ul style="list-style-type: none"> <li>- Decree Letter "No. 28/BPDL/2015, dated 08<sup>th</sup> April 2015 Valid for 5 years regarding permit of temporary hazardous waste storage of PT Salim Ivomas Pratama Tbk – Sungai Dua Estate.</li> <li>- Decree Letter "No. 33/BPDL/2015, dated 08<sup>th</sup> April 2015 Valid for 5 years regarding permit of temporary hazardous waste storage of PT Gunung Mas Raya – Sungai Rumbia 1 Estate.</li> </ul> <p>PT Salim Ivomas Pratama Tbk and PT Gunung Mas Raya has an agreement in transporting the hazardous waste with contractor PT Primanru Jaya according to "Perjanjian Kerja Penyerahan Limbah Bahan Berbahaya Beracun Nomor GMR:149/SUS/SPK/VII/2016 dated 18 July 2016" and "Perjanjian Kerja Penyerahan Limbah Bahan Berbahaya Beracun Nomor SIMP:151/SUS/SPK/VII/2016 dated 18 July 2016". The type of hazardous waste to be transported: used oil, old battery, waste oil, old lamps, used chemical container, contaminated waste and used filter. The contractor holds valid permit according to "Keputusan Menteri Lingkungan Hidup Nomor 234 tahun 2011 tentang Izin Pengumpul Limbah Bahan Berbahaya dan Beracun" and "Keputusan Dirjen Perhubungan Darat Nomor: SK.501/AJ309/DJPD/2015 tentang Pelaksanaan Izin Penyelenggaraan Angkutan Barang Khusus untuk mengangkut barang berbahaya".</p> <p>There are record of hazardous waste transfer from Sungai Dua Factory to Sungai</p>	<p>Comply</p>

Criterion / Indicator	Assessment Findings	Compliance
	<p>Dua Estate in "Berita Acara Serah Terima LB3". Company kept a hazardous waste manifest as a transaction record from hazardous waste storage of Sungai Dua Estate and Sungai Rumbia 1 Estate to legal collector PT Primanru Jaya. The latest shipment from Sungai Dua Estate to collector performed on 6<sup>th</sup> March 2017:</p> <ul style="list-style-type: none"> <li>- Manifest number BC 0035300 dated on 06/03/2017 for contaminated used container qty 26 Kg</li> <li>- Manifest number BC 0035296 dated on 06/03/2017 for used oil qty 195 liters</li> <li>- Manifest number BC 0035298 dated on 06/03/2017 for neon Lamp qty 1 Kg</li> <li>- Manifest number BC 0035299 dated on 06/03/2017 for used oil filter qty 52 Kg</li> <li>- Manifest number BC 0035297 dated on 06/03/2017 for used accumulator qty 8 pcs</li> </ul> <p>The latest shipment from Sungai Rumbia 1 Estate to collector performed on 6<sup>th</sup> March 2017:</p> <ul style="list-style-type: none"> <li>- Manifest number BC 0035317 dated on 06/03/2017 for contaminated qty 19 liters</li> <li>- Manifest number BC 0035312 dated on 06/03/2017 for used oil qty 300 liters</li> <li>- Manifest number BC 0035296 dated on 06/03/2017 for used Accu qty 6 pcs</li> <li>- Manifest number BC 0035315 dated on 06/03/2017 for used oil filter qty 6 kg</li> <li>- Manifest number BC 0035296 dated on 06/03/2017 for contaminated hand-gloves qty 5 kg</li> </ul> <p>Records of hazardous waste balance presented in "Lembar Neraca Limbah Bahan Berbahaya dan Beracun" period March 2017 for Sungai Dua Estate and Sungai Rumbia 1 Estate were evident and updated; identifying incoming and outgoing hazardous waste in store.</p>	

Criterion / Indicator		Assessment Findings	Compliance
5.3.3	<p>A documented waste management plan to avoid or reduce pollution and its implementation shall be available.</p> <p>- Minor compliance –</p>	<p>Waste management plan is documented in "Rencana pengelolaan Limbah". Waste management consists of medical waste, domestic waste, and hazardous waste to reduce pollution into the environment.</p> <p>Hazardous and medical waste is disposed to the register collector, while domestic waste following Procedure "Pengelolaan Sampah Domestik Padat" SIMP-PROS-16 disposed to the landfill, organic and anorganic waste is separated in linesite, organic waste to the landfill and some of anorganic waste is collected for re-cycle.</p> <p>Sanitary landfill were available in each estate to bury the inorganic waste collected from housing, without hazardous waste.</p>	Comply
<p><b>Criterion 5.4</b></p> <p>Efficiency of fossil fuel use and the use of renewable energy is optimized.</p>			
5.4.1	<p>A plan for improving efficiency of the use of fossil fuels and to optimize renewable energy shall be in place and monitored.</p> <p>- Minor compliance –</p>	<p>PT Salim Ivomas Pratama Tbk Sungai Dua POM, Sungai Dua Estate and PT Gunung Mas Raya Sungai Rumbia 1 Estate monitors the use of diesel fuel each month. Actual usage of average diesel fuel Sungai Dua Factory per month is 12,050 – 17,830 L with total diesel fuel usage from January to May 2017 is 69,690 L and still under budget 73,540 L. While in Sungai Dua Estate actual usage of diesel fuel since January – May 2017 was 249,501 L and still under budget 276,587 L. Actual diesel fuel usage in Sungai Rumbia 1 Estate since January – May 2017 was 206,882 L and still under budget 263,496 L. Diesel use trend per year always decreases. Company already maximize the renewable energy use. All the shell and fiber is consumed internally as boiler fuel.</p> <p>Diesel fuel efficiency in Estate the efficiency of diesel is done by limiting the genset working hours for housing but not reducing the basic need of electricity for housing. Each home unit is also limited for 2 amperes of power. Beside that, plan for</p>	Comply



Criterion / Indicator		Assessment Findings	Compliance
		<p>improving efficiency of the use of fossil fuels and to optimise renewable energy are:</p> <ul style="list-style-type: none"> <li>• Repair broken road and maintenance the road to get best time for FFB transportation</li> <li>• Repair and maintenance of the vehicle and heavy equipment to get best condition for fossil fuel saving.</li> </ul> <p>Company used all the fibre and kernel shell as renewable energy for boiler fuel. The remaining fibre and kernel shell used as replacement of diesel fuel when the palm oil mill is not operating. Company has prepared for fibre and shell-fueled boiler utilization every month.</p>	
<p><b>Criterion 5.5</b> 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>			
5.5.1	<p>Records of land clearing with zero burning shall be available, referring to the ASEAN Policy on Zero Burning (2003) or other recognised techniques based on the existing regulations.</p> <p>- Major compliance -</p>	<p>No open burning was noted during field visit and interviewed with local communities and workers.</p>	Comply
5.5.2	<p>Where fire has been used for eradication of pest during replanting, the records of the analysis of the use of fire and permit from the authorised agency shall be available.</p> <p>- Minor compliance -</p>	<p>PT Salim Ivomas Pratama Tbk Sungai Dua Estate and PT Gunung Mas Raya Sungai Rumbia 1 Estate has developed an early warning system, to monitor the risk of fire. The system "Sistem Peringkat Bahaya Kebakaran 1 &amp; 2". The monitoring system calculating the field condition, ignition risk, potential drought and smoke, fire handling, fire fighting difficulty, weather index. Patrol report indicating any fire incident.</p> <p>During field visit, there is no land preparation and replanting activity and there is no</p>	Comply

Criterion / Indicator		Assessment Findings	Compliance
		burning activity found in the field.	
<b>Criterion 5.6</b>			
Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.			
5.6.1	<p>Document(s) assessing pollution and emission sources, including gaseous, particles, soot emissions and effluent, shall be available. (see Criterion 4.4)</p> <p>- Major compliance -</p>	<p>Based on Significant pollution and GHG emission was identified, for estates comes from using of pesticides, action plan to reducing pesticide was made such as program of integrated pest control where minimize to use chemical/pesticides, . Graph of emission and pollutant were provided to monitor trend of them in monthly basis.</p> <ol style="list-style-type: none"> <li>1. Using EFB as organic fertilizer.</li> <li>2. Planting beneficial plant</li> <li>3. Efficiency of fossil fuel.</li> <li>4. Using fibre and shell for boiler</li> </ol> <p>Identification of significant pollution and GHG emission in each unit/station as documented in "Environmental Aspect &amp; Impact Identification", consist of: input, environmental aspect, caused, environmental impact potential, and control.</p> <p>Company has develop mitigation program to reduce GHG emission.</p>	Comply
5.6.2	<p>Significant pollutants and greenhouse gas (GHG) emissions shall be identified, and plan to reduce or minimize them implemented.</p> <p>- Major compliance -</p>	<p>Identification of pollutant and GHG, such as: usage of an-organic fertilizer, pesticide, fossil fuel usage, peat land, and POME.</p> <p>The company also has minimized pollutant and GHG through using EFB as organic fertilizer, implementing IPM to reduce pesticides usage, using fiber and shell for boiler, land application/POME application to the plantation.</p>	Comply

Criterion / Indicator		Assessment Findings	Compliance
5.6.3	<p>A monitoring plan and results of regular reporting on emission and pollutants from estate and mill operations using appropriate methods, shall be available.</p> <p>- Minor compliance –</p>	<p>Emission monitoring system by using "RSPO PalmGHG" system calculation. Emission from estate and mill operation was calculated and monitored, emission reduction achieved.</p> <p>Monitoring of any pollutant has been done in daily, weekly and monthly basis, report of monitoring was recorded in the "RKL/RPL" report, and this report submitted to the related institution every 6 month.</p> <p>The company has prepared a strategy in effort to reduce and mitigate pollution and emission. Monitoring of pollution and emission quality for plantation has been planned and implemented,</p> <p>e.g. air quality ambient for boiler and Genset, water quality test for river (upstream and downstream), effluent water quality, noise, etc.</p> <p>Regular monitoring and calculation of polluting and emission from estate and mill available using Palm GHG Calculator V.3.0.1 . Emission from estate and mill activities during year 2016 are: 5.28 tCO<sub>2</sub>e/tCPO and 5.28 tCO<sub>2</sub>e/tPK.</p>	Comply

Criterion / Indicator	Assessment Findings	Compliance	
<b>Principle 6: Responsible consideration of employees and of individuals and communities affected by growers and mills</b>			
<b>Criterion 6.1</b> 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.			
6.1.1	<p>A social impact assessment (SIA) including records of meetings shall be documented.</p> <p>- Major compliance -</p>	<p>The first time assessment on social and economic collected through survey conducted by third party, Forestry Faculty of Bogor Institute of Agriculture in October 01, 2010. During the assessment the company conducted several consultation and communication with relevant stakeholders. The company published the report to the stakeholders periodically once a year in November 24, 2011 and October 19, 2013 in the stakeholder meeting to get the feedback from stakeholders. All record of communication and public consultation are available and properly documented.</p> <p>The Company has conducted regular monitoring and review every two years for the management of social impact, the last review was done in 2015 and recorded in the "Laporan Kegiatan Pemantauan Dampak Sosial di Lingkungan Perkebunan Kelapa Sawit PT Salim Ivomas Pratama".</p> <p>Subsequently, a social impact assessment was conducted in December 2016 by BIOREF Fahutan IPB Bogor, which was a revision of the SIA review report in May 2015, published SIA Report period January 2017.</p> <p>Social impact assessment was conducted by the method of FGD (Focus Group Discussion) to seven villages (Village of Kepenghuluan Pasir Putih, Balai Jaya, Balai Jaya Kota, Balam Sempurna, Balam Sempurna Kota, Balam Jaya and Bangko Llestari. That is done in 4-6 January 2017, including the results and conclusions of</p>	Comply

Criterion / Indicator		Assessment Findings	Compliance
		<p>FGD and also list of attendance is available.</p> <p>The local communities was involved in SIA process and result incorporated in "Social Management Plan", consists of programme, activity, opportunity, strategic, result and timeline. Social issues and program are managed under CSR Department.</p> <p>During audit performed verified record of stakeholder meeting on 4-6 January 2017 including participants attended as many 25 participants from Village of Kepenghulan Pasir Putih, Balai Jaya, Balai Jaya Kota, Balam Sempurna, Balam Sempurna Kota, Balam Jaya and Bangko Lestari and also Head of each village, this record is attached on of Social Impact Assessment period 2017.</p> <p>During the assessment, the company has conducted several consultation and communication with relevant stakeholders. The company published the report to the stakeholders periodically once a year in 15-16 December 2016 in the stakeholder meeting to get the feedback from stakeholders. All record of communication and public consultation are available and properly documented.</p> <p>Matters which could have positive and negative potential social impacts are:</p> <p>Positive impact: improving access through development and maintenance of roads / bridges, job opportunities and opportunities for developing villages.</p> <p>Negative impact: disturbance of air pollution (dust), silting of river and river water pollution.</p> <p>Management and monitoring of the negative impact that is caused by making "Social and Environmental Management Plan" (see 6.1.3).</p>	
6.1.2	There shall be evidence that the assessment has been conducted with the participation of affected parties.	<p>Social impact aspect assessment is done by:</p> <ul style="list-style-type: none"> <li>- Participatory Rural Appraisal (PRA)</li> </ul>	Comply

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	<ul style="list-style-type: none"> <li>- Focus group discussions (FGD)</li> <li>- Deep interview &amp; Structured Interviews</li> <li>- Field observation</li> </ul> <p>During assessment of Social Impact, assessor team and company management have involved communities through interviews and meetings with seven villages (Village of Kepenghuluan Pasir Putih, Balai Jaya, Balai Jaya Kota, Balam Sempurna, Balam Sempurna Kota, Balam Jaya and Bangko Lestari). Focus Group Discussion (FGD) was done in 4-6 January 2017, including the results and conclusions of FGD and also list of attendance is available.</p> <p>Stakeholder meeting also conducted each year by company to evaluated the effectiveness of management and monitoring of social impact.</p>	
6.1.3	<p>Plans for management and monitoring of social impacts to avoid or reduce negative impacts and promote positive ones, based on social impact assessment, through consultation with the affected parties, shall be available, documented and timetabled, including responsibilities for implementation.</p> <p>- Major compliance -</p>	<p>Social Management Plan has develop by company to reduce the negative social impact and enhance the positive one. The management plan presented in "Rencana Kelola Sosial dan Lingkungan", i.e:</p> <ul style="list-style-type: none"> <li>a. Limited skills of local community workers, management of impact by:               <ul style="list-style-type: none"> <li>- Identify the types of jobs available to nearby communities</li> <li>- Organizing vocational training for the surrounding community workforce</li> </ul> </li> <li>b. Impaired environments such as river water turbidity increasing. The impact of management: such as training and provision of clean water supply. (Village of Kepenghuluan Pasir Putih, Balai Jaya, Balai Jaya Kota and Balam Sempurna).</li> </ul>	Comply
6.1.4	The documented plan for management and monitoring of social impacts, shall be reviewed at least on two-yearly basis. If necessary, the plan	Company has been reviewed of social impact assessment, which is reviewing to the RKL / RPL report each semester, latest review for the period of July - December 2016.	Comply

Criterion / Indicator		Assessment Findings	Compliance
	<p>should be updated. There shall be evidence that the review process includes participation of all affected parties.</p> <p>- Minor compliance –</p>	<p>The Company also conducted regular monitoring and review every two years for the management of social impact, the last review was done in 2015 and recorded in the "Laporan Kegiatan Pemantauan Dampak Sosial di Lingkungan Perkebunan Kelapa Sawit PT Salim Ivomas Pratama and PT Gunung Mas Raya".</p> <p>Based on the SIA report in December 2016, the social impact monitoring for the next two years will be based on the "Social and Environmental Management Plan" which will commence n May 2017, while the review plan will be conducted after an evaluation of the social impact management program or the next 2 years (in 2019).</p>	
6.1.5	<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>No scheme smallholders managed by company.</p>	Comply
<p><b>Criterion 6.2</b></p> <p>There are open and transparent methods for communication and consultation between growers and/or millers, local communities and other affected or interested parties.</p>			
6.2.1	<p>Communication and consultation procedures shall be documented.</p> <p>- Major compliance -</p>	<p>PT Salim Ivomas Pratama Tbk and PT Gunung Mas Raya has an open effective communication and consultation method between growers and/or millers, local communities and other affected or interested parties which was elaborated in a procedure dated February 4, 2013 namely "Procedure of Communication, Participation and Consultation", SOP No. SIMP-PROS-04 Rev 02. The procedure covers a communication and consultation in all level, such as communication between enterprise management, between employees, between the company's external stakeholders. In order to maintain a good relationship with the local communities, company has a commitment to organize a stakeholder meeting at least</p>	Comply

Criterion / Indicator		Assessment Findings	Compliance
		<p>once a year, the last meeting with stakeholder performed on January 2017, attendance was available.</p> <p>Based on interviews with several village heads can be demonstrated that the company always communicates and delivered the information transparently, e.g information for labor needs, providing information related to CSR assistance etc. During interview, they have a positive perception against company and have a good communication between company and surrounding community.</p>	
6.2.2	<p>The company shall have official(s) who is responsible for consultation and communications with parties.</p> <p>- Minor compliance -</p>	<p>The company has appointed officers responsible to carried out communication and consultation with local communities is Public Relations (Humas). It is determined by the Memorandum Estate Manager regarding Additional Tasks as public relations.</p> <p>Based on interviews with several community leaders and village heads around, the company has appointed responsible personnel called "HUMAS" or Public Relations. They were aware for the appointed officer.</p>	Comply
6.2.3	<p>The company shall have a list of stakeholders, records of communications, 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.</p> <p>- Minor compliance -</p>	<p>List of the updated stakeholder dated 1<sup>st</sup> January 2017 was available, consists of local government, police, suppliers, local communities, etc. Latest of stakeholders meeting was held on 4-6 January 2017. Records of the minutes of meetings with stakeholders are kept properly by Humas and KTU in Central Estate office. Other records of local community's aspiration and responses were available; the records were checked randomly during the assessment and found to be complying with the requirement</p>	Comply
<p><b>Criterion 6.3</b></p> <p>There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.</p>			
6.3.1	The mechanism, open to all affected parties, shall	PT Salim Ivomas Pratama Tbk and PT Gunung Mas Raya has a system for handling	Comply



Criterion / Indicator		Assessment Findings	Compliance
	<p>resolve disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants and whistleblowers, where requested, as long as that information is supported with adequate initial evidence.</p> <p>- Major compliance -</p>	<p>internal and external grievances and dispute resolution in a documented procedures, which was in accordance with applicable regulation UU No. 2/2004, namely Procedure of Industrial Dispute Settlement "Penyelesaian Perselisihan Hubungan Industrial" for internal stakeholders (No. CR-OPR-104-PHI.11.11-1), while Procedure of External Conflict Handling presented in "Penanganan Konflik Eksternal Perusahaan - CR-AGR -104-KEK.06.11-1 dated June 21, 2011. SIMP has also established a procedure for identification and calculation of fair compensation for land, namely Procedure of Land Acquisition and Compensation "Prosedur Pembebasan dan Ganti Rugi Lahan" (CR-AGR -102-GRL.11.11- 1)</p> <p>Based on interview with local communities, Gender committee leader and worker union leader; they understood the procedure and mechanism to communicating complaint and/or grievance to company.</p>	
6.3.2	<p>There shall be records of process and outcome of dispute resolution.</p> <p>- Major compliance -</p>	<p>Based on interviews with the Department of Sustainability staff and confirmed during the public consultation, there was no conflict or land disputes in the region of PT. Salim Ivomas Pratama Tbk Sungai Dua Factory and supply bases including PT Gunung Mas Raya.</p> <p>Company has recorded the internal dispute and its response on "Log Book Keluhan/Pengaduan &amp; Tanggapan Perusahaan". Based on interview with local communities, Gender committee leader and worker union leader including workers indicated that since 2016 until April 2017 there is no complaint and/or grievance from internal workers and external stakeholder to company.</p>	Comply
<p><b>Criterion 6.4</b></p> <p>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>			

Criterion / Indicator		Assessment Findings	Compliance
6.4.1	<p>A procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, shall be available, referring to decision of the Constitution Court.</p> <p>- Major compliance –</p>	<p>PT. Salim Ivomas Pratama Tbk and PT Gunung Mas Raya has established a procedure for identification and calculation of fair compensation for land, namely "Prosedur Pembebasan dan Ganti Rugi Lahan" Procedure of Land Acquisition and Compensation (CR-AGR-102-GRL.06.11-1, dated June 21, 2011). This procedure covered an identification of reserved land for plantation development, identification of the land lord, conflict resolution and land compensation. Land conflict will be handled through a deliberation looking for a win-win solution. If the dispute is not settled, then the case will be brought up to court. Procedure No. CR-AGR-102-GRL.06.11-1 has taken into account: gender differences in the power to claim rights, ownership and access to land; differences of transmigrants and long communities; and differences in ethnic groups' proof of legal versus communal ownership of land.</p>	Comply
6.4.2	<p>A procedure for calculating and distributing fair compensation shall be established, implemented, monitored and evaluated in a participatory way. Corrective actions are taken as a result of this evaluation.</p> <p>- Minor compliance –</p>	<p>There is a mechanism for land dispute resolution, "Prosedur Pembebasan dan Ganti Rugi Lahan" Procedure of Land Acquisition and Compensation (CR-AGR-102-GRL.06.11-1, dated June 21, 2011). The procedure covers land dispute handling mechanism, negotiation process, and verification upon legal ownership evidence up to land compensation.</p> <p>Should negotiation process fails, any land dispute will be processed through legal/litigation mechanism. During the process, a complete record is maintained.</p> <p>The compensation calculated based on agreement of both parties through negotiation – upon participative measurement, and recorded under an agreement.</p>	Comply
6.4.3	<p>Compensation claims, process and outcome of any negotiated agreements shall be documented, with evidence of the participation of affected parties.</p> <p>- Major compliance –</p>	<p>As an output from land dispute resolution process, an agreement between both parties and/or copy of court ruling will be required.</p> <p>No any land compensation due to no customary land and/or local community land rights within the company area.</p> <p>Based on management statement, information from surrounding village, and hectare</p>	Comply

Criterion / Indicator		Assessment Findings	Compliance																				
		statement shows there is no land dispute between PT Salim Ivomas Pratama Tbk and PT Gunung Mas Raya with other party.																					
<b>Criterion 6.5</b> 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.																							
6.5.1	Documentation of pay and conditions for employees based on the existing manpower regulations shall be available.  - Major compliance -	<p>The Company paid the wages of employees by minimum wage base on "Decree of Governor Riau Province, no120/I/2017 dated 26 January 2017 minimum wage for agriculture sector sets at Rp 2,516,812/month.</p> <p>Based on the agreement letter of Cooperation Agency of Sumatera Plantation Company (BKS-PPS) no.49 / BKS-PPS / 2017, dated 19 April 2017 on Minimum wage Increase of plantation sector in 2017 in Riau Province, Rp 2,516,812, - including rice supply value for workers Alone for 15 Kg.</p> <p>Documentation of wage payment recorded in "slip gaji"/payment slip. During audit of employee payment documentation can be demonstrated that minimum wages paid by company has met with the regulation.</p> <p>For example:</p> <table border="1"> <tr> <td>Period :</td> <td>May-17</td> <td>Divisi :</td> <td>Divisi 01</td> </tr> <tr> <td>NIK :</td> <td>200400404</td> <td>HK</td> <td>30</td> </tr> <tr> <td>Nama :</td> <td>AI (initial)</td> <td>Mangkir</td> <td>0</td> </tr> <tr> <td>Business Area :</td> <td>SIMP - Sungai Dua Estate</td> <td>Over Time</td> <td>110</td> </tr> <tr> <td colspan="2"><b>Remuneration</b></td> <td colspan="2"><b>Deduction</b></td> </tr> </table>	Period :	May-17	Divisi :	Divisi 01	NIK :	200400404	HK	30	Nama :	AI (initial)	Mangkir	0	Business Area :	SIMP - Sungai Dua Estate	Over Time	110	<b>Remuneration</b>		<b>Deduction</b>		Comply
Period :	May-17	Divisi :	Divisi 01																				
NIK :	200400404	HK	30																				
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Business Area :	SIMP - Sungai Dua Estate	Over Time	110																				
<b>Remuneration</b>		<b>Deduction</b>																					

**RSPO Public Summary Report**  
**Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings				Compliance
		Description	Amount	Description		
		Actual Salary	2,516,812	JHT Employee	69,676	
		Employee Rice Allowance	390,000	BPJS Karyawan	23.526	
		Overtime	1.609,823	JP Employee	34.838	
		Rapel Manual	939,472	Iuran SPSI	8.000	
		<b>Total Remuneration :</b>	<b>5,456,107</b>	Potongan Koperasi	1.100.000	
				Iuran Koperasi	25.000	
		<b>Take Home Pay</b>	<b>4,195,067</b>	<b>Total Deduction :</b>	<b>1,261,040</b>	
		Period :	May-17	Divisi :	Office	
		NIK :	200300474	HK	30	
		Nama :	HS (initial)	Mangkir	0	
		Business Area :	SIMP - Sungai Dua Estate	Over Time	33.5	
		<b>Remuneration</b>		<b>Deduction</b>		
		Description	Amount	Description		
		Actual Salary	2,516,812	JHT Employee	69,322	
		Employee Rice Allowance	390,000	BPJS Karyawan	23,526	
		Overtime	501,999	JP Employee	34,661	
		Rapel Manual	873,687	Iuran SPSI	8,000	
		<b>Total Remuneration :</b>	<b>4,282,498</b>	Potongan Koperasi	405,000	

Criterion / Indicator		Assessment Findings	Compliance				
		<p style="text-align: right;">Iuran Koperasi      25,000</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;"><b>Take Home Pay</b></td> <td style="width: 50%;"><b>3,716,989</b></td> <td style="width: 50%;"><b>Total Deduction :</b></td> <td style="width: 50%;"><b>565,509</b></td> </tr> </table> <p>Whole employees (both of Estate and Mill) also registered for the BPJS-Kesehatan and BPJS-Ketenagakerjaan (Jamsostek) as the additional benefit. The last payment BPJS-Kesehatan and BPJS-Ketenagakerjaan conducted on April 2017.</p>	<b>Take Home Pay</b>	<b>3,716,989</b>	<b>Total Deduction :</b>	<b>565,509</b>	
<b>Take Home Pay</b>	<b>3,716,989</b>	<b>Total Deduction :</b>	<b>565,509</b>				
6.5.2	<p>Collective Labor Agreement/Company Regulation, in accordance with the manpower regulations, shall be available in understandable language; and explained by the management or Labor Union to the workers.</p> <p>- Major compliance -</p>	<p>Collective Labor Agreements (Perjanjian Kerja Bersama/PKB) between PT Salim Ivomas Pratama Tbk Group (including PT Gunung Mas Raya) and employee made based on the relevant regulations. Collective Labor Agreements period 2015 – 2017 has been approved and registered by the Ministry of Manpower “Kementerian Ketenagakerjaan RI. Direktorat Jenderal Pembinaan Hubungan Industrial dan Jaminan Sosial Tenaga Kerja” according to decree “Keputusan Direktorat Jenderal Pembinaan Hubungan Industrial dan Jaminan Sosial Tenaga Kerja No.KEP.88/PHIJSK-PKKAD/PKB/VI/2015 tentang Pendaftaran Perjanjian Kerja Bersama Badan Kerjasama Perusahaan Perkebunan Sumatera (BKS-PPS) dengan Pengurus Pusat Federasi Serikat Pekerja Pertanian dan Perkebunan Serikat Pekerja Seluruh Indonesia (PP.FSP-SPSI)” dated 18 June 2015.</p> <p>Collective Labor Agreements (Perjanjian Kerja Bersama/PKB) has been communicated by Labor Union to all employee. During audit and interview with workers can be demonstrated that they have understand regarding collective labor agreement.</p>	Comply				
6.5.3	<p>Growers and millers shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where such public facilities are unavailable or inaccessible.</p>	<p>The company has prepared facilities for their workers, such as: housing, educational facilities (elementary and early childhood), polyclinics, religious facilities (mosques, churches and temples), and sports facilities (soccer field, badminton, table tennis and field, volly).</p> <p>Based on field visit, it is evident that the company has provided a good standard of</p>	Comply				

Criterion / Indicator		Assessment Findings	Compliance
	- Minor compliance –	<p>housing for staff and workers. Polyclinics staffed by one doctor, two nurses and one midwife who have been certified and 1 unit ambulance. Medical facilities include child delivery facilities and referred treatments to hospitals. School transportation by buses is also provided free by the company. Water quality tests confirmed the treated water supplied to housing is suitable for domestic use. Recreation facilities in the form of playing fields and community halls are available in all Estates.</p> <p>Until year 2017 company has been providing infrastructure and housing for employees for Sungai Dua Estate: G1 (21 units) and G2 (556 units) facilities of worship (school SD, SMP and SMA, mosques, churches and hall employees), sport facilities (football, badminton and volley ball) and also 1 unit ambulance in clinic. For Sungai Rumbia 1 Estate: G1 (18 units) and G2 (436 units) facilities of worship (school SD, SMP and SMA, mosques, churches and hall employees), sport facilities (football, badminton and volley ball) and also 1 unit ambulance in clinic</p> <p>The company has had a plan to build housing type G10 as many 8 units in the near future (year 2017).</p>	
6.5.4	<p>There shall be demonstrable efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance –</p>	<p>The company has minimarket which managed by the cooperative and traditional market is nearby surrounding company area, mostly goods needed by employees is provided by the minimarket. Employee cooperative under the name "Koperasi Sungai Dua Kreatif" which has been incorporated based on the deed of establishment by Notary Deed Co-Founder of Adnan, S.H., K.Kn in Rokan Hilir Regency, Prov. Riau pad on October 14, 2014. The Cooperative has been approved by Decree of the Menteri Koperasi dan Pembinaan Pengusaha Kecil no. 57/BH/KWK.4/5.1/VII/2014, stairs July 11, 2014.</p> <p>Price in minimarket was affordable and cheaper than traditional market nearby company area. Price control by cooperative and all member including workers and company management.</p>	Comply

Criterion / Indicator		Assessment Findings	Compliance
<p><b>Criterion 6.6</b></p> <p>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.</p>			
6.6.1	<p>A record of the company's policy in understandable language recognising freedom of association, shall be available.</p> <p>- Major compliance –</p>	<p>Freedom of association policy is written in Bahasa Indonesia, so that all employees can understand as stated in "IndoAgri Sustainable Palm Oil Policy 2017", dated 07<sup>th</sup> February 2017. Stated in the Policy chapter Responsible Employment &amp; Workplace – Freedom of Association "We commit to protect the rights to freedom of association and collective bargaining. These rights include the freedom of workers to form and join trade unions of their choice and to bargain collectively".</p> <p>This policy has been informed to all employees and being placed into public area easlily accessed. The company also has involved forming labour union for workers, named "Serikat Pekerja Pertanian dan Perkebunan - Serikat Pekerja Seluruh Indonesia" Indonesia Plantation and Agriculture Worker Union.</p> <p>Labor Unions have been approved by Branch Manager of SPSI Rokan Hilir Regency based on Decree no. Kep. 90A/PC-FSP.PP/SPSI/RH/XI/ 2013, on November 28, 2013 and has also obtained Proof of Registration from the Disnaker of Rokan Hilir Regency no. 02/SP-Rohil/DTK/VI/2002 dated 7 May 2002.</p>	Comply
6.6.2	<p>Records of meetings with labor unions or workers representatives shall be available.</p> <p>- Minor compliance –</p>	<p>Several meetings have been held by PUK SPSI and company to discuss the issue related to employment and industrial relation between company and employee. Observation to some minutes of meeting, i.e:</p> <ul style="list-style-type: none"> <li>- Dated 26 April 2017 discussing related to the Training and socialization of Industrial Relations</li> <li>- Dated 12 October 2016 discussing related to Regular meetings between management and SPSI regarding employment.</li> </ul>	Comply

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> <li>- Dated 9 October 2016 discussing related to Work dispensation permit.</li> <li>- Dated 15 Maret 2017 discussing related to The determination of sectoral minimum wage in Rokan Hilir regency, was attended by 54 employees and representatives from the company.</li> </ul>	
<b>Criterion 6.7</b>			
Children are not employed or exploited.			
6.7.1	<p>There shall be documented evidence that minimum age requirements are met.</p> <p>- Major compliance –</p>	<p>PT Salim Ivomas Pratama Tbk Group including PT Gunung Mas Raya has a documented Policy on worker age requirement under “IndoAgri Sustainable Palm Oil Policy 2017”, dated 07<sup>th</sup> February 2017. Stated in Chapter Responsible Employment &amp; Workplace – Respect Labour Right – Child and Forced Labour “We strictly prohibit the use of underage workers and all forms of forced labour”.</p> <p>Records of requirement shown that minimum age of 18 was required which was proved with submitting birth of certificate, identity card, or other such as driving license along with job application.</p> <p>List of employee called by “Stamped Book” consisted of private worker’s data including their age showed that there were no underage workers. Cross checked randomly on field observation, it was confirmed that there were no underage children are being employed.</p> <p>Verification on employee list of Sungai Dua Estate and Sungai Rumbia 1 Estate, the youngest employee recruited Mrs. SW, date of birth 6/04/1990, start working 09/10/2009 (age: 19 years 6 months), in Sungai Dua Factory youngest employee recruited on behalf of Mr. Pasetio M, date of birth 18/3/1998 star working on 21/7/2016 (19 years 2 months).</p>	Comply



Criterion / Indicator	Assessment Findings	Compliance	
<p><b>Criterion 6.8</b>            Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited.</p>			
<p>6.8.1</p>	<p>A company’s policy on equal opportunity and treatment for work shall be available and documented.</p> <p>- Major compliance –</p>	<p>PT Salim Ivomas Pratama Tbk Group including PT Gunung Mas Raya has a documented Policy on worker age requirement under “IndoAgri Sustainable Palm Oil Policy 2017”, dated 07<sup>th</sup> February 2017. Stated in Chapter Responsible Employment &amp; Workplace – Respect Labour Right – Equal Employment Opportunity “ in accordance with pur Code of Conduct, equal employment opportunity is given to every employee and candidate for employment, regardless of religion, ethnicity, gender md other discriminatory factor”.</p> <p>As a derivative of the policy, the company also has SOP CR. OGR-01:01 dated August 19, 2010 on the acceptance of new employees. The auditor team interviewed by some worker and based on that interview indicated that there was no discrimination found at company.</p> <p>In addition the rules of company in 1<sup>st</sup> paragraph of Article 3 Chapter 3 also mentioned the general requirements of workers are (1) at least 18 years old at the time of admission, (2) able-bodied and healthy spirit, (3) meet the criteria or requirements of his position at the time of admission, (4) obey all the rules and regulations of the company, (5) Not engage in any activity or membership of a banned party or organization, (6) good behavior, (7) would be placed in any location. This is complying with the requirement as well as the Labor Act RI No. 13/2003 chapter III article 5 &amp; 6.</p> <p>The policy indicated that all workers have same opportunities for promotions regardless of race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliations or age. Company also has SOP about the new employment recruitment. According on SOP CR.AGR- 01.01</p>	<p>Comply</p>

Criterion / Indicator		Assessment Findings	Compliance
		"Penerimaan Karyawan Baru" (Employee Requitment and Selection), the company will accept new employee based on their capabilities and qualifications.	
6.8.2	Evidence shall be provided that employees and groups including local communities, women, and migrant workers have not been discriminated.  - Major compliance -	At the time of audit performed interviews of male and female workers confirmed that the company anti-discrimination policy was strictly enforced. They were not aware of any cases of discrimination, e.g. document review of salary payment did not find any evidence of discrimination.	Comply
6.8.3	Records of evidence that equal opportunity and treatment for work shall be available.  - Minor compliance -	<p>The company has had procedure hiring workers regulated that hiring and promotion of workers based on skill, work experiences, and job evaluation.</p> <p>Company has implement the employee hiring procedure accordingly. During audit, some of employe hiring data on HR archive document were available.</p> <p>Based on hiring record information, indicated that employee hiring was performed based on skill, work experiences, and job evaluation. Hiring selection has been performed such as: application letter; supporting document of study/graduation, medical checkup record, psicological test record, written test record, interview record and evaluation record. Sample seen during audit and indicated that company has comply their procedure.</p> <p>The company conducted performance evaluation of workers annually as documented in "Rekapitulasi Appraisal 2016, with scoring for work quality, work quantity, behavior/attitude, team work, discipline, responsibility. Document of workers performance evaluation 2017 were available in Sungai Dua Factory, Sungai Dua Estate and Sungai Rumbia 1 Estate and can be demonstrated during audit.</p> <p>Based on interview with workers, both of male and female were confirmed that there was no discrimination on working opportunities, all workers were treated equally. Records of employee's recruitment and its contract agreement were available.</p>	Comply

Criterion / Indicator	Assessment Findings	Compliance	
<p><b>Criterion 6.9</b></p> <p>There is no harassment or abuse in the work place, and reproductive rights are protected.</p>			
<p>6.9.1</p>	<p>A policy to prevent sexual and all other forms of harassment and violence, shall be documented, implemented and communicated to all levels of the workforce.</p> <p>- Major compliance –</p>	<p>The company has policy to prevent sexual and all other forms of harassment and violence as stated in policy “IndoAgri Sustainable Palm Oil Policy 2017”, dated 07<sup>th</sup> February 2017. Stated in Chapter Responsible Employment &amp; Workplace – Respect Labour Right – Harrassment and Abuse “We commit to ensure the protection of our employes from all forms of harassment and abuse”.</p> <p>Implemented policy on prevention of sexual harassment and violence against women, 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 sexual harassment policy has well implemented by the company.</p>	<p>Comply</p>
<p>6.9.2</p>	<p>A policy to protect the reproductive rights, shall be documented, implemented and communicated to all levels of the workforce.</p> <p>- Major compliance –</p>	<p>The company already has a procedure of prevention and handling of sexual harassment cases, as stipulated in the SOP No. CR-OPR-105-KPS.11.11-1 dated November 8, 2011.</p> <p>The Company has established the organizational structure of the women's protection organization (Gender Committee) of Sungai Dua Plantation on 10 January 2017. Gender committee actively meets and discussing general agenda and other issue related to handling sexual harassment, dissemination of sexual harassment prevention. Some work programs related to the protection of women that have been planned in the period 2017, including:</p> <ul style="list-style-type: none"> <li>- Counseling on sexual violence to female workers in estate and mill.</li> <li>- Socialization of mechanisms for handling cases of violence against women and children and sexual harassment. Company has been socialized relate sexual</li> </ul>	<p>Comply</p>

Criterion / Indicator		Assessment Findings	Compliance
		<p>Harassment on 25 February 2017.</p> <ul style="list-style-type: none"> <li>- Conducting activities of women and women, including: POSYANDU program every month, pregnancy examination to female workers (spraying workers).</li> </ul> <p>Based on interview with Gender Committee, company has implemented the protection of women reproductive rights, in form of maternal leave, period leave, regular pregnancy check for female sprayers and strictly prohibit pregnant and/or breastfeeding female worker applying pesticides.</p>	
6.9.3	<p>A specific grievance mechanism which respects anonymity of complainants where requested, and as long as they are supported with adequate information, shall be documented, implemented, and communicated to all workforce.</p> <ul style="list-style-type: none"> <li>- Minor compliance –</li> </ul>	<p>The company has defined the Standard Operating Procedure, No. SOP: XX-HR-308.5-R0; Revision: 0, dated 11/12/2009 - Employees complaints procedure: submission and settlement Mechanism for complaints management where it needs to protect its confidentiality for complaint submitter was found in company policy/s.</p> <p>Company has appointed KTU and Humas who responsible to receive and manage the complaint.</p> <p>Based on interview with workers, labor union and gender committee shows that they have good understanding on complaint submission mechanism which respects anonymity of complainants where requested.</p>	Comply
<p><b>Criterion 6.10</b></p> <p>Growers and millers deal fairly and transparently with smallholders and other local businesses.</p>			
6.10.1	<p>Current and past prices paid for Fresh Fruit Bunches (FFB), shall be publicly available.</p> <ul style="list-style-type: none"> <li>- Minor compliance -</li> </ul>	<p>PT Salim Ivomas Pratama Tbk Sungai Dua factory was not receipt FFB from smallholder scheme and other local businesses.</p> <p>The non certified FFB receive from own estate namely Balam Estate PT Salim Ivomas Pratama Tbk. The record of FFB received from Balam Estate recorded in</p>	N/A

Criterion / Indicator		Assessment Findings	Compliance
		<p>"Data Penerimaan TBS 2017".</p> <p>Generally FFB pricing is determined by Government Bodies "Tim Penetapan Harga TBS Dinas Perkebunan Provinsi Riau". The FFB price based on "Hasil Rapat Penetapan Harga Pembelian TBS Kelapa sawit Produksi Pekebun di Propinsi Riau".</p> <p>The FFB price is updated weekly by Government bodies (every Tuesday).</p>	
6.10.2	<p>Pricing mechanisms for Fresh Fruit Bunches (FFB) and inputs/services shall be explained and documented (where these are under the control of the mill or plantation).</p> <p>- Major compliance -</p>	<p>The company has provided explanation on the FFB pricing formula and based on interview with third party supplier, they understood of FFB pricing mechanism and no complaint was noted regarding FFB price.</p> <p>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:</p> <p>1. FFB Price formula for Smallholder</p> $\text{FFB Price} = \text{K Index} [(\text{CPOprice} \times \text{OER}) + (\text{Pkprice} \times \text{KER})]$ <p>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:</p> $\text{CPO Price} - \text{Transport cost} \times \text{OER} = X$ $\text{PK price} - \text{Transport cost} \times \text{KER} = Y$ <p>----- +</p> $\text{Total} = XY = A$ $\text{Processing cost} = B$ <p>----- -</p>	N/A

Criterion / Indicator		Assessment Findings	Compliance
		FFB Gross price = (A-B)=C Miscellaneous cost =D ----- FFB price =C-D	
6.10.3	Evidence shall be available that all parties understand the contractual agreements they enter into, and that contracts are fair, legal and transparent. - Minor compliance -	PT Salim Ivomas Pratama Tbk Sungai Dua factory was not receipt FFB from smallholder scheme and other local businesses.  The non certified FFB receive from own estate namely Balam Estate PT Salim Ivomas Pratama Tbk. The record of FFB received from Balam Estate recorded in "Data Penerimaan TBS 2017".	N/A
6.10.4	Agreed payments shall be made in a timely manner. - Minor compliance -	PT Salim Ivomas Pratama Tbk Sungai Dua factory was not receipt FFB from smallholder scheme and other local businesses.  The non certified FFB receive from own estate namely Balam Estate PT Salim Ivomas Pratama Tbk. The record of FFB received from Balam Estate recorded in "Data Penerimaan TBS 2017".	N/A
<b>Criterion 6.11</b> Growers and millers contribute to local sustainable development where appropriate.			
6.11.1	Records of contributions to local development based on the results of consultation with local communities shall be available. - Minor compliance -	The company has established a Community Development programme – CSR period 2017 comprised of Relationship/Communication programme, Capacity Building for community programme, Livelihood programme, Health programme, Public Facility/Infrastructure programme, Contribution to Religious event and Culture, Contribution to National Day, Donation and Awareness programme. The Company has set the CSR program for the period of 2017 with a budget of Rp. *****, -Some	Comply

Criterion / Indicator	Assessment Findings	Compliance
	<p>CSR program, including:</p> <ol style="list-style-type: none"> <li>1. Economics: <ul style="list-style-type: none"> <li>- Development Assistance Drilling Well</li> <li>- Provision of fish seeds to Balai Jaya Village Town</li> <li>- Making public toilets</li> </ul> </li> <li>2. Religious: <ul style="list-style-type: none"> <li>- Assistance of religious day to the village around the plantation</li> <li>- Renovation of church and mosque worship</li> </ul> </li> <li>3. Health: <ul style="list-style-type: none"> <li>- Coaching Posyandu in the garden</li> <li>- Help equipment / equipment at daycare.</li> </ul> </li> <li>4. Education <ul style="list-style-type: none"> <li>Student fee of Istiper / Unand student (4 people for 3 months)</li> </ul> </li> </ol> <p>Realization of the CSR program in period 2016, such as:</p> <ul style="list-style-type: none"> <li>✓ Honorarium payment for Mudim Masjid Muttaqien each month</li> <li>✓ In January 2016, road maintenance and service by road graders along 73 km.</li> <li>✓ In February 2016, contribution to the Open Cup II 2016 championship</li> <li>✓ In March 2016 Provision of child nutrition Kindergarten and day care TPA</li> </ul> <p>The company also uses local contractors for the work and activities of the plantation, e.g. Replanting (tumbling, chipping and rasping) work of 607 Ha, based on contract of employment agreement no. SDE/SIMP/SPK/002 /V/16, dated 31/5/2016 on behalf</p>	

Criterion / Indicator		Assessment Findings	Compliance
		of PT Mitra Karya Jaya Perdana.	
6.11.2	Where there are scheme smallholders, there shall be evidence that efforts and/or resources have been allocated to improve scheme smallholder productivity.  - Minor compliance -	There is no scheme smallholders associated with Pt Salim Ivomas Pratama Tbk and PT Gunung Mas Raya.	N/A
<b>Criterion 6.12</b>			
No forms of forced or trafficked labor are used.			
6.12.1	There shall be evidence that no forms of forced or trafficked labor are used.  - Major compliance -	The company has a policy to prohibit any forms of forced or trafficked labor as stated in policy "IndoAgri Sustainable Palm Oil Policy 2017", dated 07 <sup>th</sup> February 2017. Stated in Chapter Responsible Employment & Workplace – Respect Labour Right – Child and Forced Labour "We strictly prohibit the use of underage workers and all formed of forced labour. We commit to enabling all employees to exercise their own free will and work without coercion".  Based on interview with worker union committee and gender committee, there was no indication of forced labour and/or human trafficking. All employees have had work agreement, regulating the rights and obligation of company and employee. The work agreement including working hour and salary payment.  Based on document verification and salary payment, shows employee have been paid in accordance to minimum wage regulation.	Comply
6.12.2	It shall be demonstrated that no contract substitution has occurred.	Based on interview with worker union committee and gender committee, there was no indication of contract substitution occurred. All employees have work agreement, explaining the rights and obligation including scope of work.	Comply



Criterion / Indicator		Assessment Findings	Compliance
	- Minor compliance -		
6.12.3	<p>Where migrant/foreign/honorary workers are employed, a special worker policy and procedures and the evidence of implementation shall be available.</p> <p>- Major compliance -</p>	<p>During document review of employee data and list of employee shown that there is no migrant/foreign/honorary workers are employed by company.</p> <p>Procedures against employee has been set by company in HR procedure regarding workers/employee. Company also has determined the policy to protect the employee presented in "IndoAgri Sustainable Palm Oil Policy 2017", dated 07<sup>th</sup> February 2017. Stated in Chapter Responsible Employment &amp; Workplace – Respect Labour Right.</p> <p>Based on interview with worker union committee and gender committee, there was no indication on the use of migrant worker. All employee including temporary workers have work agreement; regulating the scope of work, work agreement timeframe, working hour, salary payment, overtime and Jamsostek.</p>	Comply
<p><b>Criterion 6.13</b> Growers and millers respect human rights.</p>			
6.13.1	<p>A policy to respect human rights shall be documented and communicated to all levels of the workforce and operations.</p> <p>- Major compliance -</p>	<p>The company has established human rights policy, as stated in policy "IndoAgri Sustainable Palm Oil Policy 2017", dated 07<sup>th</sup> February 2017. Stated in Chapter Sustainable Communities – Respect Human rights "We commit to comply with Indonesian National laws and ratified International treaties on human rights and notably, indigenous peoples rights". The policy has been communicated to the workforce.</p> <p>Based on interview with workers indicated that there was no indication of human right violation. They have understand regarding company human rights policy.</p>	Comply
<p><b>Principle 7: Responsible development of new plantings</b></p>			

Criterion / Indicator		Assessment Findings	Compliance
<b>Criterion 7.1</b>			
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.			
7.1.1	An independent social and environmental impact assessment (SEIA), undertaken through a participatory methodology including the relevant affected stakeholders, shall be documented.  - Major compliance -	PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.  PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest and waterlogged. No any new planting area/developing area since November 2005.	N/A
7.1.2	Appropriate management planning and operational procedures shall be developed and implemented to avoid or mitigate identified potential negative impacts.  - Minor compliance -	PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.  PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest and waterlogged. No any new planting area/developing area since November 2005.	N/A
7.1.3	Where the development includes an outgrower scheme ( <i>skema kemitraan</i> ), the impacts of the scheme and the implications of the way it is managed shall be given particular attention.  - Minor compliance -	PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.  PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest and waterlogged. No any new planting area/developing area since November 2005.	N/A

Criterion / Indicator		Assessment Findings	Compliance
		There is no scheme smallholder.	
<b>Criterion 7.2</b>			
Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.2.1	Soil suitability maps or soil surveys adequate to establish the long-term suitability of land for oil palm cultivation shall be available and taken into account in plans and operations.  - Major compliance -	PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.  PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest and waterlogged. No any new planting area/developing area since November 2005.	N/A
7.2.2	Topographic information adequate to guide the planning of drainage and irrigation systems, roads and other infrastructure shall be available.  - Minor compliance -	PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.  PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest and waterlogged. No any new planting area/developing area since November 2005.	N/A
<b>Criterion 7.3</b>			
New plantings since November 2005 have not replaced primary forest or any area required to maintain or enhance one or more High Conservation Values.			
7.3.1	There shall be evidence that no new plantings have replaced primary forest, or any area required to maintain or enhance one or more	PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area	N/A

Criterion / Indicator		Assessment Findings	Compliance
	<p>High Conservation Values (HCVs), since November 2005. New plantings shall be planned and managed to best ensure the HCVs identified are maintained and/or enhanced (see Criterion 5.2).</p> <p>- Major compliance –</p>	<p>since November 2005.</p> <p>PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest and waterlogged. No any new planting area/developing area since November 2005.</p>	
7.3.2	<p>Reports of comprehensive HCV assessment, which involves stakeholder consultation and includes record of land-use change since November 2005, shall be available. This HCV assessment shall be conducted prior to any conversion or new planting.</p> <p>- Major compliance –</p>	<p>PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.</p> <p>PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest and waterlogged. No any new planting area/developing area since November 2005.</p>	N/A
7.3.3	<p>Records of land preparation and clearing dates shall be available.</p> <p>- Minor compliance –</p>	<p>PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.</p> <p>PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest and waterlogged. No any new planting area/developing area since November 2005.</p>	N/A
7.3.4	<p>An action plan shall be developed that describes operational actions consequent to the findings of the HCV assessment, and that references the grower’s relevant operational procedures. (see Criterion 5.2)</p>	<p>PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.</p> <p>PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest</p>	N/A

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance –	and waterlogged. No any new planting area/developing area since November 2005.	
7.3.5	Evidence of consultation with the affected community shall be available in order to identify the area required by such community to fulfill its basic needs, by considering the positive and negative changes to the livelihood as a result of plantation operations. Such matters shall be included in the HCV analysis and management plan (see Criteria 5.2).  - Minor compliance –	PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.  PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest and waterlogged. No any new planting area/developing area since November 2005.	N/A
<b>Criterion 7.4</b>			
Extensive planting on steep terrain, and/or marginal and fragile soils, including peat, is avoided.			
7.4.1	Indicative maps showing marginal and fragile soils, including excessive gradients and peat soils, shall be available and used to identify areas to be avoided.  - Major compliance –	PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.  PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest and waterlogged. No any new planting area/developing area since November 2005.	N/A
7.4.2	Where limited planting on fragile and marginal soils, including peat, is proposed, a documented plan shall be developed and implemented to protect them without incurring adverse impacts. - Major compliance –	PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.  PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest	N/A

Criterion / Indicator		Assessment Findings	Compliance
		and waterlogged. No any new planting area/developing area since November 2005.	
<b>Criterion 7.5</b>			
No new plantings are established on local people’s land where it can be demonstrated that there are legal, customary or user rights, without their free, prior and informed consent. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.			
7.5.1	Evidence shall be available that affected local peoples understand they have the right to say ‘yes’ or ‘no’ to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the grower/miller is signed and ratified by these local peoples (see Criteria 2.2, 2.3, 6.2, 6.4 and 7.6)  - Major compliance –	PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.  PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest and waterlogged. No any new planting area/developing area since November 2005.	N/A
<b>Criterion 7.6</b>			
Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their free, prior and informed consent and negotiated agreements.			
7.6.1	Records of identification and assessment of legal, customary and user rights shall be available.  - Major compliance –	PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.  PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest	N/A

Criterion / Indicator		Assessment Findings	Compliance
		and waterlogged. No any new planting area/developing area since November 2005.	
7.6.2	A procedure for identifying people entitled to compensation shall be available. - Major compliance –	PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.  PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest and waterlogged. No any new planting area/developing area since November 2005.	N/A
7.6.3	Records of calculation system and distribution of fair compensation shall be available. - Major compliance –	PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.  PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest and waterlogged. No any new planting area/developing area since November 2005.	N/A
7.6.4	Communities that have lost access and rights to land for plantation expansion shall be given opportunities to benefit from plantation development. - Minor compliance –	PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.  PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest and waterlogged. No any new planting area/developing area since November 2005.	N/A
7.6.5	The process and outcome of any compensation claims shall be documented and made available to the affected communities and their representatives.	PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.  PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and	N/A

Criterion / Indicator		Assessment Findings	Compliance
	- Minor compliance –	started replanting on 2005 with area 85 ha to replace the plants that died from pest and waterlogged. No any new planting area/developing area since November 2005.	
7.6.6	Evidence shall be available that the affected communities and rights holders have access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.  - Minor compliance –	PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.  PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest and waterlogged. No any new planting area/developing area since November 2005.	N/A
<b>Criterion 7.7</b>			
No use of fire in the preparation of new plantings other than in specific situations, as identified in the ASEAN Guidelines or other regional best practice.			
7.7.1	Records of zero burning implementation on land clearing, referring to the ASEAN Policy on zero burning (2003) and recognised techniques based on the existing regulations shall be available.  - Major compliance –	PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.  PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest and waterlogged. No any new planting area/developing area since November 2005.	N/A
7.7.2	In exceptional cases where fire has to be used for preparing land for planting, there shall be evidence of prior approval of the controlled burning as specified in 'Guidelines for the Implementation of the ASEAN on Zero Burning' 2003, or comparable guidelines in other regions.	PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.  PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest and waterlogged. No any new planting area/developing area since November 2005.	N/A



Criterion / Indicator		Assessment Findings	Compliance
	- Minor compliance –		
<b>Criterion 7.8</b>			
New plantation developments are designed to minimize net greenhouse gas emissions.			
7.8.1	<p>The carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development shall be identified and estimated.</p> <p>- Major compliance –</p>	<p>PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.</p> <p>PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest and waterlogged. No any new planting area/developing area since November 2005.</p>	N/A
7.8.2	<p>Records of a plan to minimize net GHG emissions shall be available.</p> <p>- Minor compliance –</p>	<p>PT Salim Ivomas Pratama Tbk Sungai Dua Estate has planted since 1985 – 1992 and has started replanting in 2016 and 2017. No any new planting area/developing area since November 2005.</p> <p>PT Gunung Mas Raya Sungai Rumbia Estate has planted since 1989 – 2004 and started replanting on 2005 with area 85 ha to replace the plants that died from pest and waterlogged. No any new planting area/developing area since November 2005.</p>	N/A
<b>Principle 8: Commitment to continuous improvement in key areas of activity</b>			
<b>Criterion 8.1</b>			
Growers and millers regularly monitor and review their activities, and develop and implement action plans that allow demonstrable continual improvement in key operations.			

Criterion / Indicator	Assessment Findings	Compliance
<p>8.1.1 The action plan for monitoring shall be available, based on a consideration of the social and environmental impacts and routine evaluation of the plantation and mill operations. As a minimum, these shall include, but are not necessarily be limited to:</p> <ul style="list-style-type: none"> <li>• Reduction in use of certain chemicals (Criterion 4.6);</li> <li>• Environmental impacts (Criteria 4.3, 5.1 and 5.2);</li> <li>• Waste reduction (Criterion 5.3);</li> <li>• Pollution and greenhouse gas (GHG) emissions (Criteria 5.6 and 7.8);</li> <li>• Social impacts (Criterion 6.1);</li> <li>• Optimising the yield of FFB production (Criterion 4.2)</li> </ul> <p>- Major compliance –</p>	<p>A continuous improvement plan has been prepared and internal audit conducted to identify environmental and social activities, such as:</p> <ul style="list-style-type: none"> <li>• The company has regularly prepared the Environmental Management and Monitoring Plan or Rencana Kelola Lingkungan-Rencana Pemantauan Lingkungan (RKL-RPL). In this document the company reporting their efforts on how to manage and recycle wastes in order to improve the environmental performance. The environmental indicators such as water, waste water, and air quality, as well as noise in the mill and its surrounding are kept below the threshold values given by the regulation. The company always submit the report regularly to comply the government regulation. Waste reduction efforts are use of fiber and shell as bio fuels; use of empty fruit bunch, solid and palm oil mill effluent as organic fertilizers; hazardous waste management and domestic waste management.</li> <li>• The company has conducted the mitigation efforts to reduce the such as reduce of pollution and greenhouse gas (GHG) emissions. Some of their effort are reduce of fossil fuel and replace to bio fuel such as use of fiber and shell; reduce of chemical fertilizer to bio fertilizer such as empty fruit bunch, solid and palm oil mill effluent as land application; implementing the integrated pest management by use of owl and beneficial plant for natural predator to reduce pesticides (since 2001 company has no longer use the pesticide to control the rats pest), minimized the herbicide usage by selecting spraying since May 2017 company has no longer use gramoxone/paraquat).</li> <li>• The company has prepared the management and monitoring of Social Impact Assesment. The report consist of identification of type of social impact, sources of impact, the management and monitoring plan to manage the impact.</li> <li>• The company has conducted the report of CSR program as one of the management of social impact.</li> </ul>	<p>Comply</p>

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Criterion / Indicator	Assessment Findings	Compliance
	<ul style="list-style-type: none"> <li>• FFB productivity enhancement by : Fertilizer application according to research recommendation (appropriate dosage, time and target) based on regular leaf sampling analysis; Integrated pest management implementation (since 2001 no longer use the pesticide to control the mices, company placing 2,500 nest box spread in the plantation area with 10,000 barn owl occupied each year; Pest and disease control by biological control by cultivate entomopathogenic agents of the virus that is sprayed into the whole plantation; Real time response by utilizing air photography, satellite technology and Geographic information System (GIS) facilities, company are able to monitor plantation blocks and record real-time accurate information against the plant health conditions and ground/water characteristics of plantations. This has improved the allocation of resources and labor, and enabled company to prevent potential agronomic problems.</li> <li>• Increase rendemen CPKO by reducing losses PKE (Palm kernel expeller/pulp</li> <li>• Reserve HCV areas. Planting native species/local species trees along river riparian to prevent river contamination and prevent erosion;</li> <li>• 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.</li> </ul>	

### Appendix B: Approved Time Bound Plan

No	Company	Name of Mill	Supply Bases	Region	District	Status	Time bound for certification
1	PT. Salim Ivomas Pratama	Sungai Dua Factory (SDF)	Sungai Dua Estate (SDE)	Riau	Rokan Hilir	Certified (2013)	-
		Balam Factory (BLF)	Balam Estate (BLE)	Riau	Rokan Hilir	Audit Stage 2 on November 2017 by PT BSI Group Indonesia	2018
		Kayangan Factory (KYF)	Kayangan Estate (KYE)	Riau	Rokan Hilir	Certified (2012)	-
			Kencana Estate (KCE)	Riau	Rokan Hilir	Certified (2012)	-
2	PT. Gunung Mas Raya	Sungai Bangko Factory (SBF)	Sungai Bangko Estate (SBE)	Riau	Rokan Hilir	Certified (2014)	-
			Sungai Rumbia Estate-1 (SRE-1)	Riau	Rokan Hilir	Audit Stage 2 on May 2017 by PT BSI Group Indonesia	2018
			Sungai Rumbia Estate-2 (SRE-2)	Riau	Rokan Hilir	Audit Stage 2 on May 2017 by PT BSI Group Indonesia	2018
3	PT. Cibaliung Tunggal Plantation	Sungai Bangko factory (SBF)	Cibaliung Estate (CBE)	Riau	Rokan Hilir	Certified (2013)	-
4	PT. Serikat Putra	Lubuk Raja Factory (LRF)	Lubuk Raja Estate (LRE)	Riau	Pelalawan	Certified (2017)	2016

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			Bukit Raja Estate (BRE)	Riau	Pelalawan	Certified (2017)	2016
5	PT. Indri Plant	Napal Factory (NPF)	Napal Estate (NPE)	Riau	Indragiri Hulu	Certified (2016)	-
6	PT. Mentari Subur Abadi IA tgl 5 – 8 Mei 2015	Muara Merang Factory (MRF)	Muara Merang Estate (MRE)	South Sumatra	Musi Banyuasin	Stage-1 audit (28-31 Dec 2015)	2018
			Mangsang Estae (MSE)	South Sumatra	Musi Banyuasin	Stage-1 audit (28-31 Dec 2015)	2018
			Karang Agung Estate (KAE)	South Sumatra	Musi Banyuasin	Stage-1 audit (28-31 Dec 2015)	2018
			Hulu Merang Estate (HME)	South Sumatra	Musi Banyuasin	Stage-1 audit (28-31 Dec 2015)	2018
7	PT. Swadaya Bhakti Negaramas IA tgl 2 – 4 Agustus 2016	-	Pulai Gading Estate (PGE)	South Sumatra	Musi Banyuasin	-	2019
			Medak Estate (MDE)	South Sumatra	Musi Banyuasin	-	2019
8	PT. Cangkul Bumi Subur IA tgl 3 – 4 Agustus 2016	-	Bumi Subur Estate (BSE)	South Sumatra	Musi Banyuasin	-	2019
			Bukit Indah Estate (BIE)	South Sumatra	Musi Banyuasin	-	2019
9	PT. Intimegah Bestari Pertiwi IA tgl 5 – 6 Agustus 2016	-	Sungai Ampalau Estate (SAE)	South Sumatra	Musi Banyuasin	-	2019
			Megah Abadi Estate (MAE)	South Sumatra	Musi Banyuasin	-	2019
10	PT. Pelangi Inti Pertiwi IA tgl 1 – 7 September 2016	-	Mancang Estate (MCE)	South Sumatra	Musi Banyuasin	-	2019
11	PT Citra Nusa Inti Sawit	Kedukul Factory (KDF)	Kedukul Estate (KDE)	West Kalimantan	Sanggau	Stage-1 (28-30 Des 2015)	2018

			Trimulya Estate (TME)	West Kalimantan	Sanggau	Stage-1 (28-30 Des 2015)	2018
			Sei Mawang Estate (SME)	West Kalimantan	Sanggau	Stage-1 (28-30 Des 2015)	2018
12	PT. Kebun Ganda Prima	Kembayan Factory (KBF)	Kembayan Estate (KBE)	West Kalimantan	Sanggau	Stage-1 (28-30 Des 2015)	2018
			Tayan Hulu Estate (THE)	West Kalimantan	Sanggau	Stage-1 (28-30 Des 2015)	2018
13	PT. Riau Agrotama Plantation	Nanga Silat Factory (NSF)	Nanga Silat Estate (NSE)	West Kalimantan	Kapuas Hulu	Stage-1 (28-30 Des 2015)	2018
			Bukit Setunggul Estate (BSE)	West Kalimantan	Kapuas Hulu	Stage-1 (28-30 Des 2015)	2018
			Kapuas Estate (KKE)	West Kalimantan	Kapuas Hulu	Stage-1 (28-30 Des 2015)	2018
14	PT. Jake Sarana IA tgl 27 Agustus 2016	-	Miau Merah Estate (MME)	West Kalimantan	Sintang	-	2019
			Sekubang Estate (SKE)	West Kalimantan	Sintang	-	2019
15	PT. Citra Kalbar Sarana IA tgl 20 Agustus 2016	-	Libau Estate (LBE)	West Kalimantan	Sintang	-	2019
			Sepauk Estate (SKE)	West Kalimantan	Sintang	-	2019
			Tempunak Estate (TPE)	West Kalimantan	Sintang	-	2019
16	PT. Hijau Pertiwi Indah Plantation IA tgl 16 - 18 Agustus 2016	-	Lupak Dalam	Central Kalimantan	Kapuas	-	2019
			Kuala Kapuas	Central Kalimantan	Kapuas	-	2019
			Bunga Tanjung	Central Kalimantan	Kapuas	-	2019
17	PT. Kebun Mandiri Sejahtera	Mariango Factory (MGF)	Penajam Estate (PNE)	East Kalimantan	Pasir Utara	Stage-1 (1-7 Des 2015)	2018
			Mariango Estate (MGE)	East Kalimantan	Pasir Utara	Stage-1 (1-7 Des 2015)	2018

18	PT. Gunta Samba	Ampanas Factory	Ampanas Estate	East Kalimantan	Kutai Timur	Stage-1 (1-5 May 2016)	2018
			Elang Estate	East Kalimantan	Kutai Timur	Stage-1 (23-24 October 2016)	2018
19	PT. Multi Pasific International	Ciptagraha Factory	Cipta Graha Estate	East Kalimantan	Kutai Timur	-	2018
			Peridan Estate	East Kalimantan	Kutai Timur	Stage-1 on 19 – 22 October 2016	2018
			Kerayaan Estate	East Kalimantan	Kutai Timur	Stage-1 on 19 – 22 October 2016	2018
			Muara Bulan Estate	East Kalimantan	Kutai Timur	-	2018
			Baay Estate	East Kalimantan	Kutai Timur	-	2018
20	PT. Mitra Intisejati Plantation	Bengkayang Factory	Bengkayang Estate	East Kalimantan	Kalbar, Bengkayang	-	2018

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**Appendix C: Certification Unit RSPO Certificate Details**

PT. Salim Ivomas Pratama Tbk  
Sungai Dua Factory (Palm Oil Mill)  
Balai Jaya Kota Village,  
Bagan Sinembah District,  
Rokan Hilir Regency,  
Riau Province  
INDONESIA

BSI RSPO Certificate No: RSPO 673525  
Date of Initial Certificate Issued: 01/03/2018  
Date of Expiry: 28/02/2023

RSPO membership number: 100410700000, dated 23<sup>rd</sup> September 2007

Applicable Standards: **RSPO P&C INA NI 2016**; *RSPO Supply Chain Certification Standard November 2014*  
*Module Module E - CPO Mills: Mass Balance*

<b>PT. Salim Ivomas Pratama Tbk – Sungai Dua Factory (Palm Oil Mill) and Supply Base</b>						
Location Address	Balai Jaya Kota Village, Bagan Sinembah District, Rokan Hilir Regency, Riau Provinces, Indonesia					
GPS Location	100° 35' 27.85" E - 01° 45' 05" N					
CPO Tonnage Total	43,898.05 MT					
PK Tonnage Total	9,990.59 MT					
CPO Claimed for Certification*	35,272.93 MT					
PK Claimed for Certification *	8,036.091 MT					
Own estates FFB Tonnage	173,758.27 MT					
Scheme Smallholder FFB tonnage	- MT					
Estates	Production Area		Other use & Infrass (ha)	HCV (ha)	Certified Area / Total land lease (ha)	Annual FFB Production (mt)
	Mature (ha)	Immature (ha)				
Sungai Dua Estate	4,436	647	487.40	108.60	5,679	73,279.65
Sungai Rumbia 1 Estate	4,374	0	158	114	4,532	100,478.62
<b>TOTAL</b>	<b>8,810</b>	<b>647</b>	<b>654.40</b>	<b>222.60</b>	<b>10,211</b>	<b>173,758.27</b>



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### Appendix D: Assessment Plan

IAV Assessment plan

Date	Time	Subjects	Mujinius Jalaraya	Edy Widodo	Aswan Hasibuan
			PRSCO-LA,EMS	PRSCO-SA	PRSCO-EMS, OHS, SCC
Sunday 21/05/2017	12.00 – 14.00	Travel from Jakarta – Pekanbaru by GA144	√	√	
	12.00 – 14.00	Travel from Medan - Pekanbaru			√
	14.00 – 20.00	Travel from Pekanbaru – Sungai Dua Factory	√	√	√
Monday 22/05/2017	08.00 – 09.00	<b>Opening Meeting</b> Presentation by PT. Salim Ivomas Pratama Tbk – Sungai Dua Factory	√	√	√
	09.00 – 12.00	<b>Sungai Dua Estate Field Visit:</b> Herbicide application programmes, harvesting, fertilising operations, , water management, road maintenance, terracing, HCV's, riparian zones, etc.	√		
		<b>Sungai Dua Estate Field Visit:</b> Agrochemical stores, Fertilizer store, workshops, housing, landfill, clinic, HCV's, riparian zones, Hazardous Waste, etc.			√
		<b>Sungai Dua Estate Field Visit:</b> Boundaries inspection, worker interviews, social amenities, etc.  Interview with: Labour Union and Gender Committee.		√	
	12.00 – 14.00	Lunch	√	√	√
	14.00 – 17.00	<b>Document Review: Sungai Dua Estate</b>	√	√	√
Tuesday, 23/05/2017	08.00 – 12.00	<b>Sungai Rumbia 1 Estate Field Visit:</b> Herbicide application programmes, harvesting, fertilising operations, , water management, road maintenance, terracing, HCV's, riparian zones, etc.	√		√
		<b>Stakeholder consultation</b> Interview with: BLH, BPN, Disbun, Disnakertrans Kab. Rokan Hilir, BPN		√	

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		<b>Sungai Rumbia 1 Estate</b> <b>Field Visit:</b> Agrochemical stores, Fertilizer store, workshops, housing, landfill, clinic, HCV's, riparian zones, Hazardous Waste, etc.			√
	14.00 – 17.00	<b>Document Review: Sungai Rumbia 1 Estate</b>	√	√	√
		<b>Stakeholder consultation</b> Interview with: Village head, local community, community leaders, local contractor, FFB supplier, etc		√	
Wednesday 24/05/2017	08.00 – 12.00	<b>Sungai Dua Factory</b> <b>Field Visit and Document Review:</b> Inspection of processing, warehouse, workshop, mill wastes management, Effluent Ponds, OHS, Environment issues, POME application, workers interview, Supply chain for CPO mill, Review on SEIA documents and records, Document review, etc.	√	√	√
	12.00 – 14.00	Lunch	√	√	√
	14.00 – 15.00	<b>Document Review</b>	√	√	√
	15.00 – 16.00	Preparing Closing Meeting	√	√	√
	16.00 – 17.00	<b>Closing Meeting</b>	√	√	√
	17.00 – 22.00	Traveling Site - pekanbaru	√	√	√
	22.00 - up	Stay at Hotel Pekanbaru	√	√	√
Thursday 25/05/2017	08.30 – 10.30	Travel Pekanbaru – Jakarta by GA	√	√	
	08.30 – 10.30	Travel Pekanbaru - Medan			√

The BSI auditor team will comprise of the following members.

	<b>Name</b>	<b>Role</b>	<b>Assessment aspects</b>
1	Mujinius Jalaraya	Team Leader	HCV, Best Management Practise for Plantation and Mill (Fluent in English and local language).
2	Edy Widodo	Team member	Legal aspect, Social and labor
3	Aswan Hasibuan	Team member	Environmental aspect, OHS aspect, SCC for CPO Mill (Fluent in English and local language).

**Appendix E: Stakeholders Contacted**

<p><b>Internal Stakeholders</b></p> <ol style="list-style-type: none"> <li>1. Gender Committee of PT Salim Ivomas Pratama Tbk and PT Gunung Mas Raya</li> <li>2. Employee PT Salim Ivomas Pratama Tbk and PT Gunung Mas Raya (harvester, sprayer, manuring worker, operator, etc)</li> </ol>	<p><b>Union/Contractors/Local Communities</b></p> <ol style="list-style-type: none"> <li>1. Worker union representative of PT Salim Ivomas Pratama Tbk and PT Gunung Mas Raya</li> <li>2. Local community and village head of Balai Jaya Kota, Bagan Sinembah District, Rokan Hilir Regency</li> </ol>
<p><b>Government Departments</b></p> <ol style="list-style-type: none"> <li>1. Dinas Tenaga Kerja dan Transmigrasi Kabupaten Rokan Hilir (Manpower and Transmigration Office – Rokan Hilir Regency)</li> <li>2. Dinas Lingkungan Hidup Kabupaten Rokan Hilir (Environmental Office – Rokan Hilir Regency)</li> <li>3. Dinas Pertanian dan Perkebunan Kabupaten Rokan Hilir (Agriculture and Plantation Service – Rokan Hilir Regency)</li> <li>4. Kantor Pertanahan Kabupaten Asahan (Land affairs office - Rokan Hilir Regency)</li> </ol>	<p><b>NGO</b></p> <p>Invitation letter to comment was sent before audit, there was no comment submit by NGO.</p>

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**Appendix F: CPO Mill Supply Chain Assessment Report (Module E - CPO Mills: Mass Balance)**

Criterion E.1. Definition															
	Requirement	Evidence	Compliance												
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.	PT Salim Ivomas Pratama – Sungai Dua Factory implemented Mass Balance model for the supply chain system. The FFB supply for Sungai Dua Factory come from own estates Sungai Dua Estate and from Sungai Rumbia 1 Estate PT Gunung Mas Raya which still sister company. Other FFB supply was coming from sister company which is not certified.  Based on procedure "Supply Chain No.CR-OPR-101-SPC.03.13-1 –R1 updated on 07 <sup>th</sup> September 2015 covering all SCCS activities since FFB receiving until CSPO/CPK send to buyer. FFB from certified estate marked as Sustainable FFB and certified CPO and certified PK marked as Certified in Delivery Notes.	Yes												
Criterion E.2. Explanation															
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>The projection of CPO and PK product from Sungai Dua factory is recorded by CB in the public summary report.</p> <p>The actual CPO and PK produced verified during audit to ensure that certified mill only deliver the allowed tonnage for the year.</p> <p>The projection of production 2017 and actual 2016 as below:</p> <table border="1"> <thead> <tr> <th>Description</th> <th>Projection in 2017 (MT)</th> <th>Actual in 2016 (MT)</th> </tr> </thead> <tbody> <tr> <td>FFB</td> <td>173,758.27</td> <td>96,186.490</td> </tr> <tr> <td>CPO</td> <td>35,272.93</td> <td>41,492.562</td> </tr> <tr> <td>PK</td> <td>5,415.80</td> <td>11,013.824</td> </tr> </tbody> </table> <p>During this assessment, the actual of production CPO and PK is reorded in daily, monthly and yearly basis.</p>	Description	Projection in 2017 (MT)	Actual in 2016 (MT)	FFB	173,758.27	96,186.490	CPO	35,272.93	41,492.562	PK	5,415.80	11,013.824	Yes
Description	Projection in 2017 (MT)	Actual in 2016 (MT)													
FFB	173,758.27	96,186.490													
CPO	35,272.93	41,492.562													
PK	5,415.80	11,013.824													
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).	The company has registered in Palm-trace. However there is no projected volume and sold out of product because it has not been certified yet. It will be after certified by CB.	Yes												

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<b>Criterion E.3. Documented procedures</b>		
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:	PT Salim Ivomas Pratama – Sungai Dua Factory has written procedure and work instruction in place to ensure the implementation of all elements specified in these requirement. The procedures and work instructions are complete and up to date covering the implementation of all the elements in RSPO Supply Chain Certification requirements.
	a) Complete and up to date procedures covering the implementation of all the elements in these requirements	PT Salim Ivomas Pratama – Sungai Dua Factory has implemented a supply chain and traceability procedure under "Supply Chain Procedure" No.CR-OPR-101-SPC.03.13-1 –R1 updated on 07 <sup>th</sup> September 2015.  The procedure explains in all aspects of supply chain and traceability scope in Gunung Melayu POM, starting from FFB harvesting, FFB delivery to Palm Oil Mill; FFB receiving and processing in Palm Oil Mill, CPO and PK production and reporting; CPO and PK dispatch from Palm Oil Mill and receiving in storage tank for export, Shipping instruction and preparation, CPO stock balancing post-shipping.
	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.	Based on Supply Chain Procedure, PT Salim Ivomas Pratama – Sungai Dua Factory has appointed the responsible person for handling supply chain along their supply chain is Head of Admin officer (Mr. Asran Sitompul) based on assignment letter number INS/FM-SDF/IV/2017 regarding "Penunjukan tugas sebagai penanggung jawab Supply Chain di PKS Sungai Dua" dated on April 03 <sup>rd</sup> , 2017.  Based on interview with Head of Admin officer, he has knowledge how supply chain procedures implemented, he was worked in Asian Agri Mill for more than 5 years which managed RSPO certified mill.
E.3.2	The site shall have documented procedures for receiving and processing certified and non-certified FFBs.	Based on procedure "Supply Chain" No.CR-OPR-101-SPC.03.13-1 –R1 updated on 07 <sup>th</sup> September 2015 covering all SCCS activities since FFB receiving until CSPO/CPK send to buyer. FFB from certified estate marked as Sustainable FFB and certified CPO and certified PK marked as Certified in Delivery Notes.

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Criterion E.4. Purchasing and goods in		
E.4.1	<p>The site shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p>	<p>Head of Admin officer of Sungai Dua Factory as SCCS Officer has verified and documented the volumes of certified and non-certified FFB received. FFB documentation from certified estate is "Surat Pengantar Buah" (FFB Delivery Note), which contain number of bunches, location, vehicle identity, etc. FFB received are daily recorded in "Laporan Penerimaan TBS" (FFB Receiving Record) and recapitulated monthly in "Laporan Harian Penerimaan dan Produksi" (Daily Report of Receiving and Production).  Record observed are as follows:  FFB Received:  FFB from own estate: Sungai Dua Estate dated 23/05/2017</p> <ol style="list-style-type: none"> <li>1. Surat Pengantar <ul style="list-style-type: none"> <li>- SP. No: 3520EO51722057</li> <li>- Truck: BM9491PC</li> <li>- Quantity: 230 bunches</li> <li>- FFB Non Certified Product</li> </ul> </li> <li>2. Weight Bridge: <ul style="list-style-type: none"> <li>- Ticket No.: 3550NR17010394</li> <li>- Date: 23/05/2017</li> <li>- Origin: Sungai Dua Estate</li> <li>- Quantity: 4,580 kg</li> <li>- Mark as certified Product.</li> </ul> </li> </ol> <p>FFB from certified estate: Sungai Rumbia-1 Estate – PT Gunung Mas Raya dated 23/05/2017</p> <ol style="list-style-type: none"> <li>1. Surat Pengantar (Delivery Order of FFB from Field): <ul style="list-style-type: none"> <li>- SP. No: 3720EO21706082.</li> <li>- Date: 23/05/2017</li> <li>- Truck: DT.17 (BM 9873PB)</li> <li>- Quantity: 268 bunches</li> <li>- Sustainable Product.</li> </ul> </li> <li>2. Weight Bridge: <ul style="list-style-type: none"> <li>- Ticket No.: 3550NR17010390</li> <li>- Date: 23/05/2017</li> <li>- Origin: Sungai Rumbia-1 Estate</li> <li>- Quantity: 4,220 kg</li> <li>- RSPO Certified</li> <li>- SP. No. 3720E021706082</li> </ul> </li> </ol> <p>FFB from sister company as non certified product Sample taken:  From Balam Estate PT Salim Ivomas Pratama Tbk dated 23/05/2017</p>

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		<p>1. Surat Pengantar          - SP. No: 3522EO31732111          - Truck: BM 8346 PD          - Quantity: 230 bunches          - FFB Non Certified Product</p> <p>2. Weight Bridge:          - Ticket No.: 3550NR17010395          - Date: 23/05/2017          - Origin: Balam Estate          - Quantity: 4,850 kg</p> <p>Mark as Non-certified Product</p>	
E.4.2	The site shall inform the CB immediately if there is a projected overproduction of certified tonnage.	This has been regulated in procedure "Supply Chain"no.CR-OPR-101-SPC.03.13-1 –R1 updated on 07 <sup>th</sup> September 2015, B.7. <i>"Perusahaan akan menginformasikan kepada Badan Sertifikasi apabila terjadi produksi berlebih dari jumlah produksi CPO yang tercantum di sertifikat RSPO"</i> . Company will informed to CB if there is an extension production volume from existing CPO/PK estimated.	Yes
<b>Criterion E.5. Record keeping</b>			
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.	The company has documented FFB certified and non-certified received based, CPO and PK produced and CPO/PK dispatch both claimed as certified and non certified three monthly basis as documented in "CPO/PK Production and sales balance".  Sampel taken: 3 monthly basis report (January – March 2017 and April – to date May 2017).	Yes
	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.	FFB received, CPO/PK produced and CPO/PK dispatch is recorded in daily basis (Processing daily Report), monthly report (Production and Despatch Report), 3 monthly basis (CPO/PK Production and sales balance"  Delivered CPO as "Certified Product": Currently company does not deliver any CSPO or CPK either.	Yes
	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.)	Based on review 3 monthly basis, no any delivery mass balance from negative stock.  Delivered CPO as "Certified Product": Currently company does not deliver any CSPO or CPK either.	Yes

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E.5.2	In cases where a mill outsources activities to an independent (not owned by the same organization) 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.	No outsourcing	N/A
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**Actual Tonnage Palm Production 01/2016 – 12/2016**

Mill	Capacity	CPO (MT)	PK (MT)
Sungai Dua Factory	45 tons FFB/hour	41,492.56	11,013.82

**Actual Tonnage Sales of Certified Palm Products 01/2016 – 12/2016**

Mill	Certified CPO Sales (MT)	Certified PK Sales (MT)	Remarks
Sungai Dua Factory	0	0	Has not been certified

**Actual Tonnage Sales of Certified Palm Products Other Scheme 01/2016 – 12/2016**

Mill	Certified CPO Sales (MT)	Certified PK Sales (MT)	Remarks
Sungai Dua Factory	0	0	Other scheme

**Actual Tonnage Sales of Conventional Palm Products 01/2016 – 12/2016**

Mill	Non Certified CPO Sales (MT)	Non Certified PK Sales (MT)	Remarks
Sungai Dua Factory	0	0	Non Certified

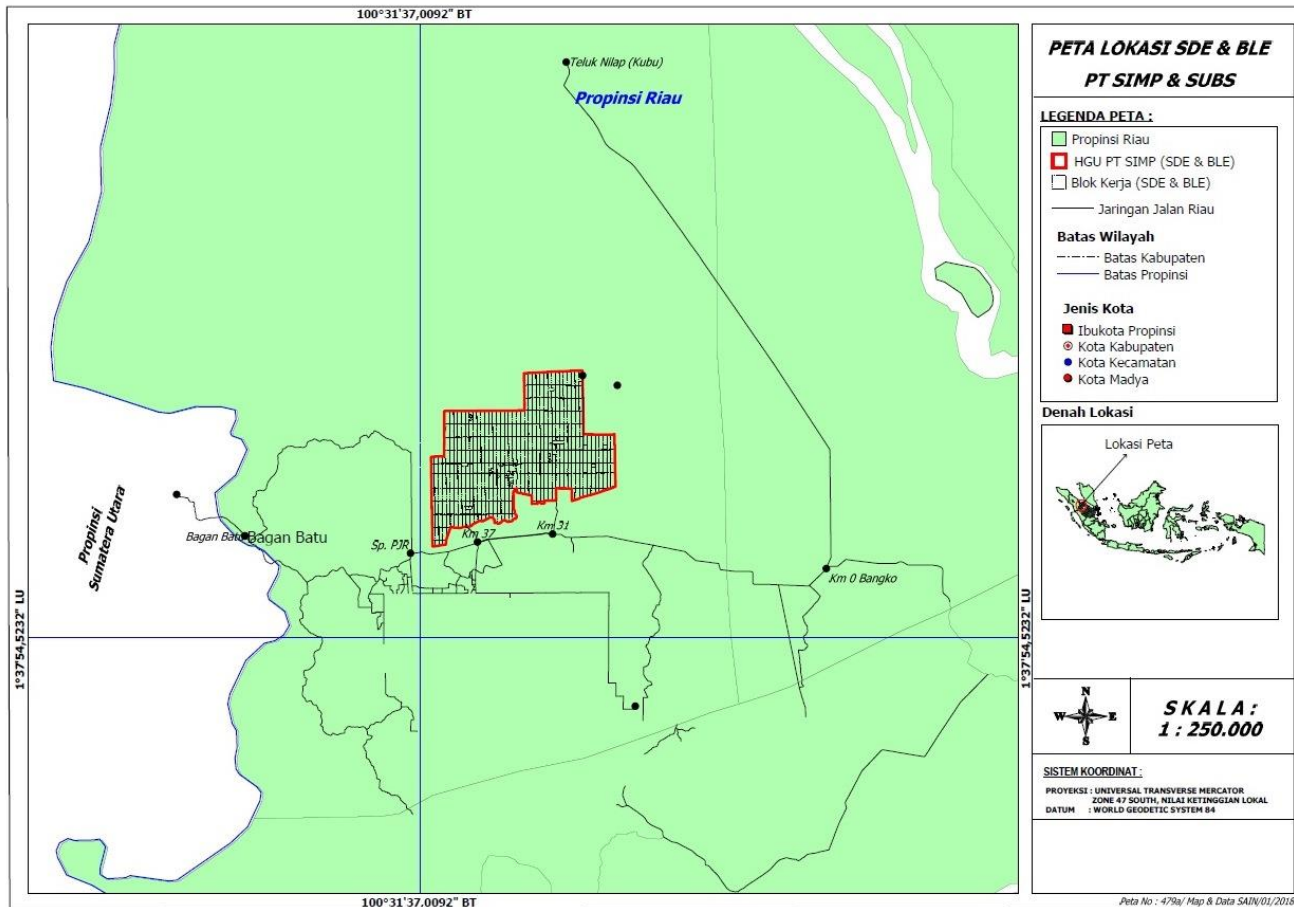
**Actual FFB Production from Own certificate Scope**

Month	Certified Supply Base (from own certificate scope) (MT)		
	Sungai Dua Estate	Sungai Rumbia 1 Estate	Total FFB/Month (MT)*
January 2016	7,002.90	4,582.60	11,585.50
February 2016	6,784.58	3,849.44	10,634.02
March 2016	7,866.88	4,312.14	12,179.02
April 2016	7,168.28	3,833.09	11,001.37
May 2016	7,616.81	4,099.06	11,715.87
June 2016	10,458.99	5,919.95	16,378.94
July 2016	8,407.51	5,758.37	14,165.88
August 2016	8,434.44	5,717.83	14,152.27
September 2016	10,431.00	7,692.74	18,123.74
October 2016	7,915.11	6,333.60	14,248.71
November 2016	6,430.44	5,393.93	11,824.37
December 2016	7,669.55	5,979.61	13,649.16
<b>Total</b>	<b>96,186.49</b>	<b>63,472.36</b>	<b>159,658.85</b>

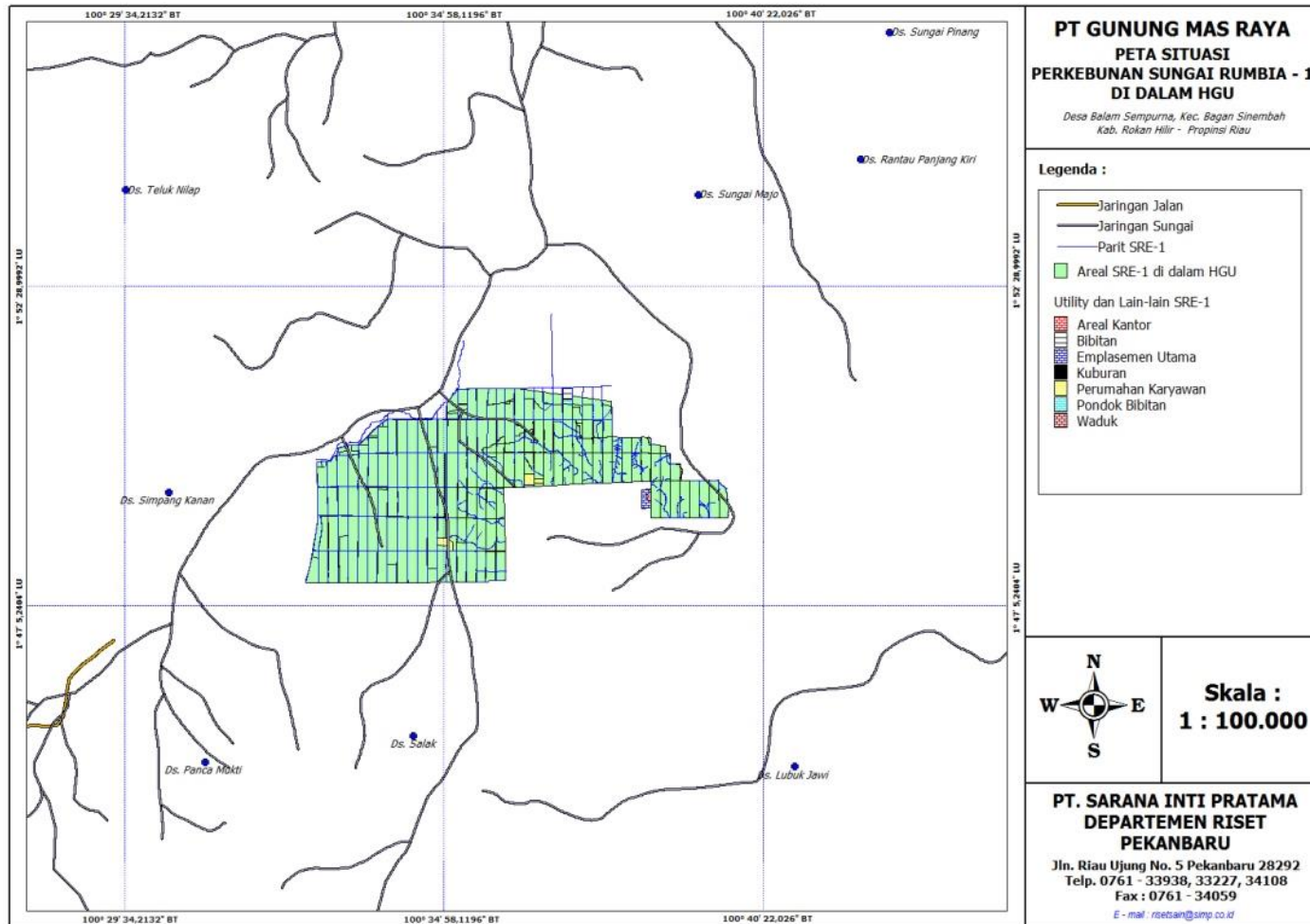


**Appendix G: Location Map of Certification Unit and Supply bases**

**Map 1.** Location of PT. Salim Ivomas Pratama Tbk Sungai Dua Factory and Sungai Dua Estate

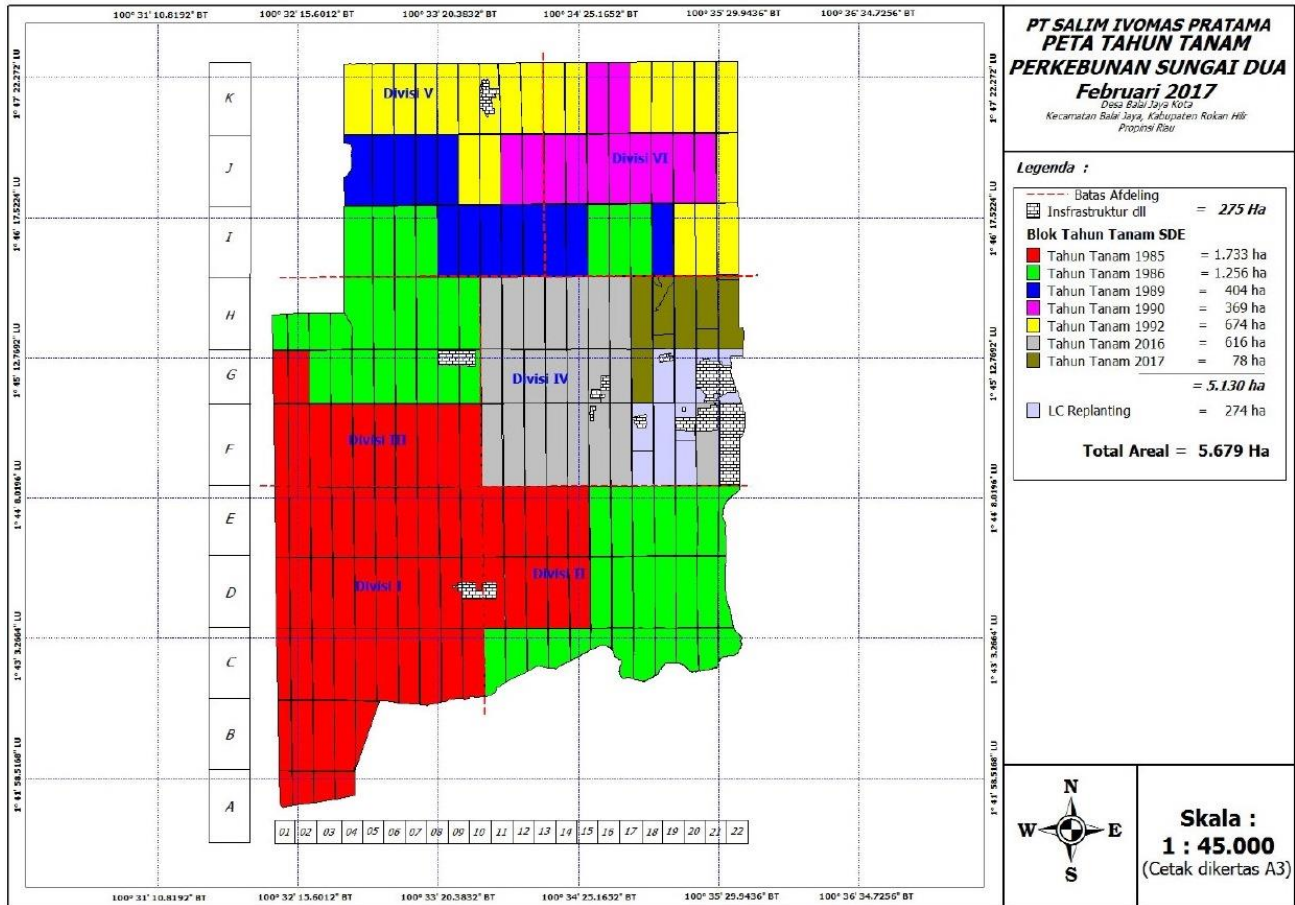


**Map 2.** Location of PT. Gunung Mas Raya, Sungai Rumbia 1 Estate

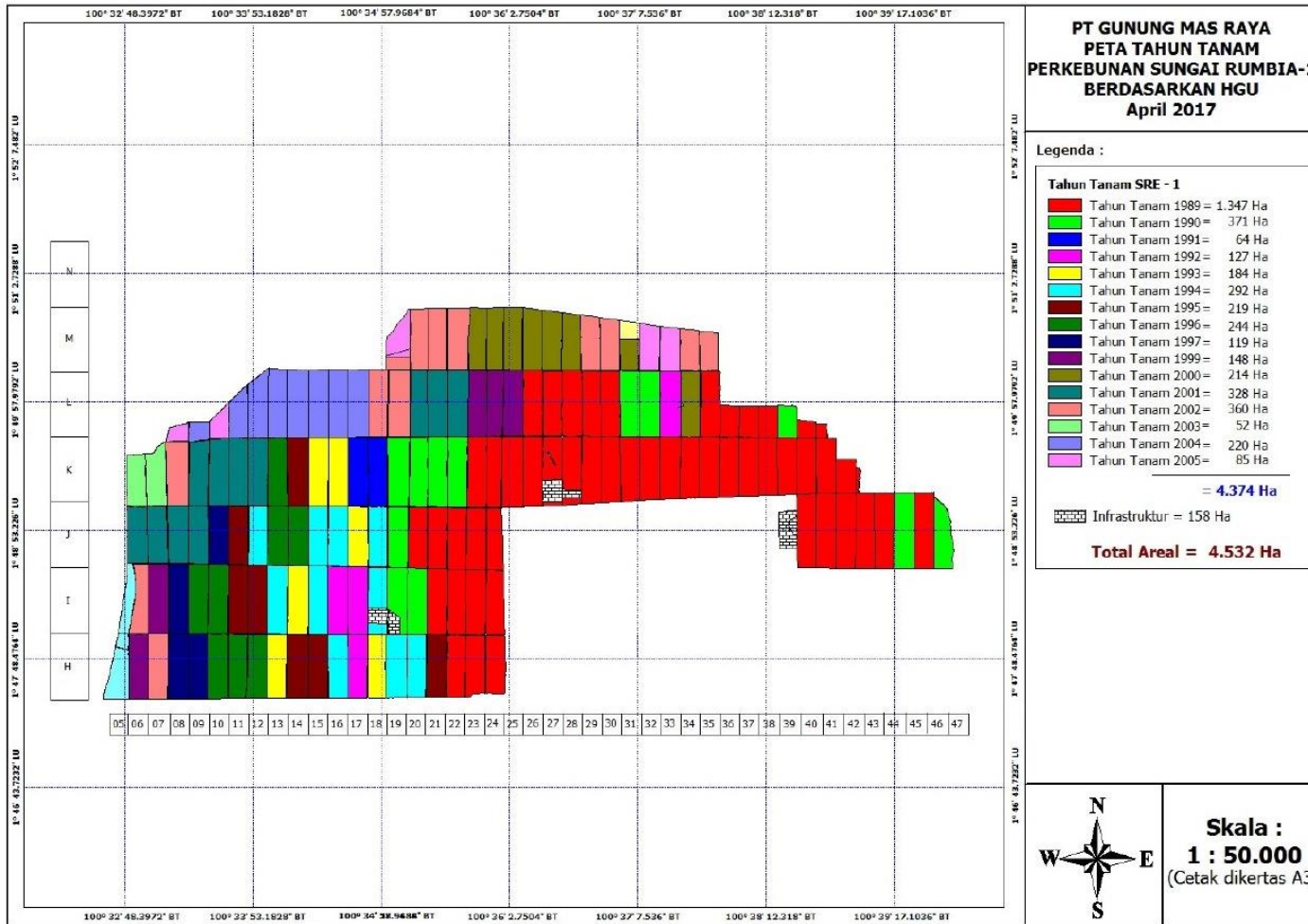


Appendix H: Estate Field Map

Map 3. Field Map PT. Salim Ivomas Pratama Tbk Sungai Dua Factory and Sungai Dua Estate



Map 4. Field Map PT. Gunung Mas Raya Sungai Rumbia 1 Estate



**Appendix I: Smallholder List**

Not Applicable, since there is no smallholder included in the certification scope.

**Appendix J: GHG Reporting Executive Summary**

The GHG emissions that were produced in 2016 for PT. Salim Ivomas Pratama Tbk Sungai Dua Factory and supply base was calculated using the GHG Palm Calculator version 3.0. The assessment team had verified the data input in the GHGplam Calculator against operations records. Palm GHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Nett GHG emitted in 2016 for Sungai Dua Factory and supply base are as following:

Emission per product	tCO <sub>2</sub> e/tProduct
CPO	5.28
PK	5.28

Extraction	%
OER	20.30
KER	5.39

Production	t/year
FFB process	311,718
CPO Produced	60,613
PK Produced	16,490

Land use	Ha
OP Planted Area	15,494.80
OP Planted on peat	5,982.79
Conservation area (forested)	0
Conservation area (non forested)	204.72
<b>Total</b>	<b>15,699.52</b>

**Summary of Field Emission and Sink**

	Own Crop		Group		3 <sup>rd</sup> Party		Total	
	tCO <sub>2</sub> e	tCO <sub>2</sub> e /FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e /FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e /FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e /FFB
<b>Emission</b>								
Land Conversion	18,564.03	0.13	15,529.63	0.24	0	0	34,093.66	0.37
CO <sub>2</sub> Emission from fertilizer	1,498.23	0.01	1,200.49	0.02	0	0	2,698.72	0.03
NO <sub>2</sub> Emission	17,376.57	0.12	15,025.43	0.24	0	0	32,402.00	0.36
Fuel consumption	1,165.51	0.01	607.99	0.22	0	0	1,773.50	0.23
Peat oxidation	106,068.69	0.75	100,776.43	1.59	0	0	206,845.12	2.34
<b>Sink</b>								
Crop sequestration	-17,874.87	-0.13	-14,965.27	-0.24	0	0	-32,840.14	-0.37
Conservation sequestration	0	0	0	0	0	0	0	0
<b>Total</b>	<b>126,798.16</b>	<b>0.90</b>	<b>118,174.7</b>	<b>1.86</b>	<b>0</b>	<b>0</b>	<b>244,972.86</b>	<b>1.97</b>

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**Summary of Mill Emission and Credit**

	tCO <sub>2</sub> e	tCO <sub>2</sub> e/tFFB
Emission		
POME	35,741.46	0.17
Fuel Consumption	455.01	0
Grid Electricity	0	0
Utilisation		
Credit		
Export of Grid Electricity	-244.17	0
Sales of PKS	-3,575.33	-0.22
Sales of FFB	0	0
<b>Total</b>	<b>32,376.96</b>	<b>0.16</b>

**Summary of Kernel Crusher Emission and Credit (Not applicable)** - There is no Kernel Crusher operation

Emission Source	tCO <sub>2</sub> e
PK from own mill	0
PK from other sources	0
Fuel consumption	0
Total crusher emissions	0

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

<b>POME Diverted to Anaerobic Digestion:</b>	
Divert to anaerobic diversion (%)	100
Divert to methane captured (flaring) (%)	0
Divert to methane captured (energy generation) (%)	0

**Appendix K: List of Abbreviations Used**

AMDAL	Analisis Mengenai Dampak Lingkungan (Social and Environmental Impact Assessment)
BOD	Biological Oxygen Demand
BPN	Badan Pertahanan Nasional (National Land Authority)
BSI	British Standard Institution
CPO	Crude Palm Oil
CSR	Corporate Social Responsibility
EFB	Empty Fruit Bunch
FFB	Fresh Fruit Bunch
GPS	Global Positioning System
HCV	High Conservation Value
HGU	Hak Guna Usaha (Land) title for commercial use
IPM	Integrated Pest Management
ISO	International Standards Organisation
ISPO	Indonesia Sustainable Palm Oil
ISCC	International Carbon Certification System
IUP	Izin Usaha Perkebunan (Plantation Licence)
KER	Kernel Extract Ratio
MB	Mass Balance
OER	Oil Extract Ratio
OHS	Occupational Health and Safety
P2K3	Panitia Pembina Kesehatan dan Keselamatan Kerja (Safety and Health Committee)
PK	Palm Kernel
PKO	Palm Kernel Oil
PKB	Perjanjian Kerja Bersama (Worker Collective Agreement)
POM	Palm Oil Mill
PPE	Personal Protective Equipment
PT	Perseroan Terbatas (Limited Company)
RKL	Rencana Pengelolaan Lingkungan (Environmental Management Plan)
RPL	Rencana Pemantauan Lingkungan (Environmental Monitoring Plan)
RSPO	Rountable Sustainable Palm Oil
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SCCS	Supply Chain Certification System
SOP	Standard Operation Procedure