

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- Initial Assessment
- Annual Surveillance Assessment 2 & 3
- Recertification Assessment (Choose an item.)
- Extension of Scope

Client Name (Parent Company): First Resources Limited
Client company Address: APL Tower Central Park 28th Floor, Podomoro City Jl. Letjend S. Parman Kav.28, Grogol Petamburan, Jakarta Barat 11470, Indonesia
Certification Unit: PT Meridan Sejatisurya Plantation – Sei Pingai Palm Oil Mill
Location of Certification Unit: Desa Maredan, Kec. Tualang, Kab. Siak, Prop. Riau, Siak 28772, Indonesia
Date of Final Report: 09/03/2022

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	First Resources Limited		
RSPO Membership Number	1-0047-08-000-00	Membership Approval Date	10/03/2008
Address	Head Office: APL Tower Central Park 28th Floor, Podomoro City, Jl. Letjend S. Parman Kav.28, Grogol Petamburan, Jakarta Barat, 11470 Indonesia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	PT Meridan Sejatisurya Plantation – Sei Pingai Palm Oil Mill		
Location / Address	Desa Maredan, Kec. Tualang, Kab. Siak, Prop. Riau, Siak 28772, Indonesia		
Website	www.first-resources.com		
Management Representative	Mr. Bambang Dwi Laksono	E-mail	bambang.dwilaksono@first-resources.com
Telephone	+62 21 2929 8888	Facsimile	+62 21 2929 8878

2. Certification Information			
Certificate Number	RSPO 634712	Certificate Start Date	24/11/2018
Date of First Certification	24/11/2018	Certificate Expiry Date	23/11/2023
Scope of Certification	Production of Palm Oil and Palm Kernel		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. • To completed 70% onsite audit of ASA2 as per RSPO contingency and 100% onsite audit ASA3 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 2 & 3) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> Choose an item. <input checked="" type="checkbox"/> Indonesia National Interpretation 2020 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	45 MT FFB / Hr
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
EU-ISCC-Cert-ID218-20210071	ISCC	Intertek	19/05/2022
0020/MHI-ISPO	ISPO	PT. Mutu Hijau Lestari	21/03/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Sei Pingai Palm Oil Mill	Desa Maredan, Kec. Tualang, Kab. Siak, Prop. Riau, Siak 28772, Indonesia	0° 32' 17.11" N	101° 43' 47.54" E
Sei Pingai Estate	Desa Maredan, Kec. Tualang, Kab. Siak, Prop. Riau, Siak 28772, Indonesia	0° 32' 17.11" N	101° 43' 47.54" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Sei Pingai Estate	9,008.71	0.37	930.08	9,939.16	90.01
Total	9,008.71	0.37	930.08	9,939.16	90.01

6. Plantings & Cycle							
Estate / Smallholders	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Sei Pingai Estate	1,858.38	-	1,231.37	5,162.08	756.88	7,150.33	1,858.38
Total (ha)	1,858.38	-	1,231.37	5,162.08	756.88	7,150.33	1,858.38

Note: There was decrease for total planting and increase infrastructure and other

- 2021 = total planted is 9,008.71 Ha and infra & other is 930.08 Ha
- 2019 = total planted is 9,654.32 Ha and infra & other is 284.47 Ha

The justification is in 2020 – 2021 there was replanting activities for planting cycle 26 – 30 years and about 645.61 Ha has changed of Hectare statement as infrastructure and other.

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7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage / year			
	Estimated last year (Nov 2020 – Oct 2021)	Actual (Sept 2019 – July 2021)		Forecast (Nov 2021 – Oct 2022)
		Previous license period (Sept 2019 – Oct 2020)	Current license period (Nov 2020 – July 2021)	
Sei Pingai Estate	185,050	175,419	103,266	140,300
Total	185,050	*278,685		140,300

Note: * Estimated last year (Nov 2020 – Oct 2021) was less than actual production (Sept 2019 – July 2021), and the auditor team has raised the NCR (Finding Reference: 2087873-202108-M5) related to indicator 3.8.7.ii, that Unit of Certification has not inform the CB immediately if there is a projected

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage / year			
	Estimated last year (key in period)	Actual (key in period)		Forecast (key in period)
		Previous license period (key in period covered)	Current license period (key in period covered)	
NA		NA	NA	
Total		NA		

Note:

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage / year			
	Estimated last year (Nov 2020 – Oct 2021)	Actual (Sept 2019 – Jul 2021)		Forecast (Nov 2021 – Oct 2022)
		Previous license period (Sept 2019 – Oct 2020)	Current license period (Nov 2020 – Jul 2021)	
PT. Panca Surya Garden	-	-	-	-
PT. Citra Palma Kencana	-	4,167	13,049	-
PT. Setia Agrindo Lestari	-	3,543	8,504	-
PT. Setia Agrindo Mandiri	-	10,457	13,416	-
PT. Indogreen Jaya Abadi	-	2,059	11,051	-
Total	N/A	66,246		N/A

Note:

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9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month – Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	Sept-19	14,222	7,953	22,176
2	Oct-19	14,806	7,671	22,478
3	Nov-19	13,114	4,599	17,714
4	Dec-19	11,758	3,520	15,278
5	Jan-20	12,324	3,575	15,900
6	Feb-20	11,229	3,324	14,553
7	Mar-20	11,616	2,661	14,277
8	Apr-20	11,349	3,288	14,637
9	May-20	10,808	2,732	13,540
10	Jun-20	12,641	3,616	16,258
11	Jul-20	12,887	4,844	17,713
12	Aug-20	12,312	5,530	17,843
13	Sep-20	13,657	7,700	21,357
14	Oct-20	12,701	5,233	17,935
15	Nov-20	12,371		12,371
16	Dec-20	12,675	-	12,675
17	Jan-21	11,903	-	11,913
18	Feb-21	11,352	-	11,352
19	Mar-21	11,997	-	11,997
20	Apr-21	11,378	-	11,378
21	May-21	10,253	-	10,253
22	June-21	11,219	-	11,219
23	July-21	10,113	-	10,113
TOTAL		278,685	66,246	344,931
Note				

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10. Summary of Certified Tonnage (not applicable for ISS)			
Estimated last year (Nov 2020 - Oct 2021)	Actual* (Sept 2019 – July 2021)		Forecast (Nov 2021 – Oct 2022)
	Previous license period (Sept 2019 – Oct 2020)	Current license period (Nov 2020 – July 2021)	
FFB	FFB		FFB
185,050	175,419	103,266	140,300
	278,685		
CPO (OER: 22%)	CPO (OER: 21.85 %)		CPO (OER: 22 %)
40,711	38,329	22,563	30,866
	60,892		
PK (KER: 5.5 %)	PK (KER: 5.32 %)		PK (KER: 5.5 %)
10,177	9,332	5,499	7,716
	14,831		

Note: * Estimated last year (Nov 2020 – Oct 2021) was less than actual production (Sept 2019 – July 2021), and the auditor team has raised the NCR (Finding Reference: 2087873-202108-M5) related to indicator 3.8.7.ii), that Unit of Certification has not inform the CB immediately if there is a projected.

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (mt)	Certified PK (mt)
1	Sept-19	3,108	757
2	Oct-19	3,235	788
3	Nov-19	2,865	698
4	Dec-19	2,569	626
5	Jan-20	2,693	656
6	Feb-20	2,454	597
7	Mar-20	2,538	618
8	Apr-20	2,480	604
9	May-20	2,362	575
10	Jun-20	2,762	673
11	Jul-20	2,816	686
12	Aug-20	2,690	655
13	Sep-20	2,984	727
14	Oct-20	2,775	676
15	Nov-20	2,703	658

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16	Dec-20	2,769	674
17	Jan-21	2,601	633
18	Feb-21	2,480	604
19	Mar-21	2,621	638
20	Apr-21	2,486	605
21	May-21	2,240	545
22	June-21	2,452	597
23	Jul-21	2,209	541
TOTAL		60,892	14,831

Note:

11. Summary of Actual Volume sold

Current License period (Nov 2020 – July 2021)

	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	0	21,162	0	273	21,435
PK (MT)	2,349	0	0	2,720	5,069
Credits					

Previous License period (Sep 2019 – Oct 2020)

CPO (MT)	0	36,322	0	477	36,799
PK (MT)	4,111	0	0	4,761	8,872
Credits					

Note:

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

No.	Buyers Name	Palmtrace Trading License Number	Certified CPO Sold (mt)	Certified PK Sold (mt)
1	PT Adhitya Serayakorita (KCP)	TR-cc3ba55f-6e70	0	6,460
TOTAL			0	6,460

Note:

11B. Records of CPO & PK Sold under other schemes since the last audit (if any)

No.	Buyers Name	Scheme Name	CPO Sold (mt)	PK Sold (mt)
1	PT Adhitya Serayakorita (Refinery)	ISCC	57,484	0

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	PT Ciliandra Perkasa			
TOTAL			57,484	0
Note:				

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (mt)	PK Sold (mt)
1	PT Adhitya Serayakorita (Refinery) PT Ciliandra Perkasa	750	0
2	PT Adhitya Serayakorita (KCP)	0	7,481
TOTAL		750	7,481
Note:			

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold (mt)
	None	None	None
	None	None	None
TOTAL			N/A
Note:			

12. Independent Smallholders Certified Tonnage / Volume (Not applicable)									
Phase	Estimated last year (key in period)			Actual (key in period)			Forecast (key in period)		
	Eligibility 40%	MS A 70%	MS B 100%	Eligibility 40%	MS A 70%	MS B 100%	Eligibility 40%	MS A 70%	MS B 100%
FFB			N/A			N/A			N/A
IS-CSPO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKE	N/A	N/A		N/A	N/A		N/A	N/A	

13. Independent Smallholders Actual Sold Tonnage / Volume (Not applicable)						
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	IS-CSPK	IS-CSPKE
Current License period (key in period)						

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Credits				N/A	N/A	N/A
Physical	N/A	N/A	N/A			

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)
Suite 29.01 Level 29, The Gardens North Tower,
Mid Valley City, Lingkaran Syed Putra,
59200 Kuala Lumpur, Malaysia.
Tel +60 (3) 9212 9638 Fax +60 (3) 9212 9639
Representative: Nicholas Cheong (Nicholas.Cheong@bsigroup.com)
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2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **3 – 5 /8/2021**. Due to the COVID-19 pandemic, this assessment involved a partial remote audit as allowed by RSPO Secretariat – RSPO P&C On-site & Remote Audits dated 24th March 2020. The remote audit was conducted on **26 -27/11/2020**.

The approach to the audit was to treat the mill and supply base as an RSPO Certification Unit. A range of occupational health and safety, environmental, best practice management, and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas, local communities engagement and workers welfare and safety.

The Critical NC close out on-site assessment was conducted on **15/10/2021**. The audit programs are included in Section 2.3

The audit programs are included in Section 2.3.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. Indonesia National Interpretation 2020 of the RSPO P&C 201 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

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

Meetings were held with stakeholders to seek their views on the performance of the 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 of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.4.

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

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Sei Pingai Palm Oil Mill	X	X	X	X	X
Sei Pingai Estate	X	X	X	X	X

Tentative Date of Next Visit: October 1, 2022 - October 5, 2022

Total Number of Mandays: 9

2.2 BSI Assessment Team

Name	Role	Competency
Imam Fakhruzi (IF)	Team Leader	<p>Education: Holds a Bachelor Degree in Agriculture Technology from Gadjah Mada University, Yogyakarta graduated in 2011.</p> <p>Work Experience: He had 2 (two) years working experience as a sustainability and HSE officer in oil palm Plantation Company in Indonesia and more than 7 years of auditing experience with BSI qualified for ISPO and RSPO audit. He had been involved in RSPO auditing since 2015.</p> <p>Training attended: Imam has completed a number of relevant trainings, the training includes OHS expert training by Manpower Ministry of RI, ISO 9001:2015, ISO 14001:2004 ISO 45001:2018, ISPO Lead Auditor, Lead Auditor of SMK3, RSPO P&C Lead auditor endorsed course, LAC for ISO 37001:2016, RSPO SCCS Lead Auditor Course by Checkmark in 2018.</p> <p>Aspect covered in this audit: Occupational Health and Safety, Environmental Aspect, Supply Chain.</p> <p>Language proficiency: Bahasa Indonesia</p>
Pratama Agung Sedayu (PS)	Team Member	<p>Education: Holds a Degree in Social Economic of Agriculture from University of Jenderal Soedirman.</p> <p>Work Experience: He has more than 10 years auditing experience in sustainability and traceability on RSPO, ISPO, FSC, CAFÉ, Organic programs and Timber origins.</p> <p>Training attended: Attended and completed the ISO 9001:2008 Lead Auditor Course (2009), Endorsed RSPO P&C Lead Auditor Course (2013), and Endorsed RSPO SCCS Lead Auditor Course (2014), LAC ISO 14001:2004</p>

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		<p>(2014), LAC OHSAS 18001:2007 (2013), RSPO P&C Lead Auditors Refresher Course (2019), RSPO Supply Chain Certification Refresher Course (2019), LAC ISO 37001:2016 (2020), Introductory Course for High Conservation Value (HCV) and High Carbon Stock (HCS) in Oil Palm Plantation (2021), Pelatihan Refreshment Auditor ISPO sesuai Peraturan Menteri Pertanian No.38 tahun 2020 (2021), SMETA Requirements Training (2021).</p> <p>Aspect covered in this audit: During this assessment, he assessed on the Environmental aspect, management plans, environmental policies, business ethical, waste & GHG management, legal compliance, land matters, maps and water & energy resources, HCV management and monitoring, conservation policies.</p> <p>Language proficiency: Fluent in English and understands Tok Pisin</p>
Andi Pratama Pasaribu (AP)	Team Member	<p>Education: Holds a Bachelor Degree, majoring Social Economy (Agribusiness), Faculty of Agriculture, University of Jember.</p> <p>Work Experience: more than 5 years as Field Agronomy Assisstant (2008 – 2013), Sustainability Auditor (8 years).</p> <p>Training attended: He has been followed the Training of Lead Auditor Indonesian Sustainable Palm Oil (ISPO) which was held by ISPO Commission in 2013 and Training of Lead Auditor Roundtable on Sustainable Palm Oil (RSPO) by Proforest and Daemeter in 2016. He has been attended several kinds of training, such as High Conservation Value (HCV) Training, Lead Auditor ISO 9001:2008, Lead Auditor ISO 14001:2005, Lead Auditor ISO 22000:2018, Lead Auditor RSPO supply chain by BMTRADA.</p> <p>Aspect covered in this audit: Best Practice Agronomy and Mill, Business Plan, Workers Welfare.</p> <p>Language proficiency: Bahasa Indonesia</p>

Accompanying Persons:

Name	Role
Nil	-

1.3 Assessment Plan

The Assessment plan was sent to the client prior to the assessment (attached assessment plan).

Assessment Plan for RSPO P&C Remote Audit – 2nd Annual Surveillance Assessment – Sei Pingai POM – PT. Meridan Sejati Surya Plantation and its supply base

Date	Time	Subjects	YR	EP	IF	ICT Planned
Thursday, 26/11/2020	08.00 – 08.30	<p>Opening Meeting</p> <p>Opening Presentation by Audit Team Leader</p> <p>Confirmation of assessment scope, term and condition, document access and finalize of audit plan</p>	√	√	√	Video conference using Zoom meeting.

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Date	Time	Subjects	YR	EP	IF	ICT Planned
	08.30 – 12.00	Verification on related documents and records; Interview with Auditee for Sei Pingai Estate and Sei Pingai POM . Criteria 1.1: Indicator 1.1.1 (C); 1.1.3 (C); 1.1.4 (C); 1.1.5 Criteria 1.2: Indicator 1.2.1; 1.2.2 Criteria 2.1: Indicator 2.1.1 (C) Criteria 2.2: Indicator 2.2.1; 2.2.2; 2.2.3 Criteria 2.3: Indicator 2.3.1 (C) Criteria 4.1: Indicator 4.1.1 (C) Criteria 4.2: Indicator 4.2.2; 4.2.3; 4.2.4 Criteria 4.4: Indicator 4.4.1 (C); 4.4.3 (C)	√	√	√	Video conference using Zoom meeting. Document review using Google Drive, Email or other sharing documents app.
		Criteria 6.1: Indicator 6.1.1 (C); 6.1.3; 6.1.5 (C); 6.1.6 Criteria 6.3: Indicator 6.3.1 (C) Criteria 6.4: Indicator 6.4.1; 6.4.2 (C) Criteria 6.5: Indicator 6.5.1 (C); 6.5.2 (C) Criteria 3.4: Indicator 3.4.1 (C); 3.4.2; 3.4.3 (C) Criteria 3.6: Indicator 3.6.1 (C) Criteria 3.8: Supply Chain Criteria 6.7: Indicator 6.7.1 (C); 6.7.2; 6.7.5 Criteria 7.2: Indicator 7.2.6; 7.2.9 Criteria 7.3: Indicator 7.3.1 Criteria 7.8: Indicator 7.8.1; 7.8.3; 7.8.4 Criteria 7.9: Indicator 7.9.1 Criteria 7.10: Indicator 7.10.1 (C); 7.10.2 (C); 7.10.3 (C) Criteria 7.12: Indicator 7.12.1 (C); 7.12.2 (C); 7.12.4 (C); 7.12.6; 7.12.8 Criteria 3.1: Indicator 3.1.1 (C); 3.1.2; 3.1.3 Criteria 3.2: Indicator 3.2.1 (C); 3.2.2 Criteria 3.3: Indicator 3.3.1 (C); 3.3.3 Criteria 3.5: Indicator 3.5.1 Criteria 3.7: Indicator 3.7.1 (C); 3.7.2 Criteria 5.1: Indicator 5.1.1; 5.1.5; 5.1.6 (C); 5.1.7; 5.1.9 (C) Criteria 6.2: Indicator 6.2.1 (C); 6.2.2 (C); 6.2.3 (C); 6.2.6 Criteria 6.6: Indicator 6.6.1 (C); 6.6.2 (C)				

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Date	Time	Subjects	YR	EP	IF	ICT Planned
		Criteria 7.1: Indicator 7.1.1 (C); 7.1.2 Criteria 7.2: Indicator 7.2.5 Criteria 7.4: Indicator 7.4.1; 7.4.2; 7.4.3 Criteria 7.5: Indicator 7.5.1 (C) Criteria 7.6: Indicator 7.6.1 (C) Criteria 7.7: Indicator 7.7.1 (C); 7.7.2; 7.7.3 (C); 7.7.4 (C); 7.7.5 (C)				
	12.00 – 13.00	Break	√	√	√	
	13.00 – 16.30	Verification on related documents and records; Interview with Auditee for Sei Pingai Estate and Sei Pingai POM. (Continued)	√	√	√	Video conference using Zoom meeting.
	16.30 – 17.00	<ul style="list-style-type: none"> Brief meeting and discussion End of Day 1 	√	√	√	Video conference using Zoom meeting.
Friday, 27/11/2020	08.00 – 10.30	Verification on related documents and records; Interview with Auditee for Sei Pingai Estate and Sei Pingai POM. (Continued)	√	√	√	Video conference using Zoom meeting.
	10.30 – 11.30	Preparation for Closing Meeting (Auditor Team)	√	√	√	WhatsApp conference
	11.30 – 12.00	Closing Meeting	√	√	√	Video conference using Zoom meeting.

Assessment Plan for RSPO – 2nd and 3rd Annual Surveillance Assessment – Sei Pingai POM – PT Meridan Sejati Surya Plantation and its supply base

Date	Time	Subjects	IF	PS	AP
Monday, 02/08/2021	10.00 – 12.00	Flight Jakarta - Pekanbaru	√	√	√
	13.00 – 14.00	SWAB/PCR test before visit to Site Audit	√	√	√
	14.00 –	Stay at Hotel in Pekanbaru (waiting for SWAB/PCR test report)	√	√	√
Tuesday, 03/08/2021	07.00 – 08.30	Travel to PT. Meridan Sejati Surya Plantation – Sei Pingai POM	√	√	√
	08.30 – 09.00	Opening meeting <ul style="list-style-type: none"> Auditee Speech (Introduction of PIC, Profile of Certified Management Unit) 			

Date	Time	Subjects	IF	PS	AP
		<ul style="list-style-type: none"> Auditor Team Speech (Introduction, Audit Objective, Audit Scope, Audit Plan Discussion, Determine of Audit Sample, Transparency and Confidentiality Clarification) 			
	09.00 – 12.00	<p>Field visit to Sei Pingai POM:</p> <ul style="list-style-type: none"> BMP for Mill Processing – site visit Occupational Health & Safety Aspect (Inspection to Chemical Storage, Hazardous Waste Storage, Fire Control Simulation, Processing Activities) Implementation of Environmental and Waste Management Aspect (POME Pond, Empty Bunch Area, Reservoir/Intake Point, Biogas Plant – if any) 	√	√	
		<p>Stakeholders Consultation with statutory bodies and NGO:</p> <ul style="list-style-type: none"> Environmental Agency of Siak Regency Labour Agency (Disnakertrans) of Siak Regency National Land Agency (Kantor Pertanahan) of Siak Regency Plantation Agency (Disbun) of Siak Regency WWF Indonesia, Regional Pekanbaru (if possible) or other NGO Consultation with internal stakeholders (gender committee, labor union), local contractor (if any), local community at Sei Pingai POM 			√
	12.00 – 14.00	Lunch Break	√	√	√
	14.00 – 17.00	<ul style="list-style-type: none"> Continued Field Visit (if necessary) - Sei Pingai POM Supply Chain for Mill Verification of field visit and completing checklist for Sei Pingai POM. 	√	√	√
Wednesday 04/08/2021	08.30 – 12.00	<p>Field visit to Sei Pingai Estate:</p> <ul style="list-style-type: none"> Implementation of Agronomy Aspect (Harvesting & Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application) Implementation of Environmental, Conservation and Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management, HCV Area) Implementation of Occupational Health & Safety Aspect Implementation of Legal Aspect (Land Ownership, Legal Boundaries) 	√	√	√
	12.00 – 14.00	Lunch Break	√	√	√
	14.00 – 17.00	<ul style="list-style-type: none"> Continued Field Visit (if necessary) - Sei Pingai Estate Completing checklist and document verification Sei Pingai Estate 	√	√	√

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Date	Time	Subjects	IF	PS	AP
		<ul style="list-style-type: none"> • Consultation with internal stakeholders (gender committee, labor union), local contractor (if any) 			
Thursday 05/08/2021	08.00 – 12.00	Continue audit: <ul style="list-style-type: none"> • Continued Field Visit (if necessary) • Document review Mill (Supply Chain for Mill) and Estate • Verification of Basic Information (Mill and supply bases) • Review of previous assessment findings. 	√	√	√
	12.00 – 14.00	Lunch break			
	14.00 – 15.30	Continue audit: <ul style="list-style-type: none"> • Continued Field Visit (if necessary) • Document review Mill (Supply Chain for Mill) and Estate 	√	√	√
	15.30 – 16.00	Report preparation	√	√	√
	16.00 – 17.00	Closing Meeting <ul style="list-style-type: none"> • Presentation of audit findings (Noteworthy Positive Component, Non-conformities, OFI, Timeline of CAR's, Conclusion) • Comments, Responses and Questions 	√	√	√
	17.00	Traveling to Pekanbaru	√	√	√
Friday 06/08/2021	15.00 – 17.00	Return flight Pekanbaru to Jakarta GA 175	√	√	√

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	Yes. First Resources Limited included 33 management units, comprise of estates and mills.	Complied.
Have all the estates and mills certified within five (5) years after obtaining RSPO membership?	<p>No. Not all estates and mills certified within five (5) years after obtaining RSPO membership.</p> <ul style="list-style-type: none"> • RSPO membership 10th March 2008. • First Resources Limited’s timebound plan begin with target year to implement RSPO P&C on 2018 – 2023. • BSI noted First Resources Limited issued with suspension related to the certification of other management unit under its subsidiary. • These events led to certification postponement for First Resources Limited and its subsidiaries. BSI have performed the RSPO Initial Certification Assessment Visit for PT. Meridan Sejatisurya Plantation on 29 June – 2 July 2015. However, upon successful certification recommendation, RSPO P&C certificate cannot be issued – as restricted out by RSPO. • The first timebound plan was to start 2015 up to 2024. Due to complaint case for First Resources Ltd. (parent company) in RSPO, causing the parent company unable to progress/fulfil the timebound plan for RSPO certification within the management units for three years (2015-2017). Therefore the certification targets planned for 2015-2017 cannot be achieved. • First Resources Ltd. have permission to start certification process in 17 April 2018: “The Complaints Panel notes that First Resources has accepted the liability calculation by the Compensation Panel, and thereby have met the 1st milestone by completing the Land Use Change Analysis (LUCA). • Accordingly, the Complaints Panel determines that the suspension related to the certification of the other management units of First Resources, aside from PT Limpah Sejahtera, is lifted. First Resources may proceed with their certification process. 	Complied

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	<ul style="list-style-type: none"> • Notwithstanding, while proceeding with the certification process, First Resources is required to meet the 2nd (Approval of compensation concept note by the Compensation Panel) and 3rd (Approval of Remediation and Compensation Plan by the Compensation Panel) milestones no later than 6 months from the date of endorsement of the LUCA by the Compensation Panel. Failure to do so will be viewed severely and may lead to the suspension and eventual termination of membership.” • RSPO issued another suspension to First Resources Limited certification process from March 2019 and lifted in February 2020 due to an RSPO Complaint for PT. Limpah Sejahtera. (Letter form RSPO – Chairperson of the RSPO Complaints Panel, dated 17th February 2020, subject: Re-Complaints Panel’s Decision on the Request for the Lifting of the Suspension of the Certification Process of PT Limpah Sejahtera and all uncertified management unit) 	
<p>Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available.</p>	<p>No, there is new acquisition in the latest timebound plan submitted by First Resources Limited in 15 August 2019 to RSPO.</p>	<p>Complied</p>
<p>Any deviations from the maximum periods requires approval by the RSPO Secretariat.</p>	<p>Yes. First Resources Limited demonstrate latest timebound plan changes to RSPO Secretariat in 15 August 2019.</p> <p>First Resources Limited’s revised the timebound plan in August 2021.</p> <p>Dated 7th October 2021, FR limited has received the email form RSPO Secretary, the statement is: Based on internal discussion and agreement, CB agree to approve the revised the time bound plan for First Resources to certify all of its management units beyond the period of 5 years after membership, and based on the new planned year of certification as per attached...”.</p>	<p>Complied</p>
<p>Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?</p>	<p>Yes, there is changes in the First Resources Limited’s timebound plan.</p> <p>First Resources Limited demonstrate latest timebound plan changes to RSPO Secretariat in 15 August 2019.</p> <p>First Resources Limited submitted ACOP 2020 Report on 11 May 2021. The report has reviewed for the consistency.</p>	<p>Complied</p>

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<p>Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised</p>	<p>Yes, there is isolated lapse identified.</p> <p>First Resources Limited submitted the latest timebound plan changes to RSPO Secretariat in 15 August 2019. Based on the revised timebound plan, RSPO P&C certification of PT. Subur Arum Makmur, PT. Surya Intisari Raya, PT. Panca Surya Agrindo – was planned in 2019 and missed. P&C certification of PT. Perdana Intisawit Perkasa, PT. Limpah Sejahtera, PT. Swadaya Mukti Prakarsa – was planned for 2020 and missed.</p> <p>First Resources provides explanation:</p> <p>a. RSPO Complaints Panel issued letter to First Resources Limited, 11 March 2019 – RSPO Complaints Panel is putting suspension on First Resources Limited’s subsidiaries, PT. Limpah Sejahtera and suspension of further certification processes of all other uncertified management units.</p> <p>- <i>Section 3 On the basis of Aforesaid, the complaints Panel hereby directs the following: 3.1 The LUCA dated 2 February 2018 and the Final Conservation Liability be made null and void, and the RaCP process is deferred; 3.2 The Respondent shall submit the latest Soil Survey, The Peat Management Plan and copies of land permits for independent review, no later than 10 working days from date of this letter; 3.3 On the basis of the above (3.2) review, it shall be determined if an on-site verification will be required to determine the depth of the peat area already planted; 3.4 Subject to the completion of 3.2 and 3.3 , and on-site verification if required, the RSPO Secretariat will engage an independent GIS consultant to conduct a fresh LUCA based on the information provided and the 2017 Kesatuan Hidrologis Gambut (KHG) indicative peat maps. Cost oof the same to be borne by the Respondent. The remediation and compensation process to resume subsequently.”</i></p> <p>- <i>Section 4 In light of the fact that the LUCA is deemed null and void, the Respondent’s compliance in meeting Milestone 1 in the 11 April 2017 decision of Complaints Panel is considered ineffective. Thus the suspension of the certification process of PT. Limpah Sejahtera remains in force; and the suspension of further certification processes</i></p>	<p>Complied</p>
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	<p><i>of all other uncertified management units is reinstated. Lifting of suspension is subject to completion of activities under clause 3.4 above.</i></p> <p>b. RSPO Complaints Panel issued letter to First Resources Limited, 17 February 2020 – RSPO Complaints Panel is lifting suspension on First Resources Limited’s subsidiaries, PT. Limpah Sejahtera and lifting suspension of certification processes of all other uncertified management units.</p> <p>- <i>Section 5 Upon taking of the above into consideration, take note that the Complaint Panel hereby allows the Respondent’s request for the lifting of the suspension of the certification process of First Resources Limited and its subsidiaries effective from the date of this letter and subject to the strict adherence of the following self-imposed conditions by the Respondents: 5.1 The Respondents shall accept the decision by the Compensations Panel on the FCL and the environmental remediation; and 5.2 the Respondent shall give full commitment to continue the next stage of RaCP;</i></p> <p>c.COVID-19 pandemic starting from early 2020, cannot perform onsite audit.</p>	
<p>Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised</p>	<p>No, there was no fundamental failure such as unable to justify delay in planning the assessment. The parent company demonstrates willingness to move forward and certifying the subsidiaries.</p>	<p>Complied</p>
<p>Un-Certified Units or Holdings</p>		
<p>No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.</p>	<p>BSI noted there was a violation against RSPO P&C 7.12 in First Resources Limited’s subsidiary. It was issued with liability under RSPO Remediation and Compensation Procedure. First Resources demonstrate a letter from RSPO Complaint Panel in April 2018:</p> <p>“The Complaints Panel notes that First Resources has accepted the liability calculation by the Compensation Panel, and thereby have met the 1st milestone by completing the Land Use Change Analysis (LUCA).</p> <p>Accordingly, the Complaints Panel determines that the suspension related to the certification of the other management units of First Resources, aside from PT Limpah Sejahtera, is</p>	<p>Complied</p>

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	<p>lifted. First Resources may proceed with their certification process.</p> <p>Notwithstanding, while proceeding with the certification process, First Resources is required to meet the 2nd (Approval of compensation concept note by the Compensation Panel) and 3rd (Approval of Remediation and Compensation Plan by the Compensation Panel) milestones, no later than 6 months from the date of endorsement of the LUCA by the Compensation Panel. Failure to do so will be viewed severely and may lead to the suspension and eventual termination of membership.”</p> <p>BSI noted First Resources Limited demonstrates commitment to comply with RSPO prerequisites prior to continuing with RSPO P&C certification process.</p>	
<p>Any new plantings since January 1st 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>First Resources Limited demonstrate effort to comply with RSPO requirements for New Planting Procedures, for new plantings since 1 January 2010. Sample seen: PT. Mitra Karya Sentosa in June 2014; PT. Ketapang Agro Lestari in 2012 (TUV Nord); PT. Borneo Persada Energy Jaya in 2012 (TUV Nord);</p>	<p>Complied</p>
<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>There was no land conflict noted, based on audit team verification to RSPO Case Tracker, RSPO RaCP Tracker, Social Media and Internet browsing.</p> <p>Audit team checked the RSPO RaCP Tracker to confirm for any land conflicts/liabilities. Audit team found RSPO RaCP Tracker stating First Resources Limited has 5 Management Units with Potential Liability; 5 LUCA submitted; 2 LUCA review completed; 4 Concept Note Required; 0 Concept Note Submitted; 0 Concept Note Approved; 0 Compensation Plan Submitted; 0 Compensation Plan Endorsed; 4 Remediation Plan Required; 0 Remediation Plan Submitted; 0 Remediation Plan Approved.</p> <p>First Resources Limited indicating they have submitted the LUCA, responded to LUCA review and submitting Concept Note (where liability identified). The 5 Management Units: PT. Borneo Surya Mining Jaya: LUCA review completed; no compensation & remediation required. PT. Limpah Sejahtera: LUCA review completed; Concept Note under review process – including remediation plan. PT. Gerbang Sawit Indah: LUCA submitted and under review process. PT. Panca Surya Agrindo: LUCA</p>	<p>Complied</p>

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	submitted and under review process. PT. Swadaya Mukti Pratama: LUCA submitted and under review process.	
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	Based on review upon internal audit report from uncertified management unit of <ul style="list-style-type: none"> - PT. Borneo Persada Energy Jaya, Internal audit report November 2020, concluded no significant labor disputes, no violation against criterion 4.2; - PT. Ketapang Agro Lestari, Internal audit report November 2020, concluded no significant labor disputes, no violation against criterion 4.2; - PT. Umekah Sari Pratama, Internal audit report November 2020, concluded no significant labor disputes, no violation against criterion 4.2; - PT. Perdana Intisawit Perkasa, Internal audit report March 2021, concluded no significant labor disputes, no violation against criterion 4.2; - PT. Surya Intisari Raya, Internal audit report March 2021, concluded no significant labor disputes, no violation against criterion 4.2; Audit team checked the RSPO website, no labor dispute complaint recorded for subsidiaries/un-certified management unit under First Resources Limited.	Complied
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	Based on review upon internal audit report from uncertified management unit of <ul style="list-style-type: none"> - PT. Borneo Persada Energy Jaya, Internal audit report November 2020, concluded no legal non-compliance/criterion 2.1; - PT. Ketapang Agro Lestari, Internal audit report November 2020, concluded no legal non-compliance/criterion 2.1; - PT. Umekah Sari Pratama, Internal audit report November 2020, concluded no legal non-compliance/criterion 2.1; - PT. Perdana Intisawit Perkasa, Internal audit report March 2021, concluded no legal non-compliance/criterion 2.1; - PT. Surya Intisari Raya, Internal audit report March 2021, concluded no legal non-compliance/criterion 2.1; Audit team checked the RSPO website, no complaint related to legal compliance recorded for subsidiaries/un-certified management unit under First Resources Limited.	Complied

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<p>Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.</p>	<p>Based on review upon internal audit report from uncertified management unit of</p> <ul style="list-style-type: none"> - PT. Borneo Persada Energy Jaya, Internal audit report November 2020, concluded no legal non-compliance; - PT. Ketapang Agro Lestari, Internal audit report November 2020, concluded no legal non-compliance; - PT. Umekah Sari Pratama, Internal audit report November 2020, concluded no legal non-compliance; - PT. Perdana Intisawit Perkasa, Internal audit report March 2021, concluded no legal non-compliance; - PT. Surya Intisari Raya, Internal audit report March 2021, concluded no legal non-compliance; <p>Audit team checked the RSPO website, no complaint related to legal compliance recorded for subsidiaries/un-certified management unit under First Resources Limited.</p>	<p>Complied</p>
<p>Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?</p>	<p>Based on review upon internal audit report from uncertified management unit of</p> <ul style="list-style-type: none"> - PT. Borneo Persada Energy Jaya, Internal audit report November 2020, stipulated no Critical NC identified against criterion 2.1, 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12; - PT. Ketapang Agro Lestari, Internal audit report November 2020, stipulated no Critical NC identified against criterion 2.1, 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12; - PT. Umekah Sari Pratama, Internal audit report November 2020, stipulated no Critical NC identified against criterion 2.1, 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12; - PT. Perdana Intisawit Perkasa, Internal audit report March 2021, stipulated no Critical NC identified against criterion 2.1, 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12; - PT. Surya Intisari Raya, Internal audit report March 2021, stipulated no Critical NC identified against criterion 2.1, 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12; <p>There is violation against 7.12 in uncertified management unit PT. Limpah Sejahtera. This has been raised into RSPO Complaint Panel. First Resources Limited actively addressed the issues raised: sending latest soil survey, the</p>	<p>Complied</p>

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	<p>peat management plan, copies of HGU certificates to RSPO Secretariat on 8 April 2019; carried out Independent Review on 25 July 2019 by Prof. Dr. Azwar Maas from Gadjah Mada University, Yogyakarta, Indonesia; Send out refreshed LUCA in October 2019.</p> <p>Sighted RSPO Complaints Panel letter dated 17 February 2020 stipulated "Complaints Panel hereby allows the Respondents request for the lifting of suspension of the certification process pf First Resources Limited and its subsidiaries ..."</p> <p>Audit team checked the RSPO Case Tracker, 3 active complaints related to First Resources Limited and its subsidiaries:</p> <p>RSPO/2020/12/EN</p> <ul style="list-style-type: none"> • Update in case tracker dated 23 June 2021: "The Complaints Desk has uploaded the advertisement on the website and has requested the Communication team to distribute the information onto social media." • Related link "advertisement": https://rspo.org/news-and-events/tenders/call-for-proposal-environmental-impact-assessment-expert-reviewer. • Referring to the advertisement above, RSPO has chosen their independent reviewer. <p>RSPO2021/04/EN</p> <ul style="list-style-type: none"> • Update in case tracker dated 23 June 2021: "Two CP members agreed for the Complaints Desk to follow up with the membership unit. Pending approval from other CP members, endorsement will be sent via email." • First Resources Limited is waiting for information from RSPO. <p>RSPO/2021/07/SW</p> <ul style="list-style-type: none"> • Update in case tracker dated 23 June 2021: "The CP notes the Bilateral Engagement process and requested the Complaints Desk to explain to both Parties to take the necessary steps to avoid the activities that can jeopardize the BE process" 	
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	<ul style="list-style-type: none"> • First Resources Limited had just started Bilateral Engagement stage with Complainant. 	
Have there been any stakeholder (including NGO) consultation conducted?	Audit team wanted to conduct stakeholder consultation upon 3 active complaints in RSPO Case Tracker. However, all of the active complaints stated the complainant as "Confidential".	Complied

3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
<p>Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?</p> <p>OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.</p>	<p>PT. Meridan Sejatisurya Plantation does not have scheme smallholder or scheme outgrower as their supply bases.</p> <p>Not applicable.</p>	Complied

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Approval of change of TBP

No	Unit name	Mill (YES or NO)	Location	Current RSPOTBP	Approved revised RSPO TBP
1	PT Arindo Trisejahtera	YES	Riau, Indonesia	2018	2018 - certified
2	PT Meridan Sejatisurya Plantation	YES	Riau, Indonesia	2018	2018 - certified
3	PT Subur Arum Makmur	YES	Riau, Indonesia	2019	2020 - certified
4	PT Surya Intisari Raya	YES	Riau, Indonesia	2019	2021 – audited Stage 2
5	PT Perdana Intisawit Perkasa	YES	Riau, Indonesia	2020	2021 – audited Stage 2
6	PT Ketapang Agro Lestari	YES	Kaltim, East Kalimantan, Indonesia	2021	2021 – audited Stage 2
7	PT Limpah Sejahtera	YES	Kalbar, West Kalimantan, Indonesia	2020	2021- waiting RaCP (concept note)
8	PT Panca Surya Agrindo	YES	Riau, Indonesia	2019	2021- LUCA in review process
9	PT Swadaya Mukti Prakarsa	YES	Kalbar, West Kalimantan, Indonesia	2020	2021- LUCA in review process
10	PT Mitra Karya Sentosa 2	NO	Kalbar, West Kalimantan, Indonesia	-	2022
11	PT Citra Agro Kencana	YES	Kaltim, East Kalimantan, Indonesia	2023	2022
12	PT Borneo Persada Energy Jaya	NO	Kaltim, East Kalimantan, Indonesia	2023	2022
13	PT Borneo Surya Mining Jaya	NO	Kaltim, East Kalimantan, Indonesia	2022	2022
14	PT Umekah Sari Pratama	YES	Kalbar, West Kalimantan, Indonesia	2022	2023
15	PT Mitra Karya Sentosa 1	YES	Kalbar, West Kalimantan, Indonesia	2023	2023
16	PT Muriniwood Indah Industry	YES	Riau, Indonesia	2021	2023
17	PT Ciliandra Perkasa	YES	Riau, Indonesia	2022	2023
18	PT Subur Arum Makmur 2	YES	Riau, Indonesia	2023	2024
19	PT Perdana Intisawit Perkasa 2	YES	Riau, Indonesia	2023	2024
20	PT Meridan Sejatisurya Plantation - BA	YES	Riau, Indonesia	2023	2024
21	PT Priatama Riau	NO	Riau, Indonesia	2023	2024
22	PT Falcon Agri Persada	NO	Kalbar, West Kalimantan, Indonesia	2023	2024
23	PT Setia Agrindo Mandiri	YES	Riau, Indonesia	2021	2025
24	PT Surya Dumai Agrindo	NO	Riau, Indonesia	2023	2025
25	PT Pulau Tiga Lestari Jaya	NO	Kalbar, West Kalimantan, Indonesia	2023	2025
26	PT Borneo Ketapang Permai	NO	Kalbar, West Kalimantan, Indonesia	2023	2025
27	PT Gerbang Sawit Indah	NO	Riau, Indonesia	2022	2025
28	PT Indogreen Jaya Abadi	NO	Riau, Indonesia	2021	2026
29	PT Setia Agrindo Lestari	NO	Riau, Indonesia	2021	2026
30	PT Citra Palma Kencana	NO	Riau, Indonesia	2021	2026
31	PT Karya Tama Bakti Mulia	NO	Riau, Indonesia	2023	2026
32	PT Bumi Sawit Perkasa	NO	Riau, Indonesia	2023	2026
33	PT Maha Karya Bersama	NO	Kaltim, East Kalimantan, Indonesia	2023	2026

Reasons to extend RSPO TBP

1. Suspension of FR's certification process from Mar 2019-Feb 2020 due to an RSPO Complaint
2. COVID-19 pandemic starting from early 2020
3. Increase of number of mills from 15 mills in 2018 to 18 mills in 2020
4. *Hak Guna Usaha* (HGU) not yet obtained for seven PTs Note:
First P&C certificate received in 2018

3.3 Details of Nonconformities

The nonconformities are listed below. The findings summary of the assessment by criteria are listed in Appendix A.

During this Assessment there were Five (5) Critical nonconformities and seven (7) minor nonconformities, one (1) OFI raised. The PT Meridan Sejatisurya Plantation submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Non-conformity			
NCR Ref #	2087873-202108-M1	Date Issued	5/8/2021
Due Date	2/11/2021	Date of nonconformity Closure	15/10/2021
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 3.6.2 (Critical)		
Statement of Nonconformity:	The Unit of Certification has not consistent on implementation the OHS Program		
Requirement Reference:	3.6.2 (C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.		
Objective Evidence:	PT Meridan Suryasejati Plantaion – Sei Pingai POM has demonstrated the OHS program as per document of "Progran Kerja Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja 2021. However, during the field visit, the audit team found: <ul style="list-style-type: none"> • In fertilizer and pesticides storage – was not provided eye wash /or shower as required in MSDS. • In Pesticides storage - found some of medicine were expired, e.g: Amonia Liquida (expired in October 2020), rivanol (expired in May 2021) • In fuel station – found fire extinguisher installed more than 125 Cm (too high) • Clinic – Medical Oxygen tube was not provided with safety cage 		
Corrections:	<ul style="list-style-type: none"> • Provide the warehouse of fertilizers and pesticides with an eye wash or shower • Replace expired first aid kits • Improve the location and height of the fire extinguisher placement at the fuel station • Provide portable oxygen cylinders with safety equipment at the clinic 		
Root Cause Analysis:	Warehouse officers and clinic officers do not understand the procedures for routinely checking the company's Occupational Health and Safety implementation		
Corrective Actions:	Re-socialization related to OSH norms to the PIC of the relevant section Ensure that the SMK3 program runs on the site		
Assessment Conclusion:	Data verified during NC closure:		

	<ul style="list-style-type: none"> Record of "Berita Acara Pembuatan Informasi Volume Tangki Solar dan Perbaikan APAR", dated 4 August 2021. Prepared by Head of Administration. Document provided with photograph Record of "Berita Acara Perbaikan Shower Gudang Pestisida dan Tabung Oksigen Klinik", dated 4 August 2021. Prepared by Head of Administration. Document provide with photograph Record of training for first aider, location in central warehouse, dated 4 September 2021. Was attended by 6 workers Record of socialization on using of PPE, location in workshop, dated 21st August 202, was attended by 21 workers. Document provide with photograph <p>The auditor team has been reviewed the evidence of the correction and corrective action. The support document/records evidence provided. The major NC was closed.</p>
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Non-conformity			
NCR Ref #	2087873-202108-M2	Date Issued	5/8/2021
Due Date	4/11/2021	Date of nonconformity Closure	15/10/2021
Clause & Category (Critical / Minor)	RSPO P&C Certification System 2020 – Indicator 5.5.2 (Critical)		
Statement of Nonconformity:	<p>First Resources Limited demonstrate latest timebound plan revised and submitted to RSPO Secretariat on 15 August 2019.</p> <p>First Resources Limited's further revised the timebound plan in August 2021. However, the revised timebound plan has not received approval from RSPO Secretariat.</p>		
Requirement Reference:	<p>5.5.2 Time-bound plan: A time-bound plan for certifying all its management units and/or entities, including the units where the organisation has management control and/or minor shareholding, is submitted to the CB during the initial certification audit. The time-bound plan shall contain a current list of all estates and mills.</p> <p>a. As a minimum, all estates and mills shall be certified within five (5) years after obtaining RSPO membership. Any new acquisitions shall be certified within a three-year time frame. Any deviations from these maximum periods requires approval by the RSPO Secretariat.</p>		
Objective Evidence:	<p>Audit team review the following document and summarized the information:</p> <ul style="list-style-type: none"> First Resources Limited's membership approval date 10 March 2008 First Resources Limited demonstrate latest timebound plan revised and submitted to RSPO Secretariat on 15 August 2019. The timebound plan indicated timebound plan year 2018 – 2023. First Resources Limited shows latest revision of timebound plan in August 2021. The timebound plan indicated timebound plan year 2018 – 2026 (more than 5 years after obtaining RSPO membership). <p>However, the revised timebound plan August 2021 has not received approval from RSPO Secretariat.</p>		

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Corrections:	Submit the revised timebound plan to the RSPO Secretariat for approval
Root Cause Analysis:	The timebound plan is not as planned, explained below: <ul style="list-style-type: none"> • Postponement of the certification process by the RSPO for the period March 2019 to February 2020 • The condition of the Covid-19 pandemic since early 2020 until now. • There are several new POMs.
Corrective Actions:	Company management reviews the achievement of the timebound plan once a year after it is approved by the RSPO Secretariat
Assessment Conclusion:	Data verified: Dated 7 th October 2021, FR limited has receipt the email form RSPO Secretary, the statement is: Based on internal discussion and agreement, we agree to approve the revised the time bound plan for First Resources of certify all of its management unis beyond the period of 5 years after membership, and based on the new planned year of certification as per attached...". The record of the email has been demonstrated during NCR verification The auditor team has been reviewed the evidence of the correction and corrective action. The support document/records evidence provided. The major NC was closed.

Non-conformity			
NCR Ref #	2087873-202108-M3	Date Issued	5/8/2021
Due Date	2/11/2021	Date of nonconformity Closure	15/10/2021
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 6.4.2 (Critical)		
Statement of Nonconformity:	Certificate holder failed to implement verification procedures for new recruitment worker especially for worker age verification.		
Requirement Reference:	(C) Documented evidence on the fulfilment of worker’s minimum age requirements in accordance with applicable regulation and verification procedures for age requirements, are available.		
Objective Evidence:	Certificate holder has had Child Labour Policy as per Decree of The Board of Directors No: 011.B/SUSTAINABILITY_FR/P/VI/2012, dated 15 June 2012. This policy is available in bilingual Bahasa Indonesia and English. During the site visit, auditor team interviewed the upkeep workers in block J06 Afdeling 6 obtained information that the one of them cannot show his ID Card and registration in BPJS Ketenagakerjaan. Based on document verification, certificate holder has shown the evidence (i.e Kartu Keluarga /Indonesian Family Card) that shown that the worker age was 18 year. However, until the audit finish, there is no evidence that the worker has had ID Card and register in BPJS Kesehatan/Ketenagakerjaan program.		
Corrections:	Assist the process of the employee's ID card in question		
Root Cause Analysis:	Contractor control and evaluation has not run optimally, especially related to manpower		

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Corrective Actions:	<ul style="list-style-type: none"> Reviewing the contractor evaluation system, especially related to employment The Company ensures that all contractor workers have identification in the form of an Identity Card (KTP) and Health and Employment Insurance before working at the Company's location.
Assessment Conclusion:	<p>Data verified:</p> <ul style="list-style-type: none"> ID card namely Mr Firman Zai, NIK: 1408*****, dated September 2021 Register card for BPSJ Ketenagakerjaan, namely Mr Firman Zai. ID number: 1408*****, dated August 2021 <p>The auditor team has been reviewed the evidence of the correction and corrective action. The support document/records evidence provided. The major NC was closed.</p>

Non-conformity			
NCR Ref #	2087873-202108-M4	Date Issued	5/8/2021
Due Date	2/11/2021	Date of nonconformity Closure	15/10/2021
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 6.7.3 (Critical)		
Statement of Nonconformity:	During field visit, the auditor team found sample workers was not use appropriate personal protective equipment (PPE) to cover all potentially hazardous operations.		
Requirement Reference:	6.7.3. (C) Workers use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace, to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.		
Objective Evidence:	<p>PT Meridan Suryasejati Plantaion – Sei Pingai POM has defined the procedure for PPE no: PR.FR/COP.OP-APD issued date 1st October 2019. The procedure sated the company provide free of charge to all workers in the workplace, to cover all potentially hazardous operations.</p> <p>However, during the field visit, the audit team found:</p> <ul style="list-style-type: none"> In Central Workshop - found the safety shoes for mechanic of heavy equipment has broken In Sei Pingai POM - found the safety shoes for operator in boiler station was broken <p>Based on document review of "Daftar Serah Terima APD" and interview with workers sample the PPE provided for once a year, the last provided in March 2021.</p>		
Corrections:	Replace safety shoes for the employees concerned and take used safety shoes that are broken or cannot be reused		
Root Cause Analysis:	Process Assistants and Workshop Assistants have not identified damage to the use of PPE for safety shoes for employees who work in the factory and workshop areas		
Corrective Actions:	<ul style="list-style-type: none"> Re-socialize the mechanism for using and maintaining PPE in the work environment so that the lifetime of the PPE is in accordance with the replacement recommendations 		

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	<ul style="list-style-type: none"> • Checking the condition of workers' PPE every 3 months.
Assessment Conclusion:	<p>Data verified:</p> <ul style="list-style-type: none"> • Record of "Berita Acara Serah Terima APD – safety shoes", dated 4 August 2021, • Record on monitoring of PPE stock, reported in 1st September 2021. • Record of training on PPE use, conducted on 21 August 2021, location in workshop, was attended by 11 workers. <p>The auditor team has been reviewed the evidence of the correction and corrective action. The support document/records evidence provided. The major NC was closed.</p>

Non-conformity			
NCR Ref #	2087873-202108-M5	Date Issued	5/8/2021
Due Date	2/11/2021	Date of nonconformity Closure	15/10/2021
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 3.8.7.ii (Critical)		
Statement of Nonconformity:	Based on data review during onsite audit there was shown Estimated last year (Nov2020 - Oct2021) is less than actual production and the mill has not inform the CB immediately.		
Requirement Reference:	RSPO P&C INA NI 2020 – Indicator 3.8.7. Purchasing and Goods In i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received. ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage. iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.		
Objective Evidence:	PT Meridan Suryasejati Plantaion – Sei Pingai POM has defined the procedure of RSPO SCC as per SOP "Mekanisme Rantai Pasok RSPO" No:FR.CSM.MPRR. The procedure has mentioned "Purchasing and Goods In". However, based on data review during onsite audit there was shown Estimated last year (Nov2020 - Oct2021) is less than actual production and the mill has not inform the CB immediately.		
Corrections:	PT Meridan Sejatisurya Plantaion – Sei Pingai POM has carried out the refreshment of training on implementing the procedure of SOP "Mekanisme Rantai Pasok RSPO" No:FR.CSM.MPRR Rev01 conducted on 7 th September 2021 was attended by 3 workers of Marketing of Riau Region. Subject of training consist of: <ul style="list-style-type: none"> • Basic principles and requirements related to RSPO SCCS • Update procedures of RSPO SCCS - specific procedures for reporting projected overproduction and volume extension requests 		

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	<ul style="list-style-type: none"> Roles and responsibilities of Marketing Region in implementing RSPO SCCS e.g: documented requirements, reporting mechanisms and confirmation of purchase or sale of RSPO products) Handling of non-conformities/complaints related to RSPO certification. <p>PT Meridan Sejatisurya Plantaion – Sei Pingai POM has prepared the Mill monitoring report (monthly) that describe total of estimated versus actual production (FFB, CPO, PK). If there was actual production was higher than the estimated monthly production mill has inform the CB immediately.</p> <p>Data verified:</p> <p>Mill Monthly Records of Certified FFB, CPO and PK vs Estimated (Budget) month August – December 2021</p> <p>1. Budget production</p> <table border="1"> <thead> <tr> <th>No.</th> <th>Month – Year</th> <th>Budget of FFB (mt)</th> <th>CPO (mt) Budget 22%</th> <th>PK (PK) Budget 5.5%</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Aug-21</td> <td>12,382</td> <td>2,724.04</td> <td>681.01</td> </tr> <tr> <td>2</td> <td>Sep-21</td> <td>13,813</td> <td>3,038.86</td> <td>759.71</td> </tr> <tr> <td>3</td> <td>Oct-21</td> <td>12,843</td> <td>2,825.46</td> <td>706.36</td> </tr> <tr> <td>4</td> <td>Nov-21</td> <td>12,652</td> <td>2,783.44</td> <td>695.86</td> </tr> <tr> <td>5</td> <td>Dec-21</td> <td>12,178</td> <td>2,855.16</td> <td>713.79</td> </tr> <tr> <td colspan="2" style="text-align: center;">TOTAL</td> <td>64,668</td> <td>14,226.96</td> <td>3,556.74</td> </tr> </tbody> </table> <p>2. Actual production</p> <table border="1"> <thead> <tr> <th>No.</th> <th>Month – Year</th> <th>Actual of FFB (mt)</th> <th>CPO (mt)</th> <th>PK (mt)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Aug-21</td> <td>12,312</td> <td>2,690.17</td> <td>654,20</td> </tr> <tr> <td>2</td> <td>Sep-21</td> <td>13,657</td> <td>2,984.05</td> <td>726,55</td> </tr> <tr> <td>3</td> <td>Oct-21</td> <td>12,701</td> <td>2,775.17</td> <td>675,69</td> </tr> <tr> <td>4</td> <td>Nov-21</td> <td>12,371</td> <td>2,703.06</td> <td>658,14</td> </tr> <tr> <td>5</td> <td>Dec-21</td> <td>12,675</td> <td>2,769.49</td> <td>674,31</td> </tr> <tr> <td colspan="2" style="text-align: center;">TOTAL</td> <td>63,716</td> <td>13,921.95</td> <td>3,389.70</td> </tr> </tbody> </table> <p>The data shown (August – December 2021) that for each month (since August 2021 – December 2021) that actual production was lower than the estimated/budget monthly production.</p>	No.	Month – Year	Budget of FFB (mt)	CPO (mt) Budget 22%	PK (PK) Budget 5.5%	1	Aug-21	12,382	2,724.04	681.01	2	Sep-21	13,813	3,038.86	759.71	3	Oct-21	12,843	2,825.46	706.36	4	Nov-21	12,652	2,783.44	695.86	5	Dec-21	12,178	2,855.16	713.79	TOTAL		64,668	14,226.96	3,556.74	No.	Month – Year	Actual of FFB (mt)	CPO (mt)	PK (mt)	1	Aug-21	12,312	2,690.17	654,20	2	Sep-21	13,657	2,984.05	726,55	3	Oct-21	12,701	2,775.17	675,69	4	Nov-21	12,371	2,703.06	658,14	5	Dec-21	12,675	2,769.49	674,31	TOTAL		63,716	13,921.95	3,389.70
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Root Cause Analysis:	PIC (Person in Charge) does not yet understand the specific procedures for reporting projected overproduction and volume extension requests if the audit period is longer due to the pandemic situation																																																																						
Corrective Actions:	<ul style="list-style-type: none"> Ensure that in the procedure of RSPO supply chain "SOP Mekanisme Rantai Pasok RSPO" has explained that the mill shall inform the CB immediately if 																																																																						

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	<p>there is a projected overproduction of certified tonnage. Based on review the document of SOP "Mekanisme Rantai Pasok RSPO" No:FR.CSM.MPRR Rev01, in point 5.8.3 has mentioned: If there is projected overproduction of certified tonnage as stated in the certificate or PalmTrace (PT), Mill Manager informs to Marketing Region and Corporate Sustainability to inform the CB immediately...." <i>(Apabila proyeksi produksi melebihi jatah produksi yang tercantum dalam sertifikat atau palm trace maka Mill Manager akan melaporkan ke bagian Marketing Region dan Corporate Sustainability untuk melaporkan kepada badan sertifikasi terkait penambahan jatah produksi SPO-RSPO)</i></p> <ul style="list-style-type: none"> • Ensure the competence of the PIC in implementing the procedure of RSPO supply chain "SOP Mekanisme Rantai Pasok RSPO" • Ensure the document / checklist of internal audit of RSPO SCC in accordance with RSPO SCC – Annex 1 Summary Template, use the spreadsheets – calculation of Palm Contents and MB tables. Last internal audit conducted on 13 – 14 January 2022, covering certified quantity purchased and has also to ensure if there was actual production was higher than the estimated monthly production mill has inform the CB immediately
<p>Assessment Conclusion:</p>	<p>The auditor team has been reviewed the evidence of the correction and corrective action. The support document/records evidence provided, such as:</p> <ul style="list-style-type: none"> • Training attendance of RSPO SCC, conducted on 7th September 2021 was attended by 3 workers of Marketing of Riau Region. • Document of training material of RSPO SCC • Document of SOP "Mekanisme Rantai Pasok RSPO" No:FR.CSM.MPRR Rev01 • Document / checklist of internal audit of RSPO SCC in accordance with RSPO SCC – Annex 1 Summary Template, use the spreadsheets – calculation of Palm Contents and MB tables. Last internal audit conducted on 13 – 14 January 2022, covering certified quantity purchased • Mill monitoring report (monthly) that describe total of estimated versus actual production (FFB, CPO, PK) at PT Meridan Sejatisurya Plantation period August – December 2021 <p>The major NC was closed.</p>

Non-conformity			
NCR Ref #	2087873-202108-N1	Date Issued	5/8/2021
Due Date	Next surveillance	Date of nonconformity Closure	Next surveillance
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 5.1.8 (minor)		
Statement of Nonconformity:	PT. Meridan Sejatisurya Plantation has not prepared mutual agreement to support independent smallholder for certification.		
Requirement Reference:	5.1.8 The unit of certification supports independent smallholders with certification, where applicable, ensuring mutual agreement between the unit of certification and the smallholder on who runs the Internal Control System (ICS), who holds the certificate, and who owns and sells certified materials.		

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Objective Evidence:	PT. Meridan Sejatisurya Plantation has not prepared mutual agreement to support independent smallholder for certification.
Corrections:	The company is scoping independent farmers in villages
Root Cause Analysis:	Differences in interpretation by companies regarding principle 5 obligations, which are interpreted only for smallholders who are suppliers to POM
Corrective Actions:	The company identifies the willingness of independent smallholders in the RSPO ISH certification process
Assessment Conclusion:	to be verified during next surveillance

Non-conformity			
NCR Ref #	2087873-202108-N2	Date Issued	5/8/2021
Due Date	Next surveillance	Date of nonconformity Closure	Next surveillance
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 5.2.1 (minor)		
Statement of Nonconformity:	PT. Meridan Sejatisurya Plantation has not consulted smallholders (irrespective of type) to support and improve their livelihood and their interest in RSPO certification.		
Requirement Reference:	5.2.1 The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.		
Objective Evidence:	PT. Meridan Sejatisurya Plantation has not consulted smallholders (irrespective of type) to support and improve their livelihood and their interest in RSPO certification.		
Corrections:	The company is scoping independent farmers in villages		
Root Cause Analysis:	Differences in interpretation by companies regarding principle 5 obligations, which are interpreted only for smallholders who are suppliers to POM		
Corrective Actions:	The company socializes managerial improvement and the best palm oil management to independent smallholders		
Assessment Conclusion:	to be verified during next surveillance		

Non-conformity			
NCR Ref #	2087873-202108-N3	Date Issued	5/8/2021
Due Date	Next surveillance	Date of nonconformity Closure	Next surveillance
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 5.2.2 (minor)		
Statement of Nonconformity:	PT. Meridan Sejatisurya Plantation has not implemented livelihood improvement programmes, including at least capacity building to enhance productivity, quality,		

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	organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).
Requirement Reference:	5.2.2 The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).
Objective Evidence:	PT. Meridan Sejatisurya Plantation has prepared smallholder improvement programmes. PT. Meridan Sejatisurya Plantation has not implemented livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).
Corrections:	The company is scoping independent farmers in villages
Root Cause Analysis:	Differences in interpretation by companies regarding principle 5 obligations, which are interpreted only for smallholders who are suppliers to POM
Corrective Actions:	The company socializes and identifies the legality of independent smallholders in villages
Assessment Conclusion:	to be verified during next surveillance

Non-conformity			
NCR Ref #	2087873-202108-N4	Date Issued	5/8/2021
Due Date	Next surveillance	Date of nonconformity Closure	Next surveillance
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 5.2.3 (minor)		
Statement of Nonconformity:	PT. Meridan Sejatisurya Plantation has not provided support to promote legality of FFB production.		
Requirement Reference:	5.2.3 Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.		
Objective Evidence:	PT. Meridan Sejatisurya Plantation has not provided support to promote legality of FFB production.		
Corrections:	The company is scoping independent farmers in villages		
Root Cause Analysis:	Differences in interpretation by companies regarding principle 5 obligations, which are interpreted only for smallholders who are suppliers to POM		
Corrective Actions:	The company socializes and identifies the legality of independent smallholders in villages		
Assessment Conclusion:	to be verified during next surveillance		

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Non-conformity			
NCR Ref #	2087873-202108-N5	Date Issued	5/8/2021
Due Date	Next surveillance	Date of nonconformity Closure	Next surveillance
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 5.2.5		
Statement of Nonconformity:	PT. Meridan Sejatisurya Plantation has not performed regular review and public report on the progress of the smallholder support programme.		
Requirement Reference:	5.2.5 The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.		
Objective Evidence:	PT. Meridan Sejatisurya Plantation has not performed regular review and public report on the progress of the smallholder support programme.		
Corrections:	The company releases support documents for plasma farmers through the company's annual report media		
Root Cause Analysis:	Differences in interpretation by companies regarding principle 5 obligations, which are interpreted only for smallholders who are suppliers to POM		
Corrective Actions:	The company sets a target of support for independent smallholders		
Assessment Conclusion:	to be verified during next surveillance		

Non-conformity			
NCR Ref #	2087873-202108-N6	Date Issued	5 August 2021
Due Date	Next surveillance	Date of nonconformity Closure	Next surveillance
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 6.2.7 (minor)		
Statement of Nonconformity:	Based on document review, auditor team found temporary and day labour was not limited to jobs that are temporary or seasonal		
Requirement Reference:	6.2.7 Permanent fulltime employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal		
Objective Evidence:	<ul style="list-style-type: none"> Based on document review of "Hasil Internal Audit (LHA) - No: 02.0.1/LHA-OPR/30/VI.2021" dated 14-18 September 2020, reported that 110 workers were KHL for 5 to 38 months Based on document review of "Hasil Internal Audit (LHA) - No: 02.0.1/LHA-OPR/05/IV.2021" dated 3,4,5, & 8 February 2021, reported that 80 workers were KHL for 4 to 50 months. <p>In addition, the information of total employee (total 421 workers) at RSPO Metric Template 2021 was not accurate with actual all workers in PT Meridan Suryasejati Plantation</p>		

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Corrections:	The site HRD team evaluates all KHL workers so that they can be processed further in accordance with labor and company regulations
Root Cause Analysis:	The site HRD team has not implemented optimally related to employment law for casual daily employees in the company environment
Corrective Actions:	The HRD team ensures that all core workers are permanent workers.
Assessment Conclusion:	to be verified during next surveillance

Non-conformity			
NCR Ref #	2087873-202108-N7	Date Issued	5 August 2021
Due Date	Next surveillance	Date of nonconformity Closure	Next surveillance
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 7.3.2 (minor)		
Statement of Nonconformity:	Waste disposal management in worker housing not in line with Corporate Sustainability Procedure, No: FR.CSM.OP.I, version 01 "Manajemen Limbah".		
Requirement Reference:	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.		
Objective Evidence:	<p>During field visit, audit team found:</p> <ul style="list-style-type: none"> • In employee housing Division 6 – Found domestic waste is not properly disposed, found waste disposed in housing yards - not placed in trash bins • In HCV area Division 3 – Found domestic waste disposed in riparian zone • In employee housing Division 6 - Found hazardous waste stored in housing (knapsack: 11 pcs) and not sent to hazardous waste temporary storage • In HCV area Division 3 – Found hazardous waste in river (oil used drum) <p>The implementation of waste management is not in line with Corporate Sustainability Procedure, No: FR.CSM.OP.I, version 01 "Manajemen Limbah", It was stated that the waste from domestic (employee housing) must sent to land fill and hazardous waste stored must be collected by and put into the temporary hazardous waste storage in Sei Pingai POM.</p>		
Corrections:	<ul style="list-style-type: none"> • Ensure all household waste is disposed of in the organic and inorganic segregation bins that have been provided; • Ensure all B3 waste is sent to TPS LB3; • Installed the sign board that it is forbidden to throw garbage at HCV locations 		
Root Cause Analysis:	Employees are not disciplined in managing household domestic waste and B3 waste management		
Corrective Actions:	Dissemination of domestic and B3 waste management to residents of employee housing		
Assessment Conclusion:	to be verified during next surveillance		

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Opportunity for Improvements	
OFI #	Description
OFI 1	RSPO P&C INA NI 2020 – Indicator 2.1.1 Certificate Holder ensuring land title (HGU) renewal on time (expired in 31st December 2021)

Positive Findings	
PF #	Description
PF 1	-

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	1824350-201908-N1	Date Issued	19 September 2019
Due Date	27 November 2020	Date of nonconformity Closure	27 November 2020
Clause & Category (Critical / Minor)	6.1.4 – (Minor)		
Statement of Nonconformity:	Document of Evaluasi Social Environment Impact Assessment Melalui Pengelolaan dan Pemantauan Sosial PT. Meridan Sejatisurya Plantation Kebun Sei Pingai" for period 2019-2020 was inappropriate as required by RSPO P&C Indicator 6.1.4		
Requirement Reference:	6.1.4 Minor The documented plan for management and monitoring of social impacts, shall be reviewed at least on two-yearly basis. If necessary, the plan should be updated. There shall be evidence that the review process includes participation of all affected parties.		
Objective Evidence:	Based on social impact review document verification, found that: <ul style="list-style-type: none"> • "Evaluasi Social Environment Impact Assessment Melalui Pengelolaan dan Pemantauan Sosial", was not done by the process of the participation of affected parties, but only spread the questioner related the responded of information and CD-CSR program. • There are several estates activities in the period 2018-2019, for example: Land Clearing (LC) to replanting and activities in replanting as well and nursery activities, but there is no social evaluation is done, both in of RKL/RPL and also at the social impact evaluation period 2019-2021. • The evaluation of the social environment impact assessment in 2019-2021 only evaluates related to the CD and CSR programs. 		
Corrections:	Conducting review on SIA particularly in all social activities which affected to stakeholders, including land preparation for replanting activities and nursery.		
Root Cause Analysis:	Sustainability Team are less understand that all social activities which affecting to stakeholders must be inserted in the evaluation of Social Impact, particularly land preparation for replanting activities and nursery		

Corrective Actions:	<ul style="list-style-type: none"> Identifying all activities at Mill and Estate during evaluate and review of SIA program, at least every two year as required by RSPO standard. To review and evaluate the SIA program and involving affected stakeholder.
Assessment Conclusion:	<p>The auditor team has been review the evidence of the correction and corrective action. The support document/records evidence provided. The minor NC was closed.</p> <p>Verification During ASA-2 &3:</p> <p>Certificate holder has reviewed the document for management and monitoring of SIA as per "Evaluasi Sosial Environment Impact Assessment Melalui Pengelolaan dan Pemantauan Sosial", year 2019-2020, dated September 2020. The review through process of participation of affected parties including their feedback. The document has included review of plantation activities during 2019-2020, e.g: land clearing activities, nursery activities replanting and realization of CD and CSR Program.</p> <p>Audit team has reviewed and accepted the corrective action plan prepared by certificate holder. Also, the audit team concluded that the correction, corrective actions and evidence are sufficient. Minor NC was closed on 27th November 2020.</p>

Non-conformity			
NCR Ref #	1992175-202011-N1	Date Issued	27 November 2020
Due Date	5 August 2021	Date of nonconformity Closure	5 August 2021
Clause & Category (Critical / Minor)	3.1.3 Minor		
Statement of Nonconformity:	Management review that had been conducted by the Unit of Certification have not contains as per required by this indicator		
Requirement Reference:	The unit of certification holds management review at planned term according to the scale and nature of the activities undertaken.		
Objective Evidence:	According to document verification on minutes of Management Review dated 1 August 2020 and 12 November 2020, context of Management Review agenda is more concern related to performance aspect. However, specific agenda during Management Review as required by guidance in this indicator was not included, such as Internal Audit result; Customer Feedback, etc.		
Corrections:	The management unit will create an archive document review management implementation in full according to the SOP Number FR.CSM.MRM_Management Review Meeting_revisi 0 in 2011		
Root Cause Analysis:	<ul style="list-style-type: none"> Management Review and Meeting in August and November 2020 only has a performance-related agenda mill in achieving employment targets. Minutes of Management Review related internal audit reports, recommendations for improvement, not archived properly in the office units. 		
Corrective Actions:	<p>The Unit Head of PT MSSP will hold a management review meeting at least once a year using the Management Review procedure number FR.CSM.MRM_rev_0. and contains all aspects of the company, including:</p> <ul style="list-style-type: none"> Audit results 		

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	<ul style="list-style-type: none"> • Feedback / Customer feedback and communication from external interested parties • Departmental process performance and product suitability, organizational environment, level of achievement of goals and objectives • Status of preventive and corrective actions • Follow-up previous MRM • Changes that may affect the management system and include developments in laws and regulations & other requirements related to sustainability issues • Recommendations for improvement
Assessment Conclusion:	<p>The auditor team has been review the evidence of the correction and corrective action. The support document/records evidence provided. The minor NC was closed.</p> <p>Verification During ASA-2 &3:</p> <p>Certificate holder has shown the record of monthly management review that held by top management. Through the monthly management review period of June 2021 obtain information that unit management has reviewed the production issues, infrastructure, workers issues, social issues (internal and external) and many more. Those documents recorded by unit head clerk.</p>

Opportunity for Improvement	
OFI#	Description
OFI 1	<p>1991275-202011-I1</p> <p>Consider to completing minimum required information FFB suppliers as per guidance on this indication</p> <p>Verification During ASA-2 &3:</p> <p>During this onsite audit found the list of 3 potential FFB supplier of Meridan Sejatisurya Plantation POM. However, based on document verification and interviews with the mill manager, it was found that Meridan Sejatisurya Plantation POM no longer received FFB from the three potential suppliers since 2020. Thus, the mill only received FFB from its own estate even though they had met the traceability standards set by the company such as legal compliance, coordinate verification and many other RSPO requirements related to the third party.</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1633783-201805-M1	Major	RSPO SCC 5.3.2	01/07/2018	05/07/2018
1633783-201805-M2	Major	RSPO SCC 5.4.2	01/07/2018	05/07/2018
1633783-201805-M3	Major	RSPO SCC 5.5.2	01/07/2018	05/07/2018
1633783-201805-M4	Major	RSPO SCC 5.6.1	01/07/2018	05/07/2018
1633783-201805-M5	Major	RSPO SCC 5.7.1	01/07/2018	05/07/2018
1633783-201805-M6	Major	RSPO SCC 5.8.2	01/07/2018	05/07/2018
1633783-201805-M7	Major	RSPO SCC 5.13.2	01/07/2018	05/07/2018

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1633783-201805-M8	Major	RSPO SCC 5.13.3	01/07/2018	05/07/2018
1633783-201805-M9	Major	RSPO SCC 5.3.1	01/07/2018	05/07/2018
1824350-201908-M1	Major	RSPO certification system 4.5.4 (f)	19/09/2019	07/11/2019
1824350-201908-M2	Major	RSPO SCC Generic CoC 5.3.2	19/09/2019	07/11/2019
1824350-201908-M3	Major	RSPO SCC Generic Coc 5.7.2	19/09/2019	07/11/2019
1824350-201908-N1	Minor	RSPO P&C 6.1.4	19/09/2019	27/11/2020
1992175-202011-M1	Major	RSPO P&C 3.8.4	27/11/2020	19/02/2021
1992175-202011-M2	Major	RSPO P&C 3.8.8	27/11/2020	19/02/2021
1992175-202011-N1	Minor	RSPO P&C 3.1.3	27/11/2020	05/08/2021
2087873-202108-M1	Critical	RSPO P&C 3.6.2	05/08/2021	15/10/2021
2087873-202108-M2	Critical	RSPO P&C 6.7.3	05/08/2021	15/10/2021
2087873-202108-M3	Critical	RSPO P&C 6.4.2	05/08/2021	15/10/2021
2087873-202108-M4	Critical	RSPO P&C Certification System 2020 – 5.5.2	05/08/2021	15/10/2021
2087873-202108-M5	Critical	RSPO P&C 3.8.7.ii	05/08/2021	15/10/2021
2087873-202108-N1	Minor	RSPO P&C 5.1.8	05/08/2021	Open. Will be verify during next surveillance.
2087873-202108-N2	Minor	RSPO P&C 5.2.1	05/08/2021	Open. Will be verify during next surveillance.
2087873-202108-N3	Minor	RSPO P&C 5.2.2	05/08/2021	Open. Will be verify during next surveillance.
2087873-202108-N4	Minor	RSPO P&C 5.2.3	05/08/2021	Open. Will be verify during next surveillance.
2087873-202108-N5	Minor	RSPO P&C 5.2.5	05/08/2021	Open. Will be verify during next surveillance.
2087873-202108-N6	Minor	RSPO P&C 6.2.7	05/08/2021	Open. Will be verify during next surveillance.
2087873-202108-N7	Minor	RSPO P&C 7.3.2	05/08/2021	Open. Will be verify during next surveillance.

3.4 Stakeholders and previous land owner / user consultation

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

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

Structured worker interviews with male and female workers and staff were held in private at the workplace 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 below.

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Governmental Department	<ul style="list-style-type: none"> - Dinas Pertanian dan Perkebunan Kabupaten Siak - Dinas Lingkungan Hidup Kabupaten Siak - Kantor Pertanahan Kabupaten Siak - Dinas Transmigrasi & Tenaga Kerja Kabupaten Siak 	By phone
Local NGO	WWF Indonesia - Riau	By phone
Internal Union	Ketua Federasi Serikat Pekerja Seluruh Indonesia	Face to face interview
Communities	Kepala Desa Maredan	By phone

Stakeholders comment	
SH#01	<p>Feedbacks: Dinas Lingkungan Hidup Kabupaten Siak</p> <ul style="list-style-type: none"> • PT. Meridan Sejatisurya Plantation have environment permit, in form of Dokumen Pengelolaan dan Pemantauan Lingkungan (DPPL), issued by Dinas Lingkungan Hidup Provinsi Riau. • PT. Meridan Sejatisurya Plantation have obtained “Proper Biru” – for the environmental management and reporting. • PT. Meridan Sejatisurya Plantation have permits for land application and temporary hazardous waste storage.

	<ul style="list-style-type: none"> • PT. Meridan Sejatisurya Plantation consistently prepared report for implementation of environmental management and monitoring – prepared and submitted on 6-monthly basis to Dinas Lingkungan Hidup Provinsi Riau. • PT. Meridan Sejatisurya Plantation consistently prepared report for implementation of hazardous waste management and monitoring – prepared and submitted on 3-monthly basis to Dinas Lingkungan Hidup Kabupaten Siak. • PT. Meridan Sejatisurya Plantation consistently prepared report for implementation of mill’s POME for land application – prepared and submitted on 3-monthly basis to Dinas Lingkungan Hidup Kabupaten Siak. • There was no issue/complaint conveyed by stakeholders related to the environmental impacts from mill and estate operations.
	<p>Audit Team verification and response: Positive comments noted. Audit team have verified the existing management plan and improvement plan related to comments from Environment office - the existing management plans and follow up action plans are sufficient.</p>
<p>SH#02</p>	<p>Feedbacks: Dinas Pertanian dan Perkebunan Kabupaten Siak</p> <ul style="list-style-type: none"> • Report of Production Mill and Estate always reported in timely manner • There is no land disputes/land conflict within last three years that reported to Dinas Perkebunan.
	<p>Audit Team verification and response: Positive comments, no need to follow up.</p>
<p>SH#03</p>	<p>Feedbacks: Kantor Pertanahan Kabupaten Siak</p> <ul style="list-style-type: none"> • No new permit applications. • So far there are no cases of land disputes • Reports on the use of HGU are submitted properly. The 2020 report was reported on September 28, 2020. • There are no mining concessions and customary rights over the company's HGU concessions. • In addition, there is no record of the company's HGU area being included in the abandoned land database at the Siak Regency Land Office. • Currently in the process of extending the HGU, but based on the boundary demarcation, some of the area is included in the administrative area of Pelalawan Regency based on the results of the regional boundaries of the district in Riau Province. There is a possibility that there will be a transfer of issuance of HGU certificates from Siak Regency to Pelalawan Regency
	<p>Audit Team verification and response: Positive comments noted. Audit team have verified the existing legal document</p>
<p>SH#04</p>	<p>Feedbacks: Dinas Transmigrasi & Tenaga Kerja Kabupaten Siak</p> <ul style="list-style-type: none"> • PT. Meridan Sejatisurya Plantation has built good communication with “Dinas Tenaga Kerja dan Transmigrasi Kabupaten Siak Regency, Province Riau”. • PT. Meridan Sejatisurya Plantation has prepared and reported their industrial relation obligation such as “Wajib Lapor Tenaga Kerja” and “Laporan P2K3” for health and safety performance. • There is no indication/report on the use of underage worker in PT. Meridan Sejatisurya Plantation. • PT. Meridan Sejatisurya Plantation has implementing minimum wage as in “Upah Minimum Siak Regency, Province Riau” to the workers.

	<ul style="list-style-type: none"> Regular examination on pressure vessel and steam vessel has carried out and as well as the result analysis reported by "Dinas Tenaga Kerja dan Transmigrasi Siak Regency, Province Riau".
	<p>Audit Team verification and response: Positive comments, no need to follow up.</p>
SH#05	<p>Feedbacks: Ketua Federasi Serikat Pekerja Seluruh Indonesia</p> <ul style="list-style-type: none"> Union Membership is voluntary without any discrimination. Family member is totally prohibited to helping workers without work agreement. The company explained this policy continuously. In 2021 there is no issues raised from the workers, good relationship between union and the company. But if there is an issues occurs, union and the company will discuss it to resolve the problem. All of normative agreement have been submitted to collective working agreement – "Perjanjian kerja Bersama – PKB" including working hour, overtime, salary, annual leave and other, in accordance to relevant industrial act.
	<p>Audit Team verification and response: Positive comments, no need to follow up.</p>
SH#06	<p>Feedbacks: Kepala Desa Maredan</p> <ul style="list-style-type: none"> No land disputes, clear company boundaries. Relationships both personal and institutional. Meridan village existed before the company, the land compensation process went well and there were no problems at that time. The company provides job opportunities for residents, but they are less attractive because of the distance from the village. The company is willing to accept FFB from local smallholders, but the distance to mill is too far, then the smallholders chooses to send their FFB to the nearest mill. There are no cases of environmental pollution due to the company's operational activities.
	<p>Audit Team verification and response: Positive comments.</p>
SH#07	<p>Feedbacks: WWF Indonesia - Riau</p> <p>So far there are no records/issues related to environmental management carried out by the company.</p>
	<p>Audit Team verification and response: Positive comments, no need to follow up.</p>

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List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Mrs Tiar Nasution	2004	46 ha	Yes	Yes	<p>Mrs Tiar Nasution concerned and his family have a cultivated area of approximately 46 hectares which is currently part of Afdeling 6. The compensation process for land acquisition is carried out by mutual agreement and witnessed by the village head and community leaders. The payment process is also carried out in the village office in a transparent manner.</p> <p>Has been verified. Comply with terms and conditions of the negotiated and compensation agreement.</p>

Previous land owner / user comment	
	<p>Feedbacks: Mrs Tiar Nasution</p> <p>Mrs Tiar Nasution concerned and his family have a cultivated area of approximately 46 hectares which is currently part of Afdeling 6. The compensation process for land acquisition is carried out by mutual agreement and witnessed by the village head and community leaders. The payment process is also carried out in the village office in a transparent manner.</p>
	<p>Audit Team verification and response: Positive comments noted. Audit team have verified</p>



3.5 Impartiality and conflict of interest

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

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Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that PT Meridan Sejatisurya Plantation – Sei Pingai POM has complied with the Indonesia National Interpretation 2020 of the RSPO P&C 201 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that PT Meridan Sejatisurya Plantation – Sei Pingai POM is certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Imam Fakhrurozi	Name: Eko Darmawan
Company Name: BSI Services Malaysia Sdn Bhd	Company Name: PT Meridan Sejatisurya Plantation - Sei Pingai Palm Oil Mill
Title: Lead Auditor	Title: Sustainability Head
Signature: 	Signature:  Eko Darmawanto <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i>
Date: 7 November 2021	Date: 9 November 2021

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
<p>Principle 1: Behave ethically and transparently Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.</p>			
<p>Criteria 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.</p>			
<p>1.1.1</p>	<p>(C) Management documents that are specified in the RSPO P&C are made publicly available.</p>	<p>Unit of Certification has documents that is generally available by the organisation. List of management documents are publicly available such as: Legal (Izin Lokasi, IUP, HGU); environment (ANDAL, RKL & RPL, Izin Tempat Penyimpanan Sementara Limbah B3, Izin land aplikasi); social (document of social activities and relation with communities, OHS policy, OHS program), continual improvement (reduce of certain chemical, reduce and reuse waste, environmental management and social impact management). Those documents were accessible and shown during this audit.</p> <p>The documented procedure was established within Communication Procedure code FR.EMS.CIE, signed by the CEO of First Resources Ltd. and Corporate Sustainability Head, dated 1 September 2011. The procedure mentioned that the information and data to be recorded and communicated for effective operation of sustainable palm oil standard. All staff and employee are responsible for fulfilling their defined responsibilities. It's described the process and responsibilities and authorities in regards responding the request on information from the public. The coverage of request on information as stated in the procedure including information on legal documents, environmental documents, social activities documents, occupational health and safety programme documents and continual improvement documents.</p>	<p>Complied</p>
<p>1.1.2</p>	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p>	<p>During the onsite audit auditor team has conducted public consultation with external stakeholders (government agencies, surrounding village head) and internal stakeholder (labour union, gender committee and labour cooperation) on 4 – 5 August 2021. During that session, obtain information that the company has shared their information such as plantation management report to the respective</p>	<p>Complied</p>

		<p>government agencies such as “Laporan RKL/RPL, Laporan Perkembangan Usaha Perkebunan, Laporan Pengelolaan Limbah Cair” in Bahasa.</p> <p>Furthermore, the company also informed the information of workers recruitment to the surrounding village head in Bahasa. All correspondences between them also provide and accessible to the other stakeholders.</p>	
1.1.3	<p>(C) Records of requests for information and responses are maintained.</p>	<p>PT. Meridan Sejatisurya Plantation – Meridan Sejatisurya Plantation POM as Unit of Certification has record of request for information and its response on each unit. Based on Logbook “Surat Masuk PT. MSSP”, all informations receives from stakeholders is well maintained and documented.</p> <p>Responsible person to handling Communication with stakeholders, as per Assignment Letter No: 002/GA-MSSP/III/2020, dated 16 March 2020, are Mr. Asmadi Harun and Mr. Kamisran.</p> <p>Onsite audit:</p> <p>There is no change of personnel in charge who handling communication with stakeholders until this audit. Based on public consultation with external stakeholders (government agencies, surrounding village head) and internal stakeholder (labour union, gender committee and labour cooperation) on 4 – 5 August 2021 obtained information that the appointment of those personnel in charge has been acknowledge by respective stakeholders.</p> <p>The record of information and responses in the correspondence’s logbook. For example, sighted incoming letter dated 24 May 2021 from the Village Head of Kerinci Kanan related to the permission of employees who are residents of Kerinci Kanan Village to participate in the Covid 19 vaccination activity. Those incoming letter responses positively by General Manager on 25 May 2021.</p>	Complied
1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.</p>	<p>Unit of Certification has established consultation and communication procedure within Communication Procedure code FR.EMS.CIE, signed by the CEO of First Resources Ltd. and Corporate Sustainability Head, dated 1 September 2011.</p>	Complied

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		<p>Responsible person to handling Communication with stakeholders, as per Assignment Letter No: 002/GA-MSSP/III/2020, dated 16 March 2020, are Mr. Asmadi Harun and Mr. Kamisran.</p> <p>Onsite audit:</p> <p>There is no change of personnel in charge who handling communication with stakeholders until this audit. Based on public consultation with external stakeholders (government agencies, surrounding village head) and internal stakeholder (labour union, gender committee and labour cooperation) on 4 – 5 August 2021 obtained information that the appointment of those personnel in charge has been acknowledge by respective stakeholders.</p>	
1.1.5	<p>An up-to-date list of contacts and detailed stakeholder information is available along with designated representatives.</p>	<p>Stakeholder list was made and mentioned the interested party. According to Stakeholder list (updated 30 August 2020) covered District Head, Forestry and Plantation Department, Environmental Agency, Labour, Transmigration and Social Department, National Land Agencies, Camat, Village Head around estate and mill, FFB supplier, Police of district, Worker union and gender committee. Stakeholder list was made detail, address and phone numbers were mentioned in the list. Update the list was performed annually by Unit Head (Estate and Mill) and SPO Officer.</p> <p>Update the list was performed annually by persons who has assigned as per Assignment Letter No: 002/GA-MSSP/III/2020, dated 16 March 2020, are Mr. Asmadi Harun and Mr. Kamisran. It was List of stakeholders is well maintained and always done regularly update data (6 months).</p> <p>Onsite audit:</p> <p>There is no change of personnel in charge who handling communication with stakeholders until this audit. Based on document verification during onsite audit obtained information of the latest stakeholders list (update 30 June 2021) as follows:</p> <ul style="list-style-type: none"> • Government agencies in Kerinci Kanan and Tualang Subdistrict, Siak Sri Indrapura Regency and Riau Province → 28 stakeholders • Village head and elders → 8 stakeholders • Local NGO's → 1 stakeholder • Bank → 3 stakeholders 	Complied

		<ul style="list-style-type: none"> • Contractor → 15 stakeholders • Internal stakeholders (labour union, gender committee, worker cooperation) → 3 stakeholders • Previous landowners → 53 stakeholders 	
Criteria 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.	<p>Unit of Certification has established the Zero Fraud Tolerance policy (FR.CIA.ZFT.001, issued No.1, dated 28 December 2012. The policy aims to:</p> <ul style="list-style-type: none"> - To establish a companywide common understanding of fraud events in order to: Communicate clearly the company's non-tolerance toward fraud and the serious consequences for those who commit frauds; Achieve a consistent approach toward managing fraud events. - To establish the key components of companywide fraud risk management framework. - To establish companywide fraud risk prevention and mitigation principles. - To establish companywide fraud reporting, investigation, and handling procedures. <p>Onsite audit:</p> <p>There is no change of the policy until this audit. Based on stakeholder consultation with staff and labour union informed that the company has had the policy related to ethical code.</p> <p>The Company has a Code of Conduct which serves as a general guideline for Management and employees in conducting their duties and responsibilities ethically. It outlines corporate values and ethical standards which are in line with the Group's vision and mission. Areas covered under the Code of Conduct include professionalism and work ethics, conflict of interest, political impartiality, anti-corruption and zero tolerance on fraud. All our employees will have to comply with applicable country laws, regulations and legal requirements. Any breach of the Code of Conduct can result in disciplinary action in accordance with the prevailing laws and regulations as</p>	Complied

		<p>well as termination of employment. The Code of Conduct is disseminated to employees, suppliers and other business partners.</p> <p>Whistle-Blowing Policy</p> <p>The Company has put in place a whistle-blowing policy, endorsed by the Audit Committee, which provides for a mechanism by which employees and any other persons may, in confidence, raise concerns about possible unethical conduct and improprieties in financial reporting or other matters. The objective of this policy is to encourage the reporting of such matters in good faith, with the confidence that employees and other persons making such reports will be treated fairly and, to the extent possible, protected from reprisal. All information received is treated with confidentiality and anonymous reporting is accepted for protecting the identity and interest of all whistle-blowers.</p> <p>The Company does not tolerate nor condone any actions taken against any employee in retaliation for raising a compliance or integrity issue and may institute disciplinary action against any party found to have taken such retaliatory action against whistle-blowers.</p> <p>All whistle-blowing reports are received by the Internal Audit function on behalf of the Audit Committee. The Internal Audit function will conduct an initial review of the reports received and recommend for remedial, disciplinary or other corrective actions to be taken by the Company. A summary of the investigations conducted is reported to the Audit Committee for its attention on a quarterly basis. Whistle-blowing matters, where substantiated and material, are reported to the Audit Committee immediately.</p> <p>The Audit Committee ensures that independent investigations and appropriate follow-up actions are carried out, where applicable. Details of the Group's whistle-blowing policy, including the different modes of reporting via an internal compliance hotline and email address (as per attached), have been disseminated and made available to all employees. On an ongoing basis, the Group's whistle-blowing policy is covered during staff training as part of the Group's efforts to promote awareness of fraud control.</p>	
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		Further information can be seen in https://www.first-resources.com/about.php?pc=governance .	
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.	<p>System to monitor compliance and implementation of its policy applied through internal audit (Finance, Mill operation, Agronomy, Sustainability, etc) and external audit (financial public accountant).</p> <ul style="list-style-type: none"> - Sustainability report http://www.first-resources.com/sustainability.php?pc=report - Unit of Certification also has strongly commitment to their governance business as mention in the website: http://www.first-resources.com/about.php?pc=governance <p>Onsite audit:</p> <p>Until this audit, there is no information of ethical violation in PT Meridan Sejatisurya Plantation. Based on document verification in annual audit report issued by internal audit department period 2019 and 2020, there was no record of ethical conduct violation so far.</p>	Complied
<p>Principle 2: Operate legally and respect rights</p> <p>Implement legal requirements as the basic principles of operation in any jurisdiction.</p>			
<p>Criteria 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.</p>			
2.1.1	(C) The unit of certification complies to relevant regulations.	<p>PT. Meridan Sejatisurya Plantation has prepared an update of list of regulation - "Daftar Peraturan Perundangan". The list includes applicable regulation related to oil palm plantation operation.</p> <p>The list prepared by Corporate Sustainability Department as regulated under Environment Management System No.EMS.LRR-2 Register of SPO Regulation. In addition, company have been able to demonstrate evidences of compliance with relevant legal requirements being listed and evaluated, such as:</p> <ul style="list-style-type: none"> • Land ownership and lease: <ol style="list-style-type: none"> 1. Location permit, issued by Riau Governor Letter No. Kpts.85/ILK-XII/1992 for area of 6,400 Ha located in Kerinci Kiri Village, Siak Sub-District, Bengkalis 	OFI

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		<p>District; and Sikijang Village, Langgam Sub-District, Kampar District. Furthermore there is additional record of Location Permit issued by head of National Land Agency (BPN) of Bengkalis Dsitrict for extension of Location Permit, Letter No.01-VIII/R-PIL/PPT/1997 dated 18 August 1997 in term of revision and renewal of Location permit for oil palm plantation development.</p> <ul style="list-style-type: none"> ▪ Forest Land release permits, issued by Forestry Minister No.0772/Kpts-II/1993 dated 18 November 1993 in term of Forest land release in some part of Pingai river forest area – Kelembayan River located in Bengkalis District and Kampar District, Riau Province, with total area of 6,466.7 Ha. ▪ Forest land release permit, issued by Forestry Minister No.264/Kpts-II/1997 dated 19 May 1997 in term of forest alnd release located in some part of Putih River – Lubuk Terap River, Siak Sub-District, Bengkalis District, Riau Province, with total area of 5,158 Ha. <p>2. Land Use Right/Hak Guna Usaha (HGU); issued by National Land Agency Head No.19-VIII-1995 dated 19 May 1995; No.18-VIII-1995 dated 19 May 1995; No.38/HGU/BPN/96 dated 1 October 1996; and No.61/HGU/BPN/99 dated 2 July 1999.</p> <p>3. Plantation Business Registration Document number 945/Menhutbun-VII/2000 for PT. Meridan Sejati Surya Plantation, Sei Pingai Estate, total area of 10,826 Ha, type of crop: Oil Palm plantation with Mill processing (capacity: 45 tons/hour). This document was issued by Forestry and Plantation Minister – Plantation General Director, dated 8 August 2000.</p> <p>Onsite Audit:</p> <ul style="list-style-type: none"> • Land title: <ol style="list-style-type: none"> 1. Land title certificate (HGU) No. 1 dated 14 January 1995 for area 4,416 Ha located in Maredan Village, Bengkalis Regency. Valid until 31 December 2021. <i>Note: now change to Siak Regency.</i> 2. Land title certificate (HGU) No. 02 dated 24 January 1995 for area 553 Ha located in Sikijang Village, Kampar Regency. Valid until 31 December 2024. <i>Note: now change to Pelalawan Regency.</i> 	
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		<ol style="list-style-type: none"> 3. Land title certificate (HGU) No. 2 dated 20 December 1996 for area 1,600 Ha located in Maredan and Kerinci Kiri Village, Bengkalis Regency. Valid until 20 December 2031. <i>Note: now change to Siak Regency.</i> 4. Land title certificate (HGU) No. 6 dated 26 August 1999 for area 4,257.05 Ha located in Maredan, Kerinci Kanan and Kerinci Kiri Village, Bengkalis Regency. Valid until 20 December 2031. <i>Note: now change to Siak Regency.</i> Total HGU: 10,826.05 Ha <ul style="list-style-type: none"> • Mill machinery permits: <ol style="list-style-type: none"> 1. Permit for Steam Boiler operation (Akte Izin untuk Ketel Uap) No.03/A.0001/560/2011, issued on January 2011 by Social and Transmigration Department, Siak District, Riau Province. 2. Permit for Steam Vessel (Akte Izin untuk Bejana Uap), Unit-1, permit No.03/A.0005S issued on 12 August 2005 by Social and Transmigration Department, Siak District, Riau Province. Capacity of steam pressure is 3.5 kg/cm2. . 3. Permit for Steam Vessel (Akte Izin untuk Bejana Uap), Unit-2, permit No.03/A.0001S issued on 12 August 2005 by Social and Transmigration Department, Siak District, Riau Province. Capacity of steam pressure is 3.5 kg/cm2. 4. Permit for Steam Turbine (Izin Pemakaian Turbin Uap) No.04/T.B/DTK//VIII/05//566, capacity to generate electricity up to 1,200 KW; issued on 12 August 2005 by Social and Transmigration Department, Siak District, Riau Province. 5. Permit for Diesel Generator Unit-1 operation (Izin Pemasangan/Pemakaian Motor Diesel) No.05/M.D/DTK/VIII/05/566, capacity to generate electricity up to 400 KW; issued on 12 August 2005 by Social and Transmigration Department, Siak District, Riau Province. 6. Permit for Diesel Generator Unit-2 operation (Izin Pemasangan/Pemakaian Motor Diesel) No.06/M.D/DTK/VIII/ 05/566, capacity to generate electricity 	
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		<p>up to 400 KW; issued on 12 August 2005 by Social and Transmigration Department, Siak District, Riau Province.</p> <ol style="list-style-type: none"> 7. Permit for Back Pressure Vessel - B.P.V (Akte Izin untuk Bejana Uap B.P.V) No.03/A.0002S, steam capacity 3.5 kg/cm²; issued on 12 August 2005 by Social and Transmigration Department, Siak District, Riau Province. 8. Permit for Lift and Carry vehicle: Wheel Loader, permit No.46/PA/Dinsosnaker/Was/2012 and 46/PA/Dinsosnaker/Was/ 2012, issued on 2 July 2012. 9. Building Permit No.63/IMB/2005 for Mill, office, and housing, issued Siak District Head, dated 21 March 2005. 10. Permit for Lightning retailer no. 04/P.P/DTK/VIII/05/566 issued on 12 August 2019 by Social and Transmigration Department, Siak District, Riau Province. <ul style="list-style-type: none"> • Evidence of Good Agriculture Practice such as Zero burning policy, handling of hazardous waste according to relevant regulation especially during replanting activity. • Evidence related to environment such as environmental policies and documentation, permit of wastewater handling, permit for temporary hazardous storage, reporting of environmental management and monitoring (RKL-RPL), protection of endangered species, etc. <p>OFI: Certificate holder ensuring the land title (HGU) renewal on time (before 31 December 2021)</p> <p>Note: Until this assessment, there is 886.89 Ha concession area of PT Meridan Sejatisurya Plantation is under the control of another party who is unwilling to be compensated. This area is recorded as an enclave area. There are no land disputes between the company and the smallholders in the area.</p>	
2.1.2	A documented system for ensuring legal compliance is in place. This system has means to track changes to the law and also includes listing and evidence on evaluation of legal	<p>Onsite audit: Certificate holder through the legal department has scheduled annual legal compliance. Based on the document verification, the legal register (updated per December 2021) are in place. For example: <i>Undang – Undang Cipta Kerja No.</i></p>	Complied

	compliance of all contracted third parties, such as: recruitment agencies, service provider and labour contractor.	<p>11/2020 and its clauses, <i>Permentan 38/2020</i> related to Indonesian Sustainable Palm Oil (ISPO).</p> <p>The legal department also conducted the evaluation of legal compliance of third parties engaged. Especially the fulfilment of working agreement.</p>	
2.1.3	Legal or authorized boundaries are clearly demarcated and visibly maintained and there is no planting beyond these legal or authorized boundaries.	<p>PT. Meridan Sejatisurya Plantation have identified HGU boundary poles complete with the GPS coordinates and demonstrates map indicating HGU poles scale 1:75,000.</p> <p>PT. Meridan Sejatisurya Plantation have conducted boundary pole maintenance. The result available in "Laporan Pemeriksaan PAL Batas" on annual basis. The last monitoring of boundary poles (update per September 2020). Certificate holder has had 79 boundary poles. 30 poles installed and in a good condition. The remain will installed in the gradually in next 3 years.</p> <p>Based on field visit, auditor has randomly checked the boundary poles. Through the observation, boundary pole no. 01 block M31 afdeling 2, pole no. 08 block M48 afdeling 2 and no. 17 block I18 afdeling 7 are in good condition.</p>	Complied
Criteria 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	A list of contracted parties is available.	<p>Unit of Certification provide the list of contractor PT. MSSP 2020 as below:</p> <ul style="list-style-type: none"> - CV Andalan Makmur Sejahtera <ul style="list-style-type: none"> ➢ No. 35/Chipping-Lubang Tanam/MSSP/LGL-PKU/II/20 ➢ No. 42/Terasan-Jln-Parit/MSSP/LGL-PKU/II/20 ➢ No. 70/Chipping-Lubang Tanam/MSSP/LGL-PKU/II/20 ➢ No. 71/Terasan-Jln-Parit/MSSP/LGL-PKU/II/20 ➢ No. 74/Pasar-Pikul/MSSP/LGL-PKU/III/20 - PT. Berkat Karimar Mandiri: No. 6049/MSSP/VI/2020 <p>Onsite audit:</p> <p>Certificate holder has listed the contracted parties. The list of third parties as per July 2021 as follows:</p>	Complied

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		Unit	Contractors name	Address	Contact person	Contract status
		Estate	CV Andalan Makmur Sejahtera (replanting)	Komplek Mutiara Indah Blok L, Kelurahan Tampar, Kecamatan Payung Sekaki Kota Pekanbaru, Riau	Hanif	Active
			PT Sherren Makmur Abadi (road hardening)	Jalan Gang Giam II No. 12, Kampung Baru, Pekanbaru, Riau	Hendi Liswanto	Active
			Nodiyarni Waruwu (upkeep)	Desa Kerinci Kanan, Kabupaten Siak, Riau	Nodiyarni Waruwu	Active
		Mill	PT Berkat Karimar Mandiri (CPO/PK transporter)	Jl. Pluit Indah No. 26 Pluit, Penjaringan, Jakarta Utara	-	Active
			PT Envi Reksatama Engineering (accredited environment testing laboratory)	Jl. Tulip No. 28 Harjosari Kecamatan Sukajadi, Kota Pekanbaru	Ir. Fejri Rahman	Active
	Based on interview with general manager and head clerk obtained information that the list of third parties updated in a monthly basis.					

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<p>2.2.2</p>	<p>All contract, including those for FFB supply, contain specific clause on meeting relevant legal requirements and this can be demonstrated by the third party.</p>	<p>Based on sample of contract in Sei Pingai Estate, refer to "Surat Perjanjian Kerja No. 42/Terasan-Jln-Parit/MSSP/LGL-PKU/II/20, dated 3 Feb 2020, specific clause related compliance on legal requirement are described within Annex letter "Surat Komitmen CV Andalan Makmur Sejahtera, dated 4 Feb 2020" in point 5 "Kepatuhan Hukum dan HAM".</p> <p>Onsite audit:</p> <p>According to the First Resources Limited website https://www.first-resources.com/sustainability.php?pc=trace, they stated:</p> <p><i>"One of our key commitments in our Policy on Sustainable Palm Oil is to ensure our palm oil and refined products can be traced to their origin – initially to the palm oil mill but ultimately to the plantation. Our commercial team works closely with our sustainability team to achieve our Group's traceability targets through active engagement with suppliers.</i></p> <p><i>We own and operate 2 refineries and 18 palm oil mills. The names of these refineries and mills are listed here (https://www.first-resources.com/upload/file/20210503/20210503130933_63784.pdf). The crude palm oil (CPO) used at our refineries are mainly supplied from our own palm oil mills, with a relatively small portion (approximately 5% in 2020) purchased from third-party suppliers. All our own mills source fresh fruit bunches (FFB) from our nucleus and plasma plantations. Ten of these mills (as at end 2020) source from third party plantations as well.</i></p> <p><i>Traceability to Mills</i></p> <p><i>For CPO and palm kernel (PK) to be considered traceable to mill, First Resources requires the company name, parent company name, mill name, mill address and geographical coordinates of the supplying mill. In the case that any part of this information is missing or incomplete, CPO and PK volumes from that particular supplier is treated as "untraceable". This does not mean that we do not know the source, but rather they do not fulfil the traceability criteria.</i></p>	<p>Complied</p>
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		<p>Since 2017, we have maintained 100% traceability to our supplying palm oil mills. For the 2020 traceability report of the PT Adhitya Serayakorita refinery, please click here (https://www.first-resources.com/upload/file/20210503/20210503101038_69223.pdf), and for PT Ciliandra Perkasa refinery, please click here (https://www.first-resources.com/upload/file/20210503/20210503130902_51043.pdf). All our third-party supplier mills source FFB from their own plantations, with some purchasing FFB from third party suppliers as well.</p> <p><i>Traceability to Plantations</i></p> <p>Of all the FFB processed in our own mills in 2020, approximately 87% came from our own plantations and plasma schemes, while the remaining 13% was sourced from third-party FFB suppliers. These include independent smallholders, medium-sized outgrowers and neighbouring plantation companies. FFB is also purchased from local dealers who collect FFB from the surrounding area.</p> <p>In 2020, we achieved our target of 100% traceability to plantations for First Resources-owned mills. Going forward, we aim to achieve 100% traceability to plantations of the third-party CPO and PK suppliers we source from".</p> <p>During this onsite audit found the list of 3 potential FFB supplier of Meridan Sejatisurya Plantation POM. However, based on document verification and interviews with the mill manager, it was found that Meridan Sejatisurya Plantation POM no longer received FFB from the three potential suppliers since 2020. Thus, the mill only received FFB from its own estate even though they had met the traceability standards set by the company such as legal compliance, coordinate verification and many other RSPO requirements related to the third party.</p>	
2.2.3	All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour.	<p>Based on sample of contract in Sei Pingai Estate, refer to "Surat Perjanjian Kerja No. 42/Terasan-Jln-Parit/MSSP/LGL-PKU/II/20, dated 3 Feb 2020, specific clause related disallowing child, forced and trafficked labour are described within Annex letter "Surat Komitmen CV Andalan Makmur Sejahtera, dated 4 Feb 2020" in point 4 "Perlindungan Tenaga Kerja".</p> <p>Onsite audit:</p>	Complied

		<p>The certificate holder has several work agreements with third parties. In the contract documents, there are clauses related to labor protection. For example, Work Agreement between the company and PT Envi Reksatama Engineering for Air Quality Testing and Monitoring (No. 008/ENVI-MSSP-I/I/2020 dated 22 April 2020 valid until 31 December 2021). The contract contains:</p> <ul style="list-style-type: none"> • Name and contact of the third party PIC. • The validity period of the contract. • Terms and job specifications. • The price of the job • Payment method. • Obligations and responsibilities • A third party commitment letter containing a commitment to the implementation of policies related to sustainability, scheduled waste prohibition, worker protection and human rights policy fulfilment. <p>Based on public consultation with labour agency of Siak Regency on 4 August 2021 obtain information that until this audit conducted, there was no complain or grievance record against workers issues or violation of human rights.</p>																
<p>Criteria 2.3: All FFB supplies from outside the unit of certification are from legal sources.</p>																		
<p>2.3.1</p>	<p>(C) For all directly sourced FFB, Palm Oil Mill (POM) requires:</p> <ul style="list-style-type: none"> • Information regarding the geolocation of FFB origins; • Proof of ownership status, right/claim of the land by grower/smallholder; • If relevant, valid planting/operational/trading license, or is part of a cooperative which allows the buying and selling of FFB. 	<p>Meridan Sejatisurya Plantation POM received FFB's from Sei Pingai Estate and outside FFB's (non-certified). According to "Informasi Data Pemasok TBS", 27 November 2020, as follow:</p> <table border="1" data-bbox="981 1145 1814 1390"> <thead> <tr> <th>Supplier Name</th> <th>Latitude</th> <th>Longitude</th> </tr> </thead> <tbody> <tr> <td>PT. Meridan Sejatisurya Plantation</td> <td>0.53803 N</td> <td>101.72989 E</td> </tr> <tr> <td>PT. Citra Palma Kencana</td> <td>0.53803 N</td> <td>101.72989 E</td> </tr> <tr> <td>PT. Setia Agrindo Lestari</td> <td>0.53803 N</td> <td>101.72989 E</td> </tr> <tr> <td>PT. Setia Agrindo Mandiri</td> <td>0.53803 N</td> <td>101.72989 E</td> </tr> </tbody> </table>	Supplier Name	Latitude	Longitude	PT. Meridan Sejatisurya Plantation	0.53803 N	101.72989 E	PT. Citra Palma Kencana	0.53803 N	101.72989 E	PT. Setia Agrindo Lestari	0.53803 N	101.72989 E	PT. Setia Agrindo Mandiri	0.53803 N	101.72989 E	<p>Complied</p>
Supplier Name	Latitude	Longitude																
PT. Meridan Sejatisurya Plantation	0.53803 N	101.72989 E																
PT. Citra Palma Kencana	0.53803 N	101.72989 E																
PT. Setia Agrindo Lestari	0.53803 N	101.72989 E																
PT. Setia Agrindo Mandiri	0.53803 N	101.72989 E																

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		<p>PT. Indogreen Jaya Abadi</p>	<p>0.53803 N</p>	<p>101.72989 E</p>	
<p>All the outsider FFB suppliers already verified by certificate holder team. Land status, Business Permit, address are traceable.</p> <p>Onsite audit:</p> <p>According to the First Resources Limited website https://www.first-resources.com/sustainability.php?pc=trace, they stated:</p> <p><i>"One of our key commitments in our Policy on Sustainable Palm Oil is to ensure our palm oil and refined products can be traced to their origin – initially to the palm oil mill but ultimately to the plantation. Our commercial team works closely with our sustainability team to achieve our Group's traceability targets through active engagement with suppliers.</i></p> <p><i>We own and operate 2 refineries and 18 palm oil mills. The names of these refineries and mills are listed here (https://www.first-resources.com/upload/file/20210503/20210503130933_63784.pdf). The crude palm oil (CPO) used at our refineries are mainly supplied from our own palm oil mills, with a relatively small portion (approximately 5% in 2020) purchased from third-party suppliers. All our own mills source fresh fruit bunches (FFB) from our nucleus and plasma plantations. Ten of these mills (as at end 2020) source from third party plantations as well.</i></p> <p><i>Traceability to Mills</i></p> <p><i>For CPO and palm kernel (PK) to be considered traceable to mill, First Resources requires the company name, parent company name, mill name, mill address and geographical coordinates of the supplying mill. In the case that any part of this information is missing or incomplete, CPO and PK volumes from that particular</i></p>					

		<p><i>supplier is treated as "untraceable". This does not mean that we do not know the source, but rather they do not fulfil the traceability criteria.</i></p> <p><i>Since 2017, we have maintained 100% traceability to our supplying palm oil mills. For the 2020 traceability report of the PT Adhitya Serayakorita refinery, please click here (https://www.first-resources.com/upload/file/20210503/20210503101038_69223.pdf), and for PT Ciliandra Perkasa refinery, please click here (https://www.first-resources.com/upload/file/20210503/20210503130902_51043.pdf). All our third-party supplier mills source FFB from their own plantations, with some purchasing FFB from third party suppliers as well.</i></p> <p><i>Traceability to Plantations</i></p> <p><i>Of all the FFB processed in our own mills in 2020, approximately 87% came from our own plantations and plasma schemes, while the remaining 13% was sourced from third-party FFB suppliers. These include independent smallholders, medium-sized outgrowers and neighbouring plantation companies. FFB is also purchased from local dealers who collect FFB from the surrounding area.</i></p> <p><i>In 2020, we achieved our target of 100% traceability to plantations for First Resources-owned mills. Going forward, we aim to achieve 100% traceability to plantations of the third-party CPO and PK suppliers we source from".</i></p> <p><i>During this onsite audit found the list of 3 potential FFB supplier of Meridan Sejatisurya Plantation POM. However, based on document verification and interviews with the mill manager, it was found that Meridan Sejatisurya Plantation POM no longer received FFB from the three potential suppliers since 2020. Thus, the mill only received FFB from its own estate even though they had met the traceability standards set by the company such as legal compliance, coordinate verification and many other RSPO requirements related to the third party.</i></p>	
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2.3.2	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in indicator 2.3.1.	<p>Onsite audit:</p> <p>Refer to indicator 2.3.1, during this onsite audit found the list of 3 potential FFB supplier of Meridan Sejatisurya Plantation POM. However, based on document verification and interviews with the mill manager, it was found that Meridan Sejatisurya Plantation POM no longer received FFB from the three potential suppliers since 2020. Thus, the mill only received FFB from its own estate even though they had met the traceability standards set by the company such as legal compliance, coordinate verification and many other RSPO requirements related to the third party.</p>	Complied												
<p>Principle 3: Optimise productivity, efficiency, positive impact and resilience Implement plans, procedures and systems for continuous improvement.</p>															
<p>Criteria 3.1: There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.</p>															
3.1.1	<p>(C) A business or management plan (minimum of three years) is documented and where applicable, includes a jointly developed business case for Scheme Smallholders.</p>	<p>PT MSSP shows the business management plan called "Proyeksi PT Meridan Sejati Surya Plantation Tahun 2020-2023". The business plan includes the projection of FFB production in total, costs, sales and revenues. Crop production projection/FFB yield trends over 4 years, mill extraction rates trends, cost of production. The FFB production takes into consideration the actual FFB production from 2014-2019. The business plan also taking into consideration the price forecast and financial indicators (such as inflation and currency exchange).</p> <p>PT Meridan Sejati Surya Plantation demonstrates financial report for fiscal year ends 31 December 2019. The financial report prepared by independent auditor, Purwantoro, Sungkono & Surja report No.01191/2.1032/AU.1/01/0698-4/1/V/2020 dated 29 May 2020. The auditor, in opinion mentioned that the financial report is good and comply with the Indonesian Financial Accountant Standard.</p> <p>PT MSSP Management Plan 2020 – 2023:</p> <table border="1" data-bbox="981 1278 1984 1375"> <thead> <tr> <th>Description</th> <th>UOM</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Land Clearing / Replanting</td> <td>Ha</td> <td>846.71</td> <td>891.87</td> <td>975.76</td> <td>812.46</td> </tr> </tbody> </table>	Description	UOM	2020	2021	2022	2023	Land Clearing / Replanting	Ha	846.71	891.87	975.76	812.46	Complied
Description	UOM	2020	2021	2022	2023										
Land Clearing / Replanting	Ha	846.71	891.87	975.76	812.46										

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		Immature	Ha	1,469.81	1,370.17	1,415.33	1,499.22
		Mature	Ha	8,104.00	8,159.00	8,030.00	8,109
		FFB Production (own estate)	Ton	164,036	163,350	133,893	160,672
		FFB Process	Ton	313,122	328,778	345,217	362,477
		Hour process	Hour	6,958	7,306	7,671	8,055
		OER	%	22.75	22.75	22.75	22.75
		KER	%	5.70	5.70	5.70	5.70
		CPO Production	Ton	71,235	74,797	78,537	82,464
		PK Production	Ton	17,848	18,740	19,677	20,661
		FFA	%	3.70	3.70	3.70	3.70
		<p>The projection also reveals the processing costs for 2020 - 2023. The projection costs consist of direct costs (cost at each station) and indirect cost (salary, benefit, permit and licenses, insurance, security, human capital development).</p> <p>Onsite audit:</p> <p>Certificate holder has provided longterm management plan in document <i>Rencana Jangka Panjang periode 2020 – 2023</i>. This document described the five-year business projection of PT Meridan Sejatisurya Plantation. The long term management plan covered parameter as follows:</p> <ul style="list-style-type: none"> • Estate operational: <ol style="list-style-type: none"> 1. Replanting plan (Ha) 2. Hectare statement of mature and immature area (Ha) 3. Estimation of production (metric tonnes) • Mill operational <ol style="list-style-type: none"> 1. FFB processed (metric tonnes) 					

		<ul style="list-style-type: none"> 2. Mill hour (hour) 3. OER (%) 4. KER (%) 5. CPO production (metric tonnes) 6. PK production (metric tonnes) 7. FFA (%) • Profitability <ul style="list-style-type: none"> 1. FFB sales (IDR million) 2. CPO sales (IDR million) 3. PK sales (IDR million) 4. Total income (IDR million) 5. Total expenses (IDR million) 6. Net balance (IDR million) <p>Through the document, the production of Meridan Sejatisurya Plantation POM was projected to increased especially based on support from the early mature palm. Annual achievement always evaluated by top management moth by month.</p> <p>To demonstrate the company's financial performance, a public accountant audit report no. 01543/2.1032/AU.1/01/0698-5/1/VI/2021 dated 18 June 2021 conducted by the public accounting firm Purwantono, Sungkoro & Surja (Registered Public Accountants KMK No. KMK-603/KM.1/2015 - a member firm of Ernst & Young Global Limited). In the report, the auditor expresses an opinion that the financial statements are fairly presented, in all material respects, the financial position of PT Meridan Sejatisurya Plantation as of December 31, 2020, as well as its financial performance and cash flows for the year then ended, in accordance with Indonesian Financial Accounting Standards.</p> <p>In addition, the company also shows evidence of its financial ability in paying taxes. One of them, proof of payment of surface water tax has been shown to the "Unit</p>	
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		<p>Pengelolaan Pendapatan, Pos Pelayanan Siak Sri Indrapura Regency". Payment receipt available by 15 July 2021.</p> <p>Until this audit finished, there is no agreement between the certificate holder with any smallholder surrounding the plantation area. Further information provided in criterion 5.2</p>																																																						
<p>3.1.2</p>	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p>	<p>The company can demonstrate the Replanting Program as in Program Replanting Region Riau. Replanting of year 2019 has been realized.</p> <table border="1" data-bbox="1077 619 1872 1070"> <thead> <tr> <th rowspan="2">YOP</th> <th colspan="5">Replanting Program (Ha)</th> </tr> <tr> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>1994</td> <td>327.00</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>1995</td> <td>566.03</td> <td>557.48</td> <td>-</td> <td>349.85</td> <td>-</td> </tr> <tr> <td>1996</td> <td>53.32</td> <td>289.23</td> <td>717.87</td> <td>625.91</td> <td>125.00</td> </tr> <tr> <td>1997</td> <td>-</td> <td>-</td> <td>174.00</td> <td>-</td> <td>687.46</td> </tr> <tr> <td>1998</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>1999</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>Total</td> <td>946.35</td> <td>846.71</td> <td>891.87</td> <td>975.76</td> <td>812.46</td> </tr> </tbody> </table> <p>The certified seedling:</p> <ul style="list-style-type: none"> - "Keputusan Menteri Pertanian No.598/Kpts/KB.020/8/2018 dan 599/Kpts/KB.020/8/2018 dated 14 August 2018. - "Sertifikat Benih Unggul Kelapa Sawit PT. Panca Surya Garden No.122/PSG/OPSG/2021" dated 26 July 2021 for PT. Meridan Sejatisurya Plantation; 25,000 pieces. 	YOP	Replanting Program (Ha)					2019	2020	2021	2022	2023	1994	327.00	-	-	-	-	1995	566.03	557.48	-	349.85	-	1996	53.32	289.23	717.87	625.91	125.00	1997	-	-	174.00	-	687.46	1998	-	-	-	-	-	1999	-	-	-	-	-	Total	946.35	846.71	891.87	975.76	812.46	<p>Complied</p>
YOP	Replanting Program (Ha)																																																							
	2019	2020	2021	2022	2023																																																			
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Total	946.35	846.71	891.87	975.76	812.46																																																			

- Delivery Order PT. Panca Surya Garden No.PSG/KKS/07/21/122 to PT. Meridan Sejatisurya Plantation for sales of 25,000 germinate doil palm seeds to PT. Meridan Sejatisurya Plantation, dated 29 July 2021.
- "Dokumen Pengiriman Kecambah Kelapa Sawit No.122/PSG-KKS/21" dated 26 July 2021. Amount 25,000 pieces with extra 1,250 pieces.
- "Surat Keterangan Pemeriksaan Kecambah Kelapa Sawit No.521/DISBUN-UPT.PSBBUN/122/PSG/VII/2021" indicated the 25,000 pieces oil palm seeds from PT. Panca Surya Garden meets the distribution requirements and blue label, for distribution to PT. Meridan Sejatisurya Plantation.
- "Sertifikat Benih Unggul Kelapa Sawit PT. Panca Surya Garden No.084/PSG/OPSG/2021" dated 16 June 2021 for PT. Meridan Sejatisurya Plantation; 40,000 pieces oil palm seed.
- Delivery Order PT. Panca Surya Garden No.PSG/KKS/06/21/084 to PT. Meridan Sejatisurya Plantation for sales of 40,000 germinated oil palm seeds to PT. Meridan Sejatisurya Plantation, dated 16 June 2021.
- "Dokumen Pengiriman Kecambah Kelapa Sawit No.084/PSG-KKS/21" dated 16 June 2021. Amount 40,000 oil palm seeds with extra 1,250 seeds.
- "Surat Keterangan Pemeriksaan Kecambah Kelapa Sawit No.521/DISBUN-UPT.PSBBUN/84/PSG/VI/2021" indicated the 40,000 pieces oil palm seeds from PT. Panca Surya Garden meets the distribution requirements and blue label, for distribution to PT. Meridan Sejatisurya Plantation.

Progress on Land Clearing for Replanting (January-June 2021):

Activities	Budget	Actual
Land clearing for replanting	897.81 Ha	662.33 Ha
Main road construction	27,559 m	14,125 m

		Collection road construction	87,055 m	39,492 m	
		Secondary drain construction	2,000 m	29,317 m	
		Tertiary drain construction	21,547 m	10,004 m	
		Terrace construction	987,591 m	504,798 m	
		Planting hole	897.81 Ha	316.99 Ha	
3.1.3	The unit of certification holds management review at planned term according to the scale and nature of the activities undertaken.	<p>The Unit Head of PT MSSP will hold a management review meeting at least once a year using the Management Review procedure number FR.CSM.MRM_rev_0. and contains all aspects of the company, including:</p> <ul style="list-style-type: none"> • Audit results • Feedback / Customer feedback and communication from external interested parties • Departmental process performance and product suitability, organizational environment, level of achievement of goals and objectives • Status of preventive and corrective actions • Follow-up previous MRM • Changes that may affect the management system and include developments in laws and regulations & other requirements related to sustainability issues • Recommendations for improvement <p>Onsite audit:</p> <p>Certificate holder has shown the record of monthly management review that held by top management. Through the monthly management review period of June 2021 obtain information that unit management has reviewed the production issues, infrastructure, workers issues, social issues (internal and external) and many more. Those documents recorded by unit head clerk.</p>			Complied
<p>Criteria 3.2: The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.</p>					

<p>3.2.1</p>	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impact and opportunities of the unit of certification.</p>	<p>The company can demonstrate "Laporan Peningkatan Berkelanjutan" as action plan for continuous improvement, based on consideration of the main social and environmental impact and opportunities of the certification unit. The action plan implemented are such as:</p> <p>PT. Meridan Sejatisurya Plantation-Sei Pingai POM prepared continuous improvement program under "Peningkatan Berkelanjutan PT. Meridan Sejatisurya Plantation" period 2019, 2020, 2021</p> <p><i>a. Environment:</i></p> <ol style="list-style-type: none"> 1. POME Land Application as fertilizer for oil palm-improve productivity. Year 2018 block with POME Land Application 40.96 MT/year vs block without POME Land Application at 29.73 MT/year. Year 2019 block with POME Land Application 31.77 MT/year vs block without POME Land Application at 24.09 MT/year. Year 2019 block with POME Land Application 29.87 MT/year vs block without POME Land Application at 23.96 MT/year. 2. Uses of renewable energy source Year 2018 use of fossil fuel 55,735 liters/year. Year 2018 use of kernel shell as boiler fuel 3,286 MT/year. Year 2018 use of fibre as boiler fuel 33,734 MT/year. Year 2019 use of fossil fuel 78,690 liters/year. Year 2019 use of kernel shell as boiler fuel 2,988 MT/year. Year 2019 use of fibre as boiler fuel 29,956 MT/year. Remarks: use of fossil fuel increase for maintenance purpose. Year 2020 use of fossil fuel 109,380 liters/year. Year 2020 use of kernel shell as boiler fuel 2,052 MT/year. Year 2020 use of fibre as boiler fuel 24,580 MT/year. Remarks: use of fossil fuel increase for maintenance purpose. 3. Savings of water use Year 2018 raw water use 0.93 m³/ton FFB process/year. Year 2019 raw water use 0.93 m³/ton FFB process/year. 	<p>Complied</p>
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		<p>Year 2020 raw water use 0.97 m³/ton FFB process/year.</p> <p>4. Pest and disease control using biological methods by use of natural predator. In December 2019, PT. Meridan Sejatisurya Plantation-Sei Pingai Estate has 224 barn owl boxes – 75 adult bird, 38 young bird and 44 eggs. In December 2020, PT. Meridan Sejatisurya Plantation-Sei Pingai Estate has 224 barn owl boxes – 33 adult bird, 23 young bird and 15 eggs.</p> <p><i>b. Best Practices:</i></p> <p>1. Optimization of CPO production machinery; focus in EFB and fat pit. Program by adding empty bunch press to production machine. In 2018 the oil losses compared to FFB at 1.29%. In 2019 the oil losses compared to FFB at 1.28%. In 2019 the oil losses compared to FFB at 1.283%</p> <p>2. Production Quality Improvement by adding empty bunch press, FFB grading and human resource improvement.</p> <p><i>c. Social Welfare:</i></p> <p>1. Infrastructure: 1 clinic, 1 doctor, 1 ambulance; 1 unit football field, 1 unit badminton field, 2 units volley field; 1 unit mosque, 14 mushollas; 1 kindergarten, 1 elementary school; 32 units G-1 house; 2 units mess; 108 units G-2 permanent house; 80 units G-2 semi-permanent house; 288 units G-4 permanent house; 344 units semi-permanent house; 6 units G-6 permanent house; 168 units semi-permanent house; 3 units school bus; 1 workshop</p> <p>2. Improved Fire Control Management. Year 2018, period January – December, no fire. Year 2019, period January – December, no fire. Year 2020, period January – December, no fire.</p> <p>3. Trainings;</p>	
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3.2.2	As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat by Certification Body during Annual Surveillance Assessment by using the RSPO metrics template.	PT. Meridan Sejatisurya Plantation-Sei Pingai POM submitted the RSPO Metric Template prior to ASA3 Assessment and filling in all information.	Complied
Criteria 3.3: Operating procedures are appropriately documented, consistently implemented and monitored.			
3.3.1	(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.	Estate Operation: - SOP FPIC Concept Implementation No.FR.EAC.FPC.FPIC; - SOP Land Acquisition No.FR.CSOP.PL.008; - SOP Orangutan Handling No.FR.EAC.HOO; - SOP Management and Monitoring HCV Area No.FR.EAC.IMM; - SOP Nursery No.FR.COP.OPA.PBT; - SOP Land Preparation No.FR.COP.OPA.PLH; - SOP Road and Bridge Construction and Maintenance No.FR.COP.OPA.PJJ; - SOP Drainage Construction and Maintenance No.FR.COP.OPA.PPP; - SOP Soil and Water Conservation No.FR.COP.OPA.KTA; - SOP Leguminous Planting No.FR.COP.OPA.PKC; - SOP Oil Palm Planting No.FR.COP.OPA.PKS; - SOP Weed Control No.FR.COP.OPA.PGL; - SOP Fertilizer Application No.FR.COP.OPA.PMK; - SOP Pest and Disease Management No.FR.COP.OPA.PHT; - SOP Castration and Pruning (Canopy Mangement) No.FR.COP.OPA.KTP; - SOP Palm and Production Census No.FR.COP.OPA.SPP; - SOP Harvesting No.FR.COP.OPA.PNN; - SOP Pesticide Handling No.FR.COP.OPA.PPS; - SOP Marginal Soil Management No.FR.COP.OPA.PLM;	Complied

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		<ul style="list-style-type: none"> - SOP Replanting No.FR.COP.OPA.PRM; - SOP Personal Protective Equipment No.PR.FR.COP.OPA.APD; - SOP River Buffer Zone Rehabilitation No.FR.C.RSS; - SOP Land and Plantation Fire Control No.FR.CSOP.DLKB.014; Palm Oil Mill Operation: - SOP FFB Receiving No.MN.FR.COP.OPM.PNB; - SOP FFB Sterilizing No. MN.FR.COP.OPM.PRB; - SOP Loose Fruit Separation No.MN.FR.COP.OPM.PMB; - SOP Mixing and Pressing No.MN.FR.COP.OPM.PNP; - SOP Filtration No.MN.FR.COP.OPM.PMR; - SOP Nut and Fiber No.MN.FR.COP.OPM.NTS; - SOP Palm Kernel Processing No.MN.FR.COP.OPM.PIS; - SOP Boiler Operation No.MN.FR.COP.OPM.BLR; - SOP Electricity No.MN.FR.COP.OPM.LST; - SOP Water Management No.MN.No.FR.COP.OPM.POA; - SOP Laboratory No. MN.FR.COP.OPM.LAB; - SOP Effluent and Waste Management No.MN.FR.COP.OPM.PLL; - SOP CPO and Palm Kernel Transport and Bulking No.MN.FR.COP.OPM.PPK; - SOP Maintenance No.MN.FR.COP.OPM.PWT; - SOP Health and Safety No. MN.FR.COP.OPM.KKK; - SOP Bulking No. MN.FR.COP.OPM.BLK; - SOP Environment Management and Monitoring No.FR.COP.OPM.PRP; - SOP Purchase and Sales of FFB/CPO/Palm Kernel and Its Derivatives No.FR.CSOP.MAR.006; - SOP Supply Chain Mechanism No.FR.CSOP.MRR.016; - SOP Supply Chain Mechanism No.FR.CSM.SCP; 	
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		<ul style="list-style-type: none"> - SOP RSPO Supply Chain Mechanism No.FR.CSM.MRPR; - SOP Nonconformity Control No.FR.CSM.NCC; - SOP Control of Record No.FR.CSM.COR; - SOP Traceability and Mass Balance in Estate & POM No.FR.CSM.MTM; - SOP Traceability for Incoming and Outgoing CPO in Bulking Station No.FR.CSM.TIO; - SOP Oil Management in Downstream No.FR.DSP.TPO; Health, Safety and Environment Management System: - SOP OSH Commitment and Policy Establishment and Maintenance No.FR.OSH.P02; - SOP Hazard, Risk Identification No.FR.OSH.P03; - SOP Statutory, Regulatory and Other OSH Requirement Identification and Evaluation No.FR.OSH.P04; - SOP OSH Document Establishment, Implementation and Evaluation K3 No.FR.OSH.P07; - SOP Emergency Situation Response No.FR.OSH.P10; - SOP Evacuation No.FR.OSH.P11; - SOP Occupational Emergency Handling and Nearmiss No.FR.OSH.P12; - SOP Supplier Evaluation No.FR.OSH.P13; - SOP Material Management and Transport No.FR.OSH.P14; - SOP OHSMS Audit No.FR.OSH.P16; - SOP Monitoring Standard No.FR.OSH.P18; - SOP Maintenance, Repair, Changes in Production Facilities No.FR.OSH.P19; - SOP Employee Health Medical Check Up Monitoring No.FR.OSH.P21; - SOP Production Facility Maintenance and Repair Working Permit No.FR.OSH.P22; - SOP Monitoring and Measurement No.FR.EMS.MME; - SOP Environmental and Social Aspect and Impact No.FR.EMS.EAI; 	
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		<ul style="list-style-type: none"> - SOP Safe Use of Pesticide No.FR.CSM.OP-2; - SOP Identification, Management and Monitoring of Community Development Program No.FR.CSM.EAC.001; - SOP Green House Gas (GHG) Mitigation No.FR.CSM.GRK; - SOP Identification of High Carbon Stock (HCS) No.FR.CSM.EAC.002; - SOP Management of Waste No.FR.CSM.OP.1; <p>Human Resources Management:</p> <ul style="list-style-type: none"> - SOP Annual Leave, Rest and Permit No.FR.CHR.ADM.002; - SOP Employee Training Program No.FR.CHR.L&D.002; - SOP Employee Mutation No.FR.CHR.L&D.003; - SOP Employee Promotion No.FR.CHR.L&D.004; - SOP Organization Structure No.FR.CHR.ORG.002; - SOP Job Description No.FR.CHR.ORG.003; - SOP Employee Health Facility No.FR.CHR.REM.002; - SOP Pension No.FR.CHR.TMT.001; - SOP Recruitment and Selection No.FR.CHR.R&S.002; - SOP New Employee No.FR.CHR.R&S.003; - SOP Employee Termination No.FR.CHR.TMT.002; 	
3.3.2	A mechanism to check consistent implementation of procedures is in place.	<p>PT. Meridan Sejtisurya Plantation-Sei Pingai POM refers to Corporate Sustainability Management Procedure Internal Audit FR.CSM.IAS Rev.02. The procedure describes how to select and train internal auditors, plan audit schedules, perform and report audits, verify corrective and preventive actions. Regional Manager Sustainability is responsible for observes and conducts internal audit activities, if necessary, conducted together with Directorate of Internal Audit. Section 3.2 explains each location/department/estate/mill is audited at least once a year.</p> <p>PT. Meridan Sejtisurya Plantation carried out</p>	Complied

		<p>Internal Audit RSPO on 13-14 October 2020, reported on "Laporan Internal RSPO – Kebun & Mill PT. Meridan Sejatisurya Plantation". Internal Auditor Fajar Widya Darma and Eska Arganita. There were 12 findings issued and closed out on 30 October 2020.</p>	
<p>3.3.3</p>	<p>Records of monitoring and any actions taken are maintained and available.</p>	<p>The company can demonstrate "Laporan Peningkatan Berkelanjutan" as action plan for continuous improvement, based on consideration of the main social and environmental impact and opportunities of the certification unit. The action plan implemented are such as:</p> <ul style="list-style-type: none"> <i>a. Environment:</i> <ul style="list-style-type: none"> 1. Land Application of Palm Oil Mill Effluent as fertilizer for oil palm; 2. Uses of renewable energy source; 3. Savings of water uses; 4. Pest and disease control using biological methods. <i>b. Best Practices:</i> <ul style="list-style-type: none"> 1. Optimization of CPO production machines; 2. Production Quality Improvement; <i>c. Social Welfare:</i> <ul style="list-style-type: none"> 1. Infrastructure; 2. Improved Fire Control Management; 3. Trainings; <i>d. Community Development.</i> <i>e. Corrective and Preventive Action.</i> <i>f. Certification Achievement.</i> <i>g. Environmental Creativity.</i> <p>The monitoring of CPO and PK production through Daily Production Report:</p>	<p>Complied</p>

		<ul style="list-style-type: none"> - Daily Production "Laporan Harian PKS PT. MSSP" for 2 December 2019: FFB stock is 330.35 MT; FFB sustainable received today 356.78 MT; FFB non-sustainable received today 67.47 MT; FFB sustainable received month todate is 356.78 MT; FFB non-sustainable received month todate is 67.47 MT; FFB processed 532.66 MT. CPO produced today 115.64 MT; CPO sustainable 97.24 MT; CPO produced month todate is 115.64 MT; OER todate 21.71%; FFA 5.08%; CPO dispatch today 166.69 MT (ISCC). PK produced today 27.55 MT; PK sustainable 23.15 MT; PK produced month todate is 27.55 MT; KER todate 5.17%; FFA 2.14%; PK dispatch today 0 MT. - Daily Production "Laporan Harian PKS PT. MSSP" for 1 December 2020: FFB stock is 260.35 MT; FFB received today 411.43 MT; FFB received month todate is 411.43 MT; FFB processed 501.17 MT. CPO produced today 106.39 MT; CPO produced month todate is 106.39 MT; OER todate 21.23%; FFA 4.94%; CPO dispatch today 111.86 MT. PK produced today 26.44 MT; PK produced month todate is 26.44 MT; KER todate 5.28%; FFA 2.16%; PK dispatch today 0 MT. - Daily Production "Laporan Harian PKS PT. MSSP" for 30 July 2021: FFB stock is 210.63 MT; FFB received today 378.25 MT; FFB received month todate is 11,744.91 MT; FFB processed 404.22 MT. CPO produced today 89.31 MT; CPO produced month todate is 2,534.75 MT; OER todate 21.68%; FFA 4.11%; CPO dispatch today 0 MT. PK produced today 21.98 MT; PK produced month todate is 638.62 MT; KER todate 5.46%; FFA 2.13%; PK dispatch today 0 MT. <p>PT. Meridan Sejtisurya Plantation carried out</p> <ul style="list-style-type: none"> - "Laporan Hasil Audit Operasional Kebun & PKS No.02.0.1/LHA-OPR/30/XI/2020" internal audit report dated 14-18 September 2020. Auditor: Roi Henri Simanjuntak, Jerry Samuel Barus, Reby Taufiq Hidayat, Rusmadi, Maulana Syahri. The internal audit for operation covers: work handover; production-plantation and nursery; pest and disease control; POME application; estate and mill cashflow; warehouse inventory in estate and mill; fertilizer stock, recommendation, 	
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		<p>application progress; automotive technic; transport productivity; civil engineering; manpower status; Mill performance; mill consumable analysis;</p> <ul style="list-style-type: none"> - Internal Audit RSPO on 13-14 October 2020, reported on "Laporan Internal RSPO – Kebun & Mill PT. Meridan Sejatisurya Plantation". There were 12 findings issued and followed up by management unit "Perbaikan Lapangan". - Indicator 6.7.2 (Non-critical), Mandor equipped with first aid kit, but the content was not completed as per regulation checklist; closed out on 31 October 2020. - Indicator 7.2.5 (Non-critical), MSDS in fertilizer warehouse not up-to-date; closed out on 15 October 2020. - Form "Hasil Temuan Audit" No.HTA4, dated 9 February 2021. Findings related to leftover FFB period 3 February 2021 in all 8 division totalling 59.87 MT 3 days on the field. Root cause: high rainfall causing collection road muddy in few blocks. Correction/corrective action: road repair/maintenance and evacuating left FFB, target 16 February 2021. Verified on 15 February 2021 – closed. - Form "Hasil Temuan Audit" No.HTA23, dated 9 February 2021. Findings related to FFB quality non-standard, rotten FFB at 5.69% found in Division VI, block J06-1997. Root cause: high harvesting rotation. Correction/corrective action: Improve harvester productivity, conduct work area efficient check, monitor output per harvester, target 28 February 2021. Verified on 15 February 2021 – ongoing. 	
<p>Criteria 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>			
3.4.1	<p>(C) SEIA in new planting or operation including mills, is conducted independently and participatively by involving the affected stakeholders, inclusive of impact assessment from the smallholder/outgrower scheme (if any). The assessment is to be documented.</p>	<p>PT Meridan Sejatisurya Plantation – Sei Pingai POM has environmental impact assessment in form of Dokumen Pengelolaan dan Pemantauan Lingkungan (DPPL). This document established by Riau Governor through "Surat Keputusan No.KPTS.883/VIII/2009 tentang Penetapan Dokumen Pengelolaan dan Pemantauan lingkungan (DPPL) kegiatan Perkebunan Kelapa Sawit seluas 10,826.05 Ha di Kecamatan Kerinci Kanan Kabupaten Siak dan Kecamatan Langgam Kabupaten Pelalawan, Provinsi Riau atas nama PT Meridan Sejatisurya Plantation" dated 19th August 2009. The scope of social and environmental study covers development of oil</p>	Complied

		<p>palm plantation 10,286.05 Ha and development of palm oil mill with capacity 45 tons FFB/hour.</p> <p>All significant impacts have been identified i.e. reduction of soil and water quality, reduction of air quality, impact to socio-economic of local community, impact to occupational health and safety, work and road traffic accident, land fire, and disturbance of natural water balance. Plan to monitor and manage of each identified environment impact have been provided and documented.</p> <p>Sei Pingai Mill has installed methane capture for biogas station. This additional installation has responded from "Dinas Lingkungan Hidup dan Kehutanan melalui surat Nomor: 045/PPKLHK/1811, tertanggal 24 April 2018". One of point within this letter is utilization of methane gasses for biogas station. This biogas aims to support fuel for Boiler combustion by using gas burner.</p> <p>In 2020, the unit of certification has demonstrated the document of environmental permit No: Kpts.01/DPMPTSP/2020, tentang Izin Lingkungan Kegiatan Perkebunan Kelapa seluas 10,826.05 dan Pabrik Kelapa Sawit Kapasitas 60 ton per jam. Issued by "Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Provinsi Riau, dated 9th January 2020. The document included operation of biogas and replanting activities.</p>	
3.4.2	<p>For the unit of certification, a SEIA is available and social and environmental management plan and its monitoring have been developed with participation of affected stakeholders.</p>	<p>SEIA document available at site office as per "ANDAL, RKL and RPL" document and SIA Document. Social and environmental management plan and its monitoring have been developed as per RKL-RPL document. The SEIA (ANDAL, RKL and RPL) was documented according to local requirements and include consultation with relevant stakeholders (such as village head, and socialite) to identify impacts and to develop any mitigation measures. The consultation result and the mitigation has been stated in the SEIA documents.</p> <p>Social and environmental management plan and its monitoring have been developed with participation of affected stakeholders. It was documented as per ANDAL, RKL-RPL document and SIA document. Management and monitoring plan for social and environmental impact are as below:</p>	Complied

		<ul style="list-style-type: none"> • To minimize the air quality and noise impact: using the standard emission for transportation; watering road during dry seasons; vehicle speed limitation; planting air pollution absorbent trees; dust collector installation in the boiler chimney; maintenance of machine and equipment; regular measurement of emission quality. • To minimize the water quality decreased impact: land cover crop planting in the open area; Palm fronds stacking to resist soil erosion; conserve and protect the vegetation at riparian area; minimize fertilizer & agrochemical usage; Integrated pest management; regular water quality measurement; waste management both domestic and hazardous waste according to regulation; land application monitoring. • To minimize the land fire impact: provision of fire-fighting facilities and infrastructure, including monitoring towers and emergency response teams; fire handling training and simulation; regular fire monitoring and patrol. • To minimize the decreased abundance of aquatic biota: Pesticide handling management; reduce agrochemical usage; water management; regular monitoring for aquatic biota. • To enhance the open employment and business opportunities: open announcement for job opportunities; local employee recruitment; comply to manpower regulation; comply to minimum wages according to regulation; coordination and communication with surrounding village head. • To increase in economic activity and community income: collaborate with communities through productive partnerships; coaching community skills in business cooperate with Dinas Koperasi dan UMKM. • To reduce traffic jams and road damage: Transportation management (speed, standard condition, truck load); installation of traffic signs; response to surrounding community aspiration and complaint. • To reduce public health nuisance: agrochemical handling to minimize impact to water quality use by public; provision of public health services; domestic waste 	
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		<p>management to prevent the disease; regular medical check-up for employee; coordination with Dinas Kesehatan to monitor the public health.</p> <ul style="list-style-type: none"> To increase positive public perception: open recruitment for local employee; record and response the stakeholder aspiration; communication and consultation with stakeholder; developing CSR and charity programme; appointment of permanent employees and provision of employee training <p>The monitoring implemented to monitor the effectiveness of the mitigation measure and reviewed every 6 months. The plan based on SEIA (RKL RPL) that covered:</p> <ul style="list-style-type: none"> Monitoring water quality of river stream at estate and water gate. Monitoring wastewater (POME) every month Monitoring erosion rate with stick indicator checked monthly and laboratory analyse every year Monitoring ambient air quality at mill and employee housing every 6 months Monitoring emission air quality from boiler and generator every 6 months Monitoring wildlife and pest existence every 6 months Monitoring of groundwater (clean water) quality at monitoring wells every 6 months. <p>Monitoring of water biodiversity at river stream every 6 months.</p>	
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way.</p>	<p>PT Meridan Sejatisurya Plantation – Sei Pingai POM has conducted environmental management and monitoring plan as per “Dokumen Matriks Dokumen Pengelolaan dan Pemantauan Lingkungan”.</p> <p>PT Meridan Sejatisurya Plantation – Sei Pingai has also implemented the environmental management plan and reported on 6 monthly bases. Last report provided for first semester 2021 under “Laporan Pelaksanaan RKL-RPL semester I tahun 2021”. This report has been submitted to Environmental Agency of Riau Province and Siak Regency level (record of submitted No: 162/Eks/Sus-FR/VII/2021, dated 26th July 2021 – received by Mr Syafwandi (Officer) and the document has also reported to Ministry of Forestry and Environmental of Republic of Indonesia through</p>	Complied

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		<p>uploaded at SIMPEL (system informasi pelaporan elektronik lingkungan hidup), ID TTE: 1625731731-3352, dated 8th July 2021.</p> <p>Record of environmental and monitoring year 2021 has demonstrated as certificates analysis document, such as:</p> <ul style="list-style-type: none"> • Certificate of Air Quality Test (Ambient Air), No: 168/BINA/A/2021, dated 2nd February 2021, location in Workers Hosing/Emplacement and Down Wind Area. Conducted by BINALAB (Laboratorium Pengujian Kualitas Lingkungan). The result has shown complied with Government Regulation of Republic Indonesia No 41 year 1999, with parameter is SO₂, CO₂, NO₂, O₃, HC, PM₁₀, PM_{2,5}, TSP, Pb, Noise. • Certificate of Air Quality Test (Air Emission), No: 168/BINA/A/2021, dated 2nd February 2021, location in Boiler 1 in Sei Pingai POM. Conducted by BINALAB (Laboratorium Pengujian Kualitas Lingkungan). The result has shown complied with Regulation of Ministry of Environmental of Republic Indonesia No 07 year 2007, with parameter is Partikulat, SO₂, NO₂, HCl, Cl₂, NH₃, HF, Opasitas, Kecepatan Air. • Certificate of Air Quality Test (Kebauan), No: 168/BINA/A/2021, dated 2nd February 2021, location in IPAL in Sei Pingai POM. Conducted by BINALAB (Laboratorium Pengujian Kualitas Lingkungan). The result has shown complied with Degree of Ministry of Environmental of Republic Indonesia No 50/MENLH/XI/1996, with parameter is H₂S, CH₃-SH, (CH₃)₂S, NH₃, C₆H₄CH₃ • Certificate of Water Quality Test (Wastewater), No: 208/A/BINA/VI/2021, dated 7th June 2021, location in IPAL in Sei Pingai POM (Outlet NO 8). Conducted by BINALAB (Laboratorium Pengujian Kualitas Lingkungan). The result has shown complied with Degree of Ministry of Environmental of Republic Indonesia No 28 year 2003, with parameter pH, BOD, COD, TSS, NH₃-N, Pb, Zn, Minyak dan Lemak • Certificate of Soil Quality Test, No 168/T/BINA/II/2021, dated 1st February 2021. Conducted by BINALAB (Laboratorium Pengujian Kualitas Lingkungan). The 	
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		<p>result has shown complied with Degree of Ministry of Environmental of Republic Indonesia No 28 year 2003</p> <ul style="list-style-type: none"> • Certificate of Water Quality Test (Planton and Benthos), No: 168/PB/BINA/VI/2021, dated 22nd February 2021, location in Gasip River. Conducted by BINALAB (Laboratorium Pengujian Kualitas Lingkungan). 	
Criteria 3.5: A system for managing human resources is in place.			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives in accordance with the applicable regulation.</p>	<p>PT Meridan Sejatisurya Plantation the procedure for employment as follow:</p> <ul style="list-style-type: none"> • Selection and recruitment - "Prosedur Rekrutmen dan Seleksi Karyawan No.FR.CHR.R&S.002" dated 1 November 2012 • Worker performance evaluation - "Prosedur Penilaian Prestasi Kerja Karyawan No. FR.CHR.R&S.001" dated 1 November 2012 • Worker relocation - "Prosedur Mutasi Karyawan No.FR.CHR.L&D.003" dated 1 July 2012. • Worker promotion - "Prosedur Promosi Karyawan No.FR.CHR.L&D.004" dated 1 July 2012. <p>All procedure is available in Bahasa Indonesia Language and has been communicated to all workers</p> <p>The procedure and its content already comply with applicable laws and regulation in Indonesia related workforce/employment.</p> <p>Based on record review of HR Monthly Report period January – July 2021 (Laporan Bulanan Personalia), there was no discriminative action to worker.</p> <ul style="list-style-type: none"> • The worker is coming from different background, such as: comes from local worker, worker from other island, gender, and education background. The workers come from Riau province (local) and the other province such as Jawa, Nusa Tenggara, Nias, Sumatera Utara. In relation to job type available in estate, dominated by male workers. 	Complied
3.5.2	<p>Employment procedures are implemented and records are maintained.</p>	<p>Based on interview with workers and worker union (dated 3rd August 2021), there is no indication that company being discriminative towards the employees: rice benefit</p>	Complied

		<p>provided as per standard (number of dependent), working tools provided for worker – based on activity, PPE provided for worker – based on risk assessment.</p> <p>PT Meridan Sejatisurya Plantation has conducted regular evaluation against all of employees, as one aspect considered for promotion and conducted talent test prior to promotion.</p> <p>Based on document verification upon Job vacancy announcement PT Meridan Sejatisurya Plantation, "Surat No.MSSP/LK/62/II/2013" shows the recruitment process requirement adjusted with job type including education level, age, health status.</p> <p>Data verified during onsite audit year 2021:</p> <ul style="list-style-type: none"> - In 2021, there was no recruitment process for new employee <p>Last promotion records on 31st December 2020, namely Mr Muhammad Hafiz Prasetya (Krani Pembukuan) based on Degree Letter: GM/SK-INT/024/XII/2020 - aspect considered for promotion and conducted talent test prior to promotion</p>	
<p>Criteria 3.6: An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.</p>			
<p>3.6.1</p>	<p>(C) All operational activities risks assessed to identify the H&S issues. Mitigation plans and procedures are documented and implemented.</p>	<p>PT Meridan Sejatisurya Plantation – Sei Pingai has identified the H&S issues for all operational activities both mill and estate. Identification result are documented in "FR.OSH.PO3-1/1-0/01-08-2011 – Identifikasi Sumber Bahaya, Penilaian dan Pengendalian Resiko Period January-December 2021" both for Sei Pingai Mill and Sei Pingai Estate. Hazard identification and risk analysis are review annually. Latest review conducted on 12th March 2021.</p> <ul style="list-style-type: none"> • Sei Pingai POM - the risk assessment covered processes and activities related to realisation of product CPO such as: weighing bridge, boiler, engine room, loading ramp, sterilizer, threshing, pressing, kernel operation, clarification, office, lab, dispatch CPO, firefighting simulation, water treatment, chemical warehouse, biogas plant. • Sei Pingai Estate – the risk assessment covered processes and activities such as: spraying, fertilizing, weeding, replanting, road maintenance, firefighting 	<p>Complied</p>

		<p>simulation harvesting, transportation, warehouse, workshop, infrastructure, polyclinic, etc.</p> <p>There was also covered all the risk attached to the products. The risk assessment was reviewed annually and should any accident had occurred.</p> <p>PT Meridan Sejatisurya Plantation has also shown the document of mitigation plan to reduce the hazard and risk impact has been developed in "Program Kerja Penerapan Sistem Manajemen K3 Tahun 2021 – OHS Program year 2021", was prepared on 6th January 2021, such as:</p> <ul style="list-style-type: none"> • OHS management system review • Accident report • Safety committee meeting and reporting • HIRADC review • Medical check-up for workers • First aid kit monitoring • Emergency response equipment monitoring • First aid training • Emergency response simulation/drill • OHS Procedure socialization <p>Implementation of the OHS programme can be demonstrated during audit.</p> <p>Monitoring of the safety plan was conducted by regular safety meeting once in a month. Several action plans were raised for the unachieved safety targets and plans. The safety target and plans were also publicly available via display at strategic locations.</p>	
3.6.2	(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.	<p>PT Meridan Sejati Surya Plantation has demonstrated the document of effectiveness of OHS program year 2020, such as:</p> <ul style="list-style-type: none"> • Refreshment training related to OHS, dated 16th December 2020, consisted of: understanding MSDS; handling empty pesticide containers; emergency response 	Non-compliance

		<p>plan (for accident and spillage/contamination); prohibit use of agrochemical for pregnant and breastfeeding female worker; prohibit spraying in HCV and water body.</p> <ul style="list-style-type: none"> • OHS safety meeting dated 5th July 2021 -> record of OHS meeting provided • Report of OHS inspection (monthly) -> last inspection was carried out on 21st July 2021 location in Sei Pingai POM were reported OK. • OHS internal audit; conducted in February 2021, all the issues were followed up. • PPE Provision for all workers at mill are demonstrated as per "Bukti Serah Terima Alat Pelindung Diri Pabrik Sei Pingai POM dan Estate". Sample seen; PPE AP Shoes provision for harvester in Division 6 date 15 February 2021, received by 11 workers and Bukti Serah Terima APD Safety Shoes for Mill process workers as much as 21 unit, dated 11 February 2021. • Regular medical check-up for employee; coordination with Dinas Kesehatan to monitor the public health. Last Special Medical Check-Up for workers in high-risk area was conducted on 13th January 2021 (report reference: Hasil Analisis Laboratorium No: 64/LHU/BK3-MDN/I/2021) conducted by Balai Keselamatan dan Kesehatan Kerja Medan was attended by 108 workers. <p>Based on field visit during onsite audit for spraying workers in block Division 6 (dated 3rd August 2021) and harvester in division 7 (dated 4th August 2021) the risk impact probability was irritated and eyes dieses, control by using appropriate PPE (eye wear/safety glasses, masker and hand gloves) and regular training for sprayer workers.</p> <p>Dicipline of PPE usage monitoring regularly conducted by Estate management to ensure all workers use the appropriate PPE during working. Monitoring record present in "Daftar Pemeriksaan Alat Pelindung Diri (APD)". Sample seen for PPE monitoring of fertilizer workers, spraying workers and harvester period January – July 2021.</p> <p>Monitoring of emergency response and preparedness facilities, i.e: fire hydrant. Based on field visit in Sei Pingai POM, the performance of hydrant no 3 was well</p>	
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		Based on interview with worker in pesticides application (dated 3 rd August 2021), method to minimizing risk and negative impact i.e: - Mixing of chemical conducted by trained person (Supervisor). There were aims to ensuring proper dosage, type of pesticide use. - Using of PPE while chemical mixing. Mixing of chemical located in mixing area, side by side with the chemical storage.	
Criteria 3.7: All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.			
3.7.1	(C) A documented programme that provides training is in place, which is accessible to all staff, workers, scheme smallholders, and outgrowers taking into account gender-specific needs, and which covers applicable aspects of P&C Principles, in a form they understand and includes assessment of the training.	<p>Training program has been developed by company both mill and estate as per "Kalender Pelatihan Tahun 2020-2021 Learning & Development". Training programme develop to enhance the hard skill and soft skill for employee and staff. Below are the Training programme:</p> <p><u>Sei Pingai Estate:</u></p> <ul style="list-style-type: none"> • Spraying Management • Division Management • Foreman Work Management • Refreshment Estate Program <p><u>Sei Pingai Mill:</u></p> <ul style="list-style-type: none"> • Mill Operations Management • Technical Refreshment Training for Mill • Operator Competency Certification • Technical Training Boiler by vendor • Technical Training Chemical by vendor • Technical Training Pump by vendor • Technical Training Bearing by vendor <p>Workshop Department:</p> <ul style="list-style-type: none"> • Safety Defensive Driving • Transport Management 	Complied

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		<ul style="list-style-type: none"> Road Maintenance Refreshment Administration Department: <ul style="list-style-type: none"> Employment Refreshment Training Land fire fighting trainig	
3.7.2	Records of training are maintained, where appropriate on an individual basis.	<p>Record of training implementation are well maintained. According to document of Training Record First Resources Learning & Development Period 2020 PT. MSSP, there are totally 108 workers were trained both for Mill and Estate.</p> <p>Evaluation of training that was carried out also well maintained and recorded within "Evaluasi Training Reguler FR Learning Centre Tahun 2020". Result from 34 training participants there are 32.6% achieve Very Good results and 62.1% achieve Good results.</p>	Complied
3.7.3	Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.	<p>PT. Meridan Sejatisurya Plantation-Sei Pingai prepared "Kalendar Pelatihan Region Riau" training calendar year 2021. RSPO SCCS training planned for "Refreshment Pelatihan Operator" in March 2021, but postponed due to continued COVID-19 pandemic situation.</p> <p>Audit team verified the training documents for internal auditor:</p> <ul style="list-style-type: none"> - Mr. Indra Zulkarnain's RSPO Supply Chain Certification Training Course certificate dated 19-20 July 2018. Training provider David Ogg & Partners Limited. - Mr. Indra Zulkarnain and Mrs. Eska Arganita attended "Understanding & Implementing P&C RSPO SCCS" dated 21-22 December 2020. Training provider Mutu Institute. 	Complied
<p>Criteria 3.8: Supply chain requirements for mills.</p> <p>Procedure note: all requirements are classified as Critical Indicators. However it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p>	<p>The unit of certification uses RSPO Supply Chain Certification Standard module Mass Balance.</p> <p>Not applicable.</p>	Not Applicable

	<p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>														
<p>3.8.2</p>	<p>Mass Balance Module A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>PT. Meridan Sejatisurya Plantation-Sei Pingai POM received FFB from different supply bases, as follows:</p> <table border="1" data-bbox="981 678 1751 976"> <thead> <tr> <th>Supplier Name</th> <th>Certification status</th> </tr> </thead> <tbody> <tr> <td>PT. Meridan Sejatisurya Plantation</td> <td>RSPO certified</td> </tr> <tr> <td>PT. Citra Palma Kencana</td> <td>Non-certified</td> </tr> <tr> <td>PT. Setia Agrindo Lestari</td> <td>Non-certified</td> </tr> <tr> <td>PT. Setia Agrindo Mandiri</td> <td>Non-certified</td> </tr> <tr> <td>PT. Indogreen Jaya Abadi</td> <td>Non-certified</td> </tr> </tbody> </table> <p>The other supply base were sister company, under the same parent company, First Resources Limited. However, the status is non-certified.</p> <p>The unit of certification is a palm oil mill that uses RSPO supply chain Mass Balance module, therefore they can process FFB from certified and non-certified sources. The site aware that they can only claim their product (CPO and PK) as Mass Balance.</p> <p>PT. Meridan Sejatisurya Plantation-Sei Pingai POM refers to SOP Mekanisme Rantai Pasok RSPO NO.FR.CSM.MRPR Rev.01, Section 5.6 Keseimbangan Massa/Mass Balance (MB) stipulating the general rules: mass balance period started from RSPO certificate issue date; the mass balance period ends in 3 months period; RSPO output volume comes from RPO input volume x conversion factor/yield/extraction rate; RPO product cannot be negative at the end of mass balance; balance = volume input SPO RSPO during mass balance period x conversion factor/yield/extraction rate ≥</p>	Supplier Name	Certification status	PT. Meridan Sejatisurya Plantation	RSPO certified	PT. Citra Palma Kencana	Non-certified	PT. Setia Agrindo Lestari	Non-certified	PT. Setia Agrindo Mandiri	Non-certified	PT. Indogreen Jaya Abadi	Non-certified	<p>Complied</p>
Supplier Name	Certification status														
PT. Meridan Sejatisurya Plantation	RSPO certified														
PT. Citra Palma Kencana	Non-certified														
PT. Setia Agrindo Lestari	Non-certified														
PT. Setia Agrindo Mandiri	Non-certified														
PT. Indogreen Jaya Abadi	Non-certified														

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		outgoing volume RSPO during mass balance period; no double accounting with other certification scheme.	
3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.	<p>The estimated annual tonnage for certified FFB processed, CPO and PK production are available in the Estate and Mill annual production budget for 12 months since previous surveillance assessment. The FFB tonnage received from company owned estate and outside supplier. The estimated for CPO and PK production from Sei Pingai POM is recorded under the public summary report and on the RSPO certificate for PT. Meridan Sejatisurya Plantation. The actual CPO and PK production were verified during each subsequent annual surveillance assessment visit to ensure that certified mill only deliver the allowed tonnage for the year.</p> <p>BSI Group as certification body has submitted estimated of FFB received, CPO and PK produced to RSPO Public Summary Report and the RSPO PalmTrace system.</p> <p>PT. Meridan Sejatisurya Plantation-Sei Pingai POM refers to SOP Mekanisme Rantai Pasok RSPO NO.FR.CSM.MRPR Rev.01, Section 5.6.4, Mass Balance Palm Oil Mill: Incoming CPO/PK today = ((Total FFB processed – FFB balance) x Mass Balance FFB today) + (Total FFB balance x FFB Mass Balance today))) x today's OER.</p> <ul style="list-style-type: none"> - Today FFB Mass Balance: FFB received today compared Total FFB received today. Calculated for each FFB status. - Yesterday FFB Mass Balance: FFB received yesterday compared Total FFB received yesterday. Calculated for each FFB status. - All outgoing CPO/PK with other certification scheme will reduce CPO/PK MB stock in the mill. 	Complied
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	<p>PT. Meridan Sejatisurya Plantation – Sei Pingai POM is a subsidiary of First Resources Limited, which holds RSPO membership number 1-0047-08-000-00, since 10 March 2008.</p> <ul style="list-style-type: none"> • PT. Meridan Sejati Surya Plantation – Sei Pingai POM was registered in RSPO IT Platform (PalmTrace) with member ID: RSPO_PO1000002637. 	Complied

<p>3.8.5</p>	<p>Documented procedures The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill. 	<ul style="list-style-type: none"> a. PT. Meridan Sejatisurya Plantation-Sei Pingai POM demonstrated procedure "Corporate Sustainability Management Procedures Mekanisme Rantai Pasok RSPO No.FR.CSM.MRPR Rev.01" dated 22 April 2021. Section 5.1 Traceability in Palm Oil Mill. Section 5.4 Traceability in Kernel Crushing Plant. Section 5.5 RSPO IT Platform User Section 5.6 Mass Balance Section 5.7 Internal Audit Section 5.8 Non-conformance or Complaint Handling Section 5.9 Document related to Supply Chain Certification Section 5.10 Training Section 6 Roles and Responsibility PT. Meridan Sejati Surya Plantation have established Work Instruction General Corporate Communication No.WI-M-OP-001 dated 9 November 2018. The work instruction describe requirement of RSPO Market Communication and Claims. b. PT. Meridan Sejatisurya Plantation-Sei Pingai POM demonstrated procedure "Corporate Sustainability Management Procedures Mekanisme Rantai Pasok RSPO No.FR.CSM.MRPR Rev.01" dated 22 April 2021; Section 5.9 Document related to Supply Chain Certification stipulates document prepared in form of mass balance calculation (MS Excel), traceability document (delivery order, purchase contract, invoice, shipping instruction, dispatch note), Internal audit document, Complaint and non-conformity recapitulation, training related to SCCS document, procedure related to SCCS. The certification unit have all the relevant records and report, which complete and up to date demonstrating compliance with the supply chain model requirements, including training records. Record seen: <ul style="list-style-type: none"> - Monthly Mill Production Record, period November 2019 – October 2020. - Sales Contract #20000608/MSSP/V/2020 dated 14 May 2020; 1,900,000 kg PK MB. 	<p>Complied</p>
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		<ul style="list-style-type: none"> - Delivery Order #2136/DO-MSSP/VI/2020 dated 12 June 2020; 500,000 kg PK MB. - Weighbridge Ticket #BA2-20200800735 dated 13 August 2020; 28,380 kg PK - Training of RSPO Supply Chain dated 24 February 2020, attended by 15 personnel. <p>c. PT. Meridan Sejatisurya Plantation-Sei Pingai POM demonstrated procedure "Corporate Sustainability Management Procedures Mekanisme Rantai Pasok RSPO No.FR.CSM.MRPR Rev.01" dated 22 April 2021; Section 6 Roles and Responsibility explains <u>Corporate Sustainability</u>: responsible for developing supply chain certification standard in First Resources Group, ensure this procedure in line with traceability norm and acceptable sustainability norm, to review this procedure implementation, verifies the compliance and PIC's commitment periodically during RSPO Internal Audit, conduct SCC supplier validation verification, prepare UML list. <u>Marketing Region</u>: Ensure RSPO certificate for sales and purchase of RSPO product, ensure receiving and shipping of RSPO product's administration is complete, to report to CB in case of RSPO product projected overproduction, prepare MB calculation, prevent double accounting, update real stock and credit RSPO. <u>Corporate Mill</u>: Monitor the implementation of supply chain certification, to report to Marketing Region and Corporate Sustainability if projected overproduction. <u>Mill Weighbridge Officer</u>: To prepare marking to identify FFB status for RSPO certification/other certification/non-sustainable, ensure RSPO delivery as per Delivery Order/Purchase Contract from Marketing Region.</p> <p>Written in the assignment letter from Head of Sustainability, "Penunjukkan Penanggung Jawab Penerapan Sistem Supply Chain Certification Standard (SCCS) First Resources Group" dated 18 September 2018, the company has appointed: Eko Darmawanto, Indra Zulkarnain, Nunik Widayati.</p> <p>As personnel responsible for the implementation of RSPO SCC Standard, including conduct internal audit and management review. During audit, the persons can explain the requirement of RSPO supply chain and its implementation. Based on company's Job Description dated 16 Jul 2018, Mill Manager is responsible for implementation of supply chain procedure implementation in the Sei Pingai POM</p>	
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		<p>unit, including monitoring of mass balance stock position therefore no negative credit at end of mass balance period.</p> <p>d. PT. Meridan Sejatisurya Plantation-Sei Pingai POM demonstrated procedure "Corporate Sustainability Management Procedures Mekanisme Rantai Pasok RSPO No.FR.CSM.MRPR Rev.01" dated 22 April 2021.</p> <p>Section 5.1.1 described FFB Receiving – Corporate sustainability informing Marketing Region, Group Manager/Estate Manager of the certification period and PalmTrace license of the certified estates; Weighbridge officer carried out marking of FFB status identification, i.e.: RSPO-certified/other certification system/non-sustainable; For RSPO-certified FFB, marked with RSPO certificate number, "Certified", and "MB" mark on the "Surat Pengantar TBS". Non-sustainable (non-certificate) FFB marked with "Non-sustainable" mark on the "Surat Pengantar TBS".</p>	
<p>3.8.6</p>	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill;</p> <p>a) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b) Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>PT. Meridan Sejatisurya Plantation-Sei Pingai POM demonstrated procedure "Corporate Sustainability Management Procedures Mekanisme Rantai Pasok RSPO No.FR.CSM.MRPR Rev.01 dated 22 April 2021 that in Section 5.7 described Internal Audit. The procedure described that internal audit shall be conducted minimum once a year and refer to the latest RSPO Supply Chain Certification Standard, RSPO Supply Chain Certification System and RSPO Market Communication and Claims.</p> <ul style="list-style-type: none"> - Auditor will conduct internal audit shall obtain internal and external training related to SCCS to get knowledge. - Internal audit referring to RSPO Supply Chain Certification System, RSPO Supply Chain Certification Standard, RSPO Rules on Market Communications and Claims and RSPO Principles and Criteria (with updated Supply Chain Requirements for Mills). - If during internal audit non-conformity issued, record under corrective and preventive action. Internal audit result communicated to local management and reviewed under Management Review Meeting minimum once per year. <p>Audit team verified the training documents for internal auditor: Mr. Indra Zulkarnain's RSPO Supply Chain Certification Training Course certificate dated 19-20 July 2018. Training provider David Ogg & Partners Limited. Mr. Indra Zulkarnain and Mrs. Eska</p>	<p>Complied</p>

		<p>Arganita attended "Understanding & Implementing P&C RSPO SCCS" dated 21-22 December 2020. Training provider Mutu Institute.</p> <p>Major Non-Conformities: The company has not used an appropriate standard checklist in conducting internal audits. Based on review to the internal audit report dated 10 September 2020, the Company used RSPO Supply Chain Standard for certification units beyond palm oil mill.</p> <p>Onsite Audit: PT. Meridan Sejatisurya Plantation has revised the document for RSPO SCCS implementation - "Corporate Sustainability Management Procedures Mekanisme Rantai Pasok RSPO No.FR.CSM.MRPR Rev.01 dated 22 April 2021. PT. Meridan Sejatisurya Plantation has prepared Interna Audit Checklist whereby the use of RSPO P&C 2018 – Indonesia NI 2020 with indicator 3.8 covers the supply chain requirements.</p> <p>NC Major remains closed.</p>	
<p>3.8.7</p>	<p>Purchasing and Goods In</p> <ul style="list-style-type: none"> i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received. ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage. iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents. 	<p>PT. Meridan Sejatisurya Plantation-Sei Pingai POM demonstrated procedure "Corporate Sustainability Management Procedures Mekanisme Rantai Pasok RSPO No.FR.CSM.MRPR Rev.01 dated 22 April 2021.</p> <p>i. Section 5.1.1 described FFB Receiving – Corporate sustainability informing Marketing Region, Group Manager/Estate Manager of the certification period and PalmTrace license of the certified estates; Weighbridge officer carried out marking of FFB status identification, i.e.: RSPO-certified/other certification system/non-sustainable; For RSPO-certified FFB, marked with RSPO certificate number, "Certified", and "MB" mark on the "Surat Pengantar TBS". Non-sustainable (non-certificate) FFB marked with "Non-sustainable" mark on the "Surat Pengantar TBS".</p> <p>Sighted incoming FFB delivery note:</p>	<p>Non-compliance</p>

		<ul style="list-style-type: none"> - Delivery note "Surat Pengantar Tandan Buah Segar No.07168"; harvest date 30 July 2021; FFB 193 bunches, 380 kg loose fruits; Block identification Afdeling 3, block H012; Transport ID BM0046TN. - Weighbridge ticket No.MSI-20210702508 dated 30 July 2021; Transport ID BM0046TN; SPB No. 07168; Customer PT. Meridan Sejatisurya Plantation; Product FFB; Transporter PT. Meridan Sejatisurya Plantation; Contract No.A04/21/AFD-03/2021; Weighing date 30 July 2021; FFB nett 4,070 kg; remarks Sustainable. - Delivery note "Surat Pengantar Tandan Buah Segar No.01006"; harvest date 4 January 2021; FFB 360 bunches, 740 kg loose fruits; Block identification Afdeling V, block J04; Transport ID BM0050TN. - Weighbridge ticket No.MSI-202101000103 dated 4 January 2021; Transport ID BM0050TN; SPB No. 01006; Customer PT. Meridan Sejatisurya Plantation; Product FFB; Transporter PT. Meridan Sejatisurya Plantation; Contract No.A04/21/AFD-05/2021; Weighing date 4 January 2021; FFB nett 7,150 kg; remarks Sustainable. <p>ii. Section 6.2.4 stipulates reporting to certification body related to overproduction, minimum 3 months from surveillance audit carried out – if the production projection over the quota in RSPO certificate/RSPO IT Platform. However, based on data review during onsite audit there was shown Estimated last year (Nov2020 - Oct2021) is less than actual production and the mill has not inform the CB immediately. Thus, NC raised under this indicator.</p> <p>iii. Section 5.8 "Penanganan Ketidaksesuaian atau Komplain" mentioned that nonconformity may occurs between SPO status, Delivery Order document and certification declaration on SPO delivery note. Weighbridge clerk inform Marketing Department, then Marketing Department perform action to revise the document or reject the product. Furthermore in "Corporate Sustainability Management Procedures – Ketelusuran dan Keseimbangan Masa di Kebun dan Pabrik Kelapa Sawit" No.FR.CSM.MTM dated 13 July 2018, Section "3.16 Penanganan Produk yang Tidak Sesuai" stated non-conforming product shall not release to market and</p>	
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		<p>to be corrected in order to meet customer requirements or to be used for other purpose or be eliminated.</p> <p>The Mill received FFB from certified and non-certified source. Certified source consists of company own estate, which is Sei Pingai Estate. Non-certified FFB sources are PT. Citra Palma Kencana, PT. Setia Agrindo Lestari, PT. Setia Agrindo Mandiri, PT. Indogreen Jaya Abadi.</p> <p>The Mill can verify that incoming FFB are certified based on "Surat Pengiriman TBS" (delivery note).</p>	
<p>3.8.8</p>	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ol style="list-style-type: none"> The name and address of the buyer; The name and address of the seller; The loading or shipment / delivery date; The date on which the documents were issued; RSPO certificate number; A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); The quantity of the products delivered; Any related transport documentation; A unique identification number. 	<p>PT. Meridan Sejatisurya Plantation – Sei Pingai POM has demonstrated sales documents for RSPO certified product sold. Sample of sales document observed have include information below:</p> <ul style="list-style-type: none"> The name and address of the buyer: PT. Adhitya Serayakorita, Dumai, Riau Province; The name and address of the seller: PT. Meridan Sejatisurya Plantation, Siak, Riau Province; The loading or shipment/ delivery date: available as recorded in weighbridge ticket; The date on which the documents were issued: Date of Sales Contract, Date of Delivery Order, Date of Weighbridge Ticket; A description of the product, including the applicable supply chain model (Identity Preserved, Segregated or Mass Balance or the approved abbreviations): RSPO Palm Kernel (Mass Balance); The quantity of the products delivered: Total volume in sales contract; Total volume in Delivery Order (DO), Volume recorded in weighbridge ticket; unit of measurement in kg. Any related transport documentation: truck ID from contractor, with reference of Delivery Order number. 	<p>Complied</p>

		<ul style="list-style-type: none"> • Supply chain certificate number of the seller: PT. Meridan Sejatisurya Plantation-Sei Pingai POM's RSPO 634712; • A unique identification number: the delivery order number. <p>Sample taken:</p> <ul style="list-style-type: none"> - Contract "Kontrak Penjualan No.20000740/MSSP/V/2021" dated 4 May 2021. Seller: PT. Meridan Sejatisurya Plantation; Address: Siak, Riau, Indonesia; Buyer: PT. Adhitya Serayakorita; Address: franco Dumai, Riau; Product: RSPO Palm Kernel (Mass Balance); Volume: 300,000 kg; Remarks/stamp: RSPO Certificate No. RSPO 634712, SCCS Model Mass Balance, Certified - Delivery Order No.2061/DO-MSSP/V/2021 dated 7 May 2021, Seller: PT. Meridan Sejatisurya Plantation; Address: Siak, Riau, Indonesia; Buyer: PT. Adhitya Serayakorita; Address: Jl. Jend. Sudirman, Kecamatan Simpang Empat, Pekanbaru, Riau; Product: RSPO Palm Kernel (Mass Balance); Volume: 300,000 kg; Transporter: PT. Berkat Karimar Mandiri No.6054/MSSP/V/2021; Remarks/stamp: RSPO Certificate No. RSPO 634712, SCCS Model Mass Balance, Certified. - Transport contract "Surat Perjanjian Pengangkutan Palm Kernel No.6054/MSSP/V/2021 PT. Meridan Sejatisurya Plantation & PT. Berkat Karimar Mandiri" dated 7 May 2021 for transport of 300 tons PK. Chapter 11 stipulates requirement related to sustainability requirements, including acceptance of visit/audit by contractor. - Shipping announcement TR-a289561c-ac94 -> Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 20.08 MT; Seller Contract No. No.20000692/MSSP/XI/2020. - Weighbridge ticket No. 20210500082; Truck ID B9617UVX; date of loading 20 May 2021; Volume PK 20,080 kg. 	
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		<ul style="list-style-type: none"> - Shipping announcement TR-92c9d503-b6c6 -> Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 30.69 MT; Seller Contract No. No.20000692/MSSP/XI/2020. - Weighbridge ticket No. 20210500100 & 20210500101; Truck ID B9497UVX & B9530UVX; date of loading 22 May 2021; Volume PK 61,490 kg - Shipping announcement TR-8f94034f-cfab -> Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 30.53 MT; Seller Contract No. No.20000692/MSSP/XI/2020. - Weighbridge ticket No. 20210500102; Truck ID B9534UVX; date of loading 24 May 2021; Volume PK 30,520 kg. - Shipping announcement TR-796064e0-e9f0 -> Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 61.54 MT; Seller Contract No. No.20000692/MSSP/XI/2020. - Weighbridge ticket No. 20210500108; Truck ID B9501UVX; date of loading 25 May 2021; Volume PK 30,720 kg. - Contract "Kontrak Penjualan No.20000692/MSSP/XI/2020" dated 23 November 2020. Seller: PT. Meridan Sejatisurya Plantation; Address: Siak, Riau, Indonesia; Buyer: PT. Adhitya Serayakorita; Address: franco Dumai, Riau; Product: RSPO Palm Kernel (Mass Balance); Volume: 300,000 kg; Remarks/stamp: RSPO Certificate No. RSPO 634712, SCCS Model Mass Balance, Certified - Delivery Order No.2288/DO-MSSP/XI/2020 dated 27 November 2020, Seller: PT. Meridan Sejatisurya Plantation; Address: Siak, Riau, Indonesia; Buyer: PT. Adhitya Serayakorita; Address: Jl. Jend. Sudirman, Kecamatan Simpang Empat, Pekanbaru, Riau; Product: RSPO Palm Kernel (Mass Balance); Volume: 300,000 kg; Transporter: PT. Berkas Karimar Mandiri No.6121/MSSP/XI/2020; Remarks/stamp: RSPO Certificate No. RSPO 634712, SCCS Model Mass Balance, Certified. 	
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		<ul style="list-style-type: none"> - Transport contract "Surat Perjanjian Pengangkutan Palm Kernel No.6121/MSSP/XI/2020 PT. Meridan Sejatisurya Plantation & PT. Berkat Karimar Mandiri" dated 27 November 2020 for transport of 300 tons PK. Chapter 11 stipulates requirement related to sustainability requirements, including acceptance of visit/audit by contractor. - Shipping Announcement TR-997e5cee-ea4d -> Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 32.07 MT; Seller Contract No. No.20000692/MSSP /XI/2020. - Weighbridge ticket No. 20210500108; Truck ID B9977UYY; date of loading 26 December 2020; Volume PK 32,120 kg. - Shipping Announcement TR-ce601de4-76e6 -> Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 29.99 MT; Seller Contract No. No.20000692/MSSP/XI/2020.PK; - Weighbridge ticket No. 20210500108; Truck ID B9617UVX; date of loading 23 December 2020; Volume PK 30,080 kg. - Shipping Announcement TR-e912f776-e74d -> Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 27.92 MT; Seller Contract No. No.20000692/MSSP/XI/2020.PK; - Weighbridge ticket No. 20210500108; Truck ID B9664UVX; date of loading 22 December 2020; Volume PK 27,890 kg. - Contract "Kontrak Penjualan No.20000608/MSSP/V/2020" dated 23 November 2020. Seller: PT. Meridan Sejatisurya Plantation; Address: Siak, Riau, Indonesia; Buyer: PT. Adhitya Serayakorita; Address: franco Dumai, Riau; Product: RSPO Palm Kernel (Mass Balance); Volume: 1,900,000 kg; Remarks/stamp: RSPO Certificate No. RSPO 634712, SCCS Model Mass Balance, Certified. - Delivery Order No.2133/DO-MSSP/VI/2020 dated 12 June 2020, Seller: PT. Meridan Sejatisurya Plantation; Address: Siak, Riau, Indonesia; Buyer: PT. Adhitya Serayakorita; Address: Jl. Jend. Sudirman, Kecamatan Simpang Empat, 	
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		<p>Pekanbaru, Riau; Product: RSPO Palm Kernel (Mass Balance); Volume: 400,000 kg; Transporter: PT. Berkas Karimar Mandiri No.6046/MSSP/XI/2020; Remarks/stamp: RSPO Certificate No. RSPO 634712, SCCS Model Mass Balance, Certified.</p> <ul style="list-style-type: none"> - Transport contract "Surat Perjanjian Pengangkutan Palm Kernel No.6046/MSSP/VI/2020 PT. Meridan Sejatisurya Plantation & PT. Berkas Karimar Mandiri" dated 12 June 2020 for transport of 400 tons PK. Chapter 11 stipulates requirement related to sustainability requirements, including acceptance of visit/audit by contractor. - Shipping announcement TR-861e9b8e-7d8f -> Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 27.11 MT; Seller Contract No. No.20000692/MSSP/XI/2020. - Weighbridge ticket No. 20210500108; Truck ID B9664UVX; date of loading 19 June 2020; Volume PK 27,120 kg. - Shipping announcement TR-1c7924c7-654b -> Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 90.15 MT; Seller Contract No. No.20000692/MSSP/XI/2020. - Weighbridge ticket No. 20210500108; Truck ID B9977UVX & B9974UVX & B9617UVX; date of loading 18 June 2020; Volume PK 90,090 kg. - Shipping announcement TR-26eb1dd7-51dc -> Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 59.1 MT; Seller Contract No. No.20000692/MSSP/XI/2020. - Weighbridge ticket No. 20210500108; Truck ID B9977UVX & B9974UVX; date of loading 16 June 2020; Volume PK 59,040 kg. <p>Major Non-Conformities: The company has not included the RSPO certificate number on the sales documents. Based on the review of the Contract and DO documents issued by the company for</p>	
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		the sale of RSPO certified PK, the RSPO certificate number has not been included. – remains closed.	
3.8.9	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification.</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<p>i. PT. Meridan Sejatisurya Plantation-Sei Pingai POM has third party contractor for transport of CPO and PK. The requirements for transport regulated under work agreement. The mill ensure that the independent third party complies with relevant requirement of RSPO Supply Chain Certification Standard through the work agreement. Work agreement issued whenever a sales contract issued.</p> <p>ii. During transport, sustainable oil palm product belong to PT. Meridan Sejatisurya Plantation-Sei Pingai POM. Record seen "Surat Perjanjian Pengangkutan Palm Kernel" No.6049/MSSP/VI/2020 dated 12 June 2020, between PT Meridan Sejati Surya Plantation and PT Berkat Karimar Mandiri. Chapter 5 Verse 2 stated PT. Berkat Karimar Mandiri shall maintain the safety of sustainable palm kernel being transported from palm oil mill to PT. Adhitya Serayakorita – Bangsal Aceh, Dumai (buyer).</p> <p>PT. Meridan Sejatisurya Plantation-Sei Pingai POM have established mechanism to ensure that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and any and all information, when this is announced in advance. Regulated in "Corporate Sustainability Management Procedures – Ketelusuran dan Keseimbangan Masa di Kebun dan Pabrik Kelapa Sawit" (FR.CSM.MTM) dated 13 July 2018, Section 3.13 stated: all activities performed by third party shall be covered by contract, regulating compliance against supply chain requirements. Marketing Department shall communicate the clauses to third party contractor.</p> <p>Company ensure the third-party contractor engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance. Chapter 11 of each transport contract stipulates requirement related to sustainability requirements, including acceptance of visit/audit by contractor.</p> <p>PT. Meridan Sejatisurya Plantation-Sei Pingai POM have communicated the latest procedures, "Corporate Sustainability Management Procedures – Ketelusuran dan</p>	Complied

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		<p>Keseimbangan Masa di Kebun dan Pabrik Kelapa Sawit” (FR.CSM.MTM) and “Corporate Sustainability Management Procedures – Mekanisme Rantai Pasok RSPO” (FR.CSM.MRPR) to all third party contractors in PT. Meridan Sejatisurya Plantation-Sei Pingai POM. Communication to third party contractors, Mrs. Susanny Bervita Gunadi (PT. Berkat Karimata Mandiri) on 11 April 2019.</p> <p>PT. Meridan SejatiSurya Plantation have prepared Job description for Marketing Department No.FRT-MKTJD dated 16 July 2018. Marketing Manager task is to communicates supply chain certification requirements to relevant parties involved with sustainable product handling (third parties).</p>	
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	PT. Meridan Sejatisurya Plantation-Sei Pingai POM has recorded the name and contact details for all third-party transporter, which is PT. Berkat Karimar Mandiri; Contact Person: Susanny Bervita Gunadi; Address: Jl. Pluit Indah No.26 RT001/RW007 Pluit, Penjaringan, Jakarta Utara.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	PT Meridan Sejatsurya Plantation-Sei Pingai POM have established procedures “Corporate Sustainability Management Procedures – Mekanisme Rantai Pasok RSPO” (FR.CSM.MRPR), that described responsibility to inform CB regarding the names and contact details of any new contractor used for the next processing or physical handling of RSPO certified oil palm products. <p>PT. Meridan Sejatisurya Plantation-Sei Pingai POM has recorded the name and contact details for all third-party transporter, which is PT. Berkat Karimar Mandiri; Contact Person: Susanny Bervita Gunadi; Address: Jl. Pluit Indah No.26 RT001/RW007 Pluit, Penjaringan, Jakarta Utara.</p>	Complied
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant</p>	<p>The PT. Meridan Sejatisurya Plantation-Sei Pingai POM maintained accurate, complete, up-to-date and accessible records and reports covering all aspect of RSPO Supply Chain Certification Standard requirements, as seen in documents as follows:</p> <ul style="list-style-type: none"> - FFB docket; - Sei Pingai POM weighbridge ticket; - Daily production reports; 	Complied

	<p>legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>	<ul style="list-style-type: none"> - CPO delivery notes (for non-sustainable and ISCC); - PK delivery notes (for non-sustainable and ISCC); - Incoming Report of Sustainable and Non Sustainable FFB; - Monitoring and Balancing Sustainable and Non-Sustainable CPO Stock; - Internal audit report; - Management review minutes; - Training records. <p>Procedure "Mekanisme Rantai Pasok RSPO No.FR.CSM.MRPR" stated that all documents related to supply chain are kept in 2 (two) years, consist of:</p> <ul style="list-style-type: none"> - Mass Balance report; - Traceability document (DO, Purchase Contract, Shipping Instruction, Delivery Note); - Internal Audit document; - Summary of complain and non-conformity; - Training documents related supply chain. <p>PT. Meridan Sejatisurya Plantation-Sei Pingai POM refers to SOP Mekanisme Rantai Pasok RSPO NO.FR.CSM.MRPR Rev.01,</p> <p>Section 5.6 Mass Balance (MB) stipulating the general rules:</p> <ul style="list-style-type: none"> - mass balance period started from RSPO certificate issue date; - the mass balance period ends in 3 months period; - RSPO output volume comes from RPO input volume x conversion factor/yield/extraction rate; - RSPO product cannot be negative at the end of mass balance; 	
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		<ul style="list-style-type: none"> - balance = volume input SPO RSPO during mass balance period x conversion factor/yield/extraction rate ≥ outgoing volume RSPO during mass balance period; - no double accounting with other certification scheme. <p>Section 5.6.4, Mass Balance Palm Oil Mill:</p> <ul style="list-style-type: none"> - Incoming CPO/PK today = ((Total FFB processed – FFB balance) x Mass Balance FFB today) + (Total FFB balance x FFB Mass Balance today))) x today’s OER. - Today FFB Mass Balance: FFB received today compared Total FFB received today. Calculated for each FFB status. - Yesterday FFB Mass Balance: FFB received yesterday compared Total FFB received yesterday. Calculated for each FFB status. - All outgoing CPO/PK with other certification scheme will reduce CPO/PK MB stock in the mill. <p>Daily Production Report:</p> <ul style="list-style-type: none"> - Daily Production “Laporan Harian PKS PT. MSSP” for 2 December 2019: FFB stock is 330.35 MT; FFB sustainable received today 356.78 MT; FFB non-sustainable received today 67.47 MT; FFB sustainable received month todate is 356.78 MT; FFB non-sustainable received month todate is 67.47 MT; FFB processed 532.66 MT. CPO produced today 115.64 MT; CPO sustainable 97.24 MT; CPO produced month todate is 115.64 MT; OER todate 21.71%; FFA 5.08%; CPO dispatch today 166.69 MT (ISCC). PK produced today 27.55 MT; PK sustainable 23.15 MT; PK produced month todate is 27.55 MT; KER todate 5.17%; FFA 2.14%; PK dispatch today 0 MT. - Daily Production “Laporan Harian PKS PT. MSSP” for 1 December 2020: FFB stock is 260.35 MT; FFB received today 411.43 MT; FFB received month todate is 411.43 MT; FFB processed 501.17 MT. CPO produced today 106.39 MT; CPO produced month todate is 106.39 MT; OER todate 21.23%; FFA 4.94%; CPO dispatch today 111.86 MT. PK produced today 26.44 MT; PK produced month todate is 26.44 MT; KER todate 5.28%; FFA 2.16%; PK dispatch today 0 MT. 	
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		Daily Production "Laporan Harian PKS PT. MSSP" for 30 July 2021: FFB stock is 210.63 MT; FFB received today 378.25 MT; FFB received month todate is 11,744.91 MT; FFB processed 404.22 MT. CPO produced today 89.31 MT; CPO produced month todate is 2,534.75 MT; OER todate 21.68%; FFA 4.11%; CPO dispatch today 0 MT. PK produced today 21.98 MT; PK produced month todate is 638.62 MT; KER todate 5.46%; FFA 2.13%; PK dispatch today 0 MT.	
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate(KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>PT. Meridan Sejtisurya Plantation-Sei Pingai POM refers to SOP Mekanisme Rantai Pasok RSPO NO.FR.CSM.MRPR Rev.01, Section 5.6.4, Mass Balance Palm Oil Mill: Incoming CPO/PK today = ((Total FFB processed – FFB balance) x Mass Balance FFB today) + (Total FFB balance x FFB Mass Balance today))) x today's OER.</p> <ul style="list-style-type: none"> - Today FFB Mass Balance: FFB received today compared Total FFB received today. Calculated for each FFB status. - Yesterday FFB Mass Balance: FFB received yesterday compared Total FFB received yesterday. Calculated for each FFB status. - All outgoing CPO/PK with other certification scheme will reduce CPO/PK MB stock in the mill. <p>Extraction rate of CPO and PK form FFB stated as Oil Extraction Rate (OER) and Kernel Extraction Rate (KER) are checked on daily basis by calculating CPO balance based on stock sounding (measurement) with daily FFB input to palm oil mill. The sounding equipment and weighbridge were calibrated on annual basis.</p>	Complied
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>Extraction rate are updated on daily basis as Oil Extraction Rate (OER) and Kernel Extraction Rate (KER), summarized in monthly basis. For example:</p> <ul style="list-style-type: none"> - OER for October 2020 is 22.23% and KER is 5.14%. - Based on Daily Production "Laporan Harian PKS PT. MSSP" for 2 December 2019: OER todate 21.71%; KER todate 5.17%; - Based on Daily Production "Laporan Harian PKS PT. MSSP" for 1 December 2020: OER todate 21.23%; KER todate 5.28%; 	Complied

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		Based on Daily Production "Laporan Harian PKS PT. MSSP" for 30 July 2021: OER todate 21.68%; KER todate 5.46%;	
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	<p>The PT. Meridan Sejatisurya Plantation-Sei Pingai POM implements Mass Balance module.</p> <p>Not applicable.</p>	Not Applicable
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>PT. Meridan Sejatisurya Plantation – Sei Pingai POM has appointed personnel to handle RSPO IT Platform (PalmTrace) using registered ID RSPO_PO1000002637.</p> <p>The mill has done Shipping Announcement for certified Palm Kernel sold as verified on transaction ID:</p> <ul style="list-style-type: none"> - Shipping announcement TR-a289561c-ac94 -> Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 20.08 MT; Seller Contract No. No.20000692/MSSP/XI/2020. - Shipping announcement TR-92c9d503-b6c6 -> Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 30.69 MT; Seller Contract No. No.20000692/MSSP/XI/2020. - Shipping announcement TR-8f94034f-cfab -> Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 30.53 MT; Seller Contract No. No.20000692/MSSP/XI/2020. - Shipping announcement TR-796064e0-e9f0 -> Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 61.54 MT; Seller Contract No. No.20000692/MSSP/XI/2020. - Shipping Announcement TR-997e5cee-ea4d -> Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 32.07 MT; Seller Contract No. No.20000692/MSSP /XI/2020. 	Complied

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		<ul style="list-style-type: none"> - Shipping Announcement TR-ce601de4-76e6 -> Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 29.99 MT; Seller Contract No. No.20000692/MSSP/XI/2020.PK; - Shipping Announcement TR-e912f776-e74d -> Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 27.92 MT; Seller Contract No. No.20000692/MSSP/XI/2020.PK; - Shipping announcement TR-861e9b8e-7d8f -> Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 27.11 MT; Seller Contract No. No.20000692/MSSP/XI/2020. - Shipping announcement TR-1c7924c7-654b -> Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 90.15 MT; Seller Contract No. No.20000692/MSSP/XI/2020. - Shipping announcement TR-26eb1dd7-51dc -> Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 59.1 MT; Seller Contract No. No.20000692/MSSP/XI/2020. • The mill has done Remove in PalmTrace as well, e.g. Stock Transaction ID ST-TR-a8774c97-aefe; date 20-11-2020; product is CSPO; Supply Chain Model is Mass Balance; Transaction Type is Remove From Certified Stock; Volume is 22.319,89 MT. 	
<p>3.8.17</p>	<p>Claims The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>The procedure for claims is stated in SOP for RSPO Supply Chain "Corporate Sustainability Management Procedures – Mekanisme Rantai Pasok RSPO" (FR.CSM.MRPR) Rev.02 dated 10 November 2020. The mill only makes claims on RSPO Certified product in compliance with RSPO Rules on Market Communications and Claims. Statement of RSPO certified and Mass Balance model are only stated in sales documents of RSPO certified product.</p>	<p>Complied</p>
<p>General corporate communications</p>			

4.1	A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.	First Resources Limited, the parent company of PT. Meridan Sejatisurya Plantation is highlighting their commitment to the principles of RSPO, and has been registered as RSPO member with membership No.1-0047-08-000-00 since 10 March 2008. The corporate communication in the website can be found at http://www.first-resources.com/ .	Complied
4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> • Display its RSPO membership status • Display the RSPO web address (www.rspo.org) • State that the member supports the work of the RSPO • State the member's history with regard to the RSPO. • Use the RSPO trademark to promote its membership of the RSPO. <p>Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.</p>	<p>First Resources Limited, in its website:</p> <ol style="list-style-type: none"> a. Display its RSPO membership status: First Resources Limited stated "Our sustainability policies have been guided by the Principles and Criteria set out by the Roundtable of Sustainable Palm Oil, which we have been a member of since 2008". b. Display the RSPO web address: No, First Resources Limited did not display the RSPO web address. c. State the member supports the work of the RSPO: Not in direct manner. In the website, First Resources Limited stated that the organization is a member of RSPO and are committed to adopting its principles and criteria; and stated the organization currently working towards achieving RSPO certifications for kernel crusher and the rest of mill and plantations by 2026. d. State the member's history with regards to the RSPO: Yes. In the website, First Resources Limited stated as of 31 December 2020, the organization have received RSPO certifications for three (3) of subsidiaries covering three (3) mills and more than 27,000 hectares of plantations located in the province of Riau. Both of refineries as well as kernel crushing plant are also RSPO-certified. The organization currently working towards achieving RSPO certifications for kernel crusher and the rest of mill and plantations by 2024. <p>Use of RSPO Trademark to promote its membership of the RSPO: No, First Resources Limited did not use RSPO trademark in its corporate communication in the website.</p>	Complied
4.3	In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO	No, First Resources Limited did not display its RSPO membership status. It is clear that the statement did not lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	Complied

	membership by itself implies the selling of RSPO-certified oil palm products.		
4.4	Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member's own products.	No, First Resources Limited did not display its RSPO membership status. It is clear that the statement are clear and did not mislead consumers or other stakeholders as to the certified content of oil palm products in the First Resources Limited own products.	Complied
4.5	Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.	No, First Resources Limited did not display its RSPO Corporate Logo in any document.	Complied
Business to business communications			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	There was no use of RSPO trademark and/or RSPO corporate logo in business to business communication related to RSPO certified product; between PT. Meridan Sejatisurya Plantation – Sei Pingai POM and their buyers.	Complied
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	Supply chain model and RSPO certificate number were stated in the delivery document, e.g. Delivery Order and Weighbridge ticket – RSPO Certificate No. RSPO 634712, SCCS Model Mass Balance, Certified	Complied
5.3	Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options: a) If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer's SCCS certificate number. This covers both brand and own brand products. However, in	PT. Meridan Sejatisurya Plantation – Sei Pingai POM is not a distributor and/or wholesaler. Not applicable.	Not Applicable

	<p>the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.</p> <p>b) If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>		
5.4	<p>A certified member can provide information to its customers detailing the presence of certified palm oil contained within a product even if it is not eligible for a product-specific under RSPO rules. The end product must not be labelled as certified or sold in such a way that implies RSPO certification.</p> <p>For example, a retailer or food service company may require a breakdown of all palm based ingredients within an end product and the certified status of each. This information may be provided by a certified RSPO member without constituting a product-specific claim.</p>	<p>PT. Meridan Sejatisurya Plantation – Sei Pingai POM is not producing or selling end-product to consumer. No labelling on product whatsoever.</p> <p>Not applicable.</p>	Not Applicable
Business to consumer communication			
6.1	<p>Only RSPO members that have supply chain certification are allowed to make business to consumer claims about the certified sustainable oil palm products contained within product(s), which are known as 'product-specific' claims. Product-specific claims are voluntary.</p>	<p>PT. Meridan Sejatisurya Plantation – Sei Pingai POM did not performed business to consumer communication. The mill sells its product in bulk. Not applicable.</p>	Not Applicable
6.2	<p>Only RSPO members who have supply chain certification are authorised to use the RSPO trademark and/or RSPO label, with the exception of RSPO Credits and of retailers in accordance with 6.8 below.</p>	<p>PT. Meridan Sejatisurya Plantation – Sei Pingai POM did not use the RSPO trademark and/or RSPO label for business to consumer communication. The mill sells its product in bulk.</p> <p>Not applicable.</p>	Not Applicable

6.3	When on-pack claims on RSPO-certified sustainable oil palm products are used, the RSPO trademark and associated identification number must be present.	PT. Meridan Sejatisurya Plantation – Sei Pingai POM did not use the RSPO trademark and/or RSPO label for business to consumer communication. The mill sells its product in bulk. Not applicable.	Not Applicable
6.4	Business to consumer communication shall not include information about the claimant’s RSPO membership status.	PT. Meridan Sejatisurya Plantation – Sei Pingai POM did not performed business to consumer communication. The mill sells its product in bulk. Not applicable.	Not Applicable
6.5	Members shall not communicate to consumers’ information about their suppliers’ RSPO membership status.	PT. Meridan Sejatisurya Plantation – Sei Pingai POM did not performed business to consumer communication. The mill sells its product in bulk. Not applicable.	Not Applicable
6.6	Use of the RSPO trademark is restricted to claims about RSPO-certified sustainable palm oil products and it is not authorised for use in relation to any other ingredient.	PT. Meridan Sejatisurya Plantation – Sei Pingai POM did not use the RSPO trademark and/or RSPO label for business to consumer communication. The mill sells its product in bulk. Not applicable.	Not Applicable
6.7	Use of any other trademark or logo to highlight the presence of RSPO-certified sustainable oil palm products is an unauthorised product-specific claim.	PT. Meridan Sejatisurya Plantation – Sei Pingai POM did not use the RSPO trademark and/or RSPO label for business to consumer communication. The mill sells its product in bulk. Not applicable.	Not Applicable
6.8	RSPO members who are retailers or food service companies can apply for an RSPO trademark license for use in business to consumer communications, provided they can demonstrate the validity of these claims to an RSPO-accredited certification body (CB). This will be undertaken via a remote audit, prior to the trademark use, during which the retailer or food service company will need to demonstrate that the use of the trademark is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain. Any other palm oil claims, including those highlighting the absence of palm oil, must be highlighted to the CB during the audit to	PT. Meridan Sejatisurya Plantation – Sei Pingai POM is not retailers or food service company. The mill sells its product in bulk. Not applicable.	Not Applicable

	ensure that all claims comply with the requirements of these rules. The CB will confirm the outcome of these audits, to be conducted annually, to RSPO who may continue to grant a trademark license or withdraw permission based upon the audit findings. This is in keeping with the rules applying to RSPO supply chain certified members. The guidance document for audits is available on www.rspo.org.		
MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	95% or above of the oil palm content must be RSPO MB-certified.	The Mas Balance volume that can be sold is only the certified CPO and PK volume produced by PT. Meridan Sejatisurya Plantation-Sei Pingai POM from the proportion of RSPO certified FFB from RSPO certified supply base. Hence the CPO and PK volume sold under Mass Balance model is considered 100% oil palm content.	Complied
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.	The Mas Balance volume that can be sold is only the certified CPO and PK volume produced by PT. Meridan Sejatisurya Plantation-Sei Pingai POM from the proportion of RSPO certified FFB from RSPO certified supply base. Hence the CPO and PK volume sold under Mass Balance model is considered 100% oil palm content.	Complied
Labelling and trademark (MB)			
	Members are allowed to use the RSPO label in one of the following ways: <ul style="list-style-type: none"> • Surrounded by the text: 'Certified sustainable palm oil'. • The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag 'MIXED' on a product does not 	PT. Meridan Sejatisurya Plantation – Sei Pingai POM did not use the RSPO trademark and/or RSPO label in the product. The mill sells its product in bulk. Not applicable.	Not Applicable

	<p>guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim.</p> <ul style="list-style-type: none"> • The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'. • Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch). • In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications & Claims document. 		
Messaging (MB)			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> • [Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain. • The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. <p>In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed.</p>	<p>PT. Meridan Sejatisurya Plantation – Sei Pingai POM did not use off-product communication and did not use product-related communication.</p> <p>Not applicable.</p>	<p>Not Applicable</p>

	<p>Messaging NOT ALLOWED in storytelling in product-related communications:</p> <ul style="list-style-type: none"> Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 		
<p>Principle 4: Respect community and human rights and deliver benefit Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.</p>			
<p>Criteria 4.1: The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.</p>			
<p>4.1.1</p>	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p>	<p>Unit of Certification establishing human rights policy, including prohibiting retaliation against Human Rights Defenders are available in Group website through Whistle-Blowing Policy. This policy is accessible through http://www.first-resources.com/about.php?pc=governance.</p> <p>It is stated that The Company does not tolerate nor condone any actions taken against any employee in retaliation for raising a compliance or integrity issue and may institute disciplinary action against any party found to have taken such retaliatory action against whistle-blowers.</p> <p>Onsite audit: Based on document verification and interview with internal stakeholders (labour union, gender committee) informed that the Human Rights Policy. It also socialized through General Manager Decree No: PH/SE/001/XI/2020 dated 20 November 2020 regarding to Human Rights Protection and Non Paramilitary Used Policy. Certificate holder committed to protect Human Rights Defender in their operational area. Each violation against the policy can be reported to HRD Department, Internal Audit Department or line manager. Its decree has been socialized to all staff on 20 June 2021.</p> <p>Until this audit, there is no record of Human Rights violation.</p>	<p>Complied</p>

4.1.2	The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.	Based on the interview with stakeholder and documents review with the internal stakeholder (labour union, gender committee and random worker in field) and external stakeholder (village head and previous landowners), there is no issues of violence or any form of harassment, mercenaries and paramilitaries usage in the operations.	Complied
Criteria 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.			
4.2.1	(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.	<p>Onsite audit:</p> <p>Based on document verification and interview with internal stakeholders (labour union, gender committee) informed that the Human Rights Policy. It also socialized through General Manager Decree No: PH/SE/001/XI/2020 dated 20 November 2020 regarding to Human Rights Protection and Non Paramilitary Used Policy. Certificate holder committed to protect Human Rights Defender in their operational area. Each violation against the policy can be reported to HRD Department, Internal Audit Department or line manager. Its decree has been socialized to all staff on 20 June 2021.</p> <p>Until this audit, there is no record of Human Rights violation.</p>	Complied
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.	<p>PT. Meridan Sejatisurya Plantation as unit of certification has set a delivery mechanism for complaints both internal and external parties.</p> <ul style="list-style-type: none"> - Grievance procedure is accessible in Group website: http://www.first-resources.com/sustainability.php?pc=contact and http://www.first-resources.com/sustainability.php?pc=grievance. - FPIC: http://www.first-resources.com/sustainability.php?pc=fpic. - Procedure for land settlement, signed by Managing Director, dated 3 September 2012 – Revision 1. (Reference document: UMM-PLH- 2). The procedure has regulated the mechanism for land settlement process based on FPIC principles, such as socialization, landowner inventory, verification of land, land measurement along with landowner, price negotiation, and compensation. 	Complied

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		<p>- Sustainable Policy, dated 1 July 2015: http://www.first-resources.com/sustainability.php?pc=policy.</p> <p>Onsite audit:</p> <p>Based on the interview with stakeholder and documents review with the internal stakeholder (labour union, gender committee and random worker in field) and external stakeholder (village head and previous landowners) all policy/procedures are in place and understood by all stakeholders. In addition, there is no illiterate parties found until this audit.</p> <p>Through the public consultation with village head and previous landowners obtained information that all the villagers acknowledge the grievance procedure. They can submit their complaint or grievance by their self or by village head/elders.</p>	
4.2.3	The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.	Unit of certification keeps parties to a grievance informed of its progress through local documentation and their website http://www.first-resources.com/sustainability.php?pc=grievance . According to those links, as per 18 June 2021, there is no grievance on PT Meridan Sejatisurya Plantation.	Complied
4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.	<p>The conflict resolution mechanism that set by unit of certification already consider the option of access to independent legal and technical advice.</p> <p>It will verify during onsite audit if any conflict/grievance raise.</p> <p>Onsite audit</p> <p>Unit of certification keeps parties to a grievance informed of its progress through local documentation and their website http://www.first-resources.com/sustainability.php?pc=grievance. According to those links, as per 18 June 2021, there is no grievance on PT Meridan Sejatisurya Plantation.</p>	Complied
Criteria 4.3: The unit of certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local community are demonstrated.	The program includes annual regular, incidental and community input programs. Fixed program for example payment of additional honorarium for teachers - teachers. Incidental assistance, for example providing facilities to reduce the spread of the COVID-19 virus.	Complied

		<p>As for programs that are community input, such as maintenance of village access roads, educational assistance for outstanding students and information on job opportunities.</p> <p>Annual community empowerment reports are available in each unit.</p>	
<p>Criteria 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.</p>			
<p>4.4.1</p>	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.</p>	<p>Unit of certification is an existing plantation that who have acquired land rights or "HGU" as per Indicator 2.1.1 above mentioned.</p> <p>PT. Meridan Sejatisurya Plantation has established land compensation procedure as "Prosedur Pembebasan Lahan" UMM-PLH-2 signed by Managing Director on 2 September 2012. In the procedure, all land compensation process explained, from initial communication, land inventory, verification, land measurement with relevant parties, negotiation and payment. Based on document review and interview, company has meet FPIC principles, without force from one party.</p> <p>Since 2008, company stopped land expansion for oil palm plantation, therefore no land compensation performed. For the period 1997 – 2003, company has performed compensation covering 1,973.56 Ha or 297 land parcels, under ownership of 19 persons/groups. Sample: Land compensation to Mr. Y, Lubuk Dalam village for land parcel of 14 Ha. The land compensation written under "Dokumen Surat Perjanjian Saguh Hati dan Surat Pernyataan" dated 23 September 2003. Inside both document, there is agreement from discussion result between company and Mr. Y; acknowledged by Kepala Desa Lubuk Dalam and other witnesses.</p> <p>For period 2004 – 2007, company has performed compensation covering 1,272.70 Ha or 556 land plots, under 36 persons/groups ownership.</p> <p>Onsite audit:</p> <p>Based on document verification and interview with respective stakeholders obtained information that there is no customary land in the operational area of PT Meridan Sejatisurya Plantation.</p> <p>The historical of land title:</p>	<p>Complied</p>

		<ol style="list-style-type: none"> 1. Land title certificate (HGU) No. 1 dated 14 January 1995 for area 4,416 Ha located in Maredan Village, Bengkalis Regency. Valid until 31 December 2021. <i>Note: now change to Siak Regency.</i> 2. Land title certificate (HGU) No. 02 dated 24 January 1995 for area 553 Ha located in Sikijang Village, Kampar Regency. Valid until 31 December 2024. <i>Note: now change to Pelalawan Regency.</i> 3. Land title certificate (HGU) No. 2 dated 20 December 1996 for area 1,600 Ha located in Maredan and Kerinci Kiri Village, Bengkalis Regency. Valid until 20 December 2031. <i>Note: now change to Siak Regency.</i> 4. Land title certificate (HGU) No. 6 dated 26 August 1999 for area 4,257.05 Ha located in Maredan, Kerinci Kanan and Kerinci Kiri Village, Bengkalis Regency. Valid until 20 December 2031. <i>Note: now change to Siak Regency.</i> <p>Total HGU: 10,826.05 Ha</p> <p>Based on interview via phone with previous landowner’s representative obtain information that there is a land acquisition process at the early. All the acquisition process document area in place. For example, sighted the power of attorney letter as follow:</p> <ul style="list-style-type: none"> • Power of attorney dated 31 May 1997 from 16 smallholder farmers from Maredan Village (Ibrahim, Ramlan, Hasan J, Malik, Amir, Khaidir, Kamar, Karim, Sulung, Mamad, Langkat, Usman, Salih, Joni, Kariah and Sanusi) to the Head of Maredan Village on behalf of Dahlan Noor to receive compensation for their land area of 101.4 Ha (according to joint measurements between company representatives and community/village officials on 13 – 18 April 1997. • Power of attorney dated July 30, 1997 from 17 smallholder farmers from Maredan Village (Atan, Dolah, Kamid, Sofian, Ahmad, Bujang, Zaini, Nasir, Annisak, M. Ali D., Jamilah S, Adi TA, Anuar P, Juriati, Ilyas, Herman and Abdul Hamid) to the Head of Maredan Village on behalf of Dahlan Noor to receive compensation for their land area of 96.9 Ha (according to joint measurements between company representatives and community/village officials on 13 – 18 April 1997. 	
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		Attached to the document is a map of the area being compensated, a signed agreement on the value of compensation and a receipt for compensation from each smallholder.	
4.4.2	<p>Copies documents evidencing agreement- making processes and negotiated agreements detailing the FPIC process are available and include:</p> <p>4.4.2a Evidence that a plan has been developed through consultation and discussion held in good faith with all affected groups within the community, with specific assurances that vulnerable, minority and gender groups are asked for their opinions, and that information has been provided to all affected groups, including in it information about the steps taken to involve them in decision making.</p>	<p>PT Meridan Sejatisurya Plantation developed between 1994 – 2005.</p> <p>Based on interview with previous landowners and village head of Maredan obtained information that the land acquisition process is fairly presented. Sighted the documented evidence of land handover (in local name called "Sagu Hati") from the previous landowners (consist of man and women) that choosing the village head as their representative. For example, sighted the power of attorney letter as follow:</p> <ul style="list-style-type: none"> • Power of attorney dated 31 May 1997 from 16 smallholder farmers from Maredan Village (Ibrahim, Ramlan, Hasan J, Malik, Amir, Khaidir, Kamar, Karim, Sulung, Mamad, Langkat, Usman, Salih, Joni, Kariah and Sanusi) to the Head of Maredan Village on behalf of Dahlan Noor to receive compensation for their land area of 101.4 Ha (according to joint measurements between company representatives and community/village officials on 13 – 18 April 1997. • Power of attorney dated July 30, 1997 from 17 smallholder farmers from Maredan Village (Atan, Dolah, Kamid, Sofian, Ahmad, Bujang, Zaini, Nasir, Annisak, M. Ali D., Jamilah S, Adi TA, Anuar P, Juriati, Ilyas, Herman and Abdul Hamid) to the Head of Maredan Village on behalf of Dahlan Noor to receive compensation for their land area of 96.9 Ha (according to joint measurements between company representatives and community/village officials on 13 – 18 April 1997. <p>Until this audit, national land agency and plantation agency of Siak Regency informed that there is no land dispute issues between the company with surrounding villagers or any other communities.</p>	Complied
	4.4.2b Evidence that the unit of certification has respected communities to give or withhold their consent to the operations at the time that these decisions were taken;	Currently, the Unit of Certification does not made any compensation process to the surrounding community. All of the land used by Mukomuko POM & Supply Base is free land controlled by the state, however, some of them have been cultivated in form of plantations and agriculture. Based on the document verification, it shows that the records of the completion of the arable land compensation are well documented	

		by the Legal department, where each document has been completed with maps of joint measurements results.	
	4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities. Including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.	Currently, the Unit of Certification does not made any compensation process to the surrounding community. All of the land used by Mukomuko POM & Supply Base is free land controlled by the state, however, some of them have been cultivated in form of plantations and agriculture. Based on the document verification, it shows that the records of the completion of the arable land compensation are well documented by the Legal department, where each document has been completed with maps of joint measurements results.	
4.4.3	(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).	<p>There was no land disputed within company and traditional landowner, even there are part of HGU owns by initial landowner. Up to initial assessment, these areas still under control of traditional owners, and company did not force the local community to release their land tenure right. Based on field visit to Block R8, Q8 and P4 Afdeling 9-10 neighbor that bordering with HGU area, there is a clear boundary pit; in addition, the area has been mapped into PT. Meridan's operational map.</p> <p>Onsite Audit:</p> <p>Based on field visit, auditor has randomly checked the boundary poles. Through the observation, boundary pole no. 01 block M31 afdeling 2, pole no. 08 block M48 afdeling 2 and no. 17 block I18 afdeling 7 are in good condition. The demarcation of the certificate holder's operational area is clearly visible.</p>	Complied
4.4.4	All relevant information is available in appropriate forms and languages, including assessment of impact, proposed benefit sharing, and legal arrangements.	<p>PT Meridan Sejatisurya Plantation developed between 1994 – 2005.</p> <p>Based on document verification and interview with respective stakeholders obtained information that there is no customary land in the operational area of PT Meridan Sejatisurya Plantation.</p> <p>Until this audit, previous landowner, village head, national land agency and plantation agency of Siak Regency informed that there is no land dispute issues between the company with surrounding villagers or any other communities.</p>	Complied

<p>4.4.5</p>	<p>(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p>	<p>PT Meridan Sejatisurya Plantation developed between 1994 – 2005.</p> <p>Based on interview with previous landowners and village head of Maredan obtained information that the land acquisition process is fairly presented. Sighted the documented evidence of land handover (in local name called "Sagu Hati") from the previous landowners (consist of man and women) that choosing the village head as their representative. For example, sighted the power of attorney letter as follow:</p> <ul style="list-style-type: none"> • Power of attorney dated 31 May 1997 from 16 smallholder farmers from Maredan Village (Ibrahim, Ramlan, Hasan J, Malik, Amir, Khaidir, Kamar, Karim, Sulung, Mamad, Langkat, Usman, Salih, Joni, Kariah and Sanusi) to the Head of Maredan Village on behalf of Dahlan Noor to receive compensation for their land area of 101.4 Ha (according to joint measurements between company representatives and community/village officials on 13 – 18 April 1997. • Power of attorney dated July 30, 1997 from 17 smallholder farmers from Maredan Village (Atan, Dolah, Kamid, Sofian, Ahmad, Bujang, Zaini, Nasir, Annisak, M. Ali D., Jamilah S, Adi TA, Anuar P, Juriati, Ilyas, Herman and Abdul Hamid) to the Head of Maredan Village on behalf of Dahlan Noor to receive compensation for their land area of 96.9 Ha (according to joint measurements between company representatives and community/village officials on 13 – 18 April 1997. <p>Until this audit, national land agency and plantation agency of Siak Regency informed that there is no land dispute issues between the company with surrounding villagers or any other communities.</p>	<p>Complied</p>
<p>4.4.6</p>	<p>There is evidence that implementation of agreement negotiated through FPIC is annually reviewed in consultation with affected parties.</p>	<p>PT Meridan Sejatisurya Plantation developed between 1994 – 2005.</p> <p>Based on interview with previous landowners and village head of Maredan obtained information that the land acquisition process is fairly presented. Sighted the documented evidence of land handover (in local name called "Sagu Hati") from the previous landowners (consist of man and women) that choosing the village head as their representative. For example, sighted the power of attorney letter as follow:</p> <ul style="list-style-type: none"> • Power of attorney dated 31 May 1997 from 16 smallholder farmers from Maredan Village (Ibrahim, Ramlan, Hasan J, Malik, Amir, Khaidir, Kamar, Karim, Sulung, 	<p>Complied</p>

		<p>Mamad, Langkat, Usman, Salih, Joni, Kariah and Sanusi) to the Head of Maredan Village on behalf of Dahlan Noor to receive compensation for their land area of 101.4 Ha (according to joint measurements between company representatives and community/village officials on 13 – 18 April 1997.</p> <ul style="list-style-type: none"> Power of attorney dated July 30, 1997 from 17 smallholder farmers from Maredan Village (Atan, Dolah, Kamid, Sofian, Ahmad, Bujang, Zaini, Nasir, Annisak, M. Ali D., Jamilah S, Adi TA, Anuar P, Juriati, Ilyas, Herman and Abdul Hamid) to the Head of Maredan Village on behalf of Dahlan Noor to receive compensation for their land area of 96.9 Ha (according to joint measurements between company representatives and community/village officials on 13 – 18 April 1997. <p>Until this audit, national land agency and plantation agency of Siak Regency informed that there is no land dispute issues between the company with surrounding villagers or any other communities.</p>	
<p>Criteria 4.5: No new plantings are established on local peoples’ land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			
4.5.1	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p>	<p>PT Meridan Sejatisurya Plantation developed between 1994 – 2005. There is no new planting within certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018.</p> <p>In addition, based on SEIA and HCV assessment obtained information that there is no customary land in PT Meridan Sejatisurya Plantation.</p>	Complied
4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities’ own representative institutions. All the relevant information and documents are made available, and community have option of resourced access to independent third-party advice through a documented, long-term and two- way process of consultation and negotiation.</p>	<p>PT Meridan Sejatisurya Plantation developed between 1994 – 2005. There is no new planting within certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018.</p> <p>In addition, based on SEIA and HCV assessment obtained information that there is no customary land in PT Meridan Sejatisurya Plantation.</p>	Complied

4.5.3	Evidence is available that affected local peoples understand they have the right to say 'agree' or 'not agree' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.	PT Meridan Sejatisurya Plantation developed between 1994 – 2005. There is no new planting within certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018. In addition, based on SEIA and HCV assessment obtained information that there is no customary land in PT Meridan Sejatisurya Plantation.	Complied
4.5.4	To ensure local food and water security and as part of the FPIC process, SEIA participation and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of land allocations process.	PT Meridan Sejatisurya Plantation developed between 1994 – 2005. There is no new planting within certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018. In addition, based on SEIA and HCV assessment obtained information that there is no customary land in PT Meridan Sejatisurya Plantation.	Complied
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access information and advice, that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.	PT Meridan Sejatisurya Plantation developed between 1994 – 2005. There is no new planting within certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018. In addition, based on SEIA and HCV assessment obtained information that there is no customary land in PT Meridan Sejatisurya Plantation.	Complied
4.5.6	Evidence is available that the communities or their representatives gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.	PT Meridan Sejatisurya Plantation developed between 1994 – 2005. There is no new planting within certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018. In addition, based on SEIA and HCV assessment obtained information that there is no customary land in PT Meridan Sejatisurya Plantation.	Complied
4.5.7	After 15 November 2018, new lands will not be acquired for plantations and mills as a result of recent (after November 2005) expropriations in the national interest (eminent domain) without FPIC process, except in cases of	PT Meridan Sejatisurya Plantation developed between 1994 – 2005. There is no new planting within certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018.	Complied

	smallholders benefitting from agrarian reform or anti-drug programmes.	In addition, based on SEIA and HCV assessment obtained information that there is no customary land in PT Meridan Sejatisurya Plantation.	
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation.	PT Meridan Sejatisurya Plantation developed between 1994 – 2005. There is no new planting within certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018. In addition, based on SEIA and HCV assessment obtained information that there is no customary land in PT Meridan Sejatisurya Plantation.	Complied
Criteria 4.6: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.	<i>There is no change information since last assessment.</i> Company has established land compensation procedure as “Prosedur Pembebasan Lahan” UMM- PLH-2 signed by Managing Director on 2 September 2012. In the procedure, all land compensation process explained, from initial communication, land inventory, verification, land measurement with relevant parties, negotiation and payment. Based on document review and interview, company has meet FPIC principles, without force from one party. Since 2006, company stopped land expansion for oil palm plantation, therefore no land compensation performed. For the period 1997 – 2003, company has performed compensation covering 1,973.56 Ha or 297 land parcels, under ownership of 19 persons/groups. Sample: Land compensation to Mr. Y, Lubuk Dalam village for land parcel of 14 Ha. The land compensation written under “Dokumen Surat Perjanjian Saguh Hati dan Surat Pernyataan” dated 23rd September 2003. Inside both document, there is agreement from discussion result between company and Mr. Y; acknowledged by Kepala Desa Lubuk Dalam and other witnesses. Based on interview with previous landowners and village head of Maredan obtained information that the land acquisition process is fairly presented. Sighted the documented evidence of land handover (in local name called “Sagu Hati”) from the previous landowners (consist of man and women) that choosing the village head as their representative. For example, sighted the power of attorney letter as follow:	Complied

		<ul style="list-style-type: none"> • Power of attorney dated 31 May 1997 from 16 smallholder farmers from Maredan Village (Ibrahim, Ramlan, Hasan J, Malik, Amir, Khaidir, Kamar, Karim, Sulung, Mamad, Langkat, Usman, Salih, Joni, Kariah and Sanusi) to the Head of Maredan Village on behalf of Dahlan Noor to receive compensation for their land area of 101.4 Ha (according to joint measurements between company representatives and community/village officials on 13 – 18 April 1997. • Power of attorney dated July 30, 1997 from 17 smallholder farmers from Maredan Village (Atan, Dolah, Kamid, Sofian, Ahmad, Bujang, Zaini, Nasir, Annisak, M. Ali D., Jamilah S, Adi TA, Anuar P, Juriati, Ilyas, Herman and Abdul Hamid) to the Head of Maredan Village on behalf of Dahlan Noor to receive compensation for their land area of 96.9 Ha (according to joint measurements between company representatives and community/village officials on 13 – 18 April 1997. <p>Until this audit, national land agency and plantation agency of Siak Regency informed that there is no land dispute issues between the company with surrounding villagers or any other communities.</p>	
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p>	<p><i>There is no change information since last assessment.</i></p> <p>Company has established land compensation procedure as “Prosedur Pembebasan Lahan” UMM- PLH-2 signed by Managing Director on 2 September 2012. In the procedure, all land compensation process explained, from initial communication, land inventory, verification, land measurement with relevant parties, negotiation and payment. Based on document review and interview, company has meet FPIC principles, without force from one party.</p> <p>Since 2006, company stopped land expansion for oil palm plantation, therefore no land compensation performed. For the period 1997 – 2003, company has performed compensation covering 1,973.56 Ha or 297 land parcels, under ownership of 19 persons/groups. Sample: Land compensation to Mr. Y, Lubuk Dalam village for land parcel of 14 Ha. The land compensation written under “Dokumen Surat Perjanjian Saguh Hati dan Surat Pernyataan” dated 23rd September 2003. Inside both document, there is agreement from discussion result between company and Mr. Y; acknowledged by Kepala Desa Lubuk Dalam and other witnesses.</p>	Complied

4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for smallholdings (if possible based on local law, customs and/or agreement).	Based on documents review and interview with local government and local communities surrounding the company, it was noted that no customary land or other legal rights within the company areas and in smallholder plantation.	Complied
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented with evidence of the participation of affected parties and made available to them.	Based on documents review and interview with local government and local communities surrounding the company, it was noted that no customary land or other legal rights within the company areas and in smallholder plantation.	Complied
Criteria 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place.	<p><i>There is no change information since last assessment.</i></p> <p>Company has established land compensation procedure as "Prosedur Pembebasan Lahan" UMM- PLH-2 signed by Managing Director on 2 September 2012. In the procedure, all land compensation process explained, from initial communication, land inventory, verification, land measurement with relevant parties, negotiation and payment. Based on document review and interview, company has meet FPIC principles, without force from one party.</p> <p>Based on documents review and interview with local government and local communities surrounding the company, it was noted that no customary land or other legal rights within the company areas and in smallholder plantation.</p>	Complied
4.7.2	(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.	<p><i>There is no change information since last assessment.</i></p> <p>Company has established land compensation procedure as "Prosedur Pembebasan Lahan" UMM- PLH-2 signed by Managing Director on 2 September 2012. In the procedure, all land compensation process explained, from initial communication, land inventory, verification, land measurement with relevant parties, negotiation and payment. Based on document review and interview, company has meet FPIC principles, without force from one party.</p>	Complied

		Based on documents review and interview with local government and local communities surrounding the company, it was noted that no customary land or other legal rights within the company areas and in smallholder plantation.	
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.	<p><i>There is no change information since last assessment.</i></p> <p>Company has established land compensation procedure as "Prosedur Pembebasan Lahan" UMM- PLH-2 signed by Managing Director on 2 September 2012. In the procedure, all land compensation process explained, from initial communication, land inventory, verification, land measurement with relevant parties, negotiation and payment. Based on document review and interview, company has meet FPIC principles, without force from one party.</p> <p>Based on documents review and interview with local government and local communities surrounding the company, it was noted that no customary land or other legal rights within the company areas and in smallholder plantation.</p>	Complied
Criteria 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrated that they have legal customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.	<p>Based on document verification and interview with respective stakeholders obtained information that there is no customary land in the operational area of PT Meridan Sejatisurya Plantation. All area originated from stated land.</p> <p>The historical of land title:</p> <ol style="list-style-type: none"> 1. Land title certificate (HGU) No. 1 dated 14 January 1995 for area 4,416 Ha located in Maredan Village, Bengkalis Regency. Valid until 31 December 2021. <i>Note: now change to Siak Regency.</i> 2. Land title certificate (HGU) No. 02 dated 24 January 1995 for area 553 Ha located in Sikijang Village, Kampar Regency. Valid until 31 December 2024. <i>Note: now change to Pelalawan Regency.</i> 3. Land title certificate (HGU) No. 2 dated 20 December 1996 for area 1,600 Ha located in Maredan and Kerinci Kiri Village, Bengkalis Regency. Valid until 20 December 2031. <i>Note: now change to Siak Regency.</i> 	Complied

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		<p>4. Land title certificate (HGU) No. 6 dated 26 August 1999 for area 4,257.05 Ha located in Maredan, Kerinci Kanan and Kerinci Kiri Village, Bengkalis Regency. Valid until 20 December 2031. <i>Note: now change to Siak Regency.</i></p> <p>Total HGU: 10,826.05 Ha</p> <p>PT Meridan Sejatisurya Plantation developed between 1994 – 2005. The last land expansion conduct on 2006.</p> <p>Company has established land compensation procedure as “Prosedur Pembebasan Lahan” UMM- PLH-2 signed by Managing Director on 2 September 2012. In the procedure, all land compensation process explained, from initial communication, land inventory, verification, land measurement with relevant parties, negotiation and payment. Based on document review and interview, company has meet FPIC principles, without force from one party.</p> <p>Until this audit, national land agency and plantation agency of Siak Regency informed that there is no land dispute issues between the company with surrounding villagers or any other communities. Align with company self-declaration, unit of certification keeps parties to a grievance informed of its progress through local documentation and their website http://www.first-resources.com/sustainability.php?pc=grievance. According to those links, as per 18 June 2021, there is no grievance on PT Meridan Sejatisurya Plantation.</p>	
4.8.2	<p>(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p>	<p>Until this audit, national land agency and plantation agency of Siak Regency informed that there is no land dispute issues between the company with surrounding villagers or any other communities. Align with company self-declaration, unit of certification keeps parties to a grievance informed of its progress through local documentation and their website http://www.first-resources.com/sustainability.php?pc=grievance. According to those links, as per 18 June 2021, there is no grievance on PT Meridan Sejatisurya Plantation.</p>	Complied
4.8.3	<p>Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to</p>	<p>Until this audit, national land agency and plantation agency of Siak Regency informed that there is no land dispute issues between the company with surrounding villagers</p>	Complied

	the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4).	or any other communities. Align with company self-declaration, unit of certification keeps parties to a grievance informed of its progress through local documentation and their website http://www.first-resources.com/sustainability.php?pc=grievance . According to those links, as per 18 June 2021, there is no grievance on PT Meridan Sejatisurya Plantation.	
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).	Until this audit, national land agency and plantation agency of Siak Regency informed that there is no land dispute issues between the company with surrounding villagers or any other communities. Align with company self-declaration, unit of certification keeps parties to a grievance informed of its progress through local documentation and their website http://www.first-resources.com/sustainability.php?pc=grievance . According to those links, as per 18 June 2021, there is no grievance on PT Meridan Sejatisurya Plantation.	Complied
<p>Principle 5: Support smallholder inclusion Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.</p>			
<p>Criteria 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.</p>			
5.1.1	Current and previous period prices for FFB are publicly available and accessible by smallholders.	<p>PT. Meridan Sejatisurya Plantation-Sei Pingai POM does not purchase FFB from scheme smallholder or smallholders or out growers. However, there is FFB purchase from sister companies under First Resources Limited.</p> <p>PT. Meridan Sejatisurya Plantation-Sei Pingai POM refers to Procedure "Pembelian dan Penjualan TBS/CPO/PK & Produk Turunannya No.FR.CSPO.MAR.006" – Purchase and sales of FFB/CPO/PK and derivatives. Section 4.1 FFB Purchase Contract stated FFB purchase from affiliated estate refers to Memorandum of Understanding. Marketing issued purchase and sales document as per FFB realization, received by palm oil mill based on weighbridge ticket.</p> <p>FFB Purchase from third party will carried out by Marketing based on FFB processing capacity. Marketing carried out location survey to potential supplier (cooperative/out grower/external estate) and took FFB sample for analysis. The sample will be use for extraction rate analysis, further used for determining FFB purchase price – verified by Commercial Director.</p>	Complied

		<p>Based on document review, the agreement stated FFB price follows market price. The FFB price regulated and determined as per "Hasil Rapat Penetapan Harga Pembelian TBS Kelapa Sawit Produksi Pekebun di Provinsi Riau". The FFB price determined and announced every week (effective from Wednesday up to Tuesday in the following week).</p> <p>Current and past FFB prices are available and well recorded, e.g. "Berita Acara Hasil Rapat Penetapan Harga Pembelian TBS Kelapa Sawit Produksi Pekebun di Provinsi Riau" No. 30/TPH TBS – VII/2020 for period 29 July – 4 August 2020.</p> <p>In November 2020, all the supplying estates from sister companies under First Resources Limited stop delivering FFB to PT. Meridan Sejatisurya Plantation-Sei Pingai POM.</p>	
5.1.2	(C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.	<p>PT. Meridan Sejatisurya Plantation-Sei Pingai POM does not purchase FFB from scheme smallholder or smallholders or outgrower.</p> <p>Not applicable.</p>	Not Applicable
5.1.3	(C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.	<p>PT. Meridan Sejatisurya Plantation-Sei Pingai POM does not purchase FFB from scheme smallholder or smallholders or outgrower.</p> <p>Not applicable.</p>	Not Applicable
5.1.4	(C) Evidences is available that all parties, including women and independent representative organization assisting smallholders where requested, are involved in the decision making processes and understand the contracts. These include involving finance, loans/credits, and re-payments through FFB price reductions for replanting and/or, other support mechanisms where applicable.	<p>PT. Meridan Sejatisurya Plantation-Sei Pingai POM does not purchase FFB from scheme smallholder or smallholders or outgrower.</p> <p>Not applicable.</p>	Not Applicable
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe.	<p>PT. Meridan Sejatisurya Plantation-Sei Pingai POM does not purchase FFB from scheme smallholder or smallholders or outgrower.</p> <p>However, there is FFB purchase from sister companies under First Resources Limited. The certification unit can demonstrate contract of FFB purchase, such as:</p>	Complied

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		<ol style="list-style-type: none"> 1. Memorandum Of Understanding of FFB purchase between PT. Meridan Sejati Surya Plantation and PT. Citra Palma Kencana, dated 2 January 2020. 2. Memorandum Of Understanding of FFB purchase between PT. Meridan Sejati Surya Plantation and PT. Indogreen Jaya Abadi, dated 2 January 2020. 3. Memorandum Of Understanding of FFB purchase between PT. Meridan Sejati Surya Plantation and PT. Setia Agrindo Lestari, dated 2 January 2020. 4. Memorandum Of Understanding of FFB purchase between PT. Meridan Sejati Surya Plantation and PT. Setia Agrindo Mandiri, dated 2 January 2020. <p>Verified that contracts are fair, legal, transparent and have an agreed timeframe. In November 2020, all the supplying estates from sister companies under First Resources Limited stop delivering FFB to PT. Meridan Sejatisurya Plantation-Sei Pingai POM.</p>	
5.1.6	(C) Agreed payments are made in a timely manner and receipts specifying price, weigh, deductions and amount paid are given.	Based on review to the payment documents, No. 20.09.7300000127 dated 22 September 2020 to PT. Citra Palma Kencana; No. 20.08.7300000105 dated 18 August 2020 to PT. Indogreen Jaya Abadi; and No. 20.08.7300000097 dated 4 August 2020 to PT. Setia Agrindo Lestari, payments are made in a timely manner, which is monthly. Receipt specifying price, weigh, deduction, and amount paid are given.	Complied
5.1.7	Weighing equipment is verified by an independent third party on a regular basis.	<p>PT Meridan Sejatisurya Plantation-Sei Pingai POM have two weighbridges which has been verified by government agency in annual basis.</p> <p>Record seen:</p> <ol style="list-style-type: none"> 1. Surat Keterangan Hasil Pengujian No.510/DPP/UPTD-ML/SKHP/2019-IX/072, dated 12 September 2019, for PRESICA weighbridge; Type PSC-7801; S/N P5B173BA1549; capacity 60,000 kg; issued by UPTD Metrologi Legal, Dinas Perdagangan dan Perindustrian Kabupaten Siak. 2. Surat Keterangan Hasil Pengujian No.510/DPP/UPTD-ML/SKHP/2019-IX/073, dated 12 September 2019, for PRESICA weighbridge; Type PSC-7801; S/N P15B17BA2515; capacity 60,000 kg; issued by UPTD Metrologi Legal, Dinas Perdagangan dan Perindustrian Kabupaten Siak. 	Complied

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		<p>3. Surat Keterangan Hasil Pengujian No.510/DPP/UPTD-ML/SKHP/2020-X/139, dated 13 October 2020, for PRESICA weighbridge; Type PSC-7801; S/N P5B17BA2515; capacity 60,000 kg; issued by UPTD Metrologi Legal, Dinas Perdagangan dan Perindustrian Kabupaten Siak.</p> <p>4. Surat Keterangan Hasil Pengujian No.510/DPP/UPTD-ML/SKHP/2020-X/140, dated 13 October 2020, for PRESICA weighbridge; Type PSC-7801; S/N P5B173A1549; capacity 60,000 kg; issued by UPTD Metrologi Legal, Dinas Perdagangan dan Perindustrian Kabupaten Siak.</p> <p>Schedule for next inspection 7 October 2021</p>	
5.1.8	The unit of certification supports Independent smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholder on who runs the Internal Controlling System (ICS), who holds the certificate, and who owns and sells certified materials.	PT. Meridan Sejatisurya Plantation has not prepared program to support independent smallholders with certification, where applicable. Non-conformity.	Non-compliance
5.1.9	(C) The unit of certification has a grievance mechanism for smallholders, and all grievances raised are dealt with in a timely manner.	Grievance mechanism including from external stakeholder are documented in SOP of Communication (FR.EMS.CIE) dated 24 February 2020. Grievance or any kind of communication can be communicated through field staff or by email to sustainability@first-resources.com . The procedure stated that all communication or grievance will be responded in 1 month maximum. There was no complaint received since last surveillance assessment.	Complied
Criteria 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.	PT. Meridan Sejatisurya Plantation has not consulted smallholders (irrespective of type) to support and improve their livelihood and their interest in RSPO certification. Non-conformity.	Non-compliance

5.2.2	The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).	<p>PT. Meridan Sejatisurya Plantation has not implement livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).</p> <p>Non-conformity.</p> <p>PT. Meridan Sejatisurya Plantation has prepared livelihood improvement programmes, in form of "Rencana Program Dukungan Masyarakat dan Petani Swadaya di Desa sekitar PT. Meridan Sejatisurya Plantation":</p> <ul style="list-style-type: none"> - Consultation on community empowerment and independent smallholder – planned March 2021; - Determining priority village and annual work plan with Sustainability Team – planned May 2021; - Introduction of RSPO and Independent Smallholder certification – planned July 2021 for Maredan village and October 2021 for Kerinci Kanan village; - Micro business aid – planned April 2021; - Assistance in controlling Rhino beetle infestation – planned July 2021; - Training for pesticide handling – planned for May 2022; <p>Partnership for independent cooperative – planned for October 2022.</p>	Non-compliance
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.	<p>PT. Meridan Sejatisurya Plantation has not developed and implement programmes to support smallholder to promote legality of FFB production.</p> <p>Non-conformity.</p>	Non-compliance
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.	<p>PT. Meridan Sejatisurya Plantation does not have scheme smallholder as its supply base.</p> <p>Not applicable.</p>	Not Applicable
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.	<p>PT. Meridan Sejatisurya Plantation has not developed and implement livelihood improvement programmes, hence there is no regular review and public report on the progress of the smallholder support programme.</p>	Non-compliance

		Non-conformity.	
Principle 6: respect workers' rights and conditions Protect workers' rights and ensure safe and decent working conditions.			
Criteria 6.1: Any form of discrimination is prohibited.			
6.1.1	(C) A publicity available non-discrimination and equal opportunity policy is implemented in such way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.	PT. Meridan Sejatisurya Plantation as unit of certification has establish the policy of non-discrimination and equal opportunity within Sustainable Policy of First Resources Group policy. This policy can access via website http://www.first-resources.com/sustainability.php?pc=policy . Also, Unit of Certification has issued Decree of The Board No: 011.A/SUSTAINABILITY_FR/P/VI/2012 related Equal Employment Opportunity Policy. This policy is applicable for First Resources Ltd. And its subsidiaries. According to list of employees, interview with human resource department confirmed that there is no discrimination treatment from company and there is no issue regarding the discrimination of employee/workers. Employee background are varied from different religion, ethnicity/race, political affiliation, union membership, gender and age. All workers have the same payment according to minimum wages regulation and collective labour agreement "Perjanjian Kerja Bersama".	Complied
6.1.2	(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers non-payment of recruitment fees.	According to the latest employee's data as per July 2021, PT Meridan Sejatisurya Plantation have 481 permanent workers (excluding staff, temporary workers and contractor). Those workers come from different gender, religion, originated area (local or outsiders) and races. Based on interview with labour representative (labour union, gender committee) and random workers that interviewed during field visit obtained information that there is no discrimination between them. Until this audit, there s no migrant worker hired in estate or mill.	Complied
6.1.3	The unit of certification demonstrates that the recruitment selection, hiring access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.	Unit of Certification has develop the procedure for employment as follow: <ol style="list-style-type: none"> 1 Selection and recruitment - "Prosedur Rekrutmen dan Seleksi Karyawan No.FR.CHR.R&S.002" dated 1 November 2012. 	Complied

		<p>2 Worker performance evaluation - "Prosedur Penilaian Prestasi Kerja Karyawan No. FR.CHR.R&S.001" dated 1 November 2012.</p> <p>3 Worker relocation - "Prosedur Mutasi Karyawan No.FR.CHR.L&D.003" dated 1 July 2012.</p> <p>4 Worker promotion - "Prosedur Promosi Karyawan No.FR.CHR.L&D.004" dated 1 July 2012.</p> <p>The procedure and its content already comply with applicable laws and regulation in Indonesia related workforce/employment.</p> <p>All procedure is available in Bahasa Indonesia Language and has been communicated to all workers.</p>	
6.1.4	Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.	Based on interview with nurse and female workers, pregnancy testing is applicable for all female workers without discrimination.	Complied
6.1.5	(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.	<p>PT. Meridan Sejatisurya Plantation as unit of certification has establish the policy of non-discrimination and equal opportunity within Sustainable Policy of First Resources Group policy. This policy can access via website http://www.first-resources.com/sustainability.php?pc=policy. Also, Unit of Certification has issued Decree of The Board No: 011.A/SUSTAINABILITY_FR/P/VI/2012 related Equal Employment Opportunity Policy. This policy is applicable for First Resources Ltd. And its subsidiaries.</p> <p>According to list of employee, interview with human resource department confirmed that there is no discrimination treatment from company and there is no issue regarding the discrimination of employee/workers. Employee background are varied from different religion, ethnicity/race, political affiliation, union membership, gender and age. All workers has the same payment according to minimum wages regulation and collective labour agreement "Perjanjian Kerja Bersama".</p>	Complied
6.1.6	There is evidence of equal pay for the same work scope.	Gender committee for PT Meridan Sejatisurya Plantation has been formed as per "Struktur Organisasi Komite Gender PT Meridan Sejatisurya Plantation period 2018-	Complied

		<p>2021". Gender committee structure updated on 2 September 2020, headed by Mrs. Tukinem and member form each estate/Mill and division. Gender committee are concern to raise awareness, identify and address issues related to sexual harassment or others gender issues.</p> <p>The gender committee has established work programs including:</p> <ul style="list-style-type: none"> • Socialization of gender equality. • Gender Committee Meeting • Gender committee collaborative meeting with Labour union. • Evidence of work program implementation can be demonstrated during audit. 	
<p>Criteria 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).</p>			
6.2.1	<p>(C) Documentation of pay and working conditions in accordance with applicable labour laws are available to the workers in national languages and explained to them in language they understand.</p>	<p>Decree letter for minimum wage from Riau Governor, as per "Surat Keputusan Gubernur Riau No. 1581/XI/2020 dated 20th November 2020 concerning "Upah Minimum Kabupaten / Kota di Provinsi Riau Tahun 2021"; stating the minimum wage for Siak Regency at Rp 3,081,146.33,-</p> <p>PT Meridan Suryasejati Plantation has prepared the document of Prevailing Wages Assessment, consisted of kind of the benefit such as: food, housing, health allowance, education, entertainment/recreation, ect. Total value of Prevailing Wage is Rp 4,476,979.</p> <p>All employees will get a salary slip provided by the company which contains detailed payment information according to the employee's actual work results (not lower than minimum wages regulated by government).</p> <p>Document verification made upon "Report Payroll Summary Detail", month June 2021 shows the salary payment made in accordance with minimum wage regulation year 2020, taken sample:</p> <p>a. Salary payment Mr. R*d* H*rt*n* (permanent worker- harvester) Basic salary Rp. 3,084,647; Rice benefit Rp. 228,000; BPJS-TK (insurance) Rp. 33,558; Premi</p>	Complied

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		<p>(incentive) Rp. 1,267,318; BPJS-Kes Rp. 123,386. The gross salary was Rp. 4,579,965.</p> <p>Deduction consist of: BPJS-TK Rp. 89,958; BPJS- Kes Rp. 141,000; Rice benefit Rp. 385,320; SPSI levy Rp. 10,000; Other deduction Rp. 123,386,-. Total deduction Rp. 671,791. Take home pay for June 2021 was Rp. 5,009,437.</p> <p>Based on interview with worker union, sampled workers and relevant authorities; company has implemented "Upah Minimum Kabupaten / Kota di Provinsi Riau Tahun 2020".</p> <p>PT. Meridan Sejati Surya Plantation has conducted evaluation of harvester output, and the data shown harvester could meet the target without helper. Management communicating the policy that no harvesters are allowed to use helper. Management has coordinated with worker union to communicating this policy onto all workers. PT. Meridan Sejati Surya Plantation conducted field verification to ensure harvester no longer using helper.</p> <p>Working condition for permanent workers available in "Perjanjian Kerja Bersama" while for non-permanent workers or PKWT available as in "Perjanjian Kerja Waktu Tertentu". Collective Labour Agreement and Specified time work agreement (PKWT) are available for all workers in Indonesia language and comply to manpower regulation. Renewing the document of Collective Labor Agreement are still postponed as per mutual agreement dated 3 February 2020 between PT. MSSP and Labour Union.</p>	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed.</p>	<p>Employment contract for permanent workers are available in "Perjanjian Kerja Bersama" while for non-permanent workers or PKWT contract available as in "Perjanjian Kerja Waktu Tertentu".</p> <p>Working condition for permanent workers are available as per Collective Labour Agreement or "Perjanjian Kerja Bersama Periode 2018 - 2020" which has been endorsed and registered by Dinas Tenaga Kerja dan Transmigrasi Kabupaten Siak as per "Keputusan Kepala Dinas Tenaga Kerja dan Transmigrasi Kabupaten Siak Nomor: 25 Tahun 2018 Tentang Pendaftaran Perjanjian Kerja Bersama PT Meridan Sejatisurya Plantation dan PUK SPPP-SPSI" dated 10 April 2020.</p>	Complied

		<p>Collective Labour Agreement are contain the detail of working condition among others: responsibility each parties, recognition of company and trade union rights, work relationship, workers admission and requirement, job placement and transfer, working days and working hour, overtime, weekly rest and official holidays, annual leave, menstruation leave pregnancy and pregnancy loss, prevention of sexual harassment, permission to leave work of worship and permission of illness, wage component and wage system, wage increase, holiday allowance (THR), care and medication, occupational safety and health, work equipment, education, sports & entertainment facilities, school children's facilities, work rules, etc.</p> <p>Renewing the document of Collective Labor Agreement are still postponed as per mutual agreement dated 3 February 2020 between PT. MSSP and Labour Union.</p> <p>Collective Labour Agreement and Specified time work agreement are available for all workers in Indonesia language and comply to manpower regulation.</p>	
<p>6.2.3</p>	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, and other legal labour requirements.</p>	<p>During audit it can be demonstrated that company has comply to manpower regulation (UU No. 13 tahun 2003 tentang ketenagakerjaan) in determining the working condition including payment.</p> <p>Evidence of compliance are as below:</p> <ul style="list-style-type: none"> • Regular working hours are determined regular working hours as 7 hours per day (5 hours on friday) with working days 6 days in a weeks or 40 hours in a weeks. Working outside normal working hours is counted as overtime. Verification on workers regular working hours and working days period September - October 2020 both Sei Pingai Estate and Sei Pingai Mill confirmed that it has been comply to regulation. • Deduction are made for tax (PPH21), BPJS TK 2% from basic salary, BPJS Kesehatan 1% from basic salary. The deduction was made according to government regulation (UU No. 24 tahun 2011 tentang BPJS and UU No. 40 tahun 2004 tentang Sistem Jaminan Sosial Nasional). Payslip period September - October 2020 both Sei Pingai Estate and Sei Pingai Mill confirmed that deduction has been made accordingly. 	<p>Complied</p>

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		<ul style="list-style-type: none"> • Overtime was done on the basis of agreement with labor and accompanied by SPL (Surat Perintah Lembur). According to UU No. 13 Tahun 2003, overtime pay per hour is calculated as 1/173 * basic salary, first hour pay 1.5 times overtime and the second hour and so on are paid 2 times the overtime of 1 hour. Sample of overtime calculation and payment September - October 2020 both Sei Pingai Estate and Sei Pingai Mill was comply to regulation. • Sickness, if the employee is sick then the employee is allowed to rest and receive appropriate medical care free of charge. As long as the employee is sick, the company continues to pay his wages. This was regulated as per "Perjanjian Kerja Bersama (PKB)". • Holiday entitlement, employee are entitled to one day of holiday in a week on Sundays or holiday set by the government. Annual leave was give to all employee 12 days in a year according to regulation and PKB article 13. • Maternity leave, is provided to female employees with a period of 1.5 months before giving birth and 1.5 months after giving birth. It was regulated as per Collective Labor Agreement (PKB) article 14. • Reason for dismissal, are stipulated in the Collective Labor Agreement (PKB) article 44 the actions that can lead to dismissal, among others: illegal acts such as gambling, use of narcotics, theft, sexual harassment, humiliation, assault, acts of vandalism and others. • Period if notice, the company give a warning letter to employees who commit violations, namely SP1, SP2 and SP3. each warning letter is valid for a period of 6 months. • Other legal requirement as listed in Collective Labor Agreement (PKB) and Perjanjian Kerja Waktu Tertentu (PKWT) are implemented accordingly. 	
6.2.4	<p>(C) The unit of certification provides adequate housing. Sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. In the case of acquisitions of non-certified units, a plan is developed</p>	<p>During onsite visit to workers compound at Sei Pingai Estate and POM, all workers facilities was provide by the company freely.</p>	Complied

	detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.											
6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.	During interview with sample of workers at Sei Pingai Estate and POM they stated that company provide vehicle for shopping once a week, to buy affordable food. Because this Estates located far from traditional market or shopping area.	Complied									
6.2.6	A DLW is paid to all workers in accordance with applicable regulations, including workers who work on a piece rate/quota basis, the calculation of which is based on a quota that can be achieved during regular working hours.	<p>PT Meridan Sejatisurya Plantation has had state about the wages for workers based on Governor of Riau Decree "Keputusan Gubernur Riau Nomor KPTS. 5999/III/2020 Tentang Upah Minimum Sektor Pertanian/Perkebunan Provinsi Riau Tahun 2020"; Minimum wages determined as IDR 3,020,000.</p> <p>PT Meridan Sejatisurya Plantation has already set wage standard according to wages set by Managing Director Circular Letter No: 02.0/SE/011/III/20, dated 19 March 2020.</p> <p>The company is also gives a scripts/slip salary to employees before salary is given, salary slip also contains basic salary, allowances, premium, labor health coverage (BPJS Tenaga kerja and Kesehatan) and normative deduction.</p> <p>The company also made calculations related to DLW, based on the wages given to employees as costs given by the company: Following is DLW Calculation:</p> <table border="1" data-bbox="981 1018 1966 1337"> <thead> <tr> <th>No</th> <th>In Kind Benefits</th> <th>Total (IDR)</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Meals allowance</td> <td>165,000</td> </tr> <tr> <td>2.</td> <td>Housing Allowance <ul style="list-style-type: none"> • Housing development for 30 years • Housing maintenance </td> <td>20,302 83,333</td> </tr> </tbody> </table>	No	In Kind Benefits	Total (IDR)	1.	Meals allowance	165,000	2.	Housing Allowance <ul style="list-style-type: none"> • Housing development for 30 years • Housing maintenance 	20,302 83,333	Complied
No	In Kind Benefits	Total (IDR)										
1.	Meals allowance	165,000										
2.	Housing Allowance <ul style="list-style-type: none"> • Housing development for 30 years • Housing maintenance 	20,302 83,333										

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		3.	Employee Bonus <ul style="list-style-type: none"> • Holiday allowance • Yearly bonus 	251,667 503,333	
		4.	Education [(Total cost not including teacher and non teacher labour cost + school transport + school building maintenance + food for children) ÷ number of workers] ÷ 12 months	90,579	
		5.	Housing Facility (Electricity cost + water cost)	239,058	
		6.	Healthcare (Kesehatan) (Maintenance of clinic, medicine & medical materials, ambulance transport cost + cost of helathcare workers) ÷ Number of workers	70,302	
		7.	Children Day Care	24,956	
		8.	Entertainment	8,448	
		Total Cost of In Kind Benefits			1,456,979
		Minimum wages per Worker			3,020,000
		Total Value of Prevailing Wage			4,476,979

PROCEDURAL NOTE:

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

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

1. Payment of minimum wages in accordance with applicable regulations

<p>2. Assessment of wages paid (prevailing wages) and in-kind benefits. Once the DLW benchmark is available, this procedural note is no longer applicable.</p>			
6.2.7	<p>Permanent fulltime employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p>	<p>Based on verification onsite visit, Certificate Holder using permanent worker for all core work and specified contracted worker (PKWT) for maintenance work.</p> <ul style="list-style-type: none"> Based on document review of "Hasil Internal Audit (LHA) - No: 02.0.1/LHA-OPR/30/VI.2021" dated 14-18 September 2020, reported that 110 workers were KHL for 5 to 38 months Based on document review of "Hasil Internal Audit (LHA) - No: 02.0.1/LHA-OPR/05/IV.2021" dated 3,4,5, & 8 February 2021, reported that 80 workers were KHL for 4 to 50 months. In addition, the information of total employee (total 421 workers) at RSPO Matrix Template 2021 was not accurate with actual all workers in PT Meridan Suryasejati Plantation 	<p>Non-compliance</p>
<p>Criteria 6.3: The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p>(C) A published statement recognizing freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented.</p>	<p>PT. Meridan Sejatisurya Plantation as unit of certification has establish the policy of Human Rights as per Decree of The Board of Directors Nomor: 018/SUSTAINABILITY_FR/P/03/2015, dated 15 March 2015. This policy is available in Bahasa Indonesia language.</p>	<p>Complied</p>
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or worker representatives who are freely elected, are documented in the national languages and available upon request.</p>	<p>Based on interview with chairman of labour union obtained information that there is no discrimination, pressure or any form of negative treatment for the board of labour union. The member of labour union is freely elected.</p> <p>The last meeting with the labour union (F-SPSI) on March 30, 2021 took place in the meeting room Sei Pingai Estate. The meeting was attended by 25 participants. Some of the things discussed are related:</p>	<p>Complied</p>

		<ul style="list-style-type: none"> The postponement of PT MSSP's collective labour agreement in 2021 due to waiting for the discussion of the "Undang – Undang Cipta Kerja". Discussion of annual incentive for year 2020. 	
6.3.3	Management does not interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers, including migrant and contract workers.	<p>Based on interview with chairman of labour union obtained information that there is no interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers.</p> <p>Based on the labour union statutes, the right to become a member of a labour union is a permanent employee. Each member has voting rights (right to be elected and to vote).</p>	Complied
Criteria 6.4: Children are not employed or exploited.			
6.4.1	A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.	<p>PT. Meridan Sejatisurya Plantation as unit of certification has establish Child Labour Policy as per Decree of The Board of Directors Nomor: 011.B/SUSTAINABILITY_FR/P/VI/2012, dated 15 June 2012. This policy is available in bilingual Bahasa Indonesia and English.</p> <p>Implementation of this policy already specified within contract "Surat Perjanjian Kerja No. 42/Terasan-Jln-Parit/MSSP/LGL-PKU/II/20, dated 3 Feb 2020, specific clause related disallowing child, forced and trafficked labour are described within Annex letter "Surat Komitmen CV Andalan Makmur Sejahtera, dated 4 Feb 2020" in point 4 "Perlindungan Tenaga Kerja".</p> <p>Onsite Audit:</p> <p>The certificate holder has several work agreements with third parties. In the contract documents, there are clauses related to labor protection. For example, Work Agreement between the company and PT Envi Reksatama Engineering for Air Quality Testing and Monitoring (No. 008/ENVI-MSSP-I/I/2020 dated 22 April 2020 valid until 31 December 2021). The contract contains:</p> <ul style="list-style-type: none"> Name and contact of the third party PIC. The validity period of the contract. Terms and job specifications. 	Complied

		<ul style="list-style-type: none"> • The price of the job • Payment method. • Obligations and responsibilities • A third party commitment letter containing a commitment to the implementation of policies related to sustainability, scheduled waste prohibition, worker protection and human rights policy fulfilment. 	
6.4.2	<p>(C) Documented evidence on the fulfilment of worker’s minimum age requirements in accordance with applicable regulation and verification procedures for age requirements, are available.</p>	<p>Documented evidence on the fulfilment of worker’s minimum age requirements in accordance with applicable regulation is implemented in “Daftar Karyawan Kebun dan Pabrik Sei Pingai PT. MSSP 2020”. Based on verification of employee list, there is no worker hired under 18 years for both Mill and Estate.</p> <p>Onsite Audit:</p> <p>Certificate holder has had Child Labour Policy as per Decree of The Board of Directors No: 011.B/SUSTAINABILITY_FR/P/VI/2012, dated 15 June 2012. This policy is available in bilingual Bahasa Indonesia and English.</p> <p>During the site visit, auditor team interviewed the upkeep workers in block J06 Afdeling 6 obtained information that the one of them cannot show his ID Card and registration in BPJS Ketenagakerjaan.</p> <p>Based on document verification, certificate holder has shown the evidence (i.e <i>Kartu Keluarga</i> /Indonesian Family Card) that shown that the worker age was 18 year. However, until the audit finish, there is no evidence that the worker has had ID Card and register in <i>BPJS Kesehatan/Ketenagakerjaan</i> program.</p> <p>Certificate holder failed to implement verification procedures for new recruitment worker especially for worker age verification. It raised as noncompliance record.</p>	Non-compliance
6.4.3	<p>(C) Young person maybe employed only for non-hazardous work with protective restrictions in place for that work.</p>	<p>Based on interview with chairman of labour union obtained information that the minimum age of workers has been socialized to the respective workers in all level. According to the list of workers period June 2021, there is no underage employee found.</p>	Complied

		<p>First Resources Limited has had Sustainable Palm Oil Policy “Kebijakan Minyak Kelapa Sawit Berkelanjutan”, dated 1 July 2015. The act to prohibit forced labour and trafficked labour has been stated on:</p> <p><i>"Melarang bentuk penggunaan pekerja paksa, perdagangan pekerja, atau pekerja anak, atau diskriminasi, pelecehan dan penyalahgunaan terhadap karyawan kami"</i> – . To prohibit any form of forced labour, trafficked worker or child worker, or discrimination, harassment and misuse of company’s human resources. This policy also stated no harassment and no child labour.</p> <p>Company defined forced labor as Bekerja di hari libur atau diluar jam kerja yang ditetapkan tanpa adanya kompensasi yang adil – working on holiday or outside working hour, without fair compensation.</p> <p>The “Kepala Tata Usaha/KTU” is responsible for the recruitment process, migrant worker and/or outsourcing worker at management unit. Recruitment process: Applicant → unit (mill/estate) → selection by “Kepala Tata Usaha/KTU” → proposed to HR at Pekanbaru → approved/decision from Pekanbaru.</p> <p>Based on interview with worker and document verification, there is no indication on forced labour and/or trafficked labour. All worker in PT. Meridan Sejatisurya Plantation is covered with work agreement.</p>	
6.4.4	<p>The unit of certification demonstrates communication about its ‘no child labour’ policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p>	<p>PT. Meridan Sejatisurya Plantation as unit of certification has establish Child Labour Policy as per Decree of The Board of Directors Nomor: 011.B/SUSTAINABILITY_FR/P/VI/2012, dated 15 June 2012. This policy is available in bilingual Bahasa Indonesia and English.</p> <p>Implementation of this policy already specified within contract “Surat Perjanjian Kerja No. 42/Terasan-Jln-Parit/MSSP/LGL-PKU/II/20, dated 3 Feb 2020, specific clause related disallowing child, forced and trafficked labour are described within Annex letter “Surat Komitmen CV Andalan Makmur Sejahtera, dated 4 Feb 2020” in point 4 “Perlindungan Tenaga Kerja”.</p> <p>Onsite Audit:</p>	Complied

		<p>The certificate holder has several work agreements with third parties. In the contract documents, there are clauses related to labor protection. For example, Work Agreement between the company and PT Envi Reksatama Engineering for Air Quality Testing and Monitoring (No. 008/ENVI-MSSP-I/I/2020 dated 22 April 2020 valid until 31 December 2021). The contract contains:</p> <ul style="list-style-type: none"> • Name and contact of the third party PIC. • The validity period of the contract. • Terms and job specifications. • The price of the job • Payment method. • Obligations and responsibilities • A third party commitment letter containing a commitment to the implementation of policies related to sustainability, scheduled waste prohibition, worker protection and human rights policy fulfilment. 	
Criteria 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	(C) A policy to prevent sexual and all other form of harassment and violence is documented, implemented and communicated to all levels of the workforce.	PT. Meridan Sejatisurya Plantation as unit of certification has establish the policy of Protection of Reproductive Rights as per Decree of The Board of Directors Nomor: 011.D/SUSTAINABILITY_FR/P/VI/2012, dated 15 June 2012.	Complied
6.5.2	(C) A policy to protect the reproductive rights of all, especially of women, is documented, implemented and communicated to all levels of the workforce.	PT. Meridan Sejatisurya Plantation as unit of certification has establish the policy of Protection of Reproductive Rights as per Decree of The Board of Directors Nomor: 011.D/SUSTAINABILITY_FR/P/VI/2012, dated 15 June 2012.	Complied
6.5.3	Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified in accordance with applicable regulations in Indonesia.	PT. Meridan Sejatisurya Plantation has a policy in place as per "Surat Keputusan Direksi No.011.D/Sustainability_FR/P/VI/2012 tentang Kebijakan Perlindungan Hak-Hak Reproduksi" signed by CEO First Resources Group on 15 June 2015. There is an agreemen between Gender Committee administrator, management and worker union related to female worker protection – on 26 June 2015, a.o.: Female working on night shift entitled to specific protection, in terms of physical as well as health and decency/ethics; Menstruation leave given to female worker with health	Complied

		<p>problem, completed with medical reference; Maternal leave is given 1.5 months prior to delivery and 1.5 months after delivery; Company provide opportunity to breastfeeding the infant and will not employs breastfeeding female for chemical-related work; Company will give zero-tolerance on sexual harassment case and punishment will be given as per collective work agreement.</p> <p>In 2019, communication on policy to protect womens’s reproductive rights, protect female worker from sexual harassment and domestic violence, dated 20 May 2019 – attended by 12 workers and on 25 July 2019 attended by 10 participants.</p> <p>Based on interview with female worker from fertilizer application and spraying gang, states there is monthly check and monitoring on pregnancy and breastfeeding status.</p>	
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, as long as the complaint is supported with adequate information, is documented, implemented and communicated to all levels of the workforce.</p>	<p>As written in their website, stated that whistle blowing and anonimity explained in SOP Komunikasi (Doc Code FR.EMS.CHE No. 02 dated 22 November 2020 last revised 24 February 2020).</p> <p>Sending complaints via mailbox and sms is regulated in the SOP for Handling Complaints (Doc Code IAD-PPN-1 dated 3 September 2012). Internal audit manager handover the suggestion/complaint box to the general manager to installed in central office of mill and estate. It box will be opened on the first Friday each month by internal audit manager/internal audit director witnessed by General Manager/Estate Manager/Mill Manager. Each suggestion/complaint from the box or short message service will be follow up by internal audit director and reported to the managing director.</p>	Complied
<p>Criteria 6.6: No forms of forced or trafficked labour are used.</p>			
6.6.1	<p>(C) All work is voluntary and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports; • Payment of recruitment fees; • Contract substitution without worker’s consent • Involuntary overtime; • Lack of freedom of workers to resign 	<p>According to sample of working contract verified by auditor team, confirmed that all work is voluntary and there is no:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports; • Payment of recruitment fees; • Contract substitution without worker’s consent • Involuntary overtime; 	Complied

	<ul style="list-style-type: none"> Penalty for termination of employment, unless the unit of certification and the workers agree to the penalty and it is stated in the employment agreement Debt bondage Withholding of wages 	<ul style="list-style-type: none"> Lack of freedom of workers to resign Penalty for termination of employment, unless the unit of certification and the workers agree to the penalty and it is stated in the employment agreement Debt bondage Withholding of wages <p>No form of forced labour occur in PT Meridan Sejatisurya Plantation. Decree of The Board of Directors Nomor: 011.B/SUSTAINABILITY_FR/P/VI/2012, dated 15 June 2012 is the baseline for implementation that no forced labour applied in unit of certification. Company has a policy to comply with manpoer regulation UU No. 13 Tahun 2003.</p>	
6.6.2	(C) Where temporary (Specified Time Work Agreement/PKWT) or migrant workers are employed, a specific labour policy and procedures are established and evidence of implementation is available.	Unit of certification Sei Pingai not employed migrant workers. Most workers are permanent employees. Specified Time Work Agreement will apply when the unit of certification hire for particular job and the specific labour policy is refer to Collaborative Working Agreement or "Perjanjian Kerja Bersama" which handled by Labour Union.	Complied
Criteria 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			
6.7.1	(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.	<p>PT Meridan Sejatisurya Plantation – Sei Pingai Mill and Estate has appointed the responsible person for H&S is identified as per P2K3 (Safety Committee Meeting). P2K3 has an approval from Manpower and Transmigration Office.</p> <p>Safety Committee or "P2K3" PT Meridan Sejatisurya Plantation approval based on "Keputusan Kepala Dinas Tenaga Kerja dan Transmigrasi Provinsi Riau Nomor: Kep.91/Disnakertrans-PK/SK-P2K3/III/2020 Tentang Pengesahan Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) Pada PT Meridan Sejatisurya Plantation" issued 23 March 2020.</p> <p>P2K3 headed by Mr. Darlius and Registered Safety Officer is Mr. Anggiat Jumadi Hot. The safety committee (P2K3) regular meeting has been performed each month, discussed regarding OHS plan program achievement and corrective actions to achieve target and improve the program such as: Personal Protective Equipment (PPE),</p>	Complied

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		<p>hazard from animal, safety notes, accidents etc. Notes of Safety Committee Regular Meeting (mill and estate) with workers were evident.</p> <p>Sample reports reviewed were for meeting on 16 April 2020, which attended by 15 persons. The meeting discuss related previous OHS Working Program performance and Incident Report and Analysis.</p>	
6.7.2	<p>Accident and emergency procedures in Indonesian language are in place and clearly understood by all workers. Assigned operatives trained in first aid are present in both field and other operations. First aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p>	<p>Emergency Respond procedure written in Bahasa Indonesia was described in procedure of "Penanganan Keadaan Darurat [FR.OSH.P10, dated 1 September 2011]" and "Penanganan Emergency Kecelakaan Kerja dan Hampir Celaka [FR.OSH.P12, dated 11 September 2011]. This procedure also covered reporting, responsibility of all members of ERP Team, handling of ERP situation, mitigating of ERP situation, etc. Some scenarios were identified such as accident, fire earthquake, and chemical spillage.</p> <p>The procedure described the roles and responsibilities of each emergency response team include the mechanism how to conduct medical evacuation to near hospital/local health centre, also it was available the emergency contact number of each internal emergency team and external related parties. Evacuation route and muster point are available and made known to the employee.</p> <p>The structure of Emergency Response Team (ERT) has been established for Sei Pingai Mill and Estate, consist of ERT commander, Fire Fighting Commander, Community Team, Fire Fighting Team, Transportation Team, Communication Team and Evacuation Team. The list of protection equipment for emergency was available such as fire extinguisher, fire engine, browser, hose, water pump, etc.</p> <p>The awareness of employee was held on 1 September 2020 gained with company policy training. Evacuation routes and emergency flowcharts have been socialized during simulation. Emergency signs and boards were provided in several areas. Muster points for each area such as workshop, warehouse, office etc. were sighted.</p> <p>Supervisor investigation accident report were documented in specific form FR.OSH.P12-02/1-0/01-09-2011. Accident and investigation reports described the accident chronology, cause and impacts of the accident and also to find the root causes of the accident happened and establish the corrective and preventive action.</p>	Complied

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		<p>Records of all accidents were kept and periodically reviewed for continuous improvement.</p> <p>Record of all accident are periodically review as per P2K3 meeting. Record of accident report as per "Rekapitulasi Laporan Kecelakaan PT. MSSP". According to accident report since November 2019 - October 2020, there were 8 cases occurs with total lost time is 56 days.</p>	
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace, to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p>	<p>Based on onsite visit at Sei Pingai Estate dan POM, all workers using PPE's as required by HIRADC. If broken, PPE will replaced with new one freely.</p>	Non-compliance
6.7.4	<p>All workers are provided medical care and covered by accident insurance. Costs incurred from work related incidents, leading to injury or illness, are covered in accordance with applicable regulations or by the unit of certification if applicable regulations do not provide protection.</p>	<p>PT Meridan Sejatisurya Plantation has provided all normative rights for employee, such as salary as lined out in minimum wage for province level, leave entitlement, employees registered with social insurane for worker (BPJS), benefit for religious festival, provision of facilities (housing, electricity, clean water, medical clinic, school/school bus, worship house, personal protective equipment and working tools.</p> <p>PT Meridan Sejatisurya Plantation has provided regular medical check-up for workers in high risk such as sprayer team, fertilizer applicator, workshop worker and mill operators.</p> <p>Data verified:</p> <ul style="list-style-type: none"> • Soga Estate: Record for payment of works insurance (BPJS Ketenagakerjaan). Billing statement dated 8th January 2021, number of employee is 534 workers, amount IDR *9,465,000. status PAID. • Ukui II POM: Record for payment of works insurance (BPJS Ketenagakerjaan). Billing statement dated 10th February 2021, number of employee is 96 workers, amount IDR *,108,060 status PAID. 	Complied

6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics.	PT Meridan Sejatisurya Plantation regularly maintain records of Lost Time Accident periodically. According to Lost Time Accident metrics or "Rekapitulasi Tahunan FR & SR PT. MSSP Periode November 2019 – Oktober 2020, described that Total accident occurs within 12 months is 8 cases. Lost time days within 12 months is 56 days.	Complied
Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.			
Criteria 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	(C) IPM plans are implemented and monitored to ensure effective pest control.	<p>PT. Meridan Sejatisurya Plantation demonstrated procedure Operational Best Practices Pengendalian Gulma (MN.FR.COP.OPA.PGL) dated 1 July 2012. The manual explains policy on weed control, type and classification of weed, guideline for spraying (herbicide used, active ingredients, dosage, target species, spraying tools and nozzle), spraying techniques.</p> <p>Operational Best Practices Pengendalian Hama dan Penyakit (MN.FR.COP.OPA.PHT) dated 1 July 2012. The policy for pest and diseases management is to have early warning system through census and infestation identification. The procedure explains the type oil palm pest such as leaf eating caterpillar, rodent attack, <i>Oryctes</i>, <i>Tirathaba</i>, termite. <i>Tyto alba</i> (barn owl), <i>Turnera</i>, <i>Antigonon</i> are the biological species to control the pest and part of integrated pest management. This species is bred by estate to reduce the pests.</p> <p>Sample of pest monitoring record verified:</p> <ul style="list-style-type: none"> - "Monitoring Perangkap Hama Kumbang Tanduk" – monitoring for pheromone trap; - "Rekapitulasi Hasil Sensus Hama <i>Tirathaba</i>" – summary of Tirataba census; - "Data Sensus Ulat Api" – data of nettle caterpillar census; - "Sensus Serangan Hama Tikus pada TBS" – census of rodent attack on FFB. - "Sensus Serangan Kumbang Afdeling I" – census of Rhino beetle infestation in Division I, period January-June 2021. The result shows 1,767 out of 59,800 palms (2.95%) infested. This is under economic threshold. 	Complied

		<p>- "Laporan Tingkat Hunian Gupon" – census of barn owl box occupation rate in Sei Pingai Estate, period ends 31 June 2021. The result shows 224 barn owl boxes, 25 boxes occupied with 32 adult bird, 13 young bird, and 18 eggs.</p> <p>Turnera planting Sei Pingai Estate – Year 2021</p> <table border="1" data-bbox="981 507 1534 1104"> <thead> <tr> <th>Division</th> <th>Hectarage</th> <th>Turnera planting</th> </tr> </thead> <tbody> <tr> <td>I</td> <td>893.17</td> <td>800 m</td> </tr> <tr> <td>II</td> <td>996.94</td> <td>350 m</td> </tr> <tr> <td>III</td> <td>967.44</td> <td>500 m</td> </tr> <tr> <td>IV</td> <td>1,014.41</td> <td>750 m</td> </tr> <tr> <td>V</td> <td>947.81</td> <td>750 m</td> </tr> <tr> <td>VI</td> <td>1,057.94</td> <td>800 m</td> </tr> <tr> <td>VII</td> <td>1,008.95</td> <td>-</td> </tr> <tr> <td>VIII</td> <td>1,097.04</td> <td>500 m</td> </tr> <tr> <td>IX</td> <td>1,048.05</td> <td>-</td> </tr> <tr> <td>X</td> <td>1,795.28</td> <td>-</td> </tr> <tr> <td>-</td> <td>-</td> <td>4,450 m</td> </tr> </tbody> </table> <p>Based on document verification, IPM plan are implemented and monitored to ensure effective weeds, pest and disease control.</p>	Division	Hectarage	Turnera planting	I	893.17	800 m	II	996.94	350 m	III	967.44	500 m	IV	1,014.41	750 m	V	947.81	750 m	VI	1,057.94	800 m	VII	1,008.95	-	VIII	1,097.04	500 m	IX	1,048.05	-	X	1,795.28	-	-	-	4,450 m	
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7.1.2	<p>Invasive species are not to be used according to applicable regulation in managed areas, unless plans to prevent and monitor their spread are implemented.</p>	<p>The certification unit has conducted evaluation on the invasive species according to Ministry of Environment Regulation, "Peraturan Menteri Lingkungan Hidup dan Kehutanan No. P.94/MENLHK/SETJEN/KUM.1/12/2016". Based on the evaluation, the invasive identified</p>	Complied																																				

		<ul style="list-style-type: none"> - <i>Mikania micrantha</i> Kunth., which is classified as a broad-leaved weed in a plantation environment, manual control is carried out by slashing, chemical control is carried out using glyphosate-based herbicides; <p><i>Turnera ulmifolia</i> (L.), it is a species developed as a beneficial plant in a plantation as host for natural predator of leaf eater caterpillar.</p>	
7.1.3	There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities.	<p>Based on field visit to Division IV, block M062-21; Division VI, block J07-98 and block J06-97, no signs of fire used for pest control.</p> <p>Based on interview with Group Manager and Estate Manager Sei Pingai, there was no significant pest infestation, hence management did not use fire to suppress the pest.</p> <p>audit team concluded no use of fire for pest control.</p> <p>In addition, as per "Peningkatan Berkelanjutan PT. Meridan Sejatisurya Plantation 2019" Section C.1 Improved Fire Control Management: Year 2018, period January – December, no fire. Year 2019, period January – December, no fire. Year 2020, period January – December, no fire.</p>	Complied
Criteria 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.	<p>PT. Meridan Sejatisurya Plantation refers to Operational Best Practices Manual Oil Palm Agronomy – Pengendalian Hama dan Penyakit No.FR.COP.OPA.PHT. Section 6.7.5 Economic threshold or leaf eating caterpillar: <i>Setothosea asigna</i> 5/frond; <i>Setora nitens</i> 5/frond; <i>Darna trima</i> 10/frond; <i>Ploneta diducta</i> 10/frond; <i>Mahasena corbetti</i> 5/frond; <i>Metisa plana</i> 10/frond.</p> <p>Section 6.7.6 Control</p> <ul style="list-style-type: none"> - Manual: handpicking, cocoon picking, light trap. - Biological control: bio-insecticide through <i>Bacillus thuringensis</i>, virus or fungi, conservation and exploitation of natural predator, use of beneficial plant. 	Complied

- Chemical control: spraying/fogging chemical insecticide, trunk injection, root infuse.

Section 6.7.6.7 Contact insecticide

Pest	Active ingredient	Dosage per Ha
Setothosea asigna	Deltametrin	200 ml
Setora nitens	Lamda Sihalotrin	200 ml
Darna trima	Betasiflutrin	225 ml
Ploneta diducta	Sipermetrin	300 ml
Mahasena corbeti	Asefat	650 ml
Metisa plana		

PT. Meridan Sejati Surya Plantation refers to Operational Best Practices Manual Oil Palm Agronomy – Pengelolaan Pesticida No.FR.COP.OPA.PPS.

PT. Meridan Sejati Surya Plantation refers to Operational Best Practices Manual Oil Palm Agronomy – Prosedur Petunjuk Keamanan Pesticida No.FR.COP.OPA.PLP. Section 6.1 Pesticide Selection – shall first identify type of pest, type of disease or type of weed. The pesticide shall inform type of pest, disease and target species, application method and hazard/impact.

PT. Meridan Sejatisurya Plantation refers to “Daftar Pesticida yang Digunakan First Resources Limited”, period 2020-2021:

Brand – Active Ingredient	LD50 (mg/kg)	Register No.	WHO Class	Rotterdam / Stockholm Convention	Targeted pest / Weed
Bionasa 480 SL	5,000	RI.01030 1200318	III	-	Broad leaves: <i>Calapogonium</i>

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		(Glyphosate 365 g/l)		06 (22 October 2022)			<i>mucunoides, Ageratum conyzoides, Borreria alata;</i>
		Round Up 486 SL (Glyphosate 360 g/l)	9,041	RI.01030 1200015 60 (16 April 2023)	III	-	Small leaves: <i>Paspalum conjugatum, Otthocloa nodosa, Anoxopus compressus</i>
		Garlon 670 ED (Triclophyr 480 g/l)	1,581	RI.01030 1201347 13 (16 April 2023)	II	-	Broad leaves: <i>Chromolaena odorata,</i>
		Lifeline 280 SL (Glufosinat 256 g/l)	2,000	RI.01030 1217584 9 (22 October 2022)	II	-	Broad leaves: <i>Ageratum conyzoides, Clidemia hirta, Mikania micrantha;</i>
		Basta 150 SL (Glufosinat 111 g/l)	1,910	RI.01030 1201758 26 (6 October 2022)	II	-	Small leaves: <i>Ischaemum timorense, Otthocloa nodosa,</i>
		Metafuron 20 WP (Methyl	8,000	RI.01030 1199512 24 (18	U	-	Broad leaves: <i>Ageratum conyzoides,</i>

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		metsulfuron 20.05%)		October 2021)			<i>Clidemia hirta,</i> <i>Mikania</i>
		Metsulindo 20 WP (Methyl metsulfuron 20%)	5,000	RI.01030 1199914 84 (11 May 2022)	U	-	<i>micrantha,</i> <i>Borreria alata,</i> <i>Synedrella</i> <i>nodiflora;</i> Small leaves: <i>Imperata</i> <i>cylindrica</i>
		Brantas 25 EC (Lamda sihalotrin 25 g/l)	1,051	RI.01010 1200422 42(24 May 2024)	II	-	Bagworm: <i>Metisa</i> <i>plana;</i> Nettle caterpillar: <i>Thosea asigna</i>
		Polydor (Lamda sihalotrin 25 g/l)	56	RI.01010 1200419 94 (12 Novembe r 2023)	II	-	
		Marshal 5G (Karbosulfa n 5%)	905	RI.01010 1199612 79 (6 October 2022)	U	-	Pest: <i>Oryctes</i> <i>rhinoceros</i>
		Sime Pheromone (Ethyl 4 Metiloktano at 1000g/l)	>5,00 0	RI.01070 1201963 01 (2 August 2021)	U	-	

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		Chepat 75 SP (Acephate 75%)	1,486	RI.01010 1200830 32 (2 February 2023)	U	-	Pest: <i>Metisa plana</i>
		Antong 75 SP (Acephate 75%)	1,486	RI.01010 1201347 48 (2 February 2023)	U	-	
		Scud (Cypermetrin 250 g/l)	247	RI.01010 1200933 68 (21 November 2023)	II	-	Pest: <i>Oryctes rhinoceros</i>
		Dithane (Mankozeb 80%)	5,000	RI.01020 1197459 (22 August 2021)	II	-	Fungi: <i>Cercospora capsici</i>
		Dejavu (Fluoroxypir 288 g/l)	3,000	RI.01030 1201038 27 (3 December 2025)	III	-	Broad leaves: <i>Ageratum conyzoides</i> , <i>Borreria alata</i> , <i>Chromolaena odorata</i> , <i>Clidemia hirta</i>

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7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per Ha and number of applications) are provided.</p>	<p>PT. Meridan Sejatisurya Plantation prepared the calculation for pesticide use with active ingredient use, active ingredient and LD50 applied per Ha – monitored per year.</p> <p>2019 (September - December)</p> <table border="1"> <thead> <tr> <th>Active Ingredient</th> <th>Brand</th> <th>LD50 (mg/kg)</th> <th>Concentration</th> <th>Toxicity per Liter</th> <th>TOTAL Chemical used</th> <th>Toxicity Planted</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Glyphosate</td> <td>Round Up</td> <td>9,041</td> <td>360</td> <td>40</td> <td>3,085</td> <td>122,846</td> </tr> <tr> <td>Bionasa</td> <td>5,000</td> <td>360</td> <td>72</td> <td>189</td> <td>13,597</td> </tr> <tr> <td>Metafuron 20WP</td> <td>8,000</td> <td>205</td> <td>26</td> <td>152</td> <td>3,888</td> </tr> </tbody> </table>	Active Ingredient	Brand	LD50 (mg/kg)	Concentration	Toxicity per Liter	TOTAL Chemical used	Toxicity Planted	Glyphosate	Round Up	9,041	360	40	3,085	122,846	Bionasa	5,000	360	72	189	13,597	Metafuron 20WP	8,000	205	26	152	3,888	Complied
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		Triclopyr	Garlon	1,581	480	304	392	119,010	
		Mankozeb	Dithane	5,000	800	160	38	6,048	
		Fluroxypyr	Dejavu	3,000	288	96	541	51,946	
		Glufosinate - ammonium	Lifeline 280SL	2,000	256	128	743	95,145	
2020 (January – December)									
		Active Ingredient	Brand	LD50 (mg/kg)	Concentration	Toxicity Per Liter	Total	Toxicity Planted	
		Glyphosate	Round Up	9,041	360	40	6,141	244.537	
			Bionasa	5,000	360	72	843	60.717	
			Metafuron 20WP	8,000	205	26	9,502	2.435	
			Metsulindo	5,000	200	40	41,754	16.702	
		Triclopyr	Garlon	1,581	480	304	2,275.99	691.004	
		Mankozeb	Dithane	5,000	800	160	211	33.728	
		Fluroxypyr	Dejavu	3,000	288	96	25	2.400	
		Deltamethrin	Decis 25EC	86	25	291	48	13.953	
			Polydor	56	25	446	92	40.848	

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		Carbosulfan	Marshall 5G	905	50	55	33,452	1.848.160	
		Cypermethrin	Scud 100EW	247	250	1,012	534	540.294	
		Lamda Sihalotrin	Brantas 25EC	1,051	25	24	410	9.757	
		Etil4-Metil Oktanoat	Sime Pheromone				2.969	-	
		Acephate	Chepat 75SP	1,486	750	505	50	25.236	
			Antong 75SP	1,486	750	505	25	12.618	
		Amitraz	Rotraz 200EC	400	200	500	-	-	
		Copper Oxide	Nordox 86WG	5,000	560	112	13	1.485	
		Glufosinate - ammonium	Lifeline 280SL	2,000	256	128	5.965,67	763.606	
2021 (January – June)									
		Active Ingredient	Brand	LD50 (mg/kg)	Concentration	Toxicity Per Liter	Total	Toxicity Planted	
		Glyphosate	Round Up	9,041	360	40	2,478	98,678	
			Bionasa	5,000	360	72	1,237	89,043	

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			Metafuron 20WP	8,000	205	26	426	10,926	
		Triclopyr	Garlon	1,581	480	304	1,218	369,930	
		Mankozeb	Dithane	5,000	800	160	127	20,240	
		Fluroxypyr	Dejavu	3,000	288	96	9	816	
		Deltamethrin	Decis 25EC	86	25	291	10	2,974	
			Polydor	56	25	446	87	38,661	
		Carbosulfan	Marshall 5G	905	50	55	16,413	906,785	
		Cypermethrin	Scud 100EW	247	250	1.012	42	42,814	
		Lamda Sihalotrin	Brantas 25EC	1,051	25	24	174	4,144	
		Etil4-Metil Oktanoat	Sime Pheromone				801	-	
		Amitraz	Rotraz 200EC	400	200	500	19	9,300	
		Glufosinate-ammonium	Lifeline 280SL	2,000	256	128	3,317	424,534	
Toxicity index									
		Year	Toxicity Planted	Hectarage	Toxicity usage (liter/Ha/year)				
		2019	412,480	9.296	44,37				
		2020	4,307,478	9.566	450,29				

		2021	2,018,843	9.009	224,10																							
7.2.3	(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.	PT. Meridan Sejatisurya Plantation refers to Operational Best Practices Manual Oil Palm Agronomy – Pengendalian Hama dan Penyakit No.FR.COP.OPA.PHT. Section 6.7.5 Economic threshold or leaf eating caterpillar: <i>Setothosea asigna</i> 5/frond; <i>Setora nitens</i> 5/frond; <i>Darna trima</i> 10/frond; <i>Ploneta diducta</i> 10/frond; <i>Mahasena corbetti</i> 5/frond; <i>Metisa plana</i> 10/frond. Section 6.7.6 Control <ul style="list-style-type: none"> - Manual: handpicking, cocoon picking, light trap. - Biological control: bio-insecticide through <i>Bacillus thuringensis</i>, virus or fungi, conservation and exploitation of natural predator, use of beneficial plant. - Chemical control: spraying/fogging chemical insecticide, trunk injection, root infuse. Section 6.7.6.7 Contact insecticide <table border="1" data-bbox="981 895 1756 1278"> <thead> <tr> <th>Pest</th> <th>Active ingredient</th> <th>Dosage per Ha</th> </tr> </thead> <tbody> <tr> <td><i>Setothosea asigna</i></td> <td>Deltametrin</td> <td>200 ml</td> </tr> <tr> <td><i>Setora nitens</i></td> <td>Lamda Sihalotrin</td> <td>200 ml</td> </tr> <tr> <td><i>Darna trima</i></td> <td>Betasiflutrin</td> <td>225 ml</td> </tr> <tr> <td><i>Ploneta diducta</i></td> <td>Sipermetrin</td> <td>300 ml</td> </tr> <tr> <td><i>Mahasena corbeti</i></td> <td>Asefat</td> <td>650 ml</td> </tr> <tr> <td><i>Metisa plana</i></td> <td></td> <td></td> </tr> </tbody> </table>					Pest	Active ingredient	Dosage per Ha	<i>Setothosea asigna</i>	Deltametrin	200 ml	<i>Setora nitens</i>	Lamda Sihalotrin	200 ml	<i>Darna trima</i>	Betasiflutrin	225 ml	<i>Ploneta diducta</i>	Sipermetrin	300 ml	<i>Mahasena corbeti</i>	Asefat	650 ml	<i>Metisa plana</i>			Complied
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7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in Indonesia best practice guidelines.	In PT. Meridan Sejatisurya Plantation, there is no prophylactic use of pesticide.					Complied																					

<p>7.2.5</p>	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat, are not to be used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to: 7.2.5a Judgment of the threat and verify why this is a major threat.</p>	<p>Based on review of document “Daftar Pestisida yang Digunakan Tahun 2019 - 2021” – record of pesticide uses in 2019 –2021, there is no use of paraquat or other pesticides categorized as WHO Class 1A or 1B by the plantation in September 2019 – June 2021.</p> <table border="1" data-bbox="981 507 1964 1366"> <thead> <tr> <th>Brand – Active Ingredient</th> <th>LD50 (mg/kg)</th> <th>Register No.</th> <th>WHO Class</th> <th>Rotterdam / Stockholm Convention</th> </tr> </thead> <tbody> <tr> <td>Bionasa 480 SL (Glyphosate 365 g/l)</td> <td>5,000</td> <td>RI.01030120031806 (22 October 2022)</td> <td>III</td> <td>-</td> </tr> <tr> <td>Round Up 486 SL (Glyphosate 360 g/l)</td> <td>9,041</td> <td>RI.01030120001560 (16 April 2023)</td> <td>III</td> <td>-</td> </tr> <tr> <td>Garlon 670 ED (Triclophyr 480 g/l)</td> <td>1,581</td> <td>RI.01030120134713 (16 April 2023)</td> <td>II</td> <td>-</td> </tr> <tr> <td>Lifeline 280 SL (Glufosinat 256 g/l)</td> <td>2,000</td> <td>RI.0103012175849 (22 October 2022)</td> <td>II</td> <td>-</td> </tr> <tr> <td>Basta 150 SL (Glufosinat 111 g/l)</td> <td>1,910</td> <td>RI.01030120175826 (6 October 2022)</td> <td>II</td> <td>-</td> </tr> <tr> <td>Metafuron 20 WP (Methyl metsulfuron 20.05%)</td> <td>8,000</td> <td>RI.01030119951224 (18 October 2021)</td> <td>U</td> <td>-</td> </tr> <tr> <td>Metsulindo 20 WP (Methyl metsulfuron 20%)</td> <td>5,000</td> <td>RI.01030119991484 (11 May 2022)</td> <td>U</td> <td>-</td> </tr> <tr> <td>Brantas 25 EC (Lamda sihalotrin 25 g/l)</td> <td>1,051</td> <td>RI.01010120042242(2 4 May 2024)</td> <td>II</td> <td>-</td> </tr> </tbody> </table>	Brand – Active Ingredient	LD50 (mg/kg)	Register No.	WHO Class	Rotterdam / Stockholm Convention	Bionasa 480 SL (Glyphosate 365 g/l)	5,000	RI.01030120031806 (22 October 2022)	III	-	Round Up 486 SL (Glyphosate 360 g/l)	9,041	RI.01030120001560 (16 April 2023)	III	-	Garlon 670 ED (Triclophyr 480 g/l)	1,581	RI.01030120134713 (16 April 2023)	II	-	Lifeline 280 SL (Glufosinat 256 g/l)	2,000	RI.0103012175849 (22 October 2022)	II	-	Basta 150 SL (Glufosinat 111 g/l)	1,910	RI.01030120175826 (6 October 2022)	II	-	Metafuron 20 WP (Methyl metsulfuron 20.05%)	8,000	RI.01030119951224 (18 October 2021)	U	-	Metsulindo 20 WP (Methyl metsulfuron 20%)	5,000	RI.01030119991484 (11 May 2022)	U	-	Brantas 25 EC (Lamda sihalotrin 25 g/l)	1,051	RI.01010120042242(2 4 May 2024)	II	-	<p>Complied</p>
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		Polydor (Lamda sihalotrin 25 g/l)	56	RI.01010120041994 (12 November 2023)	II	-
		Marshal 5G (Karbosulfan 5%)	905	RI.01010119961279 (6 October 2022)	U	-
		Sime Pheromone (Ethyl 4 Metiloktanoat 1000g/l)	>5,000	RI.01070120196301 (2 August 2021)	U	-
		Chepat 75 SP (Acephate 75%)	1,486	RI.01010120083032 (2 February 2023)	U	-
		Antong 75 SP (Acephate 75%)	1,486	RI.01010120134748 (2 February 2023)	U	-
		Scud (Cypermetrin 250 g/l)	247	RI.01010120093368 (21 November 2023)	II	-
		Dithane (Mankozeb 80%)	5,000	RI.010201197459 (22 August 2021)	II	-
		Dejavu (Fluoroxyphir 288 g/l)	3,000	RI.01030120103827 (3 December 2025)	III	-
		Decis (Deltrametrin 25 g/l)	86	RI.0101011979387 (6 October 2022)	II	-
		Nordox 56WP (Copper oxide 56%)	5,000	RI.01020119951188 (11 May 2024)	II	-
		Rotraz 200 EC (Amitraz 200g/l)	>400	RI.01010119971322 (22 August 2021)	II	-

	7.2.5b Why there is no other alternative which can be used.	Based on review of document "Daftar Pestisida yang Digunakan Tahun 2019 - 2021" – record of pesticide uses in 2019 –2021, there is no use of paraquat or other pesticides categorized as WHO Class 1A or 1B by the plantation in September 2019 – June 2021.	
	7.2.5c Which process was applied to verify why there is no other less hazardous alternative.	Based on review of document "Daftar Pestisida yang Digunakan Tahun 2019 - 2021" – record of pesticide uses in 2019 –2021, there is no use of paraquat or other pesticides categorized as WHO Class 1A or 1B by the plantation in September 2019 – June 2021.	
	7.2.5d Process to limit the negative impacts of the application.	Based on review of document "Daftar Pestisida yang Digunakan Tahun 2019 - 2021" – record of pesticide uses in 2019 –2021, there is no use of paraquat or other pesticides categorized as WHO Class 1A or 1B by the plantation in September 2019 – June 2021.	
	7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.	Based on review of document "Daftar Pestisida yang Digunakan Tahun 2019 - 2021" – record of pesticide uses in 2019 –2021, there is no use of paraquat or other pesticides categorized as WHO Class 1A or 1B by the plantation in September 2019 – June 2021.	
7.2.6	(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they conduct.	The training plan available under "Program Kerja Penerapan Sistem manajemen Keselamatan dan Kesehatan Kerja PT. Meridan Sejatisurya Plantation 2020", Internal training "Penanganan Pestisida yang Aman" – safe handling of pesticide, planned January 2020. PT. Meridan Sejati Surya Plantation has performed training for spraying workers, e.g. "Pelatihan Pengelolaan dan Penggunaan Herbisida serta Lingkungan dan Penanganan Pestisida yang Aman" – safe use of pesticide training dated 1 – 11 July 2020 attended by General Manager, Field Head Assistant, Field Assistant and IPM workers. Training module and attendance list were available. The training covers First Resources Group environment and OSH policy (preparation, PPE use, calibrated apparatus); understanding MSDS; handling empty pesticide containers; emergency response plan (for accident and spillage/contamination); prohibit use of agrochemical for pregnant and breastfeeding female worker; prohibit spraying in HCV and water body.	Complied

		<p>Another Training carried out and reported "Laporan Pelatihan/Sosialisasi Penanganan Bahan Kimia Berbahaya untuk Petugas Gudang" – Chemical handling for Warehouse Officer, dated 3 Decembe 2020. Attended by 5 warehouse officers.</p> <p>The training plan available under "Program Kerja Penerapan Sistem manajemen Keselamatan dan Kesehatan Kerja PT. Meridan Sejatisurya Plantation 2020", Internal training "Penanganan Pestisida yang Aman" – safe handling of pesticide, planned October 2021.</p> <p>The certification unit has communicated the importance of MSDS onto chemical warehouse keeper, with aspects of health, safety and environment. Safety officer carried out training and dissemination to warehouse keepers related to importance and information on MSDS. The certification unit provides sprayers with PPE: glasses, mask, apron, rubber hand glove, overall and rubber boot.</p>	
7.2.7	(C) Storage of all pesticides in accordance with recognized best practices.	<p>PT. Meridan Sejatisurya Plantation stored all pesticides/herbicides in the centralized warehouse. The management unit separated powder and liquid pesticide/herbicide storage.</p> <p>PPE available in the premise: goggle, masker, goggle, apron, safety shoes. Emergency equipment available in the premise: spill kit, eye wash, fire extinguisher. All pesticide/herbicide expenses using recorded notes for tracking material handover. Warehouse officer understood the use of pesticide/herbicide need to dissolved with water, composition 1:1.</p>	Complied
7.2.8	All pesticide containers that are disposed of and/or used for other purposes are managed according to applicable regulations and/or instructions on the packaging.	<p>Empty pesticide containers are disposed of as per regulation. The empty pesticide containers sent for registered collector/processing using registered transporter.</p> <p>Evidence sighted:</p> <ul style="list-style-type: none"> - The empty pesticide container's manifest "Manifes Limbah Bahan Berbahaya dan Beracun No.KLH-633000005928UF"; PT. Meridan Sejatisurya Plantation; Register of consignee KLH-9181; Hazardous waste type: hazardous waste container; Hazardous waste code: B104d; Volume: 1.445 tons; Hazardous Waste Transporter: PT. Shali Riau Lestari; Transporter register: KLH-633; Truck ID: BM8431JU; Transport permit: S.1409/VPLB3/PPLB3/PLB.3/12/2019; Date of 	Complied

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		<p>loading: 5 August 2020. Hazardous Waste Processor: PT. Shali Riau Lestari; Transporter register: KLH-629; Date of receipt: 5 August 2020.</p> <ul style="list-style-type: none"> - The empty pesticide container's manifest "Manifes Limbah Bahan Berbahaya dan Beracun No.KLHK-1616664931"; PT. Meridan Sejatisurya Plantation; Register of consignee KLH-563; Hazardous waste type: hazardous waste container; Hazardous waste code: B104d; Volume: 0.840 tons; Hazardous Waste Transporter: PT. Shali Riau Lestari; Transporter register: KLH-3201; Truck ID: BM9456JU; Transport permit: SK.870/AJ.309/DJPD/2018 and SK.871/AJ.309/DJPD/2018; Date of loading: 24 February 2021. Hazardous Waste Processor: PT. Shali Riau Lestari; Transporter register: KLH-3201; Date of receipt: 26 February 2021. 	
7.2.9	(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.	<p>There is no aerial application of pesticide in plantation area of PT. Meridan Sejati Surya Plantation.</p> <p>Not applicable.</p>	Not Applicable
7.2.10	(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.	<p>Audit team reviewed the laboratory analysis result from "Balai Keselamatan dan Kesehatan Kerja Medan No.141/LHU/BK3-MDN/II/2020" dated 27 January 2020. PT. Meridan Sejatisurya Plantation has taken sample and test the Cholinesterase level for all 34 sprayers, 4 warehouse officers and 2 warehouse clerks. The result has communicated that all workers related to pesticide/herbicide are in normal level (not intoxicated).</p> <p>PT. Meridan Sejatisurya Plantation demonstrated laboratory analysis result from "Balai Keselamatan dan Kesehatan Kerja Medan No.64/LHU/BK3-MDN/I/2021" dated 13 January 2021. PT. Meridan Sejatisurya Plantation has taken sample and test the Cholinesterase level for all 34 sprayers and 1 mandor. The result has communicated that all workers related to pesticide/herbicide are in normal level (not intoxicated).</p>	Complied

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7.2.11	(C) No pesticide-related work is carried out by pregnant or breastfeeding women, or people with medical limitations and they are offered other equivalent work alternatives.	PT. Meridan Sejatisurya Plantation-Sei Pingai Estate demonstrate checking on pregnancy status and breastfeeding status of female sprayers, period January – July 2021. The record says no pregnant or breastfeeding women is working as sprayers. Based on interview with sampled workers – sprayers; they (Anis, Yunia, Lufi) says nurse is checking for pregnant and/or breastfeeding female worker.	Complied
<p>Note For 7.2.11</p> <p>Referring to Act No. 13 of 2003 concerning Manpower, Act No. 35 of 2014 concerning Child Protection, and taking into account the risks of hazards on palm oil plantations and mills on the development and physical, mental and social health of children, the national interpretation mandates that the unit of certifications does not employ people under the age of 18 for pesticide spraying. For this reason, the provisions of young workers under 18 years in indicator 7.2.11 are irrelevant.</p>			
<p>Criteria 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.</p>			
7.3.1	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented in accordance with applicable laws and regulations.	<p>PT. Meridan Sejatisurya Plantation demonstrates Best Practice of Operations Waste Management No.FR.CSM.OP-1. The procedure classified the waste source based on hazardous level.</p> <p>Record of ISO 14001 Environment and Social Aspect and Impact Assessment for Palm Oil, dated December 2014 showed plan to reduce the environment impact identified in the mill and field activities. For example: hazardous waste is kept in permitted temporary store and send to licensed waste collector, empty fruit bunch is distributed to the estate field blocks as soil nutrient.</p> <p>PT. Meridan Sejatisurya Plantation demonstrated good waste management practices started from waste and pollution identification up to monitoring environment quality monitoring.</p> <ul style="list-style-type: none"> - Hazardous waste management: company have temporary hazardous waste store, company have recording temporary storage activity, company have a work agreement with licensed hazardous waste collector (PT. Shali Riau Lestari), company have reported the hazardous waste management to "Dinas Lingkungan Hidup Kabupaten Siak" every three (3) months. - Management of waste water/effluent: company utilizing palm oil mill effluent as soil nutrient (land application). The permit for POME land application as per "Surat 	Complied

		<p>Keputusan Kepala Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Kabupaten Siak No.01/DPMTSP-ILA/KPTS/2018 tentang Izin Pemanfaatan Air Limbah Industri Minyak Sawit pada Tanah di Perkebunan Kelapa Sawit PT. Meridan Sejatisurya Plantation” dated 11 January 2018. Company carried out monitoring for water quality at control well (frequency per six months) and the POME quality monitored on monthly basis. The analysis conducted by “Unit Pelaksana Teknis Pengujian Material – Dinas Pekerjaan Umum Provinsi Riau”.</p> <ul style="list-style-type: none"> Also, PT. Meridan Sejatisurya Plantation has had Biogas Plant to reduce GHG emission from Mill wastewater. 	
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.	<p>All pesticide containers are categorized as “Limbah B3”. Sein Pingai Estate has storage for hazardous waste/containers with valid license.</p> <p>During field visit, audit team found:</p> <ul style="list-style-type: none"> In employee housing Division 6 – Found domestic waste is not properly disposed, found waste disposed in housing yards - not placed in trash bins In HCV area Division 3 – Found domestic waste disposed in riparian zone In employee housing Division 6 - Found hazardous waste stored in housing (knapsack: 11 pcs) and not sent to hazardous waste temporary storage In HCV area Division 3 – Found hazardous waste in river (oil used drum) <p>The implementation of waste management is not in line with Corporate Sustainability Procedure, No: FR.CSM.OP.I, version 01 “Manajemen Limbah”, It was stated that the waste from domestic (employee housing) must sent to land fill and hazardous waste stored must be collected by and put into the temporary hazardous waste storage in Sei Pingai POM.</p>	Non-compliance
7.3.3	The unit of certification does not use open fire for waste disposal.	Sei Pingai estate also has Landfill for domestic waste disposal. No fire use founded for waste disposal.	Complied
<p>Criteria 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>			

7.4.1	Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts is documented.	PT. Meridan Sejatsurya Plantation has established SOP for fertilizing/manuring under SOP Pemupukan (MN.FR.COP.OPA.PMK) dated 1 July 2012. The procedure consists of company policy on fertilizer/nutrient application, deficiency symptoms (N, P, K, Mg, Cu, Fe, B), details of fertilizer to be applied, nutrient requirement, application and frequency for young and mature palm. The SOP also covers palm byproduct application, such as EFB and POME application. There were also guidelines for leaf sample taking under "Pedoman Umum Pengambilan Contoh Daun/LSU di Lapangan". The procedures are implemented and monitored to ensure optimum yield and minimize environmental impact.	Complied										
7.4.2	Analysis of tissue samples (e.g. leaves) and soil on a regular basis to monitor and manage changes in soil fertility and plant health is documented.	<p>Periodical leaf analysis of PT MSSP Sei Pingai Estate are done by internal group research laboratory, PT. Panca Surya Garden. Result of leaf sampling analysis are presented in Leaf Analysis Result. Sample sighted e.g. Lab. Ref. #11/PSG/RST-LAB/III/2020; Cust. Req. #013/ARS-R&D/PSG/III/2020; Plantation: MSSP1 - Sei Pingai; Sample accepted: 3 April 2020; Analysis Finished: 6 April 2020 – for fertilizer period 2021.</p> <p>Sample of analysis result for LSU Block MSSP1-VI-J06-I-1997-2021; sample #21/2223; 2.56% N; 0.162% P; 0.95% K; 0.25% Mg; 0.89% Ca and 20.10 ppm B. Sample of analysis result for LSU Block MSSP1-VI-J07-I-1997-2021; sample #21/2224; 2.61% N; 0.158% P; 0.92% K; 0.25% Mg; 0.90% Ca and 21.97ppm B. There was also Summary Data Leaf Sampling PT. MSSP, year 2020. Leaf sample analysis results are sufficient to recognize crops nutrition.</p> <p>Soil Analysis conducted in April 2012, based on "Laporan Survey Tanah dan Evaluasi Lahan Pada Tingkat Semi Detail Kebun Sei Pingai PT. MSSP". Based on the report, Soil Map Units and Land Classification at Sei Pingai Estate are:</p> <table border="1" data-bbox="981 1187 1966 1398"> <thead> <tr> <th rowspan="2">No. SPT</th> <th rowspan="2">Description</th> <th colspan="2">Land Classification</th> </tr> <tr> <th>Actual</th> <th>Potential</th> </tr> </thead> <tbody> <tr> <td>1</td> <td><i>Typic Paleudult</i>, sandy loam clay texture, fast drainage class, corrugated to hilly area shape (Soil Profile No. RA-16)</td> <td>N1</td> <td>S3</td> </tr> </tbody> </table>	No. SPT	Description	Land Classification		Actual	Potential	1	<i>Typic Paleudult</i> , sandy loam clay texture, fast drainage class, corrugated to hilly area shape (Soil Profile No. RA-16)	N1	S3	Complied
No. SPT	Description	Land Classification											
		Actual	Potential										
1	<i>Typic Paleudult</i> , sandy loam clay texture, fast drainage class, corrugated to hilly area shape (Soil Profile No. RA-16)	N1	S3										

		2	<i>Typic Paleudult</i> , sandy loam clay texture, fast drainage class, wavy to hilly area shape (Soil Profile No. RA-13)	S3	S3	
		3	<i>Typic Paleudult</i> , sandy loam clay texture, fast drainage class, wavy area shape (Soil Profile No. RA-13)	S3	S2	
		4	<i>Typic Paleudult</i> , sandy loam clay texture, moderate drainage grade, choppy to bumpy shape. (Soil Profile No. RA-2)	S3	S2	
		5	<i>Typic Paleudult</i> , loam to sandy clay texture, medium drainage grade, wavy region to undulating form (Soil Profile No. RA-4)	S3	S2	
		6	<i>Typic Paleudult</i> , sandy clay loam texture, moderate drainage class, choppy shape (Soil Profile RA-12)	S3	S2	
		7	<i>Typic Paleudult</i> , sandy clay loam texture, moderate drainage class, flat area to slightly wavy (Soil Profile No. RA-9)	S3	S2	
		8	<i>Aeric Endoaquent Complex and Typic Endoaquent</i> , sandy loam texture, slightly hampered to inhibited drainage class, flat area (basin) (Soil Profile No. RA-3)	S3	S3	
7.4.3	A nutrient recycling strategy is in place, which include the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.	There was nutrient recycling strategy performed by PT. Meridan Sejatisurya Plantation such as land application from POME (Palm Oil Mill Effluent) and Empty fruit bunch (EFB) application. POME or liquid waste from mill used as Land application, it gives nutrient for palm oil plantation.				Complied

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Location of Land Application was complied with designated blocks as in "Berita Acara Pengawasan Izin Air Limbah dari Industri Minyak Sawit pada Perkebunan Kelapa Sawit PT. Meridan Sejatisurya Plantation, Kecamatan Kerinci Kanan". Issued by "Dinas Lingkungan Hidup Kabupaten Siak", dated 13 September 2017. Designated blocks for land application are K13 – K17, L13 – L18, M16 – M18 with total size is 180.40 Ha. Based on "Rekapitulasi Lokasi Land Aplikasi", number of flatbed: 19,161 bed; Volume: 2.88 m3/bed; total Palm: 21,633 palms applied.

EFB were applied based on the recommendation from R&D in terms of dosage per ha and location. EFB were applied in Sei Pingai Estate by manually. EFB were not applied nearby housing and water spring. Empty fruit bunch application was performed as mulch ground cover and added of organic material. Records of EFB application in Sei Pingai Estate are available.

EFB production and application in 2020 and 2021

Month	2020 (ton)		2021 (ton)	
	Production	Application	Production	Application
January	2,251.90	2,043.55	1,744.60	1,757.71
February	2,032.06	1,908.55	1,732.48	1,719.64
March	1,981.01	2,116.25	1,819.34	1,504.20
April	1,830.06	1,967.93	1,696.18	1,545.57
May	2,127.63	1,993.06	1,542.45	1,329.49
June	2,292.57	2,245.62	1,477.28	1,782.25
July	2,484.28	2,602.26	-	-
August	2,587.88	2,505.68	-	-
September	3,109.72	2,933.29	-	-

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October	2,711.61	2,921.48	-	-
November	1,669.68	1,698.50	-	-
December	1,678.57	1,790.81	-	-
Total	26,757.57	26,726.81	10,022.36	9,638.86

POME application in 2020 and 2021

Month	2020 (m ³)		2021 (m ³)	
	Production	Application	Production	Application
January	10,156	10,114	7,644	6,889
February	9,514	9,544	7,373	7,763
March	9,131	9,131	7,828	7,880
April	997	9,291	7,449	7,410
May	8,846	8,856	6,677	6,623
June	10,516	10,482	7,260	7,346
July	11,536	11,552	-	-
August	11,514	11,467	-	-
September	13,975	14,007	-	-
October	11,776	11,188	-	-
November	7,995	8,569	-	-
December	8,452	8,385	-	-
Total	122,708	122,585	44,230	43,911

7.4.4	Records of fertilizer inputs are maintained.	<p>The result of leaf sampling analysis, soil sampling analysis along with visual analysis, planting material, planting age and rain fall are considered in proposing the Fertilizer Recommendation. Fertilizer Recommendation for year 2020</p> <table border="1" data-bbox="981 475 1476 922"> <thead> <tr> <th>Fertilizer</th> <th>Total need (kg)</th> </tr> </thead> <tbody> <tr> <td>NPK 16/8/8/2</td> <td>56,949</td> </tr> <tr> <td>NPK 14/6/22/4</td> <td>88,588</td> </tr> <tr> <td>Urea</td> <td>1,877,692</td> </tr> <tr> <td>RPH</td> <td>1,309,348</td> </tr> <tr> <td>MOP</td> <td>2,028,963</td> </tr> <tr> <td>Dolomite</td> <td>845,245</td> </tr> <tr> <td>HGFB</td> <td>30,240</td> </tr> <tr> <td>Kiserite</td> <td>231,150</td> </tr> </tbody> </table> <p>Fertilizer applied 2020</p> <table border="1" data-bbox="981 1013 1476 1359"> <thead> <tr> <th>Fertilizer</th> <th>Total application (kg)</th> </tr> </thead> <tbody> <tr> <td>NPK 16/8/8/2</td> <td>39,301</td> </tr> <tr> <td>NPK 14/6/22/4</td> <td>187,323</td> </tr> <tr> <td>Urea</td> <td>1,781,978</td> </tr> <tr> <td>RPH</td> <td>652,977</td> </tr> <tr> <td>MOP</td> <td>1,867,604</td> </tr> <tr> <td>Dolomite</td> <td>549,245</td> </tr> </tbody> </table>	Fertilizer	Total need (kg)	NPK 16/8/8/2	56,949	NPK 14/6/22/4	88,588	Urea	1,877,692	RPH	1,309,348	MOP	2,028,963	Dolomite	845,245	HGFB	30,240	Kiserite	231,150	Fertilizer	Total application (kg)	NPK 16/8/8/2	39,301	NPK 14/6/22/4	187,323	Urea	1,781,978	RPH	652,977	MOP	1,867,604	Dolomite	549,245	Complied
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		Urea	901,783		
		RPH	372,276		
		MOP	1,059,366		
		Dolomite	405,032		
		HGFB	13,174		
		EFB	9,638,860		
Criteria 7.5: Practices minimise and control erosion and degradation of soils.					
7.5.1	(C) Maps that identify marginal and fragile soils, including steep sloped land are available.	<p>Maps that identify marginal and fragile soils, including steep sloped land area are available in soil survey result - "Laporan Survey Tanah dan Evaluasi Lahan Pada Tingkat Semi Detail Kebun Sei Pingai PT. MSSP". Most of PT. Meridan Sejatisurya Plantation-Sei Pingai Estate's land is S3 class, to achieve / maintain the potential of S2 production, several things recommended with the soil and plants in the plantation, including:</p> <ol style="list-style-type: none"> 1. Making and maintaining the contour terrace optimally, so that there is no erosion or landslide on slope area; 2. Ensure that interrow area is not too clean, and if possible, it must always be covered with cover crops. Maintenance of cover crops is very useful in reducing surface runoff / erosion and increasing levels of organic matter. Cover crops of grass and ferns are still possible to grow in plantation even though almost all the area is old plants. 3. Provision of organic material (e.g. empty fruit bunches) applied on the soil surface in the heap, especially on bumpy land to steep hills. Not recommended applying EFB to lowland areas. EFB dosage of at least 20 tons to 50 tons per hectare is common for plantation and is done in stages according to the EFB production capacity of the palm oil mill (PKS). EFB application in stages and need to be repeated every year until the soil organic matter content reaches about 3% on the 			Complied

		<p>soil surface, is highly recommended. By repeating the application of organic matter for 3 years, the expected soil friability / fertility can be achieved.</p> <ol style="list-style-type: none"> 4. If the wavy to hilly land has reached the estimated productivity figure, the application of EFB is recommended for other areas that have high productivity targets but still low in actual production. 5. The use of a soil repairer in the form of Dolomite is highly recommended, prior to application of the necessary fertilizers. The recommended dose of Dolomite for the whole plant ranges from 2.00-3.00 kg/palm/year applied on the palm circle before fertilizer application. Repetition of Dolomite for 3 consecutive years is sufficient to improve soil reaction (soil pH). Dolomite has a dual role, in addition to be a soil repairer it also acts as Mg fertilizer. 6. POME land application in the plantation, starting from choppy to steep hilly areas, is highly recommended. The application is gradual and more evenly distributed in the application area, will have a good impact on the soil and the surrounding environment. 7. The use of neutral fertilizers such as Urea (N sources), RP (P sources), KCl (K sources), and dolomite (Mg sources) or NPK-compound fertilizers with neutral raw materials, preferably slow release, are highly recommended. <p>Technical cultivation and harvesting of FFB must be carried out in accordance with large plantation principles include optimization of pruning, cleaning of crop circle from weeds and woods, controlling weeds in the fields, controlling pests and diseases, harvesting correctly (including obeying crop rotation, discipline in FFB quality, collecting loose fruit on the circle and those in midrib, and there shall be no delay in FFB delivery to the palm oil mill.</p> <p>In addition, PT. Meridan Sejatisurya Plantation refers to "Kebijakan dan Prosedur Pengelolaan Lahan Marjinal No.MN.FR.COP.OPA.PLM.Rev.01" – Policy and procedure management of marginal land. Marginal land defined as low productivity due to low physical/chemical/mineral fertility – depends on physiographic location and building factor of soil, including: peat area, tidal area, folding area, faulting area, sand area,</p>	
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		lateritic area, aquic area, poor drainability. For each type or marginal land, defined with specific management plan.	
7.5.2	The replanting of palm oil is not conducted extensively on steep terrain in accordance with applicable regulations.	PT. Meridan Sejatisurya Plantation refers to Operational Best Practices "Persiapan Lahan No.MN.FR.COP.OPA.PLH" – Policy and procedure land preparation. Section 6.16.9 For area with slope more than 12 ⁰ or slope more than 27%, the construction of palm platform and/or terrace is required. Field visit to Division IV, block M062-2021 – the replanting area was conducted in area with slope 5-10%.	Complied
7.5.3	New palm oil planting is not conducted on steep terrain in accordance with applicable regulations.	There is no new planting of oil palm PT. Meridan Sejatisurya Plantation-Sei Pingai Estate. PT. Meridan Sejatisurya Plantation refers to Operational Best Practices "Persiapan Lahan No.MN.FR.COP.OPA.PLH" – Policy and procedure land preparation. Section 6.16.9 For area with slope more than 12 ⁰ or slope more than 27%, the construction of palm platform and/or terrace is required. Field visit to Division IV, block M062-2021 – the replanting area was conducted in area with slope 5-10%.	Complied
Criteria 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	(C) Evidence of long-term land suitability for oil palm cultivation, soil maps or soil surveys that identify marginal and fragile soils, including steep terrain are available, in planning and operations.	Maps that identify marginal and fragile soils, including steep sloped land area are available in soil survey result - "Laporan Survey Tanah dan Evaluasi Lahan Pada Tingkat Semi Detail Kebun Sei Pingai PT. MSSP". Most of PT. Meridan Sejatisurya Plantation-Sei Pingai Estate's land is S3 class, to achieve / maintain the potential of S2 production, several things recommended with the soil and plants in the plantation, including: 1. Making and maintaining the contour terrace optimally, so that there is no erosion or landslide on slope area; 2. Ensure that interrow area is not too clean, and if possible, it must always be covered with cover crops. Maintenance of cover crops is very useful in reducing	Complied

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harvesting correctly (including obeying crop rotation, discipline in FFB quality, collecting loose fruit on the circle and those in midrib, and there shall be no delay in FFB delivery to the palm oil mill.
Semidetail soil map, scale 1:35,000 indicating the marginal land potentially identified for area with slope of 15-25%.

SPT	Soil characteristic	Slope	Hectarage
1	Typic paleudults, texture clay sandy loam, quick drainage, rolling to hilly	15-25%	1,235.13 Ha (11.13%)
2	Typic paleudults, texture clay sandy loam, quick drainage, rolling to hilly	15-25%	797.81 Ha (7.19%)
3	Typic paleudults, texture clay sandy loam, quick drainage, rolling topographic	8-15%	2,393.32 Ha (21.57%)
4	Typic paleudults, texture clay sandy loam, average drainage, rolling topographic	8-15%	1,358.23 Ha (12.24%)
5	Typic paleudults, texture clay sandy loam, average drainage, rolling topographic	8-15%	1,035.11 Ha (9.33%)
6	Typic paleudults, texture clay sandy loam, average drainage, rolling topographic	3-8%	1,168.81 Ha (10.53%)
7	Typic paleudults, texture clay sandy loam, average drainage, rolling topographic	0-3%	2,390.60 Ha (21.54%)

		8	Aeric Endoaquents, texture sandy loam, limited drainage, convergent area	0-3%	718.45 Ha (6.47%)																																																			
7.6.2	Extensive planting on marginal and fragile soils is avoided or, if necessary, carried out according to the best-practice soil management plan.	<p>PT. Meridan Sejatisurya Plantation refers to Operational Best Practices “Persiapan Lahan No.MN.FR.COP.OPA.PLH” – Policy and procedure land preparation. Section 6.16.9 For area with slope more than 12° or slope more than 27%, the construction of palm platform and/or terrace is required.</p> <p>Field visit to Division IV, block M062-2021 – the replanting area was conducted in area with slope 5-10%.</p>					Complied																																																	
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.	<p>PT. Meridan Sejatisurya Plantation-Sei Pingai Estate demonstrated topographic map for Sei Pingai Estate, scale 1:100,000. From the topographic map, the plantation was located in area with slope 0-8% to 15-25%.</p> <p>PT. Meridan Sejatisurya Plantation-Sei Pingai Estate engaged Binalad laboratory for soil test, and demonstrate Soil Test Result “Hasil Pengujian Tanah Binalab No.826/T/BINA/XII/2020” dated sample 23 November 2020. From the sample 821/1-6/T1-6 the soil test result;</p> <table border="1" data-bbox="981 948 1966 1390"> <thead> <tr> <th></th> <th>821/1</th> <th>821/2</th> <th>821/3</th> <th>821/4</th> <th>821/5</th> <th>821/6</th> </tr> </thead> <tbody> <tr> <td>pH</td> <td>7.20</td> <td>8.06</td> <td>8.17</td> <td>8.24</td> <td>8.44</td> <td>8.69</td> </tr> <tr> <td>C-organic</td> <td>2.62%</td> <td>2.59%</td> <td>2.15%</td> <td>0.67%</td> <td>0.36%</td> <td><0.01%</td> </tr> <tr> <td>N_{total}</td> <td>0.20%</td> <td>0.20%</td> <td>0.20%</td> <td>0.18%</td> <td>0.19%</td> <td>0.16%</td> </tr> <tr> <td>P_{available}</td> <td>12.09 ppm</td> <td>15.91 ppm</td> <td>6.77 ppm</td> <td>42.16 ppm</td> <td>57.16 ppm</td> <td>45.81 ppm</td> </tr> <tr> <td>Cation Exchange</td> <td>14.02 me/100g</td> <td>13.28 me/100g</td> <td>11.33 me/100g</td> <td>7.08 me/100g</td> <td>6.33 me/100g</td> <td>6.50 me/100g</td> </tr> <tr> <td>Pb</td> <td>28.58 ppm</td> <td>27.60 ppm</td> <td>26.35 ppm</td> <td>23.10 ppm</td> <td>21.95 ppm</td> <td>16.35 ppm</td> </tr> </tbody> </table>						821/1	821/2	821/3	821/4	821/5	821/6	pH	7.20	8.06	8.17	8.24	8.44	8.69	C-organic	2.62%	2.59%	2.15%	0.67%	0.36%	<0.01%	N _{total}	0.20%	0.20%	0.20%	0.18%	0.19%	0.16%	P _{available}	12.09 ppm	15.91 ppm	6.77 ppm	42.16 ppm	57.16 ppm	45.81 ppm	Cation Exchange	14.02 me/100g	13.28 me/100g	11.33 me/100g	7.08 me/100g	6.33 me/100g	6.50 me/100g	Pb	28.58 ppm	27.60 ppm	26.35 ppm	23.10 ppm	21.95 ppm	16.35 ppm	Complied
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Cu	4.05 ppm	5.05 ppm	3.45 ppm	1.40 ppm	1.53 ppm	0.75 ppm
Cd	0.43 ppm	0.50 ppm	0.53 ppm	0.23 ppm	0.30 ppm	0.40 ppm
Zn	18.40 ppm	22.38 ppm	26.60 ppm	11.58 ppm	10.10 ppm	6.38 ppm
Sand	86.50	83.50	84.20	79.20	80.50	52.80
Dust	14.50%	11.58%	14.50%	11.90%	18.20%	18.20%
Clay	1.92	2.00	3.90	2.60	1.30	4.00
Oil and Fat	0.0062 %	0.0027 %	0.0029 %	<0.0001 %	<0.0001%	<0.0001 %

PT. Meridan Sejatisurya Plantation demonstrate Soil Test Result "Hasil Pengujian Tanah Binalab No.168/T/BINA/II/2021" dated sample1 February 2021. From the sample 443/1-6/T1-6 the soil test result;

	443/1	443/2	443/3	443/4	443/5	443/6
pH	7.15	8.05	8.14	8.19	8.45	8.17
C-organic	3.15%	3.04%	2.58%	1.58%	1.26%	0.89%
N _{total}	0.31%	0.25%	0.35%	0.52%	0.21%	0.52%
P _{available}	12.15 ppm	15.47 ppm	17.54 ppm	24.57 ppm	24.86 ppm	41.17 ppm
Cation Exchange	15.71 me/100g	14.84 me/100g	12.57 me/100g	14.47 me/100g	14.14 me/100g	7.28 me/100g

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		Pb	22.47 ppm	24.85 ppm	25.87 ppm	27.78 ppm	21.05 ppm	21.47 ppm	
		Cu	5.57 ppm	6.14 ppm	5.23 ppm	4.21 ppm	3.47 ppm	1.51 ppm	
		Cd	0.52 ppm	0.85 ppm	0.57 ppm	0.47 ppm	0.38 ppm	0.25 ppm	
		Zn	18.25 ppm	22.47 ppm	24.47 ppm	17.24 ppm	18.14 ppm	15.34 ppm	
		Sand	84.21	81.84	81.47	80.24	78.45	62.58	
		Dust	13.58%	14.58%	14.50%	14.42%	17.42%	22.45%	
		Clay	2.21	3.58	4.03	4.34	4.13	14.97	
		Oil and Fat	0.0062%	0.0027%	0.0029%	<0.0001%	<0.0001%	<0.0001%	
Criteria 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.									
7.7.1	(C) No new planting on peatlands, regardless of depth, after 15 November 2018, in existing plantation areas, as well as in new development areas.	Based on Semi Detail Soil Map, there is no peat soil in PT. Meridan Sejatisurya Plantation-Sei Pingai Estate area. All area is mineral soil. Majority of soil type in this plantation is <i>Typic Paleudult</i> (sandy clay soil). The requirement for peat soil is not applicable. Not applicable.							Not Applicable
7.7.2	Peat areas within the managed area are inventoried, documented and reported to the RSPO Secretariat (effective from November 15, 2018).	Based on Semi Detail Soil Map, there is no peat soil in PT. Meridan Sejatisurya Plantation-Sei Pingai Estate area. All area is mineral soil. Majority of soil type in this plantation is <i>Typic Paleudult</i> (sandy clay soil). The requirement for peat soil is not applicable.							Not Applicable

		Not applicable.	
PROCEDURAL NOTE: Maps and other documentation for peatlands are provided, prepared and shared according to the RSPO Working Group (Peatland Working Group / PLWG) audit guide (See Procedural Notes for Indicator 7.7.5 below).			
7.7.3	(C) Subsidence of peat is monitored, documented and minimised.	Based on Semi Detail Soil Map, there is no peat soil in PT. Meridan Sejatisurya Plantation-Sei Pingai Estate area. All area is mineral soil. Majority of soil type in this plantation is <i>Typic Paleudult</i> (sandy clay soil). The requirement for monitoring peat subsidence is not applicable. Not applicable.	Not Applicable
7.7.4	(C) Availability of implementation evidence of the water and land cover management program.	Based on Semi Detail Soil Map, there is no peat soil in PT. Meridan Sejatisurya Plantation-Sei Pingai Estate area. All area is mineral soil. Majority of soil type in this plantation is <i>Typic Paleudult</i> (sandy clay soil). The requirement for monitoring peat subsidence is not applicable. Not applicable.	Not Applicable
7.7.5	(C) Drainability assessments are conducted for plantations planted on peat following the RSPO Drainability Assessment Procedure, or other method recognized by RSPO, (at least five years or in accordance with the provisions of the RSPO Drainability Assessment Procedure) before replanting. The results of the assessment are used to determine the period of replanting to be carried out, as well as to gradually replace oil palm cultivation for at least 40 years or two cycles, (whichever is longer), before reaching the natural gravitational drainage limit for peat. If oil palm is gradually replaced, it is replaced by other commodity crops that are better suited for higher groundwater levels (paludiculture) or rehabilitated with natural vegetation.	Based on Semi Detail Soil Map, there is no peat soil in PT. Meridan Sejatisurya Plantation-Sei Pingai Estate area. All area is mineral soil. Majority of soil type in this plantation is <i>Typic Paleudult</i> (sandy clay soil). Drainability Assessment is not required. Not applicable.	Not Applicable
PROCEDURAL NOTE: For 7.7.5: Detailed information on the RSPO Drainability Assessment Guide along with related concepts and detailed actions is contained in the Guidelines currently being adjusted / tested by the RSPO Working Group on Peatlands (Peatland Working Group / PLWG). The final version must obtain PLWG approval in January 2019			

<p>and will include additional Guide on the steps to be followed after deciding not to replant and the consequences for other stakeholders, farmers, local communities, and the unit of certification concerned. It is recommended that the trial methodology period is proposed to be extended for 12 months for all relevant management units (ie management units that have plantations on peat) to utilize the methodology and provide input to PLWG so that existing procedures can be further refined as needed before January 2020. The unit of certification has the option to delay replanting until the issuance of the revised Guidelines for the guidelines. Additional guidance for alternative commodity crops and rehabilitation of natural vegetation will be regulated by the PLWG.</p>			
7.7.6	<p>(C) All existing plantations on peat are managed according to applicable laws and/or "RSPO Guidelines for Best Management Practices (BMP) for Oil Palm Cultivation that are already on Peatlands", version 3 (June 2019) along with related audit guidelines (May 2019).</p>	<p>Based on Semi Detail Soil Map, there is no peat soil in PT. Meridan Sejatisurya Plantation-Sei Pingai Estate area. All area is mineral soil. Majority of soil type in this plantation is <i>Typic Paleudult</i> (sandy clay soil). The requirement for peat soil is not applicable. Not applicable.</p>	<p>Not Applicable</p>
7.7.7	<p>(C) All peat areas not planted and reserved in managed areas (regardless of depth) are protected as 'peatland conservation areas'; unit of certification are prohibited from constructing drainage channels, building roads and new electricity lines on peatlands; unless if it is for a non-corporate land clearance. Peatlands are managed in accordance with 'RSPO Best Management Practices for the Management and Rehabilitation of Natural Vegetation related to Oil Palm Cultivation that already exists in Peatlands' (the latest version) along with relevant audit guidelines.</p>	<p>Based on Semi Detail Soil Map, there is no peat soil in PT. Meridan Sejatisurya Plantation-Sei Pingai Estate area. All area is mineral soil. Majority of soil type in this plantation is <i>Typic Paleudult</i> (sandy clay soil). The requirement for peat soil is not applicable. Not applicable.</p>	<p>Not Applicable</p>
<p>Criteria 7.8: Practices maintain the quality and availability of surface and groundwater.</p>			
7.8.1	<p>A water management plan is available and is implemented to support efficient use of water sources and continuous availability and avoid negative impacts on other users in the catchment. The plan referred to contains the following matters: 7.8.1a The unit of certification does not limit access to clean water or does not pollute the water used by the community.</p>	<p>Record of implementation available. The management unit has a license to used surface water from relevant statutory bodies, Extraction of Water Resources based on "Surat Keputusan Menteri Pekerjaan Umum dan Perumahan Rakyat Nomor: 576/KPTS/M/2017", dated 31 August 2017. Validity: 5 years (30 August 2022). Limit volume of water 39,312 m³/month. Sources: Gasip River.</p>	<p>Complied</p>

		<p>PT. Meridan Sejatisurya Plantation established Procedure "Identifikasi, Pengelolaan, dan Pemantauan Nilai Konservasi Tinggi (NKT) No.FR.EAC.IMM" - Identification, Management and Monitoring HCV lined out the water management to support efficient use of water source and maintain continuous availability.</p> <table border="1"> <thead> <tr> <th data-bbox="978 499 1400 549">Management</th> <th data-bbox="1400 499 1966 549">Parameter</th> </tr> </thead> <tbody> <tr> <td data-bbox="978 549 1400 746">Socialization HCV assessment result to worker, community and contractor</td> <td data-bbox="1400 549 1966 746"> <ul style="list-style-type: none"> - Socialization plan: target identification, timeline, and trainer; - Socialization material; - Evidence of socialization: attendance list, photograph, report; </td> </tr> <tr> <td data-bbox="978 746 1400 963"> Clear HCV signs to prohibit cutting trees, to prohibit hunting/poaching To rehabilitation of degraded conservation area, planting of local plant </td> <td data-bbox="1400 746 1966 963"> <ul style="list-style-type: none"> - Available HCV and conservation map; - Available sign mark including its location; - Available rehabilitation report; </td> </tr> <tr> <td data-bbox="978 963 1400 1054">Conduct patrol on conservation area to prevent illegal logging</td> <td data-bbox="1400 963 1966 1054"> <ul style="list-style-type: none"> - Patrol report on conservation area - Agreement on use of timber with community </td> </tr> <tr> <td data-bbox="978 1054 1400 1166">Mapping the water source area including buffer zone, water spring and water catchment area</td> <td data-bbox="1400 1054 1966 1166"> <ul style="list-style-type: none"> - Available important water source database - Available water catchment area data, utilized by community </td> </tr> <tr> <td data-bbox="978 1166 1400 1311">To secure and maintain vegetation coverage for buffer zone, around water spring and water catchment area</td> <td data-bbox="1400 1166 1966 1311"> <ul style="list-style-type: none"> - Monitoring of water and water source debit - Water analysis quality result </td> </tr> </tbody> </table>	Management	Parameter	Socialization HCV assessment result to worker, community and contractor	<ul style="list-style-type: none"> - Socialization plan: target identification, timeline, and trainer; - Socialization material; - Evidence of socialization: attendance list, photograph, report; 	Clear HCV signs to prohibit cutting trees, to prohibit hunting/poaching To rehabilitation of degraded conservation area, planting of local plant	<ul style="list-style-type: none"> - Available HCV and conservation map; - Available sign mark including its location; - Available rehabilitation report; 	Conduct patrol on conservation area to prevent illegal logging	<ul style="list-style-type: none"> - Patrol report on conservation area - Agreement on use of timber with community 	Mapping the water source area including buffer zone, water spring and water catchment area	<ul style="list-style-type: none"> - Available important water source database - Available water catchment area data, utilized by community 	To secure and maintain vegetation coverage for buffer zone, around water spring and water catchment area	<ul style="list-style-type: none"> - Monitoring of water and water source debit - Water analysis quality result 	
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		<p>Implement soil and water conservation to reduce erosion and improve water absorption</p>	<ul style="list-style-type: none"> - Available evidence in soil and water conservation - Monitor erosion level 	
<p>To control waste and pollution from estate and palm oil mill</p>				
<p>Provide room for community participation in managing water sources – if water source inside management unit used jointly with community</p>				
<p>To conduct need analysis for water source and water quality important for management unit and community</p>				
<p>Maintain water source including pond area in HCV area or adjacent to HCV inside management unit</p> <p>Controlling pest and disease with environmentally friendly in estate</p> <p>Fertilizer application with correct dosage, correct method, correct time, correct chemical type, and correct location.</p>	<ul style="list-style-type: none"> - SOP for fertilizer, SOP for agrochemical application - SOP for waste and pollution handling - Available evidence on the ground: terracing, platform, cover crop 			
<p>Approach community to involve and participate whose utilized water source to manage water</p>	<ul style="list-style-type: none"> - Available report of water source area report - Water quality and water quantity analysis result 			

		<p>source and prevent function alteration</p>		
<p>Socialization HCV assessment result to worker in estate and palm oil mill carried out on 6 January 2021.</p> <p>PT. Meridan Sejatisurya Plantation is referring to DPPL. In order to maintain surface water quality, PT. Meridan Sejatisurya Plantation planning: build and maintain POME treatment facility with ponding system, implementing Land Application system, utilizing palm by-product as additional soil nutrient, placing officer to monitor POME treatment and Land Application activities, to improve fertilizer and herbicide application technique, avoid agrochemical application on river boundaries.</p> <p>In order to maintain soil and ground-water quality, PT Meridan Sejatisurya Plantation planned the following: planting of bamboo trees on river boundaries, minimize surface run-off/erosion through estate best management practices – frond stacking, bench terrace, cover crops, palm platforms, etc.</p> <p>PT. Meridan Sejatisurya Plantation has SOP River Buffer Zone Rehabilitation Activities No.FR.C.RSS; stated rehabilitation required for replanting oil palm, fire break causing loss of conservation area, natural disaster causing loss of conservation area, illegal logging causing open vegetation (min. 0.25 Ha), land conversion, loss of vegetation. Determination of area for rehabilitation take into account "Peraturan Menteri Pekerjaan Umum Perumahan Rakyat No.28/PRT/M/2015"; RSPO Best Management Practices: Simplified Guide Management and Rehabilitation of Riparian Reserves. Installation of river buffer area marking, determination of plant species and location for rehabilitation targets.</p> <ul style="list-style-type: none"> - Area ex-fire: Belangiran (<i>Shorea balangeran</i>), Gelam (<i>Melaleuca cajuputi</i>), Gerunggang (<i>Cratoxylum arborescens</i>), - Water-logged area: Perupuk (<i>Lophopetalum multinervium</i>), Pulai (<i>Alstonia pneumatophore</i>) - Area with succession: Jambu-jambu (<i>Syzygium sp.</i>), Mahang (<i>Macaranga pruinosa</i>), Mendarahan (<i>Horsefeldia crassifolia</i>) 				

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		<p>- Area ex-selective logging: Bintan (<i>Iciana splendens</i>), Bintangur (<i>Callophyllum hosei</i>), Kajalaki (<i>Aglaia rubiginosa</i>)</p> <p>Determination of river buffer zone width as per RSPO Best Management Practices and HCV 5.</p> <p>Provision of plant seedling: with broad leaves, deep rooting, low evapotranspiration, endemic wood species, etc.</p> <p>Evaluation: 375 living trees/Ha -> Very Good; 350-375 living trees/Ha -> Good; <300 living trees/Ha -> Very Bad.</p> <p>PT. Meridan Sejatisurya Plantation-Sei Pingai Estate prepared "Rencana Pengelolaan dan Pemantauan Sumber Air 2021" Water source monitoring and management plan 2021.</p> <table border="1" data-bbox="981 798 1966 1335"> <thead> <tr> <th>Management plan</th> <th>Location</th> <th>Monitoring plan</th> <th>Frequency</th> </tr> </thead> <tbody> <tr> <td>Established conservation area in river buffer zone</td> <td>Pingai river, Gasip river and Lalan river buffer zone</td> <td>River water quality test</td> <td>6-monthly</td> </tr> <tr> <td>Delineate river buffer zone 50 meters from right-left of the river</td> <td>Pingai river, Gasip river and Lalan river buffer zone</td> <td>Delineation marking check</td> <td>Once a year</td> </tr> <tr> <td>Rehabilitation of river buffer zone</td> <td>Pingai river, Gasip river and Lalan river buffer zone</td> <td>Monitoring rehabilitation plan</td> <td>Once a year</td> </tr> <tr> <td>Prohibit POME application near to river buffer zone</td> <td>Pingai river, Gasip river and Lalan river buffer zone</td> <td>River water quality test and Land</td> <td>6-monthly for river water;</td> </tr> </tbody> </table>	Management plan	Location	Monitoring plan	Frequency	Established conservation area in river buffer zone	Pingai river, Gasip river and Lalan river buffer zone	River water quality test	6-monthly	Delineate river buffer zone 50 meters from right-left of the river	Pingai river, Gasip river and Lalan river buffer zone	Delineation marking check	Once a year	Rehabilitation of river buffer zone	Pingai river, Gasip river and Lalan river buffer zone	Monitoring rehabilitation plan	Once a year	Prohibit POME application near to river buffer zone	Pingai river, Gasip river and Lalan river buffer zone	River water quality test and Land	6-monthly for river water;	
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				Application outlet	Every month for outlet
		Prohibit chemical treatment near river buffer zone	Pingai river, Gasip river and Lalan river buffer zone	River water quality test	6-monthly
		Prohibit Efb application near river buffer zone	Pingai river, Gasip river and Lalan river buffer zone	River water quality test	6-monthly
		Monitoring river water extraction	Pingai river, Gasip river and Lalan river buffer zone	Daily recording on water intake	Daily basis
		Monitoring processed water quality	Water Treatment Plant	Recording quality	Daily basis
		Monitoring POME pond	POME pond	Control safe-level POME	Daily basis
		Monitoring POME land application installation	Land application infrastructure	Control leaking, testing control well quality	Daily basis; 6-monthly
		Monitoring Palm Oil Mill's water use: domestic, process, housekeeping	Water Treatment Plant	Daily recording on water consumption	Daily basis
Erosion monitoring as reported "Laporan Pemantauan Erosi PT. Meridan Sejatisurya Plantation Kebun Sei Pingai 2020" using erosion pole. Section II Monitoring Result					

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		<p>and Analysis stated the erosion rate of (average) 1.18 ton/Ha/year; and soil subsidence of (average) 1.08 mm/10 years – categorized as under government requirement.</p> <p>The company does not limit access to clean water or does not pollute the water used by the community.</p>	
	7.8.1b Workers have adequate access to clean water.	<p>Clean water is supplied to each employee housing (emplacement), either from the Mill or from the ground water provided. Every worker has adequate access to clean water. Clean water monitoring for domestic water conducted each semester by Testing Laboratory BinaLab (Accredited by KAN).</p> <p>Based on interview with sampled workers (6 mill operators and 6 estate workers, male and female); the company provides clean water for cooking, washing in each housing.</p>	
7.8.2	<p>(C) Water courses and wetlands are protected, including the maintenance and restoration of riparian zones and other buffer zones during or before replanting, in accordance with the "RSPO Manual on BMPs for the management and rehabilitation of riparian reserves" (April 2017) or Simplified Guide Management and Rehabilitation of Riparian Reserves (2018).</p>	<p>PT. Meridan Sejatisurya Plantation carried out river buffer zone rehabilitation, in December 2020 as reported "Laporan Rehabilitasi Sempadan Sungai Lalan 2020". The purpose: water quality protection, biodiversity conservation, stabilization river buffer and flood protection, carbon sequestration.</p> <p>Lalan river rehabilitation carried out 22-31 December 2020, block M45-M48 of 10 Ha, with planting of 1,500 seedling. Seedling planted: Trembesi (<i>Samanea saman</i>) 200 trees, Pulai (<i>Alstonia scholaris</i>) 350 trees, Mahogany (<i>Swietenia mahagoni</i>) 250 trees, Cempedak (<i>Artocarpus integer</i>) 100 trees, Gaharu (<i>Aquilaria malaccensis</i>) 200 trees, Petai (<i>Parkia speciosa</i>) 100 trees, Tampui (<i>Baccaurea macrocarpa</i>) 100 trees – total 1,500 trees.</p> <p>PT. Meridan Sejatisurya Plantation reported the water use on quarterly basis: Letter PT. Meridan Sejatisurya Plantation to Kepala Balai Wilayah Sungai Sumatera III No.02.04/X/022/V/2021 dated 3 May 2021 – reporting water use, in period January-March 2021.</p> <p>Letter PT. Meridan Sejatisurya Plantation to Kepala Balai Wilayah Sungai Sumatera III No.02.04/X/028/VII/2021 dated 15 July 2021 – reporting water use, in period April-June 2021.</p>	Complied

		<p>The company paid water tax, as per "Surat Setoran Pajak Daerah, December 2020 – Pajak Pengambilan dan Pemanfaatan Air Permukaan" paid Rp.1,890,300 paid in 28 January 2021.</p> <p>The company paid water tax, as per "Surat Setoran Pajak Daerah, June 2021 – Pajak Pengambilan dan Pemanfaatan Air Permukaan" paid Rp.1,288,500 paid in 15 July 2021.</p>						
7.8.3	<p>Mill effluent is managed according to applicable regulations. The quality of mill effluent discharged, especially BOD (Biochemical Oxygen Demand) is monitored in accordance with applicable regulations.</p>	<p>PT Meridan Sejatisurya Plantation - Sei Pingai POM has treated the POME into methane capture. The methane capture reduced the level of BOD significantly. The methane gas utilized for gas burner in boiler, reducing the use of palm kernel shell, which reduce particulate emission – in return. The POME ponds are still in use, for retention pond, prior pumping for POME land application to estate. The POME pond consisted of:</p> <ul style="list-style-type: none"> • Cooling pond capacity 24,187 M³; • Pond No.1 – 8 capacity @ 22,500 m³ total 180,000 M³ <p>Sei Pingai POM have permit for land application: "Keputusan Kepala Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Kabupaten Siak No.01/DPMPTSP-ILA/KPTS/2018 tentang Izin Pemanfaatan Air Limbah Industri Minyak Sawit pada Tanah di Perkebunan Kelapa Sawit PT. Meridan Sejatisurya Plantation", dated 11 January 2018 and valid for five (5) years.</p> <p>The permit regulates the quality of wastewater produced: BOD max.5000 ppm, the land application is 180.4 Ha. Control well located in block M18, L16 and will continue to add L17, M16 and M17 in land application area.</p> <p>BOD monitoring effluent tested each month by accredited laboratory (UPT Laboratorium Bahan Konstruksi – Dinas PUPR, Perumahan, Kawasan Permukiman dan Pertanahan, Provinsi Riau) according to standard threshold PerMenLH No. 29 tahun 2003. Below are records of effluent monitoring from first semester year 2021:</p> <table border="1" data-bbox="981 1316 1697 1362"> <thead> <tr> <th>No</th> <th>Month-Year</th> <th>Unit</th> <th>Result</th> <th>Threshold</th> </tr> </thead> </table>	No	Month-Year	Unit	Result	Threshold	Complied
No	Month-Year	Unit	Result	Threshold				

		<table border="1" data-bbox="981 362 1700 660"> <tr> <td>1</td> <td>Jan-21</td> <td rowspan="6" style="text-align: center;">mg/L</td> <td>412.85</td> <td rowspan="6" style="text-align: center;">5,000</td> </tr> <tr> <td>2</td> <td>Feb-21</td> <td>1,480.12</td> </tr> <tr> <td>3</td> <td>Mar-21</td> <td>930.11</td> </tr> <tr> <td>4</td> <td>Apr-21</td> <td>1,090.25</td> </tr> <tr> <td>5</td> <td>May-21</td> <td>1,164.67</td> </tr> <tr> <td>6</td> <td>Jun-21</td> <td>885.69</td> </tr> </table> <p>According to above analysis result shown that BOD parameter met regulation standard "Peraturan Menteri Lingkungan Hidup No. 29 tahun 2003".</p>	1	Jan-21	mg/L	412.85	5,000	2	Feb-21	1,480.12	3	Mar-21	930.11	4	Apr-21	1,090.25	5	May-21	1,164.67	6	Jun-21	885.69																				
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7.8.4	Mill water use per tonne of FFB is monitored and recorded.	<p>Sei Pingai POM as unit of certification performs monthly monitoring of mill water consumption per tonne FFB processed. The records are maintained within document of "Pemakaian Air di PKS Periode September – June 2021".</p> <div data-bbox="981 898 1637 1334" style="background-color: #333; color: white; padding: 10px;"> <p style="text-align: center;">Water Usage for FFB Process Sei Pingai Mill - PT. Meridan Sejatisurya Plantation</p> <p style="text-align: center;"> — Actual Water Usage (m3/MT FFB) — Budget Water Usage(m3/MT FFB) </p> <table border="1" style="width: 100%; text-align: center; font-size: small;"> <tr> <th>Month</th> <th>Actual Water Usage (m3/MT FFB)</th> <th>Budget Water Usage (m3/MT FFB)</th> </tr> <tr><td>Nov-20</td><td>1.3</td><td>1.3</td></tr> <tr><td>Dec-20</td><td>1.3</td><td>1.3</td></tr> <tr><td>Jan-21</td><td>1.3</td><td>1.3</td></tr> <tr><td>Feb-21</td><td>1.3</td><td>1.3</td></tr> <tr><td>Mar-21</td><td>1.3</td><td>1.3</td></tr> <tr><td>Apr-21</td><td>1.3</td><td>1.3</td></tr> <tr><td>May-21</td><td>1.3</td><td>1.3</td></tr> <tr><td>Jun-21</td><td>1.17</td><td>1.12</td></tr> <tr><td>Jul-21</td><td>1.12</td><td>1.13</td></tr> <tr><td>Aug-21</td><td>1.13</td><td>1.13</td></tr> <tr><td>Sep-21</td><td>0.94</td><td>1.05</td></tr> <tr><td>Oct-21</td><td>1.05</td><td>1.05</td></tr> </table> </div>	Month	Actual Water Usage (m3/MT FFB)	Budget Water Usage (m3/MT FFB)	Nov-20	1.3	1.3	Dec-20	1.3	1.3	Jan-21	1.3	1.3	Feb-21	1.3	1.3	Mar-21	1.3	1.3	Apr-21	1.3	1.3	May-21	1.3	1.3	Jun-21	1.17	1.12	Jul-21	1.12	1.13	Aug-21	1.13	1.13	Sep-21	0.94	1.05	Oct-21	1.05	1.05	Complied
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Water usage in Sei Pingai POM, period September 2019 – June 2021

Month	FFB processed (tons)	Total water use for process (m ³)	m ³ /ton FFB process
Sept 2019	21,949	26,821	1.22
Oct 2019	22,884	28,240	1.23
Nov 2019	17,858	23,215	1.30
Dec 2019	15,460	20,098	1.30
Jan 2020	15,653	20,348	1.30
Feb 2020	14,674	19,076	1.30
Mar 2020	14,152	18,397	1.30
Apr 2020	14,570	18,958	1.30
May 2020	13,624	17,711	1.30
June 2020	16,180	18,958	1.17
July 2020	17,727	19,938	1.12
Aug 2020	17,715	20,017	1.13
Sept 2020	21,413	20,038	0.94
Oct 2020	18,197	19,157	1.05
Nov 2020	17,858	18,575	1.04
Dec 2020	15,460	18,903	1.22
Jan 2021	11,636	12,695	1.09

		Feb 2021	11,365	15,454	1.36																																						
		Mar 2021	12,049	15,548	1.29																																						
		Apr 2021	11,450	13,043	1.14																																						
		May 2021	10,249	11,947	1.17																																						
		June 2021	11,225	12,885	1.15																																						
Criteria 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised																																											
7.9.1	Plans to increase the efficiency of fossil fuel use and to optimize renewable energy are available, monitored and documented	<p>The unit of certification has had flowchart of emission source on Palm Oil. PT. Meridan Sejatisurya Plantation - Sei Pingai POM has also treated the POME into methane capture. The methane capture have reduced the level of BOD significantly. The methane gas utilized for gas burner in boiler, reducing the use of palm kernel shell, which reduce particulate emission – in return. The use of methane gas for gas burner in boiler.</p> <p>The use of nutshell and fibre remains steady. Record on the use of renewable energy recorded under "Monitoring penggunaan Sumber Energi Terbarukan Sei Pingai Palm Oil Mill year 2021", such as:</p> <table border="1"> <thead> <tr> <th>No</th> <th>Month-Year</th> <th>Nutshell (ton)</th> <th>KWH of Nutshell</th> <th>Fibre (ton)</th> <th>KWH of Fibre</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Jan-21</td> <td>1,513</td> <td>141.78</td> <td>925</td> <td>144.21</td> </tr> <tr> <td>2</td> <td>Feb-21</td> <td>1,477</td> <td>138.47</td> <td>789</td> <td>123.96</td> </tr> <tr> <td>3</td> <td>Mar-21</td> <td>1,566</td> <td>146.81</td> <td>820</td> <td>127.89</td> </tr> <tr> <td>4</td> <td>Apr-21</td> <td>1,489</td> <td>139.51</td> <td>803</td> <td>125.23</td> </tr> <tr> <td>5</td> <td>May-21</td> <td>1,332</td> <td>124.87</td> <td>654</td> <td>102.02</td> </tr> </tbody> </table>					No	Month-Year	Nutshell (ton)	KWH of Nutshell	Fibre (ton)	KWH of Fibre	1	Jan-21	1,513	141.78	925	144.21	2	Feb-21	1,477	138.47	789	123.96	3	Mar-21	1,566	146.81	820	127.89	4	Apr-21	1,489	139.51	803	125.23	5	May-21	1,332	124.87	654	102.02	Complied
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Criteria 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.

7.10.1	<p>(C) GHG emissions for the unit of certification are identified and assessed. Plans to reduce or minimize GHG emissions are implemented, monitored through the PalmGHG calculator, and reported publicly.</p>	<ol style="list-style-type: none"> 1. Methane from POME pounds 2. Fossil fuel 3. Emission from vehicles and engines 4. Electric use 5. Chemical use <p>Sei Pingai Mill has Biogas Plant as commitment to reduce GHG emissions and optimizing renewable energy. Energy for Boiler burner sources from Biogas. Data for Boiler Burner 2019 and 2020 as follow:</p> <p style="text-align: center;">BOILER BURNER 2019</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>NO</th> <th>BULAN</th> <th>FLOW DARI BIOGAS (m3)</th> </tr> </thead> <tbody> <tr><td>1</td><td>JANUARI</td><td>361,146</td></tr> <tr><td>2</td><td>FEBRUARI</td><td>292,273</td></tr> <tr><td>3</td><td>MARET</td><td>339,120</td></tr> <tr><td>4</td><td>APRIL</td><td>252,631</td></tr> <tr><td>5</td><td>MEI</td><td>317,817</td></tr> <tr><td>6</td><td>JUNI</td><td>333,679</td></tr> <tr><td>7</td><td>JULI</td><td>391,693</td></tr> <tr><td>8</td><td>AGUSTUS</td><td>393,465</td></tr> <tr><td>9</td><td>SEPTEMBER</td><td>407,902</td></tr> <tr><td>10</td><td>OKTOBER</td><td>450,655</td></tr> <tr><td>11</td><td>NOVEMBER</td><td>348,238</td></tr> <tr><td>12</td><td>DESEMBER</td><td>270,205</td></tr> <tr style="background-color: yellow;"> <td colspan="2" style="text-align: center;">TOTAL</td> <td style="text-align: center;">4,158,824</td> </tr> </tbody> </table>	NO	BULAN	FLOW DARI BIOGAS (m3)	1	JANUARI	361,146	2	FEBRUARI	292,273	3	MARET	339,120	4	APRIL	252,631	5	MEI	317,817	6	JUNI	333,679	7	JULI	391,693	8	AGUSTUS	393,465	9	SEPTEMBER	407,902	10	OKTOBER	450,655	11	NOVEMBER	348,238	12	DESEMBER	270,205	TOTAL		4,158,824	Complied
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TOTAL		3,162,869																																											
7.10.2	(C) Since 2014, an estimate of carbon stocks in the proposed development area has been carried out along with potential sources of emissions that can occur directly as a result of the	There is no new planting within certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018.	Complied																																										

	development and plans to minimize these emissions are prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).		
7.10.3	(C) Other significant pollutant identification results are available and plans to reduce or minimize them are implemented and monitored.	According to the Flowchart Emission Source in Plantation, PT Meridan Sejatisurya Plantation did not found another significant pollutant instead of estate and mill operations. Sei Pingai Mill has Biogas Plant as commitment to reduce GHG emissions and optimizing renewable energy. Energy for Boiler burner sources from Biogas.	Complied
Criteria 7.11: Fire is not used for preparing land and is prevented in the managed area.			
7.11.1	(C) Land for new planting or replanting is not prepared by burning.	No new oil palm planting within scope of certification. During onsite visit, auditor did not found new planting.	Not Applicable
7.11.2	The unit of certification establishes fire prevention and control measures for lands that are directly managed by the unit of certification.	No new oil palm planting within scope of certification. During onsite visit, auditor did not found new planting.	Not Applicable
7.11.3	The unit of certification engages stakeholders in adjacent locations for fire prevention and control measures.	No new oil palm planting within scope of certification. During onsite visit, auditor did not found new planting.	Not Applicable
Criteria 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.			
<p>PROCEDURAL NOTE for 7.12:</p> <p>The RSPO Principles and Criteria 2018 include new requirements to ensure the effective contribution of the RSPO in stopping deforestation. This will be achieved by incorporating the High Carbon Stock Approach (HCSA) Approach Guide into the revised standard.</p> <p>The RSPO ToC also encourages RSPO to commit to balancing between sustainable livelihoods and reducing poverty with the need to conserve, protect and improve the quality of ecosystems.</p> <p>High Forest Cover Countries (HFCC) are in dire need of economic opportunities that can help people choose their own path in carrying out development, while at the same time providing social and economic benefits and safeguards.</p>			

<p>Procedures will be developed that are adapted to support the development of sustainable palm oil by indigenous peoples and local communities who have legal or customary rights. The procedure will apply in certain HFCC countries and in the High Forest Cover Landscape (HFCL) within it.</p> <p>The development of this procedure will be guided by the No Deforestation Joint Steering Group (NDJSG) between the RSPO and HCSA members. In HFCC countries, RSPO will work with governments, communities and other stakeholders to develop this procedure through participatory processes at national and regional levels. The duration of this activity is specified in the Terms of Reference for NDJSG and is publicly available.</p>									
7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCV or HCS forests.</p> <p>Historical analysis of Land Use Change Analysis (LUCA) is carried out before any new land clearing, in accordance with the RSPO LUCA Guidance document (see indicator 7.12.2).</p>	<p>There is no new planting within certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018.</p> <p>The oil palm plantation developed between 1994 – 2005. Particular information for planting year 2005, PT. Meridan Sejatisurya Plantation manages to demonstrates that the planting of 371.09 Ha was prepared (land clearing, mechanical stacking, planting oil palm and planting legume cover crop) was carried out prior to November 2005.</p>	Complied						
7.12.2	<p>(C) HCV and HCS forests, and other conservation areas are identified as follows:</p> <p>7.12.2a) For existing plantations, with an HCV assessments conducted by RSPO- approved assessors and have no new land clearing after 15 November 2018, the existing HCV assessments remains valid.</p>	<p>PT Meridan Sejatisurya Plantation – Sei Pingai Estate is an existing plantation since 1994.</p> <p>PT. Meridan Sejatisurya Plantation has conducted HCV assessment on 2007, referred to Rainforest Alliance and Proforest, 2003. The result of HCV identification prepared internally by company by Dasrin nasution, SP.; Lembah Wahyu Prihanto, S.Hut. and Marwan Syarif, SH. Based on this document, the area of PT. Meridan Sejatisurya Plantation does not have continuous connection with forest ecosystem and fully developed as oil palm plantation.</p> <p>The field exercise carried out on 23-27 July 2007, with the participation from surrounding communities (Maredan village and Rimba Cempedak sub-village).</p> <p>The HCV area identified in form of river buffer zone (potency HCV) and worker cemetery, in detail:</p> <table border="1"> <thead> <tr> <th>HCV</th> <th>Area</th> <th>Hectare</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Riparian Lalan River*</td> <td>38.57</td> </tr> </tbody> </table>	HCV	Area	Hectare	1	Riparian Lalan River*	38.57	Complied
HCV	Area	Hectare							
1	Riparian Lalan River*	38.57							

		Riparian Pingai River*	62.38	
	HCV 1		100.95	
4	Riparian Lalan River*		38.57**	
	Riparian Pingai River*		62.38**	
	Riparian Gasip River*		39.15	
	Riparian Anak Gasip River*		27.03	
	HCV 4		167.13	
6	Cemetery		0.37	
	HCV 6		0.37	
	Total		167.50	

*) Potential HCV;
 **) Has more than 1 conservation value;

As explained in the report, the HCV 6 sets aside is 0.37 Ha (cemetery). The rest of the HCV 1 and 4 are potential HCV, as it was located under planted area, therefore not allocated as separate HCV area. However, based on field assessment and document review, the HCV management and monitoring plan treated the potential HCV as conservation area (no chemical treatment, no fertilizer regime) and surveyed on annual basis.

	7.12.2 b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the latest HCSA Toolkit and HCV-HCSA Assessment Manual that is applicable at the time of the assessment. This includes stakeholder consultation and take into account wider landscape- level consideration.	There is no new planting within certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018. The oil palm plantation developed between 1994 – 2005	
7.12.3	(C) In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.	Not applicable in Indonesia	Complied
<p>PROCEDURAL NOTE for 7.12.3: Indicator 7.12.3. is not relevant to Indonesia, until further decisions by the RSPO.</p>			
7.12.4	(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An Integrated management plans to protect and/or enhance HCV and HCS forests, peatland and other conservation areas are developed, implemented and adapted if necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan was developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).	There is no new planting within certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018. The oil palm plantation developed between 1994 – 2005. - No peatland within certified area.	Complied
7.12.5	Where rights of local communities have been identified in HCV areas and HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these	PT. Meridan Sejatisurya Plantation carried out socialization of “SOP Rhabilitasi dan Pengelolaan HCV di PT. Meridan Sejatisurya Plantation”, attended by 16 Assistants, Assistant Heads on 17 November 2020.	Complied

	rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.		
7.12.6	All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.	<p>Based on the assessment report, in PT Meridan Sejatisurya Plantation – Sei Pingai Estate, flora fauna that were identified are For plants; seven (7) types of bush and <i>palmae</i> plants: <i>Imperata cylindrica</i>, <i>Trema orientalis</i>, <i>Gigantpachloa apus</i>, <i>Melastoma malabathricum</i>;</p> <p>One (1) type of fern plants: <i>Nephrolepis biserta</i>;</p> <p>One (1) type of timber: <i>Acacia mangium</i>; and</p> <p>One (1) type of cash crop: <i>Elais guineensis</i>. From the list, no type of plants categorized under protected species by government and/or falls under Critical Endangered (CR) species in IUCN Redlist and CITES's Appendix I.</p> <p>For animal identification; identified seven (7) birds <i>Centropus sinensis</i>, <i>Copsychus malabaricus</i>, <i>Alcedo meningting</i>, <i>Streptopelia chinensis</i>;</p> <p>Identified five (5) mammals <i>Sundasciurus tenuis</i>, <i>Muntiacus muntjak</i>, <i>Macaca fascicularis</i> and others;</p> <p>Identified three (3) types of reptile: <i>Gekko gecko</i>, <i>Maticira bivirgata</i> and others. Identified two species of animal protected <i>Alcedo meningting</i> and <i>Muntiacus muntjak</i> as falls under Critical endangered (CR) under IUCN Redlist and CITES's Appendix I.</p> <p>Based on 2017's annual plant and animal monitoring:</p> <p>Identified fourteen (14) types of plant: <i>Trema orientalis</i>, Congkak, Mahang, Waru (<i>Hisbiscus</i> sp).</p> <p>From the list, no type of plants categorized under protected species by government and/or falls under Critical Endangered (CR) species in IUCN Redlist and CITES's Appendix I.</p> <p>Fauna; identified one (1) mammal i.e. <i>Sus scrofa</i>;</p>	Complied

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		<p>Identified thirteen (13) types of birds <i>Gallus gallus</i>, <i>Centropus sinensis</i>, <i>Copsychus saularis</i>, <i>Alcedo meninting</i>, <i>Streptopelia chinensis</i>;</p> <p>Identified four (4) types of reptiles <i>Varanus salvator</i>, <i>Mabuya multifaciata</i>, <i>Naja sp.</i>, <i>Phyton moralus</i>.</p> <p>As per list, identified four (4) types protected animal as per "Peraturan Pemerintah No. 7 tahun 1999" i.e. <i>Gallus gallus</i>, <i>Alcedo meninting</i>, <i>Varanus salvator</i>, <i>Phyton morulus</i>. However, from the identified list, there was no type of animal categorized under Critical Endangered (CR) species in IUCN Redlist and CITES's Appendix I.</p>	
7.12.7	The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.	<p>There is no new planting within certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018.</p> <p>The oil palm plantation developed between 1994 – 2005</p>	Complied
7.12.8	(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedures (RaCP) applies.	<p>There is no new planting within certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018.</p> <p>The oil palm plantation developed between 1994 – 2005</p>	Complied

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2020** for **Sei Pingai POM** and supply base was calculated using the PalmGHG Calculator version 4. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in **2020** for **Sei Pingai POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	1.21
PKO	1.21

Extraction	%
OER	23.34
KER	4.42

Production	t/yr
FFB Process	
CPO Produced	
PKO Produced	

Land Use	Ha
OP Planted Area	12542.84
OP Planted on peat	1128.76
Conservation (forested)	1619.34
Conservation (non-forested)	0
Total	13671.60

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	102789.05	0.43	11384.27	0.86	5816.19	0.00	119989.51	
CO ₂ Emission from fertilizer	9407.10	0.04	839.47	0.06	549.03	0.00	10795.60	
NO ₂ Emission	8449.93	0.04	0.00	0.00	0.00	0.00	8449.93	
NO ₂ Emission from fertilizer	7493.07	0.03	587.88	0.04	440.35	0.03	8521.31	
Fuel Consumption	1970.39	0.01	402.26	0.03	0.00	0.00	2372.65	
Peat Oxidation	61632.50	0.26	0.00	0.00	0.00	0.00	61632.50	
Sink								
Crop Sequestration	-98602.37	-0.41	-9183.67	-0.69	-4691.92	0.00	-112477.96	
Conservation Sequestration	-13530.52	-0.06	-1318.83	-0.10	0.00	0.00	-14849.35	
Total	79609.14	0.33	2711.38	0.20	2113.66	0.00	84434.18	

*Note: Includes both estates and smallholders

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Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	3935.55	0.02
Fuel Consumption	964.73	0.00
Grid Electricity Utilization	0	0.00
Credit		
Export of Grid Electricity	-2516.53	-0.01
Sales of PKS	0	0.00
Sales of EFB	0	0.00
Total	2383.75	0.01

Summary of Kernel Crusher Emission and Credit (if applicable)

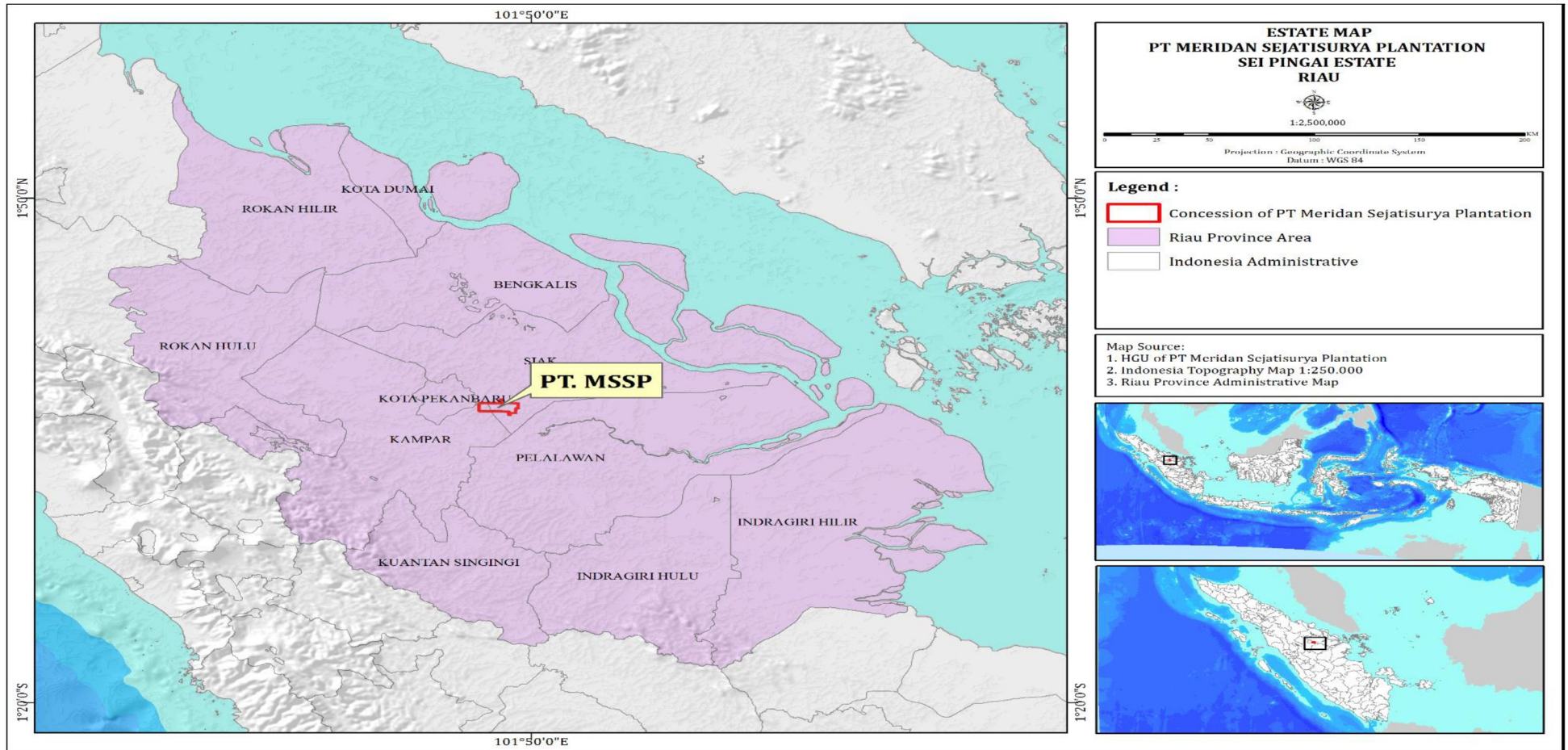
Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

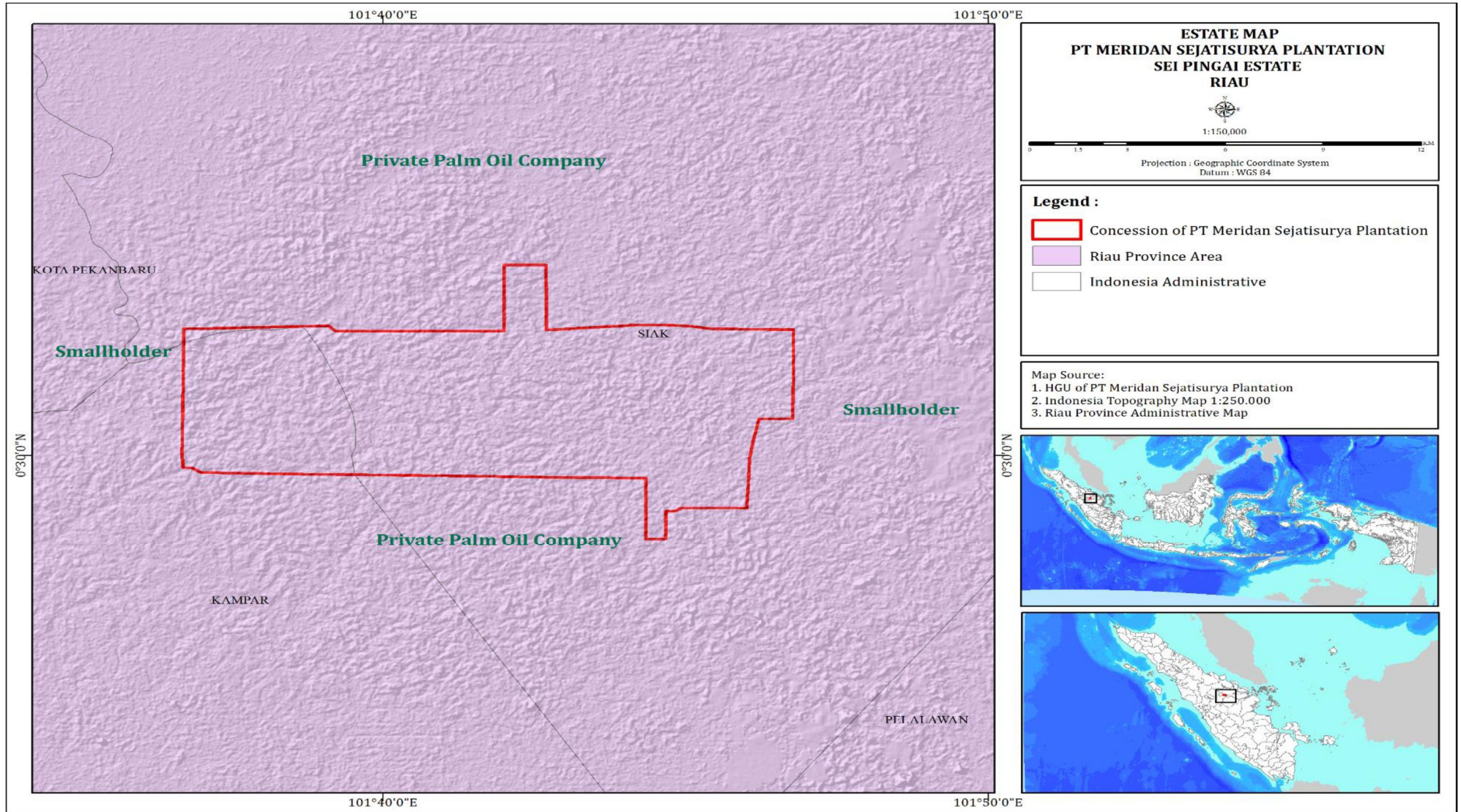
*This mill has no kernel crusher operation.

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

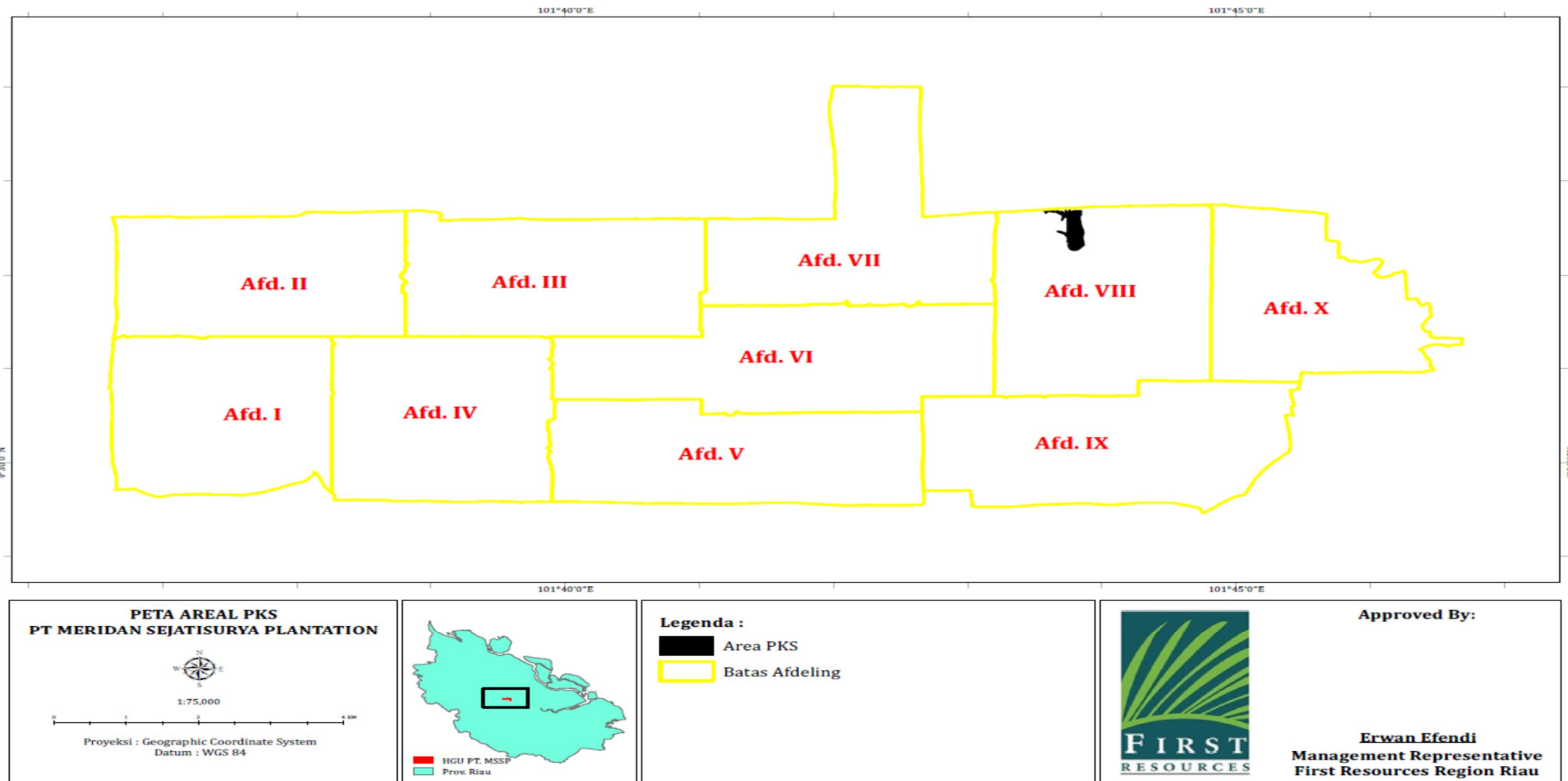
POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	
Divert to methane captured (flaring) (%)	
Divert to methane captured (energy generation) (%)	

Appendix C: Location Map of Certification Unit and Supply bases





Appendix D: Estate Field Map



Appendix E: List of Smallholder Registered and sampled

NA

Appendix F: List of Abbreviations

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