

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- Initial Assessment**
- Annual Surveillance Assessment (1_2)**
- Recertification Assessment** (Choose an item.)
- Extension of Scope**

<p>Client Company name (Parent Company): SIPEF Group</p>
<p>Client company Address: Forum Nine Building, 10th Floor, Suite 1-11 Jl.Imam Bonjol No.9 Medan, 20112, Sumatera Utara Province, Indonesia</p>
<p>Certification Unit: PT Umbul Mas Wisesa – Umbul Mas Wisesa POM</p> <p>Location of Certification Unit: Tanjung Mulila Village, Kampung Rakyat District, Labuhanbatu Selatan Regency, North Sumatra Province, Indonesia</p>
<p>Date of Final Report: 10/03/2022</p>

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	SIPEF Group		
RSPO Membership Number	1-0021-05-000-00	Membership Approval Date	07/12/2005
Address	Forum Nine Building, 10 th Floor, Suite 1-11, Jl. Imam Bonjol No.9, Medan, 20112 Sumatra Utara Province, Indonesia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	PT Umbul Mas Wisesa Umbul Mas Wisesa Palm Oil Mill		
Location / Address	Tanjung Mulia Village, Kampung Rakyat District, Labuhanbatu Selatan Regency, North Sumatra Province, Indonesia		
Website	www.tolantiga.co.id		
Management Representative	Mr. Sander Van den Ende	E-mail	svdende@sipef.com
Telephone	+62 61 415 2043	Facsimile	+62 61 452 0908

2. Certification Information			
Certificate Number	RSPO 611834	Certificate Start Date	27/03/2020
Date of First Certification	27/03/2015	Certificate Expiry Date	26/03/2025
Scope of Certification	Production of sustainable Crude Palm Oil (CPO) and Palm Kernel (PK) at Umbul Mas Wisesa Palm Oil Mill with marketing activities through SIPEF N.V.		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 1_2) <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 checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	Mill Capacity	40 tons FFB/hour
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
ISPO 611833	Indonesia Sustainable Palm Oil (ISPO)	PT BSI Group Indonesia	03/04/2022

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Umbul Mas Wisesa POM	Tanjung Mulia Village, Kampung Rakyat District, Labuhanbatu Selatan Regency, North Sumatra Province, Indonesia	2°12' 41.00" N	100°16' 20.00" E
Umbul Mas Wisesa South Estate	Tanjung Mulia Village, Kampung Rakyat District, Labuhanbatu Selatan Regency, North Sumatra Province, Indonesia	2°13' 05.10" N	100°17' 12.40" E
Umbul Mas Wisesa North Estate	Sei Siarti Village, Panai Tengah District, Labuhanbatu Regency, North Sumatra Province, Indonesia	2°16' 41.80" N	100°17' 36.76" E
Toton Usaha Mandiri Estate	Sei Siarti Village, Panai Tengah District, Labuhanbatu Regency, North Sumatra Province, Indonesia	2°16' 41.80" N	100°17' 36.76" 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
Umbul Mas Wisesa South Estate	4,444.26	-	339.35	4,783.61	92.91
Umbul Mas Wisesa North Estate	2,596.45	196.09	187.20	2,979.74	87.14
Toton Usaha Mandiri Estate	1,134.95	57.54	6.27	1,198.76	91.22
Total	8,175.66	253.63	532.82	8,962.11	91.22
Note: There is addition of infrastructure (housing) in UMWS (1.92 Ha) and UMWN (6.01 Ha) Estate that reduce planted area 7.93 Ha).					

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6. Plantings & Cycle							
Estate / Smallholders	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Umbul Mas Wisesa South Estate	-	207.64	4,236.62	-	-	4,444.26	-
Umbul Mas Wisesa North Estate	-	227.32	2,369.13	-	-	2,596.45	-
Toton Usaha Mandiri Estate	-	-	1,134.95	-	-	1,134.95	-
Total (ha)	-	434.96	7,740.70	-	-	8,175.66	

Note: There is no new planting or replanting during this audit period

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage / year			
	Estimated last year (Mar 2021 – Feb 2022)	Actual (Jan 2021 – Dec 2021)		Forecast (March 2022-Feb 2023)
		<i>Previous license period (Jan 2021 - Feb 2021)</i>	<i>Current license period (Mar 2021 – Dec 2021)</i>	
Umbul Mas Wisesa South	104,447.10	13,965.57	77,452.20	101,976.25
Umbul Mas Wisesa North	68,935.08	9,075.15	53,757.26	67,441.79
Toton Usaha Mandiri	30,289.66	3,929.15	25,211.04	30,907.14
Total (mt)	203,3671.84	183,390.37		200,325.18

Note:

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage / year			
	Estimated last year (Mar 2021 – Feb 2022)	Actual (Jan 2021 – Dec 2021)		Forecast (March 2022-Feb 2023)
		<i>Previous license period (Jan 2021 - Feb 2021)</i>	<i>Current license period (Mar 2021 – Dec 2021)</i>	
Koperasi Serba Usaha Suka Makmur		49.16	209.96	
Total (mt)		259.12		

Note:

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9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage / year			
	Estimated last year (Mar 2021 – Feb 2022)	Actual (Jan 2021 – Dec 2021)		Forecast (March 2022-Feb 2023)
		Previous license period (Jan 2021 - Feb 2021)	Current license period (Mar 2021 – Dec 2021)	
0	0	0	0	0
Total	0	0		0

Note:

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	January 2021	14,321.95	-	14,321.95
2	February 2021	12,697.09	-	12,697.09
3	March 2021	16,307.47	-	16,307.47
4	April 2021	16,548.27	-	16,548.27
5	May 2021	12,651.58	-	12,651.58
6	June 2021	18,308.41	-	18,308.41
7	July 2021	18,467.92	-	18,467.92
8	August 2021	19,097.26	-	19,097.26
9	September 2021	16,042.42	-	16,042.42
10	October 2021	13,443.27	-	13,443.27
11	November 2021	13,702.30	-	13,702.30
12	December 2021	12,061.55	-	12,061.55
TOTAL		183,649.49	-	183,649.49

Note:

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10. Summary of Certified Tonnage (not applicable for ISS)			
Estimated last year (Mar 2021 – Feb 2022)	Actual (Jan 2021 – Dec 2021)		Forecast (Jan 2022 – Dec 2022)
	<i>Previous license period (Jan 2021 - Feb 2021)</i>	<i>Current license period (Mar 2021 – Dec 2021)</i>	
FFB	FFB		FFB
203,671.84 MT	27,019.04 MT	156,630.45 MT	201,279.58 MT
	183,649.49 MT		
CPO (OER: 23.9 %)	CPO (OER: 23.63 %)		CPO (OER: 23.6 %)
48,881.24 MT	6,499.89 MT	36,292.38 MT	47,501.96 MT
	42,792.27 MT		
PK (KER: 4.0 %)	PK (KER: 4.06 %)		PK (KER: 4.0%)
8,146.87 MT	1,100.42 MT	6,321.91 MT	8,051.18 MT
	7,422.33 MT		
Note:			

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (mt)	Certified PK (mt)
1	January 2021	3,425.32	572.86
2	February 2021	3,074.57	527.56
3	March 2021	3,816.14	655.77
4	April 2021	3,881.85	671.69
5	May 2021	2,911.15	502.34
6	June 2021	4,417.94	746.89
7	July 2021	4,241.57	737.56
8	August 2021	4,453.81	766.21
9	September 2021	3,703.18	652.19
10	October 2021	3,044.70	546.88
11	November 2021	3,043.48	550.35
12	December 2021	2,778.56	492.03
	TOTAL	42,792.27	7,422.33
Note:			

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11. Summary of Actual Volume sold					
Current License period (Mar 2021 – Dec 2021)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	36,151.10	0	0	0	36,151.10
PK (MT)	5,556.73	0	0	0	5,556.73
Credits	0	0	0	0	0
Previous License period (Jan 2021 - Feb 2021)					
CPO (MT)	4,597.19	0	0	0	4,597.19
PK (MT)	1,171.02	0	0	0	1,171.02
Credits	0	0	0	0	0

Note: Conventional is RSPO certified material but sold as non-RSPO.

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	Buyer A	RSPO_PO1000006558	40,748.29	6,156.44
2	Buyer B	RSPO_PO1000006555	0	571.31
TOTAL			40,748.29	6,727.75

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)
0	0	0	0	0
TOTAL			0	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)
0	0	0	0
TOTAL		0	0

Note:

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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)
0	0	0	0
TOTAL			0
Note:			

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

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

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)
Website: www.bsigroup.com

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2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on 20 – 24 January 2022. The audit programme is included as Section 2.3.

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

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

Meetings were held with stakeholders to seek their views on the performance of the 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.

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.

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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 (Recertification)	Year 2 (ASA 1_1)	Year 3 (ASA 1_2)	Year 4 (ASA 1_3)	Year 5 (ASA 1_4)
Umbul Mas Wisesa POM	√	√	√	√	√
Umbul Mas Wisesa South Estate	√	√	√	√	√
Umbul Mas Wisesa North Estate	√	√	√	√	√
Toton Usaha Mandiri Estate	√	√	√	√	√

Tentative Date of Next Visit: January 9, 2023 - January 12, 2023

Total Number of Mandays: 16

2.2 BSI Assessment Team

Name	Role	Competency
Eko Purwanto	Team Leader	<p>Education: Holds a Bachelor of Forestry from Forest Conservation Department, Faculty of Forestry, Bogor Institute of Agriculture (IPB), 2001.</p> <p>Work Experience: Has more than 9 years working experience at Oil Palm Plantation in East Kalimantan and the last position was Estate Manager. He has implementing good agricultural practice including integrated pest management and limited pesticides uses. Has 10 years working experience in auditing and qualified Lead Auditor for ISO 9001 management system and qualified Lead Auditor for RSPO and ISPO.</p> <p>Training attended: Has completed the following training – SMETA, April 2021; ISPO Permentan 38/2020, April 2021; HCV-HCS Assessment Training, February 2021; CQI and IRCA Certified ISO 45001:2018 Lead Auditor Training Course (PR357), August 2019; ISO 37001:2016 Anti-bribery Management System Implementing Training Course, August 2019; RSPO P&C 2018 Training, May 2019; ISO 17021:2015 Certificate Transfer, 2019; Sustainability Reporting Assurance Training, January 2019; RSPO P&C Lead Auditor Refresher Course, May 2018; RSPO Supply Chain Certification Refresher Course, March 2018; RSPO NEXT Training Course For Lead Auditor by RSPO Secretariat, 19 April 2016; Elaborating on the RSPO P&C Social and Labour Standards and the Mechanics of Social Auditing, September 2014; RABQSA accredited Lead Auditor Training of Environment Management System, July 2013; Roundtable on Sustainable Palm Oil (RSPO) Endorsed RSPO Green House Gas (GHG) Training for Trainer, June 2013; Roundtable on Sustainable Palm Oil (RSPO) Endorsed RSPO P & C Lead Auditor Training, May 2013; Understanding Environmental Management System (EMS), May 2012; Indonesia Sustainable Palm Oil (ISPO) Lead Auditor Training, May 2012; Roundtable on Sustainable Palm Oil (RSPO) Endorsed RSPO Supply Chain Certification (SCC) Lead Auditor Training, April 2012; RABQSA accredited Lead Auditor Training of Quality Management System, 2012.</p>

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		<p>Aspect covered in this audit: During this assessment, he assessed on the aspects of mill and estate best management practices and supply chain for CPO mills.</p> <p>Language proficiency: Bahasa Indonesia and English</p>
Imam Fakhrurozi	Team Member	<p>Education: Holds a Bachelor Degree in Agriculture Technology and graduated from Gadjah Mada University, Yogyakarta, 2011.</p> <p>Work Experience: Has 2 years working experience in the oil palm industry, as a sustainability and HSE officer in oil palm Plantation Company in Indonesia and has more than 7 years working experience as an qualified RSPO and ISPO auditor.</p> <p>Training attended: 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.</p> <p>Aspect covered in this audit: During this assessment, he assessed on the aspects of Environmental aspect-impacts, Occupational Health and Safety.</p> <p>Language proficiency: Bahasa Indonesia and English</p>
Andi Pratama Pasaribu	Team Member	<p>Education: Holds a Bachelor degree, majoring social economy (Agribusiness), Faculty of Agriculture, University of Jember.</p> <p>Work Experience: Has more than 5 years as Field Agronomy Assistant (2008 – 2013), Sustainability Auditor (8 years).</p> <p>Training attended: Has completed 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: Legal, Social and Workers Welfare.</p> <p>Language proficiency: Bahasa Indonesia and English</p>
Yudwi Wisnu Rahmanto	Team Member	<p>Education: Holds a Bachelor Degree of Forestry, Faculty of Forestry, University of Gadjah Mada graduated in 2006.</p> <p>Work Experience: He has a combination of 12 years experience as Agronomy Field Assistant and sustainability auditor including RSPO, ISPO, FSC, CAFÉ and Organic programs.</p> <p>Training attended: Attended and completed Quality Management System (QMS) ISO 9001:2008 Auditor/Lead Auditor Course (2010), GIS-Basic Mapping and Spatial Analysis (2011), Timber Legality Assurance System-SVLK (2011), Verification Organization Training C.A.F.E Practices-Starbucks (2011), ISPO Auditor/Lead Auditor Course (2012), RSPO Endorsed Lead Auditor Training Course (2013), RSPO P&C Social and Labour Standards and the Mechanics of Social Auditing (2014), RSPO Next Training Course for Lead Auditor (2016), Online Training: FSC Auditor Transition Exam (2017), e-Course UTZ Programme (2017), RSPO P&C Lead Auditors Refresher Course (2018), IRCA Lead Auditor Course ISO 9001:2015 (2018), Sustainability Reporting Assurance Training (2019), IRCA Lead Auditor Course ISO 14001:2015 (2019), IRCA Lead Auditor Course ISO 45001:2015 (2019), ISO</p>

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		<p>37001:2016 Anti-bribery Management System Implementing Training Course (2019), RSPO P&C Lead Auditors Refresher Course (2019), RSPO Supply Chain Certification Refresher Course (2019), 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: Social aspect, HCV and Stakeholder Consultation.</p> <p>Language proficiency: Bahasa Indonesia and English</p>
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Accompanying Persons: Nil

Name	Role
Nil	

1.3 Assessment Plan

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

Date	Time	Subjects	EP	APP	IF	YWR	
Thursday, 20/01/2022	08.00 – 09.00	<p>Opening Meeting:</p> <ul style="list-style-type: none"> - Auditee Speech (Introduction of PIC, Profile of Certified Management Unit) - Auditor Team Speech (Introduction, Audit Objective, Audit Scope, Audit Plan Discussion, Determine of Audit Sample, Transparency and Confidentiality Clarification) 	√	√	√	√	
	09.00 – 12.00	<p>Umbul Mas Wisesa POM:</p> <p>Document review:</p> <ul style="list-style-type: none"> • Verification of Supply Chain Data • Review of Basic Information Data, Time bound plan, partial certification verification <p>- Data verification of RSPO P&C (Best management practices Mill, OHS, EMS, Social and Labour)</p>	√	√	√		
		<p>Stakeholder Consultation with interested and affected parties by phone</p> <ul style="list-style-type: none"> - Dinas Lingkungan Hidup Kab. Labuhanbatu Selatan - Dinas Tenaga Kerja dan Transmigrasi Kab. Labuhanbatu Selatan - Dinas Kehutanan dan Perkebunan Kab. Labuhanbatu Selatan - Dinas Penanaman Modal dan Perijinan Terpadu Satu Pintu Kab. Labuhanbatu Selatan - Kantor Pertanahan Labuhanbatu - Kepala Desa, Ketua Koperasi, Tokoh Masyarakat, Kontraktor Angkut TBS. 				√	
	12.00 – 14.00	Lunch Break		√	√	√	√
	14.00 – 16.30	Umbul Mas Wisesa POM:		√	√	√	

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Date	Time	Subjects	EP	APP	IF	YWR
		Field Observation: <ul style="list-style-type: none"> • RSPO Supply Chain (FFB Receiving, Weighbridge), Hazardous & Toxic Storage, Chemical Storage, Fire Control Simulation, Effluent Pond. • Processing Station (Fertilizer, Tippler, Press, Clarification, Ripple Mill), Power Station, Workshop. 				
		Interview at Umbul Mas Wisesa POM : <ul style="list-style-type: none"> • Gender Committee • Worker Union • Sample of workers 				√
	16.30 – 17.00	Wrap up meeting	√	√	√	√
Friday, 21/01/2022	08.00 – 12.00	UMW South Estate Field Observation and Worker interview: Aspect to be verified: <ul style="list-style-type: none"> • Implementation of Legal aspect (boundaries, occupied land, disputes – if any) • 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) • Implementation of Occupational Health & Safety Aspect • Implementation of Employment Procedure and Mechanism Aspect • Observation of Workers Facilities (Housing, School, Worship Place) 	√	√	√	
		Interview with Previous landowner				√
	12.00 – 14.00	Lunch Break	√	√	√	√
	14.00 – 16.30	UMW South Estate Document Review: Aspect to be verified: Principle 1: Behave ethically and transparently Principle 2: Operate legally and respect rights Principle 3: Optimise productivity, efficiency, positive impact and resilience Principle 4: Respect community and human rights and deliver benefit Principle 5: Support smallholder inclusion Principle 6: respect workers’ rights and conditions Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources	√	√	√	
Interview: <ul style="list-style-type: none"> • Gender Committee 					√	

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Date	Time	Subjects	EP	APP	IF	YWR
		<ul style="list-style-type: none"> New Mother Worker Union Sample of workers 				
	16.30 – 17.00	Wrap up meeting	√	√	√	√
Saturday, 22/01/2022	08.00 – 12.00	UMW North Estate Field Observation and Worker interview: Aspect to be verified: <ul style="list-style-type: none"> Implementation of Legal aspect (boundaries, occupied land, disputes – if any) 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) Implementation of Occupational Health & Safety Aspect Implementation of Employment Procedure and Mechanism Aspect Observation of Workers Facilities (Housing, School, Worship Place) 	√	√	√	√
	12.00 – 14.00	Lunch Break	√	√	√	√
	14.00 – 16.30	UMW North Estate Document Review: Aspect to be verified: Principle 1: Behave ethically and transparently Principle 2: Operate legally and respect rights Principle 3: Optimise productivity, efficiency, positive impact and resilience Principle 4: Respect community and human rights and deliver benefit Principle 5: Support smallholder inclusion Principle 6: respect workers’ rights and conditions Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources	√	√	√	√
	16.30 – 17.00	Wrap up meeting Day-2	√	√	√	√
Sunday, 23/01/2022		Break at Site	√	√	√	√
Monday, 24/01/2022	08.00 – 10.00	Toton Usaha Mandiri Estate Field Observation and Worker interview: Aspect to be verified: <ul style="list-style-type: none"> Implementation of Legal aspect (boundaries, occupied land, disputes – if any) Implementation of Agronomy Aspect (Harvesting & Transportation, Manuring, Pesticides Application, Road 	√	√	√	√

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Date	Time	Subjects	EP	APP	IF	YWR
		Maintenance, Biological Control Monitoring, EFB Application) <ul style="list-style-type: none"> • Implementation of Environmental, Conservation and Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management) • Implementation of Occupational Health & Safety Aspect • Implementation of Employment Procedure and Mechanism Aspect • Observation of Workers Facilities (Housing, School, Worship Place) 				
	10.00 – 12.00	Toton Usaha Mandiri Estate Document Review: Aspect to be verified: Principle 1: Behave ethically and transparently Principle 2: Operate legally and respect rights Principle 3: Optimise productivity, efficiency, positive impact and resilience Principle 4: Respect community and human rights and deliver benefit Principle 5: Support smallholder inclusion Principle 6: respect workers’ rights and conditions Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources	√	√	√	√
	12.00 – 14.00	Lunch Break	√	√	√	√
	14.00 – 15.30	Toton Usaha Mandiri Estate Continue Document Review	√	√	√	√
	15.30 – 16.00	Auditor Discussion	√	√	√	√
	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 	√	√	√	√

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?	The time bound plan has included all the subsidiary and group of companies of SIPEF Group. The TBP was verified against the Group Member information published in the RSPO website under the parent company SIPEF.	Complied.
Have all the estates and mills certified within five (5) years after obtaining RSPO membership?	There are estates and mills that are not certified within 5 years of the RSPO membership. But, since this requirement was published in July 2017, the 5 years starts from 2017 in which the SIPEF have up to 2022 to comply with this requirement. Despite the above, SIPEF had demonstrated that those units/estates that are not able to be certified are either due to awaiting for the HGU (Hak Guna Usaha - <i>Right to Cultivate</i>) and/or awaiting for full estate development.	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available.	PT Asri Rimba Wirabhakti (ARWB) in Bengkulu Province was acquired by SIPEF in end of 2018 with Sei Teramang Estate attached to the acquisition. Sei Teramang was supposed to be audited during the recertification audit of PT Agro Muko – Bunga Tanjung Palm Oil Mill. However, due to technical glitch at RSPO where the liabilities cannot yet be confirmed, the certification audit for Sei Teramang Estate has to be postponed and audited as extension of scope to the current PT Agro Muko – Bunga Tanjung Palm Oil Mill supply base. The estimated time to audit will be end 2022 depending of the results of the liability check by RSPO Secretariat.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	So far, the deviations periods are acceptable and justifiable. There was no deliberate delay by the company.	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	The commitment timeline has postponed from 2024 to 2026. The changes are acceptable as the control of being certified is not on the hands of the Company due to awaiting for HGU which the approval is beyond the company choice.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	All lapses of implanting the original plan are justified base on the awaiting for the HGU (Hak Guna Usaha - <i>Right to Cultivate</i>) and/or awaiting for full estate development. While for the newly acquired estate, it is justified based on awaiting for	Complied

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	RSPO Secretariat to confirm liabilities for Sei Teramang Estate.	
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	There is no fundamental failure as all delays are justified as stated above.	Complied
Un-Certified Units or Holdings		
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.	Previously prior to certification, PT Umbul Mas Wisesa and PT Tonton Usaha Mandiri had liabilities. The compensation plan have been approved by the Compensation Task Force during the staged implementation of the RaCP between May 2014 and November 2015.	Complied
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	<p>All the new development that are not yet certified has undergone NPP and published in the RSPO website</p> <p>PT Agro Muara Rupit</p> <ul style="list-style-type: none"> • https://rspo.org/certification/new-planting-procedure/public-consultations/sipef-group-pt-agro-muara-rupit-iii-and-iv-pt-amr • https://rspo.org/certification/new-planting-procedure/public-consultations/sipef-pt-agro-muara-rupit <p>PT Agro Kati Lama</p> <ul style="list-style-type: none"> • https://rspo.org/certification/new-planting-procedure/public-consultations/sipef-pt-agro-kati-lama-phase-ii <p>PT Agro Rawas Ulu</p> <ul style="list-style-type: none"> • https://rspo.org/certification/new-planting-procedure/public-consultations/sipef-pt-agro-rawas-ulu-new-planting-assessment-call-for-comments • https://rspo.org/certification/new-planting-procedure/public-consultations/sipef-pt-agro-rawas-ulu-new-planting-assessment-call-for-comments-1 • https://rspo.org/certification/new-planting-procedure/public-consultations/sipef-pt-agro-rawas-ulu-new-planting-assessment-call-for-comments-1 <p>PT Bandar Sumatra Indonesia</p> <ul style="list-style-type: none"> • https://rspo.org/certification/new-planting-procedure/public-consultations/sipef-pt-bandar-sumatra-indonesia-bandar-pinang-estate 	Complied

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<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>The assessment team has conducted a search in internet to confirm that there is a lodged land conflict that was recorded as complaint under RSPO Case Tracker; raised by individual on those units that have not been certified.</p> <p>RSPO Case Tracker recorded complaint to PT Agro Muara Rupit, dated 17 May 2017. The complainant brought forward the issue of fraudulent land title to RSPO. The complainant claimed that his land was fraudulently sold by his cousin to PT. Agro Muara Rupit, a subsidiary of SIPEF Group.</p> <p>On 20 December 2018, the complaint is officially closed. The case tracker available on link https://askrspo.force.com/Complaint/s/case/509000028Es1JAAS/detail</p> <p>Based on RaCP tracker in RSPO website there are 4 MU's which have potential liability, 2 of them are PT Umbul Mas Wisesa and PT Tonton Usaha Mandiri (SIPEF) have been approved by the Compensation Task Force during the staged implementation of the RaCP between May 2014 and November 2015. Whilst the other 2, PT Dendymarker Indah Lestari have submitted CN to the RSPO Secretariat and waiting for approval and PT Bandar Sumatra Indonesia awaiting for RSPO to revert regarding any potential liabilities.</p>	<p>Complied</p>
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2</p>	<p>The assessment team has conducted a search to RSPO Complaint Panel and RSPO Dispute Settlement Facility to confirm that there is a lodged complaint related to casual worker payment and welfare, that was recorded as complaint under RSPO Case Tracker; raised by complainant requesting confidentiality, on those SIPEF Management Unit that have not been certified.</p> <p>RSPO Case Tracker recorded complaint to PT Agro Kati Lama. The case tracker available on link https://askrspo.force.com/Complaint/s/case/5000o000039f8kAAA/detail</p> <p>Date complaints submitted 22 January 2021. Date complaints accepted 5 March 2021. The complainant brought forward the issue of:</p> <ul style="list-style-type: none"> -The daily casual workers are paid below the minimum wage set out by the Musi Rawas District Government; -The daily casual workers are not protected and no remedy available for work accidents; -The daily casual workers are not equipped with personal protection equipment [PPE] and are not equipped with working tools; 	<p>Complied</p>

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	<p>-The daily casual workers did not receive festive allowance in accordance with the regulation;</p> <p>-The daily casual workers, who are hired through the third party, do not get a pay slip. The amount written in the payment receipt is without formal stamp and without the name of the party who rendered the payment.</p> <p>SIPEF correspond with RSPO Grievance Manager – Indonesia to follow up the complaint on 16 March 2021, 19 March 2021 with highlight that the complainant has decided to resolve the complaint through mediation by RSPO Dispute Settlement Forum/DSF.</p> <p>On 1 April 2021, SIPEF sent formal response to the complaint, addressed to RSPO Grievance Manager. On 25 August 2021, The Complaints Desk received a brief progress report of the pre-mediation meeting, pending finalisation of the mediation process agreement. The Complaints Panel directs the Secretariat to encourage continuity to ensure that everybody is kept fresh and not forgotten to move a bit faster through the mediator. On 29 Sep 2021, The mediation process agreement is to be signed by both parties. On 06 Dec 2021, Pending outcome of the mediation under Dispute Settlement Facility.</p>	
<p>Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1</p>	<p>No legal non-compliance noted. The assessment team has conducted a search in internet to confirm that there is not new comments or dispute raised by the communities on those units that have not been certified.</p>	<p>Complied</p>
<p>Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.</p>	<p>Currently Sei Teramang Estate – PT Mukomuko Agro Sejahtera is uncertified estate.</p> <p>NPP for Sei Teramang Estate has been conducted onsite visit on 5 – 9 February 2021 by Global Gateway Certification. Area covers for NPP is 372.62 Ha. Submission of NPP notification to RSPO on September 2021 and still ongoing approval process by RSPO.</p> <p>Internal audit for Sei Teramang Estate has been conducted in 19 July 2021. Report of internal audit completed in 14 August 2021 with reference to RSPO Certification System. Reference criteria of internal audit covers Criteria 2.1, 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12.</p> <p>Positive assurance statement already justified within the Internal Audit Checklist that Sei Teramang Estate almost fulfilled with RSPO P&C requirement and Sei Teramang Estate is ready to</p>	<p>Choose an item.</p>

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	RSPO P&C certification as scheduled in Time Bound Plan.	
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	Previously prior to certification, PT. Umbul Mas Wisesa and PT. Tonton Usaha Mandiri had liabilities. The compensation plan have been approved by the Compensation Task Force during the staged implementation of the RaCP between May 2014 and November 2015.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	<p>All the new development that are not yet certified has undergone NPP and published in the RSPO website</p> <p>PT Agro Muara Rupit</p> <ul style="list-style-type: none"> • https://rspo.org/certification/new-planting-procedure/public-consultations/sipef-group-pt-agro-muara-rupit-iii-and-iv-pt-amr • https://rspo.org/certification/new-planting-procedure/public-consultations/sipef-pt-agro-muara-rupit <p>PT Agro Kati Lama</p> <ul style="list-style-type: none"> • https://rspo.org/certification/new-planting-procedure/public-consultations/sipef-pt-agro-kati-lama-phase-ii <p>PT Agro Rawas Ulu</p> <ul style="list-style-type: none"> • https://rspo.org/certification/new-planting-procedure/public-consultations/sipef-pt-agro-rawas-ulu-new-planting-assessment-call-for-comments • https://rspo.org/certification/new-planting-procedure/public-consultations/sipef-pt-agro-rawas-ulu-new-planting-assessment-call-for-comments-1 • https://rspo.org/certification/new-planting-procedure/public-consultations/sipef-pt-agro-rawas-ulu-new-planting-assessment-call-for-comments-1 <p>PT Bandar Sumatra Indonesia</p> <ul style="list-style-type: none"> • https://rspo.org/certification/new-planting-procedure/public-consultations/sipef-pt-bandar-sumatra-indonesia-bandar-pinang-estate 	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 Umbul Mas Wisesa has assisted the independent smallholder – KSU Suka Makmur, to get RSPO certification.</p>	<p>Complied</p>

Approved Time Bound Plan

Name of the Unit of Certification	Country	Name of the Mills and Supply Bases	Location Address	GPS Coordinates (in decimal degree)		Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB
				Latitude	Longitude					
PT. Tolan Tiga Indonesia	Indonesia	Perlabian POM	Perkebunan Perlabian Village, Kampung Rakyat District, Labuhan Batu Selatan Regency, Sumatra Utara Province, Indonesia	2° 3' 40.98" N	100° 4' 57.19" E	-	Certified	-	17 May 2010	12 - 18 March 2021
	Indonesia	Perlabian Estate	Perkebunan Perlabian Village, Kampung Rakyat District, Labuhan Batu Selatan Regency, Sumatra Utara Province, Indonesia	2° 3' 37.60" N	100° 4' 52.40" E	4,087.02	Certified	-	17 May 2010	12 - 18 March 2021
	Indonesia	Tolan Estate	Perkebunan Perlabian Village, Kampung Rakyat District, Labuhan Batu Selatan Regency, Sumatra Utara Province, Indonesia	2° 0' 7.60" N	100° 2' 30.85" E	3,672.04	Certified	-	17 May 2010	12 - 18 March 2021
PT. Eastern Sumatra Indonesia	Indonesia	Bukit Maradja POM	Nagori Marihat Bukit Village, Gunung Malela District, Simalungun Regency, North Sumatera Province – Indonesia	3° 0' 44.26" N	99° 14' 8.06" E	-	Certified	-	17 May 2010	12 - 18 March 2021
	Indonesia	Bukit Maradja Estate	Nagori Marihat Bukit Village, Gunung Malela District, Simalungun Regency, North Sumatera Province – Indonesia	3° 0' 04.03" N	99° 13' 24.9" E	3,177.94	Certified	-	17 May 2010	12 - 18 March 2021
	Indonesia	Kerasaan Estate	Nagori Marihat Bukit Village, Gunung Malela District, Simalungun Regency, North Sumatera Province – Indonesia	3° 3' 51.00" N	99° 15' 53.53" E	2,362.03	Certified	-	17 May 2010	12 - 18 March 2021
	Indonesia	Timbang Deli Estate	Timbang Deli Village, Galang District, Deli Serdang Regency, Sumatera Utara Province – Indonesia	3° 27' 20.97"N	98° 53' 58.47"E	972.19	Certified	-	March 2018	12 - 18 March 2021

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				Latitude	Longitude					
PT. Umbul Mas Wisesa	Indonesia	Umbul Mas Wisesa POM	Tanjung Mulia Village, Kampung Rakyat District, Labuhanbatu Selatan Regency, North Sumatra Province, Indonesia	2° 12' 41.00"N	100°16'20.00"E	-	Certified	-	27 March 2015	22 - 28 January 2021
	Indonesia	Umbul Mas Wisesa South	Tanjung Mulia Village, Kampung Rakyat District, Labuhanbatu Selatan Regency, North Sumatra Province, Indonesia	2° 13' 5.10"N	100° 17' 12.40" E	4,783.61	Certified	-	27 March 2015	22 - 28 January 2021
	Indonesia	Umbul Mas Wisesa North	Sei Siarti Village, Panai Tengah District, Labuhanbatu Regency, North Sumatra Province, Indonesia	2° 15' 7.16" N	100° 16' 43.01" E	2,979.74	Certified	-	27 March 2015	22 - 28 January 2021
	Indonesia	Toton Usaha Mandiri	Sei Siarti Village, Panai Tengah District, Labuhanbatu Regency, North Sumatra Province, Indonesia	2° 15' 7.16" N	100° 16' 43.01" E	1,198.76	Certified	-	27 March 2015	22 - 28 January 2021
KSU - Suka Makmur	Indonesia	Koperasi Serba Usaha Suka Makmur	Sukoharjo Hamlet, Tanjung Mulia Village, Kampung Rakyat District, Labuhanbatu Selatan Regency, Sumatera Utara Province, Indonesia	2° 11' 29.00" N	100° 19' 57.89" E	60.15	Certified	-	05 April 2018	22 - 28 January 2021
PT. Agro Muko	Indonesia	Bunga Tanjung POM	Brangan Mulia Village, Teramang Jaya District, Mukomuko Regency, Bengkulu Province, Indonesia	2°43'00.39"S	101°22' 16.94" E	-	Certified	-	22 February 2011	11 - 16 November 2019
	Indonesia	Bunga Tanjung Estate*	Brangan Mulia Village, Teramang Jaya District, Mukomuko Regency, Bengkulu Province, Indonesia	2° 43' 30.14" S	101°22' 21.51" E	2,903.00	Certified	-	22 February 2011	11 - 16 November 2019

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				Latitude	Longitude					
	Indonesia	Air Bikuk Estate*	Air Bikuk Village, Lubuk Bento Village and Air Berau Village, Pondok Suguh District, Mukomuko Regency, Bengkulu Province, Indonesia	2° 46' 27.67" S	101° 24' 44.68" E	1,410.00	Certified	-	22 February 2011	11 - 16 November 2019
	Indonesia	Air Buluh Estate*	Air Buluh Village, Semundam Village, Tanjung Jaya Village, Talang Baru Village and Talang Arah Village, Malin Deman District and Ipuh District, Mukomuko Regency, Bengkulu Province, Indonesia	3° 01' 27.29" S	101° 33' 15.79" E	2,500.00	Certified	-	22 February 2011	11 - 16 November 2019
	Indonesia	Malin Deman Estate*	Air Merah Village, Talang Arah Village and Talang Baru Village, Malin Deman District, Mukomuko Regency, Bengkulu Province, Indonesia	3° 01' 27.29" S	101° 33' 15.79" E	1,178.00	Certified	-	22 February 2011	11 - 16 November 2019
	Indonesia	Kebun Masyarakat Desa/KMD	Mukomuko Regency, Bengkulu Province, Indonesia	2° 36' 25.05" S	101° 16' 40.26" E	224.24	Certified	-	22 February 2011	11 - 16 November 2019
	Indonesia	Koperasi Perkebunan Desa Air Buluh Agromuko (KOPABA)	Air Merah Village and Air Buluh Village, Malin Deman District and Ipuh District, Mukomuko Regency, Bengkulu Province, Indonesia	3° 03' 15.11" S	101° 29' 53.43" E	139.51	Certified	-	22 February 2011	11 - 16 November 2019

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				Latitude	Longitude					
	Indonesia	Koperasi Perkebunan Sejahtera Bersama Mukomuko Agro Sejahtera (KPSB-MMAS)	Air Merah Village and Air Buluh Village, Malin Deman District and Ipuh District, Mukomuko Regency, Bengkulu Province, Indonesia	2° 58' 50.37" S	101° 35' 51.83" E	167.75	Certified	-	22 February 2011	11 - 16 November 2019
	Indonesia	Mukomuko POM	Teruntung Village, Teras Terunjam District, Mukomuko Regency, Bengkulu Province, Indonesia	2° 36' 05.76" S	101° 16' 43.50" E	-	Certified	-	22 February 2011	11 - 16 November 2019
	Indonesia	Mukomuko Estate*	Air Dikit Village, Pondok Lunang Village, Air Kasai Village, Dusun Baru Village, Sari Bulan Village, Sumber Village, Teruntung Village, Talang Kuning Village, Air Dikit District and Teras Terunjam District, Mukomuko Regency, Bengkulu Province, Indonesia	2° 39' 28.44" S	101° 12' 57.48" E	4,101.20	Certified	-	22 February 2011	11 - 16 November 2019
	Indonesia	Sei Betung Estate*	Sidomulyo Village, Penarik Village, Lubuk Sahung Village, Talang Medan Village, Surian Bungkal Village, Sei Jerinjing Village, Talang Bungkal Village, Penarik District and Selagan Raya District, Mukomuko Regency, Bengkulu Province Indonesia	2° 36' 1.59" S	101° 22' 12.79" E	1,610.12	Certified	-	22 February 2011	11 - 16 November 2019

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				Latitude	Longitude					
	Indonesia	Tanah Rekah Estate*	Tanah Harapan Village, Tanah Rekah Village, Air Dikit Village, Setia Budi/SP-IV Village, Kota Mukomuko District, Air Dikit District and Teras Terunjam District, Mukomuko Regency, Bengkulu Province, Indonesia	2° 36' 44.61" S	101° 10' 48.52" E	3,849.00	Certified	-	22 February 2011	11 - 16 November 2019
	Indonesia	Talang Petai Estate*	Talang Petai Village, Talang Sepakat Village, Talang Sakti Village, Sungai Lintang Village, Sungai Rengas Village, Tunggul Jaya Village, V-Koto District and Teras Terunjam District, Mukomuko Regency, Bengkulu Province, Indonesia	2° 28' 24.42" S	101° 16' 33.09" E	2,270.00	Certified	-	22 February 2011	11 - 16 November 2019
	Indonesia	Sei Kiang Estate*	Lubuk Cabau Village, V-Koto District, Mukomuko Regency, Bengkulu Province, Indonesia	2° 24' 41.18" S	101° 14' 19.71" E	2,171.03	Certified	-	22 February 2011	11 - 16 November 2019
	Indonesia	Air Manjuntio Estate*	Talang Petai Village and Talang Sepakat Village, V-Koto District, Mukomuko Regency, Bengkulu Province, Indonesia	2° 24' 41.18" S	101° 14' 19.71" E	1,800.00	Certified	-	22 February 2011	11 - 16 November 2019
	Indonesia	Kebun Masyarakat Desa/KMD and Koperasi Serba Usaha/KSU*	Mukomuko Regency, Bengkulu Province, Indonesia	2° 36' 25.05" S	101° 16' 40.26" E	441.80	Certified	-	22 February 2011	11 - 16 November 2019

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				Latitude	Longitude					
	Indonesia	Koperasi Produksi Plasma Sungai Tenang Sejahtera Mukomuko Agro Sejahtera	Talang Petai Village, V-Koto District, Mukomuko Regency, Bengkulu Province, Indonesia	2° 36' 25.05" S	101° 16' 40.26" E	140.00	Certified	-	22 February 2011	11 - 16 November 2019
Hargy Oil Palm Limited (HOPL)	PNG	Hargy POM; Hargy Estate	East of Bialla, West New Britain Province, PNG	05° 18' 40.05" S	151° 00' 39.46" E	6,757.65	Certified	-	2009	Certified in April 2009
	PNG	Navo POM; Navo Estate, Pandi Estate	50 Kms East of Bialla, West New Britain Province, PNG	05° 05' 38.86" S	151° 13' 28.03" E	13,701.89	Certified	-	2009	Certified in April 2009
	PNG	Barema POM;	30 km East of Bialla, West New Britain Province, PNG	05° 12' 40.25" S	151° 07' 51.10" E	-	Certified	-	2014	Certified in April 2014
PT. Dendymarker Indah Lestari	Indonesia	Dendymarker POM	Karang Dapo I Village, Karang Dapo Sub-District, Musi Rawas Utara District, Sumatera Selatan Province, Indonesia	2° 47' 44" S	102° 56' 42" E	-	Certified	-	27 July 2015	23 – 27 November 2020
	Indonesia	Sei Mandang Estate	Bingin Rupit and Beringin Jaya Village, Rupit Sub-District, Musi Rawas Utara District, Sumatera Selatan Province, Indonesia	2° 46' 29" S	102° 52' 30" E	5,070.08	Certified	-	27 July 2015	23 – 27 November 2020
	Indonesia	Sei Liam Estate	Karang Dapo I Village, Karang Dapo Sub-District, Musi Rawas Utara District, Sumatera Selatan Province, Indonesia	2° 46' 54" S	102° 56' 41" E	6,802.63	Certified	-	27 July 2015	23 – 27 November 2020
PT. Bandar Sumatra Indonesia	Indonesia	Bandar Pinang Estate	Desa Kebun Bandar Pinang, Kecamatan Bintang Bayu, Kabupaten Serdang Bedagai	3° 19' 19.24" N	98° 55' 21.67" E	1,412.71	Not Certified	2025	-	-

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				Latitude	Longitude					
PT. Citra Sawit Mandiri	Indonesia	Citra Sawit Mandiri Estate	Desa Pasar Tiga, Kecamatan Panai Tengah, Kabupaten Labuhan Batu	2° 33' 2.32" N	100° 12' 12.67" E	1,820.04	Not Certified	2024	-	-
PT. Agro Muko	Indonesia	Sei Jerinjing Estate	Talang Medan Village, Selagan Raya District, Mukomuko Regency, Bengkulu Province, Indonesia	2° 36' 10.69" S	101° 20' 21.66" E	2,099.68	Not Certified	2025	-	-
PT. Muko Muko Agro Sejahtera	Indonesia	Sungai Teramang Estate	Batu Ejung Village, Teramang Jaya District, Mukomuko Regency, Bengkulu Province, Indonesia	2° 45' 30.16" S	101° 22' 15.38" E	1,770.00	Not Certified	2022	-	-
	Indonesia	Batu Kuda Estate	Tunggang Village, Pondok Suguh District, Mukomuko Regency, Bengkulu Province, Indonesia	2° 50' 27.74" S	101° 28' 58.87" E	2,048.22	Not Certified	2024	-	-
PT. Agro Kati Lama	Indonesia	Agro Kati Lama North Estate	Desa Durian Remuk, Kecamatan Muara Beliti, Kabupaten Musi Rawas – Sumatera Selatan	3° 19' 46.18" S	102° 59' 52.05" E	2,464.00	Not Certified	2023	-	-
	Indonesia	Agro Kati Lama South Estate	Desa Muara Kati Lama, Kecamatan Tiang Pumpung Kepungut, Kabupaten Musi Rawas – Sumatera Selatan	3° 21' 32.07" S	103° 01' 27.90" E	3,590.00	Not Certified	2023	-	-
	Indonesia	Agro Kati Lama East Estate (AKL2)	Kelurahan Pasar Muara Beliti, Kecamatan Muara Beliti, Kabupaten Musi Rawas – Sumatera Selatan	3° 17' 32.50" S	103° 00' 50.02" E	1,514.00	Not Certified	2026	-	-
	Indonesia	Koperasi Beringin Jaya (Smallholder)	Desa Durian Remuk, Kecamatan Muara Beliti, Kabupaten Musi Rawas – Sumatera Selatan	3° 17' 32.50" S	103° 00' 50.02" E	1,514.00	Not Certified	2023	-	-
PT. Agro Muara Rupit	Indonesia	Agro Muara Rupit East Estate (AMR2&3)	Desa Jadi Mulya, Kecamatan Nibung, Kabupaten Musi Rawas Utara – Sumatera Selatan	2° 33' 49.17" S	102° 55' 01.4" E	4,323.20	Not Certified	2023	-	-

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				Latitude	Longitude					
	Indonesia	Agro Muara Rupit West Estate (AMR 1&2)	Desa Remban, Kecamatan Rawas Ulu, Kabupaten Musi Rawas Utara – Sumatera Selatan	2° 36' 04.42" S	102° 51' 05.53" E	6,566.90	Not Certified	2023	-	-
	Indonesia	Agro Muara Rupit South Estate (AMR 4)	Desa Beringin Sakti, Kecamatan Rawas Ilir, Kabupaten Musi Rawas Utara – Sumatera Selatan	2° 34' 47.55" S	102° 55' 21.23" E	4,200.82	Not Certified	2026	-	-
	Indonesia	Koperasi Rempan Jaya (Smallholder)	Desa Jadi Mulya, Kecamatan Nibung, Kabupaten Musi Rawas Utara – Sumatera Selatan	2° 32' 52.71" S	102° 57' 12.11" E	1,080.80	Not Certified	2026	-	-
	Indonesia	Koperasi Tingkip Jaya Raya (Smallholder)	Desa Remban, Kecamatan Rawas Ulu, Kabupaten Musi Rawas Utara – Sumatera Selatan	2° 37' 33.40" S	102° 51' 19.92" E	1,641.48	Not Certified	2023	-	-
PT. Agro Rawas Ulu	Indonesia	Agro Rawas Ulu East Estate	Desa Sungai Jauh, Kecamatan Rawas Ulu, Kabupaten Musi Rawas Utara – Sumatera Selatan	2° 36' 08.38" S	102° 44' 29.52" E	2,400.00	Not Certified	2023	-	-
	Indonesia	Agro Rawas Ulu West Estate	Desa Lubuk Mas, Kecamatan Rawas Ulu, Kabupaten Musi Rawas Utara – Sumatera Selatan	2° 40' 19.07" S	102° 37' 46.77" E	2,162.00	Not Certified	2023	-	-
	Indonesia	Koperasi Rawas Jaya (Smallholder)	Desa Pulau Lebar, Kecamatan Rawas Ulu, Kabupaten Musi Rawas Utara – Sumatera Selatan	2° 38' 20.16" S	102° 41' 06.61" E	1,150.00	Not Certified	2023	-	-

3.3 Details of Nonconformities

The nonconformities are listed below. The findings summary of the assessment by criteria are listed in Appendix A. During this Assessment there were no Critical; no Minor nonconformities and no Opportunity For Improvement raised.

Non-conformity			
NCR Ref #	Nil	Date Issued	-
Due Date	-	Date of nonconformity Closure	-
Clause & Category (Critical / Minor)	-		
Statement of Nonconformity:	-		
Requirement Reference:	-		
Objective Evidence:	-		
Corrections:	-		
Root Cause Analysis:	-		
Corrective Actions:	-		
Assessment Conclusion:	-		

Opportunity for Improvements	
OFI #	Description
OFI 1	Nil

Positive Findings	
PF #	Description
PF 1	High commitment and supporting from Top Management and all employee due to RSPO and ISPO implementation even though on hard situation such as cause of pandemic COVID-19.
PF 2	The unit of certification has provided housing to all employees, in 2021 there are new development of employee housing using new material, the quality is good.
PF 3	The company has implements Good Agricultural Practices in oil palm field, based on field visits, the oil palm blocks visited are clean in circle and path, there is a center path which is also clean and planted with beneficial plants (<i>Turnesa subulatta</i>).

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	Nil	Date Issued	-
Due Date	-	Date of nonconformity Closure	-
Clause & Category (Critical / Minor)	-		
Statement of Nonconformity:	-		
Requirement Reference:	-		
Objective Evidence:	-		
Corrections:	-		
Root Cause Analysis:	-		
Corrective Actions:	-		
Assessment Conclusion:	-		

Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement: RSPO P&C Generic Nov 2018 indicator 7.3.3 Unit of certification should consider the condition of incinerator (in block K-11) for disposal the domestic waste.</p> <p>Verification / Follow-up actions: During field observation in landfill area (Block C04) and incinerator (Block 08K11A) on 21 January 2022 the facility is good and maintained condition.</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1025752M0	Major	2.1.2	12 May 2014	Closed on 4 September 2014
1025752M29	Major	RSPO NPP	12 May 2014	Closed on 10 November 2014
1048188M10	Major	5.6.2	12 May 2014	Closed on 4 September 2014
1048188M1	Major	4.7.1	12 May 2014	Closed on 4 September 2014
1048188M2	Major	5.1.2	12 May 2014	Closed on 4 September 2014
1048188M9	Major	5.3.2	12 May 2014	Closed on 4 September 2014
1048188N12	Minor	4.4.2	12 May 2014	Closed on 29 January 2016

1048188N13	Minor	4.4.3	12 May 2014	Closed on 29 January 2016
1048188N14	Minor	4.4.4	12 May 2014	Closed on 29 January 2016
1048188N4	Minor	4.7.4	12 May 2014	Closed on 29 January 2016
1048188N15	Minor	4.7.6	12 May 2014	Closed on 29 January 2016
1048188N16	Minor	5.4.1	12 May 2014	Closed on 29 January 2016
1048188N18	Minor	5.4.2	12 May 2014	Closed on 29 January 2016
1048188N1	Minor	6.3.2	12 May 2014	Closed on 29 January 2016
1048188N2	Minor	7.4.2	12 May 2014	Closed on 29 January 2016
1578496-201801-N1	Minor	5.3.3	16 January 2018	Closed on 15 January 2019
1725398-201901-M1	Major	4.6.3	24 January 2019	Closed on 5 March 2019
1725398-201901-M2	Major	6.5.2	24 January 2019	Closed on 5 March 2019
1725398-201901-M3	Major	SCCS 5.3.2	24 January 2019	Closed on 5 March 2019
1725398-201901-M4	Major	SCCS 5.13.2	24 January 2019	Closed on 5 March 2019
1725398-201901-N1	Minor	6.8.3	24 January 2019	Closed on 24 January 2020

3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss PT Umbul Mas Wisesa 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)
Government Department	<ul style="list-style-type: none"> - Dinas Lingkungan Hidup, Kab. Labuhanbatu Selatan. - Dinas Perkebunan dan Kehutanan, Kab. Labuhanbatu Selatan. - Dinas Tenaga Kerja, Kab. Labuhanbatu Selatan. - Kantor Pertanahan Kab. Labuhanbatu 	Phone interview

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Local Communities	- Community Leader of Sei Toras - Village of Tanjung Mulia	Phone interview
NGO	LSM Koalisi 11	Phone interview
	- WWF Indonesia - Aid Environment - Sawit Watch - Forest Watch Indonesia	Invitation letter to comment was sent
Contracted Parties	- CV. Tua Gabe (FFB Transportation) PT. SSI (contracted security services)	Phone interview Face to face interview
Union	SPUM UMWS	Face to face interview
Previous Land Owner	- Mr. Reddin Siahaan - Mr. Manuntun Siahaan - Mr. Roni Hutabarat - Mrs. Rumian Sinaga - Mr. Sariaman Siringo-ringo	Phone interview

Stakeholders comment	
1	<p>Feedbacks: Dinas Lingkungan Hidup, Kabupaten Labuhanbatu Selatan</p> <ul style="list-style-type: none"> - Environmental report, including waste management report already submitted as required by regulation. These reports was submitted directly to Environmental Agency in hardcopy and sent to Ministry of Environmental and Forestry through application SIMPEL and SI RAJA LIMBAH. - For newly rules concerning environmental aspect within new Indonesian law "Undang Undang Cipta Kerja", no need to amend its environmental license unless any changes of environmental impact from new operation. - Environmental Statement (SPPL) for independent smallholder KSU Suka Makmur no need to submit report because this is not required by regulations. - Ensure that hazardous waste produce by independent smallholders are controlled and well managed. It's have cooperated with PT Umbul Mas Wisesa as company that have permitted to manage wasted responsibly. - No land fire issues in 12 months for company and independent smallholders' area. - Regarding Peat Hydrology Area, there is no updated information and map from Ministry of Environmental and Forestry to determining protected peat area in Labuhanbatu Selatan regency. - Please ensure that company have developed program and implement for enrichment planting with woody plants or trees. It aims to equalizing crops between monoculture crops and multi crops. Particularly for decreasing GHG emission from plantation. <p>Audit Team verification and response:</p> <p>Verification onsite has conducted to ensure stakeholder comments are implemented well.</p> <ul style="list-style-type: none"> - Auditor verified that environmental report is updated and can demonstrated during onsite audit. - During onsite visit in Mill and Estate, new activities that causing new environment impact was not exist. Therefore, existing environment license are still valid and no need to amend. - Hazardous waste (Limbah B3) from KSU Suka Makmur are sent and stored at Umbul Mas storage.

	<ul style="list-style-type: none"> - Firefighting facilities (fire team, water tank, nozzle and hose, fire monitoring tower, etc.) are available and well maintain by the company to prevent land fire. - Various woody plants and trees already planted surround the workers compound, guest house and conservation area. The company have commitment for conservation and aware with climate change program. In example, when the management unit (Mill or Estate) wants to cut one tree then it shall be approved and permitted by headquarter, if it's not followed this rule sanction will applied.
<p>2</p>	<p>Feedbacks: Dinas Perkebunan dan Kehutanan, Kabupaten Labuhanbatu Selatan</p> <ul style="list-style-type: none"> - Plantation Assessment or "Penilaian Perkebunan" is responsibility by provincial level. Therefore, regency government have no update against new plantation assessment result. - Smallholder Plantation Register (STD-B) for Independent Smallholder KSU Suka Makmur is responsibility by Integrated Licensing and One Gate System Agency (Dinas PTSP). This will be followed up by plantation agency to get updated information related on this. - Fast response from the company if government agency need clarification against particularly information. - Mandatory report is submitted to agency punctually and no issue on that. <p>Audit Team verification and response: Verification onsite has conducted to ensure stakeholder comments are implemented well. Positive feedback no need to respond.</p>
<p>3</p>	<p>Feedbacks: Dinas Tenaga Kerja, Kabupaten Labuhanbatu Selatan</p> <ul style="list-style-type: none"> - No issues related worker forces within last 12 months, it might be company already well implement. All mandatory requirements have been fulfilled by the company. - Worker union is available namely Serikat Pekerja Mandiri and communication in good way. - Workers wages are paid appropriately with minimum wages that required by government. - All mandatory report were submitted punctually and no issues on that. <p>Audit Team verification and response: Verification onsite has conducted to ensure stakeholder comments are implemented well. Positive feedback no need to respond.</p>
<p>4</p>	<p>Feedbacks: Kantor Pertanahan, Kabupaten Labuhanbatu Selatan</p> <ul style="list-style-type: none"> - No issue on land tenure in PT Umbul Mas Wisesa. - Land use rights (HGU) are still valid. <p>Audit Team verification and response: Verification onsite has conducted to ensure stakeholder comments are implemented well. Positive feedback no need to respond.</p>
<p>5</p>	<p>Feedbacks: Community Leader of Sei Toras Village</p> <ul style="list-style-type: none"> - Almost every year when rainy season, our village is often flooded caused by Barumon river overflow. PT Umbul Mas are aware on this to help the affected villagers through donation and physical assistances, like providing boat, clean water, clothes and emergency team. This contribution is very important for Sei Toras villagers; therefore, we are very thankful to the company. - Formerly, Sei Toras village does not have elementary school. In 2016-2017, finally the company obtained the land and build the elementary school at Sei Toras village, afterward the company awarded those land, school and all facilities to managed by Department of Educational. Sei Toras

	<p>people are very thankful to the company, because Sei Toras children can attend to school and get the education properly.</p> <ul style="list-style-type: none"> - Sei Toras villagers always support to the company program. Most of villagers already working at the company. There is no conflict raise with the company, at least for last 5 years. <p>Audit Team verification and response: Verification onsite has conducted to ensure stakeholder comments are implemented well. Positive feedback no need to respond.</p>
6	<p>Feedbacks: Representative of Tanjung Mulia village</p> <ul style="list-style-type: none"> - PT Umbul Mas Wisesa has a very positive influence on the surrounding residents. - If the company does not exist, it might be Tanjung Mulia village cannot be growth rapidly like today. - The company obtained the land and build the elementary school at Tanjung Mulia village, afterward the company awarded those land, school and all facilities to managed by Department of Educational. Tanjung Mulia people are very thankful to the company, because Tanjung Mulia children can attend to school and get the education properly. - Community program is consistently implemented by the company, particularly road maintenance. Only PT Umbul Mas concern and aware to maintain the main road in the village. <p>Audit Team verification and response: Verification onsite has conducted to ensure stakeholder comments are implemented well. Positive feedback no need to respond.</p>
7	<p>Feedbacks: Vice Chairman of Koalisi 11 (local NGO)</p> <ul style="list-style-type: none"> - Profile of our organisation is covering 11 aspects and located in Medan city and Labuhanbatu Selatan regency. Our concern is Education, State Owned Corporation, Community, Land Tenure, etc. - PT Umbul Mas Wisesa are very good company, because this company is very concern related Education, Environment, Waste Management, Worker Welfare and Local Infrastructure. If compare with another adjacent plantation company, PT Umbul Mas Wisesa is very responsible with local community. - Current management of PT Umbul Mas Wisesa is totally different with previous management, whereas current management is much better than before. There is no land issue or land conflict after the company acquired by SIPEF group. - In 2013, PT Umbul Mas Wisesa became a place for comparative studies from other oil palm plantation companies for peat management. <p>Audit Team verification and response: Verification onsite has conducted to ensure stakeholder comments are implemented well. Positive feedback no need to respond.</p>
8	<p>Feedbacks: CV. Tua Gabe (local contractor/FFB transportation)</p> <ul style="list-style-type: none"> - The collaboration with PT Umbul Mas Wisesa has been going on for a long time, and there have never been any problems. - Currently, our activities in PT Umbul Mas Wisesa is road maintenance, FFB transportation and Heavy Vehicle rental. - CV Tua Gabe always fulfil all requirements that required by PT Umbul Mas Wisesa, including compliance with law and regulation concerning workers (no children workers), workers insurance coverage, workers payment, PPE requirements, etc. - Payment from PT Umbul Mas Wisesa is always ontime and never pending.

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	<ul style="list-style-type: none"> - So far, no negative issues raise and reported from PT Umbul Mas Wisesa against CV Tua Gabe as contractor in regard services performance at the field.
	<p>Audit Team verification and response: Verification onsite has conducted to ensure stakeholder comments are implemented well. Positive feedback no need to respond.</p>
9	<p>Feedbacks: PT. Safeguarding Solutions Indonesia / SSI (contracted security services)</p> <ul style="list-style-type: none"> - Our duties and responsibilities are to safeguard all company assets, both movable and immovable assets. - Company giving awareness and dissemination to all company policies, including RSPO requirements that Do's and Don'ts to our personnel as security guard. - When our personnel found and saw the FFB thievery, they will report to team leader to grab the thief and interrogated them. During interrogation, our personnel do not instigate violence or use any form of harassment. Afterwards, this case will submitted to Police Department for further actions. - SSI as contracted security services will not using violence or harassment to everyone, including plantation/mill workers. Because SSI has had own procedure for operating.
	<p>Audit Team verification and response: Verification onsite has conducted to ensure stakeholder comments are implemented well. Positive feedback no need to respond.</p>
10	<p>Feedbacks: Serikat Pekerja Umbul Mandiri / SPUM (Worker Union) North Estate, South Estate and TUM Estate</p> <ul style="list-style-type: none"> - No negative issue for the company within last 12 months, all aspiration from worker has been fulfil by the company including bonuses. - Company are welcome and transparent for discussing related workers performances and workers welfare. - Workers feel happy with the company.
	<p>Audit Team verification and response: Verification onsite has conducted to ensure stakeholder comments are implemented well. Positive feedback no need to respond.</p>

List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Reddin Siahaan	1997	6.09	Yes	Yes	Has been verified. Comply with terms and conditions of the negotiated and compensation agreement.
Manuntun Siahaan	1997	6.09	Yes	Yes	Has been verified. Comply with terms and conditions of the negotiated and compensation agreement.

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Rumian Sinaga	1997	6.09	Yes	Yes	Has been verified. Comply with terms and conditions of the negotiated and compensation agreement.
Roni Hutabarat	1997	5.18	Yes	Yes	Has been verified. Comply with terms and conditions of the negotiated and compensation agreement.
Sariaman Siringo-ringo	2002	125	Yes	Yes	Has been verified. Comply with terms and conditions of the negotiated and compensation agreement.

Previous land owner / user comment	
1	<p>Feedbacks: Mr. Reddin Siahaan (phone interview) Prev. crops: Oil Palm crops (planting year 2008) Compensation: 2012 Formerly, the land is forested. FPIC Process: Socialization by the company, Survey/mapping (land measurement based on Land Ownership Statement Letter) and witnessed by borders land owner ("saksi sebatas"), officials of Sei Siarti village, representative of District, negotiation with land owner and the payment after successfully agreed by both parties. No forced to release the land from the company, the process is fairly and transparent. Compensated land size: 6.09 Ha.</p> <p>Audit Team verification and response: After discussion with Office Administration, PIC of Community Relationship and Estate Manager, all the documented evidence related land compensation is maintained and retained at Head Office Medan. The important thing is FPIC process has been implemented properly by the company related land compensation. List of land compensated, including name, hectarage and amount of compensated is available at Umbul Mas Wisesa office, and it can be demonstrated by unit of certification.</p>
2	<p>Feedbacks: Mr. Manuntun Siahaan (phone interview) Prev. crops: Oil Palm crops (planting year 2008) Compensation: 2012 Formerly, the land is forested. FPIC Process: Socialization by the company, Survey/mapping (land measurement based on Land Ownership Statement Letter) and witnessed by borders land owner ("saksi sebatas"), officials of Sei Siarti village, representative of District, negotiation with land owner and the payment after successfully agreed by both parties. No forced to release the land from the company, the process is fairly and transparent. Compensated land size: 6.09 Ha.</p> <p>Audit Team verification and response: After discussion with Office Administration, PIC of Community Relationship and Estate Manager, all the documented evidence related land compensation is maintained and retained at Head Office Medan. The important thing is FPIC process has been implemented properly by the company related land compensation. List of land compensated, including name, hectarage and amount of compensated is available at Umbul Mas Wisesa office, and it can be demonstrated by unit of certification.</p>

<p>3</p>	<p>Feedbacks: Mr. Roni Hutabarat (phone interview) Prev. crops: Oil Palm crops (planting year 2008) Compensation: 2012 Formerly, the land is forested. FPIC Process: Socialization by the company, Survey/mapping (land measurement based on Land Ownership Statement Letter) and witnessed by borders land owner ("saksi sebatas"), officials of Sei Siarti village, representative of District, negotiation with land owner and the payment after successfully agreed by both parties. No forced to release the land from the company, the process is fairly and transparent. Compensated land size: 5.18 Ha.</p> <p>Audit Team verification and response: After discussion with Office Administration, PIC of Community Relationship and Estate Manager, all the documented evidence related land compensation is maintained and retained at Head Office Medan. The important thing is FPIC process has been implemented properly by the company related land compensation. List of land compensated, including name, hectarage and amount of compensated is available at Umbul Mas Wisesa office, and it can be demonstrated by unit of certification.</p>
<p>4</p>	<p>Feedbacks: Mrs. Rumian Sinaga (phone interview) Prev. crops: Oil Palm crops (planting year 2008) Compensation: 2012 Formerly, the land is forested. FPIC Process: Socialization by the company, Survey/mapping (land measurement based on Land Ownership Statement Letter) and witnessed by borders land owner ("saksi sebatas"), officials of Sei Siarti village, representative of District, negotiation with land owner and the payment after successfully agreed by both parties. No forced to release the land from the company, the process is fairly and transparent. Compensated land size: 5.18 Ha.</p> <p>Audit Team verification and response: After discussion with Office Administration, PIC of Community Relationship and Estate Manager, all the documented evidence related land compensation is maintained and retained at Head Office Medan. The important thing is FPIC process has been implemented properly by the company related land compensation. List of land compensated, including name, hectarage and amount of compensated is available at Umbul Mas Wisesa office, and it can be demonstrated by unit of certification.</p>
<p>5</p>	<p>Feedbacks: Mr. Sariaman Siringo-ringo (phone interview) Prev. crops: some areas planted by Oil Palm crops (planting year 2007) and other agriculture crops (corn). Compensation: 2008 FPIC Process: Socialization by the company, Survey/mapping (land measurement based on Land Ownership Statement Letter) and witnessed by borders land owner ("saksi sebatas"), officials of Sei Siarti village, representative of District, negotiation with land owner and the payment after successfully agreed by both parties. No forced to release the land from the company, the process is fairly and transparent. Compensated land size: 5.18 Ha.</p> <p>Audit Team verification and response: After discussion with Office Administration, PIC of Community Relationship and Estate Manager, all the documented evidence related land compensation is maintained and retained at Head Office Medan. The important thing is FPIC process has been implemented properly by the company related land compensation. List of land compensated, including name, hectarage and amount of compensated is available at Umbul Mas Wisesa office, and it can be demonstrated by unit of certification.</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 Umbul Mas Wisesa has complied with the Indonesia National Interpretation 2020 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that PT Umbul Mas Wisesa is remain certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Eko Purwanto	Name: Sander Van den Ende
Company Name: On behalf of BSI Malaysia Sdn Bhd	Company Name: PT Umbul Mas Wisesa
Title: Lead Assessor	Title: Regional Director Sustainability SIPEF Group
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 9 February 2022	Date: 11 February 2022

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
<p>Principle 1: Behave ethically and transparently</p>			
<p>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 established and maintained publicly available documents that contains of List of Documents, Number of Documents and Document Date. According to List of Publicly Available Documents PT. Umbul Mas Wisesa year 2022, there are twenty (20) documents are made publicly available, in example as follow:</p> <ol style="list-style-type: none"> 1. Regent Decree related Plantation Permit of PT. Umbul Mas Wisesa No. 503/11/HUKUM/2005. 2. Environmental Impact Assessment (ANDAL) of PT. Umbul Mas Wisesa No. 503.660/268/SET-KOMISI/XII/2008. 3. Domestic Waste Discharge Permit No. 503/0001/DMPPTSP-LS/IPALD/VII/2019. <p>As per required in document, any Information Request related of these shall ask to Mill/Estate Manager and Mill/Estate Office Assistant.</p>	<p>Complied</p>
<p>1.1.2</p>	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p>	<p>All the information provided in Bahasa Indonesia.</p> <p>As mentioned in indicator 1.1.1, the information provided in appropriate languages and accessible to relevant stakeholders. According to list of publicly available document "Dokumen - dokumen yang tersedia untuk umum year 2020", such as:</p> <ol style="list-style-type: none"> 1. Regent Decree related Plantation Permit of PT. Umbul Mas Wisesa No. 503/11/HUKUM/2005. 	<p>Complied</p>

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		<p>2. Environmental Impact Assessment (ANDAL) of PT. Umbul Mas Wisesa No. 503.660/268/SET-KOMISI/XII/2008.</p> <p>3. Domestic Waste Discharge Permit No. 503/0001/DPMPPTSP-LS/IPALD/VII/2019.</p> <p>4. As per required in document, any Information Request related of these shall ask to Mill/Estate Manager and Mill/Estate Office Assistant.</p>	
1.1.3	(C) Records of requests for information and responses are maintained.	Logbook of Information Request and its Responses is the system that established by Unit of Certification to record all the information request, including its responses. Sample of information request and its response has been shown. For example, there was the record of information on 12 September 2021 - Invitation from Labour Agency of Labuhanbatu Selatan related to socialization of Undang – Undang Cipta Kerja No. 11/2020 on the third week of September 2021. That letter has been replied by the operating unit and sent 2 staff to attending those meetings.	Complied
1.1.4	(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.	<p>Unit of Certification has established and maintained procedure of communication and consultation as per mention within Responding to Request for Information (Doc No. ENC-01-11/04-03-2019/Rev.1) dated 18 Mar 2019. This procedure applies to all specific information/data request that are not confidential to the Company requested by relevant stakeholders.</p> <p>The procedure described that:</p> <ul style="list-style-type: none"> • The company provide types of document that can be accessed by public. • The company have a list of stakeholders directly impacted by estate or mill activity. • PIC to give respond on information request are unit manager in coordination with Senior Manager Administration (SMA). 	Complied

		<ul style="list-style-type: none"> Respond time for information request are 3 days for management unit to communicate to RMO (Regional Management Office), if RMO does not have authority to give respond, then RMO forwarded to Head Office maximum 7 days from receiving request from operation unit. Maximum respond time are 25 days. <p>Nominated management official who responsible for communication and consultation is Office Assistant. This assignment is described within Job Description of Office Assistant as essential duties and responsibilities. Nominated person for communication and consultation for each unit, in example:</p> <ul style="list-style-type: none"> Umbul Mas Wisesa POM: Mr. Efendi Suwito Umbul Mas Wisesa South Estate: Mr. Muhammad Rizki Lesmana Umbul Mas Wisesa North Estate: Mr. Prabudi Toton Usaha Mandiri Estate: Mr. Posman Damanik 	
1.1.5	An up-to-date list of contacts and detailed stakeholder information is available along with designated representatives.	<p>Unit of Certification has maintained current list of stakeholders completed with details and nominated representatives of each affected stakeholders.</p> <ul style="list-style-type: none"> Umbul Mas Wisesa POM: Regency of Labuhanbatu Selatan Government Agencies/Department (8 stakeholders); MUSPIKA/District level (3 stakeholders); Local Communities (4 stakeholders); Labour/Workers Union (9 stakeholders); Contractors (11 stakeholders); Supplier (1 stakeholder). The list is updated in 7 January 2022. Umbul Mas Wisesa South Estate: Regency of Labuhanbatu Government Agencies/Department (8 stakeholders); MUSPIKA/District level (5 stakeholders); Local Communities (6 stakeholders); Labour/Workers Union (9 stakeholders); Contractor (3 stakeholder); Supplier (3 stakeholder). The list is updated in 3 January 2022. 	Complied

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		<ul style="list-style-type: none"> • Umbul Mas Wisesa North Estate: Regency of Labuhanbatu Government Agencies/Department (8 stakeholders); MUSPIKA/District level (5 stakeholders); Local Communities (1 stakeholders); Labour/Workers Union (9 stakeholders); Contractor (10 stakeholder); Supplier (1 stakeholder). The list is updated in December 2021. • Toton Usaha Mandiri Estate: Regency of Labuhanbatu Government Agencies/Department (8 stakeholders); MUSPIKA/District level (5 stakeholders); Local Communities (1 stakeholders); Labour/Workers Union (9 stakeholders); Contractor (7 stakeholder); Supplier (1 stakeholder). The list is updated in December 2021. 	
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.	SIPEF has had general policy namely "Responsible Plantations Policy" last update by the Board of Directors on November 22, 2019. The policy covered issue such as: <ul style="list-style-type: none"> • Human rights • Ethical Conduct • Grievance • Child Labour • Environmental • Equal Employment Opportunity • Freedom of Organisation • Occupational Health and Safety • Sexual Harassment • Smoke Free • Trafficked Labour 	Complied

		All company under SIPEF Group – Indonesia also had Code of Conduct (including Ethical Conduct) which have been signed by President Director on 28 September 2018.	
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.	<p>Unit of Certification has established Mechanism of Ethical Business violation handling is using SOP Whistleblowing System (SOP No. IAD-01-07/29-03-2019/Rev. 0) dated 27 March 2019.</p> <p>According to document verification of complaints and management information, it stated that during 2021 there is no case of Ethical Business violation.</p> <p>Based on information collected during stakeholder consultation with local government of Labuhan Batu Selatan Regency, local NGO’s and community representative (Tanjung Mulia and Sei Siarti Village) around the certification scope, negative issues or report related ethical business violation is absence.</p>	Complied
<p>Principle 2: Operate legally and respect rights Implement legal requirements as the basic principles of operation in any jurisdiction.</p>			
<p>Criteria 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.</p>			
2.1.1	(C) The unit of certification complies to relevant regulations.	<p>Unit of Certification prepared and maintained a list of legal requirements as per describe in “Daftar Peraturan Perundangan Indonesia yang Berkaitan dengan Sistem Sustainability”, update December 2021.</p> <p>As per Indonesia laws and regulations, mandatory of applicable legal requirement for Plantation Company are Deed of Establishment, Registration on Ministry of Law and Human Rights, Location Permit, Plantation Permit, Land Title and Environmental Impact Assessment or Permit.</p> <p>Umbul Mas Wisesa Palm Oil Mill as certificate holder received FFB’s certified from two legal entities. There are Umbul Mas Wisesa North Estate and Umbul Mas Wisesa South Estate (managed by PT. Umbul</p>	Complied

		<p>Mas Wisesa) and Toton Usaha Mandiri Estate (managed by PT. Toton Usaha Mandiri).</p> <p>All the FFB suppliers, including the Mill is complied with legal requirements. The compliances of legal requirement for certificate holder and its supply base as follow:</p> <p><u>PT. Umbul Mas Wisesa</u></p> <ul style="list-style-type: none"> • Changes Deed of Establishment: No. 17 by Notary Lince Hutahayan, SH, dated 23 July 2019. It is has been registrated to the Administration system of Ministry of Law and Human Rights: No. AHU-AH.01.03-0034742, dated 25 January 2017. • Location Permit: Decree of Labuhan Batu Regent "Surat Keputusan Bupati Labuhan Batu No. 08 tahun 2004", dated 26 May 2004, covering area 8,000 Ha. • Plantation Permit No. 503/11/HUKUM/2005, dated 5 August 2005, (±8,451 Ha). • Land title: HGU Certificate #51 dated 10 June 2013 (2,071.11 Ha); #52 dated 10 June 2013 (4,396.58 Ha); #59 dated 29 September 2014 (679.09 Ha); #60 dated 29 September 2014 (461.90 Ha); #71 dated 5 January 2015 (154.67 Ha). Total certified area based on land title of PT. Umbul Mas Wisesa is 7,763.35 Ha. • Mill Processing Operation Permit No. 522.2/104/BPPTSU/2/1.3/IX/2014, dated 29 September 2014. Area cover 5.50 Ha and Mill capacity 60 MT per hour. • Mill machinery permit: <ol style="list-style-type: none"> 1. Permit for Steam Boiler operation (Akte Izin untuk Ketel Uap) No. 09-7/DTK/KU/IX/2018, issued on 19 September 2018 Social and Transmigration Department, Kabupaten Labuhanbatu Selatan, Provinsi Sumatera Utara. Valid until 7 July 2022. 	
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		<ol style="list-style-type: none"> 2. Permit for Steam Vessel (Akte Izin untuk Bejana Uap), Vertical NO. 1, permit No.560/184/DSTKT/2014 issued on May 2014 by by Social and Transmigration Department, Kabupaten Labuhanbatu Selatan, Provinsi Sumatera Utara. Capacity of steam pressure is 3.5 kg/cm2. Valid until 10 May 2022. 3. Permit for Steam Vessel (Akte Izin untuk Bejana Uap), Vertical NO. 2, permit No.560/183/DSTKT/2014 issued on May 2014 by by Social and Transmigration Department, Kabupaten Labuhanbatu Selatan, Provinsi Sumatera Utara. Capacity of steam pressure is 3.5 kg/cm2. Valid until 10 May 2022. 4. Permit for Steam Vessel (Akte Izin untuk Bejana Uap), Vertical NO. 3, permit No.560/181/DSTKT/2014 issued on May 2014 by by Social and Transmigration Department, Kabupaten Labuhanbatu Selatan, Provinsi Sumatera Utara. Capacity of steam pressure is 3.5 kg/cm2. Valid until 27 April 2024. 5. Permit for Steam Vessel (Akte Izin untuk Bejana Uap), Vertical NO. 4, permit No.560/182/DSTKT/2014 issued on May 2014 by by Social and Transmigration Department, Kabupaten Labuhanbatu Selatan, Provinsi Sumatera Utara. Capacity of steam pressure is 3.5 kg/cm2. Valid until 3 May 2022. 6. Permit for Steam Turbine (Izin Pemakaian Turbin Uap) No.560/32/TK-TU/2014, capacity to generate electricity up to 2,000 KW; issued on 10 April 2014 by by Social and Transmigration Department, Kabupaten Labuhanbatu Selatan, Provinsi Sumatera Utara. 7. Permit for Steam Turbine (Izin Pemakaian Turbin Uap) No.560/33/TK-TU/2014, capacity to generate electricity up to 2,000 KW; issued on 10 April 2014 by by Social and Transmigration Department, Kabupaten Labuhanbatu Selatan, Provinsi Sumatera Utara. 	
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		<p>8. Permit for Diesel Generator Unit-1 operation (Izin Pemasangan/Pemakaian Motor Diesel) No. 560/29/TK-MD/2014, capacity to generate electricity up to 1,000 KVA; issued on 10 April 2014 by by Social and Transmigration Department, Kabupaten Labuhanbatu Selatan, Provinsi Sumatera Utara. Valid until 10 December 2021. Permit renewal on process based on Surat Keterangan Proses Sertifikasi Laik Operasi (SLO) by PT Sucofindo No. 4190/MDN-X/IT/2021 dated 26 October 2021.</p> <p>9. Permit for Diesel Generator Unit-2 operation (Izin Pemasangan/Pemakaian Motor Diesel) No. 560/30/TK-MD/2014, capacity to generate electricity up to 1,000 KVA; issued on 10 April 2014 by by Social and Transmigration Department, Kabupaten Labuhanbatu Selatan, Provinsi Sumatera Utara. Valid until 10 October 2021. Permit renewal on process based on Surat Keterangan Proses Sertifikasi Laik Operasi (SLO) by PT Sucofindo No. 4190/MDN-X/IT/2021 dated 26 October 2021.</p> <p>10. Permit for Diesel Generator Unit-1 operation (Izin Pemasangan/Pemakaian Motor Diesel) No. 560/30/TK-MD/2014, capacity to generate electricity up to 1,000 KVA; issued on 10 April 2014 by by Social and Transmigration Department, Kabupaten Labuhanbatu Selatan, Provinsi Sumatera Utara. Valid until 10 October 2021. Permit renewal on process based on Surat Keterangan Proses Sertifikasi Laik Operasi (SLO) by PT Sucofindo No. 4190/MDN-X/IT/2021 dated 26 October 2021.</p> <p>11. Permit for Lift and Carry vehicle: Wheel Loader, permit No. 560/24/TK-WL/2014, issued on April 2014. Valid until 4 May 2023.</p> <p>12. Permit for Lightning retailer no. 560/151/DSTKT/2014 issued on April 2014 by Social and Transmigration Department, Kabupaten Labuhanbatu Selatan, Provinsi Sumatera Utara. Valid until 14 May 2023.</p>	
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		<p>13. Permit for Lightning retailer no. 560/152/DSTKT/2014 issued on April 2014 by Social and Transmigration Department, Kabupaten Labuhanbatu Selatan, Provinsi Sumatera Utara. Valid until 14 May 2023.</p> <p>14. Permit for Lightning retailer no. 560/153/DSTKT/2014 issued on April 2014 by Social and Transmigration Department, Kabupaten Labuhanbatu Selatan, Provinsi Sumatera Utara. Valid until 14 May 2023.</p> <ul style="list-style-type: none"> • <i>Undang -Undang Cipta Kerja</i> No. 11 year 2020 and its clauses. <p><u>PT. Toton Usaha Mandiri</u></p> <ul style="list-style-type: none"> • Changes Deed of Establishment: No. 23 by Notary Lince Hutahayan, SH, dated 24 July 2019. • Registration on Ministry of Law and Human Rights: No. AHU-AH.01.03-0316804, dated 20 August 2019. • Location Permit: Decree of Labuhan Batu Regent "Surat Keputusan Bupati Labuhan Batu No.7 tahun 2005, dated 8 June 2005, covering area ±1,200 Ha. • Plantation Permit No.180/172/Huk/2010, dated 5 May 2010 (±1,200 Ha). • Land title: HGU Certificate #36 dated 12 May 2011 (1,198.76 Ha). • <i>Undang -Undang Cipta Kerja</i> No. 11 year 2020 and its clauses. 	
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 compliance of all contracted third parties, such as: recruitment agencies, service provider and labour contractor.	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. 11/2020</i> and its clauses, <i>Permentan 38/2020</i> related to Indonesian Sustainable Palm Oil (ISPO), Minimum Wage of	Complied

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		<p>2022 based on Head of Labuhanbatu Selatan Regency No. 188.44/781/KPTS/2021 dated 30 November 2021.</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	<p>Legal or authorized boundaries are clearly demarcated and visibly maintained and there is no planting beyond these legal or authorized boundaries.</p>	<p>PT Umbul Mas Wisesa had 144 boundary poles (South Estate), 95 (North Estate and 33 boundary poles. Based on the existing procedures, all boundary poles shall be monitored regularly (every 2 month) by upkeep supervisor in each division. The record of monitoring can be seen in document "Pemeriksaan Nomor Patok HGU" (latest document on November 2021).</p> <p>During the field visit, auditor team has random-checked the boundary poles in each unit as follows:</p> <ul style="list-style-type: none"> • South Estate: Boundary poles No. 003 (Block A14 Division 1), No. 012 (Block A17a Division 3) and boundary poles No. 030 (Block B40 Division 5). All boundary poles visited clearly visited and well-maintained. • North Estate: Boundary poles No. 062 and No, 061 (Block H33a Division 3). All boundary poles visited clearly visited and well-maintained. • Toton Usaha Mandiri Estate: Boundary poles No. 024 (Block N09a Division 1), No. 014 (Block M15 Division 2) and boundary poles No. 08 and No. 07 (Block M10a Division 2). All boundary poles visited clearly visited and well-maintained. 	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	<p>A list of contracted parties is available.</p>	<p>Unit of certification have list of contracted parties, update on 3 January 2022. List of contracted parties covers UMW POM, UMWN, UMWS and TUME as below:</p> <ol style="list-style-type: none"> 1. PT. Maligo Mas Utama (Civil Construction contractor). 	Complied

		<p>2. CV. Tua Gabe (Civil Construction and FFB Transportation) All contractors list is updated and available in place.</p>	
2.2.2	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>Contract for FFB transportation in UMW South Estate “Surat Perjanjian Kerja No.01/RMO-UMWS/TG/I/2022 antara PT. Umbul Mas Wisesa dengan CV Tua Gabe tentang Angkut FFB” dated 3 January 2022. Chapter 5 verse 8 stipulated: “Pihak Kedua wajib mematuhi PERATURAN HUKUM DAN PERUNDANG-UNDANGAN yang berlaku di Negara Republik Indonesia.” – obliged to comply with the applicable LAW AND REGULATIONS in the Republic of Indonesia.</p> <p>Based on phone interview with contractor CV. TUA GABE, it is clearly informed that contractor can demonstrate and confess to follow all applicable law and regulation requires by PT Umbul Mas Wisesa and government.</p>	Complied
2.2.3	All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour.	<p>Contract for FFB transportation in UMW South Estate “Surat Perjanjian Kerja No.01/RMO-UMWS/TG/I/2022 antara PT. Umbul Mas Wisesa dengan CV Tua Gabe tentang Angkut FFB” dated 3 January 2022. Chapter 5 verse 3 stipulated: “Pihak Kedua tidak dibenarkan mempekerjakan anak dibawah usia 18 tahun dan pekerja yang berasal dari perdagangan manusia.” – obliged Employing children under 18 years old is not allowed and workers originating from human trafficking.</p> <p>Based on phone interview with contractor CV. TUA GABE, it is clearly informed that contractor can demonstrate and aware to disallowing child, forced and trafficked labour. CV TUA GABE have implement with their workers and complied.</p>	Complied
<p>Criteria 2.3: All FFB supplies from outside the unit of certification are from legal sources.</p>			

2.3.1	<p>(C) For all directly sourced FFB, Palm Oil Mill (POM) requires:</p> <ul style="list-style-type: none"> Information regarding the geolocation of FFB origins; Proof of ownership status, right/claim of the land by grower/smallholder; If relevant, valid planting/operational/trading license, or is part of a cooperative which allows the buying and selling of FFB. 	<p>FFB processes in UMW POM are sources from own Estates (UMW North and UMW South), affiliate Estate (TUM Estate) and Independent Smallholder (KSU Suka Makmur).</p> <ul style="list-style-type: none"> Information regarding the geolocation of FFB origins: <ol style="list-style-type: none"> UMWS Estate 2° 13' 10.17" N; 100° 17' 10.00" E UMWN Estate 2° 16' 41.57" N; 100° 17' 36.83" E TUM Estate 2° 16' 41.57" N; 100° 17' 36.83" E KSU Suka Makmur 2° 11' 29.91" N; 100° 19' 59.26" E Ownership status <ol style="list-style-type: none"> UMWS Estate (Land title / HGU) UMWN Estate (Land title / HGU) TUM Estate (Land title / HGU) KSU Suka Makmur (Land ownership SHM-SKT) 	Complied
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.	Unit of certification did not receive FFB from indirectly sources.	Not Applicable
<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 Umbul Mas Wisesa has prepared a business plan for period 2019 – 2026. The business plan indicates the projected production of FFB, CPO and PK; cost of production, revenue and profit estimation. This projection include FFB receiving from the supply base of PT Toton Usaha Mandiri Estate and Smallholders (KSU).</p> <p>PT Umbul Mas Wisesa demonstrated independent financial audit report for from Registered Public Accountants Imelda & Partner (License</p>	Complied

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		<p>No.308/KM.1/2020) as evidence in Independent Auditor’s Report No.00453/2.1265/AU.1/01/1208-2/1/VII/2021 dated 9 July 2021 by Theodorus Bambang Dwi K. A. (Public Accountant License No. AP.1208). Based on the report, the accompanying financial statements presents fairly, in all material respects, the financial position of PT Umbul Mas Wisesa as of December 31st, 2020 and its financial performance and cash flows for the year then ended in accordance with Indonesian Financial Accounting Standards. Financial audit for financial year 2021 has been done in January 2021, the report is still in progress by the public accountant.</p> <p>PT Toton Usaha Mandiri demonstrated independent financial audit report for from Registered Public Accountants Imelda & Partner (License No.308/KM.1/2020) as evidence in Independent Auditor’s Report No.00454/2.1265/AU.1/01/1208-2/1/VII/2021 dated 9 July 2021 by Theodorus Bambang Dwi K. A. (Public Accountant License No. AP.1208). Based on the report, the accompanying financial statements presents fairly, in all material respects, the financial position of PT Toton Usaha Mandiri as of December 31st, 2020 and its financial performance and cash flows for the year then ended in accordance with Indonesian Financial Accounting Standards.</p> <p>Available evidence of tax receipt dated 28/09/2021; billing code 125615991488066; NPWP 017908153116001 of PT Umbul Mas Wisesa; tax object number 120511011611000261; PPB Perkebunan (411313 - land tax) period January – December 2021 for land 52,291,900 m² and building 15,690 m²; amount IDR *,**,738,643.</p> <p>Available evidence of tax receipt dated 28/09/2021; billing code 125615992120153; NPWP 024440760116001 of PT Toton Usaha Mandiri; tax object number 120511011611000271; PPB Perkebunan (411313 - land tax) period January – December 2021 for land 11,987,600 m² and building 3,343,00 m²; amount IDR **,719,047.</p>	
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		<p>UMW POM: company has business plan for period 2019-2026 including FFB receiving and processing.</p> <p>Sampled "Business Plan of FFB, CPO/PK, and Processing Cost 2019 – 2026":</p> <p>FFB</p> <table border="1"> <thead> <tr> <th>Year</th> <th>UMW South (Ton)</th> <th>UMW North (Ton)</th> <th>TUM Estate (Ton)</th> <th>Out-grower (Ton)</th> </tr> </thead> <tbody> <tr><td>2019</td><td>122,617</td><td>72,215</td><td>30,644</td><td>1,500</td></tr> <tr><td>2020</td><td>126,165</td><td>73,629</td><td>30,644</td><td>1,575</td></tr> <tr><td>2021</td><td>123,388</td><td>74,966</td><td>30,644</td><td>1,654</td></tr> <tr><td>2022</td><td>117,945</td><td>74,415</td><td>30,466</td><td>1,736</td></tr> <tr><td>2023</td><td>111,549</td><td>71,656</td><td>30,248</td><td>1,823</td></tr> <tr><td>2024</td><td>106,914</td><td>67,263</td><td>30,159</td><td>1,914</td></tr> <tr><td>2025</td><td>103,572</td><td>65,565</td><td>29,015</td><td>2,010</td></tr> <tr><td>2026</td><td>102,090</td><td>65,035</td><td>28,043</td><td>2,111</td></tr> </tbody> </table> <p>CPO:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>UMW (Ton)</th> <th>TUM Estate (Ton)</th> <th>Out-grower (Ton)</th> </tr> </thead> <tbody> <tr><td>2019</td><td>48,674</td><td>7,048</td><td>345</td></tr> <tr><td>2020</td><td>49,844</td><td>7,048</td><td>362</td></tr> <tr><td>2021</td><td>49,481</td><td>7,048</td><td>380</td></tr> <tr><td>2022</td><td>47,894</td><td>7,007</td><td>399</td></tr> </tbody> </table>	Year	UMW South (Ton)	UMW North (Ton)	TUM Estate (Ton)	Out-grower (Ton)	2019	122,617	72,215	30,644	1,500	2020	126,165	73,629	30,644	1,575	2021	123,388	74,966	30,644	1,654	2022	117,945	74,415	30,466	1,736	2023	111,549	71,656	30,248	1,823	2024	106,914	67,263	30,159	1,914	2025	103,572	65,565	29,015	2,010	2026	102,090	65,035	28,043	2,111	Year	UMW (Ton)	TUM Estate (Ton)	Out-grower (Ton)	2019	48,674	7,048	345	2020	49,844	7,048	362	2021	49,481	7,048	380	2022	47,894	7,007	399	
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			2023	45,656	6,957	419		
			2024	43,405	6,937	440		
			2025	42,114	6,673	462		
			2026	41,550	6,450	485		
			PK:					
			Year	UMW (Ton)	TUM Estate (Ton)	Out-grower (Ton)		
			2019	10,607	1,011	53		
			2020	10,851	1,011	55		
			2021	10,775	1,011	58		
			2022	10,441	1,005	61		
			2023	9,971	998	64		
			2024	9,500	995	67		
			2025	9,214	957	70		
			2026	9,082	925	74		
			Total:					
			Year	FFB (Ton)	CPO (Ton)	PK (Ton)	OER (%)	KER (%)
			2019	226,976	56,067	11,671	24.00	5.00
			2020	232,013	57,254	11,917	24.00	5.00

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		2021	230,652	56,909	11,844	24.00	5.00	1,458,220																
		2022	215,407	55,300	11,507	24.00	5.00	1,410,260																
		2023	215,276	53,032	11,033	24.00	5.00	1,352,700																
		2024	206,250	50,782	10,562	24.00	5.00	1,292,960																
		2025	200,162	43,243	10,241	24.00	5.00	1,251,280																
		2026	197,279	48,485	10,081	24.00	5.00	1,228,080																
3.1.2	An annual replanting programme projected for a minimum of five years with yearly review, is available.	<p>The unit of certification has provided replanting program up to year 2030. There is no replanting program for next 5 years in UMW South Estate. The oldest plant in UMW South Estate was 2005 plantation, therefore replanting will be start in 2027.</p> <p>Replanting Program of UMW South Estate:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Replanting (Ha)</th> </tr> </thead> <tbody> <tr> <td>2027</td> <td>419.15</td> </tr> <tr> <td>2028</td> <td>423.85</td> </tr> <tr> <td>2029</td> <td>395.03</td> </tr> <tr> <td>2030</td> <td>348.74</td> </tr> <tr> <td>2031</td> <td>441.64</td> </tr> </tbody> </table> <p>Replanting Program of UMW North Estate will be starts in 2031:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Replanting (Ha)</th> </tr> </thead> <tbody> <tr> <td>2031</td> <td>43.22</td> </tr> </tbody> </table>						Year	Replanting (Ha)	2027	419.15	2028	423.85	2029	395.03	2030	348.74	2031	441.64	Year	Replanting (Ha)	2031	43.22	Complied
Year	Replanting (Ha)																							
2027	419.15																							
2028	423.85																							
2029	395.03																							
2030	348.74																							
2031	441.64																							
Year	Replanting (Ha)																							
2031	43.22																							

		2032	223.04		
		2033	217.48		
		2034	191.36		
		2035	226.63		
		2036	222.37		
		2037	202.39		
		2038	237.80		
		2039	210.61		
		2040	200.21		
		2041	399.59		
		2042	227.32		
		Replanting Program of TUM Estate:			
		Year	Replanting (Ha)		
		2028	153.45		
		2029	152.87		
		2030	151.48		
		Review of replanting progress will be conducted annually during management review.			

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<p>3.1.3</p>	<p>The unit of certification holds management review at planned term according to the scale and nature of the activities undertaken.</p>	<p>Each unit conducted Management Review. Latest Management Review in UMW POM conducted on 19 July 2021. Management review has discussed:</p> <ul style="list-style-type: none"> • Results of internal audits; internal audit in UMW POM conducted on 17 – 19 June 2021, by ENC RMO NS Team, summary of finding and corrective action have been documented in Visit Report ENC Team. • Customer feedback; Based on review of customer feedback conducted by Marketing Department, there is no complaint related CPO and PK quality sold by UMW POM. • Process performance and product conformity. FFB processed in UMW POM are coming from owned estates and neighbouring company under the same management (PT TUM), also from smallholder which is RSPO certified under certificate number RSPO 687965 (KSU Suka Makmur). • Status of preventive and corrective actions. All finding discussed in this Management Review have been closed and attached in the minutes of management review. • Follow-up actions from management reviews. Result of previous management review were always discussed, mostly regarding performance, target achievement and FFB quality. • Changes that could affect the management system. There is no change in company policy and SOP. • Recommendations for improvement. Carried out all recommendation from internal audit. <p>Latest Management Review in UMW South Estate conducted on 2 September 2021. Management review has discussed:</p> <ul style="list-style-type: none"> • Results of internal audits; internal audit in UMWS Estate conducted on 17 – 19 June 2021, by ENC RMO NS Team, summary of finding 	<p>Complied</p>
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		<p>and corrective action have been documented in Visit Report ENC Team.</p> <ul style="list-style-type: none"> • Customer feedback; there are customer feedback received from UMW POM related FFB quality. • Process performance and product conformity. Scope of UMWS Estate covers upkeep, harvesting and transport of FFB; Process of upkeep and harvesting following Oil Palm Agriculture Part 1 and Part 2; FFB quality following the SOP of Engineering Department, Manual Laboratory Independent, FFB grading procedure (Lab-01-10/11-08-2020/Rev.4). • Status of preventive and corrective actions have been discussed. Preventive and corrective action against the internal audit findings. • Follow-up actions from management reviews; recommendation from previous management review have been implemented. • Changes that could affect the management system. There is no change that could effect the management system. • Recommendations for improvement; regularly carried out updating records related to fulfilment of sustainability requirements. <p>Latest Management Review in UMW North Estate and TUM Estate conducted on 1 September 2021. Management review has discussed:</p> <ul style="list-style-type: none"> • Results of internal audits; internal audit in UMWN Estate and TUM Estate conducted on 21 – 25 Juni 2020, by ENC RMO NS Team. Summary of finding and corrective action have been documented in Visit Report ENC Team. • Customer feedback; there are customer feedback received from UMW POM related FFB quality. • Process performance and product conformity. Scope of UMWN and TUME covers upkeep, harvesting and FFB transport; Process of 	
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		<p>upkeep and harvesting following Oil Palm Agriculture; FFB quality following the SOP of Engineering Department, Manual Laboratory Independent, FFB grading procedure (Lab-01-10/11-08-2020/Rev.4).</p> <ul style="list-style-type: none"> • Status of preventive and corrective actions. Preventive and corrective action against the internal audit findings. • Follow-up actions from management reviews; recommendation from previous management review have been implemented. • Changes that could affect the management system. There is no change that could affect the management system. • Recommendations for improvement; regularly carried out updating records related to fulfilment of sustainability requirements. 	
<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>Available internal audit report UMW POM that conducted on 17 – 19 June 2021. There are 7 minor findings and 4 observations issued during internal audit. Findings have been recorded, and action plan have been determined.</p> <p>UMW POM has continual improvement program in environment aspect, such as the development of implementation of EFB to Biocoal process for PT Umbul Mas Wisesa at Umbul Mas Wisesa Oil Mill in Desa Tanjung Mulia, North Sumatera. The program evident in Contract Agreement No.19/UMWM-HO/EDM/2019 dated 22 Nov 2019, between PT Umbul Mas Wisesa and S.E.E. Performance Engineering BVBA. In social aspect UMW POM has done joint exercise (<i>senam pagi</i>) to improve employees health.</p> <p>Update 26 – 28 July 2021 conducted testing of vertical inlet conveyor Torrifier.</p>	<p>Complied</p>

		<p>Continuous improvement by UMW POM based on STM (Senior Technical Manager) visit in October 2021:</p> <ol style="list-style-type: none"> 1. Fibre stock is very high, recommended to pushed to the estate for optimized transport. 2. Scrap iron from the project is scattered, recommended to collect scrap iron to a designated place and immediately distribute / sell it. <p>Continuous improvement by UMW POM based on VPE (Vice President Engineering) visit on 8 October 2021; the additional lighting that has been installed at the BPV is not safe and should be replaced with a more suitable light and standard wiring; the CST appear that it requires cleaning as there is a large amount of dirt build up on the skimmer.</p> <p>Internal audit in UMW South Estate has been conducted on 17 – 19 June 2020. Findings have been recorded, action plan have been determined and implemented. Continuous improvement by UMWS Estate is focus on block rehabilitation using best management practices. Based on field observation, it was verified that all blocks are in good conditions; circle, harvesting path and centre path are clear, can be sight form end to end. Collection road and production road are in good condition as well, can be passed in all weather conditions.</p> <p>Continual Improvement recorded by UMWN and TUM Estate are related to control of nettle caterpillar, e.g. imago trap and application of Cordyceps. Based on continual improvement record, UMWN Estate has installed 47 unit of imago trap, with result 28130 imago collected; TUM Estate has installed 67 unit of imago trap, with result 47,274 imago collected. Application of Cordyceps in TUM Estate recorded 7,450 cc. Area of application is Block K12A, K13A, K14A 75.9 Ha.</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.	The company has reported Annual report using RSPO metric template and submitted to CB. Based on the report, Annual Production Palm Oil is 42,792.27 MT, Annual Production Palm Kernel is 7,422.33 MT.	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.	<p>There is no changes in procedures for Agronomy, Mill and Sustainability. Estate:</p> <p>The procedures documented in "Oil Palm Agricultural Manual" (revised April 2019), where it contains all sub section of the process, such as: Nursery, land clearing, planting in peat soil and mineral soil with zero burning, planting legume cover crops, terracing, upkeep (fertilizer and pesticides, included safe working practices), water level management, riparian and watercourse management, harvesting, replanting and FFB transport. Documented SOP are as follows:</p> <ol style="list-style-type: none"> 1. OPM-01-00; dated 02/10/2017; Biology of Oil Palm. 2. OPM-02-00; dated 02/10/2017; General Information: Oil Palm Nursery. 3. OPM-02-01; dated 02/10/2017; Land Preparation of Oil Palm Nursery – Persiapan Lahan Pembibitan Kelapa Sawit 4. OPM-02-02; dated 02/10/2017; Oil Palm Pre Nursery – Pre Nursery Kelapa Sawit. 5. OPM-02-03; dated 02/10/2017; Oil Palm Main Nursery – Main Nursery Kelapa Sawit. 6. OPM-03-01; dated 02/10/2017; Survey and Mapping – Survey dan Pemetaan. 7. OPM-03-02; dated 02/10/2017; Land Clearing – Pembersihan Lahan. 8. OPM-03-03; dated 06/02/2019; Land Preparation – Persiapan Lahan. 	Complied

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		<ol style="list-style-type: none"> 9. OPM-03-04; dated 02/10/2017; Legume Cover Crop <i>Mucuna brachteata</i> – <i>Mucuna brachteata</i> Kacangan Penutup Tanah. 10. OPM-03-05; dated 02/10/2017; Field Planting – Penanaman ke Lapangan. 11. OPM-04-01; dated 02/10/2017; Palm Supplying – Penyisipan Tanaman. 12. OPM-04-02; dated 02/10/2017; Thinning Out and Removing Plant – Penjarangan dan pembongkaran Tanaman. 13. OPM-05-01; dated 06/02/2019; Ablation and Sanitation – Ablasi dan Sanitasi. 14. OPM-05-02; dated 06/02/2019; Harvesting – Panen. 15. OPM-05-03; dated 06/02/2019; FFB and LF Delivery – Pengiriman TBS dan Berondolan. 16. OPM-05-04; dated 02/10/2017; Frond Pruning – Pemangkasan Pelepah. 17. OPM-05-05; dated 16/02/2019; Black Bunch Count – Sensus Buah. 18. OPM-05-06; dated 02/10/2017; <i>Elaeobius camerunicus</i> Management – Pengelolaan <i>Elaeobius camerunicus</i>. 19. OPM-06-01; dated 02/10/2017; Inorganic Fertiliser – Pupuk Inorganik. 20. OPM-06-02; dated 02/10/2017; Organic Fertiliser – Pupuk Organik 21. OPM-06-03; dated 02/10/2017; LSU: Palm Marking – LSU: Penandaan Tanaman. 22. OPM-06-04; dated 02/10/2017; Leaf Sampling Unit (LSU) and Rachis Sampling Unit (RSU) – Pengambilan Sampel. 23. OPM-07-01; dated 06/02/2019; Detection and Census – Deteksi dan Sensus. 24. OPM-07-02; dated 02/10/2017; Pest Control – Pengendalian Hama. 	
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		<p>25. OPM-07-03; dated 02/10/2017; Disease Control – Pengendalian Penyakit.</p> <p>26. OPM-07-04; dated 02/10/2017; Integrated Pest Management – Pengendalian Hama Terpadu.</p> <p>27. OPM-08-01; dated 06/02/2019; Weed Control – Pengendalian Gulma.</p> <p>28. OPM-09-01; dated 19/03/2019; Water management in Coastal Soil – Pengelolaan Air di Tanah Pesisir.</p> <p>29. OPM-09-02; dated 02/10/2017; Management of Riparian Area – Pengelolaan Riparian Area.</p> <p>30. OPM-09-03; dated 01/04/2019; The Use, Store and Discrad Pesticide – Penggunaan, Penyimpanan dan pemusnahan pestisida.</p> <p>31. OPM-10-01; dated 06/02/2019; Field Quality Control.</p> <p>Interviews with the employees indicate satisfactory level of understanding and implementation in relation to their respective job function.</p> <p>Palm Oil Mill:</p> <p>Umbul Mas Wisesa Palm Oil Mill has a set of procedure for processing of oil palm Fresh Frut Bunch into CPO and PK, under “Palm Oil Mill Manual” dated 25 March 2019. The procedures explains all activity from receiving FFB into dispatch of products; Such as:</p> <ol style="list-style-type: none"> 1. POM-01-04; Reception in Umbul Mas Wisesa Palm Oil Mill. 2. POM-02-04; Sterilizer in Umbul Mas Wisesa Palm Oil Mill. 3. POM-03-04; Threshing in Umbul Mas Wisesa Palm Oil Mill. 4. POM-04-04; Pressing in Umbul Mas Wisesa Palm Oil Mill. 	
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		<ol style="list-style-type: none"> 5. POM-05-04; Clarification in Umbul Mas Wisesa Palm Oil Mill. 6. POM-06-04; Kernel Plant in Umbul Mas Wisesa Palm Oil Mill. 7. POM-07-04; Steam Plant in Umbul Mas Wisesa Palm Oil Mill. 8. POM-08-04; Power Plant in Umbul Mas Wisesa Palm Oil Mill. 9. POM-09-04; Water Treatment in Umbul Mas Wisesa Palm Oil Mill. 10. POM-10-04; Effluent Plant in Umbul Mas Wisesa Palm Oil Mill. 11. POM-11-04; Storage and Dispatch in Umbul Mas Wisesa Palm Oil Mill. 12. POM-12-04; Workshop in Umbul Mas Wisesa Palm Oil Mill. 13. POM-13-04; EFB Plant in Umbul Mas Wisesa Palm Oil Mill. 14. POM-14-04; Biogas Plant in Umbul Mas Wisesa Palm Oil Mill. <p>The procedures are supported by specific Work Instructions, e.g. as follows:</p> <ol style="list-style-type: none"> 1. POM-01-04-W01; Penimbangan Truk FFB dan Berondolan – Weighing FFB truck and loose fruit. 2. POM-02-04-W01; Loading ramp, Pengisian FFB ke dalam Rebusan Vertical – Loading ramp, FFB loading into vertical sterilizer; 3. POM-02-04-W02; Pengoperasian Vertical Sterilizer – Operating Vertical Sterilizer; a number of key parameter: sterilizer operating for 100 minutes, ensure manometer showing “0” prior to opening the sterilizer. 4. POM-03-04-W01; Pengoperasian Threshing Machine – Operating Threshing Machine. 5. POM-04-04-W01; Pengoperasian Digester – Operating Digester. 6. POM-04-04-W02; Pengoperasian Screw Press – Operating screw press. 	
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		<ol style="list-style-type: none"> 7. POM-04-04-W03; Sand Trap and Vibrating Screen. 8. POM-04-04-W04; Pengoperasian Crude Oil Tank – Operating Crude Oil Tank. 9. POM-05-04-W01; Pengoperasian Continuous Settling Tank – Operating Continuous Settling Tank. 10. POM-05-04-W02; Pengoperasian Clean Oil Tank – Operating Clean Oil Tank. 11. POM-05-04-W03; Pengoperasian Sludge Tank – Operating Sludge Tank. 12. POM-05-04-W04; Pengoperasian Oil Purifier – Operating Oil Purifier. 13. POM-05-04-W05; Pengoperasian Vacuum Drier – Operating Vacuum Drier. 14. POM-05-04-W06; Pengoperasian Sludge Centrifuge – Operating Sludge Centrifuge. 15. POM-06-04-W01; Operating Depericarper. 16. POM-06-04-W02; Pengoperasian Ripple Mill – Operating Ripple Mill. 17. POM-06-04-W03; Operating Claybath Separator. 18. POM-06-04-W04; Pengoperasian Sawipack Stage 1 & Stage 2 – Operating Sawipack to separate kernel and shell from cracked mixture from ripple mill, through dry separation. 19. POM-06-04-W05; Pengoperasian Kernel Silo Drier – Operating Kernel Silo Drier to reduce moisture < 7%. 20. POM-06-04-W06; Pengoperasian Hydrocyclone – Operating Hydrocyclone to separate kernel and shell from sawipack through wet method; 21. POM-07-04-W01; Operating Cation Exchanger. 22. POM-07-04-W02; Operating Degasifier. 	
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		<p>23. POM-07-04-W03; Operating Anion Exchanger.</p> <p>24. POM-07-04-W06; Operating Thermal Deaerator.</p> <p>25. POM-07-04-W07; Boiler (Mech 35 MT/hr).</p> <p>26. POM-07-04-W08; Penanganan Gangguan Sumber Tidak Bergerak Steam Boiler – Handling disturbance from static Steam Boiler.</p> <p>27. POM-08-04-W01; Operating Genset.</p> <p>28. POM-09-04-W01; Operating Water Intake.</p> <p>29. POM-11-04-W01; Pengoperasian CPO Storage Tank – Operating CPO Storage Tank.</p> <p>30. POM-11-04-W02; Pengoperasian Kernel Bin Storage – Operating Kernel Bin Storage.</p> <p>31. Analisa FFA CPO No.UMWPOM-WI/LAB/001 – Analysing CPO’s FFA;</p> <p>32. Analisa FFA Kadar air untuk CPO dispatch No.UMWPOM-WI/LAB/002A – Analysing CPO’s moisture for CPO dispatch;</p> <p>33. Analisa kadar kotoran dan kadar air untuk kernel dipatch No.UMWPOM-WI/LAB/005A – Analyzing dirt and moisture in kernel for dispatch;</p> <p>34. Pengiriman CPO No.UMWPOM-WI/LAB/043 – Delivery of CPO;</p> <p>35. Pengiriman Kernel No.UMWPOM-WI/LAB/044 – Delivery of Kernel;</p> <p>A set of work instruction for mill’s workshop; including use of welding equipments, cutting metal, operating lathe machine, operating drilling machine, operating portable grinding machine, operating and maintenance of smoke density meter.</p> <p>A set of work instruction for biogas plant; comprise of: filling in POME into screen chamber and oil grease skimmer, operating of equalization tank, operating of plate heat exchanger and cooling tower, operating of primary clarifier and sludge pit, operating buffer tank, operating anaerobic reactor, operating degassifier, operating Lamella clarifier,</p>	
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		<p>operating sludge sump, operating sludge decanter and operating retention pond.</p> <p>Updated document 5 October 2021:</p> <ol style="list-style-type: none"> 1. AMT-03-01-Storage and Despatch 2. LAB-06-02-Water Quality Analysis 3. LAB-06-01-Oil Quality Analysis 4. LAB-01-15-Sounding of CPO and Measuring of Kernel. <p>Updated document 20 December 2021:</p> <ol style="list-style-type: none"> 1. LAB-01-08-Water Quality Analysis 2. LAB-07-02-Sollution Preparation and Standardization in POM and AMTT 3. LAB-01-17-Dispatch of CPO and Kernel. 	
3.3.2	A mechanism to check consistent implementation of procedures is in place.	The company has established mechanism to check consistent implementation of procedures under SOP OPM-10-01; dated 06/02/2019; Field Quality Control. The objectives of the procedure are to check if the result of work are in accordance with existing procedures; to evaluate the work and keep in accordance with the standards; to use as a reference for making improvements. Inspections are carried out on items related to harvesting, weeding, manuring, pest and disease, replanting and nursery.	Complied
3.3.3	Records of monitoring and any actions taken are maintained and available.	Record of monitoring in Umbul Mas Wisesa POM are available under documents Action Plan Umbul Mas Wisesa POM as result Vice President Engineering visit (VPE). Description of monitoring result and action plan based on visit 8 October 2021 are as follows: the additional lighting that has been installed at the BPV is not safe and should be replaced with a	Complied

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		<p>more suitable light and standard wiring; the CST appear that it requires cleaning as there is a large amount of dirt build up on the skimmer.</p> <p>Record of monitoring by UMW POM based on STM (Senior Technical Manager) visit in October 2021:</p> <ol style="list-style-type: none"> 1. Fibre stock is very high, recommended to pushed to the estate for optimized transport. 2. Scrap iron from the project is scattered, recommended to collect scrap iron to a designated place and immediately distribute / sell it. <p>Available record of operation monitoring in UMWS Estate based on SEM (Senior Estate Manager) visit on 14 Jan 2021.</p> <p>Available record of operation monitoring in UMWN Estate and TUM Estate based on SEM (Senior Estate Manager) visit on 15 Jan 2021.</p> <p>Available action plan based on Principal Director visit dated 2 November 2021. Action: All stunted palms were treated and mounded and given trial applications of fiber and boiler ash; With the approval of the PD, the estate is allowed to transport fiber without weighing.</p> <p>Available action plan based on commissary visit dated 7 December 2021, action: Domestic waste is immediately picked up and the ditch in the guest house route is washed; mounding is carried out; at the time of replanting a hole in hole is carried out; fiber and boiler ash were applied to stunted palms.</p> <p>Due to pandemic Covid-19 there is no visit from VP or RD during 2020 – 2021 in UMWN and TUM Estate. Record of operation monitoring in UMWN Estate and TUM Estate based on VPP (Vice President Plantation) visit on 13 Nov 2019:</p> <ol style="list-style-type: none"> 1. Road Maintenance: With the arrival of the new grader and roller in March this year, the estate has been transformed. The heavy equipment has had a huge beneficial impact on road conditions combined with the importing of additional gravel. 	
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		<p>2. Water Management: The management of water continues to be undertaken by Alamsyah across the UMW/CSM complex with excellent records kept. The new formats now display the action taken based on the results of the forthrightly checks.</p> <p>3. Pest & Disease: There has been ongoing treatment of nettle caterpillars this year based on census work. Chemical stocks are adequate with 1,345 kg of Starthene and the estate has 11/14 drills in working order ready to respond to any increase in pest activity.</p>	
<p>Criteria 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>			
<p>3.4.1</p>	<p>(C) SEIA in new planting or operation including mills, is conducted independently and participatively by involving the affected stakeholders, inclusive of impact assessment from the smallholder/outgrower scheme (if any). The assessment is to be documented.</p>	<p>SEIA in unit of certification as an existing operation in mills and estates has been conducted by independent organization. SEIA document verified are:</p> <p>PT Umbul Mas Wisesa - Umbul Mas Wisesa POM and Estates has demonstrated the document of Social-Environment Impact Assessment (SEIA), consisted of:</p> <ul style="list-style-type: none"> - ANDAL Document, Environmental Management Plan and Environmental Monitoring Plan in accordance with "Keputusan Bupati Labuhan Batu No. 503.660/268/SET-KOMISI/XII/2008 tanggal 31 Desember 2008 tentang Kelayakan Lingkungan Hidup Rencana Usaha dan/atau Kegiatan serta Dermaga untuk Kepentingan Sendiri (DUKS) PT. Umbul Mas Wisesa di Desa Sei Siarti Kecamatan Panai Tengah dan Desa Tanjung Mulia Kecamatan Kampung Rakyat, Kabupaten Labuhan Batu, Provinsi Sumatera Utara". The scope of study covers 8,719 Ha and palm oil mill with capacity 45 Ton FFB/Hour expandable to 60 Ton FFB/Hour. - Addendum of ANDAL as per "Kelayakan Lingkungan Hidup Adendum Analisis Dampak Lingkungan Hidup dan Rencana Pemantauan Lingkungan Hidup Kegiatan perubahan 	<p>Complied</p>

		<p>Pengelolaan Limbah Cair Berbasis Clean Development Mechanism dan Perubahan Pengolahan Limbah Padat PKS PT. Umbul Mas Wisesa No.188.44/430/KPTS/2013 – addendum on environmental impact assessment</p> <ul style="list-style-type: none"> - Environmental Permit as per “Izin Lingkungan Kegiatan Perubahan Pengolahan Limbah Cair berbasis CDM dan Perubahan Pengolahan Limbah Padat Pabrik Kelapa Sawit No.660/221/BPPTSU/2/IV.I/V/2016 - Addendum ANDAL, RKL-RPL TIPE B as per “Keputusan Gubernur Sumatera Utara No: 188.44/381/KPTS/2020 tentang Kelayakan Lingkungan Hidup Addendum Analisis Dampak Lingkungan Hidup, Rencana Pengelolaan Lingkungan Hidup dan Rencana Pemantauan Lingkungan Hidup Tipe B Rencana Kegiatan Pemanfaatan Limbah Padat Tandan Kosong (empty fruit bunch) menjadi torrefied biomass pellets Kapasitas 2,3 ton per jam di Desa Sei Siarti Kecamatan Panai Tengah Kabupaten Labuhanbatu dan Desa Tanjung Mulia Kecamatan Kampung Rakyat Kabupaten Labuhanbatu Selatan Propinsi Sumatera Utara oleh PT Umbul Mas Wisesa”, Final nomor: 08/Addendum/2020 dated 13th August 2020. <p>PT Toton Usaha Mandiri as part of supply base Umbul Mas Wisesa POM has also demonstrated an environmental document named “Dokumen Upaya Pengelolaan Lingkungan Hidup (UKL) dan Upaya Pemantauan Lingkungan Hidup (UPL) Perkebunan Kelapa Sawit seluas 1.200 Ha, PT Toton Usaha Mandiri Desa Sei Siarti, Kecamatan Panai Tengah, Kabupaten Labuhanbatu, Provinsi Sumatra Utara” was approved “Keputusan Kepala Badan Pengendalian Dampak Lingkungan Daerah Kabupaten Labuhanbatu No.660/BLH-LB/AM/2009”, datum 2009 with scope of study palm oil plantation area 1,200 Ha. Environmental impact assessments prepared by “Lembaga Penelitian Universitas Sumatera</p>	
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		<p>Utara Medan, 2009". Records of all impact assessments carried out are readily available. All operational areas have undertaken reviews of the environmental impacts on at least an annual basis.</p> <p>PT Umbul Mas Wisesa and PT Toton Usaha Mandiri have a Social Impact Assessment (SIA) document. SIA conducted by the team from Bogor University in 2014.</p> <p>SIA document outlining Impact positive and Negative development of plantation PT Umbul Mas Wisesa and PT Toton Usaha Mandiri incorporating Matrix PT Umbul Mas Wisesa and PT Toton Usaha Mandiri Social Management Plan consists of; Tenure, Establish communications and networking with stakeholders and associated with PT Umbul Mas Wisesa Improving the quality of public education, public Health Quality Improvement, community economic empowerment and employment).</p> <p>The SIA document described the Social Management Plan that outlines the type Programs, Activities, challenges, opportunities, strategies, output/ outputs and time frame.</p> <p>Community involvement at the time of preparation of the document through Focus Group Discussion (FGD) with the community, such as:</p> <ul style="list-style-type: none"> • Focus Group Discussion/FGD in Sei Siarti Village on 15 February 2014 which was attended by 26 participants. • FGD in Tanjung Mulia Village on 16 February 2014 which was attended by 19 participants. • FGD with employees of PT UMW-South Estate dated 14 February 2014 which was attended by 25 participants. • FGD with employees of PT UMW-North and PT TUM conducted on 15 February 2014 which was attended by 32 participants. <p>Based on information gathered during stakeholder consultation in ASA 1_2 (January 2022) through phone interview with Environmental Agency</p>	
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		<p>of Labuhanbatu Selatan, no changes of social and environmental impacts.</p> <p>The certificate holder still involved affected parties to collect information and develop the social program/plan to mitigate negative impact.</p>	
<p>3.4.2</p>	<p>For the unit of certification, a SEIA is available and social and environmental management plan and its monitoring have been developed with participation of affected stakeholders.</p>	<p>PT Umbul Mas Wisesa has Environmental Management and Monitoring Plan (RKL – RPL), it is submitted regularly to the national and local government every 6 months. The management and monitoring plan report is based on SEIA (AMDAL), it was checked that management and monitoring plan is implemented and reported to local government six monthly based. Last report submitted to Environment agency of Labuhan Batu District and Labuhan Batu Selatan District. The company has appointed EnC team (environmental and conservation team – GMO NS) for responsible to implementation the document.</p> <p>Within the AMDAL documents, the negative and positive impact of oil palm development has been explained. The environmental management and monitoring plan document lined out effort that company should carried out to minimize negative impact and promote positive impact from oil palm development. Under the document, the social aspect identified covers source of livelihood, community’s revenue, community ability, community perception on company activity, social conflict, socialcultural changes, community health status.</p> <p>The Social-Environment Impact Assessment documents have explained the recommendation that should be done by company to minimize negative impact and promote positive impact from social impact management.</p> <p>As commitment to reduce negative impacts in social aspect, the certificate holder created management and monitoring program of social impact annually. This program was documented and timetable with specific target and strategy of each activity.</p>	<p>Complied</p>

		<p>Unit of certification have carried out social impact evaluation on annual basis through social survey. Questionnaire method is part of participation of affected stakeholders. Survey result have been summarized and recorded onto "Laporan Pelaksanaan Penilaian Aspek Dampak Sosial PT Umbul Mas Wisesa Tahun 2021".</p> <p>Aspect for the survey such as:</p> <ul style="list-style-type: none"> • Livelihood • Local community perception of employment opportunities • Income per month • Mobility • Local community perception related to operational activities <p>Sample of questionnaire with local communities in 2021 are 40 respondents, which are UMW South Estate (20 respondent) and UMW North Estate (20 respondent).</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>"Laporan Pelaksanaan RKL-RPL PT Umbul Mas Wisesa Tahun 2021" is part of implementation in social and environmental management and monitoring plan. Reviewed and updated regularly in participatory way conducted through send the required report of "RKL-RPL" twice a year to relevant environmental agency.</p> <p>"Laporan Pelaksanaan RKL-RPL PT Umbul Mas Wisesa period Semester I (Jan-Jun 2021) and Semester II (Jul-Dec 2021)" has been submitted to Ministry of Forestry and Environment through Electronic Reporting (SIMPEL).</p> <p>ID TTE: 1641826025-3381 Period TTE: Jan to Jun 2021 (Semester I 2021). Printed: 10 Jan 2021.</p> <p>ID TTE: 1641826025-3381</p>	Complied

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		<p>Period TTE: Jul to Dec 2021 (Semester II 2021). Printed: 21 Jan 2022.</p> <p>Report of SEIA Management Plan (Laporan Pelaksanaan RKL-RPL) consist of SEIA Management Plan, Water Pollution Control, Air Pollution Control, Scheduled Waste Handling.</p> <p>On current assessment ASA_1.2, information gathered during phone interview with Environmental Agency of Labuhanbatu that unit of certification is always communicate with the agency in form of consultation related environmental aspects and compliances of relevant regulation.</p>	
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>Employment procedures for recruitment, selection, hiring, promotion, retirement, and termination were documented in "Human Resources Department Manual" Second Edition – 2019 signed by President Director. Document available at the Operation Unit office, and accessible. The HRD Manual consist of 30 Standard Operating Procedure, among others:</p> <ul style="list-style-type: none"> • General (Doc. No. HRD-00-01/01-02-2019/Rev.1) dated 8 April 2019. • Organization Chart (Doc. No. HRD-00-02/01-02-2019/Rev.1) dated 5 April 2019. • Objective and KPI (Doc. No. HRD-00-03/01-04-2019/Rev.1) dated 8 April 2019 • Risk and Opportunities (Doc. No. HRD-00-04/01-04-2019/Rev.1) dated 8 April 2019. • Recruitment in General (Doc. No. HRD-01-00/01-04-2019/Rev.1) dated 5 April 2019. 	Complied

		<ul style="list-style-type: none"> Internal Recruitment (Doc. No. HRD-01-01/01-04-2019/Rev.1) dated 8 April 2019. <p>Procedure for Promotion to SKU (Doc. HRD-01-04/10-05-2021/Rev.1), dated 1 May 2021. The process of promoting laborers is going well and in accordance with applicable regulation.</p>	
3.5.2	Employment procedures are implemented and records are maintained.	<p>Employment records are well maintained by the HR Department, for example:</p> <ul style="list-style-type: none"> Record of recruitment process 2021: <ul style="list-style-type: none"> Letter of Job Opportunity, dated 1st July 2021 Application Letter, namely Mr Mugiroh Hasibuan, dated 2 July 2021 Record of interview process dated 15 July 2021. Result= Pass Agreement Letter (Perjanjian Kerja Waktu Tertentu – PKWT), namely Mr Mugiroh Hasibuan dated 1st August 2021. Employee Promotion Application Letter from temporary worker (PKWT) to permanent workers (daily base/SKU-H) year 2021: <ul style="list-style-type: none"> Record of request promotion from UMW POM to Regional Management Office, no: 005/UMWM-STM NS/VI/2021, dated 14 June 2021, namely Mr Idris (Weighbridge Clerk). HR Manager letter Mr 136/JWB-RMONS/VII/2021 dated 2 July 2021 for Mr Idris (Weighbridge Clerk). The letter completed with the name of the employee proposed for appointment, Performance Assessment Results of each employee, Statement letter of each employee, Job and Responsibilities of each employee at the time of appointment. These records is related implementation on workers promotion. <p>In 2021 – there was no employee retirement reported.</p>	Complied
<p>Criteria 3.6: An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.</p>			

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<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 Umbul Mas Wisesa - Umbul Mas Wisesa POM has established an Occupational Health and Safety Policy that was signed by President Director dated 27th March 2019, no Dok: QMM-40-01-P04/27-03/2019/Rev. In point 1 was mentioned PT Tolan Tiga Indonesia Support the implementation of all relevant laws and regulation of Republic of Indonesia ad of applicable international agreement and standards relevant to occupational health and safety and at point 2.b mentioned that the company committed to provision of adequate resources for effective implementation of the occupational health and safety (OHS) program and procedure, including strict compliance reviews.</p> <p>PT Umbul Mas Wisesa dan PT Toton Usaha Mandiri has also determined the procedure for OHS under document of Occupational Health and Safety Manual for second edition – 2019, published date 13th March 2019.</p> <p>The document of procedure consisted of:</p> <ol style="list-style-type: none"> 1. Procedure of Hazard Identification Risk Analysis Determining Control for OHS – No: OHS-01-01 2. Procedure of Hot Work – No: OHS-01-02 3. Procedure of Potential Hazard Report – No: OHS-01-03 4. Procedure of P3K (First Aid) – No: OHS-01-04 5. Procedure of Confined Space - No: OHS-01-06 6. Procedure of Working at Heights – No: OHS-01-06 7. Procedure of Gas Pressure Management - No: OHS-01-07 8. Procedure of Incident Reporting - No: OHS-01-08 9. Procedure of Standard for Installation of Safety Sign - No: OHS-01-09 10. Procedure of Personal Protective Equipment - No: OHS-01-10 	<p>Complied</p>
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		<p>UMW POM - the organization has prepared the document of risk assessment as per "Daftar Penilaian dan Pengendalian Risiko K3", last review on 17 November 2021. The document has covered for all activities in Estate and Mill, e.g: general activities, central clinic, fertilizer storage, temporary storage of hazardous waste, security, chemical shed, office, workshop, field (spraying, manuring, harvesting, transport FFB, IPM), emplacement, laboratory, weighbridge, grading station, loading ramp, sterilizer station, chain cap stand, pressing station, boiler station, kernel station, static crane, workshop.</p> <p>The risk assessment has communicated to all workers in UMW POM dated 17 March 2021.</p>	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p>	<p>PT Umbul Mas Wisesa - UMW POM has prepared the program of OHS year 2021 - 2022 and has shown the monitoring of effectiveness as per document "Program P2K3LHS (safety committee) Tahun 2021-2022", such as:</p> <ol style="list-style-type: none"> 1. OHS meeting (monthly) 2. Report of OHS performance to Manpower Agency (threes month base) 3. Routine inspection of OHS facilities (fire extinguisher and first aid box) 4. Integrated fire drill (annually) 5. Training for first aider (annually) 6. Training on hazardous waste both of handling and documentation 7. Review of risk assessment (planned in November 2021) 8. General Medical Check Up (annually) and Special Medical Check Up (per threes month base) 9. Socialization of healthy life (every month) 	Complied

		<p>The record of effectiveness of implementation the OHS program year 2021, e.g:</p> <ul style="list-style-type: none"> • During pandemic covid-19, the OHS meeting conducted by virtual. The last record of OHS meeting dated 13th December 2021, location in UMW POM, agenda: review of the meeting result of the last, review of OHS inspection and review of incident report • Report of OHS performance for period October - December 2021 was sent to Manpower Agency in Labuhanbatu Selatan Regency, dated 10th January 2022 (received by Ibu Wiwik – staff in Manpower Agency) • Checklist of availability the first aid kit, dated 11 October 2021; result shown OK. Location in UMW POM • Checklist of using of PPE, dated 16th December 2021 for workers in Umbul Mas Wisesa POM. Reported OK. • UMW POM: Report of Medical Check Up (annually) for workers in highrisk area, last MCU was conducted on 29 – 30 October 2021 by Company Doctor and Laboratorium Klinik Kesehatan Spesialis Anugerah Ibu – Medan was attended by 50 workers, e.g: namely Mr Andriansyah – as keep store in Temporary Hazardous Waste, Mr Dedi Kurniawan (Boiler Station). • Monitoring on readiness the fire extinguisher facilities month 11th October 2021, location in Security office, mill office, CPO dispatch, thresher station, boiler, ETP and loading ramp station were reported OK <p>General Medical Check-Up (annually) dated 18 November 2021. Conducted by Company Doctor and Klinik UMW South.</p>	
<p>Criteria 3.7: All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.</p>			

<p>3.7.1</p>	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, scheme smallholders, and outgrowers taking into account gender- specific needs, and which covers applicable aspects of P&C Principles, in a form they understand and includes assessment of the training.</p>	<p>PT Umbul Mas Wisesa – UMW POM has shown the document of Training Program year 2021 and 2021. Training program provided as per “Program Training Tahun 2021-2022”, such as:</p> <ul style="list-style-type: none"> • Refreshment training environmental aspect, conducted on 21st May 2021, was attended by 12 workers • Training of MSDS and handling hazardous waste, conducted on 4 June 2021 was attended by 12 workers • OHS training, planned conducted on 19th January 2021 was attended by 8 workers and on 3rd June 2021 was attended 4. • SCC training realization on 22 October 2021 was attended by 17 workers. • Training on job description planned in February 2021, realization on 12th January 2021 – was attended by 15 workers. • Fire drill and handling of hazardous waste conducted on 1st February 2021 was attended 89 workers. Data verified: attendance list, scenario, evaluation form. • Training for welding certificate dated 14-17 December 2021, was attended by 2 workers, conducted PT Avian Cahaya Mandiri (ACM). <p>UMW South Estate and TUM Estate: Training Program year 2021 - 2022, such as:</p> <ul style="list-style-type: none"> • Training of integrated pest management, conducted on 24th December 2021 attended by 16 workers • Training for manuring application (including OHS and environmental aspect), was conducted on 8th March 2021 was attended by 30 workers • Training of leaf sampling unit and rachis sampling unit were conducted on 24th December 2021 attended by 16 workers. 	<p>Complied</p>
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		<ul style="list-style-type: none"> • Training for harvester (including OHS aspect in harvesting), dated 29th November 2021, was attended by 52 workers: training attendance and training material • Training of water management was conducted on 24th December 2021 was attended by 5 workers in water management sector • Socialization of HCV for all workers was conducted on 25th November 2021 • Training of harvesting including OHS aspect dated 1st December 2021 was attended by 50 workers location Division I, dated 3rd December 2021 was attended by 49 workers location Division II. • Training of MSDS dated 8th December 2021 was attended by 7 workers. 	
3.7.2	Records of training are maintained, where appropriate on an individual basis.	<p>Record of training has shown for an individual basis as per document of "Employee Training and Education Record" last updated in January 2022, e.g:</p> <ul style="list-style-type: none"> • Namely Mrs Godlip Sartika Pasaribu (Payrol Clerk & Document Control), training record: <ul style="list-style-type: none"> - Dated 1 March 2021; training of implementation the operational procedure in POM - Dated 31st October 2020; training of SCC requirement and implementation - Dated 2nd November 2020; socialization of company policies • Namely Mrs Nindy Praweswari (Weighbridge OP), training record: <ul style="list-style-type: none"> - Dated 16th January 2019; socialization of grievance policy - Dated 20th February 2019; fire drill, first aid training, handling of hazardous waste - Dated 4th September 2019; socialization on using of mobile phone 	Complied

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		<ul style="list-style-type: none"> - Dated 20th March 2020; training of implementation the operational procedure in POM - Dated 31st October 2020; training of SCC requirement and implementation - Dated 2nd November 2020; socialization of company policies • Namely Mr Jefri Nasution (Processing foreman shift-B), training record: <ul style="list-style-type: none"> - Dated 3rd January 2019; refreshment training of works instruction - Dated 4th September 2019; socialization on using of mobile phone - Dated 18th November 2019; socialization of medical insurance (BPJS JKN & TKO) - Dated 3rd March 2020; refreshment training of works instruction - Dated 18th April 2020; refreshment training of HIRADC - Dated 2nd September 2020; socialization of company policies. • Namely Mr Andriansyah (material clerck), training record: <ul style="list-style-type: none"> - Dated 9th September 2019; refreshment training of works instruction in warehouse - Dated 18th November 2019; socialization of medical insurance (BPJS JKN & TKO) - Dated 19th December 2019; refreshment training of first aid - Dated 20th March 2020; training of job description and HIRADC - Dated 10th June 2020; training of MSDS - Dated 26th November 2020; refreshment training of OHS • Namely Mr Hendra Saputra (foremen for harvester in UMW South Estate); training record: 	
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		<ul style="list-style-type: none"> - Dated 22nd December 2014; Training for first aider - Dated 5th January 2015 - Training on quality of FFB - Dated 23rd November 2016 – Refreshment training for first aider - Dated 26th April 2017 - Refreshment training on quality of FFB and harvesting - Dated 21st December 2017 - Training for first aider - Dated 17th January 2018; Refreshment training on implementation of harvesting procedure and sortation of FFB - Dated 2nd May 2018 - Training of fire drill - Dated 14th August 2018 – Refreshment training of fire drill - Dated 26th May 2019 - Refreshment training on implementation of harvesting procedure and sortation of FFB - Dated 17th December 2020 – Refreshment training for first aider • Namely Mrs Marwan (pesticides applicator in UMW South Estate), training record: <ul style="list-style-type: none"> - Dated 11th November 2017; training on handling of limited pesticides and MSDS - Dated 17th November 2017; training of calibration the knapsack (spraying equipment) - Dated 21st December 2017; training related to OHS and first aid - Dated 18th April 2018; socialization of standard of pesticides applications - Dated 17th July 2018; refreshment training of calibration the knapsack (spraying equipment) - Dated 10th August 2018; training on using the knapsack (spraying equipment) - Dated 14th January 2018; training of MSDS of chemical material 	
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		<ul style="list-style-type: none"> - Dated 16th December 2019; training of calibration the knapsack (spraying equipment) - Dated 25th November 2020; refreshment training on using the knapsack (spraying equipment) - Dated 17th December 2020; socialization the company policy - Dated 29th December 2020; training related to OHS • Namely Mr Eldi Mukti Manurung (Godown clerk in UMW North Estate); training record: <ul style="list-style-type: none"> - Dated 22nd December 2014; Training for first aider - Dated 17th December 2020 – Refreshment training for first aider - Dated 26th October 2021 – Training on chemical mixing - Dated 8th December 2021 – Training of MSDS - Dated 19th December 2021 – Training on handling of hazardous waste management - Dated 29th December 2021 – Training on emergency response and preparedness. 	
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p>	<p>UMW POM: "Training Supply Chain" dated 22 October 2021 attended by 10 participants, consist of Mill Manager, Mill Assistant, Office assistant, security, grading officer, weighbridge operator, dispatch officer. Review training record Nindi Prameswari (weighbridge officer) on 22 October 2021 – Training Supply Chain; Training record Rivian Sinaga (dispatch/laboratory) on 22 October 2021 – Training Supply Chain; Maya Godlip Sartika P. (Document Control) on 22 October 2021 – Training Supply Chain.</p> <p>Awareness given to contractor of CPO and PK transporter as well, such as CV Sahabat and Tua Gabe. Conducted on 22 October 2021, attended by 17 participants (driver).</p>	Complied

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		UMW South, UMW North and TUM Estate: Training RSPO P&C 2018 Indonesia NI 2020 including supply chain element as part of Criterion 3.8; in UMW South Estate dated 19 Mei 2021. The training attended by all Estate Manager, all Head Assistant, all Assistant and related staff of PT Umbul Mas Wisesa and PT Toton Usaha Mandiri. Training material and attendance list are available.	
<p>Criteria 3.8: Supply chain requirements for mills. Procedure note: all requirements are classified as Critical Indicators. However it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module 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. 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>Management decided PT Umbul Mas Wisesa – Umbul Mas Wisesa POM, to implement RSPO Supply Chain Module Identity Preserved. With the implementation of Module Identity Preserved, the POM only received and process FFB from certified company-owned estate and certified independent smallholder. Umbul Mas Wisesa POM implemented the procedure of supply chain and traceability based on The procedure is SOP Supply Chain and Traceability of Palm Products No.MKT-03-06/04-03-2019/Rev.0 dated 18 March 2019. Procedure completed with the flow diagram of FFB receiving, processing in POM, CPO shipping to tank terminal; Receiving and shipping of CPO from tank terminal. Person responsible for implementation of RSPO Supply Chain standard at the POM is the Mill Manager, whilst in the tank terminal is the storage tank manager.</p>	Complied
3.8.2	<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>Management decided PT Umbul Mas Wisesa – Umbul Mas Wisesa POM, to implement RSPO Supply Chain Module Identity Preserved. With the implementation of Module Identity Preserved, the POM only received and process FFB from certified company-owned estate and certified independent smallholder. This indicator is not applicable.</p>	Complied

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3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>The estimate annual tonnage for certified FFB, CPO and PK are available in the Estate and Mill annual production budget for 12 months since last surveillance assessment. The FFB tonnage received from all certified supply bases. Umbul Mas Wisesa POM received certified raw material (Fresh Fruit Bunch) from its own estate: UMW South Estate, UMW North Estate, Toton Usaha Mandiri Estate; and from the Independent Smallholders: Koperasi Serba Usaha Suka Makmur.</p> <p>The certification of all Estates is fall under PT Umbul Mas Wisesa – Umbul Mas Wisesa POM with certificate number RSPO 611834, first certification starts on 27 March 2015, and expired on 26 March 2025. KSU Suka Makmur has been certified as independent smallholder with certificate number RSPO 687965, first certification starts on 5 April 2018, and expired on 4 April 2023.</p>	Complied
3.8.4	<p>The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.</p>	<p>PT Umbul Mas Wisesa – Umbul Mas Wisesa Palm Oil Mill has been registered in RSPO IT Platform with registered ID number RSPO_PO1000001670.</p>	Complied
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able 	<p>PT Umbul Mas Wisessa has a written procedures and/work instruction for ensuring the implementation of RSPO Supply Chain Standard. The procedure is SOP Supply Chain and Traceability of Palm Products No.MKT-03-06/04-03-2019/Rev.0 dated 18 March 2019. Procedure completed with the flow diagram of FFB receiving, processing in POM, CPO shipping to tank terminal; Receiving and shipping of CPO from tank terminal. Person responsible for implementation of RSPO Supply Chain standard at the POM is the Mill Manager. The procedure are complete and up to date covering the implementation of all elements in the supply chain requirements, such as:</p> <ul style="list-style-type: none"> a. Sales process, covering from contract approval to delivery of oil palm product (CPO and PK) including information of supply chain mechanism; 	Complied

	<p>to demonstrate awareness of the mill's procedures for the implementation of this standard.</p> <p>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill.</p>	<p>b. Process at the estates, covers harvesting, FFB and loose fruit delivery include harvesting record and delivery to the Palm Oil Mill;</p> <p>c. Process at Palm Oil Mill covers FFB and Loose fruit receiving, identification, production process, delivery of product and recording;</p> <p>d. Evaluation by CB;</p> <p>e. Transportation records;</p> <p>f. Internal control;</p> <p>g. Contractor control.</p> <p>The mill only receives and process certified FFB, therefore the procedure for receiving and processing non-certified FFB is not applicable.</p> <p>The mill has complete and up to date records and reports that demonstrated compliance with the Identity Preserved requirements including training records. Record seen data of FFB received, CPO and PK stock, production, dispatch, OER, KER, refreshment training of RSPO Supply Chain on 22 October 2021, attended by 10 personnel.</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</p>	<p>Procedure for Internal Audit refer to SOP Routine Visit and Internal Audit No.ENC-01-02/04-03-2019/Rev.2 date 18 March 2019.</p> <p>Section 6. Frequency and Timing stipulates the internal audits are conducted at least once a year according to the standards referred to.</p> <p>Section 5.4 Implementation of Routine/Internal Audit Visits stipulates: <i>In general, non-conformities in each of the principle and criteria, rules and requirement of the sustainable system are categorized under major, minor and observation. Such findings must be immediately followed up. The unit manager may undertake to implement corrections and may also plan improvements according to result of internal audit. Recommended improvement must be completed with timeframe. A review of the non-</i></p>	<p>Complied</p>

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	<p>review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p><i>compliance found in a previous internal audit should be made on the next visit.</i></p> <p>The latest internal audit for Criterion 3.8 (Supply Chain) carried out on 21 – 24 November 2021, against RSPO P&C 2018 Indonesia National Interpretation 2020. The internal auditor assessed Criteria 3.8 related to RSPO SCCS. Corrective action related to internal audit findings have been determined.</p> <p>Latest Management Review in UMW POM conducted on 30 Desember 2021. Management review has discussed:</p> <ul style="list-style-type: none"> • Results of internal audits; internal audit in UMW POM conducted on 21 – 24 November 2021, by ENC RMO NS Team, summary of finding and corrective action have been documented in Visit Report ENC Team. • Customer feedback; Based on review of customer feedback conducted by Marketing Department, there is no complaint related CPO and PK quality sold by UMW POM. • Process performance and product conformity. FFB processed in UMW POM are coming from owned estates and neighbouring company under the same management (PT TUM), also from smallholder which is RSPO certified under certificate number RSPO 687965 (KSU Suka Makmur). Quality of FFB according to FFB Grading procedure (Lab-01-10/11-08-2020/Rev.4 • Status of preventive and corrective actions. All finding discussed in this Management Review have been closed and attached in the minutes of management review. • Follow-up actions from management reviews. Result of previous management review were always discussed, mostly regarding performance, target achievement and FFB quality. 	
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		<ul style="list-style-type: none"> • Changes that could affect the management system. There is change of company policy and SOP related to supply chain requirements. • Recommendations for improvement. Always monitor change of SOP and WI related to supply chain requirements, and conducted dissemination if there is change. <p>The management review output, as mentioned during interview with management:</p> <ul style="list-style-type: none"> • Improvement of the effectiveness of the management system and its processes: Coordinating with Marketing Department for buyer satisfaction evaluation. • Resources needs: the PT Umbul Mas Wisesa is committed to continue provision of adequate and relevant resources for the implementation, maintenance and improvement of RSPO SCCS requirement. There is change of Mill Manager from Mr. Tengku Dedi to Mr. Rudy Kusdyanto. 	
3.8.7	<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 Umbul Mas Wisesa ensured that certified FFB received are RSPO certified based on the source of FFB. These FFB source are certified under PT Umbul Mas Wisesa – UMW POM certificate (RSPO 611834). Based on interview with weighbridge clerk and FFB receiving station, UMW POM only received certified FFB from sustainable source: UMW South Estate; UMW North Estate; Toton Usaha Mandiri Estate; and from the Independent Smallholders: Koperasi Serba Usaha/KSU – Suka Makmur.</p> <p>FFB received from non-certified source being sold as non-certified FFB to non-certified palm oil mill.</p> <p>PT Umbul Mas Wisesa – UMW POM has verified the status of the supply base certificate during Internal Audit on 21 – 24 November 2021, with certificate number RSPO 611834, valid until 26 March 2025.</p>	Complied

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		<p>PT. Umbul Mas Wisesa – UMW POM has demonstrated SOP Supply Chain and Traceability of Palm Products No.MKT-03-06/04-03-2019/Rev.0 dated 18 March 2019. Chapter 5.2 of the procedure indicates the Weighbridge Clerk has responsibility to input data and print “Receiving Slip” based on FFB Delivery Note, covering information e.g. estate name and block number, mill name, date of delivery, product description and quantity, RSPO certificate number, transporter identity and unique identification number.</p> <p>The procedure explains Operating Unit can coordinate to an evaluation with CB about the quota between the OU and the CB (projected overproduction). During this annual surveillance assessment, Umbul Mas Wisesa POM was not over sold the CPO and PK production.</p> <p>The procedure explains control of product non-conformity refer to Marketing Department Manual - SOP Customer Complaint Handling No.MKT-03-02/26-04/2018/rev.1 dated 30 April 2018. The procedure covers returned of all non-conforming product and/or documents. The responsible is Operating Unit Manager and Senior Manager Marketing. Based on audit, UMW POM only receive and processed sustainable FFB. There has been no complaint from buyer.</p> <p>Records of purchasing goods in available:</p> <p>Delivery of FFB from Field “SPB” No.UMWN/038929 dated 19 January 2022 from UMW North Estate, Division I, block J12; planting year 2007, total 570 bunches. Stamp Sustainable Product-IP. Receiving slip/weighbridge ticket No.FFB22000963W; Truck BK 8035 YN; UMW North Estate dated 19 January 2022; D/O No.038929; block ID 07J12; planting year 2007; total bunches 570; nett weight 5,530 kg. Stamp Sustainable Product-IP.</p> <p>Delivery of FFB from Field “SPB” No.UMWE/048798 dated 19 January 2022 from UMW South Estate, Division II, Block D16; planting year 2005, total 660 bunches. Stamp Sustainable Product-IP. Receiving</p>	
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		<p>slip/weighbridge ticket No.FFB22000966W; Truck BK 9151 YM; UMW South Estate dated 19 January 2022; D/O No.048798; Block ID 05D16; planting year 2005; total bunches 660; nett weight 4,390 kg. Stamp Sustainable Product-IP.</p> <p>Delivery of FFB from Field "SPB" No.TUME/023005 dated 19 January 2022 from TUM Estate, Division I, Block 09M24; planting year 2009, total 697 bunches. Stamp Sustainable Product-IP. Receiving slip/weighbridge ticket No.FFB22000984W; Truck BK 8588 YN; TUM Estate dated 19 January 2022; D/O No.023005; Block ID 09M24; planting year 2009; total bunches 697; nett weight 6,860 kg. Stamp Sustainable Product-IP.</p> <p>Delivery of FFB from Field "SPB" No.KSU.SM/005 dated 19 January 2022 from Koperasi Serba Usaha Suka Makmur/KSU-SM, Block 09D36 (193 bunches), 09B09 (113 bunches), 09B11 (80 bunches) and 09E47 (174 bunches); planting year 2009; total 560 bunches; vehicle No. BK 8397 YF. Stamp Sustainable Product-IP RSPO 687965. Receiving slip/weighbridge ticket No.FFB22000983W, Koperasi Serba Usaha Suka Makmur dated 19 January 2022; D/O No.005; total bunches 560; nett weight 6,197 kg. Stamp Sustainable Product-IP.</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> <ul style="list-style-type: none"> a) The name and address of the buyer; b) The name and address of the seller; c) The loading or shipment / delivery date; 	<p>The SOP Supply Chain and Traceability of Palm Products No.MKT-03-06/04-03-2019/Rev.0 dated 18 March 2019 regulated that several information required by the standard have to be available in the sales and goods out document. Sales and goods out documents seen are as follows:</p> <p>CSPO</p> <ul style="list-style-type: none"> - Contract No.2021/LTC-CPO/UMW/29 between Seller: PT Umbul Mas Wisesa (address Gedung Forum Nine Lt.10, Suite 1-11, Jl. Imam Bonjol No.9 Petisah Tengah, Medan Petisah, Kota Medan Sumatera Utara - 20112) and Buyer: PT Ivo Mas Tunggal (address Sinar Mas 	<p>Complied</p>

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	<p>d) The date on which the documents were issued;</p> <p>e) RSPO certificate number;</p> <p>f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations);</p> <p>g) The quantity of the products delivered;</p> <p>h) Any related transport documentation;</p> <p>i) A unique identification number.</p>	<p>Land Plaza Menara 2 Lt.30, Jl. MH Thamrin No.51, Gondangdia, Menteng, Jakarta Pusat); dated 27 September 2021; for sales of 4,500 MT Crude Sustainable Palm Oil – RSPO IP; Certificate No. RSPO 611834.</p> <ul style="list-style-type: none"> - Shipping Announcement, with transaction ID No. TR-9546f998-4f06 for 1,802.81 MT CSPO IP; from PT Umbul Mas Wisesa (RSPO_PO1000001670) as Seller to PT IVO MAS TUNGGAL-LUBUK GAUNG (RSPO_PO1000003168) as Buyer. Shipping date 31-10-2021; Contract 2021/LTC-CPO/UMW/29; Confirmation date 18-11-2021. - Dispatch Slip No.CPO21001449W, dated 03/11/2021; from PT. Umbul Mas Wisesa-UMW POM; product CPO; quantity 26.59 MT; Contract No. 2021/LTC-CPO/UMW/29 RSPOIP; Certificate RSPO 611834; Module Sustainable Product IP; Vehicle ID No. BK 8494 EL; Transporter CV Sejahtera Abadi (SAB). <p>Detail Information available:</p> <ul style="list-style-type: none"> • The name and address of the buyer: PT Ivo Mas Tunggal (address Sinar Mas Land Plaza Menara 2 Lt.30, Jl. MH Thamrin No.51, Gondangdia, Menteng, Jakarta Pusat; • The name and address of the seller: PT Umbul Mas Wisesa, Gedung Forum Nine Lt.10, Suite 1-11, Jl. Imam Bonjol No.9 Petisah Tengah, Medan Petisah, Kota Medan 20112; • The loading or shipment / delivery date: 31-10-2021; • The date on which the documents were issued: Contract on 27 September 2021; • A description of the product, including the applicable supply chain model (Identity Preserved, Segregated or Mass Balance or the approved abbreviations): CSPO RSPO IP notation on all records; 	
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		<ul style="list-style-type: none"> • The quantity of the products delivered: from sampled dispatch slip: 26.59 MT of CSPO; - Any related transport documentation: vehicle ID No. BK 8494 EL; Transporter CV Sejahtera Abadi (SAB). • Supply chain certificate number of the seller: RSPO 611834; • A unique identification number: Contract No. 2021/LTC-CPO/UMW/29 (verified on all record). <p>PK. Contract:</p> <ul style="list-style-type: none"> - Contract No.2021/LTC-PK/UMW/09 between Seller: PT Umbul Mas Wisesa (address Gedung Forum Nine Lt.10, Suite 1-11, Jl. Imam Bonjol No.9 Petisah Tengah, Medan Petisah, Kota Medan Sumatera Utara - 20112) and Buyer: PT Ivo Mas Tunggal (address Sinar Mas Land Plaza Menara 2 Lt.30, Jl. MH Thamrin No.51, Gondangdia, Menteng, Jakarta Pusat); dated 28 July 2021; for sales of 650 MT Crude Sustainable Palm Kernel – RSPO IP; Certificate No. RSPO 611834. - Shipping Announcement, with transaction ID No. TR-bc0c57e1-0608 for 484.13 MT CSPK IP; from PT Umbul Mas Wisesa (RSPO_PO1000001670) as Seller to PT IVO MAS TUNGGAL-Lubuk Gaung (RSPO_PO1000006558) as Buyer. Shipping date 30-09-2021; Contract 2021/LTC-PK/UMW/09; Confirmation date 10-11-2021. - Dispatch Slip No.PK21000215W, dated 03/09/2021; from PT Umbul Mas Wisesa-UMW POM; product Palm Kernel; quantity 23.92 MT; DO No. 2021/LTC-PK/UMW/09 RSPO IP; Certificate RSPO 611834; Module Sustainable Product IP; Vehicle ID No. BK 8808 XN; CV Kudamas Bintang Sejahtera. <p>Detail Information available:</p>	
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		<ul style="list-style-type: none"> • The name and address of the buyer: PT Ivo Mas Tunggal (address Sinar Mas Land Plaza Menara 2 Lt.30, Jl. MH Thamrin No.51, Gondangdia, Menteng, Jakarta Pusat; • The name and address of the seller: PT Umbul Mas Wisesa, Gedung Forum Nine Lt.10, Suite 1-11, Jl. Imam Bonjol No.9 Petisah Tengah, Medan Petisah, Kota Medan 20112; • The loading or shipment / delivery date: 30 September 2021; • The date on which the documents were issued: Contract on 28 July 2021; • A description of the product, including the applicable supply chain model (Identity Preserved, Segregated or Mass Balance or the approved abbreviations): CSPK RSPO IP notation on all mill records; • The quantity of the products delivered: 23.92 MT of PK; • Any related transport documentation: vehicle ID No. BK 8808 XN; CV Kudamas Bintang Sejahtera. • Supply chain certificate number of the seller: RSPO 611834 • A unique identification number: Contract No. 2021/LTC-PK/UMW/09 (verified on all record). 	
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>The transport for RSPO certified sustainable FFB, CPO and PK delivery were carried out by several contractors. These contractors were appointed, contracted and instructed by PT Umbul Mas Wisesa. During transport, legal ownership of CSPO and CSPK are still under PT Umbul Mas Wisesa. This evident by sales contract that between PT Umbul Mas Wisesa and the buyer.</p> <p>Contract:</p> <p>- Agreement base on "Perjanjian Pengangkutan No.02/Angkutan/CPO/UMW/13" dated 1 October 2013; between PT.</p>	Complied

	<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>Umbul Mas Wisesa and CV Sahabat for transport of CPO from UMW POM to Perlavian Tank Terminal. The contract covers transport cost for POM; sanction (tolerable decrease). There is a contract addendum "Addendum No.2017/02 Perjanjian Pengangkutan No.02/Angkutan/CPO/UMW/13" dated 1 January 2017 whereby stipulated contract validity (will be automatically extended since 1 January 2017) – signed on 1 January 2017.</p> <ul style="list-style-type: none"> - Perjanjian Pengangkutan No.2019/Angkutan/CPO/UMW-SMRT/01 dated 17 January 2019; between PT Umbul Mas Wisesa and CV Angkutan Sahabat for transport of CPO from Perlavian to PT Ivo Mas Tunggal, Lubuk Gaung and PT Tapian Nadenggan, Dumai. - Agreement base on "Addendum No.2014/01 Perjanjian Pengangkutan No.01/Angkutan/CPO/UMW/13" dated 2 September 2014; between PT Umbul Mas Wisesa and CV Tua Gabe for transport of CPO from UMW POM to Perlavian Tank Terminal. The contract covers transport cost for POM; sanction (tolerable shrinkage). - Agreement base on "Perjanjian Pengangkutan No.2014/Angkutan/PK/UMW/02" dated 22 September 2014; between PT. Umbul Mas Wisesa and CV Tua Gabe for transport of PK from UMW POM to designated buyer. The contract covers transport cost for POM; sanction (tolerable shrinkage). - Agreement base on "Surat Perjanjian Kerja No.01/RMO-UMWN/JR/I/2020" dated 2 January 2020; between PT. Umbul Mas Wisesa and UD Juir for transport of FFB from UMW North Estate to UMW POM. The contract covers transport FFB quota per month, working condition, etc. <p>PT. Umbul Mas Wisesa – Umbul Mas Wisesa POM has demonstrated SOP Supply Chain and Traceability of Palm Products No.MKT-03-06/04-03-2019/Rev.0 dated 18 March 2019. Section 5.4 Evaluation by Certification</p>	
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		<p>Body stipulates the Contractor Control: POM ensures that related contractors in the product supply chain have followed applicable procedures and audited contractors by internal/external if necessary.</p> <p>“Surat Pernyataan CV Tua Gabe” dated 22 January 2021 whereby stipulated CV Tua Gabe is willing to comply with RSPO Supply Chain requirement; CV Tua Gabe is willing to be audited by certification body if needed.</p> <p>“Surat Pernyataan CV Angkutan Sahabat” dated 22 January 2020 whereby stipulated CV Angkutan Sahabat is willing to comply with RSPO Supply Chain requirement; Angkutan Sahabat is willing to be audited by certification body if needed.</p> <p>“Surat Pernyataan UD Juir” dated 2 January 2020 whereby stipulated contractor is willing to comply with RSPO Supply Chain requirement; Angkutan Sahabat is willing to be audited by certification body if needed.</p> <p>Means of control by Umbul Mas Wisesa POM: “Buku Pemeriksaan Kendaraan CPO dan PK”, sampled: CPO truck No. BK 8113 CK from CV Tua Gabe; inspected to carry CPO from UMW POM to Perlabian tank terminal, dated 22 January 2021.</p> <p>PK truck No. BK 9296 YG from CV Tua Gabe inspected to carry PK from Umbul Mas Wisesa POM to Perlabian POM, dated 22 January 2021.</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.	<p>FFB, CPO and PK Transporter of PT. Umbul Mas Wisesa:</p> <table border="1" data-bbox="1131 1145 1966 1391"> <thead> <tr> <th>Contractor</th> <th>Contact Person</th> <th>Telephone</th> <th>Address</th> </tr> </thead> <tbody> <tr> <td>CV Tua Gabe</td> <td>Amin</td> <td>+62852609 28090</td> <td>Jalan Darussalam No.25, Sei Sikambang D – Medan Petisah 20119</td> </tr> <tr> <td>CV Sahabat</td> <td>Hedi Saputra</td> <td>+62852617 14008</td> <td>Jalan Asia Mega Mas Blok CC No.14, Medan</td> </tr> </tbody> </table>	Contractor	Contact Person	Telephone	Address	CV Tua Gabe	Amin	+62852609 28090	Jalan Darussalam No.25, Sei Sikambang D – Medan Petisah 20119	CV Sahabat	Hedi Saputra	+62852617 14008	Jalan Asia Mega Mas Blok CC No.14, Medan	Complied
Contractor	Contact Person	Telephone	Address												
CV Tua Gabe	Amin	+62852609 28090	Jalan Darussalam No.25, Sei Sikambang D – Medan Petisah 20119												
CV Sahabat	Hedi Saputra	+62852617 14008	Jalan Asia Mega Mas Blok CC No.14, Medan												

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		UD Juir	Rio Rambe/ Ghazali Surya Siregar	+62813971 89744	Jl. Panglima Sudirman No.65, Labuhan Bilik	
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 Umbul Mas Wisesa inform the audit team in case there is changes in the list of FFB, CPO and PK transporter through the RSPO P&C Pre Audit Information checklist.				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 legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>	<p>The Mill has implemented RSPO Supply Chain Certification Standard based on procedure SOP Supply Chain and Traceability of Palm Products No.MKT-03-06/04-03-2019/Rev.0 dated 18 March 2019. The procedure explains all aspects of supply chain and traceability scope in PT Umbul Mas Wisesa: FFB harvesting, harvest recording and delivery to Palm Oil Mill; FFB receiving and processing in Palm Oil Mill, CPO and PK production and reporting; CPO and PK dispatch from Palm Oil Mill and receiving in storage tank for export; Shipping instruction and preparation; CPO and PK stock balancing post-shipping.</p> <p>Umbul Mas Wisesa Mill maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements. Daily Production Figure for 31 Dec 2021: FFB received month todate 12,061.552 MT; year todate 183,649 MT. Monthly production report is available containing records of FFB received by UMW POM from UMW South Estate, UMW North Estate, TUM Estate and KSU Suka Makmur, all FFB received by UMW POM are certified. The record contains CPO and PK production, dispatch and stocks. Extraction rate of CPO and PK are recorded as well.</p> <p>The SOP Supply Chain and Traceability of Palm Products No.MKT-03-06/04-03-2019/Rev.0 dated 18 March 2019; Section 5.2 Production Process stipulates storage and control of recording related to product sales, transportation until product delivery is stored with minimum period of 5 years.</p>				Complied

		<p>PT. Umbul Mas Wisesa – UMW POM is able to provide estimate volume of CPO and PK in a year period as in “Budget Produksi Bulanan” consists estimate of FFB receiving from UMW South Estate, UMW North Estate, Toton Usaha Mandiri Estate and Independent Smallholders (KSU Suka Makmur).</p> <p>Estimate of FFB volume received and processed in Umbul Mas Wisesa POM for period January to December 2022 is 99,790.83 MT (UMW South Estate); 65,950.00 MT (UMW North Estate); 30,243.00 MT (TUM Estate); 934.50 MT (KSU Suka Makmur), therefore the total is 196,918.33 MT. Estimated volume of CPO produced is 46,472.71 MT and estimated volume of PK produced is 7,876.73 MT.</p>	
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate(KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>Extraction rate is applied to provide reliable estimation of CPO and PK produced. For year 2022, the estimated extraction rate from FFB into CPO is 23.60%, whilst from FFB to PK is 4.00%. Based on Daily Production Figure 2021, actual extraction rate ratios from FFB into CPO is 23.34% (year todate 2021), whilst from FFB to PK is 4.04% (year todate 2021).</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>The actual Oil Extraction Rates (OER) and Kernel Extraction Rates (KER) are monitored on daily basis through sounding result and documented in Daily Production Figure.</p> <p>Daily Production Figure dated 31 December 2021: FFB received month todate is 12,061.552 MT; year todate is 183,649.492 MT; FFB processed month todate is 12,192.160 MT; year todate is 183,649.492 MT; CPO Stock is 602.025 MT, CPO produced is 73.437 MT, end stock is 675.462 MT; PK Stock is 308.954 MT, PK produced is 13.406 MT, end stock is 322.360; OER is 23.34%; KER is 4.04%.</p> <p>Daily Production Figure dated 18 January 2021: FFB Stock is 101.313 MT; FFB received today is 376.870 MT; month todate is 6,051.95 MT; year todate is 6,051.95 MT; FFB processed today is 409.871 MT; month todate is 5,983.638 MT; year todate is 5,983.638 MT; CPO Stock is</p>	Complied

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		<p>621.725 MT; CPO Dispatched is 207.300 MT; CPO Produced is 94.839 MT; CPO end stock is 509.264 MT; PK Stock is 229.694 MT; PK received is 0; PK dispatched is 0; PK Produced is 16.740 MT; PK end stock is 246.434 MT; OER is 23.60%; KER is 4.03%.</p> <p>"Laporan Cek Sounding CPO Storage Tank" – CPO tank sounding, dated 18 January 2022; Reading in Storage Tank PLST02 is 128.63 MT, PLST04 is 76.04 MT, UMST01 is 123.53 MT and UMST02 is 181.06 MT.</p> <p>"Laporan Cek Sounding Kernel Bin Storage" – palm kernel silo sounding, dated 18 January 2022; Reading in silo PLPK03 is 130.93 MT; in PLPK04 is 14.60 MT; UMPK02 is 100.90 MT.</p>	
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	<p>PT Umbul Mas Wisesa - UMW POM did not receive any non-certified FFB. Therefore, no non-certified FFB being entered the process, no non-certified CPO and PK being produced, no non-certified product being dispatched. Storage tank for CPO dedicated only for certified oil. Silo for PK used to store certified product.</p> <p>PT Tolan Tiga Indonesia - Perlabian POM, act as Tank Terminal has one dedicated tank to received CPO from UMW POM. Currently Tank uses for RSPO certified CPO are PLST02 (capacity 500 MT). All CPO received in Perlabian POM has a designated piping system to pump the CPO from UMW POM to the tanks.</p> <p>UMW POM bought FFB from the certified partnering outgrower, which is Koperasi Serba Usaha Suka Makmur. Based on Daily Production Figure dated 31 December 2021, FFB received from KSU Suka Makmur for the whole year 2021 is 259.122 MT. In 2021, UMW POM no longer bought FFB from un-certified supplier then sold it to another palm oil mill. There is no contamination in UMW POM during receiving, processing, storage or transport of certified oil palm product. The mill has demonstrated the process integrity for Identity Preserved (IP) module.</p>	Complied
3.8.16	Registration of Transactions	PT Umbul Mas Wisesa – UMW POM is a palm oil mill which takes legal ownership and physically handled RSPO certified sustainable oil palm	Complied

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	<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>product (FFB, CSPO and CSPK), therefore the site has been registered in RSPO IT Platform with ID number RSPO_PO1000001670.</p> <p>As a Palm Oil Mill which takes legal ownership and physically handled RSPO certified sustainable oil palm product, PT Umbul Mas Wisesa – UMW POM has made Shipping Announcement for certified CPO and PK sold.</p> <p>For example:</p> <ul style="list-style-type: none"> Shipping Announcement, with transaction ID No. TR-9546f998-4f06 for 1,802.81 MT CSPO IP; from PT Umbul Mas Wisesa (RSPO_PO1000001670) as Seller to PT IVO MAS TUNGGAL-LUBUK GAUNG (RSPO_PO1000003168) as Buyer. Shipping date 31-10-2021; Contract 2021/LTC-CPO/UMW/29; Confirmation date 18-11-2021. Shipping Announcement, with transaction ID No. TR-bc0c57e1-0608 for 484.13 MT CSPK IP; from PT Umbul Mas Wisesa (RSPO_PO1000001670) as Seller to PT IVO MAS TUNGGAL-Lubuk Gaung (RSPO_PO1000006558) as Buyer. Shipping date 30-09-2021; Contract 2021/LTC-PK/UMW/09; Confirmation date 10-11-2021. <p>PT Umbul Mas Wisesa - UMW POM has done "Remove" in the RSPO IT Platform for CSPO withdrawn as result from transport deduction:</p> <ul style="list-style-type: none"> Transaction ID: ST-TR-51c498fb-0b54; dated 15/12/2021; Product CSPO; Stock Transaction Type: Remove from certified stock; Transaction volume: 0.27 MT. Transaction ID: ST-TR-994ad5f7-6c38; dated 18/11/2021; Product CSPO; Stock Transaction Type: Remove from certified stock; Transaction volume: 0.07 MT. 	
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		<ul style="list-style-type: none"> Transaction ID: ST-TR-a6a3b20c-85c7; dated 11/08/2021; Product CSPO; Stock Transaction Type: Remove from certified stock; Transaction volume: 0.23 MT. <p>Total CPO volume removed: 2.04 MT. There is no PK remove from the stock. PT Umbul Mas Wisesa – UMW POM is a palm oil mill, which does not need to confirm any purchase of FFB.</p>	
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>The procedure for claims is stated in SOP Supply Chain and Traceability of Palm Products (MKT-03-06/04-03-2019/Rev.0) dated 18 March 2019. The mill only makes claims on RSPO Certified product in compliance with RSPO Rules on Market Communications and Claims. Statement of RSPO certified and Identity Preserved are only stated in sales documents of RSPO certified product.</p>	Complied
General corporate communications			
4.1	<p>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.</p>	<p>PT Umbul Mas Wisesa is a subsidiary of RSPO registered member, SIPEF Group. SIPEF Group, is highlighting its commitment to the principles of RSPO – therefore making an off product communication. The corporate communication of SIPEF Group can be seen in the corporate website: www.sipef.com.</p>	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>Corporate communication in SIPEF Group website:</p> <ol style="list-style-type: none"> Display its RSPO membership status: No, SIPEF did not display its RSPO membership status. Display the RSPO web address: Not in direct manner. SIPEF made a link to RSPO website. State the member supports the work of the RSPO: Not in direct manner. In the website, SIPEF wrote "We believe in a landscape approach to new oil palm developments, guided by the methodology endorsed by the RSPO". 	Complied

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	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.	d. State the member's history with regards to the RSPO: No. SIPEF did not state their history with regards to the RSPO. Use of RSPO Trademark to promote its membership of the RSPO: No, SIPEF did not use RSPO trademark in its corporate communication such in website.	
4.3	In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	No, SIPEF 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
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, SIPEF 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 SIPEF's 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, SIPEF Group did not display the RSPO Corporate Logo in the website as well as in the correspondence letter.	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.	PT Umbul Mas Wisesa stated in sales documents, e.g. Delivery Order and Despatch Slip that the product they sold is RSPO Certified CPO or PK model IP.	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.	PT Umbul Mas Wisesa stated in sales documents, e.g. Delivery Order and Despatch Slip that the product they sold is RSPO Certified CPO or PK model IP.	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:	PT Umbul Mas Wisesa – UMW POM is not a distributor or wholesaler, the site is a Palm Oil Mill that process FFB into CPO and PK. Not Applicable.	Not Applicable

	<p>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 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 Umbul Mas Wisesa – UMW POM is a Palm Oil Mill that process FFB into CPO and PK. The site sold its product in bulk, no product label attached.</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>There is no business to consumer communication as this is an upstream activity certification.</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>There is no business to consumer communication as this is an upstream activity certification.</p>	Not Applicable

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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.	There is no business to consumer communication as this is an upstream activity certification.	Not Applicable
6.4	Business to consumer communication shall not include information about the claimant's RSPO membership status.	There is no business to consumer communication as this is an upstream activity certification.	Not Applicable
6.5	Members shall not communicate to consumers' information about their suppliers' RSPO membership status.	There is no business to consumer communication as this is an upstream activity certification.	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.	There is no business to consumer communication as this is an upstream activity certification.	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.	There is no business to consumer communication as this is an upstream activity certification.	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 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 .	There is no business to consumer communication as this is an upstream activity certification.	Not Applicable

MODULE A – IDENTITY PRESERVED & SEGREGATED SPECIFIC RULES			
Certified oil palm content (IP)			
	For IP, 95% or above of the oil palm content must be RSPO IP-certified.	The Certified IP volume that can be sold is only the volume requested in the PalmTrace. Hence the CPO volume sold under IP model is considered 100% content.	Complied
	For SG, 95% or above of the oil palm content must be SG, or a combination of SG and IP.	The Certified IP volume that can be sold is only the volume requested in the PalmTrace. Hence the CPO volume sold under IP model is considered 100% 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 volume of non-certified oil palm products must be covered by the purchase of RSPO Credits of equivalent volume.	The Certified IP volume that can be sold is only the volume requested in the PalmTrace. Hence the CPO volume sold under IP model is considered 100% content.	Complied
Labelling and trademark (IP)			
	Members are allowed to use the RSPO label in one of the following ways: <ul style="list-style-type: none"> • RSPO trademark which includes the tag 'CERTIFIED' or • RSPO trademark which includes the tag 'This product contains certified sustainable palm oil'. Wherever a 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 4pt (1.4 mm or 0.06 inch). In on-pack communications, the RSPO trademark can be printed anywhere on the pack. 	There is no product partial claims	Not Applicable
Messaging (IP)			

	<p>Messaging ALLOWED in storytelling in product-related communications may include some or all of the following elements:</p> <ul style="list-style-type: none"> • The oil palm products contained in this product have been certified to come from RSPO sources. www.rspo.org • By choosing this product, you are sure it contains RSPO-certified palm oil. For more information: www.rspo.org • RSPO-certified sustainable oil palm products were kept apart from other oil palm products throughout the supply chain. www.rspo.org • Certified sustainable oil palm products can be traced back to RSPO-certified mills and plantations. www.rspo.org • The entire supply chain is monitored by independent, RSPO-accredited auditors. www.rspo.org • RSPO-certified sustainable palm oil has been produced to stringent environmental and social criteria. www.rspo.org • References to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown by company records. 	<p>There is no product partial claims</p>	<p>Not Applicable</p>
<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>During this ASA_1.2, there is no changes on corporate policies. Unit of Certification has policies related to Human Rights as outlined in Policy No. QMM-40-01-P02 (Human Right Policy) dated 27 March 2019 which stated the company recognizes that Human Rights are universal and apply to all, without any form of distinction. The company supports the implementation of the international of Human Rights, and of the ILO</p>	<p>Complied</p>

		Declaration on Fundamental Principles and Rights at work, as they are transcribed into the laws and regulations of the Republic of Indonesia.	
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.	Unit of Certification employed local residence as workers in their operations. Based on interview with sample of workers and information gathered during stakeholders consultation with local communities of Tanjung Mulia and Sei Toras village, local NGO's, Gender Committee and Workers Union, there is no issues occurred related violence or use any form of harassment since the company operated.	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.	Unit of Certification has a mechanism of disputes resolve management to all affected parties, which described within: <ul style="list-style-type: none"> a. Land disputes refer to Land and Planting Compensation inside Location Permit of the Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019. b. Resolution of Internal Complaint refers to the Internal Grievance mechanism (HRD-04-01/01-04-2019/Rev.1) dated 5 April 2019. c. Resolving external complaints refers to the External Grievance mechanism (HRD-04-02/19-02-2019/Rev.0) dated 19 February 2019. d. Whistleblowing policy refers to company policy No. QMM-40-01-P16 (Whistleblowing Policy) dated 14 January 2019. 	Complied
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.	All SOPs and Company Policies are available in bilingual, English and Indonesian, which can be understood by the parties. Based on phone interview during stakeholder consultation with local government of Labuhan Batu Selatan Regency, local NGO's, community representative (Tanjung Mulia and Sei Toras Village), previous landowner and sample of workers, they already understood how the company procedures to resolving disputes, grievance and complaints.	Complied

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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 has communicated the grievance procedure, including agreed timeframe and the outcome to the affected parties. Based on phone interview during stakeholder consultation with local government of Labuhan Batu Selatan Regency, local NGO's, community representative (Tanjung Mulia and Sei Toras Village), previous landowner and sample of workers, they already understood how the company procedures to resolving disputes, grievance and complaints. Informed that since Unit of certification acquired by SIPEF Group, conflict and grievance was not occurred.	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.	Conflict resolution mechanism has established by the unit of certification as per mentioned on Indicator 4.2.1 above. Based on information gathered during stakeholder consultation by phone interview with local government of Labuhanbatu Selatan Regency, local NGO's, community representative (Tanjung Mulia and Sei Toras Village), previous land owner and sample of workers, there was no conflict raised within the certification scope for the last three years.	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.	Unit of Certification has a commitment to developed surrounding communities. This can be demonstrated within the annual company program as per "Community Development and Corporate Social Responsibility Program PT Umbul Mas Wisesa".	Complied
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.			
4.4.1	(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.	There is no change information since previous assessment. Umbul Mas Wisesa POM (PT Umbul Mas Wisesa) as Certificate Holder has obtained land title for its plantation, under "Hak Guna Usaha (HGU)", in detail:	Complied

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		<ol style="list-style-type: none"> 1. "Surat Kepala Kepala BPN No.42/HGU/BPN RI/2013 tentang Pemberian Hak Guna Usaha atas nama PT. Umbul Mas Wisesa atas tanah di Kabupaten Labuhan Batu Selatan dan Labuhan Batu, Provinsi Sumatera Utara dengan luas 6,467.69 Ha" dated 28 May 2013. The HGU valid until 28 May 2048. Then subsequently issued with certificate: <ul style="list-style-type: none"> • "Sertifikat HGU No.51 dengan luas 2,071.11 Ha sesuai dengan Surat Ukur No.287/Tanjung Mulia/2013 tertanggal 10 Juni 2013", dated 10 June 2013. • "Sertifikat HGU No.52 dengan luas 4,396.58 Ha sesuai dengan Surat Ukur No.287/Tanjung Mulia/2013 tertanggal 10 Juni 2013", dated 10 June 2013. 2. "Surat Keputusan BPN No.93/HGU/BPN RI/2014 tentang Pemberian HGU atas nama PT. Umbul Mas Wisesa Atas Tanah di Kabupaten Labuhan Batu, Provinsi Sumatera Utara seluas 1,140.99 Ha", dated 25 June 2014. The permit valid until 25 June 2049. The permit then subsequently issued with certificate: <ul style="list-style-type: none"> • "Sertifikat HGU No.59 seluas 679.09 Ha sesuai dengan Surat Ukur No.494/Labuhan Batu/2014 tertanggal 14 Agustus 2014" dated 29 September 2014; • "Sertifikat HGU No.60 seluas 461.90 Ha sesuai dengan Surat Ukur No.494/Labuhan Batu/2014 tertanggal 14 Agustus 2014", dated 29 September 2014. 3. "Surat Keputusan BPN No.1/HGU/BPN.12/III/2014 tentang Pemberian HGU atas nama PT. Umbul Mas Wisesa Atas Tanah terletak di Kabupaten Labuhan Batu, Provinsi Sumatera Utara seluas 154.67 Ha", dated 28 March 2014. The permit valid until 28 March 2049. The permit then issued with certificate "Sertifikat HGU No.71 sesuai dengan Surat Ukur No. 493/Labuhan Batu/2014 tertanggal 13 Agustus 2014" dated 5 January 2015. 	
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		<p>Toton Usaha Mandiri Estate or TUME under PT. Toton Usaha Mandiri (PT. TUM) as supply base of UMW POM, also has land title as follow:</p> <p>“Surat keputusan Kepala BPN No. 23/HGU/BPN RI/2011, tentang Pemberian Hak Guna Usaha atas nama PT. Toton Usaha Mandiri atas Tanah di Kabupaten Labuhan Batu, Provinsi Sumatera Utara seluas 1,198.76 Ha”, dated 26 April 2011. The permit valid until 26 April 2046. The permit then issued with certificate “Sertifikat HGU No.36/2011, sesuai dengan Surat Ukur No.10/Sei Siarti/2011 tertanggal 12 Mei 2011” dated 12 May 2011.</p> <p>Since the previous assessment, Unit of Certification does not have any compensation process to the surrounding community. All of the land tittle is cultivated and managed by PT Umbul Mas Wisesa (Umbul Mas Wisesa POM & its supply bases). PT Umbul Mas Wisesa and PT Toton Usaha Mandiri are taken over companies from previous ownership. The last compensation process held on 2012.</p> <p>However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.</p> <p>Based on statement letter from Kepala Badan Planologi No.768/VII-KP/2001, dated 19 March 2001 and Kepala Balai Pemanfaatan Kawasan Hutan Wilayah I Medan, No. S.351/VII/BPKHI-2/2006, dated 18 April 2006, stated that all areas under PT. Umbul Mas Wisesa and PT. Toton Usaha Mandiri management are non-forest designated area (Areal Penggunaan Lain - APL).</p> <p>FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no</p>	
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		<p>forced by the company, and land compensation agreement is legal, fair and transparent.</p> <p>In other side, during interview with of Tanjung Mulia Village Head, it is informed no customary rights/land within PT. Umbul Mas Wisesa. Documents that related to the history of land tenure and the actual legal use of the land are kept in Legal Department. At the moment, during ASA 1-2 assessment, unit of certification has no more land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013).</p>	
<p>4.4.2</p>	<p>Copies documents evidencing agreement- making processes and negotiated agreements detailing the FPIC process are available and include:</p> <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>There is no change information since previous assessment.</p> <p>During ASA-1.2 2022, Unit of Certification does not have any compensation process to the surrounding community. All of the land tittle is cultivated and managed by PT Umbul Mas Wisesa (Umbul Mas Wisesa POM & its supply bases). PT Umbul Mas Wisesa and PT Toton Usaha Mandiri are taken over companies from previous ownership.</p> <p>However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.</p> <p>The unit of Certification have demonstrated across a copy of the agreement that has been agreed upon in the land compensation process. Sample of land compensation negotiated agreement or "Surat Ganti Rugi", as below:</p> <ul style="list-style-type: none"> • Letter of Land Statement No: 593/262/97, dated 16 January 1997. Landowner: Mr. M. F****L, total area 9.6 Ha. Known by District Head and Village Head. • "Surat Ganti Rugi" of Mr. M. F****L, total area 9.6 Ha, dated 10 November 1999, located Sitangkoh Sub-village, Tanjung Mulia 	<p>Complied</p>

		<p>village. Acknowledge by Landowner, Company and Borders Landowner. Known by District Head and Village Head.</p> <p>FPIC process starting from socialization from the company, ground check measurement with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent.</p>	
	<p>4.4.2b Evidence that the unit of certification has respected communities to give or withhold their consent to the operations at the time that these decisions were taken;</p>	<p>There is no change information since previous assessment.</p> <p>During ASA-1.2 2022, Unit of Certification does not have any compensation process to the surrounding community. All of the land tittle is cultivated and managed by PT Umbul Mas Wisesa (Umbul Mas Wisesa POM & its supply bases). PT Umbul Mas Wisesa and PT Toton Usaha Mandiri are taken over companies from previous ownership.</p> <p>However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.</p> <p>FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent.</p>	
	<p>4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities. Including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.</p>	<p>There is no change information since previous assessment.</p> <p>During ASA-1.2 2022, Unit of Certification does not have any compensation process to the surrounding community. All of the land tittle is cultivated and managed by PT Umbul Mas Wisesa (Umbul Mas</p>	

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		<p>Wisesa POM & its supply bases). PT Umbul Mas Wisesa and PT Toton Usaha Mandiri are taken over companies from previous ownership.</p> <p>However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.</p> <p>FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent.</p>	
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 is no change information since previous assessment.</p> <p>During ASA1_2 (2022), Unit of Certification does not have any compensation process to the surrounding community. All of the land tittle is cultivated and managed by PT Umbul Mas Wisesa (Umbul Mas Wisesa POM & its supply bases). PT Umbul Mas Wisesa and PT Toton Usaha Mandiri are taken over companies from previous ownership.</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>However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.</p>	Complied
4.4.5	(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.	<p>FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent.</p>	Complied
4.4.6	There is evidence that implementation of agreement negotiated through FPIC is annually reviewed in consultation with affected parties.	<p>In other side, during interview with of Tanjung Mulia Village Head, it is informed no customary rights/land within PT. Umbul Mas Wisesa.</p>	Complied

		Documents that related to the history of land tenure and the actual legal use of the land are kept in Legal Department. At the moment, during ASA1_2 assessment, unit of certification has no more land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013).	
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.			
4.5.1	(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.	During ASA1_2 (2022), unit of certification has no land expansion, new planting or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent. However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.	Complied
4.5.2	(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.		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.	During ASA1_2 2022, unit of certification has no land expansion, new planting or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013).	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.	Currently, during ASA1_2, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Unit of Certification has obtaining Land Title as mentioned in Indicator 4.4.1 above.	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.	<p>FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent.</p> <p>However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.</p>	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.	<p>During ASA1_2 (2022), unit of certification has no land expansion, new planting or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013).</p> <p>UMW South Estate: There is no new acquired land for plantation after 15 November 2018.</p> <p>UMW North Estate: There is no new acquired land for plantation after 15 November 2018.</p> <p>TUM Estate: There is no new acquired land for plantation after 15 November 2018.</p> <p>UMW POM There is no new acquired land for mill after 15 November 2018.</p>	Complied

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4.5.7	After 15 November 2018, new lands will not be acquired for plantations and mills as a result of recent (after November 2005) expropriations in the national interest (eminent domain) without FPIC process, except in cases of smallholders benefitting from agrarian reform or anti-drug programmes.	Unit of certification has no land expansion, new planting or land compensation process from the certified area after 15 November 2018. The compensation process already finished since 2012 (prior obtaining Land Title in 2013).	Complied
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation.	Unit of certification has no land expansion, new planting or land compensation process from the certified area after 15 November 2018. The compensation process already finished since 2012 (prior obtaining Land Title in 2013).	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.	A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is covers within Land and Planting Compensation Inside Location Permit of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019. During ASA1_2 2022, unit of certification has no land expansion, new planting or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent. However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation	Complied
4.6.2	(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.		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).		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.		Complied

		<p>Inside Location Permit of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.</p> <p>In other side, during interview with Village Head of Tanjung Mulia, it is informed that no customary rights/land within PT. Umbul Mas Wisesa.</p>	
<p>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.</p>			
4.7.1	<p>(C) A mutually agreed procedure for identifying people entitled to compensation is in place.</p>	<p>A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is covers within Land and Planting Compensation Inside Location Permit of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.</p> <p>During ASA1_2 (2022), unit of certification has no land expansion, new planting or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013).</p> <p>Based on interview with sample of previous landowner (Reddin Sinaga, Manuntun Sinaga, Roni Hutabarat, Rumian Sinaga and Sariaman Siringoringo), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2008 – 2012. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent.</p> <p>However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation</p>	Complied
4.7.2	<p>(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.</p>		Complied
4.7.3	<p>Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.</p>		Complied

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		<p>Inside Location Permit of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.</p> <p>In other side, during interview with Village Head of Tanjung Mulia, it is informed that no customary rights/land within PT. Umbul Mas Wisesa.</p>	
<p>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.</p>			
4.8.1	<p>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>	<p>During ASA1_2 (2022), unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Unit of Certification has had legal land use right to managed and operate the lands.</p>	Complied
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>According to information gathered during stakeholder consultation with local NGO's namely "Koalisi 11" Kabupaten Labuhanbatu Selatan, informed that since PT Umbul Mas Wisesa managed by SIPEF Group, land disputes is absence for last 5 years.</p> <p>FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent.</p>	Complied
4.8.3	<p>Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4).</p>	<p>However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.</p>	Complied
4.8.4	<p>For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).</p>	<p>Information gathered during interview with Village Head of Tanjung Mulia and relevant statutory bodies, land conflict or land disputes within unit of certification is absence.</p>	Complied
<p>Principle 5: Support smallholder inclusion</p>			

Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.			
Criteria 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices for FFB are publicly available and accessible by smallholders.	<p>FFB prices in North Sumatra province is publicly available through Plantation Agency website http://disbun.sumutprov.go.id/harga_komoditi/. Also, UMW POM is transparent to set and inform the FFB prices for KSU Suka Makmur, a certified independent smallholder that cooperate with the Unit of Certification.</p> <p>Based on website, FFB price for period 07 – 2- December 2021 was IDR 2,900.10/kg, for period 21 – 27 December 2021 was IDR 2,770.10/kg and for 28 – 31 December 2021 was IDR 2,740/kg. The price updated by the smallholder department to the ICS board directly by phone or message (WhatsApp/short message service).</p> <p>FFB price then disseminate to smallholders by Smallholder Support Team by display it in the announcement board in front of KSU Suka Makmur Office. Based on circular from KSU Suka Makmur No.001/SE/KSUSM/I/2017, if there is question regarding FFB price, members can contact chairman of KSU Suka Makmur through phone number 085261601648.</p>	Complied
5.1.2	(C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.	<p>Information on FFB prices from UMWM POM to KSU Suka Makmur through an official email via Smallholder support staff. The price will be installed in KSU Suka Makmur information board, if there are any changes of prices will be informed by phone immediately.</p> <p>Email from HO to RMO cc to Smallholder Department (on behalf of Zulhamri), then smallholder support disseminates to smallholder through announcement board. The Smallholder which supply FFB to UMW POM, KSU Suka Makmur, has a documented guidance for FFB price information. The guidance is "Pedoman Kerja Informasi Harga Tandan Buah Segar" (KSU-SM/PK/019 dated 12 Dec 2019. The document stated</p>	Complied

		that Field Assistant Smallholder communicate FFB price information for one week period to chairman of KSU Suka Makmur directly or via phone. Chairman of KSU Suka Makmur then inform the FFB price to the members by writing it on the announcement board in front of the KSU office.	
5.1.3	(C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.	Fair pricing, including premium pricing when applicable are agreed with members of KSU Suka Makmur as smallholder as evident in Contract agreement between PT Umbul Mas Wisesa and Koperasi Serba Usaha Suka Makmur, "Perjanjian Kemitraan Usaha Tentang Jual Beli Tandan Buah Segar Kelapa Sawit" dated 1 Nov 2017.	Complied
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 repayments through FFB price reductions for replanting and/or, other support mechanisms where applicable.	There are only 6 females of 31 smallholders members of KSU Suka Makmur cooperative. Decision making of any changes in smallholders contracts are responsible of each smallholders. Contract agreement are signed by all Cooperative KSU Suka Makmur member, including women, as examples: Juniawati, Alijah, Aswanto, Wagino Winarno, Lusiono Handoko and Sugino. The contract has include Terms and conditions of Cooperative members; Legality of Land; FFB quality; Training and Fertilizer Supports; FFB Transport and Weighing and FFB Prices and Payments.	Complied
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe.	Contract agreement between PT Umbul Mas Wisesa and Koperasi Serba Usaha Suka Makmur are fair, legal and transparent, as evident in "Perjanjian Kemitraan Usaha Tentang Jual Beli Tandan Buah Segar Kelapa Sawit" dated 1 Nov 2017. Article 1: Scope of Agreement; Article 2: Terms and conditions of Cooperative members; Article 3: Legality of Land; Article 4: FFB quality; Article 5: Training and Fertilizer Supports;	Complied

		<p>Article 6: FFB Transport and Weighing; Article 7: FFB Prices and Payments; Article 8: Function of Cooperative; Article 9: Contract period; Article 10: Grievance resolution; Article 11: Force Majeure; Article 12: Others.</p>	
5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weigh, deductions and amount paid are given.</p>	<p>Payment documents: Bank Payment Voucher (IDR); No. BV21120028, dated 30 December 2021; Bank Mandiri A/C 11831010; B/A 107-00-1035442-3. Beneficiary Name: Koperasi Serba Usaha Suka Makmur Beneficiary Bank: Mandiri Amount: IDR 19,252,160. Transfer to Arianto: 2,034 kg x 2,720 = Rp 5,532,480 Less Deduction from Arianto: (Rp 544,605); Transfer to Arianto: 2,391 kg x 2,720 = Rp 6,503,520; Less Deduction from Arianto: (Rp 652,558);</p> <p>The payment receipt has been acknowledged and signed by the landowner on behalf of Arianto and Group Manager.</p>	Complied
5.1.7	<p>Weighing equipment is verified by an independent third party on a regular basis.</p>	<p>Sighted the Surat Keterangan Hasil Pengujian (certificate of testing) No. 510.3/190/DagInd-Met/KHP/10/2021 that issued on 12 October 2021 by UPTD Metrologi Legal, Dinas Perdagangan dan Perindustrian, Kabupaten Labuhan Batu of electronic weighbridge Merk. Avery Weigh Tronix; Type E1205; No. Seri 122350678; weighing scale 40,000 kg/10kg. Valid until 12 October 2022.</p>	Complied

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.	The unit of certification has support Koperasi Serba Usaha Suka Makmur to be RSPO certified based on certificate number RSPO 687965 by BSI, dated 5 Apr 2018. The unit of certification has formed a Smallholder Support team to help the smallholder get the certificate and maintained the RSPO implementation.	Complied
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.	<p>It was available procedure External Grievance (HRA-04-02/01-02-2018/Rev.0) as guidance for external grievance management process including smallholders. Complainants can submit their complaints via email at http://www.tolantiga.co.id or directly to the respective person. Person who directly supervises the complainants should discuss with the complainants to solve the issue. Timeframe for resolving grievance is 30 days.</p> <p>Sighted the evidence of grievance documentation under "Rekaman Keluh Kesah Internal & External". For example:</p> <ul style="list-style-type: none"> • Internal (North and TUME): there was a letter on 12 October 2021 from Tiurlan Sitorus (North Estate) related to water closet repair in her house. The request has been taking action on 13 October 2021. • External: there was no external grievance within 2 years. The last grievance was on 12 February 2019 and has been responded by estate manager. 	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.	<p>There are 6 females of 31 smallholders members of KSU Suka Makmur cooperative and some of them lives far from their plots (\pm 3 hours). UMWM POM as unit of certification is always involve the smallholders to assess their needs for support to improve their livelihoods and their interest through the training or awareness program by smallholders staff.</p> <p>Women and other partners as supply base of the certification unit are involved during assessment of the needs for support to develop the</p>	Complied

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		<p>smallholder cooperative. As evidence these names are include in agreement document, Tanti Wahyuni, Juniawati, Juriah and Mariati. The contract has included Terms and conditions of Cooperative members; Legality of Land; FFB quality; Training and Fertilizer Supports; FFB Transport and Weighing and FFB Prices and Payments. There was no additional female member since previous assessment.</p>	
5.2.2	<p>The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).</p>	<p>There are 6 females of 31 smallholders members of KSU Suka Makmur cooperative. Decision making of any changes in smallholders contracts are responsible of each smallholders.</p> <p>Contract agreement are signed by all Cooperative KSU Suka Makmur member, including women, as examples: Juniawati, Alijah, Aswanto, Wagino Winarno, Lusiono Handoko and Sugino. The contract has included Terms and conditions of Cooperative members; Legality of Land; FFB quality; Training and Fertilizer Supports; FFB Transport and Weighing and FFB Prices and Payments.</p> <p>Women and other partners as supply base of the certification unit are involved during assessment of the needs for support to develop the smallholder cooperative. As evidence these names are include in agreement document, Tanti Wahyuni, Juniawati, Juriah and Mariati. The contract has included Terms and conditions of Cooperative members; Legality of Land; FFB quality; Training and Fertilizer Supports; FFB Transport and Weighing and FFB Prices and Payments. There was no additional female member since previous assessment.</p>	Complied
5.2.3	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p>	<p>The unit of certification has support Koperasi Serba Usaha Suka Makmur to be RSPO certified based on certificate number RSPO 687965 by BSI, dated 5 Apr 2018. The unit of certification has formed a Smallholder Support team to help the smallholder get the certificate and maintained the RSPO implementation.</p>	Complied

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5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.	The training or awareness related to pesticide handling conducted with Covid19 protocol. The refreshment training on MSDS and waste management. The training has been held on 30 June 2021 in KSU Suka Makmur Office. Attended by 5 participants due to Covid19 assembly meeting protocol who is the pesticide applicator team on behalf of Muliadi, Ahmad Zainuddin, Darwis, Sopian Tapanao and Sahril.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.	<p>UMWM POM as unit of certification are made regularly reviews and submit the report within Plantation Activities Report of "Laporan Kegiatan Usaha Perkebunan (LKUP)" that submit to plantation agency of regency level. Within the report also describes performance of smallholders, mostly in actual production, fertilizer use and agrochemical use.</p> <p>The unit of certification regularly review and reported the progress of plantation including Smallholders to the relevant stakeholder. The Unit of certification can demonstrate "Laporan Kegiatan Perkebunan Besar Swasta" Umbul Mas Wisesa North Estate and Toton Usaha Mandiri Estate for period July to December 2021. The report has been distributed to "Dinas Kehutanan dan Perkebunan Pemerintah Kabupaten Labuhan Batu" on 4 January 2022. The report contains information of Smallholders area consist of Koperasi Serba Usaha (KSU) Suka Makmur, 60.15 Ha and Koperasi Tani Mulia Jaya (FFB trader). The report also described Production, Sales, Fertilizer applied, Agrochemical used and Labour used.</p> <p>Email from HO to RMO cc to Smallholder Department (on behalf of Zulhamri), then smallholder support disseminates to smallholder through announcement board. The Smallholder which supply FFB to UMW POM, KSU Suka Makmur, has a documented guidance for FFB price information. The guidance is "Pedoman Kerja Informasi Harga Tandan Buah Segar" (KSU-SM/PK/019 dated 12 Dec 2019. The document stated that Field Assistant Smallholder communicate FFB price information for</p>	Complied

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		<p>one week period to chairman of KSU Suka Makmur directly or via phone. Chairman of KSU Suka Makmur then inform the FFB price to the members by writing it on the announcement board in front of the KSU office.</p> <p>Payment documents: Bank Payment Voucher (IDR); No. BV21120028, dated 30 December 2021; Bank Mandiri A/C 11831010; B/A 107-00-1035442-3. Beneficiary Name: Koperasi Serba Usaha Suka Makmur Beneficiary Bank: Mandiri Amount: IDR 19,252,160. Transfer to Arianto: 2,034 kg x 2,720 = Rp 5,532,480 Less Deduction from Arianto: (Rp 544,605); Transfer to Arianto: 2,391 kg x 2,720 = Rp 6,503,520; Less Deduction from Arianto: (Rp 652,558); The payment receipt has been acknowledged and signed by the landowner on behalf of Arianto and Group Manager.</p>	
<p>Principle 6: respect workers’ rights and conditions Protect workers’ rights and ensure safe and decent working conditions.</p>			
<p>Criteria 6.1: Any form of discrimination is prohibited.</p>			
<p>6.1.1</p>	<p>(C) A publicity available non-discrimination and equal opportunity policy is implemented in such way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p>	<p>PT Umbul Mas Wisesa - UMW POM has a policy to provide equal opportunities and training to obtain employment opportunities that are approved in the "Equal Employment Opportunity Policy" (QMM-40-01-P04) dated 27 March 2019.</p> <p>The Equal Employment Opportunity Policy is also regulated in the Human Resources Department Manual signed by Management on 8 April 2019.</p>	<p>Complied</p>

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		The document has regulated equal opportunity without discrimination (Non-Discrimination) based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age starting from the recruitment process, recruitment, transfer, promotion, training, renewal, employment, and remuneration.	
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.	<p>Evidence of non-discrimination and equal opportunities policy which implemented by PT Umbul Mas Wisesa - UMW POM as per employee database updated in January 2022 as follow:</p> <ul style="list-style-type: none"> • UMW South Estate total employee 575 workers: Local employees (74 persons); Migrant/Outsider (501 persons); Male (455 persons); Female (120 persons); Permanent-Daily/SKU-H (495 persons); Permanent-Monthly/SKU-B (57 persons); Specified Labour/PKWT (23 persons). • UMW North Estate: Total employee is 301 workers, consisted of local employees (25 persons); Migrant/Outsider (276 persons); Male (245 persons); Female (56 persons); Permanent-Daily/SKU-H (243 persons); Permanent-Monthly/SKU-B (53 persons); Specified Labour/PKWT (5 persons). • TUM Estate: Total employee is 148 workers, consisted of local employees (14 persons); Migrant/Outsider (134 persons); Male (122 persons); Female (26 persons); Permanent-Daily/SKU-H (122 persons); Permanent-Monthly/SKU-B (23 persons); Specified Labour/PKWT (3 persons). 	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.	PT Umbul Mas Wisesa - UMW POM has a policy to provide equal opportunity and treatment for employment as stated in the "Equal Employment Opportunity Policy" (QMM-40-01-P04) dated 27 March 2019. The Equal Employment Opportunity Policy is also regulated in the "Human Resources Department Manual" signed by Management on 8 April 2019.	Complied

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		<p>The document has set equal opportunity without discrimination (Non-discrimination) based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age starting from the recruitment process, permanent employment, transfer, promotion, training, workforce assessment, and remuneration.</p> <p>The policy has communicated to all workers, e.g: dated 25th November 2021 location in Central Workshop was attended by 65 workers and dated 16th November 2021 was attended by 16 workers in Estate Office.</p> <ul style="list-style-type: none"> • Record of recruitment process 2021: <ul style="list-style-type: none"> - Letter of Job Opportunity, dated 1st July 2021 - Application Letter, namely Mr Mugiroh Hasibuan, dated 2 July 2021 - Record of interview process dated 15 July 2021. Result= Pass - Agreement Letter (Perjanjian Kerja Waktu Tertentu – PKWT), namely Mr Mugiroh Hasibuan dated 1st August 2021. • Employee Promotion Application Letter from temporary worker (PKWT) to permanent workers (daily base/SKU-H) year 2021: <ul style="list-style-type: none"> - Record of request promotion from UMW POM to Regional Management Office, no: 005/UMWM-STM NS/VI/2021, dated 14 June 2021, namely Mr Idris (Weighbridge Clerk). - HR Manager letter Mr 136/JWB-RMONS/VII/2021 dated 2 July 2021 for Mr Idris (Weighbridge Clerk). The letter completed with the name of the employee proposed for appointment, Performance Assessment Results of each employee, Statement letter of each employee, Job and Responsibilities of each employee at the time of appointment. These records were related implementation on workers promotion. 	
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		<ul style="list-style-type: none"> - Sample of workers promotion in Umbul Mas Wisesa North Estate during year 2021 which are based on skills, as per Memorandum No: 196/JWB-RMONS/IX/2021, dated 30 September 2021 is totally 19 workers. Completed with supporting document such as Worker performance evaluation or "Penilaian Karyawan" from Contracted workers (PKWT) promoted to Permanent Worker (SKU-H), name M. S8fy*n (Register number: account clerk TUME) dated 1st September 2021. 	
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 9 female workers during spraying activities at Block F29 Division 6 in UMW South Estate dated 21 January 2022 and at Block I31A Division 3 in UMW North Estate dated 24 th January 2022. It is clearly informed that pregnancy testing con were conducted in monthly basis for all female workers, without any discrimination treatment.	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>Each PT Umbul Mas Wisesa - UMW POM already has Gender Committee structure to ensure that no violation or harassment for male and female workers. Structure of gender committee consist of company representative (Operation Unit Manager), Representative of Workers Union, Representative of Employees (Male and Female).</p> <p>Based on interview with representative of Gender Committee at UMW North Estate, company concern to giving opportunities and improvements for women. It is proved that company employed Female Field Assistant in two division.</p> <p>According to workers database record updated January 2022, such as:</p> <ul style="list-style-type: none"> • UMW South Estate total employee 575 workers: Local employees (74 persons); Migrant/Outsider (501 persons); Male (455 persons); Female (120 persons); Permanent-Daily/SKU-H (495 persons); Permanent-Monthly/SKU-B (57 persons); Specified Labour/PKWT (23 persons). 	Complied

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		<ul style="list-style-type: none"> • UMW North Estate: Total employee is 301 workers, consisted of local employees (25 persons); Migrant/Outsider (276 persons); Male (245 persons); Female (56 persons); Permanent-Daily/SKU-H (243 persons); Permanent-Monthly/SKU-B (53 persons); Specified Labour/PKWT (5 persons). • TUM Estate: Total employee is 148 workers, consisted of local employees (14 persons); Migrant/Outsider (134 persons); Male (122 persons); Female (26 persons); Permanent-Daily/SKU-H (122 persons); Permanent-Monthly/SKU-B (23 persons); Specified Labour/PKWT (3 persons). 	
6.1.6	There is evidence of equal pay for the same work scope.	<p>For payment, PT Umbul Mas Wisesa - UMW POM applied an applicable regulation related minimum payment in Regency level.</p> <p>Minimum Wage of Labuhanbatu Selatan Regency in 2022 is IDR 2,938,260,- based on Keputusan Gubernur Sumatera Utara Nomor: 188.44/781/KPTS/2021 tentang Penetapan Upah Minimum Kabupaten Labuhan Batu Selatan Tahun 2022.</p> <p>Minimum Wage of Labuhanbatu Selatan Regency in 2021 is IDR 2,930,970,- based on Keputusan Gubernur Sumatera Utara Nomor: 188.44/578/KPTS/2020 tentang Penetapan Upah Minimum Kabupaten Labuhan Batu Selatan Tahun 2021.</p> <p>Sample of document verified for period December 2021 as follow:</p> <p><u>Spraying workers in UMW South Estate:</u></p> <ul style="list-style-type: none"> - Mrs Ahmad Jainuddin (Register number: 0351), total payment of December 2021 is IDR 3,915,737 <p><u>Harvester in UMW South Estate:</u></p> <ul style="list-style-type: none"> - Mr Tolozisokhi Laia (Register number: 1036), total payment of December 2021 is IDR 4,944,639 	Complied

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		<p><u>Spraying workers in TUM Estate:</u></p> <ul style="list-style-type: none"> - Mr Desta Sijabat (Register number: 00063), total payment of December 2021 is IDR 3,790,133 <p><u>Spraying workers in TUM Estate:</u></p> <ul style="list-style-type: none"> - Mr Ria Simanjutak (Register number: 00053), total payment of December 2021 is IDR 3,863,858 	
<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>			
<p>6.2.1</p>	<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>PT. Umbul Mas Wisesa has shown the document of Collective Worker Agreement (PKB) between PT. Umbul Mas Wisesa and labour union (Pengurus Serikat Pekerja Umbul Mandiri – SPUM) as reference in working regulation.</p> <p>Collective Worker Agreement was re-registered by Head of Manpower Agency of Labuhanbatu Selatan (namely Mr. Sutrisno, SH) dated 29th October 2021 as per document of “Keputusan Kepala Dinas Ketenagakerjaan Kabupaten Labuhanbatu Selatan Nomor: 560/584/Naker/X/2021 tentang Perpanjangan Masa Berlaku Perjanjian Kerja Bersama (PKB) PT Umbul Mas Wisesa dengan Serikat Pekerja Umbul Mandiri (SPUM), period 2021-2023.</p> <p>According to information collected from representative of worker union “Serikat Pekerja Induk PT Umbul Mas Wisesa” during stakeholder consultation, it is informed that:</p> <ul style="list-style-type: none"> • Total union members of PT. Umbul Mas Wisesa are 808 permanent workers (SKU-H and SKU-B). The nature of membership is optional and not coerced. For contract workers (PKWT) and casual daily (FL), they do not become members but are still facilitated if there are labor problems. 	<p>Complied</p>

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		<ul style="list-style-type: none"> Industrial relations between companies and workers are bipartite on basis of a Collective Labor Agreement (PKB) that has been agreed by both parties. All employment matters refer to the applicable CLA. Individual contract agreement between company and each worker are available. 	
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>Sample of employment contracts for contracted workers or "PKWT" that hired in 2021 are:</p> <ul style="list-style-type: none"> Agreement Letter (Perjanjian Kerja Waktu Tertentu – PKWT), namely Mr Mugiroh Hasibuan dated 1st August 2021. Agreement Letter (Perjanjian Kerja Waktu Tertentu – PKWT), namely Mr Ahmad Raihan Lubis dated 1st December 2021. Agreement Letter (Perjanjian Kerja Waktu Tertentu – PKWT) namely Mahmudin (helper in FFB transport) dated 1st November 2021. Agreement Letter (Perjanjian Kerja Waktu Tertentu – PKWT) namely Abdi Juhri Siregar (fertilizer applicator) dated 1st November 2021 <p>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.) already described within the contracts. Other conditions are refer to applicable Collective Working Agreement or "Perjanjian Kerja Bersama (PKB)", which has been approved by Manpower Agency.</p>	Complied
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, and other legal labour requirements.</p>	<p>As per Indonesia legal labour requirements refer to Manpower Act No. 13 Year 2013, regular working hours divided into two types, i.e: 7 hours/day or 40 hours/week (6 working days) and 8 hours/day or 40 hours/week (5 working days). PT Umbul Mas Wisesa - UMW POM applied 6 working days, which is 7 hours/day.</p> <p>For overtime, PT Umbul Mas Wisesa - UMW POM applying calculation as per Ministry of Manpower Decree "SK Menakertrans No: KEP-102/MEN/VI/2004", as below:</p>	Complied

		<ul style="list-style-type: none"> • (Nett income per month + price of primary food/rice per month) : 173 • Daily working days: 1st hour of overtime will paid 1.5 x wage per hour. Next hour of overtime will be paid 2 time per hour. • Working on holiday (6 working days): First of 7 hours will be paid twice. Hour 8 will be paid 3 times; Hour 9 to 10 will be paid 4 times. <p>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, already stated clearly within Collective Worker Agreement (PKB) that was re-registered by Head of Manpower Agency of Labuhanbatu Selatan (namely Mr. Sutrisno, SH) dated 29th October 2021 as per document of "Keputusan Kepala Dinas Ketenagakerjaan Kabupaten Labuhanbatu Selatan Nomor: 560/584/Naker/X/2021 tentang Perpanjangan Masa Berlaku Perjanjian Kerja Bersama (PKB) PT Umbul Mas Wisesa dengan Serikat Pekerja Umbul Mandiri (SPUM), period 2021-2023.</p>	
6.2.4	<p>(C) The unit of certification provides adequate housing. Sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.</p>	<p>PT Umbul Mas Wisesa - UMW POM have provided adequate facilities for their workers. Sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure.</p> <p>According to database from sample of unit which verified. List of General facility in UMW POM updated in January 2022, such as:</p> <ul style="list-style-type: none"> • Housing (58 units) • Water filtration (1 unit) • Policlinic (1 unit) • Mosque (1 unit) 	Complied

		<ul style="list-style-type: none"> • Sports facilities (volleyball, futsal, football), elementary school and ambulance (1 unit) • Electricity and • Clean water. <p>UMW - South Estate, List of general facility year January 2022, such as:</p> <ul style="list-style-type: none"> • Housing G-2 (245 units) • Water filtration (3 units) • Polyclinic (1 unit) • Mosque (1 unit) • Church (1 unit) • Employee hall (1 unit) • Sports facilities (volleyball, table tennis, futsal, football), elementary school (1 unit) • Junior and Senior high school (1 unit) • Ambulance (1 unit) • Electricity by PLN • Clean water • Cooperative "Outlet Mitra Indogrosir – OMI" (1 unit) • Land fill (block C04 Division I) <p>TUM Estate and UMW – North Estate, The list of general facilities year January 2022, i.e:</p> <ul style="list-style-type: none"> • Housing (412 units) • Mosque (1 unit) • Church (1 unit) 	
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		<ul style="list-style-type: none"> • Kindergarten (3 units) • Bus for school (3 units), • Sport facilities (football, volleyball) • Incinerator (1 unit), location in 08K11A • Cooperative "Outlet Mitra Indogrosir – OMI" (1 unit) <p>Based on field visit at housing complex at Umbul Mas North Estate and Toton Usaha Mandiri Estate, those facilities were well maintained and adequate, particularly on water filtration as water supplies.</p>	
6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.	<p>PT Umbul Mas Wisesa - UMW POM has provided an adequate and affordable food for the workers that provided by PT Umbul Mas Wisesa - UMW POM, e.g: Cooperative "Outlet Mitra Indogrosir – OIM" (1 unit)</p> <p>PT Umbul Mas Wisesa - UMW POM provide installation of water treatment with Reverse Osmosis System for water filtration that used or consume by workers in compound. The water treatment installation developed due to plantation located in peat soil area. Total water treatment Reverse Osmosis System installed in UMW North Estate is 2 units covers 301 workers.</p> <p>For Affordable food, workers from UMW North Estate goes to traditional market of Sei Toras every Thursday, with 10 km distance from worker compound. Also, PT Umbul Mas Wisesa - UMW POM provide mini market with cooperative management located in UMW South Estate (7 km).</p> <p>Certificate of clean water testing (annually). Last testing on 14th July 2021, certificate no: 5469/AM/MDN/VII/21 conducted by PT Mutu Agung Lestari (accredited laboratory), the result has shown comply with Permenkes No 4 tahun 1992.</p>	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	PT Umbul Mas Wisesa - UMW POM has prepared the prevailing wage calculation. The company referred to RSPO Guidance for Implementing	Complied

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	<p>of which is based on a quota that can be achieved during regular working hours.</p>	<p>Decent Living Wage. Company have taken into calculation the component:</p> <ul style="list-style-type: none"> • Reference family size (incl. Total Fertility Rate/TFR and Child Mortality Rate/CMR – Indonesia year 2022) • Full time equivalent per Family (incl. Labour Force Participation Rate/LFPR, Unemployment rate, People Working Part Time – Indonesia year 2019) • Food cost (with 2,100 calories, footnote 19 RSPO Guidance on Implementing DLW) and noted company provided in kind benefit, rice • Housing cost (provided by company) • Non-Food Non-Housing cost (electricity, clean water, medical treatment, education, school children transportation cost – provided by company) • Mandatory deduction (from tax and BPJS levy) <p>Sample of DLW calculation at UMW South Estate and TUM Estate as follow: Minimum Wage of Labuhanbatu Regency in 2021 is IDR 2,895,289.27,- as per document of Degree of Governor of Sumatera Utara Province no: 188.44/598/KTPS/2020, dated 30th November 2020.</p> <ul style="list-style-type: none"> - Gross Living Wage at IDR 2,600,630 - Prevailing wage at IDR. 4,098,308 - Gap at IDR 1,497,678 (positive). 	
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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:

<p>1. Payment of minimum wages in accordance with applicable regulations 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>There were no casual worker works at the PT Umbul Mas Wisesa - UMW POM. All workers have status of permanent workers (SKU-B or SKU-H) of contracted worker (PKWT). PKWT is only applicable for probation period. Gradually the status of PKWT has been upgraded to be Permanent Workers (SKU-H), as evidence:</p> <ul style="list-style-type: none"> • Sample of workers promotion in Umbul Mas Wisesa North Estate during year 2021 which are based on skills, as per Memorandum No: 196/JWB-RMONS/IX/2021, dated 30 September 2021 is totally 19 workers. Completed with supporting document such as Worker performance evaluation or "Penilaian Karyawan" from Contracted workers (PKWT) promoted to Permanent Worker (SKU-H), name M. S8fy*n (Register number: account clerk TUME) dated 1st September 2021. • Based on interview with representative of Worker Union, it was informed clearly that certificate holder employed permanent workers for all core work performed, such as Harvester, FFB Loader, Manuring and several Pesticide applicators. There is only two type of worker status at the company, Permanent workers (daily or monthly basis) and contracted workers (PKWT). 	Complied
<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>Collective Worker Agreement was re-registered by Head of Manpower Agency of Labuhanbatu Selatan (namely Mr. Sutrisno, SH) dated 29th October 2021 as per document of "Keputusan Kepala Dinas Ketenagakerjaan Kabupaten Labuhanbatu Selatan Nomor:</p>	Complied

		560/584/Naker/X/2021 tentang Perpanjangan Masa Berlaku Perjanjian Kerja Bersama (PKB) PT Umbul Mas Wisesa dengan Serikat Pekerja Umbul Mandiri (SPUM), period 2021-2023.	
6.3.2	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>Worker union or “Serikat Pekerja Umbul Mandiri” has conducted regularly meeting with Management Representative in monthly basis. This is caused by Covid19 pandemic and government announcement that required of limitation of activities for collecting people.</p> <p>According to information collected from representative of worker union “Serikat Pekerja Induk PT Umbul Mas Wisesa” during stakeholder consultation, it is informed that:</p> <ul style="list-style-type: none"> • Total union members of PT. Umbul Mas Wisesa updated in January 2020 are 808 permanent workers (SKU-H and SKU-B). The nature of membership is optional and not coerced. For contract workers (PKWT) and casual daily (FL), they do not become members but are still facilitated if there are labour problems. • Industrial relations between companies and workers are bipartite on basis of a Collective Labour Agreement (PKB) that has been agreed by both parties. All employment matters refer to the applicable CLA. • Minute of meeting between Management and Labour Union (SP-UM) conducted in monthly base, last meeting on 17th January 2022. Agenda: Covid-19 issues, preparation to RSPO-ISPO audit, socialization of union policies and new housing for employee. The meeting was attended Estate Manager, Field Head Assistance, Head of Labour Union. 	Complied
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.	According to information collected from representative of worker union “Serikat Pekerja Induk PT Umbul Mas Wisesa” during stakeholder consultation, it is informed that total union members of PT. Umbul Mas Wisesa are 808 permanent workers (SKU-H and SKU-B). The nature of membership is optional and not coerced. For contract workers (PKWT)	Complied

		<p>and casual daily (FL), they do not become members but are still facilitated if there are labour problems.</p> <p>Total union members of PT. Umbul Mas Wisesa updated in January 2022 are 808 permanent workers (SKU-H and SKU-B). The nature of membership is optional and not coerced. For contract workers (PKWT) and casual daily (FL), they do not become members but are still facilitated if there are labour problems.</p> <p>Based on interview with representative of Worker Union (Serikat Pekerja Umbul Mandiri) at UMW South and UMW North Estate during surveillance year 2022, membership of worker union is optional and freely chosen. However, all permanent workers at UMW North Estate already registered to Union. If contracted workers or "PKWT" have an issue related employment, union can also receive and facilitate the issues with the company.</p>	
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 Umbul Mas Wisesa - UMW POM has a policy on the Prohibition of Child Labour as outlined in the company's "Child Labour Policy" dated 27 March 2019.</p> <p>The policy stated that "PT. Umbul Mas Wisesa is committed not to employ children under 18 years of age, and anything related to work, supports the laws of the Republic of Indonesia and other agreements including the 1999 ILO Child Labour Convention".</p> <p>The policy has communicated to related stakeholders (workers, etc), such as:</p> <ul style="list-style-type: none"> • Record socialization of the company policy conducted on 23rd June 2021 was attended by 108 workers location in Division 2 and attended by 53 workers location in Division 3 • Record of socialization the company's policies dated 25 November 2021 location in Division1 attended by 98 workers, location in CWS 	Complied

		was attended by 65 workers and location in Division 4 was attended by 81 workers.	
6.4.2	(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>Based on verification of job vacancy announcement documents as well as job application requirements data, it shows that each applicant file must attach a copy of National Identity Card (KTP) to verify data of age and citizenship status.</p> <p>Sample of List Workers Database “Daftar Karyawan”, period January 2022 as follow:</p> <ul style="list-style-type: none"> • TUM Estate = the youngest namely Mr. R*r*n Ardiansy*h (register number 256, harvester, born: 3rd March 2001, join to work 1st July 2021 (age 20 y.o). Current age: 21 y.o. • UMW Estate = the youngest namely Mr. R*kcy Sy*hp*tr* (register number 666, harvester, born: 9th January 2000, join to work 1st September 2021 (age 21 y.o). Current age: 22 y.o. 	Complied
6.4.3	(C) Young person maybe employed only for non-hazardous work with protective restrictions in place for that work.	<p>As outlined in indicator 6.4.1, The PT Umbul Mas Wisesa - UMW POM has a policy on the Prohibition of Child Labor as outlined in the company's "Child Labor Policy" dated 27 March 2019. The policy stated that "PT. Umbul Mas Wisesa is committed not to employ children under 18 years of age, and anything related to work, supports the laws of the Republic of Indonesia and other agreements including the 1999 ILO Child Labor Convention".</p> <p>The policy has communicated to related stakeholders (workers, etc), such as:</p> <ul style="list-style-type: none"> • Record socialization of the company policy conducted on 23rd June 2021 was attended by 108 workers location in Division 2 and attended by 53 workers location in Division 3 • Record of socialization the company’s policies dated 25 November 2021 location in Division1 attended by 98 workers, location in CWS 	Complied

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		<p>was attended by 65 workers and location in Division 4 was attended by 81 workers.</p> <p>Based on verification of worker documents for period January 2022 in each unit (Estate and Mill), there are no workers who are less than 18 year-old when hired as workers or worked at hazardous area.</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>According to information collected from representative of worker union "Serikat Pekerja Induk PT Umbul Mas Wisesa", local NGO's and workers in field during stakeholder consultation, showed that they have understood company policies to prohibit the use of child labour in all types of company operational activities.</p> <p>Based on document verification, shows that the PT Umbul Mas Wisesa - UMW POM has disseminated the policy prohibiting the use of child labour through:</p> <ul style="list-style-type: none"> • Post the policy on the bulletin board in each estate/mill office • Conducting verbal dissemination to workers, especially types of work which are vulnerable to use "informal workers" such as in the harvesting. • Include a clause of prohibiting the use of child labor in each contract document with the contractor. <p>The policy has communicated to related stakeholders (workers, etc). Last socialization of the company policy conducted on 23rd June 2021 was attended by 108 workers location in Division 2 and attended by 53 workers location in Division 3.</p>	Complied
<p>Criteria 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.</p>			
6.5.1	<p>(C) A policy to prevent sexual and all other form of harassment and violence is documented, implemented and communicated to all levels of the workforce.</p>	<p>PT Umbul Mas Wisesa - UMW POM has a policy on prevention of sexual harassment/ violence as outlined in policy No. QMM-40-01-P10, Rev 1 (Sexual Harassment Policy) dated 27 March 2019. Based on interview with sample of female workers and Gender Committee representative,</p>	Complied

		<p>it is clearly that they have understood the company's policies on prevention of sexual harassment.</p> <p>The policy has communicated to related stakeholders (workers, etc), such as:</p> <ul style="list-style-type: none"> • Record socialization of the company policy conducted on 23rd June 2021 was attended by 108 workers location in Division 2 and attended by 53 workers location in Division 3 • Record of socialization the company's policies dated 25 November 2021 location in Division1 attended by 98 workers, location in CWS was attended by 65 workers and location in Division 4 was attended by 81 workers. 	
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is documented, implemented and communicated to all levels of the workforce.</p>	<p>The PT Umbul Mas Wisesa - UMW POM has a policy on protection of reproductive rights as outlined in policy No. QMM-40-01-P11, Rev 1 (Protection of Reproductive Rights Policy) dated 27 March 2019.</p> <p>Based on interview with sample of female workers and Gender Committee representative, it is clearly that company are respectful on protection of reproductive rights. In example, female workers who has children are given to breastfeeding time for 30-45 minutes every day.</p> <p>The policy has communicated to related stakeholders (workers, etc), such as:</p> <ul style="list-style-type: none"> • Record socialization of the company policy conducted on 23rd June 2021 was attended by 108 workers location in Division 2 and attended by 53 workers location in Division 3 • Record of socialization the company's policies dated 25 November 2021 location in Division1 attended by 98 workers, location in CWS was attended by 65 workers and location in Division 4 was attended by 81 workers 	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.	Based on interview with sample of female workers and Gender Committee representative, it is clearly that company are respectful on protection of reproductive rights. In example, female workers who has children are given to breastfeeding time for 30-45 minutes every day.	Complied
6.5.4	A grievance mechanism, which respects anonymity and protects complainants where requested, as long as the complaint is supported with adequate information, is documented, implemented and communicated to all levels of the workforce.	Based on direct interview with sample of female workers and Gender Committee, they already understood how the company procedures to resolving disputes, grievance, and complaints. Anonymity and complainants are protected as requested by them.	Complied
Criteria 6.6: No forms of forced or trafficked labour are used.			
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 • 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>Based on interview with workers and workers union, stated that the PT Umbul Mas Wisesa - UMW POM does not practiced such thing as follows:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports • Payment of recruitment fees • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages 	Complied
6.6.2	<p>(C) Where temporary (Specified Time Work Agreement/PKWT) or migrant workers are employed, a specific labour policy and procedures are established and evidence of implementation is available.</p>	<p>Based on direct interview with workers and representative of labour union, it is informed that PT Umbul Mas Wisesa - UMW POM are employed local workers, resident of surrounding villages (Tanjung Mulia villagers and Sei Siarti villagers) and Indonesian citizen from other regencies or provincial. There were no migrant workers and only two type of working status, permanent (SKU-H/B) and contracted workers (PKWT).</p>	Complied

		<p>Contract (PKWT) verified during surveillance January 2022:</p> <ul style="list-style-type: none"> • Contract dated 31st May 2021 namely Mr Jakasona Purba (transport FFB – loader), valid until 1 years. Location in TUM Estate. • Contract dated 31st May 2021 namely Mr Togi Maringan Siagian (transport FFB – loader), valid until 1 years. Location in UMW North Estate. 	
<p>Criteria 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p>			
<p>6.7.1</p>	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p>	<p>PT Umbul Mas Wisesa – UMW POM has appointed the responsible person(s) for OHS is identified, aslo for records of regular meetings between the responsible person(s) and workers has demonstrated.</p> <p>Data verified:</p> <ul style="list-style-type: none"> • UMW POM - OHS committee (P2K3) has registered to Manpower Agency as per "Surat Keputusan Kepala UPT Pengawasan Ketenagakerjaan Wilayah IV Dinas Tenaga Kerja Provinsi Sumatera Utara Nomor: KEP.14/P2K3/NAKER/XI/2021 tentang Tentang Pengesahan Panitia Keselamatan dan Kesehatan Kerja (P2K3) di Perusahaan, dated 24 June 2021. • OHS Expert namely Mr Agus Freedom Mahule certificate number: KEP.53569/PK3/AJ/12/2018/PO tentang Penunjukan Ahli Keselamatan dan Kesehatan Kerja Umum Menteri Tenaga Ketenagakerjaan, issued by Ministry of Manpower of Republic of Indonesia, dated 2nd May 2018. • TUM - OHS committee (P2K3) has registered to Manpower Agency as per "Surat Keputusan Kepala UPT Pengawasan Ketenagakerjaan Wilayah IV Dinas Tenaga Kerja Provinsi Sumatera Utara Nomor: KEP.433-7/P2K3/WIL-IV/DTK/SU/2018 tentang Tentang Pengesahan Panitia Keselamatan dan Kesehatan Kerja (P2K3) di Perusahaan, dated 21 Desember 2018. 	<p>Complied</p>

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		<ul style="list-style-type: none"> • OHS Expert namely Mr Edy Jhonathan Pinem certificate number: KEP.5/93919/AS.02/04/X/2020 tentang Penunjukan Ahli Keselamatan dan Kesehatan Kerja Umum Menteri Tenaga Ketenagakerjaan, issued by Ministry of Manpower of Republic of Indonesia, dated 19th October 2020. • During pandemic covid-19, the OHS meeting conducted by virtual. The last record of OHS meeting dated 13th December 2021, location in UMW POM, agenda: review of the meeting result of the last, review of OHS inspection and review of incident report • Report of OHS performance for period October - December 2021 was sent to Manpower Agency in Labuhanbatu Selatan Regency, dated 10th January 2022 (received by Ibu Wiwik – staff in Manpower Agency) 	
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>PT Umbul Mas Wisesa – UMW POM has prepared the procedure of accident and emergency as per document of Incident Report, No: OHS-01-08, issued date 4th February 2019 version 0.</p> <p>Steps to Report Incidents:</p> <ol style="list-style-type: none"> 1. Applies to all accidents, diseases and incidents that occur in the PT TTI environment 2. The initial data that must be given if an incident occurs are: <ul style="list-style-type: none"> • Date and time occur • Location of the incidents • Name and or number of victims • Activity at the time of incidents • The is injury or death <p>Procedure of emergency response No: OHS-03-01-2020/Rev.0, possible emergencies include:</p> <ul style="list-style-type: none"> • Natural disasters (floods, earthquakes, storms, volcanoes, etc) 	Complied

		<ul style="list-style-type: none"> • Fire at the mill • Toxic gas leak • Chemicals spills, waste, CPO • Explosion in fuel tank • Civil security disturbances (bomb threats, robberies, demonstrates, riots) • Workplace violence that results in physical injury and trauma <p>Emergency response team has been registered to Manpower Agency in Labuhan Batu Selatan Regency, as per document no: KEP.07/BAKORIBA/NAKER/XI/2021, tentang Pengesahan Tim Tanggap Darurat dan BAKOTIBA dated 30th November 2021.</p> <p>Fire drill/ emergency response simulation has been conducted on 29th December 2021. Document verified: attendance list, scenario, photograph, evaluation.</p> <p>PT Umbul Mas Wisesa – UMW POM has assigned operatives trained in First Aid are present in both field and other operations, e.g: namely Mr Mislán Sembiring (license number: 007/Naker/P3K/2020) dated 7th August 2020 – valid until 3 years and Mikra Sanda Pranata (license number: 008/Naker/P3K/2020 - dated 7th August 2020 – valid until 3 years, namely Mr Ade Irwansyah (license number: 001/Naker/P3K/2020 – dated 21st January 2020).</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>PT Umbul Mas Wisesa – UMW POM have provided training related to OHS and PPE in accordance with the result of risk assessment year 2022. The 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>	Complied

		<p>UMW South Estate – data verified during surveillance 1_2 January 2022:</p> <ul style="list-style-type: none"> Record of handover of PPE (AP boot, mask, apron, gloves) for spraying team dated 3rd August 2021 for 10 workers/pesticides applicators. Record of handover of PPE (AP boot), e.g: dated February 2021 for 64 harvesters, 28 fertilizer applicators. Record of handover of PPE (AP boot), e.g: dated February 2021 for 64 harvesters, 28 fertilizer applicators. <p>TUM Estate - data verified during surveillance 1_2 January 2022:</p> <ul style="list-style-type: none"> Record of handover of PPE for harvester (AP boot, gloves) dated 21 July 2021 for 35 workers/harvester. Record of handover of PPE for fertilizer applicator (AP boot,) for spraying team dated 3rd August 2021 for 29 workers/ Report of inspection of using of PPE (monthly bases), e.g: dated 6th December 2021 division I reported OK. <p>UMW POM – data verified:</p> <ul style="list-style-type: none"> Record of handover of PPE (safety shoes) for mill workers for Mr Jefry Nasution (foremane in processing – dated 26th September 2020), Mr Zainul Irfan (engine room OP – dated 26th September 2020) Record of handover of PPE (earmuff), e.g: dated 3rd July 2020 for Mr Zainal (operator in engine room), dated 27th May 2020 for Mr Yusuf Aziz (mill assistant) Record of handover of PPE (respirator of black color), dated 2nd February 2020 for Mr Resi Imansyah (WTP OP), dated 11th March 2020 for Yosep Napitupulu (WTP OP) 	
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		<ul style="list-style-type: none"> Checklist on monitoring of PPE use for workers in UMW POM - monthly, e.g: October to December 2020, the result reported OK 	
6.7.4	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>PT Umbul Mas Wisesa - UMW POM provide all workers will medicalcare, and covered by accidents insurance, the statement as mentioned in Memorandum No: 436/MED-CIR/XII/2015, dated 2nd December 2015 was signed by Company Doctor.</p> <p>Based on interview with sample workers during field visit and consultation with labor union, they were stated all workers in PT Umbul Mas Wisesa and PT Toton Usaha Mandiri are provided with medical care and accident under BPJS Kesehatan and PBJs Ketenagakerjaan.</p> <p>Sample of data verified:</p> <ul style="list-style-type: none"> UMW South Estate - payment record of accidents insurance (BPJS Ketenagakerjaan), month December 2021 (payment code: 201203553239), amount paid IDR XXX,697,140 covering for 575 workers. Status: PAID UMW POM - payment record of health insurance (BPJS Kesehatan) for month December 2020, total IDR XX,402,047 was covered for 582 workers (all workers) dated 6th December 2021 – status: PAID. TUM Estate – payment record of medical insurance (BPJS Kesehatan) for month December 2021, total IDR XX,689.720 was covered for 135 workers, number of dependents is 372 persons, dated 6th December 2021 – status: PAID. UMW North Estate - payment record of accidents insurance (BPJS Ketenagakerjaan), month December 2021 (payment code: 211203872634), amount paid IDR XX,552,685 covering for 301 workers. Status: PAID dated 15th December 2021. 	Complied
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics.	PT Umbul Mas Wisesa – UMW POM has shown the record of injuries using lost time accident (LTA) metrics as in "Rekapitulasi Kejadian	Complied

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		<p>Kecelakaan Kerja PT Umbul Mas Wisesa dan PT Toton Usaha Mandiri – LTA” year 2021</p> <ul style="list-style-type: none"> • UMW POM, there was 2 accidents reported year 2021, lost time accidents were 53 mandays • UMW North Estate, year 2021 there was an accident reported, lost time is 17 mandays. • UMW South Estate, there was 6 accidents reported since 2021, lost time by accident 66 mandays., • TUM Estate, year 2021 there was an accident reported lost time by accidents is 7 mandays <p>All the accidents have followed up with investigation record and recommendation. The investigation has completed with accident insurance claims records.</p> <p>Sample of accident report verification: “Pelaporan Kecelakaan atau Pencatatan Pertolongan Pertama – nomor:001-TUME-01-AC/TA, dated 3rd January 2021” namely Mr Hottua Simamora (harvester), location Div 1 block 09K16A, chronology: fall from motorcycle causing knee injury. Record of investigation provided, recommendation dan correction has implemented.</p>	
<p>Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.</p>			
<p>Criteria 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.</p>			
<p>7.1.1</p>	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p>	<p>Integrated Pest Management plan in UMW South Estate is evident, as titled “Program Pengendalian Hama Terpadu 2022”, established 5 January 2022. Monitoring on barn owl box on monthly basis; planting of beneficial plant (<i>Turnera subulata</i> and <i>Cassia</i> sp), Nursery and upkeep beneficial plant (<i>Turnera subulatta</i>, <i>Cassia tora</i> and <i>Antigonon leptopus</i>) on monthly basis; identification of beneficial plant available on the field every quarter; pest detection and pest and disease census on monthly</p>	<p>Complied</p>

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		<p>basis (4,461.91 Ha); white ant census on monthly basis; <i>Ganoderma</i> monitoring on 6 monthly basis.</p> <p>Realization of 2021 Integrated Pest Management was documented., e.g. monitoring of barn-owl box 59 unit monthly; planting of beneficial plant October 7,350 plants, November 17,200 plants, December 19,660 plants; nursery of beneficial plant; pest and disease census; white ant treatment; Ganoderma treatment; monitoring and release of sycanus.</p> <p>Rat are naturally control by barn owl. Monitoring of barn owl period January 2022 found that there was 9 cages in Division I, 1 of it was occupied; 11 cages in Division II; 11 cages in Division III, 5 of it are occupied; 10 cages in Division IV; 9 cages in Division V and 9 cages in Division VI. Beneficial plant identification described census result of Nettle Caterpillar natural enemy: <i>Euchanticona</i>, <i>Sycanus</i>, <i>Dolichogenidae</i>, <i>Systropus</i>, <i>Cordyceps</i>; Beneficial Plants: <i>Turnera subulatta</i>, <i>Casia coabnensis</i>, <i>Casia tora</i>, <i>Antigonon leptopus</i>; Beneficial weeds: <i>Nephrolepis</i>, <i>Axonopus</i>, <i>Kretekkan</i>, <i>Pakis Sayur</i>.</p> <p>Integrated Pest Management plan in UMW North Estate is evident, as titled "Program Pengendalian Hama Terpadu 2022", established 3 January 2022. The plan consists of monthly basis activity, e.g. planting of beneficial plant, census of leaf eater caterpillar, termite census, upkeep beneficial plant, Sycanus reproduction and imago trap; quarterly basis activity, e.g. Sycanus release; six monthly basis, e.g. Ganoderma census.</p> <p>Realization of IPM monitoring recorded in "UMW North - Program Pengendalian Hama Terpadu Tahun 2021", e.g. realization of planting beneficial plant 39,594 m todate December; leaf eater caterpillar census and termite census are 2,601.22 Ha (12 rounds); upkeep beneficial plant is 9,470 m in December; reproduction of Sycanus is 10 colonies in June and release of Sycanus is 200 species in May; <i>Berita Acara Pelepasan Sycanus</i> is available; imago trap 32,472 species in December. There is</p>	
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		<p>no barn owl box existed. There is indication that barn owl prefers to go to HCV area.</p> <p>Based on summary of caterpillar census UMWN Estate in May 2021, there are light attack of <i>Dasychira</i> 675.87 Ha (76.1%).</p> <p>Integrated Pest Management plan in TUM Estate is evident, as titled "Program Pengendalian Hama Terpadu 2022", established 3 January 2022. The plan consists of monthly basis activity, e.g. planting of beneficial plant, census of leaf eater caterpillar, termite census, upkeep of beneficial plant, reproduction of <i>Sycanus</i> and imago trap; 3-monthly program e.g. release of <i>sycanus</i>; 6-monthly program e.g. census of <i>Ganoderma</i>.</p> <p>Realization of IPM monitoring recorded in "TUM Estate - Program Pengendalian Hama Terpadu Tahun 2021", e.g. realization of planting beneficial plant 13,856 m todate December; leaf eater caterpillar and termite census are 1134.95 Ha (12 rounds); upkeep beneficial plant are 1,610 Ha in July; reproduction of <i>Sycanus</i> is 16 colonies in June and release of <i>Sycanus</i> is 328 species in February; imago trap 22,968 species in December.</p> <p>Based on summary of termite census TUM Estate in December 2021, there are 2,795 palms (1.77%) infested by termite; controlled by Regent application. Based on summary pest and disease control of bagworm – <i>dasychira</i> – nettle caterpillar, in TUM Estate there was light attack of bagworm 381.58 Ha (33.62%); light attack of nettle caterpillar 858.95 Ha (75.68%).</p> <p>Appropriate biological controls have been exercised, such as the application of imago traps, reproduction and release of <i>Sycanus</i> and application of <i>Cordyceps</i>. There was no use of agrochemical to control leaf eater caterpillar during 2021.</p> <p>Biological control performed by planting and upkeep beneficial plant. During field visit, it was observed <i>Turnera subulatta</i> planted in most of</p>	
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		the collection road or transport road. The unit of certification also carried out breeding of nettle caterpillar's natural enemy, <i>Sycanus creovitattus</i> . Auditor visited the breeding location which is at the back of UMWN Estate office. The person in charge can explained very well regarding the breeding process and growth from eggs to instar 5. Records show that <i>Sycanus creovitattus</i> have been released to the field.																			
7.1.2	Invasive species are not to be used according to applicable regulation in managed areas, unless plans to prevent and monitor their spread are implemented.	The unit of certification has a list of Global Invasive Species, and evaluate the status of existence in certified area. Some species are naturally exist in the area and the spreading are controlled manually, e.g. <i>Achatina fulica</i> , <i>Ageratum conizoides</i> , <i>Clidemia hirta</i> , <i>Imperata cylindrica</i> , <i>Lantana camara</i> , <i>Mikania micranta</i> and <i>Mimosa pudica</i> . There are no species in the list that used to managed areas in unit of certification.	Complied																		
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.	Based on field visit and document review, there is no use of fire for pest control in whole area of UMW South Estate, UMW North Estate, and TUM Estate.	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>The company has recorded list of herbicide used, completed with active ingredient, WHO class, trademark, target, registration number and expiry date. Below are record of pesticide uses including the registration number:</p> <table border="1"> <thead> <tr> <th>Trademark</th> <th>Active Ingredient</th> <th>WHO Class</th> <th>Target</th> <th>Registration Number</th> <th>Expiry date</th> </tr> </thead> <tbody> <tr> <td>Supremo 480SL</td> <td>Isopropil amina glifosat 480 g/l</td> <td>U</td> <td>Grasses weed</td> <td>RI.010301200 21712</td> <td>02/05/20 22</td> </tr> <tr> <td>Note:</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Trademark	Active Ingredient	WHO Class	Target	Registration Number	Expiry date	Supremo 480SL	Isopropil amina glifosat 480 g/l	U	Grasses weed	RI.010301200 21712	02/05/20 22	Note:						Complied
Trademark	Active Ingredient	WHO Class	Target	Registration Number	Expiry date																
Supremo 480SL	Isopropil amina glifosat 480 g/l	U	Grasses weed	RI.010301200 21712	02/05/20 22																
Note:																					

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		LD50 oral = 9041 mg/kg LD50 dermal > 5000 mg/kg					
		Basta 150 SL Note: LD50 oral = 1910 mg/kg LD50 dermal = 1380 mg/kg	Amonium glufosinat 150 g/l	III	Grass weed, broad leaf	RI.010301199 21113	12/11/2023
		Metsulindo 20 WP Note: LD50 oral > 5000 mg/kg LD50 dermal > 2000 mg/kg	Metil metsulfuron 20%	U	Ferns, Broad Leaf, Sedges	RI.010301199 91484	11/01/2023
		Garlon Mix 333/17 Note: LD50 oral	Aminopiraliid potassium 17 g/l	III	<i>Tetracera indica,</i> <i>Melastoma malabatricu m,</i> <i>Clidemia hirta,</i>	RI.010301201 55148	31/01/2025

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		<p>= 2966 mg/kg LD50 dermal > 5000 mg/kg</p>			<p><i>Lantana camara</i></p>			
		<p>Starthene 75 WDG Note: LD50 oral > 2000 mg/kg LD50 dermal > 2000 mg/kg</p>	<p>Acephate 75%</p>	<p>III</p>	<p>Bagworm, nettle caterpillar</p>	<p>RI.010101200 72983</p>	<p>08/08/2022</p>	
		<p>Regent 50 SC Note: LD50 oral = 1070 mg/kg LD50 dermal > 2000 mg/kg</p>	<p>Fipronil 50 g/L</p>	<p>II</p>	<p>Termite</p>	<p>RI.010101199 51192</p>	<p>26/02/2023</p>	
		<p>Available monitoring of natural enemy nettle caterpillar, beneficial plants, beneficial weeds, summary data of termite 2021, Ganoderma census.</p>						
<p>7.2.2</p>	<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>Document "Rekapitulasi Penggunaan Pestisida Tahun 2021" recorded pesticides use including active ingredients, LD50, area treated, amount of active ingredients applied per Ha and per ton FFB. Pesticide use in UMWS Estate in 2019 – 2021:</p>						<p>Complied</p>

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Trademark	Volume (L or kg)		
	2019	2020	2021
Metsulindo 20 WP	273.26	322.98	322.76
Meta Prima 20 WG	-	-	20.00
Smart 486 AS	1,947.65	1,303.24	2,639.11
Elang 480 SL	164.00	-	-
Supremo 480 SL	-	-	217.82
Starthane 75 WG	1,065.17	119.00	-
Regent 50 SC	15.07	26.19	84.67
Trabas 150 SL	1,099.10	-	-
Basta 150 SL	3,596.82	8,579.92	6,745.36
Kenlon	46.50	15.00	14.94
Garlon Mix	43.70	-	56.30
Copton 0.5 RB	50.61	93.39	-

Pesticide use in UMWN Estate in 2019 -2021:

Trademark	Volume (L or kg)		
	2019	2020	2021
Smart 486 AS	1,717.37	1,266.82	1,471.96
Elang 480 SL	200.00	-	-
Supremo 480 SL	-	-	286.80

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		Ally 20 WDG	217.38	-	-
		Metsulindo 20 WP	175.87	-	203.65
		Meta Prima	-	-	316.74
		Regent 50 EC	194.41	179.16	115.38
		Garlon 670 EC	94.24	-	84.15
		Starthene 75 WG	4,323.79	898.10	-
		Basta 150 SL	2,325.62	5,656.07	4,447.56
		Becano	1.20	-	-
Pesticide use in TUM Estate in 2019 – 2021:					
		Trademark	Volume (L or kg)		
			2019	2020	2021
		Smart 486 AS	756.68	-	592.58
		Elang 480 SL	130.00	-	-
		Ally 20 WDG	20.00	-	-
		Metsulindo 20 WP	90.40	-	115.70
		Meta Prima	-	-	185.38
		Regent 50 EC	97.35	99.33	126.42
		Garlon Mix 333/17	202.45	-	70.32
		Starthene 75 WG	3,045.14	3,737.56	-
		Basta 150 SL	955.32	2,209.27	2,059.97

		Trabas	402.87	-	-	
		Becano	1.40	-	-	
7.2.3	(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.	<p>Use of pesticide are minimized as part of the plan, and in accordance with IPM Plans, there are no pesticide application outside of the targeted species and planned intervals. Pesticide are only use to reduce / eliminate existing pest, which has exceeded the economic threshold.</p> <p>Except the use of Smart 486 SL in 2021 is still high due to there is increase of narrow leaf weed, furthermore it also used as herbicide for circle spraying and upkeep beneficial plants.</p> <p>Justification for the pesticide uses in 2021 are as follows:</p> <ol style="list-style-type: none"> 1. There is increase in uses of Smart 486 S because of Lalang eradication and upkeep beneficial plant, as well as circle spraying in UMWS Estate. 2. There is decrease of Basta uses in 2021 caused by spraying is only performed to BMP blocks in each Division, non-BMP blocks are controlled using Smart 486 S. 3. There is no use of Copton in 2021 because it was no longer effective in controlling termite, therefore UMWS Estate switch to use Regent 50 EC. 4. There is no use of Starthene in 2021 due to effectivity of Sycanus release and planting beneficial plant in all Division. 5. There is increase in use of Garlon Mix, due to in most of area wide leaf weed and VOPs are still overgrown. The use of Kenlon and Garlon mix are effective to control wide leaf weed and VOPs. <p>Efforts to reduce pesticide use:</p>				Complied

		<ol style="list-style-type: none"> 1. Conducted slashing/selective weeding/circle racking prior to do spraying 2. Spraying are always according to the dosage and concentration by agronomist's recommendation 3. Conduct a termite census with precise accuracy 4. Carry out proper preassessment where only 60-80% weeds are controlled. 	
7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in Indonesia best practice guidelines.	There is no use of prophylactic use of pesticides throughout PT Umbul Mas Wisesa. Pesticide/Herbicides are only use to reduce / eliminate existing pest, which has exceeded the economic threshold.	Complied
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat, are not to be used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <p>7.2.5a Judgment of the threat and verify why this is a major threat.</p>	<p>There is no use of WHO Class 1A or 1B pesticide in whole plantation operation. The use of paraquat has been stopped since 2017. The company's General Manager of North Sumatera has issued Memorandum No.117/GMO-All Estate/XI/2016, dated 1 December 2015. The memorandum stated that the use of paraquat as contact pesticide is not allowed as of 1 January 2017. Target: Zero use of paraquat effective since 1 January 2017.</p> <p>Based on visit in field operation and agrochemical storage in UMWS, UMWN and TUM Estate, there was no paraquat found. Based on report of "Daftar Pestisida yang digunakan di Tahun 2020" – there were no paraquat was noted in the report.</p>	Complied
	7.2.5b Why there is no other alternative which can be used.	There are no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.	
	7.2.5c Which process was applied to verify why there is no other less hazardous alternative.	There are no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or	

		Rotterdam Conventions, or paraquat in whole operation of unit of certification.	
	7.2.5d Process to limit the negative impacts of the application.	There are no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.	
	7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.	There are no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.	
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.	<p>The unit of certification has provided training for all workers that conducted chemical spraying including for Smallholders (KSU Suka Makmur), as evidence in training “Standarisasi Spraying” dated 19 November 2021 in UMWS Estate. The training was attended by 30 participants including Estate Manager, Field Head Assistant, all Field Assistant, all Spraying workers and supervisors including that apply spraying in Smallholders. Training module, evaluation result and attendance list were available.</p> <p>Training records available for spraying worker of Division 6 UMWS; Muliadi (Supervisor), Ahmad Jainuddin, Suriadi Nasution and Mita Laia. Training of spraying and chemical handling in UMWN and TUM Estate was conducted on 22 October 2021. Training attended by 34 personnel consist of spraying workers, Supervisor, Field Assistant and Field Head Assistant. Training module, evaluation result and attendance list were available.</p> <p>Handover of PPE to spraying worker of UMWN Estate dated 27 December 2021, consist of 16 pcs google; 16 pcs rubber hand gloves and 16 pcs Mask N95. Other evident seen for October 2021, 16 April 2021, 10 February 2021. Handover of PPE to spraying worker of TUM Estate was available dated 4 November 2021, consist of 14 pcs Mask-R;</p>	Complied

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		on 22 May 2021, consist of 10 googles and 8 pcs N95 Mask. PPE observed during auditor field visit are gumboots, overall; Apron (shift type orange colour); N95 masks; rubber hand gloves blue colour and plastic googles.	
7.2.7	(C) Storage of all pesticides in accordance with recognized best practices.	<p>The storage for all pesticide is in good condition. During ASA 1_2 in January 2022, based on filed visit in storage of pesticides and interview with storage keepers both in UMW POM, UMW South and TUM Estate; there was found the storage for all pesticide is in good condition.</p> <p>A standard storage system appears to be implemented across by the organization. The storage is equipped with sufficient air ventilation to provide air circulation.</p> <p>Hazard signs, emergency shower, secondary containment, spill kit, appropriate PPE (overall, face shield, impermeable rubber gloves, apron, and mask) is available and ready for use.</p> <p>Working instruction for pre-mixing, stacking, and storing pesticide is current, MSDS is also readily available. Material Data Safety Sheets (MSDS) are obtained for all chemicals used and are available at the areas of mixing. These were all seen be controlled by date and were readily available. No concentrates are taken into the field are pre-mixed in designated mixing area.</p> <p>Awareness training for MSDS dated 20 November 2021 was attended by 11 workers in chemical storage.</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>All chemical and their containers from Mill and Estates were collected and kept in temporary waste storage for 180 up to 365 days prior disposal.</p> <p>Review of records showed all hazardous waste has been identified and properly monitored, such as used oil, used oil filter, used batteries, empty chemical container from Estate and Mill activities, contaminated</p>	Complied

		<p>materials, etc. Monitoring was recorded in document "Neraca Limbah B3".</p> <p>Data verified:</p> <ul style="list-style-type: none"> • UMW POM – Permit of limited hazardous waste storage under "Keputusan Kepala Dinas Penanaman Modal dan Pelayanan Perizinan Terpadu Satu Pintu Kabupaten Labuhanbatu Selatan No.503/515/DPMPPTSP-LS/2017 tentang Izin Penyimpanan Sementara Limbah Bahan Berbahaya dan Beracun PT. Umbul Mas Wisesa Mill", dated 25 April 2017. The permit valid for 5 years, up to 10 April 2022. • UMW South Estate - Permit of limited hazardous waste storage under "Keputusan Kepala Dinas Penanaman Modal dan Pelayanan Perizinan Terpadu Satu Pintu Kabupaten Labuhanbatu Selatan No.503/514/DPMPPTSP-LS/2017 tentang Izin Penyimpanan Sementara Limbah Bahan Berbahaya dan Beracun PT. Umbul Mas Wisesa Estate", dated 25 April 2017. The permit valid for 5 years, up to 10 April 2022. <p>Record of disposal all of pesticides container as per "Berita Acara Serah Terima Barang Limbah Bahahn Berbahaya dan Beracun (B3) – No: 001/I/UMWS/2022" dated 7th January 2022, delivered to PT Amindy Barakah Sumut, consisted of:</p> <ul style="list-style-type: none"> • Oil used (640 liters) • Fuel filter used (105 kg) • Empty chemical container (330 Kg) • Medical waste (17.5 kg) • Hazardous waste manifest nomor: KLHK-1644180517, material name Oil used (640 liters ~ 0.576 tonnes), vehicle BK 9760 MP, transporter name PT Amindy Barakah, dated 7th January 2021 	
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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.	There is no aerial application of pesticide in whole operation area of PT Umbul Mas Wisesa and PT Toton Usaha Mandiri.	Complied
7.2.10	(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.	UMW South Estate – the special annual medical surveillance for pesticides operators was conducted on 29 th October 2021 was attended by 134 workers consisted of pesticides applicators, chemical storage keeping, generator (electrical) operator. Data verified: "Laporan Hasil Pemeriksaan Kesehatan – Pekerja dengan Resiko Tinggi" (result of medical test has communicated to related workers.	Complied
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.	Based on interview with workers on handling of pesticides, there was no works with pesticides is undertaken by person under the of 18, pregnant or breastfeeding women or other people that have medical restrictions. Data seen during surveillance 1_2 January 2022, such as: <ul style="list-style-type: none"> • UMW South Estate - Report of monitoring no pregnant and breastfeeding workers (monthly). In December 2021, the were no indications, e.g: Ibu Ostikasi Huli (chemical applicator), Mrs Armi Damanik (Fertilizer applicator). • UMW North Estate - based on the list of workers on handling of pesticides updated January 2021 – there were persons under the age of 18, the youngest worker is Mrs Sarly Togatora (register number 0287), date of birth 3rd October 1993, joined on 1st January 2013 (20 years old). Currently 29 y.o. 	Complied

Note For 7.2.11

Referring to Act No. 13 of 2003 concerning Manpower, Act No. 35 of 2014 concerning Child Protection, and taking into account the risks of hazards on palm oil plantations and mills on the development and physical, mental and social health of children, the national interpretation mandates that the unit of certifications does not employ people under the age of 18 for pesticide spraying. For this reason, the provisions of young workers under 18 years in indicator 7.2.11 are irrelevant.

Criteria 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.

7.3.1	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented in accordance with applicable laws and regulations.	<p>PT Umbul Mas Wisesa – UMW POM has shown the document of waste management plan is documented in procedure “Pengelolaan Sampah” and “Rencana Pengelolaan Limbah”, last updated on 4 January 2022.</p> <p>Waste management which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, such as:</p> <ul style="list-style-type: none"> • Medical waste, and other type hazardous waste (waste oil, empty chemical container, contaminated material, battery) regulated as per procedure “Penyimpanan Limbah Bahan Berbahaya dan Beracun (Limbah B3) dan Tanggap Darurat”. • Domestic waste, to reduce pollution to the environment. • Organic and inorganic waste sent to landfill and then covered with soil. • The hazardous waste stored in a dedicated storage completed with alarm, spill kit, secondary containmen and PPE for operation. • Location of landfill for disposed in-organic waste in UMW South Estate in block C04 in division I -> during filed observation dated 21st January 2022 the location is good condition. 	Complied
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.	<p>PT Umbul Mas Wisesa – UMW POM has prepared a procedure on disposal of waste material under procedure of “Management of Hazardous and Toxic Water Material” no: ENC 01-10/04-03-2019/Revision 1, dated 18th March 2019.</p> <p>Step of the procedures are:</p> <ul style="list-style-type: none"> • Identification of hazardous waste • Identification of hazardous waste review 	Complied

		<ul style="list-style-type: none"> • Data collection and B3 waste collection • Installation of B3 waste risk and hazard symbols • Review of hazardous waste management B3 • Making contract with carrier (SPK) • Transportation in accordance with SPK • Making a B3 waste management report to the related department <p>Based on interview with PIC in handling of hazardous waste are fully understood in proper disposal of waste material accordance the procedures.</p> <p>Data verified:</p> <p>Record of disposal all of pesticides container as per "Berita Acara Serah Terima Barang Limbah Bahahn Berbahaya dan Beracun (B3) – No: 001/I/UMWS/2022" dated 7th January 2022, delivered to PT Amindy Barakah Sumut, consisted of:</p> <ul style="list-style-type: none"> • Oil used (640 liters) • Fuel filter used (105 kg) • Empty chemical container (330 Kg) • Medical waste (17.5 kg) • Hazardous waste manifest nomor: KLHK-1644180517, material name Oil used (640 liters ~ 0.576 tonnes), vehicle BK 9760 MP, transporter name PT Amindy Barakah, dated 7th January 2021 • Hazardous waste manifest nomor: KLHK-1644301211, material name Empty chemical container (0.33 tonnes), vehicle BK 9760 MP, transporter name PT Amindy Barakah, dated 7th January 2021 • Environmental Performance Report (3month basis) on handling of hazardous was to Environmental Agency in Labuhanbatu Selatan Regency as per "Laporan Kegiatan Pengelolaan dan Penyimpanan Limbah B3" for period October to December 2021, was submitted on 	
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		dated 7 th January 2022, document number: 37/UMWS/Inst/I/2022 – were received Ibu Nurainun (Staff DLH).	
7.3.3	The unit of certification does not use open fire for waste disposal.	<p>PT Umbul Mas Wisesa - Umbul Mas Wisesa POM prepared the procedure of waste management” as per Standard Operation Procedure on “Pengelolaan Sampah”, no: SOP/General/ESD, revision 0) issued date 1st March 2010.</p> <p>In point 6.1.1. mentioned that waste disposal is not allowed to used open fire.</p> <p>PT Umbul Mas Wisesa – UMW POM has shown the document of waste management plan is documented in procedure “Pengelolaan Sampah” and “Rencana Pengelolaan Limbah”, last updated on 4 January 2022. In point 3 was mentioned that the domestic waste disposed to land fill (location in Block C04 division I in UMW South Estate) and disposed incinerator processing (location in block 08K11A, location in UMW North Estate).</p> <p>During field observation in landfill area (Block C04) and incinerator (Block 08K11A) on 21 January 2022 the facility is good and maintained condition.</p>	Complied
Criteria 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts is documented.	<p>The unit of certification has numbers of procedure for good agriculture practices to maintain soil fertility and minimize environmental impact, as available under SOP:</p> <ol style="list-style-type: none"> 1. OPM-06-01; Inorganic Fertiliser – Pupuk Inorganik. 2. OPM-06-02; Organic Fertiliser – Pupuk Organik 3. OPM-06-03; LSU: Palm Marking – LSU: Penandaan Tanaman. 4. OPM-06-04; Leaf Sampling Unit (LSU) and Rachis Sampling Unit (RSU) – Pengambilan Sampel. 	Complied

		<p>Fertilizer are applied to maintain and increase soil fertility, fertilizer applied following the fertilizer recommendation which established based on soil and leaf analysis. Due to Covid-19 pandemic, leaf analysis 2020 postponed to 2021, therefore fertilizer recommendation for 2021 is according to fertilizer recommendation 2020. Available seen on "Oil Palm Fertilizer Recommendation for PT Umbul Mas Wisesa – South Estate 2021", "Oil Palm Fertilizer Recommendation for PT Umbul Mas Wisesa – North Estate 2021" and "Oil Palm Fertilizer Recommendation for PT Toton Usaha Mandiri 2021. Fertilizer application records are documented in "Monthly Manuring Program Sheet". Based on interview, fertilizer application are performed according to the SOP that refer Best Agriculture Practice and minimize the environmental impacts. By using methods correct type, correct target and correct dosage. Application near the drainage are avoided.</p> <p>Sample seen: Progress of upkeep in UMWS Estate January-December 2021:</p> <table border="1"> <thead> <tr> <th>Type of work</th> <th>Division</th> <th>Program (Ha)</th> <th>Realization (Ha)</th> </tr> </thead> <tbody> <tr> <td rowspan="7">Circle and Path Spray</td> <td>I</td> <td>2,962.56</td> <td>2,346.83</td> </tr> <tr> <td>II</td> <td>3,281.24</td> <td>2,936.04</td> </tr> <tr> <td>III</td> <td>2,990.08</td> <td>1,970.90</td> </tr> <tr> <td>IV</td> <td>3,002.28</td> <td>2,455.60</td> </tr> <tr> <td>V</td> <td>2,908.52</td> <td>2,261.29</td> </tr> <tr> <td>VI</td> <td>2,702.96</td> <td>2,056.88</td> </tr> <tr> <td>Total</td> <td></td> <td>17,847.64</td> <td>14,067.54</td> </tr> <tr> <td>Selective Spraying</td> <td>I</td> <td>709.19</td> <td>767.65</td> </tr> </tbody> </table>	Type of work	Division	Program (Ha)	Realization (Ha)	Circle and Path Spray	I	2,962.56	2,346.83	II	3,281.24	2,936.04	III	2,990.08	1,970.90	IV	3,002.28	2,455.60	V	2,908.52	2,261.29	VI	2,702.96	2,056.88	Total		17,847.64	14,067.54	Selective Spraying	I	709.19	767.65	
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			II	793.35	998.27
			III	687.76	931.15
			IV	579.49	609.19
			V	609.85	625.84
			VI	644.49	976.52
			Total	4,461.91	4,908.62
		Circle Weeding	I	4,349.40	979.05
			II	4,921.86	2,331.09
			III	4,395.93	883.85
			IV	4,503.42	1,059.02
			V	4,362.78	713.12
			VI	4,055.44	9,574.43
			Total	13,385.73	36,563.44
				26,588.83	15,540.56
		Spraying Lalang	I	93.95	85.00
			II	82.65	108.36
			III	31.26	13.20
			IV	46.74	50.00
			V	25.57	51.12
			VI	63.98	42.43
			Total	344.15	350.11

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		Progress of upkeep in UMWN Estate January-December 2021:																																																												
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				(Ha)		
		Circle and Path Spray	I	2,190.56	2,138.44	
			II	2,349.24	1,839.13	
			Total	4,539.80	3,977.57	
		Selective Spraying	I	822.45	528.08	
			II	587.31	346.40	
			Total	1,409.76	874.48	
		Selective Weeding VOP's	I	0	576.48	
			II	561.92	731.98	
			Total	561.92	1,308.46	
		Circle slashing	I	1,095.28	73.83	
			II	587.31	51.51	
			Total	1,682.59	125.34	
		Racking Palms	I	273.82	4,358.51	
			II	587.31	5,672.33	
			Total	861.13	10,030.84	
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.	UMW South Estate: The last periodical leaf sample analysis conducted in January 2021 for preparing fertilizer recommendation 2022. Leaf and Rachis Analysis Report 2021 and fertilizer recommendation 2022 were evident. Leaf Analysis Report was issued by Verdant Plant and Soil Nutrition Laboratory with Ref number 06203A2221, received date 12 January 2021, number of samples 174 bags (87 leaf & 87 rachis), analysis date 26 March to 28 April 2021. Sample seen Lab No.D1513; Sample type-				Complied

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		<p>Leaf; Estate-UMWS; Div-IV; Block 07D21; Sampling date 06/01/2021; Material Socfindo; Plant Year 2007; 31.40 Ha. Analysis result: 2.74% N; 0.163% P; 0.87% K; 0.30% Mg; 0.49% Ca; 22 ppm B; 5 ppm Cu and 14 ppm Zn. Sample seen Lab No.D1641; Sample type-Rachis; Estate-UMWS; Div-II; Block 07D08-07D09; Sampling date 14/01/2021; Material Sofindo; Plant Year 2007; 60.72 Ha. Analysis result: 0.43% N; 0.455% P; 2.76% K; 0.18% Mg; and 0.28% Ca. UMWS has also done Petiole Cross Section to analyze the wide, depth and rachis length of the palm.</p> <p>UMW North Estate: Last periodical leaf sample analysis conducted in January 2021 for preparing fertilizer recommendation 2022. Leaf and Rachis Analysis Report 2021 and fertilizer recommendation 2022 were evident. Leaf Analysis Report was issued by Verdant Bioscience Plant and Soil Nutrition Laboratory with Ref number 06103A2121, received date 12 January 2021, number of samples 96 bags (48 leaf and 48 rachis). Sample seen Lab No.D2007; Sample type-Leaf; Estate: UMWN; Division: II; Block Code 11H24-25; 64.14 Ha; Material BLRS; Planting Year 2011; Date Sampled 26/01/2021. Analysis Result: 2.65% N; 0.162% P; 0.78% K; 0.27% Mg; 0.55% Ca; 22 ppm B; 4 ppm Cu; and 9 ppm Zn. Sample seen Lab No.D1660; Sample type-Rachis; Estate-UMWN; Division: III; Block 10G26-10G27; 56.23 Ha; Material SJ; Plant Year 2010; Date Sampled 13/01/2021. Analysis Result: 0.36% N; 0.411% P; 2.60% K; 0.20% Mg; and 0.35% Ca.</p> <p>Semi detail soil survey report of PT UMW North and South Estate carried out in June 2010. Total area surveyed is 6,236 ha, the entire area is low lying flat, dominant soil series is <i>Lenggana</i> series and Organic clay/muck (peat soil); <i>Mekar Jaya</i> and <i>Galing</i> series (acid sulphate soil), peat depth is 3 m to > 5 m, potentially acid sulphate layer is within 100 cm.</p>	
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		<p>TUM Estate: Last periodical leaf sample analysis conducted in January 2021 for preparing fertilizer recommendation 2022. Leaf and Rachis Analysis Report 2021 and fertilizer recommendation 2022 were evident. Leaf Analysis Report was issued by Verdant Bioscience Plant and Soil Nutrition Laboratory with Ref number 06003A2021, received date 12 January 2021, number of samples 46 bags (23 leaf & 23 rachis), analysis on February 2021. Sample seen Lab No.D2072; Sample type-Leaf; Estate-TUME; Division II; Block 08M16; 22.80 Ha; Material BLRS; Plant Year 2008; Date sampled 26 January 2021. Analysis results: 2.62% N; 0.166% P; 0.82% K; 0.38% Mg; 0.50% Ca; 20 ppm B; 6 ppm Cu and 13 ppm Zn. Sample seen Lab No.D2077; Sample type-Rachis; Estate-TUME; Division II; Block 09M10-08M12; 46.77 Ha; Material Socfindo; Plant Year 2008; Date sampled 23/01/2021; Analysis result: 0.41% N' 0.203% P; 2.57% K; 0.20% Mg and 0.26% Ca.</p> <p>Semi detail soil survey report of PT Toton Usaha Mandiri carried out in June 2010. Total area surveyed 1,484 ha, the entire area is low lying flat, dominant soil series is <i>Lenggana</i> series, <i>Typic haplohemist</i>, peat soil), peat depth is 3 meters to > 5 meters.</p>	
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 is no EFB and POME application in PT Umbul Mas Wisesa and Toton Usaha Mandiri, because the location is whole peat.	Complied
7.4.4	Records of fertilizer inputs are maintained.	Fertilizer recommendation 2021 described the fertilizer need for each Estate. Records of fertilizer inputs are available in "Monthly Manuring Program" for each division and "Rekapitulasi Penggunaan Fertilizer Tahun 2021" for estate recapitulation.	Complied

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	<p>Record of fertilizer recommendation and realization in UMWS Estate 2021 are as follow:</p> <table border="1"> <thead> <tr> <th rowspan="2">Fertilizer Type</th> <th colspan="2">Recommendation (kg)</th> <th colspan="2">Realization (kg)</th> </tr> <tr> <th>1st Semester</th> <th>2nd Semester</th> <th>1st Semester</th> <th>2nd Semester</th> </tr> </thead> <tbody> <tr> <td>Urea</td> <td>465,650</td> <td>-</td> <td>465,650</td> <td>-</td> </tr> <tr> <td>Rock Phosphate</td> <td>403,850</td> <td>-</td> <td>403,850</td> <td>-</td> </tr> <tr> <td>MOP</td> <td>1,746,100</td> <td>587,347</td> <td>932,100</td> <td>293,700</td> </tr> <tr> <td>NPK (15.7.25)</td> <td>-</td> <td>1,609,220</td> <td>-</td> <td>1,609,300</td> </tr> <tr> <td>Zincop</td> <td>92,092</td> <td>90,322</td> <td>92,092</td> <td>90,325</td> </tr> </tbody> </table> <p>Record of fertilizer recommendation and realization in UMWN Estate 2021 are as follow:</p> <table border="1"> <thead> <tr> <th rowspan="2">Fertilizer Type</th> <th colspan="2">Recommendation (kg)</th> <th colspan="2">Realization (kg)</th> </tr> <tr> <th>1st Semester</th> <th>2nd Semester</th> <th>1st Semester</th> <th>2nd Semester</th> </tr> </thead> <tbody> <tr> <td>Urea</td> <td>215,850</td> <td>-</td> <td>215,850</td> <td>-</td> </tr> <tr> <td>NPK 1</td> <td>-</td> <td>610,250</td> <td>-</td> <td>610,250</td> </tr> <tr> <td>NPK 2</td> <td>-</td> <td>142,200</td> <td>-</td> <td>142,200</td> </tr> <tr> <td>RP</td> <td>191,550</td> <td>-</td> <td>191,550</td> <td>-</td> </tr> <tr> <td>MOP 1</td> <td>600,150</td> <td>333,950</td> <td>600,150</td> <td>333,950</td> </tr> <tr> <td>MOP 2</td> <td>557,750</td> <td>-</td> <td>557,750</td> <td>-</td> </tr> <tr> <td>Zincop</td> <td>51,044</td> <td>50,979</td> <td>51,044</td> <td>50,979</td> </tr> </tbody> </table>	Fertilizer Type	Recommendation (kg)		Realization (kg)		1 st Semester	2 nd Semester	1 st Semester	2 nd Semester	Urea	465,650	-	465,650	-	Rock Phosphate	403,850	-	403,850	-	MOP	1,746,100	587,347	932,100	293,700	NPK (15.7.25)	-	1,609,220	-	1,609,300	Zincop	92,092	90,322	92,092	90,325	Fertilizer Type	Recommendation (kg)		Realization (kg)		1 st Semester	2 nd Semester	1 st Semester	2 nd Semester	Urea	215,850	-	215,850	-	NPK 1	-	610,250	-	610,250	NPK 2	-	142,200	-	142,200	RP	191,550	-	191,550	-	MOP 1	600,150	333,950	600,150	333,950	MOP 2	557,750	-	557,750	-	Zincop	51,044	50,979	51,044	50,979	
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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.	Based on semi detail soil survey, it was found that mostly the plantation areas is peat soil, Map of peat soil is available in place with scale	Complied
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		<p>1:40,000 printed in A2 paper size. Soil series sources: Shuttle Radar for Topographic Mission (SRTM) 2006; path 57 Row 12, Digital Rupabumi Map scale 1:250,000 BAKORSURTANAL 2004, Field Observation 2010.</p> <p>Projection Transverse Mercator, grid Universal Transverse Mercator and Geographic, datum WGS 84, zone 47N. Soil characteristic consist of:</p> <ul style="list-style-type: none"> • Lenggana Series (LGN 3,4), <i>Typic haplohemist</i>, mature peat land, 16 – 75 % fibre peat, peat depth 3 – 5 meters, poor drainage, low lying flat (5,681 Ha – 91%). • Mekar Jaya (MKJ), <i>Sulfic endoaquept</i>, silty clay, 35-60% clay, poor drainage, depth 50-100cm and Galling (GLG), <i>Typic sulfaquept</i>, depth 50cm, 35-60% clay, low lying flat (464 Ha – 7%). • Organic clay/muck, <i>Typic humaquepts</i> organic clay, high water table during raining days, acid sulphate at within 50 cm, low lying flat (91 Ha – 2%). • Soil profile map in PT Umbul Mas Wisesa and PT Toton Usaha Mandiri was available made on 16 July 2013, sources: <ul style="list-style-type: none"> • Survey GPS – Geo XT Differential correction • Satellite Image • JH Agriculture Service <p>Based on semi detail soil survey in PT Toton Usaha Mandiri, total area surveyed was 1,484 Ha, the entire area is low lying flat, dominant soil series is Lenggana series, <i>Typic haplohemist</i>, peat soil), peat depth is 3 meters to > 5 meters. Semi detail soil map of PT Toton Usaha Mandiri is available in scale 1:20,000 print in A2 size. Soil series sources: Shuttle Radar for Topographic Mission (SRTM) 2006; path 57 Row 12, Digital Rupabumi Map scale 1:250,000 BAKORSURTANAL 2004, Field Observation 2010. Projection Transverse Mercator, grid Universal Transverse Mercator and Geographic, datum WGS 84, zone 47N. Soil</p>	
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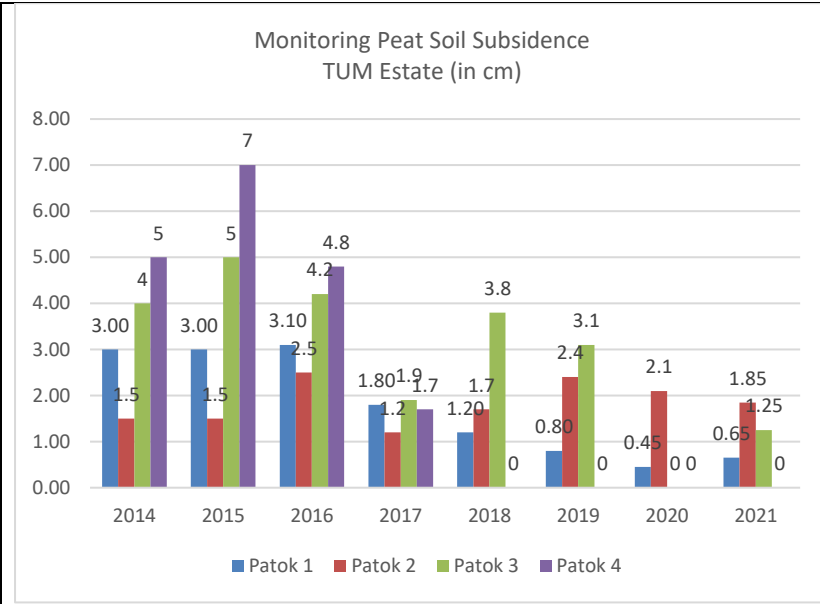
		<p>characteristic consist of: <i>Lenggana Series (LGN 3,4), Typic haplohemist</i>, mature peat land, decomposed hemist peat material, fiber content 16-75% woody, peat depth 3 to > 5 meters, poor drainage (1,484 Ha – 100%).</p> <p>Soil slopes class map PT Umbul Mas Wisesa and PT Toton Usaha Mandiri are available base on soil survey on 10 February 2014. The map indicates that there is no other fragile soil beside peat soil. Management strategy implemented is water management by controlling water level, installation of water pole, water gate and piezometer.</p>	
7.5.2	The replanting of palm oil is not conducted extensively on steep terrain in accordance with applicable regulations.	<p>Planting year in unit of certification are 2005 – 2011 and soil type categorized as peat soil.</p> <p>Based on Slope Class Map Scale 1:50,000. Slope class in unit of certification are <1° (flat); 1° - 2° (gently undulating); 2° - 6° (undulating).</p> <p>Topographic Map Scale 1:30,000, elevation class is between 5-11.5 above sea level.</p> <p>Therefore, no replanting program was started, and steep terrain is not existing.</p>	Complied
7.5.3	New palm oil planting is not conducted on steep terrain in accordance with applicable regulations.	Unit of certification is an existing plantation with planting year 2005 – 2011. New palm oil planting is not conducted by unit of certification.	Not Applicable
<p>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.</p>			
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.	The unit of certification has done identification and analysis of topography and hydrology, as documented in "Laporan Hidrotopografi" issued by Faculty of Agriculture Technology – IPB University on 17 Jan 2012. The document described analysis results of topography and hydrology survey.	Complied

		<p>Based on semi detail soil survey, it was found that mostly the plantation areas is peat soil, Map of peat soil is available in place with scale 1:40,000 printed in A2 paper size. Soil series sources: Shuttle Radar for Topographic Mission (SRTM) 2006; path 57 Row 12, Digital Rupabumi Map scale 1:250,000 BAKORSURTANAL 2004, Field Observation 2010. Projection Transverse Mercator, grid Universal Transverse Mercator and Geographic, datum WGS 84, zone 47N. Soil characteristic consist of:</p> <ul style="list-style-type: none"> • Lenggana Series (LGN 3,4), Typic haplohemist, mature peat land, 16 – 75 % fibre peat, peat depth 3 – 5 meters, poor drainage, low lying flat (5,681 Ha – 91%). • Mekar Jaya (MKJ), Sulfic endoaquept, silty clay, 35-60% clay, poor drainage, depth 50-100cm and Galling (GLG), Typic sulfaquept, depth 50cm, 35-60% clay, low lying flat (464 Ha – 7%). • Organic clay/muck, Typic humaquepts organic clay, high water table during raining days, acid sulphate at within 50 cm, low lying flat (91 Ha – 2%). • Soil profile map in PT. Umbul Mas Wisesa and PT Toton Usaha Mandiri was available made on 16 July 2013, sources: <ul style="list-style-type: none"> • Survey GPS – Geo XT Differential correction • Satellite Image • JH Agriculture Service <p>Based on semi detail soil survey in PT Toton Usaha Mandiri, total area surveyed was 1,484 Ha, the entire area is low lying flat, dominant soil series is Lenggana series, Typic haplohemist, peat soil), peat depth is 3 meters to > 5 meters. Semi detail soil map of PT Toton Usaha Mandiri is available in scale 1:20,000 print in A2 size. Soil series sources: Shuttle Radar for Topographic Mission (SRTM) 2006; path 57 Row 12, Digital Rupabumi Map scale 1:250,000 BAKORSURTANAL 2004, Field</p>	
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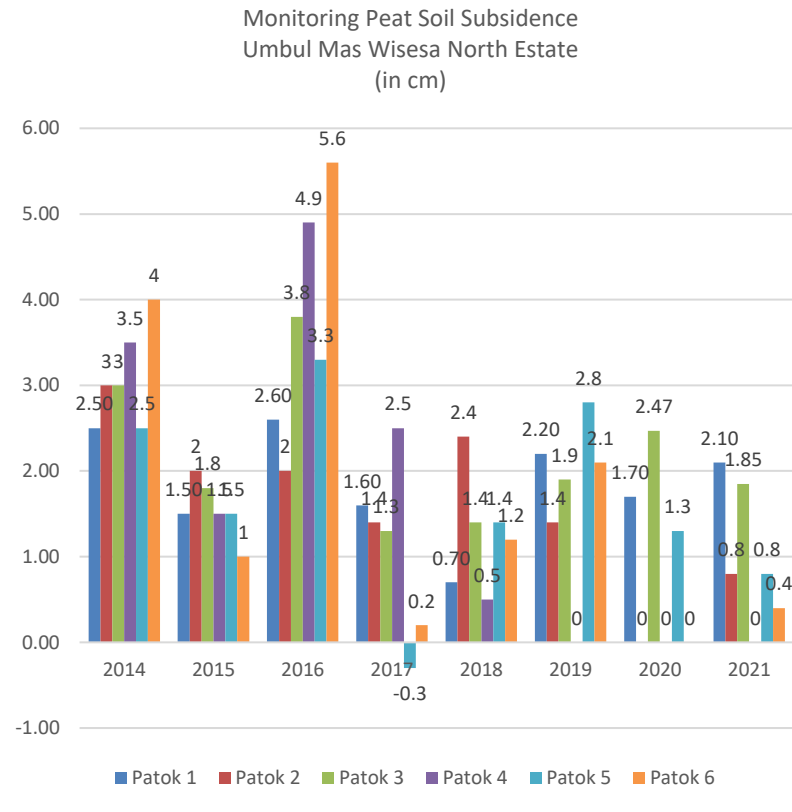
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7.6.2	Extensive planting on marginal and fragile soils is avoided or, if necessary, carried out according to the best-practice soil management plan.	<p>Planting year in unit of certification are 2005 – 2011 and soil type categorized as peat soil.</p> <p>Based on Slope Class Map Scale 1:50,000. Slope class in unit of certification are <1° (flat); 1° - 2° (gently undulating); 2° - 6° (undulating).</p> <p>Topographic Map Scale 1:30,000, elevation class is between 5-11.5 above sea level.</p> <p>There is no extensive planting carried out by the unit of certification.</p>	Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.	<p>The unit of certification is able to present map, consist of information related to the soil type and topographic condition of the Estate. Based on identified soil type, the plantation located on peat soil. The unit of</p>	Complied

		<p>certification has done identification and analysis of topography and hydrology, as documented in "Laporan Hidrotopografi" issued by Faculty of Agriculture Technology – IPB University on 17 Jan 2012. The document described analysis results of topography and hydrology survey. Based on semi detail soil survey, it was found that mostly the plantation areas is peat soil, Map of peat soil is available in place with scale 1:40,000 print in A2 paper size.</p> <p>Soil surveys and topographic information from Agronomy Department has guide the company in planning of drainage, irrigation systems, roads and other infrastructure.</p>	
<p>Criteria 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.</p>			
7.7.1	<p>(C) No new planting on peatlands, regardless of depth, after 15 November 2018, in existing plantation areas, as well as in new development areas.</p>	<p>Planting year in unit of certification are 2005 – 2011 and soil type categorized as peat soil.</p> <p>No new planting on peatlands after 15 November 2018, in unit of certification.</p>	Complied
7.7.2	<p>Peat areas within the managed area are inventoried, documented and reported to the RSPO Secretariat (effective from November 15, 2018).</p>	<p>Peat area in UMWS Estate, UMWN Estate and TUM Estate have been inventoried and documented by the unit of certification. Peat Inventory was made based on Guidance on Peat Inventory for RSPO Reporting.</p> <p>Peat Inventory report and boundary map in scale 1:50,000 for reporting year 2018 were available during audit for PT Umbul Mas Wisesa and PT Toton Usaha Mandiri. Report to RSPO Secretariat has been made on 30 Oct 2019 by email, include attachment RSPO Peat Inventory file, Peat Boundary Map and Peat Bounday Shape file (.shp). Acknowledgement of receiving all documents for peat inventory has been made by RSPO GHG Unit on 31 Oct 2019.</p>	Complied
<p>PROCEDURAL NOTE: Maps and other documentation for peatlands are provided, prepared and shared according to the RSPO Working Group (Peatland Working Group / PLWG) audit guide (See Procedural Notes for Indicator 7.7.5 below).</p>			

7.7.3	(C) Subsidence of peat is monitored, documented and minimised.	<p>The unit of certification has a set of procedure for water management for peat soil, in line with Indonesia’s guideline for peat management.</p> <p>Water management procedure for peat land was available and implemented, the company has installed and maintained water gates, main drain gate, main drainage, secondary drainage and collection drainage. Regular maintenance of drainages were evident.</p> <p>Unit of certification have prepared “Work Instruction Water Management PT Umbul Mas Wisesa & PT Toton Usaha Mandiri”. The work instruction has also been prepared to monitor water mangement performance.</p> <p>Monitoring and recording water level and water table in two weeks interval – as well as take immediate action, to open/close water gate accordingly, in order to maintain water level in optimum level. This has been supported by trained supervisor, e.g. Sulistyو at UMW South Estate and Erwin Syahputra at UMW North and TUM Estate.</p> <p>Monitoring of water management by means of regular inspection and recording of water level, piezo meter, peat subsidence level and water gate lever. Record of monitoring were evident. Based on Peat Subsidence Monitoring period 2014 – 2021 as follow:</p>	Complied
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Average peat subsidence TUME since 2014 are:
 Pole1: 1.75 cm/year; Pole2: 1.84 cm/year; Pole3: 2.91 cm/year; Pole4:
 4.63 cm/year.



Average peat subsidence UMWN since 2014 are:

Pole1: 1.86 cm/year; Pole2: 1.63 cm/year; Pole3: 2.19 cm/year; Pole4: 2.58 cm/year; Pole5: 1.66 cm/year; Pole6: 1.81 cm/year.

		<p style="text-align: center;">Monitoring Peat Soil Subsidence Umbul Mas Wisesa South Estate (in cm)</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">Pole</th> <th style="width: 25%;">Average</th> <th style="width: 25%;">Pole</th> <th style="width: 25%;">Average</th> </tr> </thead> <tbody> <tr><td>Pole 1</td><td style="text-align: center;">1.80</td><td>Pole 14</td><td style="text-align: center;">0.00</td></tr> <tr><td>Pole 2</td><td style="text-align: center;">16.52</td><td>Pole 15</td><td style="text-align: center;">0.00</td></tr> <tr><td>Pole 3</td><td style="text-align: center;">4.30</td><td>Pole 16</td><td style="text-align: center;">7.00</td></tr> <tr><td>Pole 4</td><td style="text-align: center;">15.50</td><td>Pole 17</td><td style="text-align: center;">16.85</td></tr> <tr><td>Pole 5</td><td style="text-align: center;">4.00</td><td>Pole 18</td><td style="text-align: center;">2.40</td></tr> <tr><td>Pole 6</td><td style="text-align: center;">2.00</td><td>Pole 19</td><td style="text-align: center;">1.30</td></tr> <tr><td>Pole 7</td><td style="text-align: center;">1.00</td><td>Pole 20</td><td style="text-align: center;">1.50</td></tr> <tr><td>Pole 8</td><td style="text-align: center;">14.00</td><td>Pole 21</td><td style="text-align: center;">2.30</td></tr> <tr><td>Pole 9</td><td style="text-align: center;">1.90</td><td>Pole 22</td><td style="text-align: center;">11.50</td></tr> <tr><td>Pole 10</td><td style="text-align: center;">1.30</td><td>Pole 23</td><td style="text-align: center;">0.00</td></tr> <tr><td>Pole 11</td><td style="text-align: center;">2.70</td><td>Pole 24</td><td style="text-align: center;">0.30</td></tr> <tr><td>Pole 12</td><td style="text-align: center;">9.75</td><td>Pole 25</td><td style="text-align: center;">0.00</td></tr> <tr><td>Pole 13</td><td style="text-align: center;">1.30</td><td></td><td></td></tr> </tbody> </table>	Pole	Average	Pole	Average	Pole 1	1.80	Pole 14	0.00	Pole 2	16.52	Pole 15	0.00	Pole 3	4.30	Pole 16	7.00	Pole 4	15.50	Pole 17	16.85	Pole 5	4.00	Pole 18	2.40	Pole 6	2.00	Pole 19	1.30	Pole 7	1.00	Pole 20	1.50	Pole 8	14.00	Pole 21	2.30	Pole 9	1.90	Pole 22	11.50	Pole 10	1.30	Pole 23	0.00	Pole 11	2.70	Pole 24	0.30	Pole 12	9.75	Pole 25	0.00	Pole 13	1.30			
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7.7.4	(C) Availability of implementation evidence of the water and land cover management program.	The unit of certification has developed a water management plan, for cultivation of oil palm in peat soil. This document has been cascaded into "Program Kerja Water Management Tahun 2022" dated 5 January 2022, available for each estate. In order to monitor water level at optimum level, company has:	Complied																																																								

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		<ol style="list-style-type: none"> 1. Installed water gate to control drainage; 112 unit at UMWN; 484 unit at UMWS; 95 unit at TUME. 2. Installed water level pole (near water gate) to monitor water level at two weeks interval; 147 unit at UMWN; 684 unit at UMWS; 56 unit at TUME. 3. Installed piezometer (inside plantation blocks) to monitor the water table at two weeks interval; 29 unit at UMWN; 52 unit at UMWS; 18 unit at TUME. 4. Installed peat subsidence poles, in order to monitor peat subsidence on annual basis; 7 unit at UMWN; 8 unit at UMWS; 3 unit at TUME. 	
7.7.5	<p>(C) Drainability assessments are conducted for plantations planted on peat following the RSPO Drainability Assessment Procedure, or other method recognized by RSPO, (at least five years or in accordance with the provisions of the RSPO Drainability Assessment Procedure) before replanting. The results of the assessment are used to determine the period of replanting to be carried out, as well as to gradually replace oil palm cultivation for at least 40 years or two cycles, (whichever is longer), before reaching the natural gravitational drainage limit for peat. If oil palm is gradually replaced, it is replaced by other commodity crops that are better suited for higher groundwater levels (paludiculture) or rehabilitated with natural vegetation.</p>	<p>Planting year in unit of certification are 2005 – 2011. Replanting program approximately will be started in 2030.</p> <p>Water management plan are established and implemented by unit of certification as per best management practices on peatland area and Indonesia national regulations requirements.</p> <p>Water management activities which conducted by unit of certification i.e permanent well monitoring, water gate installation, monitoring peat subsidence and monitoring flood area.</p> <p>Drainability assessment will be implemented when replanting program started.</p>	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 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>	<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>All existing plantings on peat in UMWS Estate, UMWN Estate and TUM Estate are managed according to the RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2018) which described in SOP Water Management in Peat (OPM-09-01/15-02-2019/Rev.3).</p> <p>Based on "Program Kerja Water Management UMWS Tahun 2022" monitoring of water table planned 2 round each month; peat subsidence pole 2 round each year; water pole planned 4 round in a year; water gate 9 round in a year. Based on "Form Monitoring Peat Subsidence Pole", there are 25 peat subsidence pole in UMWS Estate, total peat subsidence from 2014 to 2021 is 4.77 cm. Other record evident is "Form Monitoring Water Level". Observed digital water level monitoring UMWS Estate in Block 05D16. Available record of water table and water pole maintenance contains date, block number, upkeep of water pole, making water pole, upkeep water table, making water table, upkeep peat subsidence pole, pipe cleaning, repaint, weeding and cleaning signboard.</p> <p>Map of piezometer, water level and water gate are available in scale 1:67,500, for example "Point TMAT Pasca Survey". Based on water table monitoring PT Umbul Mas Wisesa 2nd period of December 2022, stated that water table monitoring in Block B14 is -40 cm; Block C7 is -37.5 cm; Block C8 is -35.5 cm; Block C9 is -37.3 cm.</p> <p>Based on "Program Kerja Water Management UMWN Tahun 2022" monitoring of water table planned 2 round each month; peat subsidence pole 2 round each year; water pole planned 4 round in a year; water gate 9 round in a year. Based on "Form Monitoring Peat Subsidence Pole", there are 21 peat subsidence pole in UMWN Estate, total peat subsidence from 2014 to 2021 is 6.41 cm. Other record evident is "Form Monitoring Water Level". Observed water level monitoring UMWN Estate in Block I30 is -29 cm. Available record of water table and water pole maintenance contains date, block number, upkeep of water pole,</p>	<p>Complied</p>
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		<p>making water pole, upkeep water table, making water table, upkeep peat subsidence pole, pipe cleaning, repaint, weeding and cleaning signboard.</p> <p>Based on "Program Kerja Water Management TUM Tahun 2022" monitoring of water table planned 2 round each month; peat subsidence pole 2 round each year; water pole planned 4 round in a year; water gate 9 round in a year. Based on "Form Monitoring Peat Subsidence Pole", there are 4 peat subsidence pole in TUM Estate, total peat subsidence from 2014 to 2021 is 2.2 cm. Other record evident is "Form Monitoring Water Level". Observed water level monitoring TUM Estate in Block M19 is -32.5 cm. Available record of water table and water pole maintenance contains date, block number, upkeep of water pole, making water pole, upkeep water table, making water table, upkeep peat subsidence pole, pipe cleaning, repaint, weeding and cleaning signboard.</p> <p>All station visited are in good condition and scale are readable. Furthermore, the unit of certification has made improvement in establishing Watergate using calcic board.</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>Peatlands are managed in accordance with 'RSPO Best Management Practices for the Management and Rehabilitation of Natural Vegetation related to Oil Palm Cultivation. There is no extension or new planting performed by the unit of certification.</p>	Complied
<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</p>	<p>Refer to 7.8.4</p>	Complied

	<p>negative impacts on other users in the catchment. The plan referred to contains the following matters:</p> <p>7.8.1a The unit of certification does not limit access to clean water or does not pollute the water used by the community.</p>	<p>The unit of certification has established document of "Rencana Pengelolaan Air" – Water management plan, effective date 4 January 2022. The water management plan identified the water source for mill processing need and domestic water need is from Sungai Barumun; explanation on the water treatment process. The water management plan explains on the water intake/consumption, permit, water need for palm oil mill – based on water consumption/MT FFB processed, water need for domestic use, plan to record the water consumption – on monthly basis.</p> <p>The water management plan explains the effort for water saving: installing automatic control system at water intake, to reduce leakage throughout water piping network, continuously have awareness to all worker on the importance of saving water. The water management plan explains the effort to maintain water quality and schedule for water quality test according to Regulation of Ministry of Health No.492/MENKES/PER/IV/2010 regarding requirement of drinking water quality. The water management plan includes facility maintenance by tank cleaning and maintenance of water tank and all supporting facility of water distribution. The water management plan has been implemented.</p>	
	<p>7.8.1b Workers have adequate access to clean water.</p>	<p>Unit of certification provides access to clean water for the workers by installing water filtration at each housing compound. The installation of water filtration due to water availability on peatland is not feasible to consume by workers.</p> <p>Number of water filtration in UMWS and UMW POM compound is three (3) units, while in UMWN and TUME compound consist of two (2) units. The water filtration unit installed which aims to provide adequate access to clean water for workers.</p>	
<p>7.8.2</p>	<p>(C) Water courses and wetlands are protected, including the maintenance and restoration of riparian zones and other buffer zones during or before</p>	<p>Unit of certification located on peatland which categorized as wetlands. The are no river cross over the unit of certification. Barumun river as</p>	<p>Complied</p>

	<p>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>source for processing and domestic use for workers and community located outside the unit of certification. Buffer zone of Barumun river are well maintained as observed during field visit. The unit of certification has preserved area alongside drain zone and no chemical applied.</p>																									
<p>7.8.3</p>	<p>Mill effluent is managed according to applicable regulations. The quality of mill effluent discharged, especially BOD (Biochemical Oxygen Demand) is monitored in accordance with applicable regulations.</p>	<p>UMW POM has monitored the mill effluent in compliance with national regulation as per document "Laporan Hasil Analisa Limbah Cair PT Umbul Mas Wisesa - UMW POM year 2021.</p> <p>Measurement of mill effluent quality conducted by accreditation environmental testing and laboratory (Laboratorium Mutu Agung Lestari)</p> <table border="1" data-bbox="1131 751 1514 1356"> <thead> <tr> <th>Month</th> <th>BOD5 (Mg/Lt)</th> </tr> </thead> <tbody> <tr><td>Jan</td><td>7.37</td></tr> <tr><td>Feb</td><td>7.52</td></tr> <tr><td>Mar</td><td>7.88</td></tr> <tr><td>Apr</td><td>7.84</td></tr> <tr><td>May</td><td>7.99</td></tr> <tr><td>Jun</td><td>7.00</td></tr> <tr><td>Jul</td><td>9.85</td></tr> <tr><td>Aug</td><td>9.16</td></tr> <tr><td>Sep</td><td>32.8</td></tr> <tr><td>Oct</td><td>32.6</td></tr> <tr><td>Nov</td><td>20.2</td></tr> </tbody> </table>	Month	BOD5 (Mg/Lt)	Jan	7.37	Feb	7.52	Mar	7.88	Apr	7.84	May	7.99	Jun	7.00	Jul	9.85	Aug	9.16	Sep	32.8	Oct	32.6	Nov	20.2	<p>Complied</p>
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		Dec	44.6																																																											
		The parameter were comply with national regulation (PermenLH.RI No 5 tahun 2014 Lampiran II, standard of BOD is 100 Mg/Liter).																																																												
7.8.4	Mill water use per tonne of FFB is monitored and recorded.	PT Umbul Mas Wisesa - UMW POM has shown the document of mill water use per tonne of Fresh Fruit Bunches (FFB) in 2021 as per document "Laporan Pemakaian Air Pabrik per MT FFB tahun 2021". Standard 1.00				Complied																																																								
		<table border="1"> <thead> <tr> <th>Month</th> <th>FFB (ton)</th> <th>Water us for Process (m³)</th> <th>Rate (ton/m³)</th> </tr> </thead> <tbody> <tr><td>Jan</td><td>14,189</td><td>24,975</td><td>1.76</td></tr> <tr><td>Feb</td><td>12,732</td><td>20,322</td><td>1.60</td></tr> <tr><td>Mar</td><td>16,198</td><td>24,727</td><td>1.53</td></tr> <tr><td>Apr</td><td>16,635</td><td>24,974</td><td>1.50</td></tr> <tr><td>May</td><td>12,459</td><td>16,558</td><td>1.33</td></tr> <tr><td>Jun</td><td>18,502</td><td>22,528</td><td>1.22</td></tr> <tr><td>Jul</td><td>18,354</td><td>26,145</td><td>1.42</td></tr> <tr><td>Aug</td><td>19,019</td><td>26,738</td><td>1.41</td></tr> <tr><td>Sep</td><td>16,185</td><td>25,684</td><td>1.59</td></tr> <tr><td>Oct</td><td>13,548</td><td>22,086</td><td>1.63</td></tr> <tr><td>Nov</td><td>13,637</td><td>21,770</td><td>1.60</td></tr> <tr><td>Dec</td><td>12,192</td><td>20,094</td><td>1.65</td></tr> <tr><td>Total</td><td>183,650</td><td>276,500</td><td>1.51</td></tr> </tbody> </table>				Month	FFB (ton)	Water us for Process (m ³)	Rate (ton/m ³)	Jan	14,189	24,975	1.76	Feb	12,732	20,322	1.60	Mar	16,198	24,727	1.53	Apr	16,635	24,974	1.50	May	12,459	16,558	1.33	Jun	18,502	22,528	1.22	Jul	18,354	26,145	1.42	Aug	19,019	26,738	1.41	Sep	16,185	25,684	1.59	Oct	13,548	22,086	1.63	Nov	13,637	21,770	1.60	Dec	12,192	20,094	1.65	Total	183,650	276,500	1.51	
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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>Improving use of fossil fuel (through maintain engine and machinery efficiency). The repair process including replacement main steam valve, replace safety valve, replace manometer, replace cable tray, replace foot blowdown valve, replace chemical dosing pump.</p> <p>HSD Oil usage per metric ton FFB and fruit fibre and shell for processed year 2021 in UMW POM:</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Fuit Fibre for processed (Ton)</th> <th>Shell for processed (Ton)</th> <th>HSD Oil ton FFB</th> </tr> </thead> <tbody> <tr><td>January</td><td>1.84</td><td>0.85</td><td>0.24</td></tr> <tr><td>February</td><td>1.64</td><td>0.75</td><td>0.17</td></tr> <tr><td>March</td><td>2.10</td><td>0.97</td><td>0.15</td></tr> <tr><td>April</td><td>2.10</td><td>0.97</td><td>0.18</td></tr> <tr><td>May</td><td>1.61</td><td>0.74</td><td>0.48</td></tr> <tr><td>June</td><td>2.40</td><td>1.11</td><td>0.27</td></tr> <tr><td>July</td><td>2.38</td><td>1.10</td><td>0.32</td></tr> <tr><td>August</td><td>2.47</td><td>1.14</td><td>0.27</td></tr> <tr><td>September</td><td>2.08</td><td>0.96</td><td>0.29</td></tr> <tr><td>October</td><td>1.76</td><td>0.81</td><td>0.32</td></tr> <tr><td>November</td><td>1.77</td><td>0.81</td><td>0.32</td></tr> <tr><td>December</td><td>1.58</td><td>0.73</td><td>0.34</td></tr> <tr><td>Average</td><td>23.80</td><td>10.98</td><td>0.28</td></tr> </tbody> </table>	Month	Fuit Fibre for processed (Ton)	Shell for processed (Ton)	HSD Oil ton FFB	January	1.84	0.85	0.24	February	1.64	0.75	0.17	March	2.10	0.97	0.15	April	2.10	0.97	0.18	May	1.61	0.74	0.48	June	2.40	1.11	0.27	July	2.38	1.10	0.32	August	2.47	1.14	0.27	September	2.08	0.96	0.29	October	1.76	0.81	0.32	November	1.77	0.81	0.32	December	1.58	0.73	0.34	Average	23.80	10.98	0.28	Complied
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		The data has also presented in graphic and chart.	
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	(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>PT Umbul Mas Wisesa – UMW POM has procedure Calculation and Mitigation of Green House Gas Emission No.ENC 01-12/04-03-2019/Rev.1 dated 18 March 2019, whereby provide guidance to register source of emissions as result of company operation, mointor and reduce the use of materials emitting GHG emission, calculate GHG emission from company operational activities. Source of emission inventory from estate operation: use of inorganic fertilizer Urea (N), Dolomite (CaO), MOP (K₂O), Rock Phospate (P₂O₅), use of pesticide, use HSD fuel, planted area, mature oil palm, FFB production, distance estate to POM, distance POM to bulking tank, OER %, KER %, presence of methane capture facility, etc.</p> <p>Handling emission from steam boiler in Umbul Mas Wisesa POM No.UMWPOM-WI/PROD/009E, consist of guideline for minimizing soot pollution/particulate: ensure fibre and shell feed; minimize shell to prevent black smoke; setting air damper for ignition, avoid excess air; dumping grate on regular basis, to minimize unburn fuel; shoot blowing every 4 hours to clean heat exchanger pipes; ensure dust collector operating in good manner; monitor boiler exhaust emission through smoke density meter; monitor boiler emission every 6 months by independent laboratory; record any problem.</p> <p>Handling emission from engine generator No.UMWPOM-WI/PROD/010D, consist of guideline for minimizing emission: ensure the generator operating at permitted load (80% from design); replace air filter element (every 1,250 hours), replace fuel filter (every 500 hours), replace oil filter (250 hours) – on regular basis; replace engine lubricant every 250 hours; should black smoke sighted – check engine load;</p>	Complied

		<p>should the black smoke sighted – check injection pump; monitor engine emission every 6 months by independent laboratory; GHG reduction plan identified under “Rencana Pengurangan Emisi Gas Rumah Kaca (GHG Emission) - 2022”:</p> <table border="1"> <thead> <tr> <th data-bbox="1133 507 1326 587">Stages/ Activity type</th> <th data-bbox="1326 507 1644 587">Mitigation Plan</th> <th data-bbox="1644 507 1966 587">Implementation</th> </tr> </thead> <tbody> <tr> <td colspan="3" data-bbox="1133 595 1966 639">Preparation</td> </tr> <tr> <td data-bbox="1133 647 1326 1278" rowspan="6">Land clearing/tree felling</td> <td data-bbox="1326 647 1644 692">Zero burning</td> <td data-bbox="1644 647 1966 778" rowspan="6"> <ul style="list-style-type: none"> • Memorandum from Director of Estate Department on zero burning • Restoration (tree planting) record • HCV map • Topographic map • HCV assessment • Land clearing SOP </td> </tr> <tr> <td data-bbox="1326 700 1644 778">Planting trees to absorb emission</td> </tr> <tr> <td data-bbox="1326 786 1644 857">Identification of HCV and restore HCV area</td> </tr> <tr> <td data-bbox="1326 865 1644 935">Implement oil palm best management practice</td> </tr> <tr> <td data-bbox="1326 943 1644 1013">River riparian/buffer zone management</td> </tr> <tr> <td data-bbox="1326 1021 1644 1129">Planting trees in river riparian/buffer zone and critical area</td> </tr> <tr> <td data-bbox="1133 1137 1326 1278"></td> <td data-bbox="1326 1137 1644 1278">Socialization to all level of worker on GHG mitigation plan during land clearing</td> <td data-bbox="1644 1137 1966 1278"></td> </tr> <tr> <td data-bbox="1133 1286 1326 1359">Planting on peat</td> <td data-bbox="1326 1286 1644 1359">Not recommended</td> <td data-bbox="1644 1286 1966 1359"> <ul style="list-style-type: none"> • To manages the peat area as per regulation </td> </tr> </tbody> </table>	Stages/ Activity type	Mitigation Plan	Implementation	Preparation			Land clearing/tree felling	Zero burning	<ul style="list-style-type: none"> • Memorandum from Director of Estate Department on zero burning • Restoration (tree planting) record • HCV map • Topographic map • HCV assessment • Land clearing SOP 	Planting trees to absorb emission	Identification of HCV and restore HCV area	Implement oil palm best management practice	River riparian/buffer zone management	Planting trees in river riparian/buffer zone and critical area		Socialization to all level of worker on GHG mitigation plan during land clearing		Planting on peat	Not recommended	<ul style="list-style-type: none"> • To manages the peat area as per regulation 	
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			<p>If needed, implement best management practices</p>	<p>such as controlling the water level;</p> <ul style="list-style-type: none"> • Maintain water level <40 cm; • Install 66 water level in main drain and collection drain; • Monitor water level twice per month; • Install check well as per guidance from Ministry of Environment • Monitoring check well twice per month 	
Upkeep and harvesting					
		Use of fossil fuel for transportation (FFB, fertilizer, manpower)	Maintenance the vehicle on regular basis	<ul style="list-style-type: none"> • Vehicle maintenance record • Planting record • Evaluation on vehicle use (incl. fuel efficiency) • Fuel 2018: 148,405 liters • Fuel 2019: 132,910 liters • Fuel 2020: 96,705 liters 	
			Planting trees		
			Transportation arrangement (effective and efficient)		
			Socialization to all level of worker on GHG mitigation plan related to machinery use and use of fossil fuel		

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		Fertilizer and pesticide application	Planting beneficial plant Spraying knapsack calibration Spraying based on weed percentage >60% Effective fertilizer application as per recommendation	<ul style="list-style-type: none"> • Leaf sampling analysis for accurate fertilizer recommendation • Implement SOP fertilizer application • Utilize recommended pesticide 		
Housing						
		Use of fossil fuel for electric generation	Maintenance the machinery (genset) on regular basis Socialization to all level of worker on GHG mitigation plan related to machinery use and use of fossil fuel; and electricity efficiency Emission monitoring on regular basis	<ul style="list-style-type: none"> • Vehicle maintenance record • Planting record • Evaluation on Genset's fuel efficiency 		
		Waste decomposition in landfill	Waste collection to landfill	Landfill in UMW South estate		
		Fertilizer application	Effective fertilizer application as per recommendation			

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			<p>No fertilizer application in rainy season</p> <p>No fertilizer application on river buffer zone/riparian area</p> <p>Socialization to all level of worker on GHG mitigation plan related to impact of fertilizer application</p> <p>Planting trees</p> <p>Transportation arrangement (effective and efficient)</p> <p>Socialization to all level of worker on GHG mitigation plan related to machinery use and use of fossil fuel</p>	<ul style="list-style-type: none"> • Leaf sampling analysis for accurate fertilizer recommendation • Implement SOP fertilizer application 	
		Fertilizer and pesticide application	<p>Planting beneficial plant</p> <p>Spraying knapsack calibration</p> <p>Spraying based on weed percentage >60%</p>	<ul style="list-style-type: none"> • Leaf sampling analysis for accurate fertilizer recommendation • Implement SOP fertilizer application 	

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		Effective fertilizer application as per recommendation	Utilize recommended pesticide
	Housing		
	Use of fossil fuel for electric generation	Maintenance the machinery (genset) on regular basis	<ul style="list-style-type: none"> • Vehicle maintenance record • Planting record • Evaluation on Genset's fuel efficiency
		Socialization to all level of worker on GHG mitigation plan related to machinery use and use of fossil fuel; and electricity efficiency	
		Emission monitoring on regular basis	
	Waste decomposition in landfill	Waste collection to landfill	Landfill in UMW South estate
	FFB processing in palm oil mill		
	Waste management	Using methane capture and utilize the biogas	<ul style="list-style-type: none"> • Methane capture and biogas plant in POM • Install EFB shredder in POM
		Utilize EFB as boiler fuel	
	Use of fossil fuel for	Maintenance the vehicle on regular basis	

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		transportation (FFB, CPO, PK, EFB)	Socialization to all level of worker on GHG mitigation plan related to electricity efficiency	<ul style="list-style-type: none"> • Vehicle maintenance record • Evaluation on electricity efficiency 							
		Operation of POM's machinery including boiler	Maintenance the POM's machinery on regular basis Socialization to all level of worker on GHG mitigation plan related to emission	<ul style="list-style-type: none"> • Machinery maintenance record • Evaluation on boiler's efficiency • Emission monitoring report 							
		Emission monitoring on regular basis PT Umbul Mas Wisesa – UMW POM have prepared the PalmGHG calculator V4, based on database period January – December 2021. The result of calculation has been attached as appendix. The company have report the GHG calculator to RSPO.									
7.10.2	<p>(C) Since 2014, an estimate of carbon stocks in the proposed development area has been carried out along with potential sources of emissions that can occur directly as a result of the development and plans to minimize these emissions are prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p>	PT Umbul Mas Wisesa – UMW POM has shown record of "Hectare Statement updated in January 2022", recording the land preparation and planting realization. HCV area and the vegetation are maintained. UMW South Estate demonstrates their planting year period updated in January 2022: <table border="1" data-bbox="1133 1235 1570 1382"> <thead> <tr> <th>OP planting year</th> <th>Hectarage</th> </tr> </thead> <tbody> <tr> <td>2005</td> <td>1,003.76 Ha</td> </tr> <tr> <td>2006</td> <td>234.27 Ha</td> </tr> </tbody> </table>			OP planting year	Hectarage	2005	1,003.76 Ha	2006	234.27 Ha	Complied
OP planting year	Hectarage										
2005	1,003.76 Ha										
2006	234.27 Ha										

		<table border="1"> <tr><td>2007</td><td>1,622.59 Ha</td></tr> <tr><td>2008</td><td>769.87 Ha</td></tr> <tr><td>2009</td><td>351.97 Ha</td></tr> <tr><td>2010</td><td>256.08 Ha</td></tr> <tr><td>2011</td><td>207.64 Ha</td></tr> <tr><td>Total</td><td>4,446.18 Ha</td></tr> </table>	2007	1,622.59 Ha	2008	769.87 Ha	2009	351.97 Ha	2010	256.08 Ha	2011	207.64 Ha	Total	4,446.18 Ha						
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7.10.3	<p>(C) Other significant pollutant identification results are available and plans to reduce or minimize them are implemented and monitored.</p>	<p>There is no planting after 2014.</p> <p>PT Umbul Mas Wisesa – UMW POM has prepared a strategy in effort to reduce and mitigate pollution and emission. Monitoring of pollution and emission quality for plantation has been planned and implemented e.g: air quality ambient for boiler and power generator, water quality test for surface and ground water, effluent water quality, noise level, etc.</p> <p>The monitoring result is incorporated in RKL/RPL (environmental management and monitoring plan) and reported regularly to the government. In UMW POM, all emission are monitored.</p> <p>Data verified during surveillance 1.1 January 2022:</p> <ul style="list-style-type: none"> • Report of RKL – RPL “environmental management and monitoring plan” period July – December 2021, was submitted to environmental agency in Labuhanbatu Regency dated 22nd January 2022 (record number: TUME/Disper-Labuhanbatu/I/2022), received by Ibu Siti Surasih (Staff ini DLH Kabupaten Labuhanbatu) • Certificate of Analysis no: DIL-2101167COA, sample matrix is emission, location Generator in Water Intake, result shown comply with “Peraturan Menteri Negara Lingkungan Hidup No 13 tahun 2009 (Lampiran Ia No1), testing carried out by Dela Indonesia Laboratory, dated 10 September 2021. 		Complied										

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		<ul style="list-style-type: none"> • Certificate of Analysis no: DIL-2101167COA, sample matrix is wair ambient, location UMW POM Office yard, result shown comply with “Peraturan Pemerintah RI mo 22 tahun 2021 lampiran VII tentang Penyelenggaraan dan Pengelolaan Lingkungan Hidup”, testing carried out by Dela Indonesia Laboratory, dated 10 September 2021. • Certificate of Analysis no: DIL-2101167COA, sample matrix is Noise level, location in powerhouse station, boiler station, sterilizer station, clarification station, testing carried out by Dela Indonesia Laboratory, dated 10 September 2021. Regulation reference: Environment Ministry Decree of RI number 48 year 1996. 	
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.	<p>Planting year in unit of certification are 2005 – 2011. At the current assessment (ASA_1.2), unit of certification did not commence new planting or replanting.</p> <p>Based on field visit to estates, no evidence of fire usage on the ground.</p>	Complied
7.11.2	The unit of certification establishes fire prevention and control measures for lands that are directly managed by the unit of certification.	<p>Unit of certification has established procedure of Land Fire Prevention and Control (OHS-01-12/06-12-2019/Rev.0, dated 6 Dec 2019). The procedure describing fire prevention and control measures as follow:</p> <ol style="list-style-type: none"> 1. Determining Level of Fire Hazard Risks 2. Determining of Fire Hazard Risks Status. <ul style="list-style-type: none"> - Green (Low): Normal - Yellow (Medium): no rain falls 6-9 days (on peat soil) or 14-20 days (on mineral soil). - Red (High): no rain falls more than 10 days (on peat soil) or more than 21 days (mineral soil). - Black (Extreme): land situation is very dry and several hot spot points occurs outside the plantation. 	Complied

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		<p>3. Fire Control measures are based on Level of Fire Hazard Risks Colour and referred to signboard of Fire Risk Status.</p> <p>4. Fire Control (if occurs)</p> <p>Fire Response Team with appropriate resources also provides in all area and registered by relevant agency. Fire watch tower also available in each estate to monitor fire adjacent the plantation.</p>	
7.11.3	The unit of certification engages stakeholders in adjacent locations for fire prevention and control measures.	Based on information during phone interview with local communities (Tanjung Mulia village and Sei Toras village), acknowledge that coordination for fire control between unit of certification and adjacent communities are involved and engaged.	Complied
<p>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>			
<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	(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.	Planting year in unit of certification are 2005 – 2011. HCV assessment conducted in 2009 with independent consultant "Yayasan Kelapa Sawit	Complied

	<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>Berkelanjutan Indonesia” (YASBI-Indonesian Sustainable Palm Oil Foundation).</p> <p>Within HCV identification document of PT Umbul Mas Wisesa, describes:</p> <ul style="list-style-type: none"> • Section II.1.5 stated according to interpretation of landsat imagery 2007, almost all of plantation of PT. Umbul Mas Wisesa has been developed into open area and swamp bushes as a result from swamp forest clearing; the other area already in form of oil palm plantation. • Section II.1.5 stated the land cover map year 2008/2009 the land cover in PT. Umbul Mas Wisesa in form of plantation and open peat area. • Section II.1.6 stated according to overlay of forest area map against operation map PT. Umbul Mas Wisesa, it is located on “Area Penggunaan Lain/APL”, or area for other purpose (including plantation). <p>Within HCV identification document of PT Toton Usaha Mandiri, describes:</p> <ul style="list-style-type: none"> • Section II.1.5 stated according to interpretation of landsat imagery 2007, some area of plantation of PT. Toton Usaha Mandiri remains to be secondary swamp forest of 473.20 Ha and the rest has been developed into open area and swamp bushes. • Section II.1.5 stated the land cover map year 2008 the land cover in PT. Toton Usaha Mandiri has been planted with oil palm plantation and the surrounding area is open peat area and community oil palm plantation. • Section II.1.6 stated according to overlay of forest area map against operation map Toton Usaha Mandiri, it is located on 	
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		<p>"Area Penggunaan Lain/APL", or area for other purpose (including plantation). However, on the east side of PT. Toton Usaha Mandiri neighbouring with Protected Forest located in Riau Province.</p> <p>Therefore, there are area being planted (period 2005-2009) prior to HCV assessment in 2009. PT. Umbul Mas Wisesa – UMW POM followed Remediation and Compensation Procedure (RaCP). PT. Umbul Mas Wisesa – UMW POM have received approved compensation plan in 2015, prior to certification decision. Detailed explanation related to Compensation Plan to comply with Remediation and Compensation Plan given in indicator 7.12.8.</p>	
<p>7.12.2</p>	<p>(C) HCV and HCS forests, and other conservation areas are identified as follows: 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>Unit of certification is an existing plantation which HCV assessment was conducted in 2009 with independent consultant "Yayasan Kelapa Sawit Berkelanjutan Indonesia" (YASBI-Indonesian Sustainable Palm Oil Foundation). Reference of HCV Identification is Indonesian HCV Toolkit, 2008. HCV assessment conducted by RSPO approved assessor.</p> <p>Total HCV areas PT Umbul Mas Wisesa was identified is 196.09 Ha and consist of 167 Ha is converted forest and riparian covering 20.79 Ha – in form of wildlife corridor.</p> <p>HCV areas which identified in working area of PT. Toton Usaha Mandiri i.e. HCV 1, HCV 3 and HCV 4 with a total area of 57.54 Ha in the form of conservation forest area of 39.30 Ha, border drain and corridors covering an area of 2.38 Ha.</p> <p>Planting year in unit of certification are 2005 – 2011, therefore no new land clearing after 15 November 2018.</p>	<p>Complied</p>

	<p>7.12.2 b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the latest HCSA Toolkit and HCV-HCSA Assessment Manual that is applicable at the time of the assessment. This includes stakeholder consultation and take into account wider landscape- level consideration.</p>	<p>Planting year in unit of certification are 2005 – 2011, therefore no new land clearing after 15 November 2018.</p>	
<p>7.12.3</p>	<p>(C) In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.</p>	<p>PT. Umbul Mas Wisesa - UMW POM and its supply base located in Sumatera Utara Province, Sumatera Island, Indonesia. Based on document "RSPO No Deforestation Consultancy: High Forest Cover Countries – Consultancy report on definitions and recommendations to the RSPO, June 2018" by Proforest; Indonesia fall into "High Remaining Forest, High Rate of Deforestation/HFHD". Refer to "Section 4.6 Statistics on potential high forest cover countries" – Indonesia categorized to have 53% forest cover; 15% Intact Forest Landscape; 54.2% forest (national source); 5.4% Oil Palm Land Area; 0.7%/year deforestation rate (FAO); Increasing Deforestation Trend; 0.9%/year deforestation rate (national source); constant deforestation rate/trend.</p> <p>PT. Umbul Mas Wisesa's estate and PT. Toton Usaha Mandiri Estate located under "Area Penggunaan Lain/APL" – Area for Other Purpose (non-forest area). But along the eastern boundary, the companies located next to Riau Province whereby the land designated as "Hutan Lindung/Protected Forest".</p> <p>PT. Umbul Mas Wisesa's NDPE policy: General Information: New Development Area and Replanting No.OPM-03-00/02-10-2017, dated 20 November 2017. Stipulates "land clearing and replanting on peat land will be influenced by the type and depth of peat". General Information: Survey and Mapping No.OPM-03-01/02-10-2017, dated 20 November 2017. Stipulates company views on peat: "Especially for extensive peat soil, the distribution, level of maturity and depth of peat must be explained"; company view on conservation area: "the</p>	<p>Complied</p>

		<p>presence or absence of national park, production forest and limited production forest. Whether or not there is riparian reserves and conservation area”.</p> <p>SOP Planting Plant – Approval No.ESD-01-02/11-03-2019 dated 27 March 2019. The planting approval process will review information on planting material (incl. seed certificate), soil information (soil type, peat depth map, drainability assessment, water management plan, drainage and Watergate map), topographic and slope information, presence of conservation area, OHS requirement and fire risk.</p> <p>Based on HCV assessment document by YASBI, 2009 – there is no HCV area located on local community’s land, and/or local communities with legal or customary rights. Company demonstrated recognition of legal and customary lands based on participatory land use planning by preparing scheme smallholder plantation on clean-and-clear land. The local community proposed their plantation to become oil palm plantation (replanting).</p>	
<p>PROCEDURAL NOTE for 7.12.3: Indicator 7.12.3. is not relevant to Indonesia, until further decisions by the RSPO.</p>			
<p>7.12.4</p>	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An Integrated management plans to protect and/or enhance HCV and HCS forests, peatland and other conservation areas are developed, implemented and adapted if necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan was developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p>	<p>Peat land is present. Maintenance, protection and enhancement as explained on Criterion 7.7.</p> <p>HCV area only present in UMW North Estate and TUM Estate.</p> <p>In 2021: “Program Pengelolaan NKT PT. Umbul Mas Wisesa North and PT. Toton Usaha Mandiri 2019” is evident. The HCV management plan including Forest guard patrol in two weeks interval, upkeep HCV corridor in monthly basis, planting of corridor planned in July, monitoring of wildlife in monthly basis, upkeep HCV notice board planned in May, upkeep of HCV and corridor poles planned in January and June.</p> <p>Implementation:</p>	<p>Complied</p>

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		<p>"Form Monitoring Satwa Liar UMW North dan TUM Estate" period September 2021: White-breasted woodswallow/<i>Artamus leucorhynchus</i> (IUCN LC, not protected in Indonesia) sighted 15 September 2021 in HCV TUM Estate; Southern pig-tailed macaque/<i>Macaca nemestrina</i> (IUCN Vu, not protected in Indonesia) sighted 27 September 2021 in HCV UMW North; Lesser adjutant/<i>Leptoptilos javanicus</i> (IUCN Vu, not protected in Indonesia) sighted 6 September 2021 in HCV TUM Estate; Black eagle/<i>Ictinaetus malayensis</i> (IUCN LC, protected in Indonesia) sighted 27 September 2021 in HCV UMW North.</p> <p>"Form Monitoring Satwa Liar UMW North dan TUM Estate" period September 2021: Rhinoceros hornbill/<i>Buceros rhinoceros</i> (IUCN Vu, protected in Indonesia) sighted 24 September 2021 in HCV TUM Estate; Great hornbill/<i>Buceros bicornis</i> (IUCN Vu, protected in Indonesia) sighted 24 September 2021 in HCV UMW North Estate; Southern pig-tailed macaque/<i>Macaca nemestrina</i> (IUCN Vu, not protected in Indonesia) sighted 24 September 2021 in HCV TUM Estate; Agile gibbon/<i>Hylobates agilis</i> (IUCN EN, protected in Indonesia) sighted 28 September 2021 in HCV UMW North Estate; Long-tailed parakeet/<i>Psittacula longicauda</i> (IUCN Vu, protected in Indonesia) sighted 24 September 2021 in HCV UMW North.</p>	
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 rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.	All HCV located inside HGU/legal ownership of the land. There is no HCV area located in local community's land. HCV area only present in UMW North Estate and TUM Estate.	Complied
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	In 2021, dissemination of HCV area and RTE species conducted at Sei Siarti village on 16 December 2021 and attended by 5 villagers. Based on phone interview with adjacent communities (Tanjung Mulia villagers, Sei Toras villagers and independent smallholders),	Complied

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	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.	acknowledge that those people aware and understand how to protect the RTE species. Also, activities for capture, harm, collect, trade, possess or kill these species are forbidden.	
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.	Planting year in unit of certification are 2005 – 2011, therefore no new land clearing after 15 November 2018. Activities to maintain HCV area and its wildlife conducted by periodical monitoring on RTE species surrounding HCV area and daily patrol by security forces related possibility of illegal activities in HCV area. The entire monitoring result are fed back into the management plan and reported annually to Natural Resources and Conservation Department (BBKSDA). The latest monitoring report of wildlife animal, vegetation and conservation area period 2021 or “Laporan Monitoring Tumbuhan dan Satwa Liar serta Kawasan Lindung periode Tahun 2021” has been submitted to BBKSDA Prov. Sumatera Utara, dated 6 January 2022. The report sent as per letter No: I/UMWN/BKSDA/I/2022.	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.	Planting year in unit of certification are 2005 – 2011, therefore no new land clearing after 15 November 2018. The HCV assessment for PT. Umbul Mas Wisesa carried out on 2009 by “Yayasan Sawit Berkelanjutan Indonesia/YASBI”. The company has planted some of areas before HCV identification was conducted by YASBI in 2009. For those areas, the company has gone through the “Compensation and Remediation Plan” and it has been approved by RSPO in February 2015 – before being certified. PT. Umbul Mas Wisesa has also gone through NPP process and it has been announced in RSPO website in December 2014. The compensation plan is implemented well and monitored by the company. In order to comply with “RSPO Remediation and Compensation Procedure, November 2015”, PT. Umbul Mas Wisesa demonstrating the	Complied

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		<p>annual report and annual working plan for company's off-site compensation project to CAB. The compensation project in form of PT. SIPEF Biodiversity Indonesia, was obtained in September 2013, a license to manage a 12,672 Ha forest area under very high risk of deforestation. The area is located in Mukomuko Regency, Bengkulu Province, Indonesia – with the "Hutan Produksi Terbatas Air Manjunto (reg.62)". The forest concession is a critical buffer zone to the "Kerinci Seblat National Park". PT. SIPEF Biodiversity Indonesia obtained the license type "Izin Usaha Pemanfaatan Hasil Hutan Kayu-Restorasi Ekosistem/IUPHHK- RE", issued by Ministry of Forestry through permit "Surat Keputusan Menteri Kehutanan No.SK.622/MENHUT-II/2013 untuk Izin Usaha Pemanfaatan Hasil Hutan Kayu Restorasi Ekosistem seluas 12,672 Ha" dated 17 September 2013. The permit valid from 17 September 2013 up to 16 September 2072, located in Mukomuko Regency, Bengkulu Province.</p> <p>The report for 2019 available under "Rencana Kerja Tahunan Usaha Pemanfaatan Hasil Hutan Kayu Restorasi Ekosistem Dalam Hutan Alam Pada Hutan Produksi Periode Tahun 2020 PT. SIPEF Biodiversity Indonesia – Bab III Realisasi Pelaksanaan RKT 2019". The report comprises of:</p> <ul style="list-style-type: none"> • "Realisasi batas areal kerja" – actual forest management area boundaries (8 km/80 poles) – 140%; • "Penataan areal kerja" - forest management area boundaries of 1,493.93 Ha/18 working partitions – 110%; • "Pembukaan wilayah hutan terbatas"- SK Kepala Dinas Lingkungan dan Kehutanan Provinsi Bengkulu No.49/IV-2/TAHUN 2017 tentang Izin Penggunaan Koridor" dated 19 June 2017), working shed, water dam, wooden bridge, opening patrol traces, nursery block, maintenance of working shed and micro hydro power plant – 100%; 	
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		<ul style="list-style-type: none"> • “Inventarisasi Hutan Berkala Restorasi Ekosistem/IHBRE” – Inventory for flora and fauna; • “Penanaman” – Planting of total 17,243 trees in 50.80 Ha; • “Pemeliharaan” – Tree maintenance/upkeep: planting to date 38,315 trees (162.76 Ha), living trees 29,903 trees, dead tree 10,816 trees, replanting 5,589 trees (70.69 Ha). Maintenance in 2018 206.82 Ha and in 2019 of 265.57 Ha – total 472.41 Ha. Seedling production in 2019: 258,831 seedlings. Seedling distributed to local community: 852 seedlings, seedling distributed to government 1,574 seedlings; • “Restorasi habitat flora dan fauna pilihan” - Monitoring of wildlife using camera trap – list of wildlife caught on tape evident; • “Perlindungan kawasan” – Forest area protection: monthly patrol resulted in findings: 5 case of illegal logging and 1 case of poaching. This including fire extinguishing activity on 11 fire hotspot; and cutting down 72 illegal oil palm trees planted on forest area. • “Pengelolaan dan pemantauan dampak lingkungan” – Monitoring of environment parameter: Monthly monitoring water debit in 10 rivers; Monitoring of river water quality in 4 rivers; • “Penelitian dan pengembangan” – Research and Development: Measurement of permanent measurement plot on year-3; Avian monitoring; Observation on presence of Tiger prey availability; Identification of flora on “Inventarisasi Hutan Berkala Restorasi Ekosistem/IHBRE”. • “Peningkatan Kapasitas Sumber Daya Manusia” – Human resources capacity building: 8 Trainings attended by the staff, including training on “Penyusunan Informasi Profil Izin Usaha Restorasi Ekosistem dan Pendfinisian Kompen Pemenuhan Kewajiban terhadap Negara”, 1 March 2019; “Penyusunan pedoman 	
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		<p>Pelaksanaan Penyampaian Laporan Kinerja Pemegang IUPHHK-RE secara Periodik”, 28 February 2019; etc.</p> <ul style="list-style-type: none"> • “Peralatan kerja 2019” – Working tool 2019: GPS, camera, camera trap, fire extinguisher, laptop, PC, printer, compass, clinometer, projector, hand counter, tent, sleeping bag, electric generator, water pump, mini chainsaw, sprayer machine, UPS, roll meter, etc. <p>The working plan for 2020 available under “Rencana Kerja Tahunan Usaha Pemanfaatan Hasil Hutan Kayu Restorasi Ekosistem Dalam Hutan Alam Pada Hutan Produksi Periode Tahun 2020 PT. SIPEF Biodiversity Indonesia”.</p> <ul style="list-style-type: none"> • Planting plan for “Restorasi Ekosistem tahun 2020” comprise of natural wood of 31,800 trees, fruit trees of 5,680 trees, native species 14,300 trees, under canopy species 200 trees – total 51,980 trees. • Nursery in 5 blocks. • Working compartment arrangement for 814.51 Ha, comprise of 21 compartment and 32 poles; including its time frame. • Delineation of working compartment 20.28 km equal to 202 boundary poles. • Conflict resolution (illegal logging), encroachment for oil palm planting. 	
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Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2021** for **Umbul Mas Wisesa Palm Oil Mill** 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 **2021** for **Umbul Mas Wisesa Palm Oil Mill** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	9.50
PKO	0.00

Extraction	%
OER	23.30
KER	4.04

Production	t/yr
FFB Process	183,649.49
CPO Produced	42,792.27
PKO Produced	7,422.33

Land Use	Ha
OP Planted Area	8,235.81
OP Planted on peat	8,235.81
Conservation (forested)	0.00
Conservation (non-forested)	255.36
Total	8,491.17

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	50,113.90	0.32	8,078.27	0.28	428.13	0.00	58,620.30	0.60
CO ₂ Emission from fertilizer	5,523.08	0.04	773.84	0.03	10.83	0.00	6,307.76	0.07
NO ₂ Emission	56,925.77	0.37	9,013.24	0.31	461.49	0.00	66,400.50	0.68
Fuel Consumption	651.95	0.00	322.16	0.01	1.65	0.00	975.76	0.01
Peat Oxidation	384,422.75	2.49	61968.26	2.13	3,284.19	0.00	449,675.20	4.62
Sink								
Crop Sequestration	-65,913.24	-0.43	-10,625.09	-0.36	-563.11	0.00	-77,101.44	-0.79
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	431,724.20	2.80	69,530.69	2.39	3,623.19	0.00	504,878.08	5.19

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	5,873.47	0.03
Fuel Consumption	163.34	0.00
Grid Electricity Utilization	601.06	0.00
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	-14,319.35	-0.08
Total	-7,681.49	-0.04

Summary of Kernel Crusher Emission and Credit (if applicable)

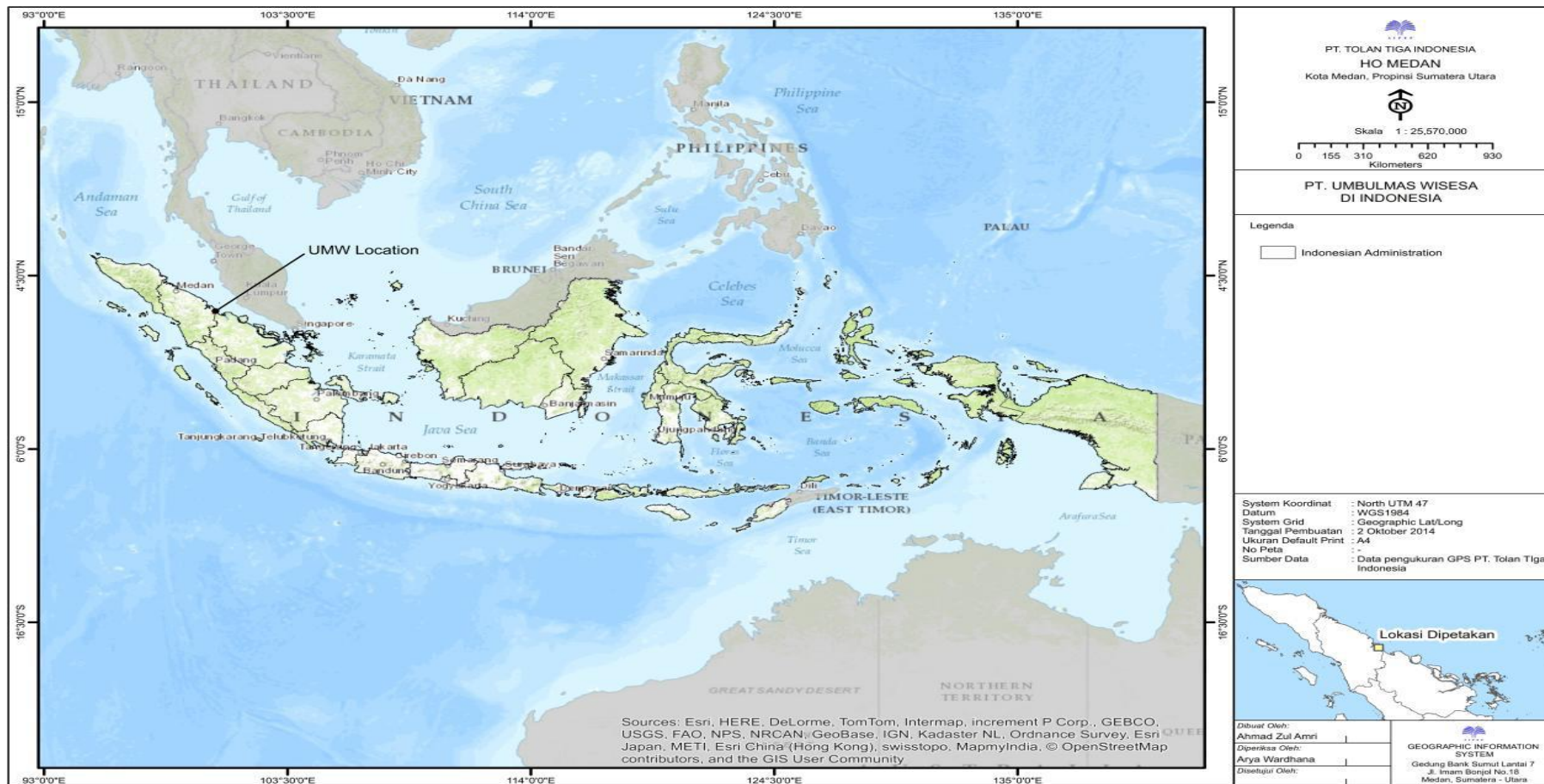
Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

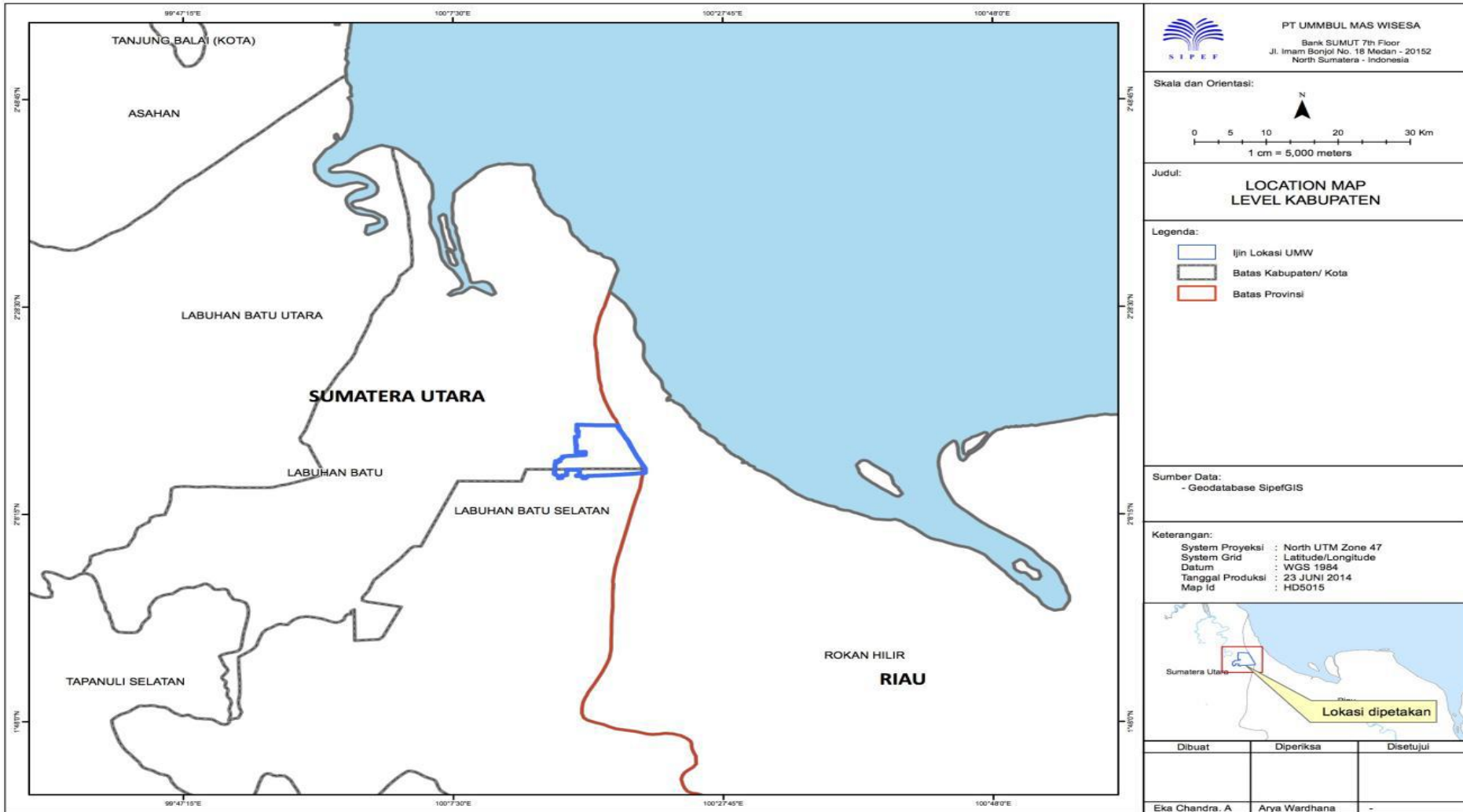
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	100

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

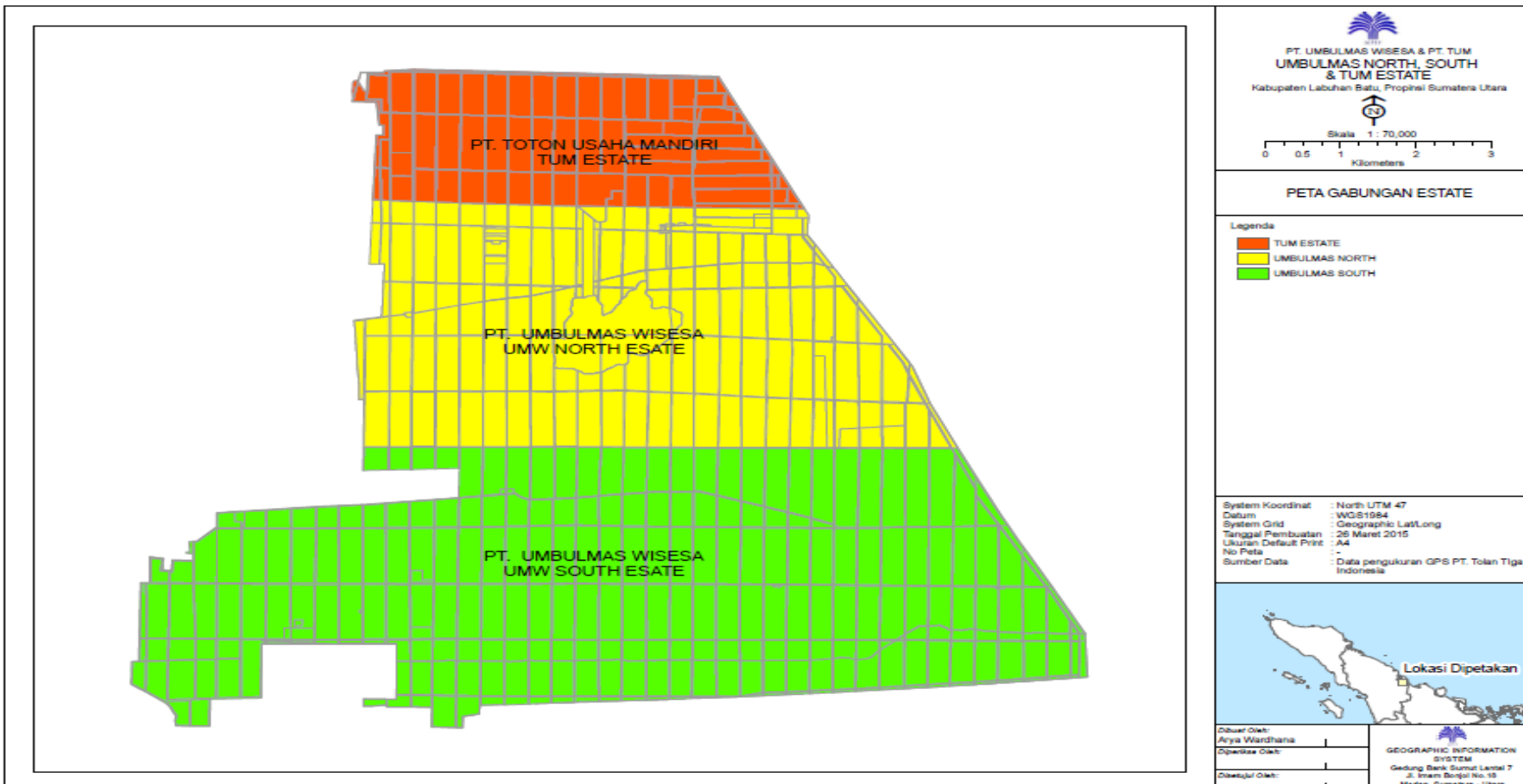
Appendix C: Location Map of Certification Unit and Supply bases



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Appendix D: Estate Field Map



Appendix E: List of Smallholder Registered and sampled

Not applicable

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
TUM	Toton Usaha Mandiri
UMW	Umbul Mas Wisesa
UMWN	Umbul Mas Wisesa North
UMWS	Umbul Mas Wisesa South