

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

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

Client Company Name / Parent Company: PT. Sawit Mas Sejahtera (Golden Agri Resources Ltd.)
Client Company / Parent Company Address: Plaza Sinar Mas Land, Menara II, Lantai 30. Jl. MH Thamrin No 51, Jakarta 10350, Indonesia
Certification Unit: Pangkalan Panji Mill Location of Certification Unit: Jl. Palembang - Jambi KM 37 Desa Pangkalan Panji, Kecamatan Banyuasin III, Banyuasin Regency & Musi Bayuasin Regency, Sumatera Selatan, Indonesia
Date of Final Report: 12/09/2022

TABLE of CONTENTS	Page No
Section 1: Scope of the Assessment.....	3
1. Company Details	3
2. Certification Information	3
3. Other Certifications.....	4
4. Location(s) of Mill & Supply Bases	4
5. Description of Supply Base	4
6. Plantings & Cycle.....	4
7. Summary of Certified Tonnage of FFB (Own Certified Scope)	5
8. Summary of Certified Tonnage of FFB (from other certified unit(s))	5
9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate).....	5
10. Summary of Certified Tonnage (MT) (not applicable for ISS)	7
11. Summary of Actual Volume sold	9
12. Independent Smallholders Certified Tonnage (MT) / Volume	10
13. Independent Smallholders Actual Sold Tonnage / Volume	10
Section 2: Assessment Process	12
2.1 Assessment Methodology, Programme, Site Visits.....	12
2.2 BSI Assessment Team	13
2.3 Assessment Plan.....	15
Section 3: Assessment Findings	18
3.1 Multiple Management Units and Time Bound Plan.....	18
3.2 Progress of scheme smallholders and/or outgrowers.....	21
3.3 Details of Nonconformities	29
3.3.1 Status of Nonconformities Previously Identified and Observations.....	29
3.3.2 Summary of the Nonconformities and Status	31
3.4 Stakeholders and previous land owner / user consultation.....	32
3.5 Impartiality and conflict of interest	37
Formal Signing-off of Assessment Conclusion and Recommendation	38
Appendix A: Summary of Findings	39
Appendix B: GHG Reporting Executive Summary	198
Appendix C: Location Map of Certification Unit and Supply bases.....	202
Appendix D: Estate Field Map.....	203
Appendix E: List of Smallholder Registered and/or sampled	204
Appendix F: List of Abbreviations.....	205

Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Golden Agri Resources Ltd		
RSPO Membership Number	1-0096-11-000-00	Membership Approval Date	30/01/2005
Address	Plaza Sinar Mas Land, Menara II, Lantai 30. Jl. MH Thamrin No 51, Jakarta 10350, Indonesia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	PT Sawit Mas Sejahtera Pangkalan Panji Mill		
Location / Address	Jl. Palembang - Jambi KM 37 Desa Pangkalan Panji, Kecamatan Banyuasin III, Banyuasin Regency & Musi Banyuasin Regency, Sumatera Selatan, Indonesia		
Website	www.goldenagri.com.sg		
Management Representative	Yahya Mustakim	E-mail	yahya.mustakim@sinarmas-agri.com
Telephone	021-5033889 ext.6314	Facsimile	021 3181389

2. Certification Information			
Certificate Number	RSPO 733519	Certificate Start Date	12/09/2022
Date of First Certification	18/09/2015	Certificate Expiry Date	11/09/2027
Scope of Certification	Production of Palm Oil and Palm Kernel		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. • Audit method using RSPO Scenario 4 – combining year 2020 onsite audit with year 2021 where it is not possible to conduct onsite using scenario 1, 2 or 3 and increase of sampling size 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input checked="" type="checkbox"/> Recertification Assessment (RA 1) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> RSPO P&C 2018 for the Production of Sustainable Palm Oil <input checked="" type="checkbox"/> Indonesia National Interpretation 2020 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	36 tonnes per hour
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
BSI-ISPO 740250	Permentan No. 11/Permentan/OT.140/3/2015	PT. BSI Group Indonesia	03/02/2026
EU-ISCC-Cert- ID125-23211287	ISCC EU (International Sustainability and Carbon Certification)	PT. Mutu Agung Lestari	28/12/2022

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Sawit Mas Estate	Desa Pangkalan Panji, Kecamatan Banyuasin III, Kabupaten Banyuasin, Provinsi Sumatera Selatan	02° 55' 38.82" S	104° 27' 51.42" E
Pangkalan Panji POM	Desa Pangkalan Panji, Kecamatan Banyuasin III, Kabupaten Banyuasin, Provinsi Sumatera Selatan	02° 56' 54.71" S	104° 27' 59.44" E

Note: -

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
Sawit Mas Estate	2,836.60	21.00	895.39	3,753.00	83.08
Total	2,836.60	21.00	895.39	3,753.00	83.08

Note: -

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Sawit Mas Estate	275.6	2,561	0.00	0.00	2,561	275.6
Total (ha)	275.6	2,561	0.00	0.00	2,561	275.6

Note: -

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (July 2019 – Sept 2022)	Actual (July 2019 – May 2022)		Forecast (Sept 2022-Aug 2023)
		Previous license period (Jul – Sept 2019)	Current license period (Oct 2019 – May 2022)	
Sawit Mas Estate	111,527.66	5,402.83	92,255.14	52,715.32
Total	111,527.66*	97,657.97		52,715.32

Note :
*** The Estimated Last Year volume is a total of the below:**

- Estimated July 2019 – June 2020 from ASA4 audit by PT SAI Global Indonesia = 39,561.46MT.
- PalmTrace volume extension from 17 September 2020 – 17 September 2022
 - FFB – 71,966.20MT; CPO – 16,175.13MT; PK – 3,735.31MT

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (July 2019 – Sept 2022)	Actual (July 2019 – May 2022)		Forecast (Sept 2022-Aug 2023)
		Previous license period (Jul – Sept 2019)	Current license period (Oct 2019 – May 2022)	
None		None	None	
Total		None		

Note: -

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (July 2019 – Sept 2022)	Actual (July 2019 – May 2022)		Forecast (Sept 2022-Aug 2023)
		Previous license period (Jul – Sept 2019)	Current license period (Oct 2019 – May 2022)	
Sawit Mas Estate (Uncertified)	34,280.35 mt	9,501.93 mt	183,314.16 mt	109,158.66 mt
Third parties	39,000.00 mt			
Total	39,000.00 mt	192,816.09 mt		109,158.66 mt

Note: -

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

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	July 2019	1,101.05	2,302.60	3,403.65
2	August 2019	1,655.58	3,260.09	4,915.67
3	September 2019	2,646.20	3,939.24	6,585.44
4	October 2019	2,031.05	9,003.50	11,034.55
5	November 2019	2,295.91	7,884.35	10,180.26
6	December 2019	2,602.66	9,091.61	11,694.27
7	January 2020	1,499.81	8,371.14	9,870.95
8	February 2020	2,033.44	7,388.18	9,421.62
9	March 2020	1,641.10	7,861.00	9,502.10
10	April 2020	1,530.92	7,443.82	8,974.74
11	May 2020	1,524.01	5,604.93	7,128.94
12	June 2020	987.92	6,362.30	7,350.22
13	July 2020	819.15	1,703.87	2,523.02
14	August 2020	1,426.01	1,599.45	3,025.46
15	September 2020	2,304.56	2,542.90	4,847.46
16	October 2020	2,949.27	3,295.17	6,244.44
17	November 2020	3,860.98	4,383.95	8,244.93
18	December 2020	4,661.92	5,766.97	10,428.89
19	January 2021	4,474.64	5,826.48	10,301.12
20	February 2021	3,881.89	5,767.70	9,649.59
21	March 2021	4,570.03	6,294.31	10,864.34
22	April 2021	4,395.66	6,175.11	10,570.77
23	May 2021	4,318.52	5,325.52	9,644.04
24	June 2021	3,844.27	5,379.13	9,223.40
25	July 2021	2,676.21	3,419.73	6,095.94
26	August 2021	2,557.72	3,332.04	5,889.76
27	September 2021	2,249.46	3,117.13	5,366.59
28	October 2021	1,851.31	3,102.35	4,953.66
29	November 2021	1,637.20	4,021.94	5,659.14
30	December 2021	2,078.50	6,099.23	8,177.73
31	January 2022	2,946.57	6,437.28	9,383.85
32	February 2022	3,140.13	5,769.35	8,909.48
33	March 2022	4,778.26	8,678.09	13,456.35

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

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)
34	April 2022	5,106.65	9,078.03	14,184.68
35	May 2022	5,579.41	7,187.60	12,767.01
TOTAL		97,657.97	192,816.09	290,474.06

Note:
 ASA4 conducted on 23-26 September 2019 – the latest RAV carried out September 2020, volume reported from September 2019 – May 2022

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (July 2019 – Sept 2022)	Actual (July 2019 – May 2022)		Forecast (Sept 2022-Aug 2023)
	Previous license period (Jul – Sept 2019)	Current license period (Oct 2019 – May 2022)	
FFB	FFB		FFB
111,527.66* mt	5,402.83 mt	92,255.14 mt	52,715.32 mt
	97,657.97 mt		
CPO (OER: 22.5 %)	CPO (OER: 22.01 %)		CPO (OER: 22.74 %)
25,076.44* mt	1,189.16 mt	20,305.00 mt	11,986.46 mt
	21,494.16 mt		
PK (KER: 5.25 %)	PK (KER: 4.93 %)		PK (KER: 5.00 %)
5,812.31* mt	264.75 mt	4,548.18 mt	2,635.77 mt
	4,812.93 mt		

Note :
 * The Estimated Last Year volume is a total of the below:

- Estimated July 2019 – June 2020 from ASA4 audit by PT SAI Global Indonesia
 - FFB = 39,561.46MT; CPO = 8901.31MT; PK = 2077.00MT
- PalmTrace volume extension from 17 September 2020 – 17 September 2022
 - FFB = 71,966.20MT; CPO = 16,175.13MT; PK = 3,735.31MT

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (mt)	Certified PK (mt)
1	July 2019	224.40	52.47
2	August 2019	356.62	81.25
3	September 2019	564.02	134.45
4	October 2019	422.92	113.28

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (mt)	Certified PK (mt)
5	November 2019	492.36	116.72
6	December 2019	617.46	116.99
7	January 2020	372.55	75.45
8	February 2020	508.39	87.98
9	March 2020	390.59	82.14
10	April 2020	353.00	80.77
11	May 2020	357.18	67.04
12	June 2020	224.24	41.48
13	July 2020	169.51	35.17
14	August 2020	312.76	67.65
15	September 2020	470.52	102.00
16	October 2020	600.42	127.01
17	November 2020	838.77	184.10
18	December 2020	1,030.63	228.40
19	January 2021	962.72	241.61
20	February 2021	812.71	215.23
21	March 2021	984.46	220.50
22	April 2021	972.22	211.06
23	May 2021	930.21	210.90
24	June 2021	847.84	189.57
25	July 2021	601.74	129.71
26	August 2021	571.50	121.43
27	September 2021	494.88	111.77
28	October 2021	402.05	95.02
29	November 2021	346.35	82.79
30	December 2021	422.57	104.20
31	January 2022	636.82	146.29
32	February 2022	695.53	154.92
33	March 2022	1,042.01	239.65
34	April 2022	1,123.65	267.89
35	May 2022	1,340.56	276.04
TOTAL		21,494.16	4,812.93
Note:			

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

11. Summary of Actual Volume sold					
Current License period (October 2019 – May 2022)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	0.00	16,658.52	0.00	4,149.00	20,807.52*
PK (MT)	2,191.72	0.00	0.00	1,259.40	3,451.12
Credits	0.00	0.00	0.00	0.00	0.00
Previous License period (July – September 2019)					
CPO (MT)	0.00	0.00	0.00	0.00	0.00
PK (MT)	0.00	0.00	0.00	0.00	0.00
Credits	0.00	0.00	0.00	0.00	0.00
Note: Conventional is RSPO certified material but sold as non-RSPO. * There were volume carry forward from the September 2019 production.					

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1.	PT. Sumber Indah Perkasa	RSPO_PO000006557	0.00	2,191.72
TOTAL			0.00	2,191.72
Note: -				

11B. Records of certified CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	PT. Sumber Indah Perkasa	ISCC	16,658.52	0.00
TOTAL			16,658.52	0.00
Note: -				

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1	PT. Sumber Indah Perkasa	4,149.00	1,259.40
TOTAL		4,149.00	1,259.40
Note: -			

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
	N/A	N/A	N/A
TOTAL			N/A
Note: -			

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (Not Applicable)			Actual (Not Applicable)			Forecast (Not Applicable)		
	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	-	-		-	-		-	-	
CSPK	-	-		-	-		-	-	

12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit						
No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
		N/A	N/A	N/A	N/A	N/A
		N/A	N/A	N/A	N/A	N/A

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (Not Applicable)							
Credits				-	-	-	-
Physical	-	-	-				
Previous License period (Not Applicable)							
Credits				-	-	-	-
Physical	-	-	-				

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

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

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)
Suite 29.01 Level 29, The Gardens North Tower,
Mid Valley City, Lingkaran Syed Putra,
59200 Kuala Lumpur, Malaysia.
Tel +60 (3) 9212 9638 Fax +60 (3) 9212 9639
Representative: Chaiyaporn Seekao (Chaiyaporn.Seekao@bsigroup.com)
Website: www.bsigroup.com

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

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **13 – 17 June 2022**. The audit programme is included as Section 2.3. Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and BSI website on **5 May 2022**. Due to the COVID-19 pandemic, this assessment involved a partial remote audit as allowed by RSPO Secretariat – RSPO P&C On-site & Remote Audits dated 24th March 2020. The remote audit was conducted on **21- 22 September 2020**.

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

The 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.

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Recertification)	Year 2 (ASA1_1)	Year 3 (ASA1_2)	Year 4 (ASA1_3)	Year 5 (ASA1_4)
Pangkalan Panji Mill	X	X	X	X	X
Sawit Mas Estate	X	X	X	X	X

Tentative Date of Next Visit: June 5, 2023 - June 8, 2023

Total Number of Mandays: 9

2.2 BSI Assessment Team

Name	Role	Competency
Eko Prastio Ramadhan	Team Leader	<p>Education: Holds a Bachelor Degree in Forest Resources Conservation and Ecotourism from Forestry Faculty, Bogor Agricultural University (IPB).</p> <p>Work Experience: Over 4 years of working experience in biodiversity officer with Birdlife Indonesia and consultant with PT Inoa Konsultindo. Over 2½ years of working experience in palm oil estate with PT Salim Ivomas Pratama Tbk and Capitol Plantation Group implementing sustainability. Over 4½ years of working experience as RSPO P&C Certification Program Manager and auditor covering standard such as RSPO P&C, RSPO SCCS, ISPO, ISO 9001 and ISO 14001.</p> <p>Training attended: Completed ISO 14001:2015 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Social Impact Assessment Training, Endorsed RSPO SCC Auditor Lead Auditor Course, ISPO Auditor Batch 19 Training, ISO 9001 Lead Auditor Course and Identification of HCV Areas Training.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: Continuous Improvement and Commitment, Long term management plan, Best Management Practices for Oil Palm Plantation and Mill, Waste & GHG management, Water & energy resources, HCV management and monitoring, conservation policies.</p>
Pratama Agung Sedayu	Team Member	<p>Education: Holds a Bachelor Degree Majoring Social Economic of Agriculture, University of Jenderal Soedirman.</p> <p>Work Experience: 12 years of practical auditing experience with several accredited Certification Bodies covering assessment against Organic programs, RSPO, FSC, Timber certification, ISO 9001 and ISO 14001. 2 years</p>

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>working experience as consultant on FSC and SVLK certification and independent verifier on BioCert, SDS under CAFÉ Practices program..</p> <p>Training attended: Completed the ISO 9001 Lead Auditor Course, ISO 14001 Lead Auditor Course, OHSAS 18001 Lead Auditor Course, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, ISPO Lead Auditor endorsed Course and Endorsed RSPO P&C Lead Auditor Course and Endorsed RSPO SCCS Lead Auditor Course, SMETA Requirements training.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: Legal compliance, Lands issues, RSPO SCCS, Business ethical, and Contribution to local development and Timebound Plan</p>
<p>Arif Faisal Simatupang</p>	<p>Team Member</p>	<p>Education: Holds a Bachelor Degree in Agriculture, Majoring Agronomy, Gadjah Mada University</p> <p>Work Experience: Over 3 years of working experience in palm oil estate as Land Acquisition Officer and later as Division Manager with PT PP London Sumatera Indonesia Tbk. 8 years working experience as auditor since 2014 covering RSPO P&C and ISPO.</p> <p>Training attended: Completed ISO9001 Lead Auditor Course, ISO 14001 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed RSPO SCC Auditor Lead Auditor Course, ISPO Auditor Training, HCV and GIS training and SA8000 Auditor training.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: Worker welfare, Consultation with worker, Human Rights, Consultation with Stakeholders, Occupational health and safety aspect, Social impact assessment.</p>
<p>Dr. Suhaili Bin Sahari</p>	<p>Peer Reviewer</p>	<p>Education: Graduated from University Technology Mara (UiTM), Malaysia in Diploma in Science in 1990. He furthers his first degree in B.Sc (Hons) in Chemistry with Industrial Chemistry in 1995 from Liverpool University, England. He later advances his study in Master in Business Administration (General) in 2002 and graduated in 2005 from University of Multimedia, Malaysia. Completed his PhD from University Science Islam Malaysia (Faculty of Economy and Muamalat - Management) under the supervision of previous University Vice Chancellor Dato' Mohd Muda.</p> <p>Work Experience:</p> <p>Worked with Hong Leong Group of Companies as a production executive cum TQM facilitator and continues to advance in his career as a manager and senior manager in management, production, training and quality for more than 11 years. During his tenure with Hong Leong Group of Companies, he heavily involved in strategic management decision issues such as developing SWOT analysis, Vision, Mission, Business and Corporate Strategy formulation, Acquisition and restructuring strategies. Strategic actions and implementation etc. Then he joint Kumpulan Guthrie and Sime Darby Group of Companies for more than 7 years as a manager, heads of department and Assistant Vice President in management, quality and training. Part of his duty is to strategies the departmental vision; mission, critical success factors and action plan into actions and support the corporate strategic plan.</p> <p>Training attended:</p> <ol style="list-style-type: none"> 1. ISO 9001:2015 Lead Auditor and Internal Auditor

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<ol style="list-style-type: none"> 2. Occupation Health & Safety 3. ISO 14001:2015 Standard 4. RSPO Standards: RSPO P&C 2018 MY-NI 2019 5. MSPO Standards: MS 2530:2013 part 1, 2, 3 and 4 6. Problem Solving Technique: 8 D, ICC, QCC, Systematic PS 7. HACCP MS 1480:2019 8. GAP Standard: Global GAP, Euro GAP 9. ASI Peer Reviewer training
--	--	---

Accompanying Persons:

Name	Role
None	None

2.3 Assessment Plan

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

Date	Time	Subjects	EPr	PS	AF
Monday, 13/06/2022	08.00 – 09.00	Opening Meeting - Presentation by PT. Sawit Mas Sejahtera – Pangkalan Panji POM - Presentation by BSI Indonesia	√	√	√
	09.00 – 12.00	Field Visit to Sawit Mas Estate: - Herbicide application programmes, harvesting, fertilizing operations, water management, road maintenance, terracing, HCV's, riparian zones, etc. - Agrochemical stores, Fertilizer store, workshops, housing, landfill, clinic, riparian zones, Hazardous Waste, waste management, etc. - Boundaries inspection, worker interviews, social amenities, etc.	√	√	√
	12.00 – 14.00	Break	√	√	√
	14.00 – 16.00	Field Visit to Sawit Mas Estate: - Herbicide application programmes, harvesting, fertilizing operations, water management, road maintenance, terracing, HCV's, riparian zones, etc. - Agrochemical stores, Fertilizer store, workshops, housing, landfill, clinic, riparian zones, Hazardous Waste, waste management, etc. - Boundaries inspection, worker interviews, social amenities, etc. Interview with: Labour Union and Gender Committee	√	√	√
	16.00 – 17.00	Report Preparation	√	√	√

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

Date	Time	Subjects	EPr	PS	AF
Tuesday 14/06/2022	08.00 – 12.00	Document Review Sawit Mas Estate : - Occupational Health and Safety, HCV, Environment - time bound plan. - Social Aspect and workers welfare, worker consultation, - Stakeholder Consultation, impact assessments, policies. - Best Management Practice for Mill and supply chain for mill. - Operation Procedure, organization commitments, Legal compliance, continous improvement, long term business plan.	√	√	
	08.00 – 12.00	Stakeholder consultation: Local government of Banyuasin Regency (DLH, Disbun, Disnakertrans & BPN), Village head, surrounding community, previous land owner (if any) and NGO.			√
	12.00 – 14.00	Break	√	√	√
	14.00 – 16.00	Field Visit to Pangkalan Panji POM Inspection of processing, warehouse, workshop, mill wastes management, Effluent Ponds, OHS, Environment issues, POME application, workers interview, Supply chain for CPO mill, Review on SEIA documents and records, Document review, etc.	√	√	
	14.00 – 17.00	Stakeholder consultation: Local government of Banyuasin Regency (DLH, Disbun, Disnakertrans & BPN), Village head, surrounding community, previous land owner (if any) and NGO.			√
	16.00 – 17.00	Report Preparation	√	√	
Wednesday 15/06/2022	08.00 – 12.00	Document Review Sawit Mas Estate : - Occupational Health and Safety, HCV, Environment - time bound plan. - Social Aspect and workers welfare, worker consultation, - Stakeholder Consultation, impact assessments, policies. - Best Management Practice for Mill and supply chain for mill. - Operation Procedure, organization commitments, Legal compliance, continous improvement, long term business plan.	√	√	√
	12.00 – 14.00	Break	√	√	√
	14.00 – 16.00	Document Review Pangkalan Panji POM : - Occupational Health and Safety, HCV, Environment - time bound plan. - Social Aspect and workers welfare, worker consultation, - Stakeholder Consultation, impact assessments, policies. - Best Management Practice for Mill and supply chain for mill. - Operation Procedure, organization commitments, Legal compliance, continous improvement, long term business plan.	√	√	√

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

Date	Time	Subjects	EPr	PS	AF
	16.00 – 17.00	Report Preparation	√	√	√
Thursday 16/06/2022	08.00 – 12.00	Document Review Sawit Mas Estate and Pangkalan Panji POM: <ul style="list-style-type: none"> - Occupational Health and Safety, HCV, Environment - Aspect, time bound plan. - Social Aspect and workers welfare, worker consultation, - Stakeholder Consultation, impact assessments, policies. - Best Management Practice for Mill and supply chain for mill. - Operation Procedure, organization commitments, Legal compliance, continous improvement, long term business plan. 	√	√	√
	12.00 – 14.00	Break	√	√	√
	14.00 – 15.00	Auditor team meeting / preparation for closing meeting	√	√	√
	15.00 – 17.00	Closing Meeting	√	√	√
	17.00 – 19.00	Travel to Palembang	√	√	√
Friday, 17/06/2022	12:15 - 13:25	Travel to Jakarta (ID-6873)	√	√	√

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	Yes. Golden Agri Resources' RSPO Timebound Plan 2022-2025 dated 19 May 2022. The timebound plan include name of all subsidiary companies, all estates and all mills under Golden Agri Resources Ltd.	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	No. The RSPO Membership for Golden Agri Resources dated 30 January 2005. Golden Agri Resources submitted RSPO Timebound Plan 2022-2025 to RSPO Secretariat. RSPO approved the timebound plan.	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	Yes. Golden Agri Resources reported new acquisition in RSPO Timebound Plan 2022-2025. RSPO approved the timebound plan.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Yes. There was deviation to the time-bound plan compared to 2021. Golden Agri Resources reported new time bound plan that is more than 5 or 3 years since membership date in RSPO Timebound Plan 2022-2025. RSPO approved the timebound plan for GAR on 14 June 2022.	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?	Yes. There was changes to the time-bound plan compared to 2021. Golden Agri Resources reported new acquisition in RSPO Timebound Plan 2022-2025. RSPO approved the timebound plan for GAR on 14 June 2022.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	No. Golden Agri Resources submitted RSPO Timebound Plan 2022-2025 to RSPO Secretariat. RSPO approved the timebound plan for GAR on 14 June 2022.	Complied
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	No. The RSPO Membership for Golden Agri Resources dated 30 January 2005. Golden Agri Resources submitted RSPO Timebound Plan 2022-2025 to RSPO Secretariat. RSPO approved the timebound plan for GAR on 14 June 2022.	Complied
Un-Certified Units or Holdings		

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

<p>No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.</p>	<p>Golden Agri Resources has reported all replacement of primary forest to maintain HCV and HCS through submission of LUCA.</p>	<p>Complied</p>
<p>Any new plantings since January 1st 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>Golden Agri Resources has reported all new planting in its subsidiary since 1st January 2010 into RSPO New Plantings Procedure.</p>	<p>Complied</p>
<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>Yes. In the RSPO Case Tracker, Audit team noted an active complaint related to land conflict and being progressed;</p> <ul style="list-style-type: none"> - Complaint Ref.RSPO/2021/12/CRP, date filed 8 November 2021 addressed to PT. Ramajaya Pramukti (a subsidiary of Golden Agri Resources Ltd) by Lembaga Adat Kenegerian Petapahan (Ninik Mamak Kenegerian Petapahan), Bahtera Alam & Sawit Watch. Current status: Investigation. <p>In the RSPO RaCP Tracker, Audit team noted 22 MUs with potential liability, 22 MU with LUCA submitted, 13 MU with LUCAs review completed, 21 MU with CN required, 5 MU with CN submitted, 5 MU with CN approved, 0 MU with CP submitted, 0 MU with CP endorsed, 17 MU with RP required, 0 MU with RP submitted, 0 MU with RP approved</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>In the RSPO Case Tracker, Audit team noted there was not active complaint related to labour disputes.</p>	<p>Complied</p>
<p>Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1</p>	<p>In the RSPO Case Tracker, Audit team noted there was not active complaint related to legal non-compliance.</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>Yes, Golden Agri Resources Ltd carried out internal audit for the uncertified estates and mills against RSPO P&C Criterion.</p> <ul style="list-style-type: none"> - Internal audit for PT. Kresna Duta Agroindo – Rantau Panjang POM and Rantau Panjang Estate carried out 25-29 October 2021. - Internal audit for PT. Aditunggal Mahajaya – Sako POM and Sungai Ayawan Estate carried out on 15-26 November 2021. - Internal audit for PT. Tapian Nadenggan – Bukit Kapur POM, Bukit Kapur Estate, Sungai Cantung Estate carried out 6-10 December 2021. - Internal audit for PT. Mitra Karya Agroindo – Tangar POM, Sulin Estate, Nahiyang Estate, Katayang Estate carried out 13-22 December 2021. - Internal audit for PT. Agro Lestari Mandiri – Pekawai POM, Pekawai Estate, Kayung Estate, 	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

	<p>Sungai Kelik Estate, Nanga Tayap Estate, Kayung Plasma carried out 7-11 February 2022.</p> <p>Audit checklist covers all RSPO P&C and RSPO Certification System requirement. Positive assurance statement stated in the internal audit reports reviewed.</p>	
<p>Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?</p>	<p>Yes, there are critical non-compliance raised during internal audits to uncertified management units.</p> <ul style="list-style-type: none"> - Internal audit on PT. Kresna Duta Agroindo – Rantau Panjang POM and Rantau Panjang Estate; Internal audit team issued NC related to 2.1.1, management is preparing correction and corrective action. - Internal audit on PT. SMART – Bukit Kapur POM, Bukit Kapur Estate, Sungai Cantung Estate; Internal audit team issued NC related to 2.1.1, 7.12.2 and 7.12.4, management is preparing correction and corrective action. - Internal audit for PT. Mitra Karya Agroindo – Tangar POM, Sulin Estate, Nahiyang Estate; Internal audit team issued NC related to 2.1.1, 7.12.8 management is preparing correction through LUCA review latest feedback 18 November 2021. - Internal audit for PT. Agro Lestari Mandiri – Pekawai POM, Pekawai Estate, Kayung Estate, Sungai Kelik Estate, Nanga Tayap Estate, Kayung Plasma; Internal audit team issued NC related to 2.1.1, 7.12.8 management is preparing correction through LUCA and disclosure to RSPO, latest feedback 12 January 2022. 	<p>Complied</p>
<p>Have there been any stakeholder (including NGO) consultation conducted?</p>	<p>Audit team checked on internal audit reports and verified the stakeholder consultation carried out; Internal audit on PT. Kresna Duta Agroindo – Rantau Panjang POM and Rantau Panjang Estate stakeholder consultation made to “Biro Hukum, Sekretariat Jenderal Kementerian Lingkungan Hidup dan Kehutanan, Direktorat Kesatuan Pengelolaan Hutan Produksi, Dirjen Pengelolaan Hutan Produksi Lestari, Dinas Kehutanan Provinsi Kalimantan Timur”. Internal audit on PT. Agro Lestari Mandiri – Pekawai POM, Pekawai Estate, Kayung Estate, Sungai Kelik Estate, Nanga Tayap Estate, Kayung Plasma – the stakeholder consultation made with “Dinas Perkebunan Kabupaten Ketapang, Dinas Perkebunan Provinsi Kalimantan Barat”.</p> <p>In the RSPO Case Tracker, Audit team noted active complaint;</p>	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

	<ul style="list-style-type: none"> - Complaint Ref.RSPO/2021/12/CRP, date filed 8 November 2021 addressed to PT. Ramajaya Pramukti (a subsidiary of Golden Agri Resources Ltd) by Lembaga Adat Kenegerian Petapahan (Ninik Mamak Kenegerian Petapahan), Bahtera Alam & Sawit Watch. Current status: Investigation. Latest progress in 29 April 2022 "Bilateral Engagement process between parties ongoing with the Secretariat as an observer" - Complaint Ref.RSPO/2020/04/IR, dated filed 2 March 2020 addressed to Golden Agri Resources Ltd., by Forest People Programme & Elk Hills Research. Current status: Investigation. Latest progress in 29 April 2022 "The Secretariat is in the midst of reviewing the ToR for the independent investigation as well as in the process of identifying a suitable Consultant for the investigation process". - Complaint Ref.RSPO/2018/14/IR, dated filed 19 October 2018 addressed to Golden Agri Resources Ltd., by Forest People Programme & Transformasi Untuk Keadilan Indonesia. Current status: Investigation. Latest progress in 29 April 2022 "The Secretariat is in the midst of reviewing the Terms of Reference for the independent investigation and preparation of a Service Agreement" <p>Audit team sent email to Sawit Watch, until assessment ends, audit team did not received response.</p>	
--	---	--

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>The organization did not have a scheme smallholders. FFB supplied from Sawit Mas Estate and third parties.</p>	<p>Not Applicable</p>

Approved Time Bound Plan

There were revision in the company time bound plan, has been sent to RSPO for review and approval on 20th May 2022. The revised Time Bound Plan has been approved by RSPO Secretariat on 14 June 2022.

NO	COMPANY	LOCATION	MILL / ESTATE	PLANTED AREA (Ha)	PREVIOUS TIMEBOUND	NEW TIMEBOUND	JUSTIFICATION	
SUPPLY BASE OF NON CERTIFIED MILLS								
1	PT PARAMITRA INTERNUSA PRATAMA	KALIMANTAN BARAT	BLNM	BELIAN MILL		2021	2022	RaCP in progress
1.1	PT PARAMITRA INTERNUSA PRATAMA	KALIMANTAN BARAT	BLNE	BELIAN ESTATE	1,949	2021	2022	
1.2	PT PARAMITRA INTERNUSA PRATAMA	KALIMANTAN BARAT	TNKE	TENGKAWANG ESTATE	3,467	2021	2022	
1.3	PT PERSADA GRAHA MANDIRI	KALIMANTAN BARAT	KHLE	KAPUAS HULU ESTATE	2,703	2021	2022	
1.4	PT PERSADA GRAHA MANDIRI	KALIMANTAN BARAT	SBRE	SUNGAI BERAN ESTATE	2,811	2021	2022	
1.5	PT KARTIKA PRIMA CIPTA	KALIMANTAN BARAT	MTNE	MUARA TAWANG ESTATE	2,377	2021	2022	
1.6	PT PARAMITRA INTERNUSA PRATAMA (PLASMA)	KALIMANTAN BARAT	BLNA	BELIAN KKPA	1,798	2022	2024	
1.7	PT KARTIKA PRIMA CIPTA (PLASMA)	KALIMANTAN BARAT	MTNA	MUARA TAWANG KKPA	1,052	2022	2024	
1.8	PT PERSADA GRAHA MANDIRI (PLASMA)	KALIMANTAN BARAT	KHLA	KAPUAS HULU KKPA	1,188	2022	2024	
2	PT AGROLESTARI MANDIRI	KALIMANTAN BARAT	PKWM	PEKAWAI MILL		2021	2022	RaCP in progress
2.1	PT AGROLESTARI MANDIRI	KALIMANTAN BARAT	KYNE	KAYUNG ESTATE	2,210	2021	2022	
2.2	PT AGROLESTARI MANDIRI	KALIMANTAN BARAT	PKWE	PEKAWAI ESTATE	2,868	2021	2022	
2.3	PT AGROLESTARI MANDIRI	KALIMANTAN BARAT	SKKE	SUNGAI KELIK ESTATE	2,467	2021	2022	
2.4	PT AGROLESTARI MANDIRI	KALIMANTAN BARAT	NTYE	NANGA TAYAP ESTATE	2,008	2021	2022	
2.5	PT AGROLESTARI MANDIRI (PLASMA)	KALIMANTAN BARAT	KYNA	KAYUNG KEMITRAAN	2,651	2022	2024	Land title (SHM) in progress, RaCP in progress
3	PT SAWITAKARYA MANUNGGUL	KALIMANTAN SELATAN	SWTM	SAWITA MILL		2021	2022	RaCP in progress

3.1	PT SAWITAKARYA MANUNGGUL	KALIMANTAN SELATAN	SWTE	SAWITA ESTATE	3,810	2021	2022	
3.2	PT SAWITAKARYA MANUNGGUL	KALIMANTAN SELATAN	PMKE	PAMUKAN ESTATE	2,972	2021	2022	
3.3	PT SAWITAKARYA MANUNGGUL (PLASMA)	KALIMANTAN SELATAN	SWTA	SAWITA KKPA	1,154	2023	2024	
4	PT KRESNA DUTA AGROINDO	KALIMANTAN TIMUR	RPNM	RANTAU PANJANG MILL		2022	2023	RaCP in progress
4.1	PT KRESNA DUTA AGROINDO	KALIMANTAN TIMUR	RPNE	RANTAU PANJANG ESTATE	4,689	2022	2023	
4.2	PT KRESNA DUTA AGROINDO (PLASMA)	KALIMANTAN TIMUR	RPNA	RANTAU PANJANG KKPA	982	2023	2024	
5	PT SAWIT MAS SEJAHTERA	SUMATERA SELATAN	SKMM	SUNGAI KIKIM		2022	2023	RaCP in progress
5.1	PT SAWIT MAS SEJAHTERA	SUMATERA SELATAN	SKME	SUNGAI KIKIM ESTATE	1,845	2022	2023	
5.2	PT SAWIT MAS SEJAHTERA	SUMATERA SELATAN	SPGE	SUNGAI PANGI ESTATE	3,119	2022	2023	
5.3	PT SAWIT MAS SEJAHTERA	SUMATERA SELATAN	SMIE	SUNGAI MUSI ESTATE	1,736	2022	2023	
5.4	PT SAWIT MAS SEJAHTERA	SUMATERA SELATAN	SSLE	SUNGAI SALING ESTATE	2,161	2022	2023	
5.5	PT BUMI SAWIT PERMAI	SUMATERA SELATAN	SENE	SUNGAI ENIM ESTATE	1,725	2022	2023	
5.6	PT BUMI SAWIT PERMAI	SUMATERA SELATAN	SLME	SUNGAI LEMATANG ESTATE	2,081	2022	2023	
5.7	PT PRIMA CIPTA MANDIRI	SUMATERA SELATAN	SBGE	SUNGAI BUNGUR ESTATE	2,323	2022	2023	
5.8	PT PRIMA CIPTA MANDIRI	SUMATERA SELATAN	SLGE	SUNGAI LINGSING ESTATE	1,025	2022	2023	
6	PT SINAR KENCANA INTI PERKASA	KALIMANTAN SELATAN	SMGM	SUNGAI MAGALAU MILL		2023	2023	RaCP in progress
6.1	PT SINAR KENCANA INTI PERKASA	KALIMANTAN SELATAN	SNKE	SENAKIN ESTATE	2,787	2023	2023	
6.2	PT SINAR KENCANA INTI PERKASA	KALIMANTAN SELATAN	SMUE	SUNGAI MAGALAU ESTATE	1,707	2023	2023	
7	PT KRESNA DUTA AGROINDO	KALIMANTAN TIMUR	GKMM	GUNUNG KOMBENG MILL		2023	2024	Land title (SHM) in progress
7.1	PT KRESNA DUTA AGROINDO (PLASMA)	KALIMANTAN TIMUR	GKMA	GUNUNG KOMBENG KKPA	2,214	2023	2024	
8	PT SINAR KENCANA INTI PERKASA	PAPUA	KSRM	KASUARI MILL		2023	2024	
8.1	PT SINAR KENCANA INTI PERKASA	PAPUA	CNDE	CENDRAWASIH ESTATE	2,691	2023	2024	

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

8.2	PT SINAR KENCANA INTI PERKASA	PAPUA	NURE	NURI ESTATE	2,532	2023	2024	RaCP in progress, Environmental permit in progress
8.3	PT SINAR KENCANA INTI PERKASA	PAPUA	RJWE	RAJAWALI ESTATE	3,675	2023	2024	
8.4	PT SUMBER INDAH PERKASA	PAPUA	MMBE	MAMBRUK ESTATE	3,473	2023	2024	
9	PT BAHANA KARYA SEMESTA	JAMBI	SAJM	SUNGAI AIR JERNIH MILL		2023	2024	RaCP in progress
9.1	PT BAHANA KARYA SEMESTA	JAMBI	SAJE	SUNGAI AIR JERNIH ESTATE	2,963	2023	2024	
9.2	PT BAHANA KARYA SEMESTA	JAMBI	SMTE	SUNGAI MENTAWAK ESTATE	2,754	2023	2024	
9.3	PT PRIMATAMA KREASI MAS	JAMBI	SMKE	SUNGAI MERAK ESTATE	3,969	2023	2024	
9.4	PT PRIMATAMA KREASI MAS	JAMBI	SBKE	SUNGAI BADAK ESTATE	1,576	2023	2024	
9.5	PT BAHANA KARYA SEMESTA (PLASMA)	JAMBI	SMTA	SUNGAI MENTAWAK KKPA	922	2023	2024	
10	PT SMART TBK	KALIMANTAN SELATAN	BKPM	BUKIT KAPUR MILL		2023	2025	HGU in progress, HCV/HCS Study in progress
10.1	PT SMART TBK	KALIMANTAN SELATAN	SCNE	SUNGAI CANTUNG ESTATE	3,473	2023	2025	
10.2	PT SMART TBK	KALIMANTAN SELATAN	BKPE	BUKIT KAPUR ESTATE	2,950	2023	2025	
11	PT BINASAWIT ABADI PRATAMA	KALIMANTAN TENGAH	PRDM	PERDANA MILL		2023	2025	HGU in progress
11.1	PT BINASAWIT ABADI PRATAMA	KALIMANTAN TENGAH	PRDE	PERDANA ESTATE	4,007	2023	2025	
11.2	PT BINASAWIT ABADI PRATAMA	KALIMANTAN TENGAH	LGGE	LENGGANA ESTATE	2,275	2023	2025	
11.3	PT BINASAWIT ABADI PRATAMA	KALIMANTAN TENGAH	SMNE	SEMANDAU ESTATE	3,789	2023	2025	
11.4	PT BINASAWIT ABADI PRATAMA	KALIMANTAN TENGAH	MDUE	MUARA DUA ESTATE	4,116	2023	2025	
12	PT AGROKARYA PRIMA LESTARI	KALIMANTAN TENGAH	KUYM	KUAYAN MILL		2023	2025	HGU in progress, RaCP in progress
12.1	PT AGROKARYA PRIMA LESTARI	KALIMANTAN TENGAH	BSTE	BUKIT SANTUHAI ESTATE	3,635	2023	2025	
12.2	PT AGROKARYA PRIMA LESTARI	KALIMANTAN TENGAH	TBSE	TAJUR BERAS ESTATE	3,667	2023	2025	
12.3	PT AGROKARYA PRIMA LESTARI	KALIMANTAN TENGAH	SRAE	SERANAU ESTATE	3,654	2023	2025	
12.4	PT AGROKARYA PRIMALESTARI (PLASMA)	KALIMANTAN TENGAH	SSBA	SUNGAI SAMBON PLASMA	470	2023	2025	

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

12.5	PT BUANA ADHITHAMA	KALIMANTAN TENGAH	SPRE	SAPIRI ESTATE	2,392	2023	2025	
12.6	PT BUANA ADHITHAMA (PLASMA)	KALIMANTAN TENGAH	SPRA	SAPIRI PLASMA	435	2023	2025	
12.7	PT BUANA ADHITHAMA	KALIMANTAN TENGAH	BDUE	BUKIT DUA ESTATE	1,805	2023	2025	
13	PT MITRAKARYA AGROINDO	KALIMANTAN TENGAH	TNGM	TANGAR MILL		2023	2025	HGU in progress, RaCP in progress
13.1	PT MITRA KARYA AGROINDO	KALIMANTAN TENGAH	SLNE	SULIN ESTATE	4,173	2023	2025	
13.2	PT MITRA KARYA AGROINDO	KALIMANTAN TENGAH	NHYE	NAHIYANG ESTATE	3,723	2023	2025	
13.3	PT MITRA KARYA AGROINDO	KALIMANTAN TENGAH	KTYE	KATAYANG ESTATE	3,443	2023	2025	
13.4	PT MITRAKARYA AGROINDO (PLASMA)	KALIMANTAN TENGAH	SLNA	SULIN PLASMA	1,677	2023	2025	
14	PT ADITUNGGAL MAHAJAYA	KALIMANTAN TENGAH	SKOM	SAKO MILL		2023	2025	
14.1	PT AGROKARYA PRIMA LESTARI	KALIMANTAN TENGAH	MNTE	MENTAYA ESTATE	3,342	2023	2025	
14.2	PT AGROKARYA PRIMA LESTARI	KALIMANTAN TENGAH	KUYE	KUAYAN ESTATE	3,520	2023	2025	
14.3	PT MITRA KARYA AGROINDO	KALIMANTAN TENGAH	SNSE	SUNGAI NUSA ESTATE	3,219	2023	2025	
14.4	PT ADITUNGGAL MAHAJAYA	KALIMANTAN TENGAH	SAYE	SUNGAI AYAWAN ESTATE	3,733	2023	2025	
14.5	PT ADITUNGGAL MAHAJAYA (PLASMA)	KALIMANTAN TENGAH	SKOA	SAKO PLASMA	1,014	2023	2025	
15	PT AGROLESTARI SENTOSA	KALIMANTAN TENGAH	JLMM	JALEMO MILL		2023	2025	HGU in progress, RaCP in progress
15.1	PT AGROLESTARI SENTOSA	KALIMANTAN TENGAH	MNHE	MANUHING ESTATE	2,121	2023	2025	
15.2	PT AGROLESTARI SENTOSA	KALIMANTAN TENGAH	KJUE	KAJUI ESTATE	3,571	2023	2025	
15.3	PT AGROLESTARI SENTOSA	KALIMANTAN TENGAH	JLME	JALEMO ESTATE	3,351	2023	2025	
15.4	PT AGROLESTARI SENTOSA (PLASMA)	KALIMANTAN TENGAH	MNHA	MANUHING PLASMA	65	2023	2025	
16	PT BANGUN NUSA MANDIRI	KALIMANTAN BARAT	KNRM	KENARI MILL		2023	2025	HGU in progress, RaCP in progress
16.1	PT BANGUN NUSA MANDIRI	KALIMANTAN BARAT	GHRE	GAHARU ESTATE	1,886	2023	2025	
16.2	PT BANGUN NUSA MANDIRI	KALIMANTAN BARAT	KNRE	KENARI ESTATE	3,132	2023	2025	
16.3	PT BANGUN NUSA MANDIRI - (PLASMA)	KALIMANTAN BARAT	GHRA	GAHARU PLASMA	557	2023	2025	

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

16.4	PT BANGUN NUSA MANDIRI - (PLASMA)	KALIMANTAN BARAT	KNRA	KENARI PLASMA	52	2023	2025	Land title (SHM/HGU) in progress, RaCP in progress
17	PT KRUIING LESTARI JAYA	KALIMANTAN TIMUR	SPKM	SUNGAI PERAK MILL		-	2024	HCV/HCS Study in progress, RaCP in progress
17.1	PT KRUIING LESTARI JAYA	KALIMANTAN TIMUR	SPKE	SUNGAI PERAK ESTATE	2,810	-	2024	
17.2	PT KRUIING LESTARI JAYA	KALIMANTAN TIMUR	SBAE	SUNGAI BASUNG ESTATE	2,810	-	2024	
17.3	PT KRUIING LESTARI JAYA	KALIMANTAN TIMUR	SPIE	SUNGAI PIKAN ESTATE	2,351	-	2024	
17.4	PT KRUIING LESTARI JAYA	KALIMANTAN TIMUR	SPLI	SUNGAI PILOS ESTATE	3,361	-	2024	
17.5	PT KRUIING LESTARI JAYA	KALIMANTAN TIMUR	SPIA	SUNGAI PIKAN PLASMA	2,266		2024	
17.6	PT HARAPAN RIMBA RAYA	KALIMANTAN TIMUR	STHA	SUNGAI TOHAN PLASMA	1,773		2024	
18	PT HARAPAN RIMBA RAYA	KALIMANTAN TIMUR	SKDM	SUNGAI KEDANG MILL		-	2024	HCV/HCS Study in progress, RaCP in progress
18.1	PT HARAPAN RIMBA RAYA	KALIMANTAN TIMUR	SKDE	SUNGAI KEDANG ESTATE	3,338	-	2024	
18.2	PT HARAPAN RIMBA RAYA	KALIMANTAN TIMUR	STHE	SUNGAI TOHAN ESTATE	3,597	-	2024	
18.3	PT HARAPAN RIMBA RAYA	KALIMANTAN TIMUR	KPHE	KEDANG PAHU ESTATE	1,928	-	2024	
18.4	PT RIMBARAYA TAMAJAYA	KALIMANTAN TIMUR	SPAE	SUNGAI PAHU ESTATE	2,803	-	2024	
18.5	PT RIMBARAYA TAMAJAYA	KALIMANTAN TIMUR	SPAA	SUNGAI PAHU PLASMA	568	-	2024	
SUPPLY BASE OF CERTIFIED MILLS								
1	PT CAHAYA NUSA GEMILANG	KALIMANTAN BARAT	KNNE	KENANGA ESTATE	2,618	2021	2023	RaCP in progress
2	PT KENCANA GRAHA PERMAI	KALIMANTAN BARAT	DLME	DELIMA ESTATE	1,857	2021	2023	RaCP in progress
3	PT SATYA KISMA USAHA	JAMBI	BGDE	BATANG GADING ESTATE	1,917	2022	2023	HGU in progress, RaCP in progress
4	PT FORESTA LESTARI DWIKARYA (PLASMA)	BANGKA BELITUNG	TRSA	TANJUNG RUSA KKPA	497	2022	2024	RaCP in progress
5	PT DJUANDA SAWIT LESTARI (PLASMA)	SUMATERA SELATAN	PNDA	PANDAWA KKPA	1,796	2022	2024	RaCP in progress

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

6	PT CAHAYA NUSA GEMILANG (PLASMA)	KALIMANTAN BARAT	KNCA	KENCANA KEMITRAAN	1,108	2022	2024	HGU Plasma in progress, RaCP in progress
7	PT CAHAYA NUSA GEMILANG (PLASMA)	KALIMANTAN BARAT	KNNA	KENANGA KEMITRAAN	439	2022	2024	HGU Plasma in progress, RaCP in progress
8	PT SATYA KISMA USAHA	KALIMANTAN TENGAH	MSAE	MEDANG SARI ESTATE	2,436	2022	2025	HGU in progress, RaCP in progress
9	PT SATYA KISMA USAHA (PLASMA)	JAMBI	KILA	KILIS KKPA	939	2023	2024	HGU in progress, RaCP in progress
10	PT PALMINDO BILITON BERJAYA	BANGKA BELITUNG	TSWE	TANJUNG SAWIT ESTATE	2,634	2023	2023	HCV/HCS Study in progress
11	PT PALMINDO BILITON BERJAYA (PLASMA)	BANGKA BELITUNG	TSWA	TANJUNG SAWIT PLASMA	676	2023	2023	HCV/HCS Study in progress
12	PT RAMAJAYA PRAMUKTI (PLASMA)	RIAU	RRMA	RAMARAMA KKPA	760	2023	2023	Land title (SHM) in progress
13	PT SAWITAKARYA MANUNGGUL (PLASMA)	KALIMANTAN SELATAN	SKPA	SUNGAI KUPANG KKPA	3,859	2023	2023	Land title (SHM) in progress
14	PT TAPIAN NADENGGAN (PLASMA)	KALIMANTAN TIMUR	JLYA	JAK LUAY KKPA	2,980	2023	2023	RaCP in progress
15	PT TAPIAN NADENGGAN (PLASMA)	KALIMANTAN TIMUR	BSRA	BUKIT SUBUR KKPA	712	2023	2023	RaCP in progress
16	PT MEGANUSA INTI SAWIT (PLASMA)	RIAU	KSJA	MANDIAN JAYA PLASMA	405	-	2022	ready for certification
17	PT BUANA WIRALESTARI MAS (PLASMA)	RIAU	BRDA	BERKAT RIDHO KKPA	740	-	2023	Land title (SHM) in progress
18	PT IVO MAS TUNGGAL (PLASMA)	RIAU	SKJA	KANDIS SEJAHTERA KKPA	418	-	2023	Land title (SHM) in progress
19	PT IVO MAS TUNGGAL (PLASMA)	RIAU	KSBA	SWADAYA MAS BERSAMA KKPA	451	-	2023	Land title (SHM) in progress
20	PT RAMAJAYA PRAMUKTI (PLASMA)	RIAU	PRSA	PRODUSEN RAMA SAWIT KKPA	175	-	2023	Land title (SHM) in progress

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

21	PT AGROLESTARI SUBUR SEJAHTERA	BANGKA BELITUNG	BPAE	BUKIT PERMAI ESTATE	3,151	-	2024	HCV/HCS Study in progress
22	PT AGROLESTARI HIJAU SENTOSA	BANGKA BELITUNG	BLSE	BUKIT LESTARI ESTATE	664	-	2024	HCV/HCS Study in progress
23	PT MITRA NUSA PERMATA	KALIMANTAN SELATAN	SMGE	SUNGAI MANUNGGUL ESTATE	1,175	-	2024	HGU in progress, RaCP in progress
24	PT KHARISMA RIAU SENTOSA PRIMA	RIAU	KHRE	KHARISMA ESTATE	345	-	2024	HGU in progress, RaCP in progress
25	PT KHARISMA RIAU SENTOSA PRIMA (PLASMA)	RIAU	KHRA	KHARISMA PLASMA	381	-	2024	Land title (SHM) in progress
26	PT KRESNA DUTA AGROINDO (PLASMA)	JAMBI	TSRA	TIGA SERUMPUN KKPA	2,788	-	2024	Land title (SHM) in progress
27	PT SATYA KISMA USAHA (PLASMA)	JAMBI	BGDA	BATANG GADING KKPA	1,494	-	2024	Land title (SHM) in progress

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 non-conformities identified. The PT Sawit Mas Sejahtera Certification unit submitted not necessary submit Corrective Action Plans.

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

Non-conformity			
NCR Ref #	-	Issued Date	-
Due Date	-	Closure Date	-
Indicator & 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	None

Positive Findings	
PF #	Description
PF 1	<ul style="list-style-type: none"> a. Commitment to RSPO Audit from workers until top management b. Records/data and information was given quickly c. Internal audit has been conducted very well

3.3.1 Status of Nonconformities Previously Identified and Observations

During remote audit Re-Certification Assessment (21 – 22 September 2020) there were Zero (0) Non-conformities raised. Meanwhile, in ASA-4 conducted by PT. SAI Global Indonesia (17-19 July 2019) there were 1 Major NC and 1 minor NC.

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

Non-conformity			
NCR Ref #	Appendix C previous CB report	Issued Date	17 July 2019
Due Date	17/10/2019	Closure Date	02 Sep 2019
Indicator & Category (Critical / Minor)	RSPO PC INA-NI 2016 Indicator 2.1.1		
Statement of Nonconformity:	Evidence of compliance with relevant regulation was not available.		
Requirement Reference:	Evidence of compliance with relevant legal requirements shall be available.		
Objective Evidence:	There was no evidence for measurement for working environment as required by regulation Permenaker 05/2018.		
Corrections:	Measure the working environment as required by regulation Permenaker 05/2018 date on 23 July 2019 by PT. PGAS Solution.		
Root Cause Analysis:	There was a change in regulation from Permenaker No. 13/2011 became Permenaker No. 5/2018 concerning K3 work environment. As well as the addition of parameters (Biology, Ergonomics, Psychology), so that the tender process until management approval was more than 4 months.		
Corrective Actions:	Speed up the monitoring schedule 2 months earlier than the previous schedule (April to February). Monitoring will be conducted by PT. PGAS Solution annually.		
Assessment Conclusion:	<p>Verification of Effectiveness:</p> <p>Verified through document review, such as:</p> <ul style="list-style-type: none"> • Minutes of test sample taking date on 23 July 2019 by PT. PGAS Solution for • K3 work environment at PPNM and SMSE for parameters of Biology, Ergonomics, • Psychology, Noise, Lighting, Vibration, Work Climate, and chemical / air • threshold values. • Monitoring schedule of K3 work environment 2020 at PT. Sawit Mas Sejahtera • (PPNM and SMSE) will be conducted again date on 24 – 29 February 2020. • Update the status of compliance evaluation (Permenaker 05/2018) date on 6 • August 2019 for PPNM and 8 August 2019 for SMSE by Safety Officer. <p>Corrective actions have been effectively conducted and Major NCR #01 can be closed out.</p>		
Effectiveness Closure (for previous audit closed Critical NC):	During recertification audit (remote and on site audit) the issue has been resolved. No recurrence of NC or conditions.		

Non-conformity			
NCR Ref #	Appendix C previous CB report	Issued Date	17 July 2019
Due Date	17/10/2019	Closure Date	22 September 2020

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

Indicator & Category (Critical / Minor)	RSPO PC INA-NI 2016 Indicator 6.2.3
Statement of Nonconformity:	The stakeholders list was not including all parties.
Requirement Reference:	The company shall have a list of stakeholders, records of communications, including confirmation of receipt and that efforts are made to ensure understanding by affected parties, and records of actions taken in response to input from stakeholders.
Objective Evidence:	PT. Satrindo Agro Palma (FFB Transporter) was not included in the list of stakeholders (SMSE) updated on 12 June 2019.
Corrections:	Update the stakeholders list was included PT. Satrindo Agro Palma (FFB Transporter) date on 14 August 2019 by SPO Officer.
Root Cause Analysis:	Misunderstanding in conducting stakeholder mapping because stakeholders definition in the SOP are still general in nature and lack detail.
Corrective Actions:	The stakeholder definition is explained in detail and the scope and limitations so that it is easily understood by those who identify the stakeholder list, such as statutory body, indigenous people, local community, worker organization, smallholder, FFB supplier, local NGO, nation NGO, and other stakeholders (university, FFB/CPO/PK/EFB transporter, supplier, etc.)
Assessment Conclusion:	Non-conformities has been closed.
Effectiveness Closure (for previous audit closed Critical NC):	During recertification audit (remote and on site audit) the issue has been resolved. No recurrence of NC or conditions.

Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement: None</p> <p>Verification / Follow-up actions: None</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
Appendix C previous CB report	Major	RSPO P&C INA-NI 2016 Indicator 2.1.1	17 July 2019	Closed Dated 2 September 2019
Appendix C previous CB report	Minor	RSPO P&C INA-NI 2016 Indicator 6.2.3	17 July 2019	Closed Dated 22 September 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 Sawit Mas Sejahtera Certification Unit's environmental and social performance, legal and any known dispute issues.

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

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

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Governmental	Environmental Agency of Banyuasin Regency	Face to face interview
Governmental	Permit Agency (PTSP) of Banyuasin Regency	<i>Note: Public consultation letter has been submitted and receipt of acceptance is available. However, during the audit, there is no personnel available/willing to be interviewed.</i>
Governmental	Manpower Agency of Banyuasin Regency	Face to face interview
Governmental	Agrarian/Land Agency of Banyuasin Regency	Face to face interview
Governmental	Plantation Agency of Banyuasin Regency	Face to face interview
Governmental	Manpower Agency of South Sumatera Province	Phone interview
Governmental	BKSDA of South Sumatera	<i>Note: Public consultation letter has been submitted and receipt of acceptance is available. However, during the audit, there is no personnel available/willing to be interviewed.</i>
Academia	Sriwijaya University – no response	<i>Note: Public consultation letter has been submitted and receipt of acceptance is available. However, during the audit, there is no</i>

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

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)
		<i>personnel available/willing to be interviewed.</i>
Governmental	Sub-District Head of Banyuasin III	<i>Note: Public consultation letter has been submitted and receipt of acceptance is available. However, during the audit, there is no personnel available/willing to be interviewed.</i>
Governmental/communities	Village Head of Pangkalan Panji	Face to face interview
Governmental/communities	Village Head of Rimba Balai	Face to face interview
Governmental/communities	Village Head of Sungai Dua	<i>Note: Public consultation letter has been submitted and receipt of acceptance is available. However, during the audit, there is no personnel available/willing to be interviewed.</i>
Governmental/communities	Village Head of Tanjung Laut	<i>Note: Public consultation letter has been submitted and receipt of acceptance is available. However, during the audit, there is no personnel available/willing to be interviewed.</i>
External	FFB Supplier of CV Rezeki Raya Sejahtera	Face to face interview
Governmental/communities	FFB Supplier of Achmad Aqilsyah Siregar	Face to face interview
Contractor	Contractor: FFB Transporter PT Satrindo Jaya Agropalma	Face to face interview
Internal/Union	Labor Union of Nike Uba	Face to face interview
Internal/Union	Labor Union of SARBUPRI	Face to face interview
Internal	Worker Cooperative	Face to face interview
Internal	Gender Committee	Face to face interview

Stakeholders comment	
1	<p>Feedbacks: Environmental Agency of Banyuasin Regency</p> <p>There is no negative issue concerning waste/environmental management. Waste-water treatment and hazardous waste storage have had permits. Mandatory environment management reports have been submitted regularly, there is no significant testing result that beyond the threshold.</p>

	<p>Audit Team verification and response:</p> <p>There is no negative issue that need for further verification. Based on document review of environmental permits and reports, and field observations, the company has demonstrated legal compliance related environmental, and no indications of environmental pollution, that described in more detail in related indicators.</p>
2	<p>Feedbacks:</p> <p>Manpower Agency of Banyuasin Regency</p> <p>There is no negative issue related to employment (payment, contractual agreement, worker status)and OHS based on regular monitoring and report from stakeholder. The mandarotry report (employment, OHS Committee) has been submitted regularly.</p>
	<p>Audit Team verification and response:</p> <p>There are no negative issues that need further verification. It has been verified and described that the company has complied the requirement such as recruitment (criterion 3.5), OHS (criterion 3.6), payment and work condition (criterion 6.2).</p>
3	<p>Feedbacks:</p> <p>Agrarian/Land Agency of Banyuasin Regency</p> <p>The company has complied land legality in the form of Location Permit and Land Title (HGU). The annual report of HGU usage has been submitted regularly. Land Agency only has an authority to give information based on that has been written on official notes in attachment of HGU Sertifikat (<i>lembaran buku tanah</i>). Based on the record, there is no a negative issue such as land conflict (reduction), abandoned land (<i>tanah terlantar</i>), etc.</p>
	<p>Audit Team verification and response:</p> <p>Based on field verification and stakeholder consultation, there is no indication of land dispute/conflict in the field. HGU area are well demarcated. There is 1,091 ha area that did not has HGU yet. This area has been included in time bound plan.</p>
4	<p>Feedbacks:</p> <p>Plantation Agency of Banyuasin Regency</p> <p>The company has complied the regulation of plantation permit, such as has had a Plantation Business Permit (<i>Izin Usaha Perkebunan / IUP</i>), and has had sufficient fire fighting equipment. The land preparation did not conducted by land burning. Mandatory reports also have been submitted regularly. Social engagement also has been conducted well, such as by providing CSR program, receive community FFB, and receive local worker.</p>
	<p>Audit Team verification and response:</p> <p>The auditor has verified the compliance of legal requirement such as Plantation Business Permit and mandatory report. Field verification also has been conducted to verify that there is no burning activities in the field, and fire fighting facilities and team has conducted simulation during the audit. There is no other negative issue to be verified.</p>
5	<p>Feedbacks:</p> <p>Manpower Agency of South Sumatera Province</p> <p>There is no negative issue related to employment (payment, contractual agreement, worker status)and OHS based on regular monitoring and report from stakeholder. The mandarotry report (employment, OHS Committee) has been submitted regularly.</p>
	<p>Audit Team verification and response:</p>

	<p>There are no negative issues that need further verification. It has been verified and described that the company has complied the requirement such as recruitment (criterion 3.5), OHS (criterion 3.6), payment and work condition (criterion 6.2).</p>
6	<p>Feedbacks: Village Head of Pangkalan Panji</p> <p>There is no land dispute, environmental pollution, or employment issue. The company has made efforts to develop surrounding community through CSR programs, the use of local labor and receive third party FFB supplier. Job Vacancies are always informed to village official.</p>
	<p>Audit Team verification and response:</p> <p>There is no negative issue to be followed up. Document review and field observation also have been conducted, is known that no indication of land dispute or environmental pollution. Based on review of Employee List, is known that the workers are mostly from surrounding communities.</p>
7	<p>Feedbacks: Village Head of Rimba Balai</p> <p>There is no land dispute, environmental pollution, or employment issue. The company has made efforts to develop surrounding community through CSR programs, the use of local labor and receive third party FFB supplier. Job Vacancies are always informed to village official.</p> <p>Since the Village Head just appointed recently, village official hoping the good cooperatives with company will continue smoothly.</p>
	<p>Audit Team verification and response:</p> <p>There is no negative issue to be followed up. Document review and field observation also have been conducted, is known that no indication of land dispute or environmental pollution. Based on review of Employee List, is known that the workers are mostly from surrounding communities.</p>
8	<p>Feedbacks: FFB Supplier of CV Rezeki Raya Sejahtera</p> <p>The company receives FFB from third parties and has conducted document review and field verification so that the FFB supplied is not the result of looting, theft or FFB produced by looting state forests. It is stated in the agreement based on the agreement between the two parties, and contractor shall adhere legal requirement in terms of employment and OHS. Moreover, explained that the payment was made on time in accordance with the contents of the agreement and there had never been a problem in terms of payment.</p>
	<p>Audit Team verification and response:</p> <p>There was no negative issue that need further verification. The company has demonstrated its commitment and mechanism so that FFB received is not from illegal activities. in addition documentation has been shown that the payment of the contractor's results has been paid according to the agreement and on time. Described in detail in related indicators</p>
9	<p>Feedbacks: FFB Supplier of Achmad Aqilsyah Siregar/Norman Siregar</p> <p>The company receives FFB from third parties and has conducted document review and field verification so that the FFB supplied is not the result of looting, theft or FFB produced by looting state forests. It is stated in the agreement based on the agreement between the two parties, and contractor shall adhere legal requirement in terms of employment and OHS. Moreover, explained that the payment was made on time in accordance with the contents of the agreement and there had never been a problem in terms of payment.</p>
	<p>Audit Team verification and response:</p>

	There is no negative issue that need for further verification. Commitment Letter, invoice and FFB receipt was reviewed during audit.
10	<p>Feedbacks: Contractor: FFB Transporter PT Satrindo Jaya Agropalma</p> <p>The contractor has agreement with PT BSP to adhere legal requirement, such as using appropriate PPE, employment status and contractual agreement and minimum payment to worker, as well as enroll them in national employment and health insurance (<i>BPJS</i>).</p> <p>Audit Team verification and response:</p> <p>FFB transporter on behalf of PT Satrindo Jaya Agropalma, the statement to adhere company's policy stipulated in contractual agreement No. 004/BSP/JKTO-II/XII/2019-ATBS dated 2 December 2019. In the contract, has mentioned that the contractor shall adhere the PT BSP policy, such as minimum payment, insurance, and OHS/PPE provision to workers.</p> <p>Sample of payment has been verified, such as for Sunarto (ID 12066) in May 2022, has been paid amount of IDR 3,317,775 (above minimum payment).</p> <p>List of workers (100 workers) has been shown that all of them are permanent workers, and there is no child labor. Moreover, all workers also have been enrolled in National Health Insurance (<i>BPJS Kesehatan</i>) and National Employment Insurance (<i>BPJS Ketenagakerjaan</i>). The recent <i>BPJS Kesehatan</i> and <i>BPJS Ketenagakerjaan</i> have been paid on 10 May 2022 and 6 June 2022 respectively.</p>
11	<p>Feedbacks: Labor Union of Nike Uba</p> <p>There is no negative issue related to employment (payment, contractual agreement, worker status) and OHS. The meeting with management has been conducted regularly. The company gave liberation for all worker to join union or let union to run its activities.</p> <p>Audit Team verification and response:</p> <p>There are no negative issues that need further verification. It has been verified and described that the company has complied the requirement such as recruitment (criterion 3.5), OHS (criterion 3.6), payment and work condition (criterion 6.2).</p>
12	<p>Feedbacks: Labor Union of SARBUPRI</p> <p>The company gave liberation for all worker to join union or let union to run its activities. There is no negative issue concerning minimum payment, OHS, or workers status. However, in period of 2021 there is termination of 70 workers, it is need to be verified the compensation rights have been paid in accordance with legal requirements.</p> <p>Audit Team verification and response:</p> <p>The company has had a procedure for retirement and termination as per Policy of Retirement No. SDM G-003-02" dated 24 July 2014. The termination procedure has been implemented well. In 2021, the company conducted termination for some workers that has been conducted in accordance with CLA and legal regulation. For instance, has been shown the documentation of termination and calculation of financial compensation in accordance with regulation (long of work, basic salary, allowance, severance payment, rewards, annual leave). For instance, the final decision has been made based on Agreement of Termination (i.e Tukidi) No. SMSE/EM/053/XII/2021 dated 20 December 2021.</p>
13	<p>Feedbacks: Worker Cooperative</p>

	<p>Worker cooperative has been established by company's support to improve worker's wellbeing. Currently, the operation only for member loan service. The staple food store did not operate anymore due to the plantation area is located near the capital city of Banyuasin Regency (about 15 minutes).</p> <p>Audit Team verification and response: There is no negative issue that need for further verification.</p>
14	<p>Feedbacks: Gender Committee</p> <p>The company has had a policy to protect female workers from sexual harassment in the workplace as well as a grievance mechanism. Have implemented regulations related to reproductive rights such as menstruation leave and childbirth. The new mother need analysis has been conducted by the company. There are no issues related to sexual harassment or reproduction rights violation.</p> <p>Audit Team verification and response: There are no negative issues that need further verification. Related no gender discrimination has been verified in Criterion 6.1 Management has fulfilled new mother need by fulfilling:</p> <ul style="list-style-type: none"> - Clinic including company's doctor and paramedic, for getting regular check-up, consultation and giving birth. - Monthly 'Posyandu' as an event to check their maternity (fetuses) and babies under 5 years old, to give consultations and vitamins. - Maternity leave: 3 months including before and after giving birth in accordance with legal regulation. - Company's ambulance for emergency respond, to get to nearest hospital. - Daycare/crech.

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
None	None	None	None	None	None
Note : There are no previous land owner. All land are state land with HGU Certificate. This was confirmed also with Kepala Desa and local governance.					

Previous land owner / user comment	
	Feedbacks: -
	Audit Team verification and response: -

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.

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

Report prepared by	Acceptance of Assessment Conclusion
Name: Eko Prastio Ramadhan	Name: Yahya Mustakim
Company Name: PT. BSI Group Indonesia	Company Name: PT Sawit Mas Sejahtera
Title: Client Manager	Title: Head Of Sustainability Management System and Certification Operations Sustainability
Signature: 	Signature: 
Date: 1 July 2022	Date: 4 Juli 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. - Critical (Major) compliance -</p>	<p>Information available to stakeholder specified in the Information List for SMART’s stakeholder (F/SMART/UMUM /SADV/004/003) dated on 01 December 2020. List of the information available to the public and stakeholder as much as 15 type of documents, such as:</p> <ul style="list-style-type: none"> - Certificate / land use rights - AMDAL - RKL-RPL Report - Occupational health and safety plan - Social impact assessment - Identification and management of HCV - Environmental management plan - Human Rights policy - Public summary report from Certification body - Social procedure - Complaint and responses documents - Negotiation procedure <p>The documented procedure was established, it’s described the process and responsibilities and authorities in regards responding the request on information from the public. The coverage of request on information as stated in the procedure including information on legal documents, environmental documents, social activities documents,</p>	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		occupational health and safety programme documents and continual improvement documents.	
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	Based on consultation with the stakeholders, review of Logbook of incoming mail and response, and review of mandatory report, the information provided to stakeholders is in Indonesian language. There is no migrant worker, and all surrounding communities understood Indonesian language.	Complied
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	Recorded information requests can be seen in Logbook of Incoming and Outgoing Mail. From the Logbook review year of 2020, 2021, and to month May 2022, there was no request for information from the stakeholders. However, the company regularly submitted the mandatory report to the related agency such as in aspect of plantation and land legality (HGU utilization report, plantation progress report), environmental (environmental license document implementation report, waste management report), OHS (employment report, OHS management report), that will be mentioned in related indicators. It was verified that mandatory report for period 2020, 2021, and 2022 was submitted. The recent mandatory report submission as follows (note: the auditor mentioned only recent example, because the recent report will not approved by Agencies if the previous period report not reported yet): <ul style="list-style-type: none"> - Plantation progress report (LPUP) period of Semester II of 2021 has been sent to Plantation Agency on 27 April 2022. - Environmental Management and Monitoring Report of Semester II of 2021 has been sent on 26 January 2022. - Waste-Water Monitoring Report of Quarter I of 2022 has been sent on 26 April 2022. - Quarterly Report of OHS Committee (P2K3) Quarter I of 2022 has been sent to Manpower Agency on 28 April 2022. - Recent Annual Report of Employment has been reported on 05 	Complied

		November 2021, with obligation for next reporting on 5 November 2022.	
1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.</p> <p>- Critical (Major) compliance -</p>	<p>SOP to describe the process of information sharing/dissemination defined in Social communication procedures SOP Communication and Consultation Procedure No. SOP/SMART/UMUM/SADV/I/04 dated 1 July 2014. Consultation and communication with stakeholders conducted by collecting community leaders, village heads and local community or visiting the office/the village hall to meet with the village head, village officials and community. The response to requests for information by the above procedure is at least 30 days or 4 weeks. Procedures and a list of information available in Indonesian and easily understood.</p> <p>Documents available to the public and stakeholder can be provided to stakeholders according to their relevance through a written request to the organization. Information provided to the public and stakeholder has disseminated to the stakeholder together with social procedure (Information request and response procedure, environmental complain handling, land conflict resolution procedure, and social communication procedure). PIC Communication and Consultation is Unit Head (Mill Unit Head and Estate Unit Head).</p> <p>The recent dissemination of communication procedure to worker has been conducted in period of April 2022 for all workers in Mill and all Estate's Division, for all contractors conducted on 29 July 2021, surrounding Village Heads on 8 and 14 July 2021.</p> <p>Based on interview with workers, contractors, governmental agencies, the stakeholders aware of the type of information available and the procedures for accessing the information based on regular oral dissemination from Public Relation Staff in the formal or informal meeting. All stakeholders know and understand how they should ask for information to the organization and how to communicate with the</p>	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		organization. Moreover, even though not requested, the company regularly sent mandatory report in Indonesian language.	
1.1.5	An up-to-date list of contacts and detailed stakeholder information is available along with designated representatives. - Minor compliance -	<p>Certificate holder has shown lists of stakeholders for the period of 2020, 2021 and 2022. Stakeholder list detail including address and phone numbers were mentioned in the list. Update the list was performed annually by Unit Head (Estate and Mill) and SPO Officer. The last update was performed in January 2022.</p> <p>The company has had a List of stakeholders updated in January 2022 by Public Relation, which includes 9 types of stakeholders i.e:</p> <ul style="list-style-type: none"> - Statutory bodies (Sub-district Administration, Regencies Agencies, etc) - Indigenous people - Local Communities; i.e: Village Heads, etc.) - Worker Organizations; i.e: Labor Union, Gender Committee, Worker Cooperative. - Independent smallholder: - FFB Supplier - Local NGOs - National NGOs - Other Stakeholders; i.e: FFB transport contractors, infrastructure contractors, financial institutions (banks), police etc. 	Complied
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. - Minor compliance -	<p>PT. Sawit Mas Sejahtera referring to "Kebijakan Bisnis dan Hak Asasi Manusia Golden Agri Resources" signed by Head of PCDV, June 2021. Point 10 stated "Mematuhi ketentuan hukum mengenai pencegahan praktik suap dan korupsi" – to comply with laws related to prevention of bribery and corruption.</p> <p>PT. Sawit Mas Sejahtera is communicating the policy on code of ethical conduct to communities, workers and contractor's worker:</p>	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<ul style="list-style-type: none"> - Communication of all company policy including code of ethical conduct to 5 village heads on 2 September 2020. - Communication of all company policy including code of ethical conduct to 9 village heads: Seterio village, Timba Terap village, Pangkalan Panji Village, Suak Tapeh Village, Sedang Village, Langkan Village, Tanjung Laut Village, etc. on 14 July 2021. - Communication of all company policy including code of ethical conduct to 29 contractor workers, dated 29 July 2021. - Communication of all company policy including code of ethical conduct (simplified language related to honest and fair work performance, anti-bribery and anti-corruption) to 39 harvesters, 6 sprayers and 19 loose fruit collectors from Division I dated 11 April 2022. - Communication of all company policy including code of ethical conduct to 32 harvesters, 7 sprayers and 28 loose fruit collectors from Division II dated 11 April 2022. 	
1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>PT. Sawit Mas Sejahtera carried out internal audit against RSPO P&C on annual basis, covering indicator related to code of ethical conduct implementation in company operation and contractor:</p> <ul style="list-style-type: none"> - Company carried out internal audit year 2020 on 4-14 May 2020, for indicator 1.2.2 documented evaluation evident through checking on PT. Satrindo Jaya Agropalma. Document "Evaluasi Kontraktor No.002/PPNM - Company carried out internal audit year 2021 on 15-21 March 2021, for indicator 1.2.2 contractor compliance FFB supplier PT. Hikma Jaya Bersama evident. - Company carried out internal audit year 2022 on 21-25 February 2022, for indicator 1.2.2 contractor compliance FFB supplier Rejeki Raya Sejahtera evident. Contractor compliance FFB transporter PT. 	Complied

		<p>Satrindo Jaya Agropalma, inspected through "Formulir Inspeksi Kontraktor No.F/SMART/UMUM/SADV/006/001 PT. Satrindo Jaya Agropalma" dated 28 February 2022; the evaluation checklist comprise of work environment, provision of PPE, emergency preparedness, provision of working tools, work permit, contractor competence, business ethics (integrity, anti-bribery and anti-corruption, anti-money laundering, fair competition).</p> <p>Control to contractor/FFB transporter:</p> <ul style="list-style-type: none"> - PT. Satrindo Jaya Agropalma is signing statement letter "Surat Pernyataan – Tidak akan melakukan Tindakan yang mengarah kepada tindakan korupsi, suap, dan penipuan dalam penggunaan dana maupun sumber daya lain" – will not perform activity leads to corruption, bribery and fraud in the use of fund and other resources; dated 1 February 2021. <p>Sampled on time payment to contractor/FFB transporter:</p> <ul style="list-style-type: none"> - Minutes of work handover FFB transport "Berita Acara Serah Terima TBS PT. Satrindo Jaya Agropalma", period ends 20 April 2022. - Payment Order and payment reference No.0078SJALBSWT0422, transfer payment made on "payment reference No.0078SJALBSWT0422" dated 28 April 2022 for Rp.35x,xxx,xxx. - PT. Sawit Mas Sejahtera demonstrate control through sampled PT. Satrindo Jaya Agropalma made levy payment for worker's social insurance BPJS period of May 2022 of Rp.31,xxx,xxx. - PT. Sawit Mas Sejahtera demonstrate control through review of worker list PT. Satrindo Jaya Agropalma period January 2021 and January 2022, none of the worker under 18 years old. 	
--	--	--	--

Principle 2: Operate legally and respect rights			
Implement legal requirements as the basic principles of operation in any jurisdiction.			
Criteria 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<p>(C) The unit of certification complies to relevant regulations.</p> <ul style="list-style-type: none"> - Critical (Major) compliance - 	<ul style="list-style-type: none"> - Plantation permit – “Keputusan Menteri Negara Penggerak Dana Investasi/Ketua Badan Koordinasi Penanaman Modal No.188/T/Pertanian/1997 tentang Pemberian Izin Usaha Tetap” dated 9 May 1997. Plantation permit for PT. Lembu Jaya NKP.1110/3115-13-05716 for oil palm plantation integrated with the processing facility to produce Crude Palm Oil/CPO. Location in Pangkalan Panji Village, Musi Banyuasin III District, Musi Banyuasin Regency, Sumatera Selatan Province – with area of 2,110 Ha. Subsequently changed into “Keputusan Kepala Dinas Koperasi, Pengusaha Kecil Menengah dan Penanaman Modal Provinsi Sumatera Selatan No.25/16/IUT/PMDN/DkopKm&Pm/XII/2004 tentang Izin Usaha Tetap dalam Rangka Penggabungan (Merger)” dated 31 December 2004. The decree is granting “Izin Usaha Tetap (IUT) Merger kepada PT. Sawit Mas Sejahtera” to carry out oil palm plantation integrated with the processing facility to produce Crude Palm Oil/CPO and its transport. Area of permit 5,835 Ha as per HGU No.63/HGU/BPN/1995 dated 3 October 1995. - Land Title/HGU see 4.4.1 - Building Permit “Izin Mendirikan Bangunan” as per “Petikan Surat Keputusan Bupati Kepala Daerah Tk.II Musi Banyuasin No.640/28/SIB/VII/1993; Memberikan Surat Izin Bangunan untuk PT. Lembu Jaya” dated 31 June 1993. Permit to build palm oil mill, offices, housing on Pangkalan Panji Village, Banyuasin III District. - Building Permit “Izin Mendirikan Bangunan” as per “Petikan Surat Keputusan Bupati Musi Banyuasin No.640/014/SIB/VI/2000; Memberikan Surat Izin Mendirikan Bangunan untuk PT. Sawit Mas 	Complied

**RSPO P&C Public Summary Report
Revision 13 (Apr 2022)**

		<p>Sejahtera" dated 30 June 2000. Permit to build office and employee housing on Division I.</p> <ul style="list-style-type: none"> - Building Permit "Izin Mendirikan Bangunan" as per "Petikan Surat Keputusan Bupati Musi Banyuasin No.640/016/SIB/VI/2000; Memberikan Surat Izin Mendirikan Bangunan untuk PT. Sawit Mas Sejahtera" dated 30 June 2000. Permit to build office and employee housing on Division II, Lebung Village, Rantau Bayur District. - Building Permit "Izin Mendirikan Bangunan" as per "Petikan Surat Keputusan Bupati Musi Banyuasin No.640/017/SIB/VI/2000; Memberikan Surat Izin Mendirikan Bangunan untuk PT. Sawit Mas Sejahtera" dated 30 June 2000. Permit to build office and employee housing on Division III, Seterio Village, Banyuasin III District. - Building Permit "Izin Mendirikan Bangunan" as per "Petikan Surat Keputusan Bupati Musi Banyuasin No.640/018/SIB/VI/2000; Memberikan Surat Izin Mendirikan Bangunan untuk PT. Sawit Mas Sejahtera" dated 30 June 2000. Permit to build office and employee housing on Division IV, Tanjung Laut Village, Betung District. - Building Permit "Izin Mendirikan Bangunan" as per "Petikan Surat Keputusan Bupati Musi Banyuasin No.640/019/SIB/VI/2000; Memberikan Surat Izin Mendirikan Bangunan untuk PT. Sawit Mas Sejahtera" dated 30 June 2000. Permit to build office and employee housing on Division V, Sungai Dua Village, Sungai Keruh District. - Tax payer number PT. Sawit Mas Sejahtera No.01.220.467.3-314.001. - Payment of lands and building tax 2021: "Bukti Penerimaan Negara" payment from PT. Sawit Mas Sejahtera date 23 August 2021 of Rp.1,26x,xxx,xxx. - Payment of lands and building tax 2020: "Bukti Penerimaan Negara" payment from PT. Sawit Mas Sejahtera dated 5 November 2020 of Rp.1,29x,xxx,xxx. 	
--	--	--	--

		<p>Note: PT. Sawit Mas Sejahtera was previously named PT. Lembu Jaya. The changes from PT. Lembu Jaya to PT. Sawit Mas Sejahtera was registered in November 1996, "Keputusan Menteri Kehakiman Republik Indonesia No.02-10196.HT.01.04.TH'96" dated 7 November 1996 – granting approval for PT. Sawit Mas Sejahtera established in Jakarta as per Statute by Notary Benny Kristianto SH, dated 30 September 1996.</p>	
<p>2.1.2</p>	<p>A documented system for ensuring legal compliance is in place. This system has means to track changes to the law and also includes listing and evidence on evaluation of legal compliance of all contracted third parties, such as: recruitment agencies, service provider and labour contractor.</p> <p>- Minor compliance -</p>	<p>PT. Sawit Mas Sejahtera implementing legal compliance and evaluation refers to "SOP SMART Pemenuhan Peraturan dan Persyaratan Lainnya" dated 1 July 2014. The identification and register of applicable legal and other requirement under form "Daftar Peraturan dan Persyaratan Lainnya" last update 16 February 2022.</p> <p>The compliance evaluation of applicable legal and other requirement carried out minimum once per annum. The compliance evaluation recorded under form "Evaluasi Pemenuhan Peraturan dan Persyaratan Lainnya" latest review 16 February 2022.</p> <p>Evaluation and review in 2019, Ex: "Peraturan Menteri Pertanian Republik Indonesia No.27 Tahun 2019 tentang Perubahan atas Peraturan Menteri Pertanian No.05 Tahun 2019 tentang Tata Cara Perizinan Berusaha Sektor Pertanian" – Ministry regulation on permit for plantation. Compliance through Location Permit "Izin Lokasi", legal ownership "Hak Guna Usaha", Plantation Permit "Izin Usaha Perkebunan", etc.</p> <p>"Peraturan Menteri Energi Sumber Daya Mineral No.12 Tahun 2019 tentang Kapasitas Pembangkit Tenaga Listrik untuk Kepentingan Sendiri yang Dilaksanakan Berdasarkan Izin Operasi" – Minister of Energy Regulation on capacity for own-used electric power generation permit. CH already demonstrate compliance through "Keputusan Gubernur Sumatera Selatan No.306/DPMPSTSP.V/VIII/2017 tentang Pemberian Izin Operasi Usaha Penyediaan Tenaga Listrik untuk</p>	<p>Complied</p>

		<p>Kepentingan Sendiri PT. Sawit Mas Sejahtera di Kabupaten Banyuasin” dated 22 August 2017 – applicable for boiler with electricity generation power 2295 KKVA.</p> <p>Evaluation and review in 2020, Ex: “Peraturan Menteri Tenaga Kerja No.8 Tahun 2020 tentang K3 Pesawat Angkat Angkut” – Ministry regulation on lift and carry tools. Comply through regular inspection “Berita Acara Pemeriksaan dan Pengujian K3 Berkala No.014/BAP-SPP/K3/VI/2022 untuk Wheel Loader” dated 11 June 2022. “Undang-undang No.11 Tahun 2020 tentang Cipta Kerja” – Laws on Omnibus Law. Comply through “Perjanjian Kerja Bersama”.</p> <p>Evaluation and review in 2021, Ex: “Peraturan Pemerintah Republik Indonesia No.18 tahun 2021 tentang HGU, HGB dan Hak Atas Tanah” – Government Regulation on Legal Ownership of the Land. Comply through “Hak Guna Usaha”.</p> <p>“Peraturan Pemerintah No.34 Tahun 2021 tentang Penggunaan Tenaga Kerja Asing” – Government regulation on the use of foreign worker. Comply through decrees “Keputusan Direktur Jenderal Pembinaan Penempatan Tenaga Kerja dan Perluasan Kesempatan Kerja No.KEP.03279/PPTK/PTA/2021 tentang Pengesahan Rencana Penggunaan Tenaga Kerja Asing Pada PT. Sawit Mas Sejahtera” dated 9 February 2021; and “Keputusan Direktur Jendral Pembinaan Penempatan Tenaga Kerja dan Perluasan Kesempatan Kerja No.KEP.046054/PPTK/PTA/NOTIF/2021 tentang Notifikasi Penggunaan Tenaga Kerja Asing” dated 17 June 2021.</p> <p>To ensure update with relevant parties/regulatory body, PIC listed in form “Daftar Kontak Person Updating Peraturan dan Persyaratan Lainnya”, Contact person list consist of 10 organization: “Dinas</p>	
--	--	--	--

		<p>Kehutanan dan Perkebunan Kabupaten Banyuasin, Badan Lingkungan Hidup Daerah Kabupaten Banyuasin, Dinas Tenaga Kerja dan Transmigrasi Kabupaten Banyuasin, Dinas Lingkungan Hidup Provinsi Sumatera Selatan, Dinas Perkebunan Provinsi Sumatera Selatan, Badan Pertanahan Nasional Kabupaten Banyuasin, Kementerian Lingkungan Hidup dan Kehutanan, Kementerian Pertanian RI, Kementerian Ketenagakerjaan RI, ELMS". Latest update 15 February 2022.</p>	
<p>2.1.3</p>	<p>Legal or authorized boundaries are clearly demarcated and visibly maintained and there is no planting beyond these legal or authorized boundaries.</p> <p>- Minor compliance -</p>	<p>PT. Sawit Mas Permai performs monitoring of the HGU boundary stones. In Sawit Mas Estate Division I and II, recorded 96 HGU boundary stones; in Division III and IV, recorded 76 HGU boundary stones; in Division V, recorded 99 HGU boundary stones; HGU boundary stones in Sawit Mas Estate monitored every 4 months.</p> <p>Audit team checked the Sawit Mas Estate HGU boundary onsite Division V (five) Pendopo vs HGU map, "Peta Posisi Patok HGU PT. Sawit Mas Sejahtera" scale 1:35,000:</p> <ul style="list-style-type: none"> - HGU BPN035 (3° 9' 09.62"S & 103° 46' 5.97"E) Division V, block T11. Condition good, neighbouring with local community plantation Sungai Dua. - HGU BPN034 (3° 9' 13.61"S & 103° 46' 22.24"E) Division V, block W12. Condition good, moat with Sungai Dua Village community plantation. - HGU BPN073 (3° 9' 25.46"S & 103° 46' 28.77"E) Division V, block W12. Condition good, neighbouring with local community plantation, Mr. Lehan. - HGU BPN069 (3° 9' 14.82"S & 103° 46' 32.28"E) Division V, block W12. Condition good, neighbouring with local community plantation, Mr. Lehan. 	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<ul style="list-style-type: none"> - HGU BPN072 (3° 9' 25.14"S & 103° 46' 37.22"E) Division V, block W12. Condition good, neighbouring with local community plantation, Mr. Lehan. - HGU BPN073 (3° 9' 15.35"S & 103° 46' 43.98"E) Division V, block W12. Condition good, neighbouring with local community plantation, Mr. Lehan. - HGU BPN071 (3° 9' 28.25"S & 103° 46' 45.52"E) Division V, block W12. Condition good, neighbouring with local community plantation, Mr. Guntur. - HGU BPN025 (3° 9' 25.30"S & 103° 46' 25.30"E) Division V, block W14. Condition good, neighbouring with local community plantation, Mr. Suherman. - HGU BPN033 (3° 9' 18.33"S & 103° 46' 9.38"E) Division V, block W14. Condition good, neighbouring with local community land. - HGU BPN032 (3° 9' 21.65"S & 103° 45' 59.06"E) Division V, block W13. Condition good, neighbouring with local community plantation. <p>Audit team reviewed the program and implementation of HGU boundary stone maintenance/upkeep record period January 2020 – May 2022.</p> <table border="1" data-bbox="1131 1106 1955 1380"> <thead> <tr> <th></th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>February</td> <td>Div. I: 96 HGU boundary stones. Ex: SMS01, SMS02 Div. III & IV: 76 HGU boundary stones. Ex: SMS40, SMS41</td> <td>Div. I: 96 HGU boundary stones. Ex: SMS07, SMS08 Div. III & IV: 76 HGU boundary stones. Ex: SMS46, SMS47</td> <td>Div. I: 96 HGU boundary stones. Ex: SMS13, SMS14 Div. III & IV: 76 HGU boundary</td> </tr> </tbody> </table>		2020	2021	2022	February	Div. I: 96 HGU boundary stones. Ex: SMS01, SMS02 Div. III & IV: 76 HGU boundary stones. Ex: SMS40, SMS41	Div. I: 96 HGU boundary stones. Ex: SMS07, SMS08 Div. III & IV: 76 HGU boundary stones. Ex: SMS46, SMS47	Div. I: 96 HGU boundary stones. Ex: SMS13, SMS14 Div. III & IV: 76 HGU boundary	
	2020	2021	2022								
February	Div. I: 96 HGU boundary stones. Ex: SMS01, SMS02 Div. III & IV: 76 HGU boundary stones. Ex: SMS40, SMS41	Div. I: 96 HGU boundary stones. Ex: SMS07, SMS08 Div. III & IV: 76 HGU boundary stones. Ex: SMS46, SMS47	Div. I: 96 HGU boundary stones. Ex: SMS13, SMS14 Div. III & IV: 76 HGU boundary								

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

				stones. Ex: SMS52, SMS53 Div. V: 50 HGU boundary stones. Ex: SMS20, SMS21	
	June	Div. I: 96 HGU boundary stones. Ex: SMS03, SMS04 Div. III & IV: 76 HGU boundary stones. Ex: SMS42, SMS43	Div. I: 96 HGU boundary stones. Ex: SMS09, SMS10 Div. III & IV: 76 HGU boundary stones. Ex: SMS48, SMS49	On progress	
	October	Div. I: 96 HGU boundary stones. Ex: SMS05, SMS06 Div. III & IV: 76 HGU boundary stones. Ex: SMS44, SMS45	Div. I: 96 HGU boundary stones. Ex: SMS11, SMS12 Div. III & IV: 76 HGU boundary stones. Ex: SMS50, SMS51	N/A	
Criteria 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.					
2.2.1	A list of contracted parties is available. - Minor compliance -	<p>The company has a list of contractors and is well maintained in the format of Monitoring of Contractual Agreement of Manufacturing and Payment. The contracted parties were FFB Suppliers and FFB transporter, while for CPO & PK transporter are conducted by the buyers themselves. The list of contracted parties are:</p> <ul style="list-style-type: none"> - 2020: 5 FFB suppliers, 2 CPO/PK transporters, 1 FFB transporter. - 2021: 9 FFB suppliers, 2 CPO/PK transporters, 1 FFB transporter. - 2022: 5 FFB suppliers, 2 CPO/PK transporters, 1 FFB transporter. 			Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>For FFB transporter on behalf of PT Satrindo Jaya Agropalma, the statement to adhere company's policy stipulated in contractual agreement No. 005/SMS/JKTO-II/XII/2019-ATBS dated 2 December 2019.</p>	
<p>2.2.2</p>	<p>All contract, including those for FFB supply, contain specific clause on meeting relevant legal requirements and this can be demonstrated by the third party.</p> <p>- Minor compliance -</p>	<p>All contracts or statement letters has contained specific clause on meeting relevant legal requirements as follows:</p> <p>FFB Supplier</p> <p>All FFB suppliers have signed a statement letter that stated their commitment to adhere company's policy and legal requirements, for instance:</p> <ul style="list-style-type: none"> - Statement Letter of Supplier on behalf Hnedrik Susanto dated 02 June 2020. - Statement Letter of Supplier of PT Hikmah Jaya Bersama dated 02 June 2020. - Statemement Letter of Supplier on behalf Normansyah Siregar dated 02 june 2020. <p>FFB Transporter</p> <p>For FFB transporter on behalf of PT Satrindo Jaya Agropalma, the statement to adhere company's policy stipulated in contractual agreement No. 005/SMS/JKTO-II/XII/2019-ATBS dated 2 December 2019.</p> <p>In the contract, has mentioned that the contractor shall adhere the PT SMS policy, such as minimum payment, insurance, and OHS/PPE provision to workers. Moreover, commitment to adhere legal compliance also stipulated in Statement Letter of PT Satrindo Jaya Agrotama dated 01 February 2021.</p> <p>Sample of payment has been verified, such as for Sunarto (ID 12066) in May 2022, has been paid amount of IDR 3,317,775 (above minimum payment).</p>	<p>Complied</p>

		<p>List of workers (100 workers) has been shown that all of them are permanent workers, and there is no child labor.</p> <p>Moreover, all workers also have been enrolled in National Health Insurance (BPJS <i>Kesehatan</i>) and National Employment Insurance (BPJS <i>Ketenagakerjaan</i>). The recent BPJS <i>Kesehatan</i> and BPJS <i>Ketenagakerjaan</i> have been paid on 10 May 2022 and 6 June 2022 respectively.</p>	
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour.</p> <p>- Minor compliance -</p>	<p>In all contractual agreements and Statement Letter mentioned in Indicator 2.2.2, have mentioned that the contractor shall adhere the company's policy and national requirements, including prohibition of child, trafficked and forced labour. It has been verified based on the list of workers, sample of contractual agreements, and interview in the field, that there is no child, forced and trafficked labour employed by the contractors.</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>- Critical (Major) compliance -</p>	<p>Pangkalan Panji POM implemented mass balance module. Mill received FFB from certified and uncertified sources. The list of FFB supplier as follows:</p> <p><u>2022 and 2021 :</u></p> <ol style="list-style-type: none"> a. Sawit Mas Estate (certified) b. Sawit Mas Estate (non-certified area) c. Normansyah Siregar (NMSX); third party/non-certified d. CV. Rejeki Raya Sejahtera (RRSX); third party/non-certified; indirectly source e. PT. Hikmah Jaya Bersama (HJBX); third party/non-certified; indirectly source f. PT. Hary Cemerlang Mandiri (HCMX); third party/non-certified; indirectly source 	Complied

		<p>g. CV. Rachma Jaya (CRJX); third party/non-certified h. Maria Sutera (MARX); third party/non-certified i. Sinata (SNTX); third party/non-certified j. Achmad Aqilsyah Siregar; third party/non-certified</p> <p>2020</p> <p>a. Sawit Mas Estate (certified) b. Sawit Mas Estate (non-certified area) c. CV. Rejeki Raya Sejahtera (RRSX); third party/non-certified; indirectly source d. PT. Hikmah Jaya Bersama (HJBX); third party/non-certified; indirectly source e. PT. Hary Cemerlang Mandiri (HCMX); third party/non-certified; indirectly source</p> <p>All the outsider FFB suppliers already verified by certificate holder team. Land status, Business Permit, address are traceable, sample was seen for :</p> <ul style="list-style-type: none"> • PT. Hikmah Jaya Bersama, coordinate 02° 48' 13.9" S and 104° 33' 09.2" E; SIUP No. 511.3/SIUP/0495/DPMPSTP-PPK/2018; SHM No. 83 dated 31 December 1983; Statement Letter dated 2 June 2020 • CV. Rejeki Raya Sejahtera, coordinate 02° 56' 57.00" S and 104° 27' 57.49" E; NIB 0220208122477 dated 27 January 2020; SHM No. 00648 dated 23 December 1975; Statement letter dated 10 August 2020 	
--	--	---	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<ul style="list-style-type: none"> Achmad Aqilsyah Siregar, coordinate 03° 62' 95.73" S and 103° 21' 38.66" E; SHM No. 1482 dated 14 December 1995; Statement letter dated 19 September 2021 <p>All third parties FFB suppliers has signed a Statement Letter which one of the clause is about tracebility of FBB</p> <p>Article (4): FFB sold to PT. Sawit Mas Sejahtera are come from area that:</p> <ol style="list-style-type: none"> Has received all permit regarding acquisition of land and plantations business from the authorities. Cultivated areas are in accordance with applicable law and regulation in Republic of Indonesia and not obtained illegally. <p>Suppliers that categorized as indirectly source owned their land and also received FFB from farmers. They have a list of farmers who send their FFB to them and copy of SHM certificate. The documents has been reviewed during audit.</p> <p>Details of FFB Supplier stated in document "<i>Data Supplier TBS Pangkalan Panji Mill 2022</i>" dated 2 June 2022 ; "<i>Data Supplier TBS B Pangkalan Panji Mill 2021</i>" dated 1 November 2021 ; "<i>Data Supplier TBS Pangkalan Panji Mill 2020</i>" dated 25 November 2020.</p>	
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in indicator 2.3.1.</p> <p>- Minor compliance -</p>	<p>Pangkalan Panji Mill received FFB from directly and indirectly sources. Details in 2.3.1</p>	Complied
<p>Principle 3: Optimise productivity, efficiency, positive impact and resilience Implement plans, procedures and systems for continuous improvement.</p>			
<p>Criteria 3.1: There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.</p>			

<p>3.1.1</p>	<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. - Critical (Major) compliance -</p>	<p>PT. Bumi Sawit Permai has a long-term management plan in document “ <i>Analisa Kelayakan Ekonomi 5 tahun PT. Sawit Mas Sejahtera Tahun 2022 – 2026</i>” dated 2 June 2022. The long-term management plan covered parameter as follows:</p> <ul style="list-style-type: none"> • Hectare statement of mature and immature area • Estimation of production (Tonnes) • Estimation of FFB purchase (for Mass Balance Mill) • Extraction projected (%) • Cost estimation (IDR/Kg) • Estimation of price (IDR/Tonnes) • Estimation of profit (IDR) • Replanting 	<p>Complied</p>																														
<p>3.1.2</p>	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -</p>	<p>Replanting program was realized and completed in 2019.</p> <table border="1" data-bbox="1131 879 1727 1375"> <thead> <tr> <th>Year</th> <th>Program (Ha)</th> <th>Realisation (Ha)</th> </tr> </thead> <tbody> <tr> <td>2010</td> <td>257.58</td> <td>257.58</td> </tr> <tr> <td>2011</td> <td>-</td> <td>-</td> </tr> <tr> <td>2012</td> <td>176.13</td> <td>176.13</td> </tr> <tr> <td>2013</td> <td>312.03</td> <td>312.03</td> </tr> <tr> <td>2014</td> <td>1,005.12</td> <td>1,005.12</td> </tr> <tr> <td>2015</td> <td>347.52</td> <td>347.52</td> </tr> <tr> <td>2016</td> <td>302.08</td> <td>302.08</td> </tr> <tr> <td>2017</td> <td>421.29</td> <td>421.29</td> </tr> <tr> <td>2018</td> <td>322.05</td> <td>529.77</td> </tr> </tbody> </table>	Year	Program (Ha)	Realisation (Ha)	2010	257.58	257.58	2011	-	-	2012	176.13	176.13	2013	312.03	312.03	2014	1,005.12	1,005.12	2015	347.52	347.52	2016	302.08	302.08	2017	421.29	421.29	2018	322.05	529.77	<p>Complied</p>
Year	Program (Ha)	Realisation (Ha)																															
2010	257.58	257.58																															
2011	-	-																															
2012	176.13	176.13																															
2013	312.03	312.03																															
2014	1,005.12	1,005.12																															
2015	347.52	347.52																															
2016	302.08	302.08																															
2017	421.29	421.29																															
2018	322.05	529.77																															

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<table border="1"> <tr> <td>2019</td> <td>95.05</td> <td>-</td> </tr> <tr> <td>2020</td> <td>112.67</td> <td>-</td> </tr> <tr> <td>TOTAL</td> <td>3,351.52</td> <td>3,351.52</td> </tr> </table>	2019	95.05	-	2020	112.67	-	TOTAL	3,351.52	3,351.52	<p>Replanting program 2019 and 2020 was brought forward to 2018. There is no peat land in Sawit Mas Estate area. Replanting programme is reviewed annually in management review.</p>	
2019	95.05	-											
2020	112.67	-											
TOTAL	3,351.52	3,351.52											
<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. - Minor compliance -</p>	<p>The organizations has held management review in each year, such as:</p> <ul style="list-style-type: none"> a. Management review Pangkalan Panji Mill dated 24 March 2022 and Sawit Mas Estate dated 19 March 2022 discussed about RSPO, ISPO, ISCC, SMK3 and OIA results. Internal audit for RSPO was conducted in 21 – 25 February 2022. One of findings in internal audit was about the incorrect ID Certificate in DO 2450/KER/2450/21/C037 dated 5 January 2022. b. Management review Pangkalan Panji Mill dated 6 May 2021 and Sawit Mas Estate dated 10 May 2021 discussed about RSPO, ISPO, ISCC, SMK3 and OIA results. Internal audit for RSPO was conducted in 15 – 22 March 2021. One of findings in internal audit was about in HIRARDC document not covered about risk about medical check up in COVID-19 pandemic situation. c. Management review Pangkalan Panji Mill dated 19 June 2020 and Sawit Mas Estate dated 6 July 2020 discussed about RSPO, ISPO, ISCC, SMK3 and OIA results. Internal audit for RSPO was conducted in 4 – 14 May 2020. One of findings in internal audit was Compliance Evaluation related to <i>Permentan No 5 tahun 2019 tentang Tata Cara Perizinan Berusaha di Sektor Perkebunan</i>. 	<p>Complied</p>										
<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. - Critical (Major) compliance -</p>	<p>Continuos improvement action plan in 2022 are:</p> <ul style="list-style-type: none"> a. Using gadget and application e-Fact for monitoring of road maintenance. The plan still ongoing. b. Insecticide and fungicide application using new technology. The plan still ongoing. <p>Continuos improvement action plan in 2021 are :</p> <ul style="list-style-type: none"> a. Using resin for gupon or Tyto alba cages. The plan has been implemented. b. Using gadget and application e-Fact for monitoring of pruning maintenance. The plan has been implemented. c. Using GAR Sustainability Information System for GHG data collection. The plan has been implemented. <p>Continuos improvement action plan in 2020 are :</p> <ul style="list-style-type: none"> a. Modification replacement of disc clutch in tractor. The plan has been implemented. b. Pipe modification to replace hose in tractor. The plan has been implemented. c. Using GAR Sustainability Information System for Sustainability data collection. The plan has been implemented. <p>For social and environment impact please refer to 3.4.2 and 3.4.3</p>	<p>Complied</p>
<p>3.2.2</p>	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat by Certification Body during Annual Surveillance Assessment by using the RSPO metrics template. - Minor compliance -</p>	<p>RSPO Annual Communication of Progress 2020 of PT Bumi Sawit Permai has been available in RSPO website under membership number 1-0022-06-000-00. The report has been submitted on 4 June 2020.</p>	<p>Complied</p>

		The organization has filled the RSPO Metric Template Y2022 and Y2021 and has been reviewed by the auditor during audit	
Criteria 3.3: Operating procedures are appropriately documented, consistently implemented and monitored.			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Estate:</p> <p>Standard Operating Procedures for Estates have been developed in SOP (Standard Operating Procedure) which revised on 1 September 2012. The procedures include new area and replanting planning, nursery, land clearing, preparation before planting, fertilising, upkeep, integrated pest management (IPM), road maintenance, peat land management, drainage system, mature and immature upkeep, integrated pest management and harvesting. Other than that, there were also procedures for several processes including riparian zone management, application of agrochemical. Procedure also described required PPE and other safe working practices.</p> <p>Standard Operational Procedure for Estate are as follows:</p> <ol style="list-style-type: none"> a. SOP/SMART/MCAR/I/TA-PPA (<i>Perencanaan Penanaman Areal Baru</i>) b. SOP/SMART/MCAR/II/TA-PRP (<i>Perencanaan Replanting</i>) c. SOP/SMART/MCAR/III/TA-BBT (<i>Pembibitan</i>) d. SOP/SMART/MCAR/IV/TA-PLB (<i>Pembukaan Lahan Baru</i>) e. SOP/SMART/MCAR/V/TA-TNM (<i>Penanaman</i>) f. SOP/SMART/MCAR/VI/TA-RPL (<i>Replanting</i>) g. SOP/SMART/MCAR/VII/TA-HPT (<i>Pengendalian Hama dan Penyakit Tanaman</i>) h. SOP/SMART/MCAR/VIII/TA-PGM (<i>Pengendalian Gulma</i>) i. SOP/SMART/MCAR/IX/TA-PPK (<i>Pemupukan</i>) j. SOP/SMART/MCAR/X/TA-PTB (<i>Pemeliharaan Tanaman Belum</i> 	Complied

		<p><i>Menghasilkan</i></p> <ul style="list-style-type: none"> k. SOP/SMART/MCAR/XI/TA-PMP (<i>Persiapan Menjelang Panen</i>) l. SOP/SMART/MCAR/XII/TA-PTM (<i>Pemeliharaan Tanaman Menghasilkan</i>) m. SOP/SMART/MCAR/XIII/TA-PNN (<i>Panen</i>) n. SOP/SMART/MCAR/XIV/TA-PPT (<i>Pemuatan dan Pengangkutan TBS</i>) o. SOP/SMART/MCAR/XV/TA-PCH (<i>Pengukuran Curah Hujan dengan Ombrometer</i>) <p>Hardcopy of procedure are available and controlled. SOPs made were available at the point of use (in all section and division of estate). Copy of the procedure was available on site and is it documented in Bahasa Indonesia. SOP distribution to all section and division were well documented in the Form F/SMART/UMUM/SADV/001/002 (document distribution register).</p> <p>Procedure have been disseminated to all related employee (harvesting, loose fruit pickers and upkeep employee). Every morning, there is morning musters performed, basically to disseminate working procedure and instruction, and to monitor employee attendance as well.</p> <p>Palm Oil Mill:</p> <p>Procedure regarding best manufacturing practice operation in Pangkalan Panji Palm Oil Mill is available in document of "SOP Pengolahan Pabrik Kelapa Sawit Management Committee for Mill Development (MCMD). As documented in SOP/SMART/MCMD/I/TM-PKS/Rev.06, Standard Operational Procedure of Palm Oil Process in SMART Group including PT Sawit Mas Sejahtera – Pangkalan Panji POM, revision 6 issued by Head Office Jakarta dated 1 Nov 2012. The</p>	
--	--	--	--

		<p>procedure describes operation instruction from FFB receiving through production, processing (grading, sterilization, threshing, pressing, clarification, nut and kernel processing) and dispatch of CPO and PK.</p> <p>The Organization has also developed work instruction for each processes and equipment to described specifically stages of process and equipment utilization (e.g. Loading Ramp; Weighing Bridge; Sterilisation Station; Threshing Station; Pressing Station; Clarification Station; Recycling CPO; Nut and Kernel; Engine Room; Boiler; Water Treatment; Final Effluent; laboratory).</p> <p>SOP for RSPO Supply Chain has been established in Procedure of Supply Chain Standard Model Mass Balance (PT SMS-PPNM/RSPO-SOP/13). The procedures cover job and responsibility, work flow, receiving of raw material, verification of delivery note "Surat Penerimaan Barang", weighing, checking of raw material quality, processing, monitoring of process, validation of quality and quantity report, mass balance calculation, product delivery, registration of transaction and document control.</p>	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor compliance -</p>	<p>The organization have mechanism to check implementation of procedures through annual Operational Internal Audit (OIA). Records was sighted, such as :</p> <ul style="list-style-type: none"> a. OIA Report in 2022 was conducted on 27 May – 7 June 2022, the report still in progress. b. OIA report April 2021 (4 - 12 December 2021), the issues found was about cases of FFB stolen. There were 15 cases of FFB stolen in 2021, about 311 FFB with weight 2.668 Kg. c. OIA report July 2020 (28 – 30 July 2020), no issues found during this OIA. 	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		d. OIA report July 2019 (8 – 13 March 2019), the issues found was about application of fertilizers was not in accordance to fertilizer recommendation.	
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor compliance -	The organization conducted monitoring of operational activity in all level of workers. Each field supervisor has equipped with monitoring sheets/worksheets. For example, harvesting supervisor collected harvesting record and quality of each harvesters. The report submitted to estate manager daily. Therefore, daily operational activity also recorded in daily worksheet by mill supervisor before reported to the mill manager. To ensuring the result of operational activity in line with the procedures, mill/estate manager conducted regularly monitoring of and management review to solve the findings issues. All results of management review shall be implemented by respective staff.	Complied
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.			
3.4.1	(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. - Critical (Major) compliance -	Environment Impact Assessment Initial Environmental Impact Assessment documents (ANDAL, RKL and RPL) which were approved by Ministry of Agriculture No. 001/ANDAL/BA/6/1994 on June 24th, 1994 and No. 051/RKL-RPL/III/95) on March 30th, 1995 for PT Sawit Mas Sejahtera Mill and Estate were available covering 17,200 Ha. There was guidance letter for RKL-RPL addendum from BLH Sumatra Selatan Province to PT Sawit Mas Sejahtera No. 660/1081/BAN.LH/I/2015 dated 10 July 2015. RKL-RPL addendum was held because there was change of legal covered area (HGU) from 6,205 Ha to be 4,844 Ha and change of waste water management from discharge to the river to be land application. RKL-RPL addendum was available on Environmental Permit from South Sumatera Governor No. 406/KPTS/DLHP/2017	Complied

		<p>dated on 14 June 2017 that covered estate area of 4,844 Ha and mill capacity of 36 ton FFB/hour.</p> <p>The documents (EIA, RKL-RPL) were established in according to local requirements and include consultation with relevant stakeholders to identify impact and to develop any mitigation measures. The result of consultation and the mitigation measures were stated at ANDAL PT. Sawit Mas Sejahtera have ensured that all activities with significant environmental impacts were managed. The consultation result and the mitigation has been stated in the EIA documents such as consultation at Sekayu and Musi Banyuasin III.</p> <p>Control measure were defined and implemented for ensuring that negative environmental impact was prevented or mitigated. The implementation of those control measures is monitored during monthly environmental patrol and round of internal audits. The evident sighted regarding stakeholder consultations include government and public as the minutes of meeting within the documented of RKL-RPL.</p> <p>Document of environmental impact assessment covered:</p> <ul style="list-style-type: none"> • Water resources • Biological diversity • Air quality • Environment quality • Economic, social and culture • Building new roads, processing mills or other infrastructure; • Putting in drainage or irrigation systems; • Replanting and/or expansion of planting areas; • Management of mill effluents; • Clearing of remaining natural vegetation; • Management of pests and diseases palms by controlled burning; 	
--	--	---	--

		<ul style="list-style-type: none"> • Result of stakeholder consultation <p><u>Social Impact Assessment:</u></p> <p>Social Impact Assessment (SIA) was conducted by internal parties (Department Sustainability) in year 2014, documented in SIA report namely “<i>Penilaian Dampak Sosial Perkebunan dan Pabrik Kelapa Sawit Kab. Banyuasin dan Kab. Musi Banyuasin Provinsi Sumatera Selatan, February 2014</i>”. Process of SIA was described, and the findings documented in SIA Report, positive and negative impact. SIA covered demography, economics matters, social, cultures, religion, and health aspects.</p> <p>Assessment was conducted in villages such as :</p> <ol style="list-style-type: none"> a. Langkan village, b. Pangkalan Panji village, c. Rantau Harapan village, d. Rimba Balai village, e. Terlangu village, f. Setereo village, g. Rimba Terap village, h. Sedang village, i. Tanjung Laut village, j. Biyuku village, k. Tebing Bulan village, l. Sungai Dua village, m. Setia Jaya village, and n. Jirak village 	
--	--	--	--

		<p>Assessment was conducted through PRA (Participatory Rural Appraisal) and involved the local community. And also some interview was conducted with leaders' community. This assessment was conducted in 9 – 17 September 2013. Scope of assessment covered 14 villages. Evidence of participatory action from local communities was also sighted in related SIA documentation including photos, questionnaires, public consultation attendance list and notulent.</p> <p>Some aspects were considered during assessment such as:</p> <ul style="list-style-type: none"> • Access and use rights, • Economic livelihoods and working conditions. • Subsistence activities, • Cultural and religious values, • Health and education facilities, • Other community values. 	
<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>- Minor compliance -</p>	<p>Social and environmental management plan and its monitoring have been developed with participation of affected stakeholders. It was documented as per ANDAL, RKL-RPL document and SIA document. Management and monitoring plan for social and environmental impact are as below:</p> <ul style="list-style-type: none"> • To minimize the air quality and noise impact: using the standard emission for transportation; watering road during dry seasons; vehicle speed limitation; planting air pollution absorbent trees; dust collector installation in the boiler chimney; maintenance of machine and equipment; regular measurement of emission quality. • To minimize the water quality decreased impact: land cover crop planting in the open area; Palm fronds stacking to resist soil erosion; conserve and protect the vegetation at riparian area; minimize fertilizer & agrochemical usage; Integrated pest 	<p>Complied</p>

		<p>management; regular water quality measurement; waste management both domestic and hazardous waste according to regulation; land application monitoring.</p> <ul style="list-style-type: none"> • To minimize the land fire impact: provision of fire fighting facilities and infrastructure, including monitoring towers and emergency response teams; fire handling training and simulation; regular fire monitoring and patroll. • To minimize the decreased abundance of aquatic biota: Pesticide handling management; reduce agrochemical usage; water management; regular monitoring for aquatic biota. • To enhance the open employment and business opportunities: open announcement for job opportunities; local employee recruitment; comply to manpower regulation; comply to minimum wages according to regulation; coordination and communication with suronding village head. • To increase in economic activity and community income: collaborate with communities through productive partnerships; coaching community skills in business cooperate with Dinas Koperasi dan UMKM. • To reduce traffic jams and road damage: Transportation management (speed, standard condition, truck load); installation of traffic signs; response to surrounding community aspiration and complaint. • To reduce public health nuisance: agrochemical handling to minimize impact to water quality use by public; provision of public health services; domestic waste management to prevent the disease; regular medical checkup for employee; coordination with Dinas Kesehatan to monitor the public health. • To increase positive public perception: open recruitment for local employee; record and response the stakeholder aspiration; 	
--	--	--	--

		<p>communication and consultation with stakeholder; developing CSR and charity programme; appointment of permanent employees and provision of employee training.</p> <p>The monitoring implemented to monitor the effectiveness of the mitigation measure and reviewed every 6 months. The plan based on SEIA (RKL-RPL) that covered:</p> <ul style="list-style-type: none"> • Monitoring water quality of river stream at estate (block A63, A64, F65, P43 and B22), water gate, Dua River, Kongar River and Serdang River every 6 month • Monitoring wastewater (POME) every month • Monitoring erosion rate with stick indicator checked monthly and laboratory analyse every year • Monitoring ambient air quality at mill and employee housing every 6 months • Monitoring emission air quality from boiler and generator every 6 months • Monitoring wildlife and pest existence every 6 months • Monitoring of groundwater (clean water) quality at monitoring wells (block C65, C68, C69 and housing of Division 2) and housing wells (Division 1 Desa Rimba Balai, Division 4 Desa Tanjung Laut, Pangkalan Panji Mill/PPNM, Division 1 SMSE, Division 5 Sekayu) every 6 months • Monitoring of water biodiversity at river stream at estate (block A63, A64, F65, P43 and B22), water gate, Dua River, Kongar River, and Serdang River every 6 month <p>The company also have an Environmental Aspect and Impact Identification and Evaluation Form (F/SMART/LEMS-EHSD/SADV/001/001), updated annually. Records was sighted and reviewed:</p>	
--	--	--	--

		<ul style="list-style-type: none"> • Environmental aspect and impact identification and evaluation form updated on 5 February 2019 (Pangkalan Panji Mill) and 21 January 2019 (Sawit Mas Estate) • Environmental aspect and impact identification and evaluation form updated on 12 May 2020 (Pangkalan Panji Mill) and 20 January 2020 (Sawit Mas Estate) • Environmental aspect and impact identification and evaluation form updated on 5 October 2021 (Pangkalan Panji Mill) and 3 May 2021 (Sawit Mas Estate) • Environmental aspect and impact identification and evaluation form updated on 14 February 2022 (Pangkalan Panji Mill) and 10 January 2022 (Sawit Mas Estate) <p><u>Social Impact Asssment</u></p> <p>In accordance to SOP <i>Pengelolaan dan Pemantauan Dampak Sosial</i>/No SOP/SMART/SIGS-CSR/SADV/I/002 dated 1 July 2014, review of Social Impact Assessment conducted once in every 2 year. The last review was for period 2020, conducted on 28 July 2020. Assessment was conducted in villages such as :</p> <p>Banyuasin III sub-district, Banyuasin Regency</p> <ol style="list-style-type: none"> 1. Langkan Village 2. Pangkalan Panji Village 3. Rimba Balai Village 4. Terlangu Village 5. Kelurahan Seterio <p>Rantau Bayur sub-district, Banyuasin Regency</p> <p>Rantau Harapan Village</p>	
--	--	--	--

		<p>Suak Tapeh sub-district, Banyuasin Regency</p> <ol style="list-style-type: none"> 1. Rimba Terap Village 2. Sedang Village 3. Tanjung Laut village 4. Biyuku Village <p>Sungai Keruh sub-district, Musi Banyuasin Regency</p> <ol style="list-style-type: none"> 1. Tebing Bulang Village 2. Sungai Dua Village 3. Setia Jaya Village 4. Suka Lali Village 5. Kertayu Village <p>Internal</p> <ol style="list-style-type: none"> 1. Pangkalan Panji Mill emplacement 2. Sawit Mas Estate emplacement <p>Aspect that being monitored are :</p> <ul style="list-style-type: none"> • Water quality • Manpower or labour recruitment • FFB transportation • PSR program • Local communities development • Public perception 	
--	--	---	--

		<p>Generally public perception was positive regarding the company presence and contribution to the surrounding community. Records of consultation such as attendance list, documentation/photos and list of questions has been reviewed.</p>	
<p>3.4.3</p>	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way. - Critical (Major) compliance -</p>	<p>Social Environment management and monitoring plan as per RKL-RPL document has been implemented by PT Sawit Mas Sejahtera. All environment analysis in July 2019 – now (May 2022) was conducted by PT. Mutu Agung Lestari Testing Laboratory, except for waste water quality and soil quality in land application. Based on verification on Environmental management and monitoring report, confirmed that the management and monitoring plan has been well implemented accordingly. Data verified during audit:</p> <ul style="list-style-type: none"> • Air quality and noisy monitoring from FFB processing performed by emission measurement against Boiler and generator each semester, ambient air quality measurement each semester, noisy measurement (indoor and outdoor) each semester, odor measurement each semester. • Air emission quality • Surface water quality and water biota monitoring to prevent and control the physic and chemist quality of surface water comply to PP Nomor 82 tahun 2001. Perfomed by waste water quality monitoring each month, hazardous waste monitoring, land application monitoring, surface water quality monitoring each semester. • Waste water quality monitoring analyse by <i>UPTD Laboratorium Lingkungan Dinas Lingkungan Hidup dan Pertanahan Pemerintah Provinsi Sumatera Selatan</i>. Waste water analysis result in period July – December 2019; January – December 2020; January – December 2021; January – May 2022 shown comply with regulation KepMENLH No. 28 tahun 2003. 	<p>Complied</p>

		<ul style="list-style-type: none"> • Surface water quality test (upstream and downstream Rambang River and Lubai River). The analysis result in period July – December 2019; January – December 2020; January – December 2021; January – May 2022 shown comply with regulation PP RI No. 82/2001 (before 2021) and PP RI No. 22/2021. • Soil quality monitoring performed by soil sampling analysis in “rorak, antar rorak and lahan kontrol”. For period 2019 – 2021, the analysis was conducted by SEAMEO BIOTROP Services Laboratory. • Groundwater analysis conduct annually and the last result (6 October 2021) shown comply with the regulation Permenkers RI No 32/2017. • Erosion and sedimentation monitoring performed by erosion measurement according to USLE method. Measurement result in periode 2019 – May 2022 shown erosion level average below 6 ton/ha/year categorized as very good criteria. • Flora fauna monitoring performed by wildlife monitoring and monitoring the conservation area each month. Monitoring results in 2019 – 2021 shown that there were species of mammal presence (<i>Macaca fascicularis</i>, <i>Macaca nemestrina</i>, <i>Calosciurus notatus</i>, <i>Sus crofa</i>, <i>Rattus sp</i>, <i>Felis bengalensis</i>, <i>Paradoxurus sp</i>), 13 species of birds such as: <i>Halcyon smyrnensis</i>, <i>Rhipidura javanica</i>, <i>Centropus bengalensis</i>, <i>Pycnonotus aurigaster</i>, 4 species of reptile such as <i>Naja sumatrana</i>, <i>Mabouija multifasciata</i>, <i>Varanus salvator</i> and <i>Python reticulatus</i>. • Community perception monitoring performed by community interview, employee data monitoring, interview with village head or public figure regarding their perception to company. Company monitors the public perception through questionnaire each year regarding the impact of company presence has been disseminated to surrounding community. Latest monitoring of public perception 	
--	--	--	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>has been performed in 6 – 30 July 2021, questionnaire of public perception can be demonstrated and well documented in RKL-RPL report and in Social Impact Monitoring. Generally public perception was positive regarding the company presence and contribution to the surrounding community.</p> <p>All management and monitoring plan has been implemented well by company according to RKL-RPL document. The implementation report has been reviewed and reported to government agency per semester (six monthly). Documents of RKL-RPL was sighted and reviewed such as:</p> <ul style="list-style-type: none"> • RKL-RPL PT Sawit Mas Sejahtera Period July – December 2021, reported to <i>Kementrian Lingkungan Hidup dan Kehutanan</i> on 14 January 2022 based on <i>Tanda terima Elektronik Sistem Informasi Pelaporan Elektronik Lingkungan Hidup (SIMPEL) KLHK No. 1642153749-3885</i>. The report has been send also to Dinas Lingkungan Hidup Kabupaten Banyuasin and Dinas Lingkungan Hidup Kabupaten Musi Banyuasin on 27 January 2022. • RKL-RPL PT Sawit Mas Sejahtera Period January - June 2021, reported to <i>Kementrian Lingkungan Hidup dan Kehutanan</i> on 1 July 2021 based on <i>Tanda terima Elektronik Sistem Informasi Pelaporan Elektronik Lingkungan Hidup (SIMPEL) KLHK No 1625111841-3885</i>. The report has been send also to Dinas Lingkungan Hidup Kabupaten Banyuasin and Dinas Lingkungan Hidup Kabupaten Musi Banyuasin on 28-29 July 2021. • RKL-RPL PT Sawit Mas Sejahtera Period July – December 2020, reported to <i>Kementrian Lingkungan Hidup dan Kehutanan</i> on 30 December 2020 based on <i>Tanda terima Elektronik Sistem Informasi Pelaporan Elektronik Lingkungan Hidup (SIMPEL) KLHK No. 1609296650-3885</i>. The report has been send also to Dinas 	
--	--	--	--

		<p>Lingkungan Hidup Kabupaten Banyuasin and Dinas Lingkungan Hidup Kabupaten Musi Banyuasin on 10 February 2021.</p> <ul style="list-style-type: none"> • RKL-RPL PT Sawit Mas Sejahtera Period January - June 2020, reported to <i>Kementrian Lingkungan Hidup dan Kehutanan</i> on 22 May 2020 based on <i>Tanda terima Elektronik Sistem Informasi Pelaporan Elektronik Lingkungan Hidup (SIMPEL) KLHK No. 1590749293-2046</i>. The report has been send also to Dinas Lingkungan Hidup Kabupaten Banyuasin and Dinas Lingkungan Hidup Kabupaten Musi Banyuasin on 17 July 2020. • RKL-RPL PT Sawit Mas Sejahtera Period July – December 2019, reported to <i>Kementrian Lingkungan Hidup dan Kehutanan</i> on 3 January 2020 based on <i>Tanda terima Elektronik Sistem Informasi Pelaporan Elektronik Lingkungan Hidup (SIMPEL) KLHK No. 1609296650-3885</i>. The report has been send also to Dinas Lingkungan Hidup Kabupaten Banyuasin and Dinas Lingkungan Hidup Kabupaten Musi Banyuasin on 14 February 2020. <p>During document verification and interview with management, it can be demonstrated that all the environmental monitoring plan has been implemented as per document RKL-RPL. The evaluation of environmental monitoring plan effectivity has been carried out and presented in RKL-RPL and for social aspect presented in Social Impact Monitoring Report.</p> <p>Evaluation consist of:</p> <ul style="list-style-type: none"> • Trend evaluation of air ambient quality, air emission, odor, ground water quality, wate water quality, surface water quality, soil erosion shown that the result of monitoring are all parameter is met with the standard of regulation. Trend evaluation of water usage still under the budget/standard; biodiversity trend evaluation shown that there were still found the presence of animal including protected animal; Social economic trend evaluation shown 	
--	--	--	--

		<p>increasing each year. Overall the trend evaluation shown the consistency and increasing in environmental performance.</p> <ul style="list-style-type: none"> • Critical evaluation, the critical point in environmental monitoring is waste water quality and surface water usage. Based on the result of monitoring shown that waste water quality since January – December 2021; and January – May 2022 was met with regulation (BOD < 5,000 mg/l and pH 6 – 9). • Compliance evaluation to regulation. According to evaluation of impact against soil erosion, water quality, soil quality, air quality, biodiversity, surrounding social and economic, health and safety, indicated that PT Sawit Mas Sejahtera – Pangkalan Panji POM has comply with all relevant regulation. • Public perception monitoring for 2021 has been carried out and there is no negative perception occurred. Community perception monitoring performed by community interview, employee data monitoring, interview with village head or public figure regarding their perception to company. Company monitors the public perception through questionnaire each year regarding the impact of company presence has been disseminated to surrounding community. Latest monitoring of public perception has been performed in 6 – 30 July 2021, questionnaire of public perception can be demonstrated in Social Impact Monitoring. Generally public perception was positive regarding the company presence and contribution to the surrounding community (manpower or labor recruitment, PSR program and Local communities development). <p>Sampels of environmental analysis certificates, such as: July – December 2019</p> <ul style="list-style-type: none"> • Boiler emission, certificate No : 7700/ENV/X/2019 dated 4 November 2019 	
--	--	--	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<ul style="list-style-type: none"> • Genset No 6 emission, certificate No : 7692/ENV/X/19 dated 4 November 2019 <p>January – June 2020</p> <ul style="list-style-type: none"> • Clean water, certificate No : 0755/SL/II/2020 dated 22 February 2020, location PPNM Div 1 employee emplacement • Surface water (Danau Kongar), certificate No : 0742/SL/II/20 dated 22 February 2020 <p>July – December 2020</p> <ul style="list-style-type: none"> • Surface water (Watergate Div 2), certificate No : 5070/SL/IX/20 dated 13 October 2020 • Groundwater, certificate No : 5082/SL/IX/20 dated 13 October 2020 <p>January – June 2021</p> <ul style="list-style-type: none"> • Genset 7 Cummins emission, certificate No : 1500/SL/III/21 dated 17 March 2021 • Vibration, certificate No : 1499/SL/III/21 dated 17 March 2021 <p>July – December 2021</p> <ul style="list-style-type: none"> • Ambient quality (24 Hours), analysis certificate No : 9688/SL/IX/2021 dated 12 October 2021, location in front of Mill office • Odor analysis, certificate No : 9692/SL/IX/21 dated 12 October 2021 	
--	--	---	--

Criteria 3.5: A system for managing human resources is in place.

<p>3.5.1</p>	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives in accordance with the applicable regulation.</p> <p>- Minor compliance -</p>	<p>The company has established recruitment procedures including promotion and retirement:</p> <p>Recruitment process</p> <p>Company has developed the procedure for recruitment as per SOP of Recruitment No. SDM A-004-01 Rev.0" dated 1 April 2010. According to procedure, recruitment processes are comprise: announcement, selection, interview, compensation offering, medical test, selection decision and Decree letter for employee admission. Evidence of recruitment process was sighted during audit both for Sawit Mas Estate and Pangkalan Panji Mill.</p> <p>Selection process</p> <p>Selection process has been arranged in Circulate Letter No 113/HR PSM2/05/2015 dated 1 April 2015, that inferred in the Position Description and Job Profile. Recruitment selection, hiring and promotion are based on skills, capabilities, qualities, and medical fitness.</p> <p>Promotion and Career Development</p> <p>PT Sawit Mas Sejahtera has established the procedure for training and promotion as per SOP pf Training, Assessment, Career Development No. SDM D-010-01 Rev.0". According to procedure, to improve and develop the human resources/workers skill and capability, company provide the training program based on training needs identification each year. Training needs identification has been determined for Pangkalan panji Mill and Sawit Mas Estate, see indicator 3.7.1.</p> <p>Retirement or Termination</p> <p>PT Sawit Mas also has established the procedure for retirement and termination as per Policy of Retirement No. SDM G-003-02" dated 24 July 2014. The procedure regulated the retirement and termination. Retirement age determined as 56 years old; HR department will issued</p>	<p>Complied</p>
--------------	---	--	-----------------

		<p>the decree letter of retirement for employee whose age 56 years old and the employee will receive the benefit of retirement. Termination of employment can be caused by disciplinary action and some of the following: the employee dies, the employee does not achieve the standard performance set by the company, the termination of the work agreement, retirement, the existence of a court decision that has permanent legal force.</p> <p>Procedures for recruitment, selection, hiring, promotion, retirement and termination are also documented in Collective Labor Agreement Period of 2020 – 2022. Collective Labour Agreement are signed by Union and company and witnessed by Government (Manpower agency). Some of the matters covered by the CLA include:</p> <ul style="list-style-type: none"> - Recruitment, selection and hiring stipulated in article 7 - Promotion stipulated in article 37 - Retirement and termination stipulated in article 46 – 48 <p>All procedure and Collective Labour agreement available in Indonesian Language and has been communicated to all workers.</p> <p>Based on interview with Labor Union and Gender Committee, the procedure of recruitment, selection, promotion, and termination were regularly comminated to the worker of Labor Union/Gender Committee. All workers are treated equally in accordance with company regulation including rights of worker as well. The compliance in accordance with national laws has been evaluated by the organisation as described in criterion 2.1.</p>	
3.5.2	<p>Employment procedures are implemented and records are maintained.</p> <p>- Minor compliance -</p>	<p>New Worker Appointment</p> <p>The documentation of new worker appointment of 2020 – 2022 have been observed as follows examples:</p>	Complied

		<ul style="list-style-type: none"> • Contractual Agreement of Temporary Worker (PKWT) of Nur Muhammad No. 8/SPK-PKWT/10/2020 dated 10 January 2020. • Contractual Agreement of Temporary Worker (PKWT) of Baitul Rahman No. 3/SPK-PKWT/02/2021 dated 16 February 2021. <p>For instance, the documentation of new worker appointment on behalf Putriyana Dewi:</p> <ul style="list-style-type: none"> - Job Vacancy form Estate Manager dated 1 March 2022. - Job Application Letter - Curriculum Vitae - Copy of National ID Card - Academic Certificate/Diploma and Transcript - Assessment Record - Decree of Appointment Letter from Estate Manager No. 005/SK/SMSE/I/2022 dated 31 March 2022. - Contractual Agreement of Temporary Worker (PKWT) No. 05/SPK-PKWT/03/2022 dated 31 March 2022. <p>Promotion</p> <p>Decree of promotion (Ahmad Yani ID No. 94090) No. EM/SMSE/04/I/2022 dated 29 January 2022, from Grade PT3 to PT 2.</p> <p>Termination</p> <p>The termination procedure has been implemented well. In 2021, the company conducted termination for some workers that has been conducted in accordance with CLA and legal regulation. For instance, has been shown the documentation of termination and calculation of financial compensation in accordance with regulation (long of work, basic salary, allowance, severance payment, rewards, annual leave). For instance, the final decision has been made based on Agreement of Termination (i.e Tukidi) No. SSME/EM/053/XII/2021 dated 20 December 2021.</p>	
--	--	---	--

Criteria 3.6: An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.		
3.6.1	<p>(C) All operational activities risks assessed to identify the H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>The Company has established the occupational Health and Safety Policy dated 1 November 2013. The content of policy includes risk mitigation (Hazard Identification and Risk Assessment Control has been established for all workplace activities both in estates and mill), regulation compliance and continual improvement. The policy was displayed at strategic locations of estate and mill and communicated to employees including contractor workers; the records of socialization were also evident.</p> <p>The Company has also prepared the procedure to identify and prepare a risk assessment under SOP of Hazard identification and Risk Assessment No. SOP/SMART/HESS-EHSD/SADV/I/02. Then the OHS Officer will arrange the ISBPR that reviewed annually.</p> <p>Several Procedure to mitigate the risk and hazard has been develop by company:</p> <ul style="list-style-type: none"> - SOP/SMART/HESS-EHSD/SADV/I/002 Hazard identification and risk assessment. - SOP/SMART/UMUM/SADV/I/005 dated 1 July 2014 regarding - SOP/SMART/HESS-EHSD/SADV/I/015 Safe work permit. - SOP/SMART/SMART/LH-19 Lock out tag out (LOTO). - SOP/SMART/HESS-EHSD/SADV/I/005 Work accident and illness handling. - SOP/SMART/HESS-EHSD/SADV/I/010 PPE Management. - SOP/SMART/HESS-EHSD/SADV/I/011 First aid. <p>ISBPR (<i>Identifikasi Sumber Bahaya dan Penanggulangan Resiko</i>) or HIRARC of 2020, 2021, and 2022 for Estate and Mill have been observed.</p>

Complied

		<p>The hazard identification has covered all activities in the Estate and Mill, among other land clearing, manuring, harvesting, road maintenance, FFB transport, IPM activities, weighbridge, grading station, sterilizer station, pressing station, engine room, boiler, dispatch of CPO. All working risks have been identified and mitigated, such as by giving regular training, increasing supervision, PPE provision, and regular medical check-up.</p> <p>Based on field observation and interview with workers and Labor Union, the HIRAC has been implemented in the field such as by giving regular dissemination of OHS awareness and provision of appropriate PPE.</p> <p>The company has also prepared the mitigation plans and procedures are documented and implemented in the OHS Annual Program for mill and estate, where evidence and the records and monitoring form were maintained. Several programs intended to improve OHS performance among others:</p> <ul style="list-style-type: none"> - OHS Meeting - Safety trainings, - Safety inspection, - Safety parameters monitoring, - Medical Check-up - Handling of incidents, - Emergency simulation, - Fire-fighting tools monitoring - Safety report, - Safety committee meeting 	
3.6.2	(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.	The effectiveness of the OHS Program to address health and safety risks have been monitored in the form of:	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

	<p>- Critical (Major) compliance -</p>	<ul style="list-style-type: none"> - Monthly OHS Committee meeting, to discuss and address current OHS issues. The recent meeting conducted on 19 May 2022 discussed the preparation of fire-fighting tools due to dry season preparation. - Documentation of accident record and the calculation of LTA. - Trimester OHS Report, that has been submitted regularly to Labor Agency. - Annual review of HIRAC. - Annual Review of OHS Program. 	
<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>- Critical (Major) compliance -</p>	<p>Certificate holder has an annual training program in each unit based on training need analysis matrix that submitted by SPO Officer (refer to document F/SMART/UMUM/SADV/003/001). Those programs covered training for internal employee, contractors, governmental, women-specific need.</p> <p>The auditor has verified company’s annual training program of 2020, 2021, and 2022. Based on verification, these programs comprise of:</p> <p>Mill</p> <p>Training</p> <ul style="list-style-type: none"> • First aider training • Environmental training and PROPER compliance • Hydrant usage training • Mandatory training <p>Simulation:</p> <ul style="list-style-type: none"> • Firefighting simulation • Hazardous waste spill out simulation 	<p>Complied</p>

		<ul style="list-style-type: none"> • Earthquake simulation • Riot handling simulation <p>Dissemination</p> <ul style="list-style-type: none"> • Dissemination of company’s policy • Dissemination of material safety data sheet • Dissemination of company SOP’s • Dissemination of PPE usage • Dissemination of emergency response • Dissemination of HCV • Dissemination of complaint handling procedure • Dissemination of gender policy • Dissemination of sustainability palm oil certification scheme implementation • Dissemination of OHS policy • Dissemination of zero child worker • Dissemination of equality in carrier • Dissemination of hazardous waste handling and contaminated packaging. <p>Estate</p> <p>Training</p> <ul style="list-style-type: none"> • First aider training • Environmental training and PROPER compliance • LSU/SSU training • Integrated pest management 	
--	--	---	--

		<ul style="list-style-type: none"> • Chemical weeding • Manuring • HCV management training • Mandatory training <p>Simulation:</p> <ul style="list-style-type: none"> • Firefighting simulation in housing complex and land • Hazardous waste spill out simulation • Earthquake simulation • Riot handling simulation <p>Dissemination</p> <ul style="list-style-type: none"> • Dissemination of company's policy • Dissemination of material safety data sheet • Dissemination of company SOP's • Dissemination of PPE usage • Dissemination of emergency response • Dissemination of HCV • Dissemination of complaint handling procedure • Dissemination of gender policy • Dissemination of sustainability palm oil certification scheme implementation • Dissemination of OHS policy • Dissemination of zero child worker • Dissemination of equality in carrier • Dissemination of hazardous waste handling and contaminated 	
--	--	--	--

		packaging	
3.7.2	<p>Records of training are maintained, where appropriate on an individual basis.</p> <p>- Minor compliance -</p>	<p>The company has recorded the internal and external/mandatory training from 2020 until May 2022:</p> <ul style="list-style-type: none"> - RSPO, ISPO & CCP training, dated 4 August 2020 - Environmental training and PROPER understanding for staff, dated 13 June 2020 - APAR & Hydrant operating and maintenance training for Emergency response team, dated 13 August 2020 - First aid training, dated 2 July 2020 - Grievance training for SPO officer, dated 15-16 January 2020 - Confined space training for process workers, dated 12 – 14 March 2020 - Fire training for emergency response team, dated 16 – 22 March 2020 - LOTO training for SPO officer, 8 – 14 April 2020 	Complied

**RSPO P&C Public Summary Report
Revision 13 (Apr 2022)**

		<ul style="list-style-type: none"> - GSIS training for SPO officer, 24 April 2020 - Training operator OF generator set, tractor and heavy equipment, planed November 2020 - Training leaf Sampling unit and soil sampling unit for field supervisor and upkeep workers, 13 March 2020 - First aid training for field supervisor, 4 May 2020 - Spraying training for upkeep workers and field supervisor, planed on November 2020 - Integrated pest management training for upkeep workers and field supervisor, planed on November 2020 - Manuring training for manuring workers and field supervisor, planed on November 2020 - HCV training for staff and field supervisor, dated 15 February 2020 - Social training for Staff, 13 June 2020 - Environmental training for staff, 13 June 2020 - HCV training on 17 February 2021. - Mandatory OHS Expert training (1 person) on 30 September 2021. - Mandatory First Aid Training (3 persons) on 11 October 2021. - Mandatory Lifting Vehicle (4 persons) on 15 November 2021. - Mandatory Emission and Pollution Management Expert (1 person) on 22 June 2021. - Dissemination of company's policy (environmental, OHS, employment, ethic conduct, gender, grievance and communication) to worker has been conducted in period of April 2022 for all workers in Mill and all Estate's Division, for all contractors conducted on 29 July 2021, surrounding Village Heads on 8 and 14 July 2021. - Emergency respond and fire-fighting simulation on 27 August 	
--	--	---	--

		<p>2021.</p> <ul style="list-style-type: none"> - OHS Training on 18 April 2022. - RSPO Standard Training on 10 May 2022. 	
<p>3.7.3</p>	<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> <ul style="list-style-type: none"> - Minor compliance - 	<p>Training program RSPO SCCS</p> <ul style="list-style-type: none"> - "Program Training Tahun 2020"; Refresh Training Sustainable Palm Oil – ISCC, RSPO, RSPO SCCS, ISPO, CCP planned on August 2020 – implemented. - "Program Training Tahun 2021"; Refresh Training Sustainable Palm Oil – ISCC, RSPO, RSPO SCCS, ISPO, CCP planned on September 2021 – implemented. - "Program Training Tahun 2022"; Refresh Training Sustainable Palm Oil – ISCC, RSPO, RSPO SCCS, ISPO, CCP planned on March 2022 – implemented May 2022. <p>Training record for RSPO SCCS:</p> <ul style="list-style-type: none"> - Minutes of Training "Berita Acara Refresh Training Sertifikasi ISPO, RSPO SCCS 2020 & Traceability kepada Karyawan Critical Control Point", 17 November 2020. Training attended by all employee in Pangkalan Panji POM: Manager, SPO officer, staff, laboratory attendant, etc. - Minutes of Training "Berita Acara Refresh Training Sertifikasi ISPO, RSPO SCCS 2020 & Traceability kepada Karyawan Critical Control Point", 17 June 2020. Training attended by 12 personnel: weighbridge attendant, grading personnel, security, processing assistant, warehouse attendant, dispatch operator. - Minutes of Training "Berita Acara Refresh Training Sertifikasi ISPO, RSPO SCCS 2020 & Traceability kepada Karyawan Critical Control Point", 29 October 2021. Training attended by 8 personnel: manager, assistant, administrative clerk including 80 employees 	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>such as weighbridge operator, laboratory, grading, boiler, sterilization, threshing, tippler, dispatch operator, sample taker, etc.</p> <ul style="list-style-type: none"> - Minutes of Training "Berita Acara Refresh Training Sertifikasi ISPO, RSPO SCCS 2020 & Traceability kepada Karyawan dan Staff", 23 May 2022. Training attended by 8 personnel: manager, assistant, administrative clerks. And furthermore on 27 May 2022, refresh training for 40 employees, including dispatch operator and weighbridge operator. - Sample personnel record (interviewed during onsite visit): Gustian – Dispatch Operator, has joined training "Petugas Penguji Bejana Tekan dan Tangki Timbun" – tank calibration training, 28 June 2019; "Refresh Training RSPO SCCS", 17 November 2020; "Refresh Training RSPO SCCS", 29 October 2021; "Refresh Training RSPO SCCS", 27 May 2021; - Sample personnel record (interviewed during onsite visit): Asmawati – weighbridge operator, has joined training "Refresh Training RSPO SCCS", 17 November 2020; "Refresh Training RSPO SCCS", 29 October 2021; "Refresh Training RSPO SCCS", 27 May 2021; 	
<p>Criteria 3.8: Supply chain requirements for mills.</p>			
<p>Procedure note: all requirements are classified as Critical Indicators. However it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing</p>	<p>PT. Sawit Mas Sejahtera – Pangkalan Panji POM is not implementing RSPO SCCS – Identity Preserved Module because receiving and processing non-certified FFB.</p> <p>Not applicable.</p>	Not Applicable

	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.		
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>PT. Sawit Mas Sejahtera – Pangkalan Panji POM is implementing RSPO SCCS – Mass Balance Module because receiving and processing non-certified FFB. CH is maintaining Mass Balance spreadsheet to monitor receipt, process and sales of RSPO certified and non-certified product. Pangkalan Panji POM only claim proportion of oil palm products produced from processing certified FFB.</p> <p>The RSPO SCCS module stipulated under the “SOP Supply Chain Produk Bersertifikat Model Mass Balance No.PT. SMS-PPNM/SOP/27 rev.08”, dated 2 June 2021.</p>	Complied
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&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>PT. Sawit Mas Sejahtera – Pangkalan Panji POM reported the quota in the last RSPO P&C public summary report with FFB 39,561.46 MT; CPO 8,901.32 MT; PK 2,077.00 MT (with previous CB in 2019 for period July 2019-June 2020).</p> <p>In PalmTrace, PT. Sawit Mas Sejahtera – Pangkalan Panji POM license indicate the production from the last RSPO P&C public summary report, certificate and volume extensions.</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. Sawit Mas Sejahtera – Pangkalan Panji POM registering and reporting the FFB production (for standard 12 months), certified CPO and PK production, certified CPO and PK sales through PalmTrace account. RSPO IT account PT. Sawit Mas Sejahtera – Pangkalan Panji POM No.RSPO_PO1000001612, license active until 17 September 2022.</p>	Complied

<p>3.8.5</p>	<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 to demonstrate awareness of the mill’s procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBS including ensuring no contamination in the IP mill. 	<p>SOP RSPO SCCS</p> <ul style="list-style-type: none"> a. PT. Sawit Mas Sejahtera – Pangkalan Panji POM refers to procedure “SOP Supply Chain Produk Bersertifikat Model Mass Balance No.PT.SMS-PPNM/SOP/27 rev.08”, dated 2 June 2021. The procedure consist of scope of procedure; roles and responsibilities; working steps from receiving to product dispatch; processing; production monitoring; three-monthly report; transaction registration; document control; b. PT. Sawit Mas Sejahtera – Pangkalan Panji POM refers to procedure “SOP Supply Chain Produk Bersertifikat Model Mass Balance No.PT.SMS-PPNM/SOP/27 rev.08”, dated 2 June 2021. Section 7 “Dokumentasi” explains the requirement for overall process reporting documentation and record which referring to corporate procedure “SOP Pengendalian Dokumen dan Rekaman No.SOP/SMART/UMUM/SADV/I/001”. c. PIC for RSPO SCCS implementation in Pangkalan Panji POM is Kepala Seksi PPNM (Traceability Officer). Job description: create CPO delivery from POM to buyer; summarize data on CPO delivery to buyer; update contractor and supplier database; prepare certified product report every 3 months. Appointment letter: “Surat Keputusan No.001/SK/FM-PPNM/II/2020 tentang Penunjukan Traceability Officer PT. Sawit Mas Sejahtera – Pangkalan Panji Mill”, dated 1 February 2020 for Mr. Asmul – Kasie Administrasi Pangkalan Panji POM. d. PT. Sawit Mas Sejahtera – Pangkalan Panji POM refers to procedure “SOP Supply Chain Produk Bersertifikat Model Mass Balance No.PT.SMS-PPNM/SOP/27 rev.08”, dated 2 June 2021. Section 6.1 explains the process for FFB receiving, certified FFB and non-certified FFB recording. <p>Section 6.3 explains the FFB grading and rejection.</p>	<p>Complied</p>
--------------	---	---	-----------------

<p>3.8.6</p>	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill;</p> <p>a) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b) Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>Internal audit procedure for RSPO SCCS implementation refers to "SOP Internal Audit No.SOP/SMART/UMUM/SADV/I/009" dated 1 July 2014. "Section 2.2.1 – Penyusunan Program Internal Audit" stated Internal Audit carried out minimum once per annum and possible to be added. Section "2.4.10 Penyusunan Rencana Perbaikan dan Pencegahan" stated Unit Head will prepare and implement correction and corrective action.</p> <p>Internal auditor has received training: Joko Alam participated in RSPO Supply Chain Certification Standard 2020 Training by Checkmark Training, dated 9-10 March 2020. Hasto Trijatmiko No.HTD-RSPO-SCC-11/01/19 dated 10 and 11 January 2019.</p> <p>PT. Sawit Mas Sejahtera – Pangkalan Panji POM carried out internal audit against RSPO P&C including the RSPO SCCS requirement:</p> <ul style="list-style-type: none"> - Internal audit RSPO year 2020 on 4-14 May 2020, for criterion 3.8 including the market communication and claim in 3.8.17. Report available. - Internal audit RSPO year 2021 on 15-22 March 2021, for criterion 3.8 including the market communication and claim in 3.8.17. Report available. - Internal audit RSPO year 2022 on 21-25 February 2022, for criterion 3.8 including the market communication and claim in 3.8.17. Report available. 	<p>Complied</p>
--------------	---	--	-----------------

<p>3.8.7</p>	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>PT. Sawit Mas Sejahtera – Pangkalan Panji POM refers to procedure “SOP Supply Chain Produk Bersertifikat Model Mass Balance No.PT.SMS-PPNM/SOP/27 rev.08”, dated 2 June 2021.</p> <ul style="list-style-type: none"> - Section 6.1 explains the process for FFB receiving, certified FFB and non-certified FFB recording. - Section 6.6 explains if the projection of certified product more than certified product claim, mill will inform RSPO CB and RSPO IT system/Palmtrace of the projected overproduction. The communication will be assisted by Certification Department. - Section 6.3 explains the FFB grading and rejection. PT. Sawit Mas Sejahtera – Pangkalan Panji POM has a list of certified and non-certified oil palm plantation block. The block list was referring to Memorandum Regional Controller Sumsel-1 No.107/RC-Sumsel1/V/2017 dated 5 May 2017. The database and map of non-certified blocks in Sawit Mas Estate updated on annual basis and locked in weighbridge system. The FFB from non-certified block in Sawit Mas Estate will be delivered with FFB delivery docket, which identifying block identity and “NC – Non-certified” marking. <p>Non-conforming FFB and non-certified FFB will be downgraded to non-certified FFB.</p> <p>Docket and weighbridge ticket FFB certified sampled:</p> <ul style="list-style-type: none"> • 2020: Surat Pengantar Buah Sawit Mas Estate No.2420/TBS/01/20/06/F040, vehicle No.BG8358TC; date 30 June 2020; FFB 334 bunches. Weighbridge ticket No.A009344009517 date 30 June 2020; from block 12D41; weigh FFB 6,000 kg; Status certified. • 2021: Surat Pengantar Buah Sawit Mas Estate No.2420/TBS/05/21/07/L013, vehicle No.BG8185TC; date 13 July 2021; FFB 1813 bunches. Weighbridge ticket No.A016888.016886 	<p>Complied</p>
--------------	--	---	-----------------

**RSPO P&C Public Summary Report
Revision 13 (Apr 2022)**

		<p>date 13 July 2021; from block 17B65; weigh FFB 5,400 kg; Status certified.</p> <ul style="list-style-type: none"> • 2022: Surat Pengantar Buah Sawit Mas Estate No.2420/TBS/01/22/05/W127, vehicle No.BD8763; date 24 May 2022; volume FFB 315 bunches. Weighbridge ticket No.A013167.013156 date 24 May 2022; from block 10D40; volume FFB 6,560 kg; Status certified. <p>Docket and weighbridge ticket for FFB non certified sampled:</p> <ul style="list-style-type: none"> • 2020: Surat Pengantar Buah No.149/KAM2/6/020 PT. Kasih Agro Mandiri, vehicle No.B9039UDE; date 30 June 2020; FFB 737 bunches. Weighbridge ticket No.A009340.009513 date 30 June 2020; weigh FFB 8,090 kg; non-certified. • 2021: Surat Pengantar Buah No.XXX Rahma Jaya, vehicle No.BG8361JC; date 13 July 2021; FFB 550 bunches. Weighbridge ticket No.A016849.01686 date 13 July 2021; weigh FFB 10,660 kg; non-certified. • 2022: Surat Pengantar Buah No.B0707 Ahmad Aqilsah Siregar, vehicle No.BG8453MI; date 24 May 2022; volume FFB 350 bunches. Weighbridge ticket No.A013174.013171 date 24 May 2022; volume FFB 7,840 kg; non-certified. <p><i>Note: Memorandum Regional Controller Sumsel-1 No.107/RC-Sumsel1/V/2017 dated 5 May 2017 – completed with attachment: map of area certified and non-certified Sawit Mas Estate; database block certified and non-certified. From the database, total planted area 4,446.11 Ha; planted certified area 2,194.21 Ha; planted non-certified area 2,251.90 Ha – update 13 June 2022.</i></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; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<p>PT. Sawit Mas Sejahtera – Pangkalan Panji POM refers to procedure “SOP Supply Chain Produk Bersertifikat Model Mass Balance No.PT.SMS-PPNM/SOP/27 rev.08”, dated 2 June 2021. Section 6.7 explains the product sales/dispatch starting from Delivery Order receiving, product dispatch process referring to mill procedure “SOP Pengiriman Produk CPO & Kernel No. PT.SMS-PPNM/SOP/07” dated 2 January 2012.</p> <p>Sample of sales documents with complete information as per standard: Contract 2450/KER/2450/20/C030, dated 16 December 2020; Seller PT. Sawit Mas Sejahtera – Pangkalan Panji POM; Buyer PT. Sumber Indah Perkasa; volume contract 100,000 kg; product Palm Kernel. Sample Weighbridge ticket No.A019432.019633, dated 28 December 2020; volume 20,220 kg; product Palm Kernel; certificate RSPO733519-20120032/RSPO MB. Transporter CV Cipta Maju Mandiri, No.BG8619UI. Shipping announcement TR-0c647a0b-6d70;</p> <ul style="list-style-type: none"> - The name and address of the buyer: PT. Sumber Indah Perkasa, address in Tarahan, Lampung Province, Indonesia. - The name and address of the seller: PT. Sawit Mas Sejahtera POM, address in Pangkalan Panji Village, Banyuasin III District, Banyuasin Regency, Sumatera Selatan Province, Indonesia. - The loading or shipment/delivery date: 28 December 2020. - The date on which the documents were issued: weighbridge ticket for PK dispatch issued 28 December 2020. - RSPO certificate number: RSPO733519 - A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations): Palm Kernel RSPO MB - The quantity of the products delivered: 20,220 kg 	<p>Complied</p>
--------------	--	---	-----------------

**RSPO P&C Public Summary Report
Revision 13 (Apr 2022)**

		<ul style="list-style-type: none"> - Any related transport documentation: transport from CV Cipta Maju Mandiri, BG8619UI - A unique identification number: RSPO733519-20120032 <p>Other samples of sales documents with complete information:</p> <ul style="list-style-type: none"> - TR-126c1072-599d; Contract 2450/KER/2450/20/C018, dated 23 September 2020; Seller PT. Sawit Mas Sejahtera – Pangkalan Panji POM; Buyer PT. Sumber Indah Perkasa; volume contract 100,000 kg; product Palm Kernel RSPO MB. Sample Weighbridge ticket No.A013031.013228, dated 3 October 2020; volume 19,610 kg; product Palm Kernel; certificate RSPO733519-20100002/RSPO MB. Transporter CV Cipta Maju Mandiri BG8165IA. - TR-a3697cc9-c203; Contract 2450/KER/2450/21/C031, dated 14 July 2021; Seller PT. Sawit Mas Sejahtera – Pangkalan Panji POM; Buyer PT. Sumber Indah Perkasa; volume contract 200,000 kg; product Palm Kernel. Sample Weighbridge ticket No.A019522.019550, dated 3 September 2021; volume 19,690 kg; product Palm Kernel; certificate RSPO733519-21090003/RSPO MB. Transporter CV Cipta Maju Mandiri, BG8217OW. - TR-e89ecc12-629c; Contract 2450/KER/2450/21/C004, dated 20 January 2021; Seller PT. Sawit Mas Sejahtera – Pangkalan Panji POM; Buyer PT. Sumber Indah Perkasa; volume contract 100,000 kg; product Palm Kernel. Sample Weighbridge ticket No.A002957.002968, dated 3 February 2021; volume 20,460 kg; product Palm Kernel; certificate RSPO733519-21020004/RSPO MB. Transporter CV Cipta Maju Mandiri, No.BG8744IB. - TR-d74d9865-2ca6; contract 2450/KER/2450/21/C037; dated 13 October 2021; Seller PT. Sawit Mas Sejahtera – Pangkalan Panji POM; Buyer PT. Sumber Indah Perkasa; volume contract 100,000 kg; product Palm Kernel. Sample Weighbridge ticket 	
--	--	--	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>No.A000245.000254, dated 5 January 2022; volume 20,610 kg; product Palm Kernel; certificate RSPO733519-22010007/RSPO MB. Transporter CV Cipta Maju Mandiri, No.BG8595IH.</p> <p>- TR-bf6f4518-c393; contract 2450/KER/2450/22/C010; dated 16 March 2022; Seller PT. Sawit Mas Sejahtera – Pangkalan Panji POM; Buyer PT. Sumber Indah Perkasa; volume contract 100,000 kg; product Palm Kernel. Sample Weighbridge ticket No.A009165.009183, dated 11 April 2022; volume 20,040 kg; product Palm kernel; certificate RSPO733519-22040013/RSPO MB. Transporter CV Cipta Maju Mandiri, No.BG8236IJ.</p>	
<p>3.8.9</p>	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification.</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide</p>	<p>PT. Sawit Mas Sejahtera – Pangkalan Panji POM and Sawit Mas Estate contracting FFB transport to independent third party, PT. Satrindo Jaya Agropalma.</p> <p>a) In work agreement “Surat Perjanjian Kerja PT. Sawit Mas Sejahtera dan PT. Satrindo Jaya Agropalma No.005/SMS/JKTO-II/XII/2019-ATBS” dated 2 December 2019 and valid until 31 December 2024. In the agreement, section 3 stipulates the FFB belongs to PT. Sawit Mas Sejahtera and to be transported from estate to mill by PT. Satrindo Jaya Agropalma.</p> <p>b) In work agreement “Surat Perjanjian Kerja PT. Sawit Mas Sejahtera dan PT. Satrindo Jaya Agropalma No.005/SMS/JKTO-II/XII/2019-ATBS” dated 2 December 2019. In addition, the independent third-party contactor signed statement letter “Surat Pernyataan” dated 1 February 2021. In the statement, section 6 stated PT. Satrindo Jaya Agropalma will comply to sustainable palm oil requirement and willing to be audited by Certification Body.</p> <p>c) PT. Sawit Mas Sejahtera perform internal audit to review compliance of the independent third-party contractor. Evident in internal audit report 2020, 2021 and 2022.</p>	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

	relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.	d) During onsite RSPO P&C RAV in PT. Sawit Mas Sejahtera, audit team interviewed the contractor and noted the contractor understanding on critical aspect in transporting certified FFB from estate to mill.	
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	PT. Sawit Mas Sejahtera – Pangkalan Panji POM and Sawit Mas Estate contracting FFB transport to independent third party, PT. Satrindo Jaya Agropalma. The names and contact detail of PIC in PT. Satrindo Jaya Agropalma recorded. PT. Satrindo Jaya Agropalma, address Tanjung Miring Village, Rambang Kuang District, Ogan Ilir Regency, Sumatera Selatan Province; PIC: Khoirun; Telephone number and email address available.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	PT. Sawit Mas Sejahtera – Pangkalan Panji POM and Sawit Mas Estate contracting FFB transport to independent third party, PT. Satrindo Jaya Agropalma. The names and contact detail of PIC in PT. Satrindo Jaya Agropalma recorded. PT. Satrindo Jaya Agropalma, address Tanjung Miring Village, Rambang Kuang District, Ogan Ilir Regency, Sumatera Selatan Province; PIC: Khoirun; Telephone number and email address available. During onsite RSPO P&C RAV in PT. Sawit Mas Sejahtera, audit team interviewed the contractor PIC from PT. Satrindo Jaya Agropalma.	Complied
3.8.12	Record keeping 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. ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory	PT. Sawit Mas Sejahtera – Pangkalan Panji POM refers to procedure "SOP Supply Chain Produk Bersertifikat Model Mass Balance No.PT.SMS-PPNM/SOP/27 rev.08", dated 2 June 2021. - Section 7 "Dokumentasi" explains the requirement for overall process reporting documentation and record which referring to corporate procedure "SOP Pengendalian Dokumen dan Rekaman No.SOP/SMART/UMUM/SADV/I/001".	Complied

	<p>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>PT. Sawit Mas Sejahtera – Pangkalan Panji POM refers to Document Control Procedure “SOP Pengendalian Dokumen dan Rekaman No.SOP/SMART/UMUM/SADV/I/001” – Section 2.4.12.e. stipulated the document retention kept for 10 (ten) years.</p> <p>Audit team verified the implementation of the procedure through checking delivery dockets and weighbridge as far as 2020.</p> <p>a. PT. Sawit Mas Sejahtera – Pangkalan Panji POM maintains mass balance spreadsheet to monitor the proportion of certified FFB, non-certified FFB, certified CPO, non-certified CPO, certified PK and non-certified PK.</p> <p>b. PT. Sawit Mas Sejahtera – Pangkalan Panji POM through mass balance spreadsheet monitors the proportion of certified CPO and certified PK.</p> <p>c. Based on document review against Pangkalan Panji POM mass balance spreadsheet period 2019-2022 (to date May 2022), CH has not sell short.</p> <p>The accounting system using 3 month basis and had implemented correctly.</p>	
<p>3.8.13</p>	<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>Yes, extraction rate Pangkalan Panji POM updated on daily basis and summarized into Monthly report. The projected OER and KER for 12 months period has been sets at 20% and 6.02%. Sample recorded:</p> <ul style="list-style-type: none"> - OER 2019 22.50% and KER 2019 5.25%; - OER 2020 21.76% and KER 2020 5.19%; - OER 2021 22.50% and KER 2021 5.00%; - OER 2022 22.75% and KER 2022 5.00%; 	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	Yes, extraction rate updated on daily basis and summarized into Monthly report. Sample recorded from Pangkalan Panji POM: - 31 December 2019 based on "Daily Production Report" period December 2019, OER todate 23.72%; KER 4.50%; - 31 May 2020 based on "Daily Production Report" period May 2020, OER todate 23.44%; KER 4.40%; - 31 May 2021 based on "Daily Production Report" period May 2021, OER todate 21.54%; KER 4.88%; - 31 May 2022 based on "Daily Production Report" period May 2022, OER todate 24.11%; KER 4.90%	Complied
3.8.15	Processing 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.	PT. Sawit Mas Sejahtera – Pangkalan Panji POM implement RSPO SCCS Module: Mass Balance.	Complied
3.8.16	Registration of Transactions 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. 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.	PT. Sawit Mas Sejahtera – Pangkalan Panji POM register its CSPK sales transaction into PalmTrace (no CSPO sales from last onsite audit). Shipping announcement sampled: - Shipping announcement TR-0c647a0b-6d70 for 99.27 MT CSPK; Contract 2450/KER/2450/20/C030, dated 16 December 2020; volume contract 100,000 kg; product Palm Kernel. - Shipping announcement TR-126c1072-599d for 98.46 MT CSPK; Contract 2450/KER/2450/20/C018, dated 23 September 2020; volume contract 100,000 kg; product Palm Kernel RSPO MB. - Shipping announcement TR-a3697cc9-c203 for 199.77 MT CSPK; Contract 2450/KER/2450/21/C031, dated 14 July 2021; volume contract 200,000 kg; product Palm Kernel RSPO MB.	Complied

**RSPO P&C Public Summary Report
Revision 13 (Apr 2022)**

		<ul style="list-style-type: none"> - Shipping announcement TR-e89ecc12-629c for 100.71 MT CSPK; Contract 2450/KER/2450/21/C004, dated 20 January 2021; volume contract 100,000 kg; product Palm Kernel. - Shipping announcement TR-d74d9865-2ca6 for 101.99 MT CSPK; contract 2450/KER/2450/21/C037; dated 13 October 2021; volume contract 100,000 kg; product Palm Kernel. - Shipping announcement TR-bf6f4518-c393 for 100.33 MT CSPK; contract 2450/KER/2450/22/C010; dated 16 March 2022; volume contract 100,000 kg; product Palm Kernel. <p>All shipping announcement does not exceed three months from the transaction/delivery date.</p> <p>PT. Sawit Mas Sejahtera – Pangkalan Panji POM remove the CSPO and CSPK sales transaction for other certification into PalmTrace. Remove quota sampled:</p> <ul style="list-style-type: none"> - ST-TR-992f72e3-14f6; for removal of 1,301.12 MT CSPO; dated 21 January 2021. - ST-TR-af267124-9cda; for removal of 477.77 MT CSPO; dated 1 December 2021. - ST-TR-b0db8ce6-8373; for removal of 1,478.76 MT CSPO; dated 9 March 2020. - ST-TR-c2cebdb4-a2e9; for removal of 271.26 MT CSPK; dated 9 March 2020. 	
--	--	---	--

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>PT. Sawit Mas Sejahtera – Pangkalan Panji POM refers to procedure “SOP Supply Chain Produk Bersertifikat Model Mass Balance No.PT. BSP-BSWM/SOP/SCCS-MB/26 rev.08”, dated 24 March 2022.</p> <p>Section 6.7.4 stated all product delivery shall not include logo, trademark of label as regulated in RSPO Rules on Market Communications & Claims Standard.</p> <p>Audit team confirmed no claim being made by PT. Sawit Mas Sejahtera – Pangkalan Panji POM in its sales documents.</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>The following was communicated in the group website: www.goldenagri.com.sg</p> <p>“Our operating entity in Indonesia, PT SMART Tbk, joined the Roundtable on Sustainable Palm Oil (RSPO) when it started in 2005. GAR joined subsequently in 2011. To date, the following assets have received RSPO certification (265,867 Ha plantations, 31 mills)”.</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>Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text ‘Check our progress at www.rspo.org’ where the link must lead to the member’s profile page.</p>	<p>The following was communicated in the group website: www.goldenagri.com.sg</p> <p>“Our operating entity in Indonesia, PT SMART Tbk, joined the Roundtable on Sustainable Palm Oil (RSPO) when it started in 2005. GAR joined subsequently in 2011. To date, the following assets have received RSPO certification (265,867 Ha plantations, 31 mills)”.</p> <p>No RSPO trademark display.</p>	Complied

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.	The communication in www.goldenagri.com.sg does not do that. There is clear that no statement may 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.	The communication in www.goldenagri.com.sg is consistent, clear and not mislead consumers or other stakeholders as to the certified content of oil palm products in the PT. Sawit Mas Sejahtera – Pangkalan Panji POM 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.	There is no RSPO corporate logo used in the website, official documents, or official letterhead template.	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.	The business to business communication is through the delivery documents. However the communication is mainly of the RSPO certificate number and product description. There is no trademark used.	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.	The business to business communication is through the delivery documents. However the communication is mainly of the RSPO certificate number and product description. There is no trademark used.	Complied
5.3	Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options: a) If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are	PT. Sawit Mas Sejahtera – Pangkalan Panji POM is not a distributor or wholesaler. Not Applicable.	Not Applicable

	<p>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>	The business to business communication is through the delivery documents. However the communication is mainly of the RSPO certificate number and product description. There is no label used.	Complied
MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	95% or above of the oil palm content must be RSPO MB-certified.	100% of the oil palm content in product, both CSPO and CSPK is RSPO MB.	Complied
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.	No non-certified product claimed.	Complied
Labelling and trademark (MB)			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> Surrounded by the text: 'Certified sustainable palm oil'. 	The business to business communication is through the delivery documents. However the communication is mainly of the RSPO	Complied

	<ul style="list-style-type: none"> • The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag 'MIXED' on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. • The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'. • Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch). • In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications & Claims document. 	<p>certificate number and product description. There is no messaging/label/trademark/label used.</p>	
Messaging (MB)			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> • [Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain. • The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. <p>In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed.</p>	<p>The business to business communication is through the delivery documents. However the communication is mainly of the RSPO certificate number and product description. There is no messaging/label/trademark/label used.</p>	<p>Complied</p>

	<p>Messaging NOT ALLOWED in storytelling in product-related communications:</p> <ul style="list-style-type: none"> Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 		
<p>Principle 4: Respect community and human rights and deliver benefit Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.</p>			
<p>Criteria 4.1: The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.</p>			
<p>4.1.1</p>	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>The company has a policy related to Business Ethic (<i>Etika Bisnis dan hak Asasi Manusia Sinarmas Agri Business and Food</i>) signed by Head of Policy and Compliance Division on 12 December 2019. Stipulated that:</p> <ul style="list-style-type: none"> Respect workers' rights and dignity in accordance with the provisions of law, provide natural treatment without discrimination and build harmonious industrial relations Respect workers' rights in terms of freedom of opinion, collective bargaining, and forming and joining trade unions / labor unions Prevent forced labor practices and do not use workers resulting from human trafficking Ensure not to employ child labor in all lines of operation Ensuring the safety of the work environment and company operations Recognize the equal rights and participation of women around the operating unit Creating a working area that is safe and healthy and provides environmental protection Respect the rights of local and customary communities in which the company operates 	<p>Complied</p>

		<ul style="list-style-type: none"> • Respect and protect the rights of whistleblowers and human rights defenders (HRD) • Comply with legal provisions regarding the prevention of bribery and corruption • Carry out remedial measures and resolve negative impacts if there are human rights violations through a transparent and legal process <p>The policy has been disseminated annually to all employees by installing signboard of company policy and by direct dissemination. The recent dissemination has conducted for all worker in Mill and every Division in the period of April 2022.</p>	
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.</p> <p>- Minor compliance -</p>	<p>The company's policy prohibits applies military means and or using intimidation in land dispute resolution procedures available in SOP SOP/NP/SMART/VII/D&L002 dated 1 July 2010. Describes the mechanism of compensation before clearing land and land conflict resolution mechanisms between companies and land owners. The land cleared for oil palm plantations should ensure not be a problem and there is no dispute over land ownership. Procedure was presented to the head of the village around the plantation</p> <p>Also available SOP Social Conflict Management No: SOP/SMART/SENS-CSR/SADV/I/002 dated 1 July 2014, which describes land conflict resolution process through dialogue mechanism and explanation verbally/in writing, the remedies by facilitating local government if the first method does not find an agreement, the process to level court to obtain legal certainty if the way 1 until 3 is not reached.</p> <p>During public consultation with stakeholders informed that so far company did not apply military means and or using intimidation in land dispute resolution.</p>	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	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>The company has established the system to handling complaints and grievances in the SOP of Complaints and Grievance Handling No. SOP/SMART/GIMS-SCMD/USDV/I/001 dated 02 June 2016 revised on 11 April 2017. The procedure has set the dispute resolution in an appropriate manner, ensuring the anonymity of complainants, protecting the Human Rights Defenders, community spoke persons, and whistle blowers where requested. The system ensures that there is no risk of reprisal or intimidation to the complainants. If no deal achieved, every party might deliver the case to the lawsuits or RSPO complaint panel.</p>	Complied
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>The grievance handling procedure is in place and is disseminated annually, targeted to all workers in the Mill and Estates as well as relevant stakeholders. The dissemination conducted in written and verbally, as well as using picture in the housing complex, office, and storage complex.</p> <p>Based on interview with workers, contractors, governmental agencies, the stakeholders aware the company's mechanism to submit a grievance.</p>	Complied
4.2.3	<p>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.</p> <p>- Minor compliance -</p>	<p>Whole recording and handling of related complaints recorded in the Monitoring Form Handling Complaints and dissatisfaction No. F/SMART/SIGSCSRD/SADV/003/001. Based on review of logbook of communication/grievance and interviews with workers and communities there are no complaints or dissatisfaction.</p>	Complied
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>In the SOP of Complaints and Grievance Handling No. SOP/SMART/GIMS-SCMD/USDV/I/001 dated 02 June 2016 revised on 11 April 2017, has set that the complaint resolution is address in deliberation in advance. If no deal achieved, every party might deliver the case to the lawsuits or RSPO complaint panel.</p>	Complied

Criteria 4.3: The unit of certification contributes to local sustainable development as agreed by local communities.			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local community are demonstrated.</p> <p>- Minor compliance -</p>	<p>2020</p> <p>The contribution to community development near PT. Sawit Mas Sejahtera has been consulted with interested parties.</p> <ul style="list-style-type: none"> • The plan and implementation “Rencana Kerja dan Realisasi CSR Desa Rimba Balai” for assisting heavy machinery for road maintenance, assisting independence day – total Rp.6,500,000; signed by Manager, Regional Controller and Rimba Balai Village date 10 March 2020. Sampled evidence road maintenance Rimba Balai village dated 9 September 2020. • “Rencana Kerja dan realisasi CSR Desa Langkan 2020” for assisting heavy machinery for road maintenance, assisting in scholarship and school building, community development catfish, assisting independence day, assisting religious festivities – total Rp.24,456,250; signed by Manager, Regional Controller and Langkan Village dated 10 March 2020. Sampled evidence road maintenance Langkan village dated 9 September 2020. • “Rencana Kerja dan realisasi CSR Desa Terlangu 2020” for assisting educational scholarship and teacher training, sign post for preventing fire and preventing hunting protected animal, assisting independence day, assisting religious festivities, assisting sport – total Rp.8,456,250; signed by Manager, Regional Controller and Terlangu Village date 10 March 2020. • “Rencana Kerja dan realisasi CSR Desa Tanjung Laut 2020” for social activity for teeth health, sign post for preventing fire and preventing hunting protected animal, assisting independence day, assisting religious festivities, provision of clean water – total Rp.24,750,000; signed by Manager, Regional Controller and Tanjung Laut Village date 10 March 2020. 	Complied

		<ul style="list-style-type: none"> • “Rencana Kerja dan realisasi CSR Desa Sungai Dua 2020” for assisting heavy machinery for road maintenance, sign post for preventing fire and preventing hunting protected animal, planting tree for lake riparian area rehabilitation, assisting independence day, assisting religious festivities, provision of clean water – total Rp.23,750,000; signed by Manager, Regional Controller and Sungai Dua Village date 10 March 2020. <p>2021</p> <ul style="list-style-type: none"> • “Rencana Kerja dan realisasi CSR Desa Rantau Bayur 2021” for assisting independence day, assisting religious festivities – total Rp.1,000,000; signed by Manager, Regional Controller and Langkan Village dated 1 April 2021. Sampled minutes of handover evident construction block to Rantau Bayur village dated 5 August 2021. • “Rencana Kerja dan realisasi CSR Desa Rimba Balai 2021” for provision of heavy machinery in road maintenance, assisting educational scholarship, sign post for preventing fire and preventing hunting protected animal, assisting independence day, assisting sport – total Rp.15,500,000; signed by Manager, Regional Controller and Rimba Balai Village date 1 April 2021. Sampled evident handover extra fooding to prevent malnutrition, dated 30 July 2021. • “Rencana Kerja dan realisasi CSR Desa Tanjung Laut 2021” for COVID-19 prevention, sign post for preventing fire and preventing hunting protected animal, community development for catfish farming, assisting independence day, assisting religious festivities – total Rp.12,000,000; signed by Manager, Regional Controller and Tanjung Laut Village date 1 April 2021. Sampled evident handover disinfectant and mask to prevent COVID-19, 8 October 2021. 	
--	--	---	--

		<ul style="list-style-type: none"> • "Rencana Kerja dan realisasi CSR Desa Langkan 2021" for assisting heavy machinery for road maintenance, scholarship and school repair, community development catfish farming, assisting independence day, assisting religious festivities – total Rp.19,000,000; signed by Manager, Regional Controller and Langkan Village date 1 April 2021. Sampled evidence handover donation for Indonesia independence day, 16 August 2021. Sampled evidence handover heavy machinery operation for school yard and soccer field, 5 June 2021. • "Rencana Kerja dan realisasi CSR Desa Pangkalan Panji 2021" for COVID-19 prevention, scholarship and school repair, community development catfish farming, assisting independence day, assisting religious festivities – total Rp.14,500,000; signed by Manager, Regional Controller and Pangkalan Panji Village date 1 April 2021. Sampled evidence handover donation for masjid renovation, 15 April 2021. Sampled evidence handover disinfectant and mask, 9 October 2021. Donation independence day 16 August 2021. <p>2022</p> <ul style="list-style-type: none"> • "Rencana Kerja dan realisasi CSR Desa Tebing Bulang 2022" for renovation masjid, cleaning main road, community development for gourami farming, assisting independence day – total Rp.14,500,000; signed by Manager, Regional Controller and Tebing Bulang Village date 2 February 2022. Sampled evident masjid renovation dated 30 March 2022. Sampled evident handover gourami seedling worth Rp.2,500,000 dated 30 March 2022. • "Rencana Kerja dan realisasi CSR Desa Sungai Dua 2022" for assisting village office, sign post for preventing fire and preventing hunting protected animal, planting tree for lake riparian area rehabilitation, assisting staple food for the poor, assisting 	
--	--	--	--

		<p>independence day, assisting religious festivities – total Rp.21,500,000; signed by Manager, Regional Controller and Sungai Dua Village date 2 February 2022. Sampled evidence provision of donation to elderly people Rp.16,172,000 on 27 April 2022.</p> <ul style="list-style-type: none"> • “Rencana Kerja dan realisasi CSR Desa Tanjung Laut 2022” for renovation masjid, cleaning main road, community development for gourami farming, assisting independence day – total Rp.14,500,000; signed by Manager, Regional Controller and Tanjung Laut Village date 2 February 2022. Sampled evident handover gourami seedling, 30 March 2022. 	
<p>Criteria 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.</p>			
<p>4.4.1</p>	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Sawit Mas Sejahtera demonstrates legal ownership of the land in chronological order. The legal ownership of the land in form of Hak Guna Usaha/HGU. The HGU comprised of 3 decrees, 8 certificates on 8 land parcels. All equipped with map.</p> <p>a. Hak Guna Usaha/HGU No.63/HGU/BPN/95 based on</p> <ul style="list-style-type: none"> - Agreement on compensation “Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975” dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha with “Uang Pancung Alas” at Rp.500 per Ha and “Uang Angkat Sila” at Rp.200 per Ha. - Release of land by previous landowner “Surat Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyuasin No.24/DPR/RB/1975” dated 25 August 1975. The family of Marga Rantau Bayur stated releasing their customary right for their land for PT. Lembu Langkan Farm. The customary land being released of 2,500 Ha. 	<p>Complied</p>

		<ul style="list-style-type: none"> - Land allocation letter "Surat Keputusan Gubernur Kepala Daerah Tingkat I Sumatera Selatan No.102/Kpts/I/1976 tentang Pencadangan Tanah Seluas 2000 Ha di Marga Rantau Bayur Kecamatan Banyuasin III Daerah Tingkat II Musi Banyuasin untuk Usaha Peternakan dan Pertanian PT. Lembu Langkan Farm Palembang", dated 2 March 1976. The letter stating provincial government allocating 2,000 Ha land for farming and agriculture. The land allocation letter completed with map scale 1:100,000. - Land allocation letter "Surat Keputusan Gubernur Kepala Daerah Tingkat I Sumatera Selatan No.998/SK/I/1987 tentang Pencabutan Surat Keputusan Gubernur Kepala Daerah Tingkat I Sumatera Selatan No.102/Kpts/I/1976 tentang Pencadangan Tanah Seluas 2,000 Ha di Marga Rantau Bayur Kecamatan Banyuasin III Kabupaten Daerah Tingkat II Musi Banyuasin untuk Usaha Peternakan dan Pertanian PT. Lembu Langkan Farm Palembang, Dan Pencadangan Tanah Seluas 6000 Ha yang terletak di Kecamatan Banyuasin III, Kabupaten Daerah Tingkat II Musi Banyuasin, Untuk Keperluan Kelapa Sawit atas Nama PT. Lembu Jaya", dated 5 November 1987. The letter stating provincial government withdrew the previous letter and now allocating 6,000 Ha land for farming and agriculture in the same area, as indicated in map. The land allocation letter completed with map scale 1:100,000 – consist of 3 land parcels. - Location Permit "Surat Keputusan Gubernur Kepala Daerah Tingkat I Sumatera Selatan No.107/KPTS/BKPMD/1988 tentang Izin Lokasi dan Pembebasan Hak/Pembelian Tanah seluas 6,000 Ha Terletak di Kecamatan Banyuasin III Kabupaten Daerah Tingkat II Musi Banyuasin Untuk Keperluan Perkebunan Kelapa Sawit dan Pengolahannya atas nama PT. Lembu Jaya dalam Rangka Penanaman Modal Dalam Negeri" dated 14 December 1988. The letter provides location permit for 6,000 Ha. 	
--	--	--	--

		<ul style="list-style-type: none"> - Letter from Forestry Department "Surat Kepala Kantor Wilayah Departemen Kehutanan Propinsi Sumatera Selatan No.515/KWL-b.3/3/93" dated 2 March 1993. The letter stated the area for oil palm plantation PT. Lembu Jaya of 2,099.1 Ha was outside forest area and can be processed for Hak Guna Usaha. - Summary of survey planning "Risalah Pemeriksaan Tanah B Propinsi Sumatera Selatan" dated 13 March 1993. Summary stated the application for the land of HGU can be approved. - HGU decree "Keputusan Menteri Negara Agraria/Kepala Badan Pertanahan Nasional No.63/HGU/BPN/95 tentang Pemberian Hak Guna Usaha atas Nama PT. Lembu Jaya, atas Tanah di Kabupaten Musi Banyuasin", dated 3 October 1995. Granting HGU for PT. Lembu Jaya on state land of 2,110 Ha located in Musi Banyuasin Regency, Sumatera Selatan Province, with situation map No.03/1993 dated 30 April 1993. The HGU valid until 31 December 2030. - Land title "Sertipikat Tanda Bukti Hak – Buku Tanah Hak Guna Usaha No.1 No.04.09.07.51.2.00001, Desa Lebung, PT. Lembu Jaya cq PT. Sawit Mas Sejahtera", valid until 31 December 2030. Map "Gambar Situasi No.31121/1996 untuk 2,110 Ha" dated 25 January 1997. Completed with map of boundary stone scale 1:40,000. <p>b. Hak Guna Usaha/HGU No.132/HGU/BPN/2004 based on</p> <ul style="list-style-type: none"> - Location permit "Surat Keputusan Gubernur Kepala Daerah Tingkat I Sumatera Selatan No.22/KPTS/BKPM/1990 tentang Izin Lokasi dan Pembebasan Hak/Pemberian Tanah Seluas 1,200 Ha yang Terletak di Kecamatan Banyuasin III, Kabupaten Daerah Tingkat II Musi Banyuasin, Untuk Keperluan Memenuhi Kekurangan Areal Perkebunan Kelapa Sawit Atas Nama PT. 	
--	--	--	--

		<p>Lembu Jaya dalam Rangka Penanaman Modal Dalam Negeri (PMDN)", dated 10 April 1990. The decree granting location permit of 1,200 Ha as identified in the map scale 1:100,000.</p> <ul style="list-style-type: none"> - Survey planning "Risalah Panitia Pemeriksaan Tanah B Propinsi Sumatera Selatan No.01/R/P"B"/BPN.Prop.SS/26/2004" dated 24 March 2004. The land is not forest area, and the other land was categorized as state land. - Forest area release "Surat Keputusan Menteri Kehutanan No.85/Kpts-II/96" dated 11 March 1996, whereby forest area of 183 Ha released into state land. - HGU decree "Keputusan Kepala Badan Pertanahan Nasional No.132/HGU/BPN/2004 tentang Pemberian Hak Guna Usaha atas Tanah Terletak di Kabupaten Banyuasin, Propinsi Sumatera Selatan" dated 29 October 2004. Granting HGU for PT. Sawit Mas Sejahtera of 765.00 Ha located in Banyuasin III and Betung District, Banyuasin Regency, Sumatera Selatan Province - with situation map No.30/BA/2003 dated 18 November 2003. The HGU valid for 35 years and comprise of 6 land parcels. - Land title "Sertipikat Hak Guna Usaha No.3 No.04.14.12.14.2.00003, Desa Tanjung Laut, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT. Sawit Mas Sejahtera", dated 13 January 2005. Certificate for land parcel 134 Ha, completed with map of boundary stone scale 1:10,000. - Land title "Sertipikat Hak Guna Usaha No.4 No.04.14.12.14.2.00004, Desa Rimbah Terap/Sedang, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT. Sawit Mas Sejahtera", dated 13 January 2005. Certificate for land parcel 198 Ha, completed with map of boundary stone scale 1:10,000. 	
--	--	--	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<ul style="list-style-type: none"> - Land title "Sertipikat Hak Guna Usaha No.5 No.04.14.12.14.2.00005, Desa Rimbah Terap, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT. Sawit Mas Sejahtera", dated 13 January 2005. Certificate for land parcel 3.6 Ha, completed with map of boundary stone scale 1:2,500. - Land title "Sertipikat Hak Guna Usaha No.6 No.04.14.12.09.2.00006, Desa Biyuku, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT. Sawit Mas Sejahtera", dated 13 January 2005. Certificate for land parcel 301 Ha, completed with map of boundary stone scale 1:2,500. - Land title "Sertipikat Hak Guna Usaha No.7 No.04.14.07.02.2.00007, Desa Stereo, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT. Sawit Mas Sejahtera", dated 13 January 2005. Certificate for land parcel 119.6 Ha, completed with map of boundary stone scale 1:10,000. - Land title "Sertipikat Hak Guna Usaha No.8 No.04.14.07.02.2.00008, Desa Stereo, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT. Sawit Mas Sejahtera", dated 13 January 2005. Certificate for land parcel 8.8 Ha, completed with map of boundary stone scale 1:5,000. <p>c. Hak Guna Usaha/HGU No.116/HGU/BPN/2004 based on</p> <ul style="list-style-type: none"> - Location permit "Surat Keputusan Gubernur Kepala Daerah Tingkat I Sumatera Selatan No.55/KPTS/BKPM/1989 tentang Izin Lokasi dan Pembebasan Hak/Pembelian Tanah Seluas 10,000 Ha yang Terletak di Kecamatan Sekayu, Kabupaten Daerah Tingkat II Musi Banyuasin, Untuk Keperluan Perkebunan Kelapa Sawit Atas Nama PT. Lembu Jaya", dated 20 June 1989. The 	
--	--	---	--

		<p>decree granting location permit of 10,000 Ha as identified in the map scale 1:100,000.</p> <ul style="list-style-type: none"> - Survey planning "Risalah Panitia Pemeriksaan Tanah B Propinsi Sumatera Selatan No.03/R/P"B"/BPN.Prop.SS/26/2004" dated 27 May 2004. The land was categorized as state land and not occupied and can be approved for HGU. - HGU decree "Keputusan Kepala Badan Pertanahan Nasional No.116/HGU/BPN/2004 tentang Pemberian Hak Guna Usaha atas Tanah Terletak di Kabupaten Musi Banyuasin, Propinsi Sumatera Selatan" dated 26 October 2004. Granting HGU for PT. Sawit Mas Sejahtera of 878.00 Ha located in Sungai Keruh District, Musi Banyuasin Regency, Sumatera Selatan Province - with situation map No.30/Muba/2003 dated 29 December 2003. The HGU valid for 35 years. - Land title "Sertipikat Hak Guna Usaha No.12/MUBA No.04.09.09.00.2.00012, Desa Sungai Dua-Desa Setiajaya-Desa Kertayu, Desa Tebing Bulang, Kecamatan Sungai Keruh, Kabupaten Musi Banyuasin, Provinsi Sumatera Selatan, PT. Sawit Mas Sejahtera", dated 15 December 2004. Certificate for land parcel 878.00 Ha, completed with map of boundary stone scale 1:10,000. <p>Note: PT. Sawit Mas Sejahtera was previously named PT. Lembu Jaya, previously named PT. Lembu Langkan Farm. The changes from PT. Lembu Jaya to PT. Sawit Mas Sejahtera was registered in November 1996, "Keputusan Menteri Kehakiman Republik Indonesia No.02-10196.HT.01.04.TH'96" dated 7 November 1996 – granting approval for PT. Sawit Mas Sejahtera established in Jakarta as per Statute by Notary Benny Kristianto SH, dated 30 September 1996.</p>	
--	--	--	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p><i>Legal ownership of the land, up to survey planning – cadastral measurement.</i></p> <ul style="list-style-type: none"> - <i>Location permit "Surat Keputusan Gubernur Kepala Daerah Tingkat I Sumatera Selatan No.107/KPTS/BKPM/1988 tentang Izin Lokasi dan Pembebasan Hak/Pembelian Tanah Seluas 6,000 Ha yang Terletak di Kecamatan Banyuasin III, Kabupaten Daerah Tingkat II Musi Banyuasin, Untuk Keperluan Perkebunan Kelapa Sawit dan Pengolahannya Atas Nama PT. Lembu Jaya dalam Rangka Penanaman Modal Dalam Negeri (PMDN)", dated 14 December 1988. The decree granting location permit of 6,000 Ha as identified in the map scale 1:100,000 – including 3 land parcels.</i> - <i>PT. Sawit Mas Sejahtera issued a letter to Lands Office "Surat PT. Sawit Mas Sejahtera No.07/SMS/VII/03; Kepada Kepala Badan Pertanahan Nasional; Perihal Permohonan HGU PT. Sawit Mas Sejahtera Seluas 1,221 Ha" dated 21 July 2003.</i> - <i>PT. Sawit Mas Sejahtera obtained the land parcel map "Peta Bidang Tanah No.31/BA/2003 untuk 707 Ha" and "Peta Bidang Tanah No.28/BA/2003 untuk 384 Ha" dated 18 November 2003.</i> - <i>Provincial Lands Office issued letter to National Lands Office "Surat Kantor Wilayah Badan Pertanahan Nasional Provinsi Sumatera Selatan No.500/965/26 untuk Permohonan Hak Guna Usaha PT. Sawit Mas Sejahtera atas Tanah 1,091 Ha di Kecamatan Rantau Bayur dan Banyuasin III, Propinsi Sumatera Selatan" dated 8 July 2004.</i> - <i>PT. Sawit Mas Sejahtera issued letter to Ministry of Forestry for clarification for forestry area in proposed area "Surat PT. Sawit Mas Sejahtera No.003/D&L-SMS/VIII/2014; kepada Direktur Pengukuhan, Penatagunaan dan Tenurial Kawasan Hutan Direktorat Jenderal Planologi Kehutanan; Perihal Permohonan</i> 	
--	--	--	--

		<p><i>Klarifikasi dan Konfirmasi Status Lahan PT. Sawit Mas Sejahtera di Kabupaten Banyuasin, Provinsi Sumatera Selatan” dated 5 August 2014.</i></p> <ul style="list-style-type: none"> - <i>Letter from Ministry of Forestry "Surat Direktorat Jenderal Planologi Kehutanan – Direktorat Penguahan, Penatagunaan dan Tenurial Kawasan Hutan No.S.658/VII/Kuh-5/2014; Perihal Klarifikasi dan konfirmasi status lahan a/n PT. Sawit Mas Sejahtera di Kabupaten Banyuasin Provinsi Sumatera Selatan” dated 3 September 2014. The letter stated based on map overlay, the area of PT. Sawit Mas Sejahtera was categorized as "Area Penggunaan Lain (APL)".</i> - <i>Provincial Lands Office issued letter to National Lands Office "Surat Badan Pertanahan Nasional Kantor Wilayah Provinsi Sumatera Selatan No.203/16-9-300/I/2017; Perihal Permohonan Hak Guna Usaha PT. Sawit Mas Sejahtera atas Tanah Terletak di Kabupaten Banyuasin Provinsi Sumatera Selatan” dated 11 January 2017.</i> - <i>National Lands Office Letter to Provincial Lands Letter on returning the application "Surat Kementerian Agraria dan Tata Ruang/Badan Pertanahan Nasional No.3256/19.1-400/VIII/2017; Kepada Kantor Wilayah Badan Pertanahan Nasional Provinsi Sumatera Selatan; Perihal Pengembalian Berkas Permohonan Hak Guna Usaha a/n PT. Sawit Mas Sejahtera atas tanah Seluas 1,091 Ha terletak di Kabupaten Banyuasin, Provinsi Sumatera Selatan” dated 28 August 2017. The National Lands Office returning the application letter stating some of the requirement are not complete and some clarification needed.</i> - <i>PT. Sawit Mas Sejahtera Letter to Provincial Lands Letter on Guidance upon returning the application "Surat PT. Sawit Mas Sejahtera No.45/SMS-D&L/VII/2019; Kepada Kantor Wilayah Badan Pertanahan Nasional Provinsi Sumatera Selatan; Perihal</i> 	
--	--	---	--

		<i>Mohon Arahan atas Pengembalian Berkas Permohonan Hak Guna Usaha a/n PT. Sawit Mas Sejahtera atas tanah Seluas 1,091 Ha terletak di Kabupaten Banyuasin, Provinsi Sumatera Selatan” dated 4 July 2019. Company requesting guidance on how to response returned application.</i>	
4.4.2	<p>Copies documents evidencing agreement- making processes and negotiated agreements detailing the FPIC process are available and include:</p> <p>- Minor compliance -</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>Agreement on compensation “Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975” dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development.</p>	Complied
	<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>Agreement on compensation “Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975” dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development.</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>Agreement on compensation “Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975” dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga</p>	

		Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development.	
4.4.3	<p>(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> <p>- Critical (Major) compliance -</p>	<p>Map of legal ownership of the land is part of the land certificate</p> <p>a. Hak Guna Usaha/HGU No.63/HGU/BPN/95 map</p> <ul style="list-style-type: none"> - Land title "Sertipikat Tanda Bukti Hak – Buku Tanah Hak Guna Usaha No.1 No.04.09.07.51.2.00001, Desa Lebung, PT. Lembu Jaya cq PT. Sawit Mas Sejahtera", valid until 31 December 2030. Map "Gambar Situasi No.31121/1996 untuk 2,110 Ha" dated 25 January 1997. Completed with map of boundary stone scale 1:40,000. <p>b. Hak Guna Usaha/HGU No.132/HGU/BPN/2004 map</p> <ul style="list-style-type: none"> - Land title "Sertipikat Hak Guna Usaha No.3 No.04.14.12.14.2.00003, Desa Tanjung Laut, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT. Sawit Mas Sejahtera", dated 13 January 2005. Certificate for land parcel 134 Ha, completed with map of boundary stone scale 1:10,000. - Land title "Sertipikat Hak Guna Usaha No.4 No.04.14.12.14.2.00004, Desa Rimbah Terap/Sedang, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT. Sawit Mas Sejahtera", dated 13 January 2005. Certificate for land parcel 198 Ha, completed with map of boundary stone scale 1:10,000. - Land title "Sertipikat Hak Guna Usaha No.5 No.04.14.12.14.2.00005, Desa Rimbah Terap, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT. 	Complied

		<p>Sawit Mas Sejahtera”, dated 13 January 2005. Certificate for land parcel 3.6 Ha, completed with map of boundary stone scale 1:2,500.</p> <ul style="list-style-type: none"> - Land title “Sertipikat Hak Guna Usaha No.6 No.04.14.12.09.2.00006, Desa Biyuku, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT. Sawit Mas Sejahtera”, dated 13 January 2005. Certificate for land parcel 301 Ha, completed with map of boundary stone scale 1:2,500. - Land title “Sertipikat Hak Guna Usaha No.7 No.04.14.07.02.2.00007, Desa Stereo, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT. Sawit Mas Sejahtera”, dated 13 January 2005. Certificate for land parcel 119.6 Ha, completed with map of boundary stone scale 1:10,000. - Land title “Sertipikat Hak Guna Usaha No.8 No.04.14.07.02.2.00008, Desa Stereo, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT. Sawit Mas Sejahtera”, dated 13 January 2005. Certificate for land parcel 8.8 Ha, completed with map of boundary stone scale 1:5,000. <p>c. Hak Guna Usaha/HGU No.116/HGU/BPN/2004 based on</p> <ul style="list-style-type: none"> - Land title “Sertipikat Hak Guna Usaha No.12/MUBA No.04.09.09.00.2.00012, Desa Sungai Dua-Desa Setiajaya-Desa Kertayu, Desa Tebing Bulang, Kecamatan Sungai Keruh, Kabupaten Musi Banyuasin, Provinsi Sumatera Selatan, PT. Sawit Mas Sejahtera”, dated 15 December 2004. Certificate for land parcel 878.00 Ha, completed with map of boundary stone scale 1:10,000. 	
--	--	--	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessment of impact, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	<p>Based on document review on documented process to obtain HGU, all document are all in Bahasa Indonesia.</p>	Complied
4.4.5	<p>(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p> <p>- Critical (Major) compliance -</p>	<p>Audit team reviewed the documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975.</p> <p>The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes information on the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga Rantau Bayur.</p> <p>These committee members are representing the ownership of the land at that time.</p>	Complied
4.4.6	<p>There is evidence that implementation of agreement negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	<p>Audit team reviewed the documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development.</p> <p>The committee member of the Dewan Perwakilan Rakyat Marga Rantau Bayur came up with the rate of compensation to be paid.</p> <p>Annual review was conducted through public perception and reported in Social Impact Monitoring. The last one was performed on 6 – 30 July 2021.</p>	Complied

<p>Criteria 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			
<p>4.5.1</p>	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -</p>	<p>Based on stakeholder consultation with village and district head, audit team noted that PT. Sawit Mas Sejahtera was established from merger with entity called PT. Lembu Jaya,. The merger was registered in 1996. Audit team reviewed the documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development.</p> <p>The legal ownership of the land for PT. Sawit Mas Sejahtera obtained through HGU decree dated 1995 and 2004. The land was developed in 1975 prior to RSPO requirements. Meanwhile there is no new development and hence, FPIC is required</p>	<p>Complied</p>
<p>4.5.2</p>	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions. All the relevant information and documents are made available, and community have option of resourced access to independent third-party advice through a documented, long-term and two- way process of consultation and negotiation. - Critical (Major) compliance -</p>	<p>Audit team reviewed document agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development.</p> <p>The legal ownership of the land for PT. Sawit Mas Sejahtera obtained through HGU decree dated 1995 and 2004. The land was developed</p>	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		in 1975 prior to RSPO requirements. Meanwhile there is no new development and hence, FPIC is required	
4.5.3	<p>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.</p> <p>- Minor compliance -</p>	<p>Audit team reviewed documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development. The land was developed in 1975 prior to RSPO requirements. Meanwhile there is no new development and hence, FPIC is required</p>	Complied
4.5.4	<p>To ensure local food and water security and as part of the FPIC process, SEIA participation and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of land allocations process.</p> <p>- Minor compliance -</p>	<p>Audit team reviewed documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development. The land was developed in 1975 prior to RSPO requirements. Meanwhile there is no new development and hence, FPIC is required</p>	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access information and advice, that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>Audit team reviewed the documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development. The land was developed in 1975 prior to RSPO requirements. Meanwhile there is no new development and hence, FPIC is required</p>	Complied
4.5.6	<p>Evidence is available that the communities or their representatives gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p> <p>- Minor compliance -</p>	<p>Audit team reviewed the documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha lands. This includes the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development. The land was developed in 1975 prior to RSPO requirements. Meanwhile there is no new development and hence, FPIC is required</p>	Complied
4.5.7	<p>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.</p> <p>- Minor compliance -</p>	<p>Based on stakeholder consultation with village and district head, audit team noted that PT. Sawit Mas Sejahtera was established from merger with entity called PT. Lembu Jaya, previously called PT. Lembu langkan Farm. The merger was registered in 1996.</p> <p>PT. Sawit Mas Sejahtera did not compensate any land from individual landowner.</p> <p>Based on document review and stakeholder consultation, no land acquisition for plantation and mill after 15 November 2018. The legal</p>	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		ownership of the land for PT. Sawit Mas Sejahtera obtained through HGU decree dated 1995 and 2004. The land was developed in 1975 prior to RSPO requirements. Meanwhile there is no new development and hence, FPIC is required	
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	Based on document review and stakeholder consultation, no new land acquisition in area inhabited by communities in voluntary isolation.	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. - Critical (Major) compliance -	<p>PT. Sawit Mas Sejahtera refers to land acquisition procedure "SOP Ganti Rugi Tanah/Lahan No.SOP/NP/SMART/VII/D&L002" dated 1 July 2010. Section 6.2 explains process for pre-inventory together with village communities and district representative. The pre-inventory process includes activity such as field visit, check legal ownership of land documentation, check ownership upon land/vegetation, check with neighbouring witnesses.</p> <p>Section 6.3 explains process for physical inventory: land measurement, calculation of quantity and type of vegetation per parcel, carried out as per evidence of ownership; carried out by witness (landowner, village government, boundary appointer, neighbouring witness, district government, company representative).</p> <p>Based on stakeholder consultation with village and district head, audit team noted that PT. Sawit Mas Sejahtera was established from merger with entity called PT. Lembu Jaya,. The merger was registered in 1996.</p> <p>Audit team reviewed the documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation</p>	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>rate for 2,500 Ha. This includes the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development.</p> <p>The land was developed in 1975 prior to RSPO requirements. Meanwhile there is no new development and hence, FPIC is required</p>	
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Sawit Mas Sejahtera refers to land acquisition procedure "SOP Ganti Rugi Tanah/Lahan No.SOP/NP/SMART/VII/D&L002" dated 1 July 2010. Section 6.4 explains that post inventory activities, company coordinates and consulting the calculation and distribution process with village and district government to achieve agreement on compensation rate.</p> <p>Section 6.6 explains after the compensation rate obtained, company will conduct socialization to community and landowners.</p>	Complied
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for smallholdings (if possible based on local law, customs and/or agreement).</p> <p>- Minor compliance -</p>	<p>PT. Sawit Mas Sejahtera is offering opportunity to become partner/smallholder to supply FFB to Pangkalan Panji POM. PT. Hikmah Jaya Bersama (Edy) become FFB supplier, located in Sembawa District, Banyuasin Regency. FFB supplied to Pangkalan Panji POM (non-certified) in 2020 supplied 788.80 MT; in 2021 supplied 1,445.99 MT; in 2022 supplied 701.81 MT;</p>	Choose an item.
4.6.4	<p>The process and outcomes of any negotiated agreements, compensation and payments are documented with evidence of the participation of affected parties and made available to them.</p> <p>- Minor compliance -</p>	<p>PT. Sawit Mas Sejahtera refers to land acquisition procedure "SOP Ganti Rugi Tanah/Lahan No.SOP/NP/SMART/VII/D&L002" dated 1 July 2010. Section 6.7 explains upon agreed compensation rate, company will carry out the compensation process. If there is no agreement on compensation rate with landowner, the negotiation process will be done again until agreement is achieved. If the landowner has not agreed the negotiation for compensation rate, the area will be enclaved by company.</p>	Complied

		<p>Section 6.8 explains the documentation requirement for land compensation application from compensation team to management.</p> <p>Section 6.9 explains the record attachment requirement during the land compensation/payment process: payment receipt with signature; video or photograph during landowner receive payment from company; copy of ID card and family card or domicile letter; minute of land handover signed by landowner and company representative, witnessed by village government and district government; statement letter of land ownership; statement letter of handover land; map of land being compensated; attendance list of land measurement activity signed by landowner, village government, measurement officer and 2 witnesses.</p> <p>Audit team reviewed documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha with "Uang Pancung Alas" at Rp.500 per Ha and "Uang Angkat Sila" at Rp.200 per Ha.</p> <p>Audit team reviewed the compensation record carried out by PT. Lembu Jaya to Dewan Perwakilan Rakyat Marga Rantau Bayur in 1976.</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>	<p>(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -</p>	<p>PT. Sawit Mas Sejahtera refers to land acquisition procedure "SOP Ganti Rugi Tanah/Lahan No.SOP/NP/SMART/VII/D&L002" dated 1 July 2010. Section 6.2 explains process for pre-inventory together with village communities and district representative. The pre-inventory process includes activity such as field visit, check legal ownership of land documentation, check ownership upon land/vegetation, check with neighbouring witnesses.</p> <p>Section 6.3 explains process for physical inventory: land measurement, calculation of quantity and type of vegetation per parcel, carried out as per evidence of ownership; carried out by witness (landowner, village government, boundary appointer, neighbouring witness, district government, company representative).</p> <p>Audit team reviewed documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha with "Uang Pancung Alas" at Rp.500 per Ha and "Uang Angkat Sila" at Rp.200 per Ha.</p>	<p>Complied</p>
<p>4.7.2</p>	<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. - Critical (Major) compliance -</p>	<p>PT. Sawit Mas Sejahtera refers to land acquisition procedure "SOP Ganti Rugi Tanah/Lahan No.SOP/NP/SMART/VII/D&L002" dated 1 July 2010. Section 6.4 explains that post inventory activities, company coordinates and consulting the calculation and distribution process with village and district government to achieve agreement on compensation rate.</p> <p>Section 6.6 explains after the compensation rate obtained, company will conduct socialization to community and landowners.</p> <p>Audit team reviewed documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin</p>	<p>Complied</p>

		No.5/DPR/RB/1975” dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha with “Uang Pancung Alas” at Rp.500 per Ha and “Uang Angkat Sila” at Rp.200 per Ha.	
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development. - Minor compliance -	Based on stakeholder consultation with village and district head, audit team noted that PT. Sawit Mas Sejahtera give opportunity for community member to work in company and/or as contractor – providing services for company.	Complied
Criteria 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrated that they have legal customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	Based on stakeholder interview with villages surrounding the plantation, there is no land dispute with surrounding community of PT. Sawit Mas Sejahtera.	Complied
4.8.2	(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. - Critical (Major) compliance -	Based on stakeholder interview with villages surrounding the plantation, there is no land dispute with surrounding community of PT. Sawit Mas Sejahtera.	Complied
4.8.3	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). - Minor compliance -	Based on stakeholder interview with surrounding community of PT. Sawit Mas Sejahtera, there was no acquisition through dispossession or force abandonment. Audit team noted that PT. Sawit Mas Sejahtera has not compensated the land in the HGU area.	Complied

4.8.4	<p>For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).</p> <p>- Minor compliance -</p>	<p>Based on stakeholder interview with villages surrounding the plantation, there is no land dispute with surrounding community of PT. Sawit Mas Sejahtera.</p>	Complied
<p>Principle 5: Support smallholder inclusion</p>			
<p>Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.</p>			
<p>Criteria 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.</p>			
5.1.1	<p>Current and previous period prices for FFB are publicly available and accessible by smallholders.</p> <p>- Minor compliance -</p>	<p>FFB price of the outgrowers was determined by FFB Purchase HO/JKT based on formula agreed with outgrowers. FFB price depends on CPO and PK price and processing cost. The organisation informed FFB price through short message service. The information was sent directly from FFB Purchase HO/JKT to the related supplier and forwarded to Mill Unit Head.</p> <p>FFB price determined by Plantation Agency of South Sumatera Province (“Berita Acara Hasil Rapat Tim Penetapan Harga Pembelian TBS Kelapa Sawit Provinsi Sumatera Selatan”) is applied for smallholders.</p> <p>Based on interview with FFB supplier, there is no complaint on FFB pricing and the other issues.</p>	Complied
5.1.2	<p>(C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>Pangkalan Panji Mill informed FFB through short message service. The information was sent directly from FFB Purchase HO/JKT to the related supplier and forwarded to Mill Unit Head. There is no complaint on FFB pricing and the other issues.</p> <p>The company explain the FFB pricing through Whatsapp Message and by calling each of suppliers. Evidences of Whatsapp message received by the supplier has been sighted and reviewed during audit.</p>	Complied

<p>5.1.3</p>	<p>(C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented. - Critical (Major) compliance -</p>	<p>Agreement between Pangkalan Panji Mill and FFB supplier are described in Contractual Agreement or Statement Letter. FFB purchasing agreements were established in Bahasa Indonesia. Based on signed Statement Letter, it was verified that all parties understood the contractual agreements they enter into as evidence in the signature of both parties. The Agreements are fair, legal and transparent containing FFB legality, requirement, price and payment method. Both parties kept the agreement. Sample was seen for :</p> <ul style="list-style-type: none"> • PT. Hikmah Jaya Bersama, coordinate 02° 48' 13.9" S and 104° 33' 09.2" E; Statement Letter dated 2 June 2020 • CV. Rejeki Raya Sejahtera, coordinate 02° 56' 57.00" S and 104° 27' 57.49" E; Statement letter dated 10 August 2020 • Achmad Aqilsyah Siregar, coordinate 03° 62' 95.73" S and 103° 21' 38.66" E; Statement letter dated 19 September 2021 	<p>Complied</p>
<p>5.1.4</p>	<p>(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. - Critical (Major) compliance -</p>	<p>Agreement between Pangkalan Panji Mill and FFB supplier are described in Contractual Agreement or Statement Letter. FFB purchasing agreements were established in Bahasa Indonesia. Based on signed Statement Letter, it was verified that all parties understood the contractual agreements they enter into as evidence in the signature of both parties. The Agreements are fair, legal and transparent containing FFB legality, requirement, price and payment method. Both parties kept the agreement. Sample was seen for :</p> <ul style="list-style-type: none"> • PT. Hikmah Jaya Bersama, coordinate 02° 48' 13.9" S and 104° 33' 09.2" E; Statement Letter dated 2 June 2020 • CV. Rejeki Raya Sejahtera, coordinate 02° 56' 57.00" S and 104° 27' 57.49" E; Statement letter dated 10 August 2020 	<p>Complied</p>

		<ul style="list-style-type: none"> Achmad Aqilsyah Siregar, coordinate 03° 62' 95.73" S and 103° 21' 38.66" E; Statement letter dated 19 September 2021 	
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>Agreement between Pangkalan Panji Mill and FFB supplier are described in Contractual Agreement or Statement Letter. FFB purchasing agreements were established in Bahasa Indonesia. Based on signed Statement Letter, it was verified that all parties understood the contractual agreements they enter into as evidence in the signature of both parties. The Agreements are fair, legal and transparent containing FFB legality, requirement, price and payment method. Both parties kept the agreement. Sample was seen for :</p> <ul style="list-style-type: none"> PT. Hikmah Jaya Bersama, coordinate 02° 48' 13.9" S and 104° 33' 09.2" E; Statement Letter dated 2 June 2020 CV. Rejeki Raya Sejahtera, coordinate 02° 56' 57.00" S and 104° 27' 57.49" E; Statement letter dated 10 August 2020 Achmad Aqilsyah Siregar, coordinate 03° 62' 95.73" S and 103° 21' 38.66" E; Statement letter dated 19 September 2021 	Complied
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>- Critical (Major) compliance -</p>	<p>Payments are made through bank transfer. The mill records and summarised the FFB purchased from third party supplier or middleman in weekly basis then reported to FFB Purchase HO/JKT. FFB Purchase HO/JKT then creates receipt as the basic of payment. Finance department then issued Application for Funds Transfer.</p> <p>KTU of Pangkalan Panji Mill kept all transaction and payment records. Agreed payments been made in a timely manner which is in weekly basis (7 working day). There was no complaint from stakeholders during audit related to FFB payments.</p>	Complied
5.1.7	<p>Weighing equipment is verified by an independent third party on a regular basis.</p>	<p>Weighbridge in Pangkalan Panji POM is verified by third party (PT MUGI) in annual basis. Latest verification was performed on 30 September 2021. Based on technical verification by Balai Standarisasi</p>	Complied

	- Minor compliance -	<p>Metrologi Legal Regional I Direktorat Jendral Perlindungan Konsumen dan Tertib Niaga Direktorat Metrologi Kementerian Perdagangan RI.</p> <p>Weighbridges calibration certificate were sighted during audit:</p> <ul style="list-style-type: none"> • Surat Keterangan Hasil Pengujian Nomor: 0055/PKTN.4.9/KHP/10/2021 dated 8 October 2021, valid until 30 September 2022. Weighbridge Avery weigh Tronix; Serial Number 162056111; Ccapacity 40,000 kg. <p>According to certificate it was noted that verification result were comply to requirement, endorsed based on UU RI No. 2 Year 1981 concerning Metrology Legal.</p>	
5.1.8	<p>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.</p> <p>- Minor compliance -</p>	<p>At the moment, PT Sawit Mas Sejahtera not have a mutual agreement with independent smallholder for certification. The relationship of company and independent smallholder limited to buyer and FFB supplier.</p>	Complied
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders, and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>The company did not have scheme smallholder and not received FFB directly from independent smallholder, but FFB supplier. The grievance mechanism for FFB supplier refers to SOP of Complaints and Grievance Handling No. SOP/SMART/GIMS-SCMD/USDV/I/001 dated 02 June 2016 revised on 11 April 2017 as mentioned in indicator 4.2.1.</p>	Complied
<p>Criteria 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.</p>			
5.2.1	<p>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> <p>- Minor compliance -</p>	<p>At the moment, PT Sawit Mas Sejahtera does not have a mutual agreement with independent smallholder for certification. The relationship of company and independent smallholder limited to buyer and FFB supplier.</p> <p>Interview with smallholder was conducted with Achmad Aqilsyah Siregar/Norman Siregar on 14 June 2022. He has been supplier for</p>	Not Applicable

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		PPNM for several year and at the moment satisfied with what he got. Not interest for RSPO independent smallholder certification.	
5.2.2	The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder). - Minor compliance -	The company has developed livelihood improvement program through training and CSR program. All FFB suppliers (including smallholder) has been trained and socialized about RSPO P&C Standard, FFB Quality and grading and companies policy and procedures.	Complied
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	The relationship of company and independent smallholder limited to buyer and FFB supplier. All third parties FFB suppliers has signed a Statement Letter which one of the clause is about tracebility of FBB. Article (4): FFB sold to PT. Sawit Mas Sejahtera are come from area that: a. Has received all permit regarding acquisition of land and plantations business from the authorities. b. Cultivated areas are in accordance with applicable law and regulation in Republic of Indonesia and not obtained illegally.	Complied
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	There are no scheme smallholder in PT. Sawit Mas Sejahtera	Not Applicable
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme. - Minor compliance -	There are no scheme smallholder in PT. Sawit Mas Sejahtera	Complied
Principle 6: respect workers' rights and conditions			
Protect workers' rights and ensure safe and decent working conditions.			
Criteria 6.1: Any form of discrimination is prohibited.			

<p>6.1.1</p>	<p>(C) A publicly 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. - Critical (Major) compliance -</p>	<p>Policies on equal opportunities and treatment is described in Circular No.096/CEO2-SE/12/2010, 14 December 2010, on the implementation in relation industrial Unit. Explained that in order to realize harmonious industrial relations, dynamic and fair company implemented industrial relations of each operational unit without distinction of race, religion, race and gender in all types of field work.</p> <p>Circular letter No. 268/CEO2/HR PSM 2/10/2015, 1 October 2015 is revision of Circular letter No. 096/CEO2-SE/12/2010, stated that "in order to realize harmonious industrial relations, dynamic and fair company implemented industrial relations of each operational unit without distinction of race, religion, race, physical condition, gender, sexual orientation, membership of union, political affiliation and age in all types of field work".</p> <p>The company has establish the policy of non discrimination and equal opportunity as per "Kebijakan Perlindungan Pekerja/Buruh dari Diskriminasi" Policy No. KHI-smart/011-00 dated 1 August 2017. Policy stated that "Company protect employee/workers from discrimination act to achieve harmonious industrial relations, dynamic and fair for all workers regardless of race, caste, nationality, religion, disability, gender, sexual orientation, union membership, political affiliation and age".</p> <p>This policy is publicly available, and stakeholders can access it upon request. It was document verified during audit to workers data list, that there was no indication of discrimination at PT. Sawit Pas Sejahtera.</p>	<p>Complied</p>
<p>6.1.2</p>	<p>(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. - Critical (Major) compliance -</p>	<p>It has been verified the company's data related classification of workers based on status, gender, religion, and ethnic in 2020, 2021, and 2022, there are no discrimination. For instance:</p>	<p>Complied</p>

		Estate's worker of December 2021:		
		Gender	Number	
		Male	555	
		Female	1223	
		Total	778	
		Religion	Number	
		Muslim	762	
		Christianity	9	
		Hindu	1	
		Total	778	
		Race/ethnic	Number	
		Batak	4	
		Jawa	475	
		Bugis	3	
		Minang	1	
		Melayu	284	
		Sunda	2	
		Timor	8	
		Bali	1	

		<table border="1"> <tr> <td>Total</td> <td>778</td> </tr> </table>	Total	778												
Total	778															
		<p>Mills's worker of December 2021:</p>														
		<table border="1"> <thead> <tr> <th>Gender</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>95</td> </tr> <tr> <td>Female</td> <td>5</td> </tr> <tr> <td>Total</td> <td>100</td> </tr> </tbody> </table>	Gender	Number	Male	95	Female	5	Total	100						
Gender	Number															
Male	95															
Female	5															
Total	100															
		<table border="1"> <thead> <tr> <th>Religion</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>Muslim</td> <td>96</td> </tr> <tr> <td>Christianity</td> <td>4</td> </tr> <tr> <td>Total</td> <td>100</td> </tr> </tbody> </table>	Religion	Number	Muslim	96	Christianity	4	Total	100						
Religion	Number															
Muslim	96															
Christianity	4															
Total	100															
		<table border="1"> <thead> <tr> <th>Race/ethnic</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>Batak</td> <td>4</td> </tr> <tr> <td>Jawa</td> <td>38</td> </tr> <tr> <td>Melayu</td> <td>57</td> </tr> <tr> <td>Sunda</td> <td>1</td> </tr> <tr> <td>Total</td> <td>100</td> </tr> </tbody> </table>	Race/ethnic	Number	Batak	4	Jawa	38	Melayu	57	Sunda	1	Total	100		
Race/ethnic	Number															
Batak	4															
Jawa	38															
Melayu	57															
Sunda	1															
Total	100															
		<p>Estate's worker of May 2022:</p>														

		Gender	Number		
		Male	503		
		Female	189		
		Total	692		
		Religion	Number		
		Muslim	675		
		Christianity	16		
		Hindu	1		
		Total	692		
		Race/ethnic	Number		
		Batak	4		
		Jawa	417		
		Bugis	2		
		Minang	1		
		Melayu	257		
		Sunda	2		
		Timor	8		
		Bali	1		

		Total	692	
		Mills's worker of May 2022:		
		Gender	Number	
		Male	95	
		Female	5	
		Total	100	
		Religion	Number	
		Muslim	96	
		Christianity	4	
		Total	100	
		Race/ethnic	Number	
		Batak	4	
		Jawa	38	
		Melayu	57	
		Sunda	1	
		Total	100	

		<p>The table above shows that PT SMS provides equal rights and opportunities to workers and does not differentiate between sex/gender, religion and ethnicity. All workers have followed up recruitment process and all of them passed the recruitment process.</p>	
<p>6.1.3</p>	<p>The unit of certification demonstrates that the recruitment selection, hiring access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>In the recruitment process, the company has set the standard of competence that inferred in the Position Description and Job Profile. Recruitment selection, hiring and promotion are based on skills, capabilities, qualities, and medical fitness. This has been arranged in Circulate Letter No 113/HR PSM2/05/2015 dated 1 April 2015.</p> <p>Job opportunities were communicated and given to surrounding villagers at first priority where no discrimination found observed during interview and related records of workers being employed. All workers are treated equally in accordance with company regulation including rights of worker as well. The compliance in accordance with national laws has been evaluated by the organisation as described in criterion 2.1.</p> <p>It has been verified that the recruitment and promotion process are based on skills, capabilities, qualities and medical fitness necessary for the jobs available. For instance, the recruitment and promotion documentation of 2020, 2021 and 2022 consist of:</p> <ul style="list-style-type: none"> - Proposal of additional worker from Estate Manager to HR - Form of worker assessment for recruitment - Form of performance evaluation for promotion - List of worker assessment result - Compilation of assessment result - CV - List of worker promotion - Medical check-up result - Approval of Region Head of worker promotion and new recruitment - Contractual Agreement of Temporary Worker. 	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>Sample of new recruitment and promotion of 2020, 2021, 2022 have been observed as follows:</p> <ul style="list-style-type: none"> - Contractual Agreement of Temporary Worker (PKWT) of Nur Muhammad No. 8/SPK-PKWT/10/2020 dated 10 January 2020. - Contractual Agreement of Temporary Worker (PKWT) of Baitul Rahman No. 3/SPK-PKWT/02/2021 dated 16 February 2021. - Contract of Fajar Sodik No. 203/PPNM/PKWT/2022 dated 30 April 2022. - Contract of Imam Masyhuri Muslim No. 204/PPNM/PKWT/2022 dated 30 April 2022. - Promotion: Decree of promotion (Ahmad Yani ID No. 94090) No. EM/SMSE/04/I/2022 dated 29 January 2022, from Grade PT3 to PT 2. <p>The PKWT contracts have been reported to Manpower Agency according to the legal requirements. For instance, PKWT of 2022 has been reported on 9 May 2022.</p> <p>Based on recruitment and promotion documentation, as well as based on consultation with Labor Union and Gender Committee, can be concluded that the company has demonstrated the recruitment selection and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p>	
6.1.4	<p>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.</p> <p>- Minor compliance -</p>	<p>The company has mechanism of recruitment and selection stipulated in SOP of Recruitment No. PSD A-004-00, dated 1 September 2005, Circulate Letter No 113/HR PSM2/05/2015 dated 1 April 2015, and Collective Labor Agreement (CLA/PKB). In those documents, also based on interview with management, can be concluded that pregnancy women will not be treated as a discriminatory measure, rather, to protect their reproduction organ and fetus. For instance, the</p>	Complied

		<p>company will not employ pregnant women in the chemical related position.</p> <p>Based on interview with female workers, Gender Committee, and Labor Union, can be concluded that during recruitment process, the company did not conduct pregnancy test.</p>	
<p>6.1.5</p>	<p>(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> <p>- Critical (Major) compliance -</p>	<p>The company has established a Gender Committee since RSPO initial certification to develop awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>The committee consider matters such as; dissemination on women’s rights, child care facilities to be provided by the growers and millers, women to be allowed to breastfeed up to nine months before resuming chemical spraying or usage tasks, and women to be given specific break times to enable effective breastfeeding.</p> <p>Organization has also set several signboards about breastfeed up to nine months before resuming chemical spraying or usage tasks. The gender committee has determined the annual program and realization of its achievements, as follows:</p> <ul style="list-style-type: none"> - Dissemination of sexual harassment issues and awareness. - Checking the child-care facilities. - <i>Posyandu</i> (pregnant women, baby, and breastfeeding women check-up and consultancy event) activities. - Gender committee board meeting. <p>Policy on the prevention of sexual harassment written in Decree No.003/CEO2-SE/01/2011 date January 10 year 2011 regarding the sexual harassment prevention. Organization also establishes the sexual harassment handling procedures SOP/NP/SMART/XII/MCAR001. Describes the workflow of sexual harassment handling. Complaints and grievance can submit orally and written addressed to gender committee ---- gender and Persis</p>	<p>Complied</p>

		<p>(<i>Persatuan istri staff</i>) then --- performed victim accompaniment and inform/report to unit head--- based on information, data and evidence obtained and witnesses, the unit head verify and examination in order to obtain a decision, after found a guilty offender unit head may impose appropriate sanctions or company regulations through legal action.</p> <p>Based on document review and interview with Gender Committee, can be concluded that there were no issues concerning discrimination based on gender in recruitment and promotion, harassment in the workplace, or violation of reproduction rights.</p>	
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>Based on interview with management, workers, and Labor Union, there are several types of worker status in the company, that are Staff level, permanent worker (PKWTT), and temporary worker (PKWT). The company did not have a casual worker scheme. The employment contract, company regulation and work agreement provided in Indonesian language and available for both parties.</p> <p>The evidence of equal pay for the same work scope has demonstrated based on payment list and sample of payment slips. The employs wages payment referred to the minimum wage consists of basic wage plus a fixed allowance.</p> <p>For instance, the upkeep workers with ID 17539 and ID 17540 have received the same basic salary amount of IDR 3,195,395 in May 2022.</p> <p>Based on the verification of the company's employee salary slip document above, that the company has implemented a wage system that is in accordance with the rules and regulations. The wages given to workers are in accordance with the type, scope and workload carried out (including overtime) or wages are given fairly in accordance with the scope of work.</p>	Complied

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).		
6.2.1	<p>(C) Documentation of pay and working conditions in accordance with applicable labour laws are available to the workers in national languages and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>Documentation of pay and working conditions is presented in the Collective Labor Agreement (CLA/PKB), set that the minimum wage referred to the governmental regulation. Current CLA is for the period of 18 May 2022 – 17 May 2024, that has been endorsed by Manpower Agency based on Decree No. 903/1415/DISTRANSNAKER/V/2022 dated 3 June 2022.</p> <p>This collective work agreement is presented in Indonesian language and in it is explained about wages in Chapter V concerning Wages; which explains the meaning of wages, wage systems, family allowances, holiday allowances and increased wages for employees. The explanation related to working days and working hours is clearly presented in Chapter IV concerning Working Days and Working Hours; where working days are 6 working days in a week and working hours are 7 (seven) hours a day and 40 (forty) hours in a week, this refers to the applicable laws and regulations in Indonesia (Law No. 13 of 2003 concerning Manpower).</p> <p>Due to there is minimum wage decree of Banyuasin Regency, the company shall follow minimum wage of Banyuasin Regency (the nominal is above provincial minimum wage).</p> <p>The company has documented Governor Decree of Minimum Wage and Company’s Director Decree regarding minimum wage (salary structure) for all worker’s grade in accordance with legal minimum wage. The auditor has verified payment slip of workers in Estate and Mill for the period of 2020, 2021, and 2022. Based on verification, the minimum wage paid to the workers has above legal minimum wage stated by the Governor. The documentation as follows:</p> <p>Year of 2020</p>

Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>Governor Decree of South Sumatera No. 691/KPTS/DISNAKERTRANS/2019 dated 29 November 2019, regarding minimum wage of Banyuasin regency of 2020, amount of IDR 3,091,934/month.</p> <p>PT SMS Director Decree No. 218/CEOSumsel/HRSumsel-Lambabel/12/2019, dated 01 January 2020, regarding worker wage based on worker structure and level/grade year of 2020, in accordance with Governor Decree. Based on this Director Decree, the lowest worker grade wage stated IDR 3,192,434/month (above legal minimum wage).</p> <p>Sample of wage payment: on behalf Sudarno ID 06024 (lowest grade) has been paid on November 2020 with basic salary of IDR 3,192,434/month.</p> <p>Year of 2021</p> <p>Governor Decree of South Sumatera No. 726/KPTS/DISNAKERTRANS/2020 dated 16 December 2020, regarding minimum wage of Banyuasin regency of 2021, amount of IDR 3,194,895/month.</p> <p>PT SMS Director Decree No. 001/CEOSumsel/HRSumsel-Lambabel/01/2021, dated 01 January 2021, regarding worker wage based on worker structure and level/grade year of 2022, in accordance with Governor Decree. Based on this Director Decree, the lowest worker grade wage stated IDR 3,195,395/month (above legal minimum wage).</p> <p>Sample of wage payment: on behalf Eny Wahyuningsih ID 12528 (lowest grade) has been paid on December 2021 with basic salary of IDR 3,195,395/month.</p>	
--	--	---	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>Year of 2022</p> <p>Governor Decree of South Sumatera No. 746/KPTS/DISNAKERTRANS/2021 dated 18 November 2021, regarding minimum wage of South Sumatera Province of 2022, amount IDR 3,144,446/month. (note: there is no increase due to Covid 19 pandemic).</p> <p>There was a Decree from Manpower Agency of Banyuasin Regency No. 561/19943/Disnakertrans/III/2021 dated 3 December 2021, stated that the agency did not issue decree of minimum wage of Banyuasin Regency of 2022. Therefore, the regency minimum wage of 2022 is refer to minimum wage of 2021.</p> <p>PT SMS Director Decree No. 377/CEOPSM2/HRPSM2/12/2021, dated 01 January 2022, regarding worker wage based on worker structure and level/grade year of 2022, in accordance with Governor Decree. Based on this Director Decree, the lowest worker grade wage stated IDR 3,195,395/month (above legal minimum wage).</p> <p>Sample of wage payment: on behalf Muhamad Yusuf ID 17006 (lowest grade) has been paid on May 2022 with basic salary of IDR 3,195,395/month.</p>	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed.</p> <p>- Critical (Major) compliance -</p>	<p>Clauses concerning payments and conditions of employment (regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc) stipulated in each contractual agreement and Collective Labor Agreement (CLA/PKB).</p> <p>Based on review of Contractual Agreement also has been stated the clauses related regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. For instance, Contractual Agreement of Temporary Worker. For instance, contract of Fajar Sodik No.</p>	Complied

		<p>203/PPNM/PKWT/2022 dated 30 April 2022 and contract of Imam Masyhuri Muslim No. 204/PPNM/PKWT/2022 dated 30 April 2022.</p> <p>Based on interview with workers in the field, they have received and understood their contractual agreements.</p>	
<p>6.2.3</p>	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>The company has set employment provisions in accordance with the rules and legal requirement. It is stated on employment contract and Collective Labor Agreement (CLA/PKB). In those document has been mentioned the determination of wages (including benefits and other benefit), working hours (including hours and overtime pay) has been mentioned. The working hours (maximum 40 hours per week and working from Monday to Saturday), payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, in compliance with national legal requirements).</p> <p>The legal compliance of employment regulations have been verified based on these evidence (collected based on document review, interview with workers, Gender Committee, Labor Union, Manpower Agency):</p> <ul style="list-style-type: none"> - Payment: regulation of minimum wage of 2020, 2021 and 2022 have been mention in indicator 6.2.1. The payment has been verified based on review of list of payment and payment slips. F - Working hours: maximum 40 hours per week (7 hours per day) and working from Monday to Saturday. For overtime working has been paid based on governmental regulation of overtime payment. Holiday is 12 days/year according government regulation. - Sickness including menstruation leave and maternity leave: based on document review and interview with Gender Committee and Nurse/Midwife are been provided with no issue. - Worker protection: the company has provide Clinics and paramedic, regular medical check-up, and PPE in accordance with 	<p>Complied</p>

		<p>the HIRAC and MSDS.</p> <p>The workers get the same benefit eventhough they are not an union member. Benefit in PKB in accordance to national regulations and for all workers.</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>- Critical (Major) compliance -</p>	<p>The company has provided facilities to improve worker’s wellbeing based on document review, interview, and field observation, among others:</p> <ul style="list-style-type: none"> - Adequate housing: consist of semi-permanent and permanent housing. There is no temporary/non-permanent housing anymore. - Sanitation facilities, domestic waste disposal, and drainage. - Water supplies: from water treatment and wells. - Medical facilities: Clinics in Estate (also cover for Mill’s worker) and paramedic (nurses and midwives) - Educational facilities: schools and school busses. - Staple food store: from surrounding villages around 15 minutes. - Electricity: from Mill and gensets - Mosque and Church. - Sport facilities: badminton, volley, and football courts. 	Complied
6.2.5	<p>The unit of certification makes efforts to improve workers’ access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>There is no significant efforts needed to improve access the adequate and sufficient food, because the plantation about 15 minutes from the city of Pangkalan Balai (capital of Banyuasin Regency). It is also has been verified based on interview with workers, Labor Union, and Gender Committee, that the workers did not need a company’s store or worker cooperative store.</p>	Complied
6.2.6	<p>A DLW is paid to all workers in accordance with applicable regulations, including workers who work on a piece rate/quota basis, the calculation of which is based on a quota that can be achieved during regular working hours.</p> <p>- Minor compliance -</p>	<p>The company has calculated a living wage using the benefit approach that the company has provided to workers, including job support, rice allowances, facilities (provision of facilities: schools (including school transportation), housing, clean water, polyclinics (health), etc.). The</p>	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>calculation has been made for every grade of worker (PT4, PT3, PT2, PT1).</p> <p>The calculation of DLVW for lowest grade (PT4) is IDR 3,511,277/month in 2021 (where legal minimum payment is IDR 3,195,395) and IDR 3,534,860/month in 2022 (where legal minimum payment is IDR 3,195,395).</p>	
<p>PROCEDURAL NOTE:</p> <p>The RSPO has published guidelines on the calculation of Decent Living Wage (DLW) in June 2019. Since Indonesia does not have DLW benchmark yet, the RSPO Secretariat will conduct a DLW benchmark study in accordance with the Global Living Wage Coalition (GLWC) and Indonesian laws and regulations.</p> <p>In the meantime, until DLW benchmark for Indonesia is endorsed by the RSPO, the unit of certification carries out interim measures that was published by RSPO (dated 11 November 2019), including:</p> <ol style="list-style-type: none"> 1. Payment of minimum wages in accordance with applicable regulations 2. Assessment of wages paid (prevailing wages) and in-kind benefits. <p>Once the DLW benchmark is available, this procedural note is no longer applicable.</p>			
6.2.7	<p>Permanent fulltime employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.</p> <p>- Minor compliance -</p>	<p>Based on Employee List in Estate and Mill, field observation in harvesting and Mill main process activities, as well as interview with Labor Union, Gender Committee and workers, it is known that there is no casual or temporary workers employed for core work such as in harvesting or mill's processing activities. Furthermore, the company did not employ casual worker anymore.</p>	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>- Critical (Major) compliance -</p>	<p>The company has published a statement in local languages recognizing the rights of employees to freedom of association in Company Policy dated 1 December 2014. Organizations understand that workers have the right to negotiate, associate and organize a labor union. Organization committed to provides opportunities for workers to</p>	Complied

		<p>organize unions and express an opinion. All employees were allowed to form associations and bargain collectively with their employer.</p> <p>The company commitment covered in the policy is "Respect the right of every employee to form or join trade unions in accordance they want and to bargain collectively"</p> <p>The policy has been disseminated annually to all employees by installing signboard of company policy and by direct dissemination. The recent dissemination has conducted for all worker in Mill and every Division in the period of April 2022.</p> <p>Currently, there are three Labor Union, namely SPSI, Nike Uba and SARBUPRI.</p>	
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or worker representatives who are freely elected, are documented in the national languages and available upon request.</p> <p>- Minor compliance -</p>	<p>The management and Labor Union regularly conducted meetings to discuss issues in the employment, for instance meeting on 11 May 2020 discussing information of bonus of 2019, and meeting on 20 May 2021 discussing information of bonus of 2020.</p>	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers, including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>The company provide a specific empty house for Labor Union to conduct internal meeting. The company also give permission to Labor Union Official to conduct meeting in working hours.</p> <p>Based on interview with Head of Labor Union of Nike Uba and SARBUPRI, it is known that the management does not interfere with the formation or operation of registered labour union. There is no coercion and intervention related to membership and the course of the organization.</p>	Complied
Criteria 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>PT Sawit Mas Sejahtera has published the policy for the protection of children, including prohibition of child labour and remediation as per "Kebijakan Bisnis dan hak Asasi Manusia Sinarmas Agribusiness and Food dated 12 December 2019" and "Kebijakan Lingkungan Kerja &</p>	Complied

		<p>Hubungan Industrial – Pekerja/Buruh anak” Policy No. KHI-smart/004-00 dated 1 August 2017. The policy stated that “Categorized as Childcare under 18 years old; In the process of hiring workers, it is prohibited to accept or employ children as evidenced by official identity documents (birth certificate, KTP and family card)”.</p> <p>This policy is included into service contract and agreement with supplier/contractor, sample seen: “Surat Perjanjian Kerja No. 005/SMS/JKTO-II/XII/2019-ATBS” dated 2 December 2019 with FFB transporter PT Satrindo Jaya Agro Palma. Statement Letter dated 13 May 2020 was signed by PT Satrindo Jaya Agro Palma in the framework of cooperation contract No. 005/SMS/JKTO-II/XII which stated that “respect human rights and do not discriminate, do not perform forced labor, do not employ underage workers and workers who originate from human trafficking”.</p> <p>In the framework of the FFB buying and selling cooperation between PT SMS and the FFB supplier, Statement Letter from supplier has been made which stated one of them is “respect human rights and do not discriminate, do not perform forced labor, do not employ underage workers and workers who originate from human trafficking”.</p>	
6.4.2	<p>(C) Documented evidence on the fulfilment of worker’s minimum age requirements in accordance with applicable regulation and verification procedures for age requirements, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Documented evidence on the fulfilment of worker’s minimum age requirements in accordance with applicable regulation.</p> <p>Verification procedures for age requirements are described as per “SOP Pengadaan Ketenagakerjaan No. SDM A-004-01 Rev.0” dated 1 April 2010”. According to procedure, recruitment stage process are comprises of: announcement, selection, interview, compensation offering, medical test, selection decision and Decree letter for employee admission. During first stage company has announced the job vacancies with a minimum age requirement of 18 years and next step is document verification/selection to ensure the requirement are met.</p>	Complied

		Based on employee records period 2019 – 2022, there were no workers below 18 years old.	
6.4.3	<p>(C) Young person maybe employed only for non-hazardous work with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>Audit team verified no young person employed by company to perform hazardous work. Based on interview with sampled workers in Estate and POM operation, all workers are 18 years and above. They stated none of their fellow worker under 18 years old.</p> <p>Based on document review "Daftar Karyawan" audit team noted none of the worker employed by PT. Bumi Sawit Permai is under 18 years old.</p> <p>Based on stakeholder interview, audit team noted the workforce from the village is mature and none of them under 18 years old. Based on stakeholder interview with Manpower Service, audit team noted based on manpower report and manpower service inspection no child worker finding in the Estate and Mill Operation.</p>	Complied
6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	Please refer to 2.2.3 regarding communication with third parties (FFB suppliers, contractor etc); For supervisors and staff please refer to 3.7.1 and 4.1.1.	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>- Critical (Major) compliance -</p>	<p>Policy on the prevention of sexual harassment written in Decree Letter No.003/CEO2-SE/01/2011 date January 10 year 2011 regarding the sexual harassment prevention.</p> <p>Organization also establishes the sexual harassment handling procedures SOP/NP/SMART/XII/MCAR001. Describes the workflow of sexual harassment handling. Complaints and grievance can submit orally and written addressed to gender committee --- performed victim accompaniment and inform/report to unit head--- based on information, data and evidence obtained and witnesses, the unit head</p>	Complied

		<p>verify and examination in order to obtain a decision, after found a guilty offender unit head may impose appropriate sanctions or company regulations through legal action.</p> <p>Recent dissemination of sexual harassment policy was performed to all employees in April 2022. Based on workers interview and group discussion, it was concluded that there was no sexual harassment and violence within the organisation.</p> <p>Gender committee was established. Each estate and mill have appointed representative for gender committee. The committee consider matters such as; dissemination on women’s rights, child care facilities to be provided by the growers and millers, women to be allowed to breastfeed up to nine months before resuming chemical spraying or usage tasks, and women to be given specific break times to enable effective breastfeeding. Organization has also setting several signboards about breastfeed up to nine months before resuming chemical spraying or usage tasks. It was observed that has been assembled on main access road and crowd locations such as: division office and housing area. The policy reviewed regularly by Sustainability Department.</p>	
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>- Critical (Major) compliance -</p>	<p>Policy to protect women reproduction rights has been also stated in Circulate Letter No 095/CEO2-SE/12/2010 dated 14 December 2010. Menstruation leave are given to female worker for 2 days-off without any salary deduction.</p> <p>The company has issued the Internal Memorandum No 001/MEMO-VPA PSM2/04/2011 date 8 April 2011 concerning pregnant and lactating women workers. It stated that Pregnant and lactating women employee are not allowed to work as a pesticide/herbicide sprayer.</p> <p>Gender committee was established by the organization. The committee has representatives from all areas of work. The committee consider matters such as; trainings on women’s rights, counselling for</p>	Complied

		<p>women affected by violence, women to be allowed to breastfeed up to nine months before resuming chemical spraying or usage tasks, and women to be given specific break times to enable effective breastfeeding.</p> <p>Communication to all workers pertinent to prevent sexual harassment and protect women reproduction was conducted by the gender committee team and attended by the organization. The last dissemination was in April 2022 to employee’s wife and woman workers.</p>	
6.5.3	<p>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.</p> <p>- Minor compliance -</p>	<p>The company has identified the need of expectant mother and new mother in a documentation. Based on the document, the needs of new mother that have been identified among others to consult the health of their fetuses and babies, to get proper medical check-up and vitamins, a place and paramedic (nurse and midwife) to give proper birth, daycare/creche, emergency response, etc.</p> <p>Management has fulfilled their need by providing:</p> <ul style="list-style-type: none"> - Clinic including company’s doctor and paramedic, for getting regular check-up, consultation and giving birth. - Monthly ‘Posyandu’ as an event to check their maternity (fetuses) and babies under 5 years old, to give consultations and vitamins. - Maternity leave: 3 months including before and after giving birth in accordance with legal regulation. - Company’s ambulance for emergency respond, to get to nearest hospital. - Daycare/crech. <p>Based on interview with sampled new mothers in employee housing compound, audit team noted the medical team of Sawit Mas Estate has consulted the need for new mother. Then it is prepared in form of maternity check, labour preparation, vaccination program for infants</p>	Complied

		<p>and medical check based on "Kartu Menuju Sehat" for infants and prepare facility for infant day care.</p> <p>Based on interview with female worker in Sawit Mas Estate, she stated can return home to breastfeed her baby for 1 hour.</p>	
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, as long as the complaint is supported with adequate information, is documented, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>The company has the system to handling complaints and grievances in the SOP of Complaints and Grievance Handling No. SOP/SMART/GIMS-SCMD/USDV/I/001 dated 02 June 2016 revised on 11 April 2017. The procedure has set the dispute resolution in an appropriate manner, ensuring the anonymity of complainants, protecting the Human Rights Defenders, community spoke persons, and whistle blowers where requested. The system ensures that there is no risk of reprisal or intimidation to the complainants. If no deal achieved, every party might deliver the case to the lawsuits or RSPO complaint panel.</p> <p>Moreover, the company has formed a Gender Committee for grievance related sexual harassment or violation of reproductive rights. Based on interview with Head of Gender Committee and women workers, are known that there is no negative issue related to sexual harassment or violation of reproductive rights.</p>	Complied
<p>Criteria 6.6: No forms of forced or trafficked labour are used.</p>			
6.6.1	<p>(C) All work is voluntary and the following are prohibited:</p> <ul style="list-style-type: none"> Retention of identity documents or passports; Payment of recruitment fees; Contract substitution without worker's consent Involuntary overtime; Lack of freedom of workers to resign 	<p>The company has policies related to business and human rights policies of Sinarmas Agri Business and Food which was signed by the Head of Policy and Compliance Division dated December 12, 2019, explaining the commitment to uphold human rights and prohibition of force and trafficked labor.</p> <p>The policy has been disseminated annually to all employees by installing signboard of company policy and by direct dissemination. The recent dissemination has conducted for all worker in Mill and every Division in the period of April 2022.</p>	Complied

	<ul style="list-style-type: none"> • Penalty for termination of employment, unless the unit of certification and the workers agree to the penalty and it is stated in the employment agreement • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>Based on document verification (list of employees, salary slips and payroll for the period of 2020, 2021, 2022) and interviews with company management and Manpower Agency, no work termination was identified that was not in accordance with the work contract, the determination of overtime time was in accordance with the Overtime Work Order (SPL), and was not identified there are employees who work because of debt with the company.</p> <p>Moreover, no salary deduction that against legal regulations, even though there were subsidies and deductions for BPJS (employment insurance) contributions that were in accordance with applicable regulations. There was no identification of a work bond that impeded employee resignation, there was no indication of a cost involved in the employee recruitment process.</p> <p>Based on field observation, and interview with workers and Labor Union, is known that there is no migrant worker within the company. All workers also have been recruited in accordance with legal regulation and provided with contractual agreement.</p>	
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>- Critical (Major) compliance -</p>	<p>The company not employed migrant worker, but temporary worker (PKWTT). The company has established a policy on Work Environment and Industrial Relations No. KHI-smart/002-00 dated August 1, 2017. This policy is also a mechanism for the use of temporary workers (either non-permanent or casual workers) with several provisions, as follows:</p> <ul style="list-style-type: none"> - Temporary Work Agreement (PKWT) is an agreement between a worker/laborer and a company to establish a working relationship for a certain period of time or for a certain job. - A work agreement or contract is a written letter in Indonesian that is easily understood and agreed upon by the worker/laborer with the company as a basis and evidence of an employment relationship. 	Complied

		<ul style="list-style-type: none"> - The company is responsible for the costs required for the implementation of the work agreement - A work agreement for a specified period of time based on a certain period can be made for a period of 2 (two) years and may only be extended 1 (one) time for a maximum period of 1 (one) year - In the event that the work agreement has been extended for a certain period of time but due to certain conditions the work has not been completed, then the work agreement may be renewed for a certain time. 	
<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>- Critical (Major) compliance -</p>	<p>The responsible in health and safety was established in accordance with the legal requirements, that is OHS Committee (<i>Struktur</i> P2K3) that has been endorsed by Manpower Agency, and the Secretary is a legal OHS Expert.</p> <p>OHS Committee of Pangkalan Panji Mill</p> <p>OHS Committee of Pangkalan Panji Mill has been endorsed based on Decree of Manpower Agency No. 263/SK/Nakertrans/2020 dated 28 July 2020. The Secretary is an OHS Expert (i.e Jundurahman Syarief) based on Appointment Decree of Manpower Agency No. 5/11637/AS.02.04/IX/2021 dated 30 September 2021, valid for 3 years.</p> <p>OHS Committee of Sawit Mas Estate</p> <p>OHS Committee of Pangkalan Panji Mill has been endorsed based on Decree of Manpower Agency No. 138/SK/Nakertrans/2020 dated 25 March 2020. The Secretary is an OHS Expert based (i.e Ikhдина Arbi)</p>	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>on Appointment Decree of Manpower Agency No. KEP.P.7633/NAKER-BINWASK3/VIII/2017 dated 31 August 2017, valid for 3 years.</p> <p>At the time of audit, the OHS Expert appointment is expired. The company has shown the process of renewal such as information letter from PT Tranindo Pratama Mulia (OHS Service Company) dated 7 September 2020 and 4 January 2022, stated that the progress was hampered due to Covid 19 pandemic.</p> <p>The safety committee (P2K3) regular meeting has been performed each month, discussed regarding OHS plan program achievement and corrective actions to achieve target and improve the program such as Personal Protective Equipment (PPE), hazard from animal, safety notes, accidents etc. The actions were monitored for realization and reported to management and local authority. Concerns of all parties about health, safety and welfare were discussed at the meeting such as: review of accident, PPE Checklist update, result of internal audit, incident investigation, etc.</p> <p>The minutes of OHS Committee Meetings have been attached in the quarterly OHS Committee Reports. The reporting from 2020 until 2022 has been observed. The reports regularly submitted to the Manpower Agency. The recent reporting for Quarter I of 2022 has been submitted to Manpower Agency on 28 April 2022.</p> <p>(note: the sample of reporting written in this report only for recent, because the latest reporting will not be accepted if the previous report has not been accepted by the agency yet).</p>	
6.7.2	<p>Accident and emergency procedures in Indonesian language are in place and clearly understood by all workers. Assigned operatives trained in first aid are present in both field and other operations. First aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>Accident and emergency procedures</p> <p>The company has established several procedures related accident and emergency procedures including the mitigations, that are:</p> <ul style="list-style-type: none"> - SOP/SMART/HESS-EHSD/SADV/I/002 Hazard identification and risk assessment. - SOP/SMART/UMUM/SADV/I/005 dated 1 July 2014 regarding 	Complied

		<ul style="list-style-type: none"> - SOP/SMART/HESS-EHSD/SADV/I/015 Safe work permit. - SOP/SMART/SMART/LH-19 Lock out tag out (LOTO). - SOP/SMART/HESS-EHSD/SADV/I/005 Work accident and illness handling. - SOP/SMART/HESS-EHSD/SADV/I/010 PPE Management. - SOP/SMART/HESS-EHSD/SADV/I/011 First aid. <p>These procedures have been disseminated to all workers in morning muster and planks/posters in the Mill, offices, and oil palm blocks.</p> <p>First aid equipment and officer</p> <p>The company has a Post of First Aid Kit, including paramedic that has been trained with legal First Aid Handling training. The registered by First Aider licensed from Ministry of Manpower with certificate No. 31/NAKERTRANS/P3K/2019, namely Mr. Feriyanto.</p> <p>The first aid kits are available in offices, several working areas in mill, and every activity in the Estate brought by Supervisor. The items have been in accordance with the legal regulation (21 items). Emergency respond simulation has been conducted on 27 August 2021.</p> <p>Records of all accidents</p> <p>Records of all accidents are kept and periodically reviewed on OHS Committee Meeting. The record of accident describes in more detail in indicator 6.7.5.</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>PPE Provision</p> <p>Based on document review, interview with workers and Labor union, the PPEs are provided to all workers without any charge. The type of PPE is defined based on risk analysis (HIRAC) and/or MSDS. It has been shown evidences of regular PPE provision especially for high risk</p>	Complied

	<p>- Critical (Major) compliance -</p>	<p>workplace such as chemical storage, pesticide application, manuring, mill's machineries, harvesting, etc.</p> <p>Based on field observation in the high risk workplace in the Mill and Estate, known that the workers provided proper PPE in accordance with the HIRAC and/or MSDS. For instance:</p> <ul style="list-style-type: none"> - Harvester: has been provided sickle and axe cover. - Manuring, spraying, checmical storage operator: has been provided rubber gloves, mask, face protector, apron, boots. - Genset/engine room, boiler operator: has been provided mas and ear muff/ear plug. <p>Interview with the workers and Labor Union, the PPE has been provided, exchanged regularly or anytime if broken without any charge. The PPE stocks can be seen on material storage.</p> <p>Sanitation facilities for chemical aplicator</p> <p>Sanitation facilities and PPE storage for pesticide/fertilizer applicator provided in the Division Offices. Therefore, the PPE and working tools are washed and stored in the special place and prohibited to be placed in worker's houses.</p>	
6.7.4	<p>All workers are provided medical care and covered by accident insurance. Costs incurred from work related incidents, leading to injury or illness, are covered in accordance with applicable regulations or by the unit of certification if applicable regulations do not provide protection.</p> <p>- Minor compliance -</p>	<p>Medical care</p> <p>The company established the company's First Aid Post, that has a registered paramedic (i.e Dessy Widiyanti) based on registration letter of Health Minister No. 080152118-2396522 dated 5 December 2018.</p> <p>All workers have been enrolled in government's employment and health insurance programs (<i>BPJS Ketenagakerjaan & BPJS Kesehatan</i>), therefore, in the First Aid Post can not handle an accident, will be brought by company's ambulance to the nearest <i>Puskesmas</i> (government's Class 1/first health facility) around 15 minutes from the company, and to RSUD Banyuasin Hospital for further handling (around 30 minutes).</p>	Complied

		<p>Accident and health insurance</p> <p>For further or un-handled medical care covered in government employment and health insurance programs (<i>BPJS Ketenagakerjaan & BPJS Kesehatan</i>). This insurance has been paid monthly based on document review according to the applicable rule.</p> <p>The auditor has verified the payment of <i>BPJS Ketenagakerjaan & BPJS Kesehatan</i> from period of 2020 until April 2022. It can be concluded that the payments have been conducted routinely (monthly) in accordance with total worker including family member for national health insurance.</p> <p>The recent payments are as follows (note: the payment written in this report only for recent payment, because the latest payment of <i>BPJS Ketenagakerjaan & BPJS Kesehatan</i> will not be accepted if the previous period payment not been paid yet):</p> <p>National Employment Insurance (<i>BPJS Ketenagakerjaan</i>):</p> <ul style="list-style-type: none"> - Estate for May 2022: has been paid on 8 June 2022. - Mill for May 2022: has been paid on 8 June 2022. <p>National Health Insurance (<i>BPJS Kesehatan</i>):</p> <ul style="list-style-type: none"> - Estate for May 2022: has been paid on 9 May 2022. - Mill for April 2022: has been paid on 10 May 2022. <p>Based on interview with the workers and Labor Union, there is no issue related medical care. If the fist aid post can not handle the medical care, the patient will be brought to the hospital in the city using company's Ambulance.</p>	
--	--	---	--

		<p>For contractor’s workers, based on document review and interview with contractor representative, it is known that the accident insurance for workers is covered by the contractors.</p> <p>For instance, for PT Satrindo Jaya Agropalma as the FFB transporter contractor, all workers also have been enrolled in National Health Insurance (BPJS Kesehatan) and National Employment Insurance (BPJS Ketenagakerjaan). The recent BPJS Kesehatan and BPJS Ketenagakerjaan have been paid on 10 May 2022 and 6 June 2022 respectively.</p>	
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>The company has documented Lost Time Accident 2020, 2021, and 2022 (including monthly and yearly data) for Mill and Estate with the summary as follow:</p> <p>2020: zero accident 2021: zero accident To month May 2022: zero accident</p> <p>The calculation for frequency rate and severity rate was generated from lost time accident (LTA) data, employee working hour’s data and lost time day (LTD) data. The timesheet calculation for each month was shown during audit.</p>	Complied
<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>			
7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>The implementation of Integrated Pest Management was monitored. Census of nettle caterpillar, bagworm and rodent was conducted regularly to determine its controlling. The implementation of IPM are:</p> <p>a. Detection of caterpillar is conducted monthly. Controlling of caterpillar’s attack is performed based on level of attack. There are three levels of caterpillar attack: low (< 5%), medium (5-10%)</p>	Complied

		<p>and high (> 10%). Result of census was recorded including area of census, type of caterpillar, quantity of caterpillar and level of attack.</p> <p>There was caterpillar attack in July 2019 – May 2022 with low level and its handling is by natural predator (<i>Turnera subulata</i>).</p> <p>b. Census of rat is conducted every three months, and the attack threshold < 5%. Record reviewed was for 2019 – May 2022 periods. Based on record of rat census there was no attack above 5%. Therefore, there was no rodenticide application and its handling by natural predator (<i>Tyto alba</i>).</p> <p>c. Breeding of <i>Tyto alba</i> as natural biological control of rat. Monitoring of <i>Tyto alba</i> is conducted monthly. Record reviewed was for 2019 – May 2022 periods. Samples was reviewed for each year, such as :</p> <ul style="list-style-type: none"> • May 2022; 118 cages in good condition and no cages are damaged/broken; 72 adults (couple), no juveniles and no eggs. • December 2021; 118 cages in good condition and no cages are damaged/broken; 72 adults (couple), 3 juveniles and 1 eggs. • May 2020; 158 cages in good condition and 21 cages are damaged/broken; 158 adults (couple), 13 juveniles and 9 eggs. <p>d. Programme for planting beneficial plants (<i>Turnera subulatta</i> and <i>Antigonon leptopus</i>) had been established. These beneficial plants can be seen along the main road and collection road. Upkeep of beneficial plants is conducted manually.</p>	
--	--	---	--

7.1.2	<p>Invasive species are not to be used according to applicable regulation in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>The company only uses natural predators namely <i>Tyto alba</i> and <i>Turnera subulatta</i> in pest control efforts. Both predators are not recorded in invasive species according to the information listed on the website www.cabi.org or in global invasive species database http://www.iucngisd.org/gisd/search.php.</p>	Complied
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>Based on document verification, interview and field observation obtained information that there is no record use of fire for pest control.</p>	Complied
<p>Criteria 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.</p>			

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

7.2.1	<p>(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> <p>- Critical (Major) compliance -</p>	<p>The procedures SOP/SMART/MCAR/VII/TA-HPT (Pengendalian Hama dan Penyakit Tanaman-Pest and Disease Control) and SOP/SMART/MCAR/VIII/TA-PGM (Pengendalian Gulma-Weed Control) mentioned the use of selective products that are specific to target pests, weeds, or diseases and which have minimal effect on non-target species and measures to avoid the development of resistance (such as pesticide rotation) should be applied.</p> <p>The organisation has policy on safe use of chemical including pesticides which stated in GAR Social and Environment Policy, dated September 8th, 2015. The organisation has also established memorandum No: 032/PD/VIII/2016 dated 13 August 2015 signed by President Director Mr. Daud Darsono, that there are no use of paraquat for weed control. It was verified that no paraquat been used for weed control and based on observations in pesticides warehouse, there was no paraquat. The organization has identified all the pesticide have a valid registration license, such as:</p> <table border="1" data-bbox="1131 901 1953 1334"> <thead> <tr> <th>Pesticides</th> <th>Unit</th> <th>Actives Ingredient</th> <th>LD 50</th> <th>Ijin edar</th> <th>Expired</th> </tr> </thead> <tbody> <tr> <td>Rollup 480 SL</td> <td>Ltr</td> <td>isopropil amina glyphosate</td> <td>5000</td> <td>RI.0103012 0042133</td> <td>03-Sep-23</td> </tr> <tr> <td>Rollifos 150 SL</td> <td>Ltr</td> <td>amonium glufosinat</td> <td>2000</td> <td>RI.0103012 0103683</td> <td>13-Jan-25</td> </tr> <tr> <td>Erkafuron 20 WG</td> <td>Kg</td> <td>methyl metsulfuron</td> <td>5000</td> <td>RI.0103012 0134861</td> <td>13-Sep-23</td> </tr> <tr> <td>Garlon Mix 333</td> <td>Ltr</td> <td>triclopyr butoksil etil ester</td> <td>3592</td> <td>RI.0103011 984695</td> <td>16-Apr-23</td> </tr> <tr> <td>Starane 480 EC</td> <td>Ltr</td> <td>fluroxypyr methylheptyl ster</td> <td>2320</td> <td>RI.0103012 0083155</td> <td>02-Feb-23</td> </tr> </tbody> </table>	Pesticides	Unit	Actives Ingredient	LD 50	Ijin edar	Expired	Rollup 480 SL	Ltr	isopropil amina glyphosate	5000	RI.0103012 0042133	03-Sep-23	Rollifos 150 SL	Ltr	amonium glufosinat	2000	RI.0103012 0103683	13-Jan-25	Erkafuron 20 WG	Kg	methyl metsulfuron	5000	RI.0103012 0134861	13-Sep-23	Garlon Mix 333	Ltr	triclopyr butoksil etil ester	3592	RI.0103011 984695	16-Apr-23	Starane 480 EC	Ltr	fluroxypyr methylheptyl ster	2320	RI.0103012 0083155	02-Feb-23	Complied
Pesticides	Unit	Actives Ingredient	LD 50	Ijin edar	Expired																																		
Rollup 480 SL	Ltr	isopropil amina glyphosate	5000	RI.0103012 0042133	03-Sep-23																																		
Rollifos 150 SL	Ltr	amonium glufosinat	2000	RI.0103012 0103683	13-Jan-25																																		
Erkafuron 20 WG	Kg	methyl metsulfuron	5000	RI.0103012 0134861	13-Sep-23																																		
Garlon Mix 333	Ltr	triclopyr butoksil etil ester	3592	RI.0103011 984695	16-Apr-23																																		
Starane 480 EC	Ltr	fluroxypyr methylheptyl ster	2320	RI.0103012 0083155	02-Feb-23																																		

7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per Ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>The organization has showed the record of LD50 calculation in each unit based on amount of pesticide used. For example, Kebun Bumi Sawit has calculated the LD50 based on amount of active ingredients applied per Ha and number of applications, such as :</p> <p>2019 Period January – December 2019, known that LD50 of isopropyl amina glifosat was 1.6x10⁻⁵ mg/Ha.</p> <p>2020 Period January – December 2021, known that LD50 of isopropyl amina glifosat was 1.36x10⁻⁵ mg/Ha.</p> <p>2021 Period January – December 2021, known that LD50 of isopropyl amina glifosat was 9.10x10⁻⁵ mg/Ha.</p> <p>2022 Period January – May 2022, known that LD50 of isopropyl amina glifosat was 5.62x10⁻⁶ mg/Ha.</p>	Complied
7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>Until this recertification audit obtain information that there is no pesticide use for control pest attack. All of pesticide only using for weeding (herbicide). Details of IPM can be seen in 7.1.1.</p>	Complied
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in Indonesia best practice guidelines.</p> <p>- Minor compliance -</p>	<p>There was no evidence of prophylactic use of pesticides, all pesticides only used for certain targets of weeds or pests accordance to the plan and best agriculture practice.</p>	Complied

<p>7.2.5</p>	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat, are not to be used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to:</p> <ul style="list-style-type: none"> - Minor compliance - <p>7.2.5a Judgment of the threat and verify why this is a major threat.</p>	<p>The organisation has policy on safe use of chemical including pesticides which stated in GAR Social and Environment Policy, dated September 8th, 2015. The organisation has also established memorandum No: 032/PD/VIII/2016 dated 13 August 2015 signed by President Director Mr. Daud Darsono, that there are no use of paraquat for weed control. It was verified that no paraquat been used for weed control and based on observations in pesticides warehouse, there was no paraquat.</p>	<p>Not Applicable</p>
	<p>7.2.5b Why there is no other alternative which can be used.</p>	<p>Unit of Certification are not using Paraquat in their operations. Not Applicable.</p>	
	<p>7.2.5c Which process was applied to verify why there is no other less hazardous alternative.</p>	<p>Unit of Certification are not using Paraquat in their operations. Not Applicable.</p>	
	<p>7.2.5d Process to limit the negative impacts of the application.</p>	<p>Unit of Certification are not using Paraquat in their operations. Not Applicable.</p>	
	<p>7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</p>	<p>Unit of Certification are not using Paraquat in their operations. Not Applicable.</p>	
<p>7.2.6</p>	<p>(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> <ul style="list-style-type: none"> - Critical (Major) compliance - 	<p>Pesticides are only applied and handled by trained spraying workers who have received appropriate training by Pesticides Commission of South Sumatera on November 7 - 8, 2016. Refreshment training for SOP and WI regarding spraying work was conducted regularly in morning briefing. Training covered handling of agrochemical concentrate and spraying method including pesticide hazard and use of PPE.</p> <p>The organisation has had SOP for agrochemical handling, such as SOP/SMART/MCAR/VII/TA-HPT (Pengendalian Hama dan Penyakit Tanaman), SOP/SMART/MCAR/VIII/TA-PGM (Pengendalian Gulma), etc.</p>	<p>Complied</p>

		<p>Agrochemicals have been applied and handled by trained spraying workers who have received usage of limited pesticide training. Pesticides always applied in accordance with the product label and storage instruction. All spraying personnel have known well the target of each pesticide, e.g. Glyphosate is for narrow-leafs weeds, Metil Metsulfuron is for wide-leaf weeds.</p> <p>Agrochemicals storage was locked areas with limited access. The storage was ventilated. MSDS and hazard symbol label were provided nearby of agrochemicals. Emergency shower and eyewash were also provided to anticipate in case of an emergency of agrochemical handling. PPE for handling of chemicals were provided including boots, apron, safety glass, respiratory mask and hand gloves. The possible spill was managed. Secondary containment was provided around the chemical storage area. Spill kit was also provided in the area.</p> <p>Training emergency response on agrochemical spill has been conducted for pesticide operator on 6 March 2020 and 16 June 2021.</p>	
7.2.7	<p>(C) Storage of all pesticides in accordance with recognized best practices. - Critical (Major) compliance -</p>	<p>Pesticides are always applied in accordance with the product label and storage instruction. Agrochemicals storage was locked areas with limited access. The storage was ventilated. MSDS and hazard symbol label were provided nearby of agrochemicals. Emergency shower and eyewash were also provided to anticipate in case of an emergency of agrochemical handling. PPE for handling of chemicals were provided including boots, apron, safety glass, respiratory mask and hand gloves. The possible spill was managed. Secondary containment was provided around the chemical storage area. Spill kit was also provided in the area.</p> <p>Based on a field visit to the Pesticides Storage dated 7th June 2022, there was found that:</p> <ul style="list-style-type: none"> - Permanent Buildings, 	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<ul style="list-style-type: none"> - A good ventilation, - Permanent floor is cemented, the floor of the mixing of pesticides using ceramics, and equipped with a "spillage trap", - Eye wash shower, first aid box, PPE and Fire extinguisher are provided. - PPE room - Operation control: MSDS are available for all types of existing pesticides and he pesticide management and safety instructions are available - A package management/ used pesticide package is available - Water wash of pesticides containers collected in "spillage trap" - The flow of waste water is channeled and stored so that it is not discharged into the environment. The water used is used for its dilution. <p>All waste products has been identified and documented under the Environmental Aspect and Impact Identification and Evaluation Form (F/SMART/LEMS-EHSD/SADV/001/001), which updated annually.</p>	
7.2.8	<p>All pesticide containers that are disposed of and/or used for other purposes are managed according to applicable regulations and/or instructions on the packaging.</p> <p>- Minor compliance -</p>	<p>All chemicals and empty containers collected and stored at permitted hazardous waste storage (<i>Tempat Penyimpanan Sementara Limbah B3</i>) location in Sawit Mas Estate.</p> <p>Details of used pesticide container in 7.3.2.</p>	Complied
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	<p>Based on document "<i>Daftar dan Data Pemakaian Pestisida SMSE'</i>" and interview with company representatives, it was found during July 2019 – May 2022 there were no aerial application of pesticide throughout the company plantation.</p>	Complied

7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>Annual medical check-up was conducted for all workers handling with chemical, such as pesticide, herbicide and fertilizer. The latest medical check-up performed on 10 – 14 March 2022 by company doctor and attended by 105 workers, consisted of fertilizer applicators, spraying applicator and PIC in pesticides storage. The results of medical check up dated 16 March 2022 concluded all worker in normal or good condition.</p> <p>Based on interview with sprayers on 13th June 2022, they told that the medical check up results was informed to them.</p>	Complied
7.2.11	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>The organization had an internal memorandum regarding Breastfeeding and Pregnant Workers No: 001/MEMO-VPA PSM2/04/2011 dated 8 April 2011.</p> <p>The organization has kept the record that spraying is not conducted by pregnant or breast-feeding women. The company has been conducting PP Test (pregnant test) every month. Records of pregnancy test was sighted and reviewed for May 2022, January 2022, May 2021, January 2021, May 2020 and January 2020. All the female sprayer in well condition and not being pregnant nor breast feeding.</p>	Complied
<p>Note For 7.2.11</p> <p>Referring to Act No. 13 of 2003 concerning Manpower, Act No. 35 of 2014 concerning Child Protection, and taking into account the risks of hazards on palm oil plantations and mills on the development and physical, mental and social health of children, the national interpretation mandates that the unit of certifications does not employ people under the age of 18 for pesticide spraying. For this reason, the provisions of young workers under 18 years in indicator 7.2.11 are irrelevant.</p>			
<p>Criteria 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.</p>			
7.3.1	<p>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> <p>- Minor compliance -</p>	<p>Document of waste management plan is documented in "Identifikasi Aspek – Dampak Lingkungan", which updated annually. The document was explained waste management consists of medical waste, domestic waste, and hazardous waste to reduce pollution into the environment.</p>	Complied

		<p>Hazardous and medical waste is disposed to the register collector, while domestic waste disposed to the landfill, organic and an organic waste is separated in line site, some of inorganic waste is collected for re-cycle. Identification of waste from Pangkalan Panji Mill and Sawit Mas Estate activities were evident. The source of pollution, type and control method of waste was documented on procedure SOP/SMART/LEMSEHSD/SADV/I/002 (Waste Management).</p> <p>Waste products were defined as follows:</p> <ol style="list-style-type: none"> a. Mill wastes, such as: fiber, shell, empty bunch, POME, boiler ash, chemical container, lubricant, used rags, lamps, batteries, and gaseous emissions. b. Estate wastes, such as: ex-pesticides containers, fertilizer container, chemicals and pesticides rinsed waters discharge, contaminated PPE waste and land application flatbed. c. Medical wastes, such as: drugs, needles, cottons, infectious material. d. Domestic wastewater. e. Public facilities waste, such as: plastic, can, bottle. f. Office wastes, such as: plastic, can, bottle, office tools. <p>The disposal methods described on the said procedure were as follows:</p> <ol style="list-style-type: none"> a. Zero burning b. Reduce, reuse, recycle c. Disposal 	
--	--	---	--

		<p>PT. Sawit Mas Sejahtera has a procedure for Hazardous Waste Management No. SOP/SMART/LEMS-EHSD/SADV/I/002 dated 2 July 2014.</p> <p>License of hazardous waste temporary storage (TPS LB3) :</p> <ul style="list-style-type: none"> • Letter No. 660/0489/DLHP/B.II/2022 dated 21 March 2022 for hazardous waste temporary storage in : Pangkalan Panji Mill : 02° 56' 54.31" S and 104° 24' 59.47" E Sawit Mas Estate : 02° 55' 51.04" S and 104° 27' 46.12" E License is valid as long there are no changes in organization operational. • Letter No. 660/0491/DLHP/B.II/2022 dated 21 March 2022 for hazardous waste temporary storage in : Sawit Mas Estate Division 5: 03° 10' 36.00" S and 103° 46' 16.00" E License is valid as long there are no changes in organization operational. <p>License covered some hazardous waste such as used oil, used filter, used battery, used rag, ex pesticide and chemical container, medical waste, and used lamp/electrical waste.</p> <p>The company also have an identification of potential impact in handling hazardous waste which stated in Environmental Aspect and Impact Identification and Evaluation Form (F/SMART/LEMS-EHSD/SADV/001/001), updated annually.</p>	
--	--	---	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

<p>7.3.2</p>	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>PT. Sawit Mas Sejahtera has an agreement with third parties for hazardous waste management. They are a registered collector/transporter which approved by Environmental Ministry. Document of agreement :</p> <ul style="list-style-type: none"> • Cooperation Agreement Letter No. 089/EPMD/SPK-Pengelolaan LB3/SMS-PJ-PLIB/XI/2021 dated 1 November 2021 between PT Sawit Mas Sejahtera and PT Primanru Jaya and PT PT Pengelolaan Limbah Industri Bekasi which is valid until 1 November 2022. • Cooperation Agreement Letter No. 074/EPMD/SPK-Pengelolaan LB3/SMS-PJ/X/2021 dated October 6, 2021 which is valid until October 6, 2023 between PT Sawit Mas Sejahtera and PT Primanru Jaya for B3 waste management. <p>For hazardous waste processing/utilization activities, PT Primanru Jaya has collaborated with several B3 waste processors/destroyers/utilizers with evidence of a cooperation agreement (SPK) as follows:</p> <ul style="list-style-type: none"> • PT Pengolahan Limbah Industri Bekasi with SPK No. 233/EPMD/SPK-Pengelolaan LB3/BSP-PJ-PLIB/XI/2019 dated November 4, 2019 which was then added to the SPK No. 233/EPMD/SPK-Pengelolaan LB3/BSP-PJ-PLIB/XI/2019 dated November 16, 2020 and valid until November 4, 2021. This SPK addendum is effective as of November 4, 2020. LB3 Management Permit for LB3 Processing Services Business using Incinerator and Electrocoagulation from KLHK RI No. S.108/Menlhk/Setjen/PLB.3/2/2019 dated 27 February 2019 and valid for 5 years. • PT Pengolahan Limbah Industri Bekasi with SPK No. 174/PMJ-PLIB/VII/2021 dated 20 July 2021 and valid until 26 July 2022. • PT Non Ferindo Utama with SPK No. 265/PGA/NFU/IX/2021 dated 24 September 2021 which is valid until 24 September 2022. Waste 	<p>Complied</p>
--------------	---	--	-----------------

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>utilization permits are available from the Ministry of Environment and Forestry based on Decree No. S.914/Menlhk/Setjen/PLB.3/10/2019 dated October 18, 2019 is valid for 5 years covering the utilization of lead from used batteries, fly ash, bottom ash.</p> <ul style="list-style-type: none"> • PT Sinkona Indonesia Lestari with SPK No. Perj-082/E/XII/2021 dated December 9, 2021 and is valid until December 31, 2022. Permits for the utilization of B3 waste in the form of used oil are available from KLH No. SK.219/Menlhk/Setjen/PSB.3/5/2018 dated 9 May 2018 and is valid for 5 years. <p>Manifest for hazardous waste in 15 February 2022 :</p> <ul style="list-style-type: none"> • Number KLHK-1647758225 for medical waste • Number KLHK-1646626341 for ex chemical container • Number KLHK-1646626401 for ex chemical container (ink) • Number KLHK-1646628634 for used neon/TL • Number KLHK-1646628877 for used oil • Number KLHK-1646629113 for ex chemical container • Number KLHK-1646629210 for used rags filter • Number KLHK-1646629280 for used battery • Number KLHK-1646629468 for used rags kain majun bekas <p>Records of manifest for hazardous waste were seen and reviewed for 7 August 2021, 3 February 2021, 30 July 2020, 13 February 2020 and 27 August 2019.</p> <p>PT Sawit Mas Sejahtera has received letter from Primanru Jaya No. 015/PMB/PMJ/IV/2020 dated 1 April 2020 regarding "<i>Notifikasi Penghentian Sementara Pengangkutan Limbah Bahan Berbahaya dan</i></p>	
--	--	--	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p><i>Beracun</i>” in accordance to governance instruction related to Covid-19 situation so they couldn’t operated in June-July 2020.</p> <p>The organization also regularly in quarter basis send their hazardous waste monitoring report to <i>Kementerian Lingkungan Hidup dan Kehutanan RI</i>. Records was sighted and reviewed such as Electronic Receipt dated 1 April 2022 for Q1/2022 and Electronic Receipt dated 14 January 2021 for Q4/2020.</p> <p>Based on interview with workers who are handling of pesticides that they understood of disposed empty containers pesticides, such as: Empty chemical containers re-used only for mixing purposes, unusable are triple rinsed, punctured and disposed to the approval collector.</p>	
7.3.3	<p>The unit of certification does not use open fire for waste disposal.</p> <p>- Minor compliance -</p>	<p>Identification of waste from Pangkalan Panji Mill and Estates activities was available and recorded at SOP/SMART/LEMS-EHSD/SADV/I/002 – waste management procedure. The organic and anorganic waste was segregated at point of source meanwhile for hazardous waste will be kept in the hazardous waste temporary storage.</p> <p>Organic and inorganic wastes from Mill and Estates including housing were disposed to landfill in the Estate area. Areas of organic and inorganic wastes disposal was far from housing, in the flood-free area and not in swamp area and completed with warning sign not burning wastes. Based on observation there was open and close date at landfill. Landfill was available and observed during audit at Block D62 Division I Sawit Mas Estate. Previous landfill was used during 2 September 2021 to 4 October 2021.</p>	Complied
<p>Criteria 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>			
7.4.1	<p>Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts is documented.</p> <p>- Minor compliance -</p>	<p>Organization has been defined the SOP for Good Agricultural Practices in managing soil fertility which documented in SOP/SMART/MCAR/IX/TA-PPK (Manuring – Pemupukan). Manuring</p>	Complied

		<p>was performed manually and mechanically by EMDEK based on type and dosage defined by SMATRI.</p> <p>During the audit known that the management unit has applied fertilizer according to the fertilizer's recommendation issued by SMARTRI, samples was reviewed for year 2021 and 2020.</p> <p>During audit, there was no fertilization activity due to weather condition (dry).</p>	
<p>7.4.2</p>	<p>Analysis of tissue samples (e.g. leaves) and soil on a regular basis to monitor and manage changes in soil fertility and plant health is documented.</p> <p>- Minor compliance -</p>	<p>Organization has been defined work instruction for LSU (Leaf sampling unit) IK/SMART/MCAR/IX/TA-PPK/05-Pengambilan LSU and for SSU (Soil Sampling Unit) IK/SMART/MCAR/IX/TA-PPK/06-Pengambilan SSU.</p> <p>Soil and leaf sampling were analysed regularly by SMARTRI to determine the nutritional status of soil, to assist and to be guided in the preparation of annual fertilising programme recommendation. Soil is analysed when the age of the plant is 3, 5, 8 years and continued with age of the plant is added by 5 years and 1 year before replanting. Leaf was analysed annually. Soil and leaf sampling were taken from each division.</p> <p>Leaf Analysis</p> <ul style="list-style-type: none"> • Memorandum of Laboratory Analysis Result Ref : 321/DAUN/LAB-SMARTRI/IV/2021 dated 30 April 2021 for 38 samples. • Memorandum of Laboratory Analysis Result Ref : 178/DAUN/LAB-SMARTRI/IV/2021 dated 29 Maret 2021 for 79 samples. • Memorandum of Laboratory Analysis Result Ref : 101/DAUN/LAB-SMARTRI/III/2020 dated 23 Maret 2020 for 25 samples • Memorandum of Laboratory Analysis Result Ref : 405/DAUN/LAB-SMARTRI/V/2019 dated 29 Maret 2019 for 12 samples <p>Soil Analysis</p>	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<ul style="list-style-type: none"> • Memorandum of Laboratory Analysis Result Ref : 108/TANAH/LAB-SMARTRI/IX/2020 dated 7 September 2020 for 56 samples. • Memorandum of Laboratory Analysis Result Ref : 300/TANAH/LAB-SMARTRI/09/2020 dated 25 September 2020 for 30 samples. <p>Leaf and soil analysis done by Field Research Coordinator (Analytical Laboratory. Section of SMARTRI). Head laboratory analysis results it is shown in the form of leaf nutrients content (Nitrogen, Phosphor, Kalum, Calcium, Magnesium Chloride and Boron) and soils (pH (H₂O) and KCl, C-organik, N, P, K, Na, Ca, Mg, KTK, etc.).</p>	
7.4.3	<p>A nutrient recycling strategy is in place, which include the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>There was Nutrient recycling strategy performed by PT Sawit Mas Sejahtera, such as land application from POME (Palm Oil Mill Effluent) and Empty fruit bunch (EFB) application. POME or liquid waste from mill used as Land application, it gives nutrient for palm oil plantation. The Company has permit for land application according to "<i>Keputusan Bupati Banyuasin Nomor 178/KPTS/DLH/2018</i>" dated 1 March 2018 valid for 3 years. The company has proposed for license extention and already have Technical Recommendation Letter from Dinas Lingkungan Hidup Pemerintah Kabupaten Banyuasin No : 660/0616-PP/DLH/2021 dated 12 March 2021 valid for 3 years and "<i>Surat Keterangan Pemenuhan Komitmen Izin</i>" No : 004/KPTS/IPAL/DPM-PTSP/2021 dated 25 March 2021.</p> <p>Land application was applied in BWSE. Liquid waste applied dosage was 375 m³ /ha/year with 3 times rotation and BOD 2,500 – 4,500 mg/L.</p> <p>Record of POME application in BSWE are as follows :</p>	Complied

**RSPO P&C Public Summary Report
Revision 13 (Apr 2022)**

Year	POME Application	
	Hectarage	M ³
2019	1,069.48	133,691
2020	1,110.78	138,850
2021	1,307.55	163,454
2022 (May 2022)	658.40	82,304

EFB were applied based on the recommendation from SMARTRI in terms of dosage per ha and location (30 ton/ha dosage). EFB were applied in BSWE by manually and mechanical using tractor. EFB were not applied nearby housing and water spring. Empty fruit bunch application was performed as mulch ground cover and added of organic material.

Record of EFB application are as follows:

Year	EFB Application	
	Hectarage	Ton
2019	452.24	25,262.10
2020	785.97	18,698.00
2021	634.45	19,233.40
2022 (May 2022)	465.00	13,950.00

Fibre and kernel shell were utilized as boiler fuels and boiler ash was used for road hardening.

During audit there was no EFB application. Rest of EFB application was sighted during visiting to other activities. Field observation to Land

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		Application at Block C67 Division I observed that POME was applied in line the procedure.																																																												
7.4.4	Records of fertilizer inputs are maintained. - Minor compliance -	<p>Organization has been defined the SOP for Good Agricultural Practices in managing soil fertility which documented in SOP/SMART/MCAR/IX/TA-PPK (Manuring – Pemupukan). Manuring was performed manually and mechanically by EMDEK based on type and dosage defined by SMATRI.</p> <p>Records of fertiliser inputs are well maintained in documented “Rencana dan Realisasi Pemupukan” (Plan and Realisation of Manuring). Fertiliser inputs recorded each semester.</p> <p>Records of fertilizer usage periode 2019 – May 2022</p> <table border="1" data-bbox="1133 759 1921 1374"> <thead> <tr> <th rowspan="2">Fertilizer</th> <th colspan="2">2019</th> <th colspan="2">2020</th> </tr> <tr> <th>Budget (Kg)</th> <th>Actual (Kg)</th> <th>Budget (Kg)</th> <th>Actual (Kg)</th> </tr> </thead> <tbody> <tr> <td>Urea</td> <td>746.04</td> <td>746.04</td> <td>1,002.36</td> <td>1,002.36</td> </tr> <tr> <td>RP</td> <td>4.05</td> <td>4.05</td> <td>911.55</td> <td>911.55</td> </tr> <tr> <td>TSP</td> <td>683.14</td> <td>683.14</td> <td>132.70</td> <td>132.70</td> </tr> <tr> <td>MOP</td> <td>668.98</td> <td>668.98</td> <td>1,321.76</td> <td>1,321.76</td> </tr> <tr> <td>S.Dolomit</td> <td>101.70</td> <td>101.70</td> <td>259.56</td> <td>259.56</td> </tr> <tr> <td>Kieserite Granular</td> <td>188.70</td> <td>188.70</td> <td>16.30</td> <td>16.30</td> </tr> <tr> <td>Kieserite Powder</td> <td>60.28</td> <td>60.28</td> <td>33.68</td> <td>33.68</td> </tr> <tr> <td>Borate</td> <td>31.30</td> <td>31.30</td> <td>47.64</td> <td>47.64</td> </tr> <tr> <td>NPK 12.12.17.2</td> <td>1.60</td> <td>1.60</td> <td>7.41</td> <td>7.41</td> </tr> <tr> <td>NPK 15.15.6.4</td> <td>3.63</td> <td>3.63</td> <td>3.11</td> <td>3.11</td> </tr> </tbody> </table>	Fertilizer	2019		2020		Budget (Kg)	Actual (Kg)	Budget (Kg)	Actual (Kg)	Urea	746.04	746.04	1,002.36	1,002.36	RP	4.05	4.05	911.55	911.55	TSP	683.14	683.14	132.70	132.70	MOP	668.98	668.98	1,321.76	1,321.76	S.Dolomit	101.70	101.70	259.56	259.56	Kieserite Granular	188.70	188.70	16.30	16.30	Kieserite Powder	60.28	60.28	33.68	33.68	Borate	31.30	31.30	47.64	47.64	NPK 12.12.17.2	1.60	1.60	7.41	7.41	NPK 15.15.6.4	3.63	3.63	3.11	3.11	Complied
Fertilizer	2019			2020																																																										
	Budget (Kg)	Actual (Kg)	Budget (Kg)	Actual (Kg)																																																										
Urea	746.04	746.04	1,002.36	1,002.36																																																										
RP	4.05	4.05	911.55	911.55																																																										
TSP	683.14	683.14	132.70	132.70																																																										
MOP	668.98	668.98	1,321.76	1,321.76																																																										
S.Dolomit	101.70	101.70	259.56	259.56																																																										
Kieserite Granular	188.70	188.70	16.30	16.30																																																										
Kieserite Powder	60.28	60.28	33.68	33.68																																																										
Borate	31.30	31.30	47.64	47.64																																																										
NPK 12.12.17.2	1.60	1.60	7.41	7.41																																																										
NPK 15.15.6.4	3.63	3.63	3.11	3.11																																																										

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

Fertilizer	2021		2022 (per May 2022)	
	Budget (Kg)	Actual (Kg)	Budget (Kg)	Actual (Kg)
Urea	388.15	388.15	710.90	331.10
Urea Coating	751.35	751.35	-	-
RP	729.05	729.05	592.20	146.75
TSP	344.50	344.50	174.40	83.92
MOP	1,869.95	1,869.95	1,021.05	180.10
S.Dolomit	587.80	587.80	60.55	0.00
Kieserite Granular	96.35	96.35	267.20	17.75
Kieserite Powder	36.60	36.60	9.20	0.00
Borate	36.97	36.97	34.75	34.55
NPK 12.12.17.2	0.75	0.75	-	-

Criteria 7.5: Practices minimise and control erosion and degradation of soils.

<p>7.5.1</p>	<p>(C) Maps that identify marginal and fragile soils, including steep sloped land are available. - Critical (Major) compliance -</p>	<p>Based on Semi-detail soil map of PT. SMS, scale 1: 75,000, no peat area and/or fragile soil within the certified area. Soil type and topography of PT. Sawit Mas Sejahtera based on semidetial. Soil Map were as follows:</p> <table border="1" data-bbox="1131 555 1910 1153"> <thead> <tr> <th>Soil Type</th> <th>Topography (%)</th> <th>Area (Ha)</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Typic Hapludults</td> <td>0 – 8</td> <td>473.79</td> <td>12.62</td> </tr> <tr> <td>Typic Hapludults</td> <td>8 – 15</td> <td>540.66</td> <td>14.41</td> </tr> <tr> <td>Typic Tropaquepts</td> <td>0 – 3</td> <td rowspan="2">423.26</td> <td rowspan="2">11.28</td> </tr> <tr> <td>Typic Sulfaquents</td> <td>0 – 3</td> </tr> <tr> <td>Typic Tropaquepts</td> <td>0 – 8</td> <td>36.76</td> <td>0.98</td> </tr> <tr> <td>Histic Tropaquepts</td> <td>0 – 3</td> <td rowspan="2">166.43</td> <td rowspan="2">4.43</td> </tr> <tr> <td>Terric Tropohemists</td> <td>0 – 3</td> </tr> <tr> <td>Typic Hapludults</td> <td>0 – 8</td> <td>1,375.37</td> <td>36.65</td> </tr> <tr> <td>Typic Hapludults</td> <td>8 – 15</td> <td rowspan="2">736.73</td> <td rowspan="2">19.63</td> </tr> <tr> <td>Typic Hapludults</td> <td>8 – 15</td> </tr> <tr> <td colspan="2">TOTAL</td> <td>3,753.00</td> <td>100</td> </tr> </tbody> </table>	Soil Type	Topography (%)	Area (Ha)	%	Typic Hapludults	0 – 8	473.79	12.62	Typic Hapludults	8 – 15	540.66	14.41	Typic Tropaquepts	0 – 3	423.26	11.28	Typic Sulfaquents	0 – 3	Typic Tropaquepts	0 – 8	36.76	0.98	Histic Tropaquepts	0 – 3	166.43	4.43	Terric Tropohemists	0 – 3	Typic Hapludults	0 – 8	1,375.37	36.65	Typic Hapludults	8 – 15	736.73	19.63	Typic Hapludults	8 – 15	TOTAL		3,753.00	100	<p>Complied</p>
Soil Type	Topography (%)	Area (Ha)	%																																										
Typic Hapludults	0 – 8	473.79	12.62																																										
Typic Hapludults	8 – 15	540.66	14.41																																										
Typic Tropaquepts	0 – 3	423.26	11.28																																										
Typic Sulfaquents	0 – 3																																												
Typic Tropaquepts	0 – 8	36.76	0.98																																										
Histic Tropaquepts	0 – 3	166.43	4.43																																										
Terric Tropohemists	0 – 3																																												
Typic Hapludults	0 – 8	1,375.37	36.65																																										
Typic Hapludults	8 – 15	736.73	19.63																																										
Typic Hapludults	8 – 15																																												
TOTAL		3,753.00	100																																										
<p>7.5.2</p>	<p>The replanting of palm oil is not conducted extensively on steep terrain in accordance with applicable regulations. - Minor compliance -</p>	<p>Based on field verification and replanting program, there are no replanting in Sawit Mas Estate. Replanting are finished in 2019.</p>	<p>Complied</p>																																										

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

7.5.3	New palm oil planting is not conducted on steep terrain in accordance with applicable regulations. - Minor compliance -	Based on field verification and interview with company representatives, there are no new palm oil planting in PT. Sawit Mas Sejahtera	Complied
Criteria 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	(C) Evidence of long-term land suitability for oil palm cultivation, soil maps or soil surveys that identify marginal and fragile soils, including steep terrain are available, in planning and operations. - Critical (Major) compliance -	The organization have the soil suitable map and there were no fragile soils and peat land at Sawit Mas Estate area. The map described types of soil, topography and hydrology. Soil type and topography of PT. Bumi Sawit Permai concession based on semi-detail Soil Map scale 1 : 75.000 issued on September 2019 was available. Based on field verification and interview with company representatives, there are no new palm oil planting in PT. Bumi Sawit Permai.	Complied
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. - Minor compliance -		Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -		Complied
Criteria 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) No new planting on peatlands, regardless of depth, after 15 November 2018, in existing plantation areas, as well as in new development areas. - Critical (Major) compliance -	Based on soil map, field verification and interview with company representatives, obtained information there was no peat area in PT Sawit Mas Sejahtera.	Not Applicable
7.7.2	Peat areas within the managed area are inventoried, documented and reported to the RSPO Secretariat (effective from November 15, 2018). - Minor compliance -	Based on soil map, field verification and interview with company representatives, obtained information there was no peat area in PT Sawit Mas Sejahtera.	Not Applicable
PROCEDURAL NOTE: Maps and other documentation for peatlands are provided, prepared and shared according to the RSPO Working Group (Peatland Working Group / PLWG) audit guide (See Procedural Notes for Indicator 7.7.5 below).			

7.7.3	<p>(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -</p>	<p>Based on soil map, field verification and interview with company representatives, obtained information there was no peat area in PT Sawit Mas Sejahtera.</p>	Not Applicable
7.7.4	<p>(C) Availability of implementation evidence of the water and land cover management program. - Critical (Major) compliance -</p>	<p>Based on soil map, field verification and interview with company representatives, obtained information there was no peat area in PT Sawit Mas Sejahtera.</p>	Not Applicable
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. - Critical (Major) compliance -</p>	<p>Based on soil map, field verification and interview with company representatives, obtained information there was no peat area in PT Sawit Mas Sejahtera</p>	Not Applicable
<p>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>(C) All existing plantations on peat are managed according to applicable laws and/or "RSPO Guidelines for Best Management Practices (BMP) for Oil Palm Cultivation that are already on Peatlands", version 3 (June 2019) along with related audit guidelines (May 2019).</p>	<p>Based on soil map, field verification and interview with company representatives, obtained information there was no peat area in PT Sawit Mas Sejahtera</p>	Not Applicable

	- Critical (Major) compliance -		
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>- Critical (Major) compliance -</p>	Based on soil map, field verification and interview with company representatives, obtained information there was no peat area in PT Sawit Mas Sejahtera	Not Applicable
Criteria 7.8: Practices maintain the quality and availability of surface and groundwater.			
7.8.1	<p>A water management plan is available and is implemented to support efficient use of water sources and continuous availability and avoid negative impacts on other users in the catchment. The plan referred to contains the following matters:</p> <p>- Minor compliance -</p> <p>7.8.1a The unit of certification does not limit access to clean water or does not pollute the water used by the community.</p>	<p>Water management programme defined the method of water management plan include water source and distribution identification, volume of water utilization, parameter/standards of water utilization, identify the impacts include water effluents/wastes and the method to reduce and control. Water management program create based on environment monitoring procedure No. SOP/SMART/LEMS-EHSD/SADV/I/003 and management and monitoring water resources procedure No. SOP/SMART/BCOS-EHSD/SADV/I/004.</p> <p>The water sources at Pangkalan Panji mill were from rainwater reservoir, while estate housing was using ground water. The rain water reservoir is utilized for mill operations (include boilers, processes and domestics usage) that through the water treatment plant (using physicals and chemicals method). The ground water is utilized for estate operations such as housing, mixing, and spraying.</p> <p>License of surface water utilization (SIPPAIR) from <i>Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Provinsi Sumatera Selatan</i> No. 0325/DPMPSTSP.V/VI/2021 dated 12 June 2021, valid for 2 years and maximum debit permitted are 2,160 m³/day.</p>	Complied

		<p>The records of retribution payment were sighted for period 2019 – May 2020. The water was utilized for mill operations (include boilers, processes and domestics usage) that through the water treatment plant (using physicals and chemicals method) and for estate operations (include housing, pesticides mixings and office operations). The organization has established management plan to protect water courses and wetlands, including securing and maintaining appropriate riparian.</p> <ul style="list-style-type: none"> • Riparian restoration with forest vegetation plant/tree. • Establish zone for zero chemical. No spraying and fertilizing along riparian zone. • Conserve natural vegetation in riparian zone • Environment analysis regularly for surface water and water biota 	
	<p>7.8.1b Workers have adequate access to clean water.</p>	<p>Estate housings uses ground water for water source. Clean water is supplied to each employee house every day. Based on field observation in Estate and Mill, the company has provided clean water in housing complex from Mill’s water treatment or well/water treatment located in Estate’s housing complex. Based on interview with Labor Union and housing resident, it is said that there is no issue related clean water facility.</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 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). - Critical (Major) compliance -</p>	<p>The organization has established management plan to protect water courses and wetlands, including securing and maintaining appropriate riparian.</p> <ul style="list-style-type: none"> • Riparian restoration with forest vegetation plant/tree. • Establish zone for zero chemical. No spraying and fertilizing along riparian zone. • Conserve natural vegetation in riparian zone • Monitoring and maintenance of riparian areas regularly 	<p>Complied</p>

		<ul style="list-style-type: none"> Planting plants barriers to erosion Monitoring and maintenance of erosion control plants 	
7.8.3	<p>Mill effluent is managed according to applicable regulations. The quality of mill effluent discharged, especially BOD (Biochemical Oxygen Demand) is monitored in accordance with applicable regulations.</p> <p>- Minor compliance -</p>	<p>The Company has permit for land application according to "<i>Keputusan Bupati Banyuasin Nomor 178/KPTS/DLH/2018</i>" dated 1 March 2018 valid for 3 years. The company has proposed for license extention and already have Technical Recommendation Letter from Dinas Lingkungan Hidup Pemerintah Kabupaten Banyuasin No : 660/0616-PP/DLH/2021 dated 12 March 2021 valid for 3 years and "<i>Surat Keterangan Pemenuhan Komitmen Izin</i>" No : 004/KPTS/IPAL/DPM-PTSP/2021 dated 25 March 2021.</p> <p>The results of POME monitoring were reviewed including measurement of BOD, COD, pH, N Total, TSS, oil and fat for September 2019 until May 2022.</p> <p>The Environment Ministry Decree No. 28/2003 requires that BOD of POME is less than 5,000 mg/litre, pH 6 – 9. The result of POME quality during this period was under 5,000 mg/litre for BOD and pH average 7.3. Quality of wastewater effluent is monitored monthly by third party, namely <i>UPTD Laboratorium Lingkungan Dinas Lingkungan Hidup dan Pertanahan Pemerintah Provinsi Sumatra Selatan</i></p>	Complied
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>The water was utilized for mill operations (include boilers, processes and domestics usage) that through the water treatment plant (using physicals and chemicals method) and for estate operations (include housing, pesticides mixings and office operations).</p> <p>Flow meters were installed to monitor water usage. The monitoring of water volume utilization was conducted in document "<i>Rekapitulasi Pemakaian dan Distribusi Air tahun 2020 - 2022</i>" while budget of water consumption sighted in document namely Water Supply Running Account 2020-2022.</p>	Complied

		According to the record of water consumption during September 2019 until May 2022, the water consumption still under the budget.	
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. - Minor compliance -	<p>Pangkalan Panji Mill and estates has been developing the programme/plan on how to conduct efficiency for utilization of fossil fuel by develop the standard to manage the consumption each of vehicles and electricity generator within litre per hours both for organization owned and contractors; the monitoring conducted by monthly and reported to technical department. It was also developed the plan/programme regarding optimization of renewable energy known as fibre and shell as boiler fuels at mills, monitoring also conducted monthly by calculate the fibre and shell and utilize as boiler fuels whether during the construction or upgrading of all operations. There are monitoring records sighted regarding the utilization of fossils fuels and fibre shell.</p> <p>Shell were sold to third party namely PT. Jatim Propertindo Jaya, samples of transactions are :</p> <ol style="list-style-type: none"> Delivery Order No : 2450112375 dated 25 April 2022 to PT. Jatim Propertindo Jaya, palm kernel shell amount 700,000 Kg. Delivery Order No : 2450112178 dated 8 February 2021 to PT. Jatim Propertindo Jaya, palm kernel shell amount 500,000 Kg. 	Complied
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. - Critical (Major) compliance -	<p>Identification of greenhouse gas (GHG) emissions sources at Pangkalan Panji Mill and Sawit Mas Estate of PT. Sawit Mas Sejahtera activities was evident. The information of GHG sources at Mill and Estate was reviewed including:</p> <p>Estate:</p>	Complied

		<ol style="list-style-type: none"> 1. Fertilizers 2. Fossil fuels 3. Emission from vehicles, heavy equipment, and engines <p>Mill:</p> <ol style="list-style-type: none"> 1. Methane from POME pounds 2. Fossil fuel 3. Emission from vehicles and engines 4. Electric use 5. Chemical use <p>Several effort to reduce GHG emissions is prepared as follows:</p> <ol style="list-style-type: none"> 1. Fertilizer management such as: <ul style="list-style-type: none"> • Proper dosage and application time • Application of composting to reduce chemical fertilizers • Optimize Land Application (LA) 2. Fibre & shell As with fuel boilers and turbine generators 3. Liquid waste to land application; liquid waste containing methane which when applied to compost of empty bunch it will reduce methane. 4. Mill effort: <ul style="list-style-type: none"> • Monitoring Kwh / ton of production in the mill • Maintenance all generator and heavy equipment • Changing the type of fluorescent lamp into SL type lightning • Zero Burning Socialization 5. Estate effort: 	
--	--	--	--

		<ul style="list-style-type: none"> • Optimization of pest control by natural enemies to reduce the uses of chemical pesticides as well as Integrated Pest Management (IPM) • Planting of LCC (legume cover crop) can reduce weeds, thereby • reducing the uses of herbicides. • Optimizing the use of heavy equipment • Zero Burning Socialization • Saving Electricity Socialization <p>GHG Emission has been calculated using Palm GHG Calculator version 4 and has been reported to https://ghg.rspo.org/. Verification to data input for GHG calculation has been done by auditor and found met with the actual data from mill and estate. Please refer to Appendix B for GHG Emission calculation.</p>	
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> <p>- Critical (Major) compliance -</p>	<p>There Is no new planting after November 2005. Replanting has been performed since 2010 and planed until 2020. This indicator is Not Applicable</p>	Not Applicable
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>- Critical (Major) compliance -</p>	<p>Identification of pollution and emission sources at Pangkalan Panji Mill activities was evident. The source of pollution, type of pollution and its control was documented, e.g. stack of boiler, electricity generator and heavy equipment, methane from WWTP, and fertiliser. The information of pollution and emission sources at Pangkalan Panji mill and estate was reviewed and updated in annual basis such as:</p>	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<ul style="list-style-type: none"> • Environmental aspect and impact identification and evaluation form updated on 5 February 2019 (Pangkalan Panji Mill) and 21 January 2019 (Sawit Mas Estate) • Environmental aspect and impact identification and evaluation form updated on 12 May 2020 (Pangkalan Panji Mill) and 20 January 2020 (Sawit Mas Estate) • Environmental aspect and impact identification and evaluation form updated on 5 October 2021 (Pangkalan Panji Mill) and 3 May 2021 (Sawit Mas Estate) • Environmental aspect and impact identification and evaluation form updated on 14 February 2022 (Pangkalan Panji Mill) and 10 January 2022 (Sawit Mas Estate) 	
Criteria 7.11: Fire is not used for preparing land and is prevented in the managed area.			
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting within certified area of PT Sawit Mas Sejahtera after November 2005 and /or November 2018. Replanting was finished on 2019 and has been done mechanically, consist of: falling tree, chipping by excavator, terracing by excavator, digging, road construction, ditch/waterways construction, planting LCC and planting oil palm. Records of replanting contractor evaluation was reviewed where in the evaluation report stated that the method for replanting has been done mechanically and no use of fire.</p>	Complied
7.11.2	<p>The unit of certification establishes fire prevention and control measures for lands that are directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>Emergency Respond procedure written in Bahasa Indonesia was described in procedure SOP/SMART/UMUM/SADV/I/005/REV.00/01-Jul- 14 and covered reporting, responsibility of all members of ERP Team, handling of ERP situation, mitigating of ERP situation, etc. Some scenarios were identified such as accident, fire earthquake, and chemical spillage.</p>	Complied

7.11.3	<p>The unit of certification engages stakeholders in adjacent locations for fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>The organization has installed warning sign to not use fire for land clearing or waste disposal in strategic locations such as main gate, each division office and etc. It was observed during field visit to Sawit Mas Estate and verified during stakeholder consultation.</p> <p>For internal, Emergency respond and fire-fighting simulation has been conducted on 27 August 2021.</p>	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	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCV or HCS forests.</p> <p>Historical analysis of Land Use Change Analysis (LUCA) is carried out before any new land clearing, in accordance with the RSPO LUCA Guidance document (see indicator 7.12.2).</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting within certified area of PT Sawit Mas Sejahtera after November 2005 and /or November 2018.</p>	Complied

<p>7.12.2</p>	<p>(C) HCV and HCS forests, and other conservation areas are identified as follows: - Critical (Major) compliance - 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>HCV assessment has been conducted and documented in the "Report of the Identification and Analysis of the Existence of High Conservation Value (HCV) area at PT Sawit Mas Sejahtera Region South Sumatera, Unit SMSE 2013".</p> <p>Report of the Identification and Analysis of the Existence of High Conservation Value (HCV) area at PT Sawit Mas Sejahtera, 2013". HCV Assessment was conducted internally (by Environmental team of PT. SMART Tbk (parent company)) and using HCV Toolkit Indonesia 2008. The team consist of five members as following:</p> <ol style="list-style-type: none"> a. Dr. Kunkun J. Gurmaya as Lead Assessor (Biodiversity specialist) – Lead Assessor b. Febia Arisnagara (Ecology flora specialist) – Assistant assessor c. Dede M. Nasir (Socio-culture and GIS specialist) – Assistant assessor d. Nugroho Wahyu W. (Ecology and Environmental Services specialist) - Assistant assessor e. Toni Asmawan (Environmental Services specialist) - Assistant assessor <p>Lead assessor and assistant assessor was approved by RSPO according to the list of RSPO Approved HCV Assessors date 29 May 2012.</p> <p>Field survey HCV identification conducted on July 10th to 14th, 2012 and public consultation was held on February 27th, 2014. Assessment covered:</p> <ul style="list-style-type: none"> • Presence of protected areas that could be significantly affected by the grower or miller; • Conservation status (e.g. IUCN status), legal protection, population status and habitat requirements of rare, threatened, or endangered (RTE) species that could be significantly affected by the grower or miller. 	<p>Complied</p>
---------------	---	--	-----------------

		<ul style="list-style-type: none"> • Identification of HCV habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower or miller. <p>Based on the assessment report, in SMSE there are five (5) types of HCV been identified such as HCV 1.1, HCV 1.2, HCV 1.3, HCV 4.1 and HCV 6 cover total area of 21 Ha. For HCV 1.1, 1.3 and 4.1 located in same area called Danau Kongar.</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>There is no new planting within certified area of PT Sawit Mas Sejahtera after November 2005 and /or 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>- Critical (Major) compliance -</p>	<p>Based on HCV assessment report and field observation confirmed that there is no High Forest Cover Landscapes (HFCLs) within area of PT Sawit Mas Sejahtera. Based on <i>Peta Overlay Kebun dan Status Kawasan Hutan</i> scale 1:350.000 issued on December 2020, the company was located in another purpose area and not in forest area.</p> <p>Sources of map are :</p> <ul style="list-style-type: none"> • <i>Peta bidang tanah PT Sawit Mas Estate Div I-II</i> • <i>Peta bidang tanah PT Sawit Mas Estate Div III-IV</i> • <i>Peta bidang tanah PT Sawit Mas Estate Div V</i> • <i>Peta Perubahan Peruntukan Kawasan Hutan dan Penunjukkan Bukan Kawasan Hutan Menjadi Kawasan Hutan, Perubahan Fungsi Kawasan Hutan dan Penunjukkan Bukan Kawasan Hutan Menjadi Kawasan Hutan di Propinsi Sumatera Selatan No : SK.454/MENLHK/SETJEN/PLA.2/6/2016 tanggal 17 Juni 2016 skala 1 : 250.000.</i> 	<p>Not Applicable</p>
<p>PROCEDURAL NOTE for 7.12.3:</p>			

Indicator 7.12.3. is not relevant to Indonesia, until further decisions by the RSPO.			
7.12.4	<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>- Critical (Major) compliance -</p>	<p>The organization did not carry out any new plantings after November 2005. The planting year started in 1987, 1988, 1989, and the company has starts replanting in 2010–2020.</p> <p>HCV assessment has been conducted and documented in the "Report of the Identification and Analysis of the Existence of High Conservation Value (HCV) area at PT Sawit Mas Sejahtera Region South Sumatera, Unit SMSE 2013".</p> <p>The organization has conducted HCV monitoring annually and reported to local governance, Balai Konservasi Sumber Daya Alam Provinsi Sumatera Selatan. Records of Receipt Note of HCV Monitoring Report was sighted and reviewed for Y2021 dated 13 June 2022, Y2020 dated 11 May 2021 and Y2019 dated 15 March 2020.</p> <p>Flora fauna monitoring performed by wildlife monitoring and monitoring the conservation area each month. Monitoring results in 2019 – 2021 shown that there were species of mammal presence (<i>Macaca fascicularis</i>, <i>Macaca nemestrina</i>, <i>Calosciurus notatus</i>, <i>Sus crofa</i>, <i>Rattus sp</i>, <i>Felis bengalensis</i>, <i>Paradoxurus sp</i>), 13 species of birds such as: <i>Halcyon smyrnensis</i>, <i>Rhipidura javanica</i>, <i>Centropus bengalensis</i>, <i>Pycnonotus aurigaster</i>, 4 species of reptile such as <i>Naja sumatrana</i>, <i>Mabouija multifasciata</i>, <i>Varanus salvator</i> and <i>Python reticulatus</i>.</p> <p>Regular training was conducted to HCV officers, the last one was on 17 February 2021.</p> <p>The organization has established management plan to protect water courses and wetlands, including securing and maintaining appropriate riparian.</p> <ul style="list-style-type: none"> Riparian restoration with forest vegetation plant/tree. 	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<ul style="list-style-type: none"> • Establish zone for zero chemical. No spraying and fertilizing along riparian zone. • Conserve natural vegetation in riparian zone • Environment analysis regularly for surface water and water biota 	
7.12.5	<p>Where rights of local communities have been identified in HCV areas and HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>There was HCV 6 identified in the concessions PT SMS in the form of shrine graves. Maintenance and protection of grave area has been agreed with the local community. PT SMS facilitating to conduct care and maintenance of graves and community were not forbidden to visit or access the areas of HCV (shrine graves).</p> <p>Company has made an agreement with the villagers and public figure from Pangkalan Panji Village for maintenance and management of graves at Block C66, Division-1. It was evident by cooperation document for maintain shrine graves in 2016 between company and community leaders</p>	Complied
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>Based on the assessment report, in SMSE there are five (5) types of HCV been identified such as HCV 1.1, HCV 1.2, HCV 1.3, HCV 4.1 and HCV 6 cover total area of 21 Ha. For HCV 1.1, 1.3 and 4.1 located in same area called Danau Kongar.</p> <p>Has been identified ten (10) protected wildlife species (based on PP No. 7/1999) such as Beruang madu (<i>Helarctos malayanus</i>), trenggiling (<i>Manis javanica</i>), Macan akar (<i>Felis bengalensis</i>), elang bondol (<i>Haliastur indus</i>), elang tikus (<i>Elaenus caeruleus</i>), cekakak belukar (<i>Halcyon smyrnensis</i>), kangkareng hitam (<i>Anthracoseros malayanus</i>), and kuntul kerbau (<i>Bubulcus ibis</i>); 13 wildlife species are listed as Appendix II (based on Appendiix CITES) such as Beruang madu (<i>Helarctos malayanus</i>), trenggiling (<i>Manis javanica</i>), Macan akar (<i>Felis bengalensis</i>), biawak (<i>Varanus salvator</i>) and etc; two species that listed as Vulnerable in redlist IUCN, Babi hutan (<i>Sus barbatus</i>) and</p>	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>Beruang madu (<i>Helarctos malayanus</i>), also one species that listed as Near Threatened, Lutung (<i>Trachypithecus cristatus</i>).</p> <p>HCV assesments results has been compared to Endemic Bird Area (EBA) and Peta Status Kawasan Hutan Kabupaten Banyuasin Provinsi Sumatera Selatan. HCV area has been mapped into "Peta Nilai Konservasi Tinggi Areal PT Sawit Mas Sejahtera" scale 1:30,000. Reports the identification results have been reviewed by internal management and peer review by Resit Sozer (Independent Consultant) in May 2013. Records of the results of the review and improvement recorded in the report (annex).</p> <p>Assessment conducted on the whole plantation that has been embedded and the areas around the plantation include rivers, forests, and others.</p> <p>Regular training was conducted to the workforce such as :</p> <ul style="list-style-type: none"> - RSPO, ISPO & CCP training, dated 4 August 2020 - Environmental training and PROPER understanding for staff, dated 13 June 2020 - Spraying training for upkeep workers and field supervisor, planed on November 2020 (including no spraying in HCV area) - Integrated pest management training for upkeep workers and field supervisor, on November 2020 (including no spraying in HCV area) - Manuring training for manuring workers and field supervisor, planed on November 2020 (including no chemical fertilizer in HCV area) - HCV training for staff and field supervisor, dated 15 February 2020 - Social training for Staff, 13 June 2020 - Environmental training for staff, 13 June 2020 - HCV training on 17 February 2021. - RSPO Standard Training on 10 May 2022 	
--	--	--	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>The organization has conducted HCV monitoring annually and reported to local governance, Balai Konservasi Sumber Daya Alam Provinsi Sumatera Selatan. Records of Receipt Note of HCV Monitoring Report was sighted and reviewed for Y2021 dated 13 June 2022, Y2020 dated 11 May 2021 and Y2019 dated 15 March 2020.</p> <p>Flora fauna monitoring performed by wildlife monitoring and monitoring the conservation area each month. Monitoring results in 2019 – 2021 shown that there were species of mammal presence (<i>Macaca fascicularis</i>, <i>Macaca nemestrina</i>, <i>Calosciurus notatus</i>, <i>Sus crofa</i>, <i>Rattus sp</i>, <i>Felis bengalensis</i>, <i>Paradoxurus sp</i>), 13 species of birds such as: <i>Halcyon smyrnensis</i>, <i>Rhipidura javanica</i>, <i>Centropus bengalensis</i>, <i>Pycnonotus aurigaster</i>, 4 species of reptile such as <i>Naja sumatrana</i>, <i>Mabouija multifasciata</i>, <i>Varanus salvator</i> and <i>Python reticulatus</i>.</p>	Complied
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV- HCSA assessment since 15 November 2018, the Remediation and Compensation Procedures (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting within certified area of PT Sawit Mas Sejahtera after November 2005 and /or November 2018.</p>	Not Applicable

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2021** for **Pangkalan Panji 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 **Pangkalan Panji Mill** supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	4.06
PKO	4.06

Extraction	%
OER	21.56
KER	5.04

Production	t/yr
FFB Process	150,516.51
CPO Produced	32,449.86
PKO Produced	7,587.02

Land Use	Ha
OP Planted Area	3,118.07
OP Planted on peat	0.00
Conservation (forested)	0.00
Conservation (non-forested)	21.00
Total	3,118.07

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	30,796.02	0.38	0.00	0.00	0.00	0.00	30,796.02	0.38
CO ₂ Emission from fertilizer	61,981.73	0.77	0.00	0.00	0.00	0.00	61,981.73	0.77
NO ₂ Emission	4,134.01	0.05	0.00	0.00	0.00	0.00	4,134.01	0.05
Fuel Consumption	2,291.46	0.03	0.00	0.00	0.00	0.00	2,291.46	0.03
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-29,190.55	-0.36	0.00	0.00	0.00	0.00	-29,190.55	-0.36
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	70,012.68	0.87	0.00	0.00	0.00	0.00	70,012.68	0.87

*Note: Includes both estates and smallholders

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	29,503.79	0.20
Fuel Consumption	327.77	0.00
Grid Electricity Utilisation	0.00	0.00
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	29,831.56	0.20

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) (%)	0
Divert to methane captured (energy generation) (%)	0

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

Year 2020

The GHG emissions that were produced in **2020** for **Pangkalan Panji 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 **2020** for **Pangkalan Panji Mill** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	1.43
PKO	1.43

Extraction	%
OER	22.53
KER	4.67

Production	t/yr
FFB Process	111,343.89
CPO Produced	250,84.52
PKO Produced	5,202.19

Land Use	Ha
OP Planted Area	3,118.07
OP Planted on peat	0.00
Conservation (forested)	0.00
Conservation (non-forested)	21.00
Total	3,118.07

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	30,796.02	0.51	0.00	0.00	0.00	0.00	30,796.02	0.51
CO ₂ Emission from fertilizer	3,757.56	0.06	0.00	0.00	0.00	0.00	3,757.56	0.06
NO ₂ Emission	3,881.10	0.06	0.00	0.00	0.00	0.00	3,881.10	0.06
Fuel Consumption	2,005.26	0.03	0.00	0.00	0.00	0.00	2,005.26	0.03
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-29,190.55	-0.49	0.00	0.00	0.00	0.00	-29,190.55	-0.49
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	11,249.39	0.19	0.00	0.00	0.00	0.00	21,028.29	0.19

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	21825.29	0.20
Fuel Consumption	392.41	0.00
Grid Electricity Utilisation	0.00	0.00
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	22217.69	0.20

Summary of Kernel Crusher Emission and Credit (if applicable)

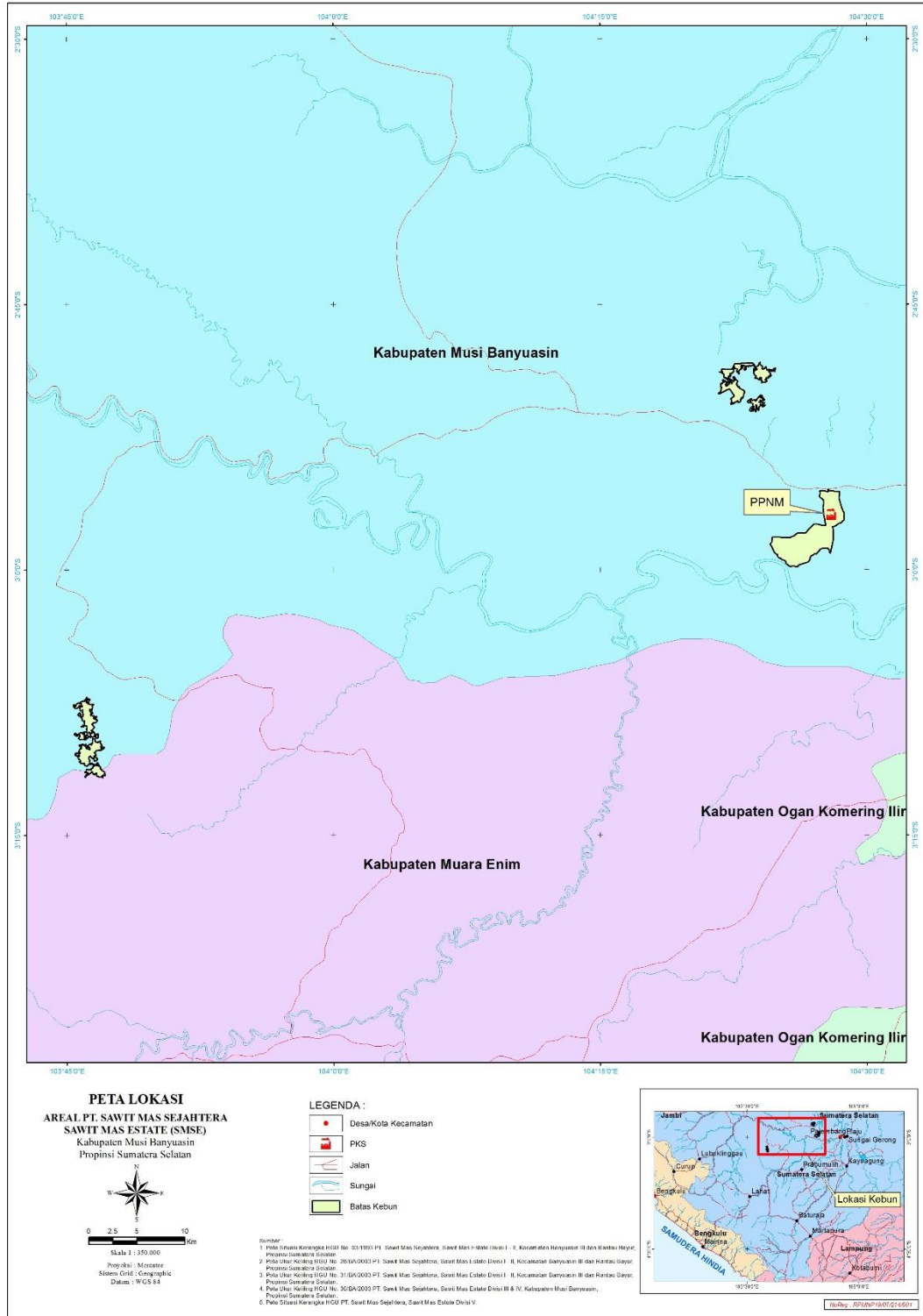
Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

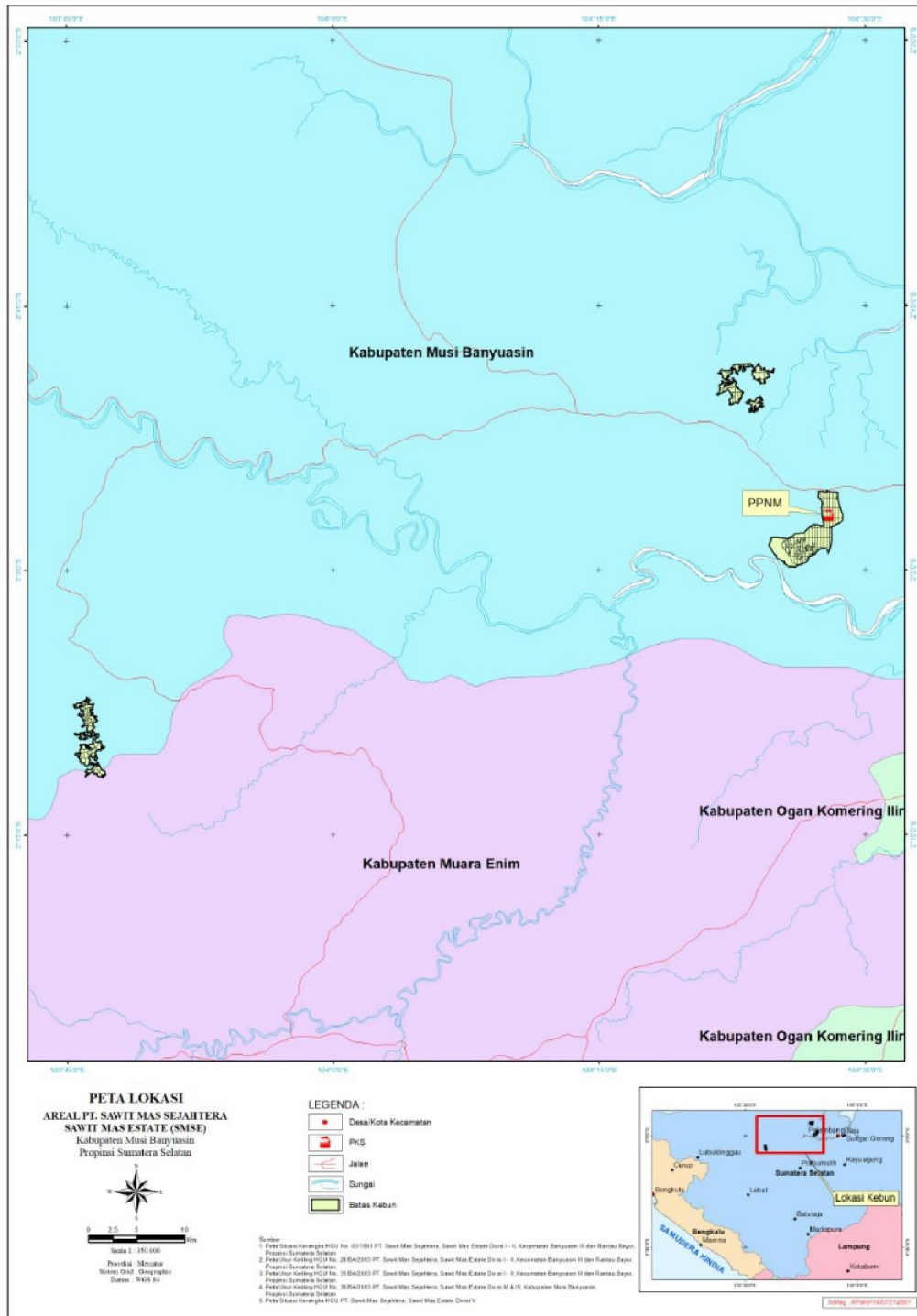
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	100

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

Appendix C: Location Map of Certification Unit and Supply bases



Appendix D: Estate Field Map



Appendix E: List of Smallholder Registered and/or sampled

There are no independent smallholder in PT Sawit Mas Sejahtera

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