

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT** **Initial Assessment** **Annual Surveillance Assessment** (Choose an item.) **Recertification Assessment** (Choose an item.) **Extension of Scope**

Client Company Name / Parent Company: Sawit Jaya Lestari Saseba (SJLS)
Client Company / Parent Company Address: Jalan Danau Siais, Tindoan Laut Village, Angkola Sangkunur Sub-District, Tapanuli Selatan Regency, 22734 Sumatera Utara Province, Indonesia
Certification Unit: Sawit Jaya Lestari Saseba (SJLS) Location of Certification Unit: Jalan Danau Siais, Desa Tindoan Laut, Kecamatan Angkola Sangkunur, Kabupaten Tapanuli Selatan, 22734 Sumatera Utara, Indonesia
Date of Final Report: 31/01/2023

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Sawit Jaya Lestari Saseba (SJLS)		
RSPO Membership Number	1-0373-22-000-00	Membership Approval Date	31 March 2022
Address	Jalan Danau Siais, Desa Tindoan Laut, Kecamatan Angkola Sangkunur, Kabupaten Tapanuli Selatan, 22734 Sumatera Utara, Indonesia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Sawit Jaya Lestari Saseba (SJLS)		
Location / Address	Jalan Danau Siais, Desa Tindoan Laut, Kecamatan Angkola Sangkunur, Kabupaten Tapanuli Selatan, 22734 Sumatera Utara, Indonesia		
Website	-		
Management Representative	Berlin Sihombing S.Pd	E-mail	Sawitjayalestari.sjls@gmail.com
Telephone	082367618462	Facsimile	-

2. Certification Information			
Certificate Number	RSPO 775599	Certificate Start Date	31/01/2023
Date of First Certification	31/01/2023	Certificate Expiry Date	30/01/2028
Scope of Certification	Production of Fresh Fruit Bunch of Independent Smallholder Group		
Visit Objectives	Determination of the conformity of auditee's management system toward RSPO Independent Smallholder Standard.		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input checked="" type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> RSPO Independent Smallholders Standard 2019, Indonesia National Interpretation 2022 <input type="checkbox"/> Choose an item. National Interpretation Choose an item. for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	Mill Capacity	NA
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input checked="" type="checkbox"/> Milestone B <input type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
-	-	-	-

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Sawit Jaya Lestari Saseba (SJLS) (194 smallholders)	Jl. Danau Siais, Desa Tindoan Laut, Kecamatan Angkola Sangkunur, Kabupaten Tapanuli Selatan, Provinsi Sumatera Utara – Indonesia	1° 23' 10.92" N	99° 1' 26.86" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
SJLS	293.69	7.5	0	293.69	100
Total	293.69	7.5	0	293.69	100

Note: 7.5 ha Conservation Riparian area included in planted area

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
SJLS	0	201.77	89.92	2	293.69	0
Total (ha)	0	201.77	89.92	2	293.69	0

Note: Only Mature area is considered as production area

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7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Not Applicable)	Actual (Not Applicable)		Forecast (Oct 2022 – Sep 2023)
		Previous license period (Not Applicable)	Current license period (Not Applicable)	
SJLS	NA	NA	NA	5,065.55
Total	NA	NA		5,065.55

Note:

- SJLS has no actual 12 month production data yet although SJLS has been formed since 2018 but the turnover of member quite fluctuating or the increasing of new member as times goes by.
- The forecasting is made based on actual data of Jan – Aug 22 + forecasting of Sep – Dec 22, that is 4,690.32 mt
- Considering the oil palm status is mostly in young/prime phase (can be seen in table 6 planting & cycle) with average increment 8 %, therefore, the forecasting or Oct 2022 – Sep 2023 is 5,065.55 mt.

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Not Applicable)	Actual (Not Applicable)		Forecast (Not Applicable)
		Previous license period (Not Applicable)	Current license period (Not Applicable)	
NA		NA	NA	
Total		NA		

Note: -

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Not Applicable)	Actual (Not Applicable)		Forecast (Not Applicable)
		Previous license period (Not Applicable)	Current license period (Not Applicable)	
NA	NA	NA	NA	NA
Total	NA	NA		NA

Note: -

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9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
	NA	NA	NA	NA
	TOTAL	NA	NA	NA

Note: -

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Not Applicable)	Actual (Not Applicable)		Forecast (Not Applicable)
	Previous license period (Not Applicable)	Current license period (Not Applicable)	
FFB	FFB		FFB
NA	NA	NA	NA
	TOTAL	NA	
CPO (OER: %)	CPO (OER: %)		CPO (OER: %)
NA	NA	NA	NA
	TOTAL	NA	
PK (KER: %)	PK (KER: %)		PK (KER: %)
NA	NA	NA	NA
	TOTAL	NA	

Note:

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
	NA	NA	NA
	TOTAL	NA	NA

Note:

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11. Summary of Actual Volume sold					
Current License period (Not Applicable)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	NA	NA	NA	NA	NA
PK (MT)	NA	NA	NA	NA	NA
Credits	NA	NA	NA	NA	NA
Previous License period (Not Applicable)					
CPO (MT)	NA	NA	NA	NA	NA
PK (MT)	NA	NA	NA	NA	NA
Credits	NA	NA	NA	NA	NA
Note:					

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
NA	NA	NA	NA	NA
TOTAL			NA	NA
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)
NA	NA	NA	NA	NA
TOTAL			NA	NA
Note:				

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
NA	NA	NA	NA
TOTAL		NA	NA
Note:			

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

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (NA)			Actual (NA)			Forecast (June 2022 – May 2023)		
	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			NA			NA			1,104.35
IS-CSPO	NA	NA		NA	NA		NA	NA	
IS-CSPKO	NA	NA		NA	NA		NA	NA	
IS-CSPKE	NA	NA		NA	NA		NA	NA	
CSPK	NA	NA		NA	NA		NA	NA	

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)
NA	NA	NA	NA	NA	NA	NA
TOTAL		NA	NA	NA	NA	NA
Note: Not Applicable yet for Initial Assessment						

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (NA)							
Credits				NA	NA	NA	NA
Physical	NA	NA	NA				
Previous License period (NA)							
Credits				NA	NA	NA	NA
Physical	NA	NA	NA				

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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)
NA	NA	NA	NA	NA	NA	NA	NA
TOTAL			NA	NA	NA	NA	NA
Note: Not Applicable yet for Initial Assessment							

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: Dr. Chaiyaporn Seekao (Chaiyaporn.Seekao@bsigroup.com)
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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 **12 -16 September 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 **1 August 2022** https://www.bsigroup.com/globalassets/localfiles/en-my/rspo/Public%20Notification/2022/08-4-rspo-ish-public-notification-iav-perkumpulan-sawit-jaya-lestari-saseba_msb_english.pdf

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

The Critical NC close out on-site assessment was conducted on **22 November 2022**. The audit programs are included in Section 2.3.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. Indonesia National Interpretation 2022 of the Independent Smallholder Standard 2019 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The sampling of smallholder was 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. Based on the risk assessment, the auditor defined Sawit Jaya Lestari Saseba has a medium risk (multiplier 1.2), due to geographically and socioeconomically homogenous, no replanting and expansion. Based on the formula, the sample were 11 smallholders. The sampled smallholders 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 group of smallholder 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 field. Fieldworkers were interviewed informally in small groups in the field. Separate visits were made to each of the local communities to meet with the village head and residents. ISH Group officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.4.

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

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
SJLS	✓	✓	✓	✓	✓

Tentative Date of Next Visit: 3 July 2023 – 5 July 2023

Total Number of Mandays: 9 mandays

2.2 BSI Assessment Team

Name	Role	Competency
Arif Faisal Simatupang	Team Leader	<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 ISO 9001 Lead Auditor Course, ISO 14001 Lead Auditor Course, ISO 45001 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: During this audit, he assess the element of cooperative and farm legality, social, occupational health and safety, ICS requirements</p>
Andi Pratama Pasaribu	Team Member	<p>Education: Holds a Bachelor Degree majoring Social Economy, Jember University</p> <p>Work Experience: 5 years working experience as Field Agronomy Assistant. 8 years working experience as RSPO Auditor / Lead Auditor.</p> <p>Training attended: Completed Indonesian Sustainable Palm Oil (ISPO) Lead Auditor training, Endorsed RSPO P&C Lead Auditor course, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, ISO 9001:2008 Lead Auditor course, ISO 14001:2005 Lead</p>

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		<p>Auditor course , ISO45001:2018 Lead Auditor Course, RSPO 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: During this audit, he assess the element of best agronomy practices, social and supply chain management.</p>
Edy Widodo	Team Member	<p>Education: Holds a Bachelor Degree majoring Agricultural Technology from University of Padjadjaran, Bandung.</p> <p>Work Experience: 8 years working experience in palm oil industry as Agronomist and Assistant Manager in various companies. 9 year working experience as RSPO/ISPO auditor.</p> <p>Training attended: Completed ISO 9001 Lead Auditor Course, ISPO endorsed auditor course, Understanding ISO 14001 training, Auditing ISO 14001: 2004 training, Endorsed RSPO Supply Chain Certification Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, SMETA Requirements Training, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: environmental, social and HCV management</p>
Dr. Suhaili Bin Sahari	Peer Reviewer	<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: 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 2. ASI Peer Reviewer training 3. Safety & Health 4. ISO 14001:2015 Standard 5. RSPO Standards: RSPO P&C 2018 MY-NI 2019 6. MSPO Standards : MS 2530 : 2013 part 1, 2 , 3 and 4 7. Problem Solving Technique : 8 D, ICC, QCC, Systematic PS 8. HACCP MS 1480:2019

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	9. GAP Standard : Global GAP, Euro GAP
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Accompanying Persons:

Name	Role
-	-

2.3 Assessment Plan

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

The Assessment plan of initial assessment

Date	Time	Subjects	Faisal	Andi	Edy
Monday 12/09/2022	07.00 – 11.00	Flight Jakarta – Medan - Sibolga	√	√	√
	11.00 – 12.00	Travelling from Sibolga to Batangtoru	√	√	√
	12.00 – 13.30	Break	√	√	√
	13.30 – 14.30	Opening Meeting - Presentation by Group Manager - Presentation by BSI Indonesia	√	√	√
	14.30 – 16.30	Document Review	√	√	√
Tuesday 13/09/2022	08.00 – 12.00	Stakeholder consultation to - Local community, Village Head, local NGO and previous land-owner (if any).	√		√
	08.00 – finish	Stakeholder consultation to - Regency government (Plantation Agency, Environmental Agency, Agrarian/Land Agency)		√	
	12.00 – 13.30	Break	√	√	√
	13.30 – 16.30	Document Review	√	√	√
Wednesday 14/09/2022	08.00 – 12.00	Field Observation to 9 farmers <i>Calculation of sample of farmer: = $\sqrt{194} \times 1.2$ (medium risk) = $13.92 \times 1.2 = 16.71 =$ rounded to 17 sample of farmer</i> Field observation and interview with farmers and workers concerning the role of Group Manager and ICS team, best management practices, occupational health and safety, worker welfare, HCV, environmental management, continual improvement, etc.	√	√	√
	12.00 – 13.30	Break	√	√	√
	13.30 – 16.30	Continue the document review	√	√	√

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Date	Time	Subjects	Faisal	Andi	Edy
Thursday 15/09/2022	08.00 – 12.00	Field Observation to 8 farmers <i>Calculation of sample of farmer: = $\sqrt{194} \times 1.2$ (medium risk) = $13.92 \times 1.2 = 16.71 =$ rounded to 17 sample of farmer</i> Field observation and interview with farmers and workers concerning the role of Group Manager and ICS team, best management practices, occupational health and safety, worker welfare, HCV, environmental management, continual improvement, etc.	√	√	√
	12.00 – 13.30	Break	√	√	√
	13.30 – 16.30	Continue the document review	√	√	√
Friday 16/09/2022	08.00 – 11.30	Continue the document review	√	√	√
	11.30 – 14.00	Break	√	√	√
	14.00 – 15.00	Auditor discussion and audit finding report finalization	√	√	√
	15.00 – 16.00	Closing Meeting Presentation of audit result	√	√	√
Saturday 17/09/2022	09.00 – 10.00	Travelling from Batangtoru to Sibolga	√	√	√
	12.00 – 17.00	Flight from Sibolga – Medan - Jakarta			

The assessment plan of NCR closed out visit.

Date	Time	Subjects	Faisal
Tuesday 22/11/2022	07.00 – 11.35	Flight Jakarta – Medan - Sibolga	√
	11.15 – 14.00	Travelling from Sibolga to site & break	
	14.00 – 17.00	Opening Meeting Field verification of NC compliance Closing Meeting	√
Wednesday 23/11/2022	11.55 – 16.45	Flight Sibolga – Medan - Jakarta	√

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?	-	Not Applicable
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	-	Not Applicable
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. <i>Note:</i>	-	Not Applicable
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	-	Not Applicable
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?	-	Not Applicable
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	-	Not Applicable
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	-	Not Applicable
Un-Certified Units or Holdings		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	-	Not Applicable
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	-	Not Applicable
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.	-	Not Applicable

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Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	-	Not Applicable
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	-	Not Applicable
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.	-	Not Applicable
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?	-	Not Applicable
Have there been any stakeholder (including NGO) consultation conducted?	-	Not Applicable

3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification? 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.	-	Not Applicable

Approved Time Bound Plan

Not applicable for independent smallholder

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 four (4) Major; nil (0) Minor nonconformities and nil of OFI Opportunity For Improvement raised. The Sawit Jaya Lestari Saseba Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. 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 #	2249830-202209-M1	Issued Date	16 September 2022
Due Date	15 September 2023	Closure Date	22 November 2022
Indicator & Category (Critical / Minor)	2.4 Eligibility - Critical/Major		
Statement of Nonconformity:	SJLS has not been able to show the results of the overlay map of SJLS with the last edition of the PIPPIB map (Indicative Map for Termination of Granting New Permits for Primary Natural Forest and Peatland).		
Requirement Reference:	Smallholder plots are located outside of areas classified as national parks or protected areas, as defined by national, regional or local law or as specified in National Interpretation.		
Objective Evidence:	<p>Based on the HCV Identification report in May 2022, SJLS has overlaid the SJLS map with the PIPPIB of 2019.</p> <p>However, SJLS has not yet carried out a overlay map between the SJLS farmer area map and the latest PIPPIB (Indicative Map for Termination of Granting New Permits for Primary Natural Forest and Peatland) based on Minister of Environment and Forestry Decree No. SK 1629/MENLHK-PKTL/IPSHD/PL.1/3/2022 dated March 11, 2022 concerning the Stipulation of an indicative map for stopping the granting of business permits, approval for the use of forest areas, or changes to the allocation of new forest areas in primary natural forest and peatlands in 2022 period I.</p>		
Corrections:	SJLS will overlay the map using the 2022 PIPPIB with the SJLS area map after obtaining the 2022 PIPPIB.		
Root Cause Analysis:	SJLS has been trying to obtain updated data on the Indicative Map for Termination of Granting New Permits for Primary Natural Forest and Peatland (PIPPIB) Year 2022 based on the Decree of the Minister of Environment and Forestry. However, SJLS has difficulty getting the PIPPIB because it cannot access the link listed on the related website. So the PIPPIB used by SJLS is the 2019 version.		
Corrective Actions:	SJLS will increase the identification of updates and access to regulations regarding areas classified as national parks or protected areas by national, regional or regional laws, or other areas as regulated in the National Interpretation.		

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Assessment Conclusion:	<p>Onsite verification on 22 November 2022</p> <p>SJLS has shown evidence of improvement based on overlay map using the 2022 PIPPIB with a map of the SJLS area after obtaining the 2022 PIPPIB, in the form of:</p> <p>Attached 4 overlay maps of the SJLS area with PIPPIB 2022:</p> <ul style="list-style-type: none"> o Overall 2022 PIPPIB Map (194 SJLS Farmers) o Map of PIPPIB 2022 groups in Angkola Sangkunur Sub-District o Map of PIPPIB 2022 groups in Angkola Selatan Sub-District o Map of PIPPIB 2022 groups in Batangtoru Sub-District <p>From the results of the 2022 PIPPIB overlay map that 194 SJLS members are not included in the peat area. Ground Check results by SJLS and assistants, and the 2022 PIPPIB overlay map that found no Peat areas in 194 SJLS Farmers.</p> <p>The results of field observations on the farmer plots that were sampled during the audit and NC close out visit activities on 22 November 2022, showed no indication of peatland in the sample farmer plots.</p> <p>Based on this description, SJLS has overlaid its operational area with the latest PIPPIB map for 2022. This NC has been closed.</p>
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Non-conformity			
NCR Ref #	2249830-202209-M2	Issued Date	16 September 2022
Due Date	15 December 2022	Closure Date	22 November 2022
Indicator & Category (Critical / Minor)	4.1 Milestone B - Critical/Major		
Statement of Nonconformity:	SJLS has not been able to provide detailed information on the location of the HCV in its operational area, so management and monitoring of these HCV areas has not yet been carried out.		
Requirement Reference:	Farmers are committed to protecting HCV and HCS forests through a precautionary practice approach.		
Objective Evidence:	<p>SJLS has conducted HCV Identification based on HCV Assessment Report on May 2022. In the HCV Report, it is stated (in general) that there are SJLS operational areas that are included in HCV areas. However, it has not clearly stated which plots and hectares are included in the HCV Area.</p> <p>Note: SJLS did not conduct HCS assessment since the ISH HCS tool approach not yet endorsed by RSPO Secretariat.</p>		
Corrections:	SJLS will coordinate with a third party HCV assessor to identify and use more specific and detailed data related to HCV in the plot area of 194 SJLS farmers, and focus more on real conditions on the ground (farmer plots).		
Root Cause Analysis:	SJLS still does not understand the context of the HCV assessment and it is important to know the detailed location of the HCV areas identified in the HCV		

	assessment report. The current HCV report mostly refers to secondary HCV identification data for the South Tapanuli area.
Corrective Actions:	SJLS will coordinate with a third party (consultant) assessor and HCV report maker to re-evaluate HCV identification data by reducing the scope of information by specifying only the distribution area of the 194 SJLS farmer plots and prioritizing actual conditions in the field.
Assessment Conclusion:	<p>Onsite verification on 22 November 2022</p> <p>SJLS has been able to show justification for the existence of HCV areas in its operational areas to be managed according to best practice in HCV areas, as follows:</p> <ul style="list-style-type: none"> - Revision of the HCV Assessment Document dated 1 May 2022, which was prepared by the collaboration of SJLS, the Indonesian Conservation Foundation, the South Tapanuli Sustainable Palm Oil Forum (FoKSBI) and Unilever. Based on this assessment, HCV areas were identified in the form of riparian areas of 7.91 ha in 29 farmer plots. - Smallholder members signed Smallholder Declaration, one of which the commitment to protect and manage HCV areas. - HCV management training, etc. <p>On 22 November 2022, the auditor has conducted field verification of the HCV area management in 3 sample areas, namely Saparudin's (0.13 ha), Monday (0.09 ha), and Yusprianto (0.50 ha). Based on the results of verification, these HCV areas have been managed as HCV areas, such as HCV area planks have been installed, HCV boundaries marked with three rows of palm trees, planting of woody plants and erosion prevention (vetifer grass), and there is no indication of equivalent chemical treatment. the river. Farmers also understand that their area has been identified as an HCV area, and have committed to managing it, and understand how it is managed.</p> <p>Based on this description, this NC has been closed.</p>

Non-conformity			
NCR Ref #	2249830-202209-M3	Issued Date	16 September 2022
Due Date	15 December 2022	Closure Date	25 December 2022
Indicator & Category (Critical / Minor)	2.1 Eligibility – Critical/Major		
Statement of Nonconformity:	SLJS has not provided accurate maps and coordinates in its Farmer plot.		
Requirement Reference:	Smallholders provide the coordinates or maps of their plots and evidence of ownership, or rights to use the land.		
Objective Evidence:	Based on the results of the RSPO LUCA assessment in March 2022 a riparian area of 7.91 Ha was identified. However, based on the results of a direct visit by SJLS officials in July 2022, the calculated riparian area is 7.50 ha, therefore, there is a difference by 0.41 ha, namely the plot owned by farmer Azwar Anas.		

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Corrections:	SJLS will measure the area of Azwar Anas and make correction to RSPO if necessary.
Root Cause Analysis:	The lacks of communication and verification between consultant and SJLS related plots measurements and mapping.
Corrective Actions:	SJLS will consolidate with consultant and make update of actual farmers maps, coordinate, and measurement of hectarage.
Assessment Conclusion:	<p>Onsite verification on 22 November 2022</p> <p>SJLS has not made clarification yet related differentiation of map, coordinate, and measurement of Azwar Anas’s plot.</p> <p>Document verification on 25 December 2022</p> <p>SJLS has made clarification that there was a mistake in the delineation of Azwar Anas plot in July 2022, because during the visit Azwar Anas was not there.</p> <p>Then, SJLS official and Azwar Anas together has made accurate re-delineation, maps, and coordinate. The measurement of hectarage is concluded 1.39 ha. Therefore, total riparian is 7.91 ha.</p> <p>Based on this description, this NC has been closed.</p>

Non-conformity			
NCR Ref #	2249830-202209-M4	Issued Date	16 September 2022
Due Date	15 December 2022	Closure Date	22 November 2022
Indicator & Category (Critical / Minor)	4.4 Eligibility - Critical/Major		
Statement of Nonconformity:	SJLS has not been able to provide up-to-date information regarding the existence of peat land owned by farmers in its operational area, so it has not been able to carry out management related to measuring the subsidence and degradation of peat soil. As well as activity plans to reduce the risk of fires in peat areas.		
Requirement Reference:	The group manager confirms the presence of peat in the plots within the group and the growers whose plots are on peat commit to use BMP and minimize peat subsidence and degradation.		
Objective Evidence:	<p>SJLS has overlaid the SJLS operational map with the PIPPIB map (Indicative Map for Termination of Granting New Permits for Primary Natural Forest and Peatland) of 2019.</p> <p>However, there has not been a overlaid map between the SJLS area map and the latest PIPPIB based on the Decree of the Minister of Environment and Forestry No. SK 1629/MENLHK-PKTL/IPSHD/PL.1/3/2022 dated March 11, 2022 concerning the Stipulation of an indicative map for stopping the granting of business permits, approval for the use of forest areas, or changes to the allocation of new forest areas in primary natural forest and peatlands in 2022 period I. So that SJLS has</p>		

	not been able to provide up-to-date information related to the presence of peat areas in its members' lands.
Corrections:	SJLS will carry out overlay using PIPPIB 2022 with a map of the SJLS area after obtaining the 2022 PIPPIB from consultant so that they can show up-to-date information related to the presence of peat areas in members' lands
Root Cause Analysis:	SJLS has been trying to obtain updated data on the Indicative Map for Termination of Granting New Permits for Primary Natural Forest and Peatland (PIPPIB) Year 2022 based on the Decree of the Minister of Environment and Forestry. However, SJLS has difficulty getting the PIPPIB because it cannot access the link listed on the related website. So the PIPPIB used by SJLS is the 2019 version.
Corrective Actions:	SJLS will increase the identification of updates and access to regulations related to national peat areas.
Assessment Conclusion:	<p>Onsite verification on 22 November 2022</p> <p>SJLS has shown evidence of improvement based on overlay map using the 2022 PIPPIB with a map of the SJLS area after obtaining the 2022 PIPPIB, in the form of:</p> <p>Attached 4 overlay maps of the SJLS area with PIPPIB 2022:</p> <ul style="list-style-type: none"> o Overall 2022 PIPPIB Map (194 SJLS Farmers) o Map of PIPPIB 2022 groups in Angkola Sangkunur Sub-District o Map of PIPPIB 2022 groups in Angkola Selatan Sub-District o Map of PIPPIB 2022 groups in Batangtoru Sub-District <p>From the results of the 2022 PIPPIB map overlay that 194 SJLS members are not included in the PIPPIB Map (not in peat areas). Ground Check results by SJLS and assistants, and the 2022 PIPPIB Map Overlay found that no Peat areas in the plantations of 194 SJLS Farmers.</p> <p>The results of field observations on the farmer plots that were sampled during the audit and NC close out visit on 22 November 2022, it is known that there was no indication of peatland in the sample farmer plots.</p> <p>Based on this description, SJLS has justified that there are no peat areas on the land of its member farmers. This NC has been closed.</p>

Opportunity for Improvements

OFI #	Description
OFI 1	-

Positive Findings

PF #	Description
PF 1	-

3.3.1 Status of Nonconformities Previously Identified and Observations

Will be applicable at surveillance audit.

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2249830-202209-M1	Critical	2.4 Eligibility	16 Sept 2022	Closed on 22 Nov 2022
2249830-202209-M2	Critical	4.1 Milestone B	16 Sept 2022	Closed on 22 Nov 2022
2249830-202209-M3	Critical	2.1 Eligibility	16 Sept 2022	Closed on 25 Dec 2022
2249830-202209-M4	Critical	4.4 Eligibility	16 Sept 2022	Closed on 22 Nov 2022

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 Sawit Jaya Lestari Saseba Certification Unit’s environmental and social performance, legal and any known dispute issues.

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

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

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Government Department	Zulkarnain Harahap/Plantation Department of Tapanuli Selatan Regency	Face to face interview
Government Department	Herman Siregar/Environment Department of Tapanuli Selatan Regency	Via phone
Government Department	Rusdi/National Land Department of Tapanuli Selatan Regency	Face to face interview
Communities	Village Head of Tindoan Laut	Face to face interview

Stakeholders comment	
1	<p>Feedbacks: Zulkarnain Harahap/Plantation Department of Tapanuli Selatan Regency</p> <ul style="list-style-type: none"> • Sawit Jaya Lestari Saseba (SJLS) which is developing by Yayasan Konservasi Cakrawala Indonesia. Whole development process is communicated the local government. • There is no negative issue such as land clearing in prohibited area, land dispute or any other illegal occupancy in SJLS area. • Cultivation Permits (STDB/<i>Surat Tanda Daftar Budidaya</i>), in particular for ISPO (Indonesian Sustainable Palm Oil) certification are being processed. All the documents needed has been provided by the smallholders in collaborate with Yayasan Konservasi Cakrawala Indonesia. Hopefully will proceeded in the next month (October 2022). <p>Audit Team verification and response: There is no negative issue found during, no further confirmation/clarification needed. SJLS farmers have planned for ISPO (Indonesian Sustainable Palm Oil) also, therefore, they have processed the Cultivation Permits (STDB). However, RSPO does not require for Cultivation Permit (STDB), but only for land rights/land titles.</p>
2	<p>Feedbacks: Herman Siregar/Environment Department of Tapanuli Selatan Regency</p> <ul style="list-style-type: none"> • No negative issues found related to the environmental aspect in SJLS area. All farms are located outside the national forest area. • Environmental permit (SPPL / <i>Surat Pernyataan Pengelolaan Lingkungan</i>) in particular for ISPO (Indonesian Sustainable Palm Oil) certification are being processed. All the documents needed has been provided by the smallholders in collaboration with Yayasan Konservasi Cakrawala Indonesia. Hopefully will proceeded in the next month (October 2022) along with the cultivation permit. <p>Audit Team verification and response: There is no negative issue found during, no further confirmation/clarification needed. SJLS farmers have planned for ISPO (Indonesian Sustainable Palm Oil) also, therefore, they have processed the environmental permits (SPPL / <i>Surat Pernyataan Pengelolaan Lingkungan</i>). However, RSPO does not require environmental permit, but only for land rights/land titles.</p>
3	<p>Feedbacks: Rusdi/National Land Department of Tapanuli Selatan Regency</p> <ul style="list-style-type: none"> • There is no proposal for land right submitted. Therefore, there is no further information related to the land dispute or land suitability that can confirmed. • There is no record of land dispute between the villager around the SJLS area with the land title holder (HGU) or mining concession holder. <p>Audit Team verification and response: There is no negative issue found during this audit, all smallholder permit located in the appropriate area. No further confirmation/clarification needed.</p>
4	<p>Feedbacks: Village Head of Tindoan Laut</p> <ul style="list-style-type: none"> - In general, the existence of the SJLS has made the positive economic impact of surrounding village communities is getting better.

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	<ul style="list-style-type: none"> - Related to the sale and purchase of land within SJLS members that SJLS member who is buying and selling the land (transfer of land ownership) is required to arrange a Deed or Certificate of Land Sale and Purchase (<i>Surat Keterangan Jual Beli Lahan</i>). - During the establishment of SJLS, there were no issues related to land conflicts. - There are no oil palm planting activities in SJLS plantations that using fire. - There are no issues from the surrounding community with the SJLS plantation activities. - Can be an inspiration to other planters who have not joined the SJLS Palm Oil Association. However, it is important to improve farmer's land titles to SHM (<i>Sertifikat Hak Milik / Certificate of Ownership</i>) endorsed by Agrarian Agency, where currently many of them still in the form of SKT (<i>Surat Keterangan Tanah / land information letter</i>) which only signed by Village Head or Sub-District Head. - For oil palm farmers who still do not have the highest land title in the form of SHM (<i>Sertifikat Hak Milik / Certificate of Ownership</i>), it is highly recommended to immediately make the first priority in terms of membership.
	<p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - During audit onsite and interview with stakeholder there is no issue found related to land conflict, illegal ownership of land, illegal of FFB transaction and environmental issue. - SJLS has a commitment to manage their smallholder member according to RSPO standard and comply to relevant regulation. - For RSPO certification, the requirement for land title can be SKT (<i>Surat Keterangan Tanah / land information letter</i>) or SHM (<i>Sertifikat Hak Milik / Certificate of Ownership</i>) if possible. Regarding improvement the land title to SHM, auditor will verify that at every visit.

List of landowner / 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
Paroloan Simanjuntak	2016	3,4	Yes	Yes	Comply

Previous landowner / user comment	
	<p>Feedbacks:</p> <p>Paroloan Simanjuntak / Previous Landowner of plot on behalf of Swarno</p> <ul style="list-style-type: none"> • The block was opened on 1994 and purchased by Swarno on 2016. • The purchased process is based on agreement and witnessed by the villager leader and the neighbour plot owner. There is no land dispute until this audit.
	<p>Audit Team verification and response:</p> <p>There is no negative issue found during this audit. No further confirmation/clarification needed.</p>

3.5 Impartiality and conflict of interest

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

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 Sawit Jaya Lestari Saseba has complied with the Indonesia National Interpretation 2022 of the Independent Smallholder Standard 2019 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 Sawit Jaya Lestari Saseba is certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Arif Faisal Simatupang	Name: Berlin Sihombing
Company Name: PT BSI Group Indonesia	Company Name: Sawit Jaya Lestari Saseba
Title: Lead Auditor	Title: Group Manager
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 03 January 2023	Date: 03 January 2023

Appendix A: Summary of Findings

Criterion / Indicator		Assessment Findings	Compliance
<p>Principle 1: Optimise productivity, efficiency, positive impacts and resilience Implement professional and transparent operations to secure sustainable livelihood improvements.</p>			
<p>Criteria 1.1: Smallholders establish a legal entity which has organizational capacity to comply with the RSPO Independent Smallholder Standard.</p>			
Eligibility	<p>E Legally registered entities have documented evidence to include:</p> <ol style="list-style-type: none"> 1. Legal formation (as per country requirements) 2. Fair and transparent decision making and governance 3. Additional documents per requirements for Group Formation and Management. 4. Signed or thumb printed Smallholder Declaration from all smallholder members, reference Annex 2 (see appendix 1 for details needed in declaration). 	<p>Sawit Jaya Lestari Saseba (SJLS) or in this report will be mentioned as 'SJLS', has had documentation of registered entities as follows:</p> <p>Legal formation</p> <ol style="list-style-type: none"> a. Deed of Establishment No. 09 dated 29 September 2021 issued by Notary Zulfikar, SH, Mkn. SJLS also registered the legal entity in the Ministry of Law and Human Right under decree "<i>Keputusan Menteri Hukum dan Hak Asasi Manusia Republik Indonesia No.AHU-0012597.AH.01.07.Tahun 2021 tentang Pengesahan Pendirian Badan Hukum Sawit Jaya Lestari Saseba</i>" dated 31 October 2021 regarding legalization of legal entity of Sawit Jaya Lestari Saseba. • Sighted the tax identification number (<i>Nomor Pokok Wajib Pajak/NPWP</i>) No. 43.778.956.3-118.000 on behalf of Petani Sawit Jaya Lestari Saseba (SJLS) that issued by KPP Pratama (Tax Office) Padang Sidempuan. Valid since 4 October 2021. • Minute of meeting appointment of Group Manager on 22 February 2021. Based on attendance list and signed by 194 members, Mr. Berlin Sihombing is appointed as Group Manager of SJLS. <p>Fair and transparent decision making and governance</p>	Complied

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		<p>Group Manager and his board has stipulated the premium sharing disbursement according to the SOP of RSPO Credit Disbursement (SOP47/SJLS/IV/2022 dated 16 April 2022). The distribution as follows:</p> <ul style="list-style-type: none"> • 30% for members • 30% for organization development and operational • 5% for social funds • 25% for surveillance audit • 10% for ICS Board. <p>Based on interview with sample of smallholders, it is known that they have known where the RSPO premium will be allocated.</p> <p>Group Formation and Management</p> <p>Organization Structure based on Group Manager Decree No. SK: 02/SJLS/III/2021 dated 3 November 2021. The structure consist of Advisory Board, Group Manager, Secretary, Treasury, Gender Committee, Technical Division, Data & Document Division, and Internal Audit Division.</p> <p>Signed Smallholder Declaration</p> <p>All member of SJLS has signed the smallholder declaration as they join the SLJS. The clauses in Smallholder Declaration has comprised Annex 2 RSPO Independent Smallholder Standard of 2019, such as concerning land legality and dispute if any, minimum wage, worker welfare, environmental and HCV management, human rights, etc.</p>	
Milestone A	Group manager and group members have an Internal Control System (ICS) that meets all the ICS Eligibility and MS A requirements (section	Group Manager has had the Internal Control System which conduct the compliance against the RSPO ISH standard. The internal audit for	Complied

	<p>3.2 below) and complete training on oil palm pricing mechanisms, financial management, and best practices for smallholder organisations.</p>	<p>all farmers has been conducted on 16 – 23 May 2022. Some issue found as example:</p> <ul style="list-style-type: none"> • No beneficial plant existed yet. • Untidy frond stacking • The member still not installed the boundary marker. • OHS issues. <p>Based on interview with internal audit team obtained information that some findings have been corrected. Final check has been verified on 15 August 2022.</p> <p>The Group Manager, ICS Team, including Smallholders have been given complete trainings on farm business operations, monitoring and planning since the preparation of RSPO initial certification until annual refreshment training as follows:</p> <p>Trainings for Group Manager and ICS Team:</p> <ul style="list-style-type: none"> • Internal Control System (ICS) training that facilitate by Forum Kelapa Sawit Berkelanjutan Tapanuli Selatan (FoKSBI), Unilever and Conservation International on 1 – 5 November 2021. Attended by all ICS board. • Field School of sustainable palm oil operation dated 11 October to 12 December 2018 by Conservation International Indonesia, UNDP, and Agrarian Agency of Tapanuli Selatan Regency. Attended by 3 person of ICS representatives. • Field School of sustainable palm oil operation dated 1 April – 6 July 2019 by Conservation International Indonesia, UNDP, and Local Government Agency of Tapanuli Selatan. Attended by all ICS board. 	
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		<ul style="list-style-type: none"> • RSPO P&C and ICS Training dated 10 – 11 September 2019 by RSPO, Conservation International Indonesia, Unilever, and Government of Tapanuli Selatan Regency. attended by 9 ICS representatives. • Training of RSPO Internal Audit dated 15 November 2021 by ICEBA (<i>Indonesia Cerdas Berdaya</i>) and TUVRheinland. <p>Training for smallholders: Field School of sustainable palm oil operation dated 31 January – 18 February 2022 by Conservation International Indonesia. The training covered the aspect as follows:</p> <ul style="list-style-type: none"> - FPIC and hazardous waste training. - Occupational Safety and Health, environment and High Conservation Value. - GAP on Peat and mineral, firefighting in land. - gender, riparian and Good Agricultural Practices. - FFB pricing mechanism. <p>This training attended by respective member in each farmer sub-group (<i>Kelompok Tani / KT</i>) including female members.</p>	
<p>Milestone B</p>	<p>Smallholder groups are operating in accordance to best management practices for groups, including:</p> <ul style="list-style-type: none"> • Fair and transparent decision-making and governance • Sustainable financial management 	<p>Fair and transparent decision making will be conducted through annual Cooperative’s Member Meeting (<i>Rapat Anggota Tahunan/RAT</i>). The RAT will be conducted in early 2023 after the organization has operated around one year. The RAT will be reported, including financial condition. This meeting aimed to discuss operational activities and financial condition, and to accept and ratify the annual report, as a part of transparent decision-making and governance.</p>	<p>Complied</p>

		<p>The Group Manager also has established ICS consist of ICS Team and 47 procedures consist of membership, RSPO requirements, and best management practices.</p> <p>The Group Manager ICS and his board has stipulated the premium sharing disbursement according to the SOP of Premium Disbursement (SOP 47/SJLS/IV/2022 dated 16 April 2022). The distribution as follows:</p> <ul style="list-style-type: none"> • 30% for members • 30% for organization development and operational • 5% for social funds • 25% for surveillance audit • 10% for ICS Board. 	
Criteria 1.2: Smallholders have the capacity to effectively manage their farm.			
Eligibility	Not Applicable	Not applicable	Not Applicable
Milestone A	Smallholders complete training on farm business operations, monitoring and planning. The training includes capacity building on record keeping for production, including inputs and yields, transactions, and variety.	<p>The Group Manager, ICS Team, including Smallholders have been given complete trainings on farm business operations, monitoring and planning since the preparation of RSPO initial certification until annual refreshment training as follows:</p> <p>Trainings for Group Manager and ICS Team:</p> <ul style="list-style-type: none"> • Internal Control System (ICS) training that facilitate by Forum Kelapa Sawit Berkelanjutan Tapanuli Selatan (FoKSBI), Unilever 	Complied

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		<p>and Conservation International on 1 – 5 November 2021. Attended by all ICS board.</p> <ul style="list-style-type: none"> • Field School of sustainable palm oil operation dated 11 October to 12 December 2018 by Conservation International Indonesia, UNDP, and Agrarian Agency of Tapanuli Selatan Regency. Attended by 3 person of ICS representatives. • Field School of sustainable palm oil operation dated 1 April – 6 July 2019 by Conservation International Indonesia, UNDP, and Local Government Agency of Tapanuli Selatan. Attended by all ICS board. • RSPO P&C and ICS Training dated 10 – 11 September 2019 by RSPO, Conservation International Indonesia, Unilever, and Government of Tapanuli Selatan Regency. attended by 9 ICS representatives. • Training of RSPO Internal Audit dated 15 November 2021 by ICEBA (<i>Indonesia Cerdas Berdaya</i>) and TUVRheinland. <p>Training for smallholders: Field School of sustainable palm oil operation dated 31 January – 18 February 2022 by Conservation International Indonesia. The training covered the aspect as follows:</p> <ol style="list-style-type: none"> a. Day 1: FPIC and hazardous waste training. b. Day 2: Occupational Safety and Health, environment and High Conservation Value. c. Day 3: GAP on Peat and mineral, firefighting in land. d. Day 4: gender, riparian and Good Agricultural Practices, including capacity building on record keeping for production (input, yield, transactions). 	
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		<p>This training attended by respective member in each farmer sub-group (<i>Kelompok Tani /KT</i>) including female members.</p>	
<p>Milestone B</p>	<p>Smallholders are managing their farms effectively and maintain records of production and transaction data of all FFB sale</p>	<p>The flow chart of records starting from "Smallholder Personal Oil Palm Record Book" (<i>Buku Catatan Kebun</i>) covering records of personal data and plots detail, harvesting, manuring, and spraying. Then the personal data will be recapped in the group level. The production data recapped in the section 4 of that document "Record of FFB Sales".</p> <p>Based on document verification, each smallholders member has been recording their production in "Smallholder Personal Oil Palm Record Book". Sample taken from the farmer sub-group (<i>Kelompok Tani /KT</i>) as follows:</p> <ul style="list-style-type: none"> • KT Maju Bersama: smallholder on behalf of Swarno – SJLS/MB-SA/57/2021 3.30 Ha has been recorded his FFB production 2020 (51,906 MT) and 2021 (49,192 MT) • KT Maju Jaya: smallholder on behalf of Muhammad Rosul – SJLS/MB-SA/31/2021 1.00 Ha has been recorded his FFB production 2020 (17,280 MT) and 2021 (15,714 MT) • KT Sejahtera: smallholder on behalf of Senin – SJLS/S-BT/18/2021 0.67 Ha has been recorded his FFB production 2020 (5,812 MT) and 2021 (5,835 MT) • KT Satahi: smallholder on behalf of Idris Sanjaya – SJLS/HB-BT/24/2021 0.36 Ha has been recorded his FFB production 2020 (3,207 MT) and 2021 (4,857 MT) • KT Marsada Roha: smallholder on behalf of Zulkipli – SJLS/WI-BT/04/2021 4.00 Ha has been recorded his FFB production 2020 (33,354 MT) and 2021 (33,190 MT) 	<p>Complied</p>

		All records of FFB sales also can be traceable from this record book. The smallholders used to sell their FFB to the local FFB collector who is a part of their communities.																																													
Criteria 1.3: Smallholders implement good agricultural practices (GAP) on their farms.																																															
Eligibility	Smallholders commit to implementing good agricultural practices on their farms. (Reference Smallholder Declaration, 1.1.E, Annex 2).	<p>The smallholder commitment to implementing good agricultural practices written on smallholders declaration namely "Surat Pernyataan Pekebun". Those documents signed by each member during registration to join SJLS. For example:</p> <table border="1"> <thead> <tr> <th>No</th> <th>Name</th> <th>Farmer sub-group (<i>Kelompok Tani / KT</i>)</th> <th>Signed Date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Saring Widiyanto</td> <td>Satahi</td> <td>13 August 2021</td> </tr> <tr> <td>2</td> <td>Jermanto</td> <td>Satahi</td> <td>16 August 2021</td> </tr> <tr> <td>3</td> <td>Sumadi</td> <td>Satahi</td> <td>13 August 2021</td> </tr> <tr> <td>4</td> <td>Idris Sanjaya</td> <td>Satahi</td> <td>10 August 2021</td> </tr> <tr> <td>5</td> <td>Sugiri</td> <td>Satahi</td> <td>13 August 2021</td> </tr> <tr> <td>6</td> <td>Asfan Siregar</td> <td>Marsada Roha</td> <td>13 August 2021</td> </tr> <tr> <td>7</td> <td>Zulkipli</td> <td>Marsada Roha</td> <td>13 August 2021</td> </tr> <tr> <td>8</td> <td>Sugiman</td> <td>Sejahtera</td> <td>19 August 2021</td> </tr> <tr> <td>9</td> <td>Suartim</td> <td>Sejahtera</td> <td>19 August 2021</td> </tr> <tr> <td>10</td> <td>Saparuddin</td> <td>Sejahtera</td> <td>16 August 2021</td> </tr> </tbody> </table>	No	Name	Farmer sub-group (<i>Kelompok Tani / KT</i>)	Signed Date	1	Saring Widiyanto	Satahi	13 August 2021	2	Jermanto	Satahi	16 August 2021	3	Sumadi	Satahi	13 August 2021	4	Idris Sanjaya	Satahi	10 August 2021	5	Sugiri	Satahi	13 August 2021	6	Asfan Siregar	Marsada Roha	13 August 2021	7	Zulkipli	Marsada Roha	13 August 2021	8	Sugiman	Sejahtera	19 August 2021	9	Suartim	Sejahtera	19 August 2021	10	Saparuddin	Sejahtera	16 August 2021	Complied
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Milestone A	Smallholders complete training on Good Agriculture Practices (GAP).	<p>The Group Manager, ICS Team, including Smallholders have been given complete trainings on farm business operations, monitoring and planning since the preparation of RSPO initial certification until annual refreshment training as follows:</p> <p>Training for smallholders: Field School of sustainable palm oil operation dated 31 January – 18 February 2022 by Conservation International Indonesia. The training covered the aspect as follows:</p> <ol style="list-style-type: none"> Day 1: FPIC and hazardous waste training. Day 2: Occupational Safety and Health, environment and High Conservation Value. Day 3: GAP on Peat and mineral, firefighting in land. Day 4: gender, riparian and Good Agricultural Practices (fertilizer application, chemical spraying, manual weeding, etc). 	Complied																												

		<p>This training attended by respective member in each farmer sub-group (<i>Kelompok Tani / KT</i>) including female members.</p>	
<p>Milestone B</p>	<p>Smallholders have adopted GAP on their farms and are tracking productivity through, but not limited to, records of FFB sales.</p>	<p>Smallholders under SJLS has had the "Management Plan of Plantation" document under the Module 2: Upkeep. This section covered the monthly record of:</p> <ul style="list-style-type: none"> • Rainfall • Upkeep: <ol style="list-style-type: none"> 1. Circle weeding and path 2. Manual weeding 3. Selective weeding 4. Pruning • Fertilizing: <ol style="list-style-type: none"> 1. Nitrogen → Urea 2. Phosphor → SP36 3. Kalium → KCL 4. Nitrogen Phosphor Kalium → Mutiara 5. Magnesium → Dolomite 6. Boron → Borate 7. Zinc → Zn 8. Organic → empty fruit bunch application or dung. <p>Those schedules written in a monthly basis.</p>	<p>Complied</p>

		<p>Furthermore, the smallholder has prepared the guidance and record for their upkeep plan. For example, smallholders on behalf Sugiri from KT Satahi can show his upkeep plan and monitoring for 2020 – 2022.</p> <p>Based on field, all smallholders sampling plot is in a good condition especially on the weeding management. Manual weeding usually conducted 3 – 4 times a year. Most of the smallholders only using manual weeding due to their responsibility to reduce chemical.</p> <p>Through the field visit and visual observation obtained information that there is no pest infestation in the sampling plot. The trees and leaf are good condition. However, the smallholders have been planted the beneficial plant such as <i>Turnera subulata</i> as an early warning system instrument where the beneficial plant purpose as a host plant for in eat leaf caterpillar predator. For example, <i>Turnera subulata</i> in smallholder plot on behalf of Sugiri and Sumadi (member of KT Satahi).</p> <p>Some smallholder also applied dung fertilizer. For example, smallholder member on behalf of Mika Paruntungan Simatupang (member of KT Dos Roha) with 125 bag of dung fertilizer for 1 Ha (@125 trees).</p> <p>Based on document verification, each smallholders member has been recording their production in "Smallholder Personal Oil Palm Record Book". Sample taken from the farmer sub-group (<i>Kelompok Tani</i> /KT) as follows:</p> <ul style="list-style-type: none"> • KT Maju Bersama: smallholder on behalf of Swarno – SJLS/MB-SA/57/2021 3.30 Ha has been recorded his FFB production 2020 	
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<p>Principle 2: Ensure Legality, Respect for Land Rights and Community Wellbeing Comply with the law and respect communities’ rights</p>			
<p>Criteria 2.1: Smallholders have legal or customary rights to use the land in accordance with national and local laws, and customary practices</p>			
<p>Eligibility</p>	<p>Smallholders provide the coordinates or maps of their plots and evidence of ownership, or rights to use the land (refer to appendix 1).</p>	<p>Based on consultation with stakeholders, it is known that there are no customary rights in SJLS plot.</p> <p>SJLS has had the smallholder registry that covering the maps and coordinates of all members based on participatory mapping during 2018 – 2020. This process was in collaboration between SJLS and Yayasan Konservasi Cakrawala Indonesia (YKCI).</p>	<p>Non-compliance</p>

		<p>SJLS also have a Group Manager Decree No. SK: 35/SJLS/III/2021 dated 17 July 2021 related to the land demarcation. The land demarcation can be from permanent poles, areca trees or trenches.</p> <p>Based on interview with the ICS board obtained information that SJLS has had the procedure to ensure all the smallholders plot have legal right. Each plot demarcated with the boundary poles or trenches.</p> <p>Non-compliance:</p> <p>SLJS has not provided accurate maps and coordinates in its Farmer plot. Based on the results of the RSPO LUCA assessment in March 2022 a riparian area of 7.91 Ha was identified. However, based on the results of a direct visit by SJLS officials in July 2022, the calculated riparian area is 7.50 ha, therefore, there is a difference by 0.41 ha, namely the plot owned by farmer Azwar Anas.</p>	
<p>Milestone A</p>	<p>Smallholders can demonstrate legal ownership or native and/or customary rights to use the land or demonstrate that they are in the process of legalisation of that right.</p>	<p>All of smallholders have had land title in the form of:</p> <ul style="list-style-type: none"> - Land Certificate (SHM – <i>Sertifikat Hak Milik</i>) which is land title issued by Agrarian Agency. SHM is a highest individual land title in Indonesia, signed by Agrarian Agency in Regency level. - Decree of Land Ownership History (SKT – <i>Surat Keterangan Tanah</i>) which is issued by Village Head. - Grand Letter (<i>Surat Hibah</i>), a letter of land grant from parent to son/daughter. - Land Acquisition Deed (AJB – <i>Akta Jual Beli</i> and/or SJB – <i>Surat Jual Beli</i>) which is issued by Village Head. 	<p>Complied</p>

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No	Name	farmer sub-group (<i>Kelompok Tani / KT</i>)	Land Title	Ha	Smallholder Declaration Date
1	Saring Widianto	Satahi	SHM No. 530/2012	0.93	13 August 2021
2	Jermanto	Satahi	SHM No. 196/1997	1.72	16 August 2021
3	Sumadi	Satahi	SJB dated 13 June 2016	2.39	13 August 2021
4	Idris Sanjaya	Satahi	Grand Letter (<i>Surat Hibah</i>), acknowledge by Village Head, dated 22 August 2013	0.36	13 August 2021
5	Sugiri	Satahi	SHM No. 243/1998	1.11	13 August 2021
6	Asfan	Marsada Roha	SHM No. 669/2014	0.77	13 August 2021
7	Zulkipli	Marsada Roha	SJB dated 31 March 2017	4.00	13 August 2021

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		8	Sugiman	Sejahtera	SHM No. 200/2014	1.99	19 August 2021
		9	Suartim	Sejahtera	AJB No. 640/92/2003	4.00	13 August 2021
		10	Saparuddin	Sejahtera	SKHM (SKT) No. 286/140/SKHM /XI/2021	0.5	16 August 2021
		11	Repon	Sejahtera	SHM No. 131/2012	0.38	13 August 2021
		12	Senin	Sejahtera	SHM No. 130/2012	0.67	13 August 2021
		13	Jatoropan	Maju Jaya	Land Tenure (<i>Surat Penguasaan Tanah</i>) No. 593.2/031/2015 dated 7 April 2015	0.96	13 August 2021
		14	M. Rosul	Maju Jaya	SKT No. 141/08/01/2020	1.00	10 September 2021
		15	Sugianto	Maju Jaya	SKT No. 141/11/01/2020	0.50	10 September 2021
		16	Hasanudin Harahap	Maju Jaya	SKT No. 141/09/01/2020	1.00	10 September 2021

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		17	Swarno	Maju Bersama	SKT No. 141/135/2020	3.30	10 September 2021	
Milestone B	Smallholder plots are clearly and visibly demarcated and maintained, and the smallholders are operating only within these boundaries.	Based on field observation of plots of samples (mentioned in 2.1 MS A), it can be shown that all land demarcations are available clearly, visibly, and maintained. All smallholders can demonstrate their land boundaries. There is no indication of land disputes. It also has been verified based on consultation with Village Head of Tindoan Laut and Agrarian Agency.						Complied
Criteria 2.2: Smallholders have not acquired lands from indigenous peoples, local communities or other users without their free, prior and informed consent, based on a simplified FPIC approach.								
Eligibility	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).	<p>All smallholders have signed the Declaration of Independent Smallholder that has been set in Annex 2 RSPO ISH Standard, such as having farm legality, not buy land from indigenous people without FPIC, as well as to provide information related to those to the Group Manager.</p> <p>Through the public consultation with village head and government agencies has been obtained information that there was no indigenous people around the smallholder plots. However, the lands acquired from previous landowners who were surrounding community. Every land acquisition has involved Village Head as a community representative and boundaries witness to ensure there is no dispute or land grabbing.</p> <p>Based on field verification, also can be concluded that there is no land dispute in the field.</p>						Complied

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<p>Milestone A</p>	<p>For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).</p>	<p>All smallholders have signed the Declaration of Independent Smallholder that has been set in Annex 2 RSPO ISH Standard, such as having farm legality, not buy land from indigenous people without FPIC, as well as to provide information related to those to the Group Manager.</p> <p>Through the public consultation with village head and government agencies has been obtained information that there was no indigenous people around the smallholder plots. However, the lands acquired from previous landowners who were surrounding community. Every land acquisition has involved Village Head as a community representative and boundaries witness to ensure there is no dispute or land grabbing.</p> <p>Based on field verification, also can be concluded that there is no land dispute in the field.</p>	<p>Complied</p>
<p>Milestone B</p>	<p>For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).</p>	<p>All smallholders have signed the Declaration of Independent Smallholder that has been set in Annex 2 RSPO ISH Standard, such as having farm legality, not buy land from indigenous people without FPIC, as well as to provide information related to those to the Group Manager.</p> <p>Through the public consultation with village head and government agencies has been obtained information that there was no indigenous people around the smallholder plots. However, the lands acquired from previous landowners who were surrounding community. Every land acquisition has involved Village Head as a community representative and boundaries witness to ensure there is no dispute or land grabbing.</p>	<p>Complied</p>

		Based on field verification, also can be concluded that there is no land dispute in the field.	
Criteria 2.3: The right to use the land is not disputed by indigenous peoples, local communities or other users			
Eligibility	Smallholders declare any existing disputes on the land commit to resolving said disputes and provide information on the current status of those disputes (if any) (refer to appendix 1).	<p>Every smallholder of SJLS has signed the Smallholder Declarations. The clauses in Smallholder Declaration have comprised Annex 2 RSPO Independent Smallholder Standard of 2019, such as to declare land legality status and to declare land dispute if any.</p> <p>The Group Manager has identified and made the history of land tenure and land dispute declaration.</p> <p>Based on document review, interview with the smallholders and stakeholders, as well as field observation, can be concluded that currently there is no any existing dispute in operational area of SJLS.</p>	Complied
Milestone A	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involve	Based on document review, interview with the smallholders and stakeholders, as well as field observation, can be concluded that currently there is no any existing dispute in operational area of SJLS.	Complied
Milestone B	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involve	Based on document review, interview with the smallholders and stakeholders, as well as field observation, can be concluded that currently there is no any existing dispute in operational area of SJLS.	Complied
Criteria 2.4: Smallholder plots are located outside of areas classified as national parks or protected areas, as defined by national, regional or local law or as specified in National Interpretation.			
Eligibility	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).	SJLS has demonstrated plantation overlay map of operational area with Tapanuli Selatan Regency spatial planning map; forest area map – and from the overlaid plantation map it was verified the smallholder	Non-compliance

		<p>members oil palm plantation located outside national park or forest area or other area not allocated for plantation development. Map scale 1:125,000.</p> <p>Source of map:</p> <ul style="list-style-type: none"> - From Tapanuli Selatan Regency "<i>Peraturan Daerah Tapanuli Selatan No.5 Tahun 2017 tentang Rencana Tata Ruang Wilayah Provinsi Sumatera Utara Kabupaten Tapanuli Selatan</i>" – spatial planning for Tapanuli Selatan Regency. From overaly against this map, the oil palm plantation was located under spatial area for plantation, wetland agriculture, dryland agriculture. - From Ministry of Morestry "<i>Surat Keputusan Kementerian Lingkungan Hidup dan Kehutanan No.SK.579/Menhut-II/2014 tentang Kawasan Hutan Provinsi Sumatera Utara</i>" – forest area allocation in Sumatera Utara Province. From overlay against this map, the oil palm plantation was located under "<i>Area Penggunaan Lain/APL</i>" – non-forested area. <p>Non conformity:</p> <p>SJLS has not been able to show the results of the overlay map of SJLS with the last edition of the PIPB map (Indicative Map for Termination of Granting New Permits for Primary Natural Forest and Peatland).</p>	
<p>Milestone A</p>	<p>Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).</p>	<p>SJLS has demonstrated plantation overlay map of operational area with Tapanuli Selatan Regency spatial planning map; forest area map – and from the overlaid plantation map it was verified the smallholder members oil palm plantation located outside national park or forest area or other area not allocated for plantation development. Map scale 1:125,000.</p>	<p>Non-compliance</p>

		<p>Source of map:</p> <ul style="list-style-type: none"> - From Tapanuli Selatan Regency “<i>Peraturan Daerah Tapanuli Selatan No.5 Tahun 2017 tentang Rencana Tata Ruang Wilayah Provinsi Sumatera Utara Kabupaten Tapanuli Selatan</i>” – spatial planning for Tapanuli Selatan Regency. From overaly against this map, the oil palm plantation was located under spatial area for plantation, wetland agriculture, dryland agriculture. - From Ministry of Morestry “<i>Surat Keputusan Kementerian Lingkungan Hidup dan Kehutanan No.SK.579/Menhut-II/2014 tentang Kawasan Hutan Provinsi Sumatera Utara</i>” – forest area allocation in Sumatera Utara Province. From overlay against this map, the oil palm plantation was located under “<i>Area Penggunaan Lain/APL</i>” – non-forested area. <p>Non conformity:</p> <p>SJLS has not been able to show the results of the overlay map of SJLS with the last edition of the PIPB map (Indicative Map for Termination of Granting New Permits for Primary Natural Forest and Peatland).</p>	
<p>Milestone B</p>	<p>Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).</p>	<p>SJLS has demonstrated plantation overlay map of operational area with Tapanuli Selatan Regency spatial planning map; forest area map – and from the overlaid plantation map it was verified the smallholder members oil palm plantation located outside national park or forest area or other area not allocated for plantation development. Map scale 1:125,000.</p> <p>Source of map:</p> <ul style="list-style-type: none"> - From Tapanuli Selatan Regency “<i>Peraturan Daerah Tapanuli Selatan No.5 Tahun 2017 tentang Rencana Tata Ruang Wilayah Provinsi Sumatera Utara Kabupaten Tapanuli Selatan</i>” – spatial planning for 	<p>Non-compliance</p>

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		<p>Tapanuli Selatan Regency. From overaly against this map, the oil palm plantation was located under spatial area for plantation, wetland agriculture, dryland agriculture.</p> <p>- From Ministry of Morestry "<i>Surat Keputusan Kementerian Lingkungan Hidup dan Kehutanan No.SK.579/Menhut-II/2014 tentang Kawasan Hutan Provinsi Sumatera Utara</i>" – forest area allocation in Sumatera Utara Province. From overlay against this map, the oil palm plantation was located under "<i>Area Penggunaan Lain/APL</i>" – non-forested area.</p> <p>Non conformity: SJLS has not been able to show the results of the overlay map of SJLS with the last edition of the PIPB map (Indicative Map for Termination of Granting New Permits for Primary Natural Forest and Peatland).</p>	
<p>Criteria 2.5: For new planting, smallholders do not clear or acquire any land without obtaining the free, prior and informed consent (FPIC), of indigenous people and/or local communities and/or other users , based on a simplified FPIC approach.</p>			
<p>Eligibility</p>	<p>For new oil palm planting, smallholders commit not to clear or acquire land from indigenous people, local communities, or other users without their free, prior and informed consent, based on a simplified FPIC approach (refer to appendix 1).</p>	<p>All smallholder of SJLS have signed the Smallholder Declaration. In the declaration, each member committed to not clear or acquire land from indigenous people, local communities, or other users without their free, prior and informed consent. Moreover, SLJS has no plan for developing new planting in the future.</p>	<p>Complied</p>
<p>Milestone A</p>	<p>A Smallholders complete training on how to conduct a simplified FPIC approach.</p>	<p>Even though neither any new planting has been conducted nor plan to conduct new planting, the smallholders have been given simplified FPIC approach training as a preventive action of land clearing/acquisition with no FPIC. The simplified FPIC approach training has been included on 14 September 2021 and 31 January 2022.</p>	<p>Complied</p>

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		Moreover, SJLS has established SOP of FPIC (No. SOP14/SJLS/III/2021 dated 17 July 2021) and SOP of Conflict Resolution (No. SOP21/SJLS/III/2021 dated 17 July 2021).	
Milestone B	Based on a simplified FPIC approach, smallholders jointly agree on a plan with the affected indigenous peoples and/or local communities and/or other rights holders, including vulnerable groups, for new oil palm developments, if these involve land-use change.	SJLS has neither any new planting nor plan to conduct new planting in the near future. However, SJLS has established SOP of FPIC (No. SOP14/SJLS/III/2021 dated 17 July 2021) and SOP of Conflict Resolution (No. SOP21/SJLS/III/2021 dated 17 July 2021).	Complied
Principle 3: Respect human rights, including workers' rights and conditions Safeguard human rights and protect workers' rights, ensuring safe and decent working conditions.			
Criteria 3.1: There is no use of forced labour.			
Eligibility	Smallholders commit to no use of forced labour and ensure that any use of forced labour on the farm is terminated at Eligibility. They provide information on the source of labour on the farm, including family, contract and hired labour (refer to appendix 1).	<p>Group Manager of Sawit Jaya Lestari Saseba (SJLS) has established Policy/Decree concerning Forced Labour, Discrimination and Human Trafficking in Decree Number 011/SJLS/III/2021 dated 17 July 2021, stated:</p> <ol style="list-style-type: none"> a. Every cooperative member prohibited to conduct discriminative (color, race, tribe, religion, group, gender and politic affiliation) b. Prohibited to do or conduct forced labor to workers or someone else in every situation. c. Prohibited to do human trafficking in every form and also no using illegal worker. <p>Disseminations/trainings of these SOP/Policy have been conducted in:</p> <ul style="list-style-type: none"> • Hapesong Baru field school on 13 August 2021 • Janji Matogu field school on 9 September 2021 • Malombu field school on 25 September 2021 	Complied

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		<p>All smallholder members have signed statements/declarations that the farmers are committed to no forced labour. This statement is stated in the "RSPO Certification Commitment" on number D.3; that "Ensure that there is no forced labour in operational and stop forced labour practice if they are still existing".</p> <p>Samples of RSPO Certification Commitment was seen for:</p> <ol style="list-style-type: none"> a. RSPO Certification Commitment on behalf of Khairuddin Simanjuntak dated 13 August 2021 b. RSPO Certification Commitment on behalf of Zulkarnain Simbolon dated 15 August 2021 c. RSPO Certification Commitment on behalf of Alam Marbun dated 9 September 2021 d. RSPO Certification Commitment on behalf of Sugiman dated 19 August 2021 e. RSPO Certification Commitment on behalf of Sukaidi dated 19 August 2021 f. RSPO Certification Commitment on behalf of Ramadhan Chaniago dated 19 August 2021 g. RSPO Certification Commitment on behalf of Sariadi dated 19 August 2021 h. RSPO Certification Commitment on behalf of Saparuddin dated 16 August 2021 i. RSPO Certification Commitment on behalf of Nurhidayatno dated 19 August 2021 j. RSPO Certification Commitment on behalf of Gimun dated 19 August 2021 k. RSPO Certification Commitment on behalf of Suwardi dated 13 July 2021 	
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		<p>l. RSPO Certification Commitment on behalf of Kasim dated 13 August 2021</p> <p>m. RSPO Certification Commitment on behalf of Jermanto dated 16 August 2021</p> <p>n. RSPO Certification Commitment on behalf of Pardikin dated 19 August 2021</p> <p>o. RSPO Certification Commitment on behalf of Mukmin dated 14 August 2021</p> <p>p. RSPO Certification Commitment on behalf of Saring Widianto dated 13 August 2021</p> <p>q. RSPO Certification Commitment on behalf of Sudarman dated 16 August 2021</p> <p>Based on information from ICS, the workers for harvesting, manuring and spraying are hired directly by the smallholders (members). The worker usually comes from their family member/relatives or from the same village. The agreement is temporarily based on the activity itself. For example, for harvesting 2 rounds a month, manual weeding 3 – 4 rounds a year. The worker is free to quit their job anytime. No indication of forced labor.</p>	
<p>Milestone A</p>	<p>Smallholders complete training on free and fair labour and implement measures to ensure that all work is voluntary, and the following practices are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents including but not limited to passports; • Payment of recruitment fees by workers; • Contract substitution; • Involuntary overtime; 	<p><i>Please refer to 3.1 Eligibility for training records</i></p> <p>The material provided at the training includes:</p> <p>a. Fair employment practices:</p> <ul style="list-style-type: none"> • There is no identity holder (KTP-Identity Card) • No recruitment fees • No voluntary overtime • Members' freedom to resign 	<p>Complied</p>

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	<ul style="list-style-type: none"> • Lack of freedom of workers to resign; • Penalty for termination of employment; • Debt bondage; • Withholding of wages 	<ul style="list-style-type: none"> • There are no penalties for resigning • No bonded work • There are no withholding wages <p>b. Compliance with the minimum age of workers as regulated by regional, provincial or national regulations (Law No. 13 of 2003)</p> <p>c. Not placing children in hazardous work</p> <p>d. Placing adult supervision of child laborers working in the field</p> <p>e. Ensure that children's rights to education are respected and are not restricted.</p> <p>Providers of the training materials was from FoKSBI (Forum Kelapa Sawit Berkelanjutan Indonesia and Unilever to ICS on 17 September 2021. Training to all smallholder was conducted on 31 January 2022 – 18 February 2022.</p> <p>ICS of Sawit Jaya Lestari Saseba has attended several trainings such as:</p> <ul style="list-style-type: none"> a. Training of Trainer about Gender Equality and Workers Rights on 17 September 2021, held by FoKSBI and Unilever. b. Internal Control System Training on 1-5 November 2021, held by FoKSBI. Unilever and Conservation International Indonesia c. Internal Audit RSPO Training on behalf of Berlin S.Pd in 15 November 2021, held by TUV Rheinland 	
<p>Milestone B</p>	<p>Workers on the farm, including their families, have unrestricted access to their identity documents, have freedom of movement and can declare that their employment is freely chosen.</p>	<p>During the field visit obtained information that there is no usage of migrant worker in SJLS plots. All workers come from their family member/relatives or from the same village. There is no bounded agreement with the worker. The worker is free to quit their job anytime.</p>	<p>Complied</p>

Criteria 3.2			
Children are not employed or exploited. Work by children is acceptable on family farms, under adult supervision and when not interfering with education programmes. Children are not exposed to hazardous working conditions.			
Eligibility	<p>Smallholders are aware of what defines child labour and ensure that any child labour in the farm operations is terminated at Eligibility. Awareness of child labour and commitment to no child labour includes:</p> <ol style="list-style-type: none"> 1. Compliance with the minimum age of workers and as defined by local, state, or national law, 2. Not exposing children to hazardous work. 3. Providing adult supervision of young people working on the farm. 4. Ensuring the practice of children’s rights to education is unrestricted and respected. <p>(Refer to appendix 1).</p>	<p>Group Manager of Sawit Jaya Lestari Saseba (SJLS) has established Policy/Decree concerning prohibition of child labour set under Decree No. 08/SJLS/III/2021 dated 17 July 2021 point 3 "<i>Berkomitmen untuk tidak mempekerjakan anak dibawah umur sesuai dengan peraturan perundang-undangan yang berlaku</i>".</p> <p>All smallholder members have signed statements/declarations that the farmers are committed to not using child labour. This statement is stated in the "RSPO Certification Commitment" on number D.8; that "Ensure that there are no child labour practices in plantation operations and stop the practice of child labour that is still running".</p>	Complied
Milestone A	<p>Group managers and smallholders implement measures to protect children as follows:</p> <ol style="list-style-type: none"> 1. There are no workers on smallholder farms under the age of 15 or under the minimum age defined by local, state or national law, whichever is higher. 2. Children are only permitted to help on family farms and are not permitted to perform dangerous, hazardous or heavy work. 3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable. 	<p>Based on field visit and interview with the smallholders sampling and some workers obtained information that there is no underage worker (children) allowed to work in the smallholders plots. However, the farmer’s children who above 15 years old are allowed to help their parents to collect loose fruit during during school off, under supervision by their parents.</p> <p>As per July 2022, SJLS has had the database of worker that usually work in the smallholders plots. According to the database, there is no record of underage worker usage. All workers aged up to 18 years.</p>	Complied
Milestone B	<p>Group managers and smallholders implement measures to protect children as follows:</p>	<p>Based on field visit and interview with the smallholders sampling and some workers obtained information that there is no underage worker (children) allow to work in the smallholders plots. However, the farmer’s children who above 15 years old are allowed to help their</p>	Complied

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	<ol style="list-style-type: none"> 1. There are no workers on smallholder farms under the age of 15 or under the minimum age defined by local, state or national law, whichever is higher. 2. Children are only permitted to help on family farms and are not permitted to perform dangerous, hazardous or heavy work. 3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable. 	<p>parents to collect loose fruit during during school off, under supervision by their parents.</p> <p>As per July 2022, SJLS has had the database of worker that usually work in the smallholders plots. According to the database, there is no record of underage worker usage. All workers aged up to 18 years.</p>	
<p>Criteria 3.3: Workers’ pay complies with minimum legal requirements, mandatory industry standards as defined by national law or collective bargaining, whichever takes priority in local regulations.</p>			
<p>Eligibility</p>	<p>Smallholders commit to pay workers according to minimum legal requirements or mandatory industry standards (Refer to appendix 1).</p>	<p>Group Manager Sawit Jaya Lestari Saseba has established Policy/Decree to pay workers with a minimum wage in accordance with regulation, set in Group Manager Decree No. 09/SJLS/III/2021 dated 17 July 2021 about Human Rights, point 4 stated “Hak untuk bekerja dan mendapatkan upah layak”.</p> <p>All smallholder members have signed statements/declarations that the farmers are committed to not using child labour. This statement is stated in the “RSPO Certification Commitment” on number D.4; that “Paid minimum wage in accordance to national rule”.</p> <p>Please refer to 3.1 Eligibility for samples of RSPO Certification Commitment Letter.</p> <p>The organization has documented the annual Governor Decree concerning minimum wage.</p> <p>Minimum Wage of 2022:</p>	<p>Complied</p>

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Based on North Sumatra Governor Decree 188.44/784/KYIS/2021 dated 30 November 2021 concerning the determination of the Tapanuli Selatan Regency Minimum Wage of 2022, amount of IDR 2,903,042.34 per month.

Conversion in accordance to PP No 36/2021 article 16 dated 2 February 2021

Minimum wage	Monthly (IDR)	Rate per Hours (IDR)	Rate per day (IDR)
2022	2,903,042.34	23,040.02	116,121.69

All workers are hired directly by the smallholder and their wages follow the rules set by the organization in Group Manager Decree No. 015/SJLS/III/2021 dated 20 June 2021 about Wage Payment.

Payrate for workers:

Workers	Wages (IDR)	Indicator
Harvester	200 - 300	per kg FFB
FFB weight measurement	25,000	per ton FFB
Pruning	4,000 – 6,000	per tree
Spraying	6,000	per knapsack
Fertilizer	40,000	per bag plus distribution
Interrow weeding (manual)	100,000	per day (5 hours)
Circle weeding (manual)	4,000 – 6,000	per tree

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		<p>Based on calculation per working hours, the wages detailed in table are above the minimum wage.</p> <p>Furthermore, Group Manager SJLS also issued the Group Manager Decree No. 015/SJLS/III/2021 dated 28 July 2022 related to worker payment according to the table above.</p>	
Milestone A	Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups, including women.	<p>During the field visit and interview with the workers obtained information that the payment has been aligned with the decree above and paid timely manner. For example:</p> <ul style="list-style-type: none"> • Harvesting in plot on behalf of Swarno – KT Maju Bersama paid the harvester IDR 350/kg plus the loose fruit belong to the harvester. • Manual weeding in plot on behalf of M. Rosul – KT Maju Jaya as follows: <ul style="list-style-type: none"> ➢ Daily: IDR180,000/day ➢ Package: IDR800,000/Ha ➢ Circle weeding manual: IDR5,000K/tree • Manuring rate in plot on behalf of Swarno – KT Maju Bersama IDR 40,000/bag plus transport and distribution. <p>Based on interview with the workers obtained information that the payment is timely manner. No issues/dispute on the payment.</p>	Complied
Milestone B	Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups including women.	<p>During the field visit and interview with the workers obtained information that the payment has been aligned with the decree above and paid timely manner. For example:</p> <ul style="list-style-type: none"> • Harvesting in plot on behalf of Swarno – KT Maju Bersama paid the harvester IDR 350/kg plus the loose fruit belong to the harvester. 	Complied

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		<ul style="list-style-type: none"> • Manual weeding in plot on behalf of M. Rosul – KT Maju Jaya as follows: <ul style="list-style-type: none"> ➢ Daily: IDR180,000/day ➢ Package: IDR800,000/Ha ➢ Circle weeding manual: IDR5,000K/tree • Manuring rate in plot on behalf of Swarno – KT Maju Bersama IDR 40,000/bag plus transport and distribution. <p>Based on interview with the workers obtained information that the payment is timely manner. No issues/dispute on the payment.</p>	
<p>Criteria 3.4: Workers understand their rights and freedom to file a complaint/grievance to group manager or relevant third parties, including RSPO.</p>			
Eligibility	Smallholders commit to respect the rights of workers to file a complaint/grievance (Refer to appendix 1).	<p>Sawit Jaya Lestari Saseba (SJLS) has a procedure for Grievance Submission of:</p> <ul style="list-style-type: none"> • Smallholder member “Standar Operasional Prosedur Pengaduan Anggota No. SOP 04/SJLS/III/2021” dated 17 July 2021, explaining: <ul style="list-style-type: none"> ➢ Smallholder members can submit their suggestions or complaints (public) to the smallholder group or directly to the Group committee. ➢ If the complaint goes through the smallholder group (Ketua Kelompok), then the group leader must submit it to the Group committee, then the appointed officer will record the complaint in the Member's Suggestion/Complaints Book. ➢ If the complaint is of important matter and confidential nature, then the report or complaint from the member will be recorded in the unpublished Member's Important Complaints Book/“Buku Pengaduan Penting Anggota yang Tidak Dipublikasikan”, where the issues are cover about: Everything that concern about race, tribe, religion; Domestic violence; Sexual harassment; Human Rights Violation. 	Complied

		<ul style="list-style-type: none"> ➤ The identity of the Whistleblower/complainant will be kept confidential. Group committee or appointed officers are prohibited from revealing the identity of the whistleblower/complainant to the public or other parties, except to the authorized party (Police) ➤ Complaints from members will be discussed in the Group Committee meeting and will be responded to at least within 2 weeks. ➤ For complaints that are suggestions, complaints and criticisms, if a decision is obtained, the reporting party will be explained about the meeting and the results of the decision, the explanation can be done verbally or in writing. ➤ If there are considered unsatisfactory, another meeting will be carried out again ➤ Complaints as mentioned in point number 3, will be identified, and investigated by the Group Committee. If the problem can be resolved amicably and through meeting, the management will hold a meeting inviting the reported party. And, if the problem is still not resolved, the Group Committee will submit the problem to the competent authorities for follow-up. • Smallholder member "Standar Operasional Prosedur Pengaduan Non Anggota No. SOP 40/SJLS/III/2021" dated 17 July 2021, explaining: <ul style="list-style-type: none"> ➤ Outsider/interested party can submit their suggestions or complaints (public) to the smallholder group or directly to the Group committee. ➤ The appointed officer will record the complaint in the "Buku Saran/Keluhan non-Anggota". 	
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Milestone A	Smallholders complete training on workers' rights to file a complaints/grievance and communicate to workers the means to file a complaint/grievance.	<p>The process towards RSPO Independent Smallholder certified in SJLS has started since 2019. Some of training and field school has been held within that time.</p> <p>Smallholders have been given awareness training on workers' rights to file a complaints/grievance during Field School of sustainable palm oil operation dated 31 January – 18 February 2022 by Conservation International Indonesia. Based on interview with sample of farmers, they have understood the worker's right to file a grievance to the group manager.</p>	Complied
Milestone B	Workers are aware of and have access to an effective means for filing a complaint/grievance.	<p>During field visit and interview with the smallholders and the worker obtained information that they understood about farmer's policy of worker's rights to file a complaint/grievance to group manager. Personal in charge for complaint/grievance handling is Group Manager, even though the smallholders prefer to discuss their unofficial complaint/grievance through the sub-group (KT) Leaders.</p> <p>Until this audit, there is no complaint/grievance submitted both from the member or external stakeholders.</p>	Complied
Criteria 3.5: Working conditions and facilities are safe and meet minimum legal requirements.			
Eligibility	Smallholders commit to providing safe working conditions and facilities (Refer to appendix 1).	<p>All smallholder members have signed statements/declarations that the farmers are committed to providing safe working conditions and facilities. This statement is stated in the "RSPO Certification Commitment" on number D.6; that "Providing a safe working condition and facilities".</p> <p>Please refer to 3.1 Eligibility for samples of RSPO Certification Commitment Letter.</p>	Complied
Milestone A	Smallholders, workers, and family members complete training and aware of health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them	Sawit Jaya Lestari Saseba has established procedure regarding health and safety, such as:	Complied

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		<p>a. No. 10/SJLS/III/2021 about "KESEHATAN DAN KESELAMATAN KERJA" dated 17 July 2021</p> <p>b. No. 11/SJLS/III/2021 about "K3 TANGGAP KEBAKARAN DAN BENCANA" dated 17 July 2021</p> <p>c. No. 12/SJLS/III/2021 about "PENGUNAAN DAN MONITORING KOTAK P3K" dated 17 July 2021</p> <p>d. No. 20/SJLS/III/2021 about "PENGENDALIAN RESIKO DAN MITIGASI KECELAKAAN KERJA" dated 17 July 2021</p> <p>OHS risk analysis was available and can be seen in Procedure d. No. 20/SJLS/III/2021 about "PENGENDALIAN RESIKO DAN MITIGASI KECELAKAAN KERJA" dated 17 July 2021, covering office activity, fertilizer and agrochemical warehouse, harvesting, FFB transportation, manuring and upkeeping. OHS risk analysis will be updated if there are new risk identified.</p> <p>Fire handling training has been carried out on 17 September 2021 held by FoKBSI, Unilever and PT. Austindo Nusantara Jaya (ANJ). Evidence of training can be shown. Meanwhile, training to members was conducted in 7 – 10 February 2022. Evidence of training was sighted such as Activity Report, attendance list and training materials. The understanding of ICS and members regarding fire handling will be verified in Initial Audit Assessment.</p> <p>Training for pesticide use was conducted on 10 September 2020, 14 October 2020 and 19 November 2020. Evidence of training was sighted such as Activity Report, attendance list and training materials.</p>	
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		<p>In procedure No. 10/SJLS/III/2021 about "KESEHATAN DAN KESELAMATAN KERJA" dated 17 July 2021 stated that the organization provide samples of PPEs. Evidence of PPEs delivery to "Pengurus Kelompok Tani" on April – May 2022 was available.</p> <p>Identification of PPEs for each work was available in procedure No. 20/SJLS/III/2021 about "PENGENDALIAN RESIKO DAN MITIGASI KECELAKAAN KERJA" dated 17 July 2021, such as :</p> <ul style="list-style-type: none"> • Harvester: Safety helmet, Safety boots, rubber hand gloves, "sarung egrek" • Spraying workers: Apron, Masker, Rubber Hand gloves, Safety glasses <p>Based on procedure No 12/ SJLS/III/2021, first aid equipment was provided by SJLS and located in Office and in members location.</p>	
<p>Milestone B</p>	<p>Workers, including smallholder family members, have access to safe working conditions and amenities that include:</p> <ul style="list-style-type: none"> • Safe and adequate housing, where applicable, • Access to basic first aid supplies • Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work. • Adequate drinking water • Access to toilets 	<p>Based on field visit and interview with the worker obtained information that there is no worker stay in plots. All workers usually live in village which is close to the village area. That why there is no issues related to toilets access so far.</p> <p>During their activity, SJLS has provided appropriate PPE such as safety helmet for harvester, apron/mask/boots for the chemical applicator. Through the interview gathered the information from the harvester in plot on behalf of Swarno – KT Maju Bersama who is equipped with safety helmet and working tools for free. The workers usually bring their own drinking water during work.</p>	<p>Complied</p>
<p>Criteria 3.6: There is no discrimination, harassment, or abuse on the farm.</p>			

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<p>Eligibility</p>	<p>Smallholders commit to no discrimination, harassment or abuse on the farm (Refer to appendix 1).</p>	<p>Group Manager Sawit Jaya Lestari Saseba has established Policy/Decree concerning Forced Labour, Discrimination and Human Trafficking in Decree Number 011/SJLS/III/2021 dated 17 July 2021, stated:</p> <ul style="list-style-type: none"> a. Every cooperative members prohibited to conduct discriminative (color, race, tribe, religion, group, gender and politic affiliation) b. Prohibited to do or conduct forced labour to workers or someone else in every situation. c. Prohibited to do human trafficking in every form and also no using illegal worker. <p>Moreover, the Group Manager has established Policy/Decree commit to no discrimination, harassment or abuse, set in Group Manager Decree No. 09/SJLS/III/2021 dated 17 July 2021 about Human Rights, such as:</p> <ul style="list-style-type: none"> • point 3, "The right not to be tortured, enslaved and harassed" • point 5, "Right to receive equal treatment, without discrimination" <p>All smallholder members have signed statements/declarations that the farmers are committed to not using child labour. This statement is stated in the "RSPO Certification Commitment" on number D.7; that "No discrimination, harassment or violence in plantation".</p>	<p>Complied</p>
<p>Milestone A</p>	<p>Smallholders complete training on workplace discrimination, harassment and abuse and are aware of need for a safe workspace.</p>	<p>Smallholders have been given awareness training on workplace discrimination, harassment and abuse during Field School of sustainable palm oil operation dated 31 January – 18 February 2022 by Conservation International Indonesia. Based on interview with sample of farmers, they have understood related need for a safe workspace.</p>	<p>Complied</p>

<p>Milestone B</p>	<p>Workers freely express that they are working in a place that is free from discrimination, harassment or abuse.</p>	<p>The smallholders usually hired their workers from their family/relatives or the village mate. Based on interview with the workers, there is no discrimination, harassment or abuse reported so far.</p>	<p>Complied</p>
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Principle 4: Protect, conserve and enhance ecosystems and the environment

Protect the environment, conserve biodiversity, enhance ecosystems and ensure sustainable management of natural resources.

Preamble

High Conservation Value (HCVs) and High Carbon Stock (HCS) forests

This Independent Smallholder Standard is pursuing the objective of the RSPO Smallholder Strategy to increase smallholder inclusion, prioritise improved practices which also benefit smallholder livelihoods, whilst also upholding the core sustainability requirements. This includes the protection of areas of HCV and HCS forests. The RSPO has developed a simplified HCV methodology for identifying, protecting and managing HCVs that provides guidance for both existing and new planting (see here).

Aligned with the new HCS requirements in the RSPO 2018 P&Cs, the RSPO, in consultation with the HCSA Steering Group, intends to develop a simplified combined HCV-HCS approach to identify and protect HCS forests. The simplified and combined HCV-HCS approach for independent smallholders will be open to public consultation and will be published no later than November 2020.

In the meantime, independent smallholders are not allowed to clear any primary forests or any areas required to protect or enhance HCVs and HCS forests, as committed by signing the Smallholder Declaration. Until the simplified combined HCV-HCS approach and tool for independent smallholders is available, new plantings will only be permitted in low risk areas. The definition and procedure for identification of low risk areas will be defined by a Smallholder No Deforestation Task Force.

Remediation and Compensation Procedure (RaCP)

Remediation and compensation are required for any clearance since November 2005 without prior HCV assessment (see criterion 4.2) and any clearance since November 2019 without prior HCS assessment.

The requirements as outlined in the RaCP (2015) is not fully applicable for independent smallholders. For independent smallholders, this RSPO ISH Standard is focused on developing an appropriate RaCP mechanism such as on-site remediation (with funding mechanisms to be determined) as this is contextually appropriate to the scale of independent smallholder production and enables independent smallholders to maximise positive environmental impact on-site. The requirement means that quantified liability is disclosed and assessed through a land use change analysis (LUCA) supported by the RSPO Secretariat.

Criteria 4.1: High Conservation Values (HCVs) on the smallholder plot or within the managed area and High Carbon Stock (HCS) forests identified after November 2019 using the simplified combined HCV-HCS approach, are managed to ensure that they are maintained and/or enhanced.

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<p>Eligibility</p>	<p>Smallholders commit to protect HCVs and HCS forests through the precautionary practices approach (Refer to appendix 1).</p>	<p>Sawit Jaya Lestari Saseba and all smallholder member has a commitment to protect the HCV area and maintain HCV area.</p> <p>Smallholder members signed statement letter "Surat Pernyataan Pekebun Sawit Jaya Lestari Saseba". The statement letter consists commitment of each member to:</p> <ul style="list-style-type: none"> • Committed to the importance sustainable production • To follow RSPO principle, criteria and indicator • Committed to: <ul style="list-style-type: none"> • No new planting and no expansion of existing farms in area that are currently primary forests, HCV areas, HCS forests, in riparian areas, or on steep slopes (more than 25 degrees or as in National Interpretation); • No new planting on peat and replanting on peat only in areas with low risk of flooding and saline intrusion; 	<p>Complied</p>
<p>Milestone A</p>	<p>Smallholders complete training on and are aware of:</p> <ul style="list-style-type: none"> • The importance of maintaining and conserving HCVs and HCS forests • Human-wildlife conflict; and • Rare, threatened and endangered species and important ecosystems. 	<p>The trainings related HCV has been conducted as follows:</p> <ul style="list-style-type: none"> • Field School of sustainable palm oil operation dated 11 October to 12 December 2018 by Conservation International Indonesia, UNDP, and Agrarian Agency of Tapanuli Selatan Regency. Attended by 3 person of ICS representatives. • Field School of sustainable palm oil operation dated 1 April – 6 July 2019 by Conservation International Indonesia, UNDP, and Local Government Agency of Tapanuli Selatan. Attended by all ICS board. • RSPO P&C and ICS Training dated 10 – 11 September 2019 by RSPO, Conservation International Indonesia, Unilever, and Government of Tapanuli Selatan Regency. attended by 9 ICS representatives. 	<p>Complied</p>

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		<ul style="list-style-type: none"> Field School of sustainable palm oil operation dated 31 January – 18 February 2022 by Conservation International Indonesia. <p>Those trainings have covered the important to conserve HCV, prevent human-wildlife conflict, and related RTE species.</p>																
Milestone B	Smallholders implement precautionary practices and manage and maintain rare, threatened and endangered species, HCVs and HCS forests, where applicable	<p>Non conformity: Sawit Jaya Lestari Saseba has not been able to show detailed information on HCV in its operational area, so it cannot manage and monitor the HCV area.</p> <p>Based on the 2022 SJLS HCV Identification Report, it is stated that there are SJLS operational areas that are included in the HCV area. However, it has not clearly stated the plots and hectares included in the HCV area.</p>	Non-compliance															
<p>Criteria 4.2: Where the existing smallholder plot has been planted and cleared after November 2005 or is on an area identified as HCS forests after November 2019 up to the eligibility period, a RaCP process appropriate for smallholders based on Land Use Change Analysis (LUCA) will be applicable (reference preamble).</p>																		
Eligibility	Smallholders provide information on all smallholder plots converted and planted with oil palm after 2005, through use of the simplified combined HCV- HCS approach for Smallholders (Refer to appendix 1).	<p>According to data of smallholder palm oil year planting, there are 212 plots of smallholder with total area 298.00 Ha planting after November 2005 (2006 - 2018), based on disclosure template:</p> <table border="1"> <thead> <tr> <th>Year of Oil Palm Planting</th> <th>Number of Smallholder (members)</th> <th>Total area planted on that year (Ha)</th> </tr> </thead> <tbody> <tr> <td>2006</td> <td>27</td> <td>38.33</td> </tr> <tr> <td>2006, 2007</td> <td>1</td> <td>1.80</td> </tr> <tr> <td>2006, 2011, 2015</td> <td>1</td> <td>1.39</td> </tr> <tr> <td>2006, 2013</td> <td>1</td> <td>2.00</td> </tr> </tbody> </table>	Year of Oil Palm Planting	Number of Smallholder (members)	Total area planted on that year (Ha)	2006	27	38.33	2006, 2007	1	1.80	2006, 2011, 2015	1	1.39	2006, 2013	1	2.00	Complied
Year of Oil Palm Planting	Number of Smallholder (members)	Total area planted on that year (Ha)																
2006	27	38.33																
2006, 2007	1	1.80																
2006, 2011, 2015	1	1.39																
2006, 2013	1	2.00																

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		2007	8	14.79	
		2007, 2017	1	1.04	
		2008	17	21.52	
		2008, 2014, 2018	1	5.00	
		2009	10	13.45	
		2009, 2014	1	2.50	
		2010	25	33.22	
		2011	12	16.82	
		2012	13	14.00	
		2013	15	21.56	
		2014	15	23.72	
		2015	22	26.97	
		2016	11	14.91	
		2017	7	9.31	
		2018	1	0.43	
Milestone A	Group members develop a plan to identify the maximum area for on-siteremediation of HCVs lost since 2005 and HCS forests lost since November 2019, through a participatory process and the plan is submitted to RSPO.	<p>Sawit Jaya Lestari Saseba has reported the disclosure form to RSPO, filling up the excel template for 198 smallholder members, 212 land parcels and total planted area of 298.05 Ha.</p> <p>The Smallholder Land Use Change Analysis has been conducted and review by RSPO (consultant Skymap Global (M) Sdn Bhd) dated 17 March 2022. According to LUCA report conclude that:</p> <ul style="list-style-type: none"> - Total area will be certified: 298.05 Ha - Total number of smallholder: 198 - Date of HCV assessment: 22 October 2021 			Complied

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		<ul style="list-style-type: none"> - Date of HCV report issue: 22 October 2021 - Total area of separate landholding with non-compliant land clearing: 263.43 Ha - Total area of raw liability: 259.48 Ha - Total area of conservation liability: 0.00 Ha - Environmental remediation areas: 7.91 Ha - Result of LUC Analysis Methodology Review: Passed <p>Furthermore, SJLS evaluated the LUCA result area by conducting direct visit to the field in July 2022.</p> <p>Based on documentation of correspondence between SJLS and the RSPO Secretariat, with the last email from RSPO dated 6 October 2022 stating that LUCA SJLS is a PASS with a Final Conservation Liability (FCL) of 0 ha, and a Remediation Area (riparian on 29 smallholder plots) of 7.91 ha.</p>	
Milestone B	An RSPO-approved plan to remediate for HCVs lost since 2005 and HCS forests lost since November 2019 is implemented.	Based on documentation of correspondence between SJLS and the RSPO Secretariat, with the last email from RSPO dated 6 October 2022 stating that LUCA SJLS is a PASS with a Final Conservation Liability (FCL) of 0 ha, and a Remediation Area (riparian on 29 smallholder plots) of 7.91 ha.	Complied
<p>Criteria 4.3: New planting of independent smallholders, since November 2019:</p> <ul style="list-style-type: none"> • Do not replace any HCVs • Do not replace any HCS forests as defined by the simplified combined HCV-HCS approach • Are not on steep slopes (more than 25 degrees or as in the National Interpretation) • Are not on peat areas of any depth. 			

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Eligibility	Smallholders provide information on all planned new plantings and commit that no new planting are on HCVs or HCS forests, on steep slopes (more than 25 degrees or as in the National Interpretation) or on peat (Refer to appendix 1).	Based on interview with Group Manager, stated the smallholder member does not planned for new planting since 2019. Based on data of oil palm planting Sawit Jaya Lestari Saseba, there was no oil palm planted after November 2019. Mostly smallholder plots have been planted since 2006 – 2018. This also confirmed with liability disclosure form submitted to RSPO.	Complied
Milestone A	Before any land preparation commences, group members develop an integrated management plan through a participatory approach to maintain or enhance HCVs as well as HCS forests identified after November 2019, as identified by the simplified combined HCV and HCS approach, before any land preparation commences	Based on interview with Group Manager, stated the smallholder member does not planned for new planting since 2019. Based on data of oil palm planting Sawit Jaya Lestari Saseba, there was no oil palm planted after November 2019. Mostly smallholder plots have been planted since 2006 – 2018. This also confirmed with liability disclosure form submitted to RSPO.	Complied
Milestone B	Smallholders have an RSPO approved integrated management plan for their planned new planting and share a notice of this plan with those involved in the participatory mapping before any land preparation commences.	Based on interview with Group Manager, stated the smallholder member does not planned for new planting since 2019. Based on data of oil palm planting Sawit Jaya Lestari Saseba, there was no oil palm planted after November 2019. Mostly smallholder plots have been planted since 2006 – 2018. This also confirmed with liability disclosure form submitted to RSPO.	Complied
Criteria 4.4: Where smallholder plots exist on peat, subsidence and degradation of peat soils is minimised by use of best management practices.			
Eligibility	Group manager confirms presence of peat on existing plots within the group and smallholders on peat commit to using best management practices (BMPs), and minimizing subsidence and degradation of peat soils (Refer to appendix 1).	The Group Manager of Sawit Jaya Lestari Saseba has not been able to show detailed information on peat land owned by farmers in its operational area, so they have not been able to carry out management related to measuring peat subsidence and degradation. So it cannot confirm the presence of peat soil in members of farmer sub-group (<i>Kelompok Tani / KT</i>) or farmer plots.	Non-compliance

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		<p>The smallholder has signed statement letter "Surat Pernyataan Pekebun Sawit Jaya Lestari Saseba". The statement letter consists commitment of each member to:</p> <ul style="list-style-type: none"> • Committed to the importance sustainable production • To follow RSPO principle, criteria and indicator • Committed to: <ul style="list-style-type: none"> No new planting on peat and replanting on peat only in areas with low risk of flooding and saline intrusion; <p>However, based on the soil map in the HCV identification that was carried out in April 2022, the types of soil in the smallholder plantation of Sawit Jaya Lestari Saseba consist of Inceptisols, Andisols, Entisols and Histosols. Identified the type of Histosol soil which is peat soil covering an area of 4.12 Ha</p> <table border="1" data-bbox="1131 869 1955 1133"> <thead> <tr> <th>Soil type</th> <th>Hectarage (Ha)</th> <th>Percentage (%)</th> </tr> </thead> <tbody> <tr> <td>Andisol (from volcanic ash)</td> <td>94.73</td> <td>11.50</td> </tr> <tr> <td>Entisol (from volcanic ash)</td> <td>31.30</td> <td>3.80</td> </tr> <tr> <td>Histosol (from organic matter/peat)</td> <td>4.12</td> <td>0.50</td> </tr> <tr> <td>Inceptisol (from young rock formation)</td> <td>693.60</td> <td>84.20</td> </tr> </tbody> </table> <p>To ensure the presence of peat in the SJLS area, using the PIPPB map. However SJLS has not yet overlaps the map of SJLS farmers' areas with the latest PIPB map on 2022 period (Peta Indikatif Penghentian Pemberian Izin Baru Hutan Alam Primer dan Lahan Gambut) based on the Minister of Environment and Forestry Decree No. SK 1629/MENLHK-PKTL/IPSHD/PL.1/3/2022 dated March 11, 2022</p>	Soil type	Hectarage (Ha)	Percentage (%)	Andisol (from volcanic ash)	94.73	11.50	Entisol (from volcanic ash)	31.30	3.80	Histosol (from organic matter/peat)	4.12	0.50	Inceptisol (from young rock formation)	693.60	84.20	
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		<p>concerning <i>Penetapan peta indikatif penghentian pemberian perizinan berusaha, persetujuan penggunaan kawasan hutan, atau perubahan peruntukan kawasan hutan baru pada hutan alam primer dan lahan gambut Tahun 2022</i>. So that SJLS has not been able to show detailed information related to peat areas.</p> <p>Based on the HCV Identification report in May 2022, SJLS has combined the SJLS map with the PIPPIB map (Peta Indikatif Penghentian Pemberian Izin Baru Hutan Alam Primer dan Lahan Gambut) for the 2019 period (Surat Keputusan Menteri Lingkungan Hidup dan Kehutanan No. SK. 7099/MENLHK-PKTL/IPSDH/PLA.1/8/2019).</p> <p>Non conformance:</p> <p>However, the map of the SJLS farmer area with the latest PIPIB has not yet been carried out based on the Decree of the Minister of Environment and Forestry No. SK 1629/MENLHK-PKTL/IPSHD/PL.1/3/2022 dated March 11, 2022 concerning Stipulation of an indicative map for the termination of granting business permits, approval of forest area use, or changes to the designation of new forest areas in primary natural forests and peatlands in 2022 period I. So that SJLS has not been able to show the latest information related to the existence of peat areas on the land of its members.</p>	
Milestone A	Smallholders complete training on best management practices (BMPs) for peat. The group has an action plan to minimize risk of fire, to apply BMPs for plantings on peat and manage water systems in the certification unit.	Group Manager has joined Training on Peat BMP “Praktik Pengelolaan Terbaik Budidaya Kelapa Sawit di Lahan Gambut untuk Pekebun Swadaya RSPO, Webinar – Belajar dari Petani Siak, 24 Agustus 2021” dated 24 August 2021.	Complied

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		However, based on the lates verification (evidence of NC Closure on indicator 4.4 Eligibility in page 22), it is known that there is no peat land in SJLS farms.	
Milestone B	Smallholders implement the group’s action plan based on BMPs, including fire and water management, and monitoring of subsidence rate for existing planting on peat.	Based on the lates verification (evidence of NC Closure on indicator 4.4 Eligibility in page 22), it is known that there is no peat land in SJLS farms.	Complied
Criteria 4.5: Plots on peat are replanted only on areas with low risk of flooding or saline intrusion as demonstrated by a risk assessment.			
Eligibility	Smallholders commit to provide information on all plans for replanting and commit that replanting will only be in areas with low risk of flooding or saline intrusion (Refer to appendix 1).	Based on interview with smallholder members, ICS and committee it was confirmed that there is no planned for new plantings (After November 2019) for their plantation. The oldest crop in the SJLS farmer's garden is the 2006 planting year (16 years) and the youngest crop is the 2018 planting year (4 years). So that SJLS farmers have no planning related to replanting.	Complied
Milestone A	Smallholders with plots on peat complete training on identification of future risks of flooding or saline intrusion and alternate land development strategies.	Based on interview with smallholder members, ICS and committee it was confirmed that there is no planned for new plantings (After November 2019) for their plantation. The oldest crop in the SJLS farmer's garden is the 2006 planting year (16 years) and the youngest crop is the 2018 planting year (4 years). So that SJLS farmers have no planning related to replanting.	Complied
Milestone B	Prior to replanting on peat smallholders complete a risk assessment related to flooding or saline intrusion and, where there is high risk, present a plan that includes alternate land development strategies, referencing alternative livelihood planning.	Based on interview with smallholder members, ICS and committee it was confirmed that there is no planned for new plantings (After November 2019) for their plantation. The oldest crop in the SJLS farmer's garden is the 2006 planting year (16 years) and the youngest crop is the 2018 planting year (4 years). So that SJLS farmers have no planning related to replanting.	Complied
Criteria 4.6: Fire is not used on the oil palm plot for preparing land or for pest control, nor open fire for waste management on the farm.			

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Eligibility	Smallholders commit to no burning for preparing land or for pest control, nor open fire for waste management. Group manager records evidence of prior burning of members joining the group (Refer to appendix 1).	<p>Smallholders has had the commitment to not burning for preparing land or for pest control, nor open fire for waste management in Group Manager Decree No: 013/SJLS/III/2021 dated 17 July 2021.</p> <p>In the Smallholder Declaration No. 15 stated that Farmers are committed to not using fire in land preparation, pest control, or waste control.</p> <p>For waste management stated in document, it has been set in SOP of Waste Management No. SOP18/SJLS/III/2021" dated 17 July 2021.</p> <p>Through the Decree of the Chairman of the SJLS Association No. 013/SJLS/III/2021 dated July 28, 2022 concerning the prohibition of burning land and no peat, no forest, no conflict is stated in point 4. Regarding the prohibition of destroying organic and inorganic waste using burning methods.</p> <p>This Decree has been agreed (and signed) by all SJLS farmers at the Socialization of the Decree on August 1 – 26, 2022.</p>	Complied
Milestone A	<p>There is no physical evidence of new burning (after eligibility) for land preparation for oil palm by smallholders. Smallholders complete training on and are aware of:</p> <ul style="list-style-type: none"> • Alternatives to fire for land preparation and farm waste management (where appropriate possible). • Alternatives to fire for pest control. • Fire prevention and how to respond to and manage fires in their plots. 	<p>The smallholders have attended the training related to fire usage in Field School of sustainable palm oil operation dated 31 January – 18 February 2022 by Conservation International Indonesia. The training covered the aspect as follows:</p> <ol style="list-style-type: none"> a. Day 1: FPIC and hazardous waste training. b. Day 2: Occupational Safety and Health, environment and High Conservation Value. c. Day 3: GAP on Peat and mineral, firefighting in land. d. Day 4: gender, riparian and Good Agricultural Practices. 	Complied
Milestone B	Smallholders do not use fire or practice burning for land preparation, waste management or pest control on the farm. For pest control, fire	Based on field visits to the Sejahtera farmer sub-group (<i>Kelompok Tani /KT</i>) area and interviews with farmers Sugiman, Suartim, Saparudin,	Complied

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	<p>may be used only in exceptional circumstances i.e. where no other effective measures exist and with prior approval of relevant authority.</p>	<p>Repon and Senen, that there is no use of fire for land preparation (but using chemical and mechanical), there are no traces of burning organic and inorganic waste in the field.</p> <p>Based on an interview with the Head of Tindan Laut (Mr. Josmar), that there were no complaints from villagers related to the use of fire to carry out land preparation in SJLS.</p> <p>Smalholder has also signed a statement in the form of a Smallholder's Affidavit relating to the use of fire for land use and pest and disease control, in the part of the planter's commitment (number 15), that: Do not carry out burning to prepare the land or pest and disease control.</p> <p>In the Procedure for Pests and Diseases of Oil Palm Plants No. SOP28 /SJLS/III/2021 dated July 17, 2021, that in the control of pests and plant diseases, there are only 3 methods, namely:</p> <ul style="list-style-type: none"> • Physical control (hand picking) • Biological control (biological) planting beneficial plants and exploiting predators • Chemical Control <p>Based on interviews with several farmers during field visits (Mr. Sugiman, Mr. Suartim, Mr. Saparudin, Mr. Repon and Mr. Monday) that they stated that there was no practice of using fire during land clearing and controlling pests and diseases. During a field visit to the farmer's area, there was no evidence of the use of fire in the farmer's plot.</p>	
<p>Criteria 4.7: Riparian buffer zones are identified and managed to ensure they are maintained and/or enhanced.</p>			
<p>Eligibility</p>	<p>Group manager identifies riparian buffer zones within the group and smallholders commit to no new planting in riparian zones (Refer to appendix 1).</p>	<p>Organization Sawit Jaya Lestari Saseba refers to SOP "Standar Operasional Prosedur Pengelolaan Areal Tepian Sungai No.SOP33/SJLS/III/2021" dated 17 July 2021. The river riparian management regime includes practices of: avoid chemical application 20 meters from river, for area prone to erosion – planting plant to</p>	<p>Complied</p>

		<p>reduce erosion, prohibit disposal of waste to river, prohibit disposal of palm frond to river.</p> <p>SJLS has also made and implemented sign boards related to the prohibitions in riparian buffer zone areas, missal: It is forbidden to dump garbage in the river in the Plot owned by Mr. Swarno, Mr. Monday and Mr. Zulkifli.</p> <p>The smallholder members signed statement letter "Surat Pernyataan Pekebun Sawit Jaya Lestari Saseba". The statement letter consists commitment of each member to:</p> <ul style="list-style-type: none"> • Committed to the importance sustainable production • To follow RSPO principle, criteria and indicator • Committed to: <ul style="list-style-type: none"> • No new planting and no expansion of existing farms in area that are currently primary forests, HCV areas, HCS forests, in riparian areas, or on steep slopes (more than 25 degrees or as in National Interpretation); <p>SJLS has submitted a management plan in a 7.91 ha riparian area via email to the RSPO on 7 September 2022, however, there is no approval from the RSPO yet.</p> <p>Impact Mitigation Plan on SJLS River Border in 2022, as follows:</p>	
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		Impact Mitigation on Riparian SJLS 2022 period								
		Activity	2022							
			July	August	September	October	November	December		
		Field socialization regarding the prohibition of chemical activities on river borders	Plan	Done	Done					
		Socialization of river border conservation and management	Plan	Done	Done					
		Socialization of planting bamboo plants in river border areas	Plan	Done	Done					
		Installation of HCV sign boards in areas where there are HCVs	Plan		In progress					
		Installation of Hazardous Waste Signs	Plan		In progress					
		Evaluation and monitoring of the implementation of riparian area management activities	Plan			Done	Done			
			Realization							

Milestone A	Smallholders complete training on and are aware of riparian buffer zone management, and the group has an action plan to maintain and/or enhance riparian buffer zones.	<p>Smallholder members have participated in training on riparian management:</p> <ul style="list-style-type: none"> • Training module “Pelatihan Riparian Sungai/Sempadan Sungai – Training of Trainer PPL untuk Sawit Berkelanjutan BPP Batangtoru” dated 15 September 2021. Training provider: the PPL in Batangtoru District. • Dated 10 February 2022 training on gender equality and river riparian management, attended by 15 participants from Malombu Bukkas SL.1; • Dated 11 February 2022 training on gender equality and river riparian management, attended by 10 participants from Sihuik-huik SL.2 and SL.3; • Dated 11 February 2022 training on gender equality and river riparian management, attended by 8 participants from Sihuik-huik SL.1 and Janji Matogu; 	Complied
Milestone B	Smallholders maintain and/or enhance riparian buffer zone areas.	SJLS has also made and implemented sign boards related to the prohibitions in riparian buffer zone areas, missal: It is forbidden to	Complied

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		<p>dump garbage and used chemist in the river in the Plot owned by Mr. Swarno, Mr. Senin and Mr. Zulkifli.</p> <p>Planting of bamboo and meranti trees to reduce erosion of river borders has been carried out by SJLS, for example: in the bpk plot. Zulkifli, mr Zulkarnain and mr. Patience Installation of sign bord ban on the use/application of chemicals on the river border, missal di by Mr. Swarno, Mr. Monday and Mr. Zulkifli.</p>	
<p>Criteria 4.8: Pesticides are used in ways that do not endanger health of workers, family, communities or the environment.</p>			
Eligibility	<p>Smallholders commit to phase out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions by:</p> <ul style="list-style-type: none"> • Immediately stopping purchasing of these pesticides • Phasing out use of remaining stock by MS A • Providing information for the group manager to keep record of pesticide purchase and use. <p>(Refer to appendix 1)</p>	<p>SJLS committed to not used paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions through the procedure namely "Standar Operasional Prosedur SOP29/SJLS/III/2021 dated 17 July 2021 related to Pemeliharaan dan Perawatan Tanaman Kelapa Sawit Menghasilkan" and "Standar Operasional Prosedur SOP44/SJLS/III/2021 dated 17 July 2021 related to Chemical Application".</p> <p>Those procedure stated prohibition of pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions.</p>	Complied
Milestone A	<p>Smallholders complete training on BMPs for pesticides including pesticide usage, awareness on risks for pregnant and breastfeeding women and young workers; storage and disposal; paraquat and pesticides listed by WHO Class 1A or 1B, the Stockholm or Rotterdam Conventions (and in compliance with 3.5).</p>	<p>The smallholders have attended the training related to fire usage in Field School of sustainable palm oil operation dated 31 January – 18 February 2022 by Conservation International Indonesia. The training covered the aspect as follows:</p> <ul style="list-style-type: none"> • Day 1: FPIC and hazardous waste training. • Day 2: Occupational Safety and Health, environment and High Conservation Value. • Day 3: GAP on Peat and mineral, firefighting in land. • Day 4: gender, riparian and Good Agricultural Practices. 	Complied

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		<p>SJLS through the Group Manager Decree No. 22/SJLS/XII/2021 dated 20 June 2021 related to Prohibition to Pregnant or Breastfeeding Worker to Work with Agrochemical. This decree has been disseminated to the members during the field school training. For example:</p> <ul style="list-style-type: none"> • Village of Sumuran (KT Sejahtera) on 10 February 2022 attended by 18 participants (4 worker) • Village of Malombu Bukkas (KT Maju Bersama) on 11 February 2022 attended by 20 participants (3 women). • Village of Malombu Bukkas (KT Jaya Kebunku) on 11 February 2022 attended by 16 participants (2 women). • Village of Hapesong Baru (KT Satahi) on 14 February 2022 attended by 19 participants (1 women). <p>Based on interview with the ICS Board obtains information that since the Decree released, there is no pregnant/breastfeeding worker allowed to work with chemical.</p>	
<p>Milestone B</p>	<p>Smallholders implement BMPS for all pesticide use, including prohibiting use of pesticides by pregnant and breastfeeding women and young workers, and exclusion of paraquat and pesticides that are categorized as WHO Class 1A or 1B, or those listed by the Stockholm or Rotterdam Conventions, unless when authorized by relevant authorities for pest outbreaks.</p>	<p>Based on field observation and interview with smallholders, it is known all smallholders committed to not use the paraquat and pesticides that are categorized as WHO Class 1A or 1B. Moreover, the most of smallholder no longer using chemical to control weeds. They prefer to conduct manual weeding based on their awareness related to the chemical impact. Other than that, there is no chemical application conducted by the pregnant or breastfeeding women since it is prohibited by SLJS policy.</p>	<p>Complied</p>
<p>Criteria 4.9: The group and smallholders manage pests, diseases, weeds and invasive introduced species using appropriate techniques, including but not limited to Integrated Pest Management (IPM) techniques.</p>			

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Eligibility	Not applicable	<ul style="list-style-type: none"> Not applicable 	Not Applicable
Milestone A	Smallholders complete training on and are aware of BMPs, including, but not limited to safe chemical use, IPM, weed and invasive species management.	<p>SJLS has had the procedure to manage pest, disease and weed in document Standar Operasional Prosedur No. SOP28/SJLS/III/2021 dated 17 July 2022.</p> <p>The procedure has been disseminated and become the subject of training in Field School of sustainable palm oil operation dated 31 January – 18 February 2022 by Conservation International Indonesia. The training covered the aspect as follows:</p> <ul style="list-style-type: none"> Day 1: FPIC and hazardous waste training. Day 2: Occupational Safety and Health, environment and High Conservation Value. Day 3: GAP on Peat and mineral, firefighting in land. Day 4: gender, riparian and Good Agricultural Practices. 	Complied
Milestone B	The group and smallholders maximize use of IPM approaches to minimize use of pesticides and herbicides on their farm.	<p>Until this audit informed that the smallholder of SJLS has develop the beneficial plant such as <i>Turnera subulata</i> and <i>Antigonon leptosus</i>. The Group Manager committed to fulfil 100% plot planted with beneficial plant as early warning system for eat leaf caterpillar.</p> <p>SJLS also provide barn owl box to control rat population. At the time of the audit, there are 9 barn owl boxes installed. Only 1 box occupied so far.</p> <p>During the BMP training, the trainer has suggested the landowner to conduct the manual weeding than chemical. Especially for small plot. This is reducing a lot of pesticide usage by the landowner.</p>	Complied

		Through the field visit and visual observation obtained information that there is no pest infestation in the sampling plot. The trees and leaf are good condition. However, the smallholders have been planted the beneficial plant such as <i>Turnera subulata</i> as an early warning system instrument where the beneficial plant purpose as a host plant for in eat leaf caterpillar predator. For example, <i>Turnera subulata</i> in smallholder plot on behalf of Sugiri and Sumadi (member of KT Satahi).	
Internal Control System requirements for smallholder groups.			
A – ICS: Group entity and group management requirements			
A.1 The Group demonstrates that they are legally formed.			
A.1.1			
Eligibility	The Group has appointed a group manager	SJLS has a minute of meeting appointment of Group Manager on 22 February 2021, signed by 194 members, stated that Mr. Berlin Sihombing appointed as Group Manager of SJLS.	Complied
Milestone A	The Group has appointed a group manager	SJLS has a minute of meeting appointment of Group Manager on 22 February 2021, signed by 194 members, stated that Mr. Berlin Sihombing appointed as Group Manager of SJLS.	Complied
Milestone B	The Group has appointed a group manager	SJLS has a minute of meeting appointment of Group Manager on 22 February 2021, signed by 194 members, stated that Mr. Berlin Sihombing appointed as Group Manager of SJLS.	Complied
A.1.2			
Eligibility	The group manager has evidence of legal identity.	SJLS has had legally documents as follows: <ul style="list-style-type: none"> Deed of Establishment No. 09 dated 29 September 2021 issued by Notary Zulfikar, SH, Mkn. SJLS also registered the legal entity in the Ministry of Law and Human Right under decree "<i>Keputusan Menteri Hukum dan Hak Asasi Manusia Republik Indonesia</i> 	Complied

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		<p><i>No.AHU-0012597.AH.01.07.Tahun 2021 tentang Pengesahan Pendirian Badan Hukum Sawit Jaya Lestari Saseba'</i> dated 31 October 2021 regarding legalization of legal entity of Sawit Jaya Lestari Saseba.</p> <ul style="list-style-type: none"> • Sighted the tax identification number (<i>Nomor Pokok Wajib Pajak/NPWP</i>) No. 43.778.956.3-118.000 on behalf of Petani Sawit Jaya Lestari Saseba (SJLS) that issued by KPP Pratama Padang Sidempuan. Valid since 4 October 2021. • Minute of meeting appointment of Group Manager on 22 February 2021, signed by 198 members, stated that Mr. Berlin Sihombing appointed as Group Manager of SJLS. • RSPO Membership Number: <ul style="list-style-type: none"> ➤ Membership Number: 1-0373-22-000-00 ➤ Member since: 31 March 2022 • Group Manager Decree No. 02/SJLS/III/2021 dated 3 November 2021 related to SJLS organization structure. 	
<p>Milestone A</p>	<p>The group manager has evidence of legal identity.</p>	<p>SJLS has had legally documents as follows:</p> <ul style="list-style-type: none"> • Deed of Establishment No. 09 dated 29 September 2021 issued by Notary Zulfikar, SH, Mkn. SJLS also registered the legal entity in the Ministry of Law and Human Right under decree "<i>Keputusan Menteri Hukum dan Hak Asasi Manusia Republik Indonesia No.AHU-0012597.AH.01.07.Tahun 2021 tentang Pengesahan Pendirian Badan Hukum Sawit Jaya Lestari Saseba'</i>" dated 31 October 2021 regarding legalization of legal entity of Sawit Jaya Lestari Saseba. • Sighted the tax identification number (<i>Nomor Pokok Wajib Pajak/NPWP</i>) No. 43.778.956.3-118.000 on behalf of Petani Sawit Jaya Lestari Saseba (SJLS) that issued by KPP Pratama Padang Sidempuan. Valid since 4 October 2021. 	<p>Complied</p>

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		<ul style="list-style-type: none"> • Minute of meeting appointment of Group Manager on 22 February 2021, signed by 198 members, stated that Mr. Berlin Sihombing appointed as Group Manager of SJLS. • RSPO Membership Number: <ul style="list-style-type: none"> ➤ Membership Number: 1-0373-22-000-00 ➤ Member since: 31 March 2022 • Group Manager Decree No. 02/SJLS/III/2021 dated 3 November 2021 related to SJLS organization structure. 	
<p>Milestone B</p>	<p>The group manager has evidence of legal identity.</p>	<p>SJLS has had legally documents as follows:</p> <ul style="list-style-type: none"> • Deed of Establishment No. 09 dated 29 September 2021 issued by Notary Zulfikar, SH, Mkn. SJLS also registered the legal entity in the Ministry of Law and Human Right under decree "<i>Keputusan Menteri Hukum dan Hak Asasi Manusia Republik Indonesia No.AHU-0012597.AH.01.07.Tahun 2021 tentang Pengesahan Pendirian Badan Hukum Sawit Jaya Lestari Saseba</i>" dated 31 October 2021 regarding legalization of legal entity of Sawit Jaya Lestari Saseba. • Sighted the tax identification number (<i>Nomor Pokok Wajib Pajak/NPWP</i>) No. 43.778.956.3-118.000 on behalf of Petani Sawit Jaya Lestari Saseba (SJLS) that issued by KPP Pratama Padang Sidempuan. Valid since 4 October 2021. • Minute of meeting appointment of Group Manager on 22 February 2021, signed by 198 members, stated that Mr. Berlin Sihombing appointed as Group Manager of SJLS. • RSPO Membership Number: <ul style="list-style-type: none"> ➤ Membership Number: 1-0373-22-000-00 ➤ Member since: 31 March 2022 	<p>Complied</p>

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		<ul style="list-style-type: none"> Group Manager Decree No. 02/SJLS/III/2021 dated 3 November 2021 related to SJLS organization structure. 	
A1.3			
Eligibility	The group has membership requirements.	<p>SJLS has demonstrated the procedure related to membership requirements, such as:</p> <ul style="list-style-type: none"> SOP of Membership Application No. SOP01/SJLS/III/2021. The group explains the process for member receiving. SOP of Membership Warning and Sanction No. SOP03/SJLS/III/2021. <p>All the members have signed the membership requirements and its document available in place.</p> <p>The membership documents among others:</p> <ul style="list-style-type: none"> Application and membership letter of SJLSS. Smallholder's /Declaration as required in RSPO ISH Standard Annex 2. <p>The documentation of all sample of smallholders have been verified.</p>	Complied
Milestone A	The group has membership requirements.	<p>SJLS has demonstrated the procedure related to membership requirements, such as:</p> <ul style="list-style-type: none"> SOP of Membership Application No. SOP01/SJLS/III/2021. The group explains the process for member receiving. SOP of Membership Warning and Sanction No. SOP03/SJLS/III/2021. <p>All the members have signed the membership requirements and its document available in place.</p> <p>The membership documents among others:</p>	Complied

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		<ul style="list-style-type: none"> - Application and membership letter of SJLSS. - Smallholder's /Declaration as required in RSPO ISH Standard Annex 2. <p>The documentation of all sample of smallholders have been verified.</p>	
Milestone B	The group has membership requirements.	<p>SJLS has demonstrated the procedure related to membership requirements, such as:</p> <ul style="list-style-type: none"> - SOP of Membership Application No. SOP01/SJLS/III/2021. The group explains the process for member receiving. - SOP of Membership Warning and Sanction No. SOP03/SJLS/III/2021. <p>All the members have signed the membership requirements and its document available in place.</p> <p>The membership documents among others:</p> <ul style="list-style-type: none"> - Application and membership letter of SJLSS. - Smallholder's /Declaration as required in RSPO ISH Standard Annex 2. <p>The documentation of all sample of smallholders have been verified.</p>	Complied
A.1.4			
Eligibility	All members have signed and acknowledged membership requirements.	<p>All the members have signed the membership requirements and its document available in place.</p> <p>The membership documents among others:</p> <ul style="list-style-type: none"> - Application and membership letter of SJLSS. - Smallholder's /Declaration as required in RSPO ISH Standard Annex 2. <p>The documentation of all sample of smallholders have been verified.</p>	Complied

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<p>Milestone A</p>	<p>All members can demonstrate understanding of membership requirements.</p>	<p>Based on interview with sample of smallholders, they have shown the understanding of membership requirements as set in procedure of membership application, such as to sign and commit the Smallholder Declaration and to implement RSPO standard in the field and also for their workers. For the one who fail to comply, will be given warning letter by Group Manager up to withdrawal from the membership.</p> <p>Based on document review and field observation, it can be concluded that overall they have managed their farms sustainably, including in the aspect of agronomy, environmental and conservation area management, no child or forced labour, implement the minimum payment, as well as to disclose information related to those to the Group Manager.</p>	<p>Complied</p>
<p>Milestone B</p>	<p>All members can demonstrate understanding of membership requirements.</p>	<p>Based on interview with sample of smallholders, they have shown the understanding of membership requirements as set in procedure of membership application, such as to sign and commit the Smallholder Declaration and to implement RSPO standard in the field and also for their workers. For the one who fail to comply, will be given warning letter by Group Manager up to withdrawal from the membership.</p> <p>Based on document review and field observation, it can be concluded that overall they have managed their farms sustainably, including in the aspect of agronomy, environmental and conservation area management, no child or forced labour, implement the minimum payment, as well as to disclose information related to those to the Group Manager.</p>	<p>Complied</p>
<p>A.2 The Group Manager is responsible for managing the Group for certification.</p>			
<p>A.2.1</p>			

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<p>Eligibility</p>	<p>The group manager has planned for the implementation of the ICS.</p>	<p>Organization SJLS has appointed PIC to responsible as Group Manager, based on Surat Keputusan SK:02/SJLS/III/2021 dated 3 November 2021 regarding Pengesahan Pengurus Sawit Jalya Lestari Saseba (SJLS) on behalf of Mr. Berlin Sihombing as Group Manager.</p> <p>The Group Manager have established plan for the implementation of ICS on the form of "Work Plan RSPO Gapoktan SJLS periode tahun 2021-2022", it contains: Objectives, activities, achievement indicators, targets, PIC and implementation time targets.</p> <p>This program has socialization to all member of ICS on</p> <p>The material and attendance list can be shown during initial audit.</p> <p>Based on interview with several farmers member of SJLS on Sejahtera farmer sub-group (<i>Kelompok Tani / KT</i>) (i.e Bpk. Sugiman, Bpk Suartim, Bpk. Saprudin, Bpk Repon and Bpk. Senin) that the farwer knwns and understood related the work program.</p> <p>Some of the program plans of SJLS activities SJLS on Period 2021-2022 includes training program, such as:</p> <p>Trainings for Group Manager and ICS Team:</p> <ul style="list-style-type: none"> • Internal Control System (ICS) training that facilitate by Forum Kelapa Sawit Berkelanjutan Tapanuli Selatan (FoKSBI), Unilever and Conservation International on 1 – 5 November 2021. Attended by all ICS board. • FFB Traceability training (Provision of farmer code and garden block signboard) conducted on August 2022 and remain in progress • Socialization of HIRA (High Risk Assessment) has conducted on February 2022 and attended by all members. 	<p>Complied</p>
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		<ul style="list-style-type: none"> • Training on the use of PPE has been held in February 2022 and was attended by all heads of farmer sub-groups. • Field School of sustainable palm oil operation dated 11 October to 12 December 2018 by Conservation International Indonesia, UNDP, and Agrarian Agency of Tapanuli Selatan Regency. Attended by 3 person of ICS representatives. • Field School of sustainable palm oil operation dated 1 April – 6 July 2019 by Conservation International Indonesia, UNDP, and Local Government Agency of Tapanuli Selatan. Attended by all ICS board. • RSPO P&C and ICS Training dated 10 – 11 September 2019 by RSPO, Conservation International Indonesia, Unilever, and Government of Tapanuli Selatan Regency. Attended by 9 ICS representatives. • Training of RSPO Internal Audit on February by ICEBA (<i>Indonesia Cerdas Berdaya</i>) and TUV Rheinland. <p>Organisasi juga telah menetapkan TIM ICS (Internal Control System) yang diketuai oleh Pak Suprpto (sebagai Komite Persetujuan dan Pengawasan) serta</p> <p>The Group Manager has had annual program of 2022 which contains training/socialization program (48 activity) and workplan 2021 – 2022 (45 activity). Progress of implementation reviewed the annual program in a monthly basis.</p>	
Milestone A	The group manager can demonstrate compliance of the ICS by individual members.	The Group Manager have established plan for the implementation of ICS on the form of "Work Plan RSPO Gapoktan SJLS periode tahun 2021-2022", it contains: Objectives, activities, achievement indicators, targets, PIC and implementation time targets.	Complied

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		<p>This workplan has socialization to all member of ICS on December 2021 and refreshment work plan on 29 June 2022 The material and attendance list can show during initial audit.</p> <p>Based on interview with several farmers member of SJLS on Sejahtera farmer sub-group (<i>Kelompok Tani / KT</i>) (i.e Bpk. Sugiman, Bpk Suartim, Bpk. Saprudin, Bpk Repon and Bpk. Senin) that the farwer knnws and understood related the work program. Several ICS work programs have been realized to some member farmers, example: Training FPIC RSPO (Free Prior Informed Consent) conducted on January-February 2022, Socialization of riparian area and installation sign board conducted on July-August 2022 to 5 villages (Sumuran, Hapesong, Tindoan Laut, Malombu, Sihuik-huik).</p>	
<p>Milestone B</p>	<p>The group manager can demonstrate compliance of the ICS by individual members.</p>	<p>The Group Manager have established plan for the implementation of ICS on the form of "Work Plan RSPO Gapoktan SJLS periode tahun 2021-2022", it contains: Objectives, activities, achievement indicators, targets, PIC and implementation time targets.</p> <p>This workplan has socialization to all member of ICS on December 2021 and refreshment work plan on 29 June 2022 The material and attendance list can show during initial audit.</p> <p>Based on interview with several farmers member of SJLS on Sejahtera farmer sub-group (<i>Kelompok Tani / KT</i>) (i.e Bpk. Sugiman, Bpk Suartim, Bpk. Saprudin, Bpk Repon and Bpk. Senin) that the farwer knnws and understood related the work program. Several ICS work programs have been realized to some member farmers, example: Training FPIC RSPO (Free Prior Informed Consent) conducted on January-February 2022, Socialization of riparian area and installation</p>	<p>Complied</p>

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		sign board conducted on July-August 2022 to 5 villages (Sumuran, Hapesong, Tindoan Laut, Malombu, Sihui-huik).	
A.2.2			
Eligibility	The group manager demonstrates understanding of the ISH Standard, group certification and related topics and has sufficient resources to manage the group.	<p>Organization SJLS has appointed PIC to responsible as Group Manager, based on Surat Keputusan SK:02/SJLS/III/2021 dated 3 November 2021 regarding Pengesahan Pengurus Sawit Jaya Lestari Saseba (SJLS) on behalf of Mr. Berlin Sihombing as Group Manager.</p> <p>The Group Manager has been trained for several RSPO requirements/ topics, such as:</p> <p>Trainings for Group Manager and ICS Team:</p> <ul style="list-style-type: none"> • Internal Control System (ICS) training that facilitate by Forum Kelapa Sawit Berkelanjutan Tapanuli Selatan (FoKSBI), Unilever and Conservation International on 1 – 5 November 2021. Attended by all ICS board. • Field School of sustainable palm oil operation dated 11 October to 12 December 2018 by Conservation International Indonesia, UNDP, and Agrarian Agency of Tapanuli Selatan Regency. Attended by 3 person of ICS representatives. • Field School of sustainable palm oil operation dated 1 April – 6 July 2019 by Conservation International Indonesia, UNDP, and Local Government Agency of Tapanuli Selatan. Attended by all ICS board. • RSPO P&C and ICS Training dated 10 – 11 September 2019 by RSPO, Conservation International Indonesia, Unilever, and Government of Tapanuli Selatan Regency. attended by 9 ICS representatives. • Training of RSPO Internal Audit dated 15 November 2021 by ICEBA (<i>Indonesia Cerdas Berdaya</i>) and TUV Rheinland. 	Complied

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		<ul style="list-style-type: none"> Group Dynamics Training by CI in June 2022. <p>The Sawit Jaya Lestari Saseba has 194 members who are consist of 13 farmer sub-group (<i>Kelompok Tani /KT</i>).</p> <p>There are 32 officers at Jaya Lestari Saseba:</p> <ul style="list-style-type: none"> Head of SJLS/Group Manager: 1 person (Mr. Berlin Sihombing) Supervisory Body: 3 people Secretary: 2 people Treasurer: 1 person Technical: 8 people Data and Documents: 8 people Internal audit: 8 people. Gender Committee: 1 person <p>The Group Manager has also assigned duties and responsibilities to the management who have been determined. Based on SOP No. SOP25/SJLS/III/2021 dated 17 July 2021 regarding Decision Making, Duties and Responsibilities of Management.</p> <p>SJLS also has the ability to make financial arrangements by a treasurer (Mr. Bata Siregar). Mr. Bata Siregar already has competence in terms of financial management at SJLS, Mr. Bata Siregar already has a training certificate on March 23, 2021 which was held by YKCI.</p>	
<p>Milestone A</p>	<p>The group manager can demonstrate capacity to manage and operate group certification and certification requirements.</p>	<p>The Sawit Jaya Lestari Saseba has 194 members who are consist of 13 farmer sub-group (<i>Kelompok Tani /KT</i>).</p> <p>There are 32 officer at Jaya Lestari Saseba:</p>	<p>Complied</p>

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		<ul style="list-style-type: none"> • Head of SJLS/Group Manager: 1 person (Berlin Sihombing) • Supervisory Body: 3 people • Secretary: 2 people • Treasurer: 1 person • Technical: 8 people • Data and Documents: 8 people • Internal audit: 8 people. • Gender Committee: 1 person <p>The Group Manager has also assigned duties and responsibilities to the management who have been determined. Based on SOP No. SOP25/SJLS/III/2021 dated 17 July 2021 regarding Decision Making, Duties and Responsibilities of Management.</p> <p>SJLS also has the ability to make financial arrangements by a treasurer (Mr. Bata Siregar). Mr. Bata Siregar already has competence in terms of financial management at SJLS, Mr. Bata Siregar already has a training certificate on March 23, 2021 which was held by YKCI.</p>	
<p>Milestone B</p>	<p>The group manager can demonstrate capacity to manage and operate group certification and certification requirements.</p>	<p>The Sawit Jaya Lestari Saseba has 194 members who are consist of 13 farmer sub-group (<i>Kelompok Tani / KT</i>).</p> <p>There are 32 officers at Jaya Lestari Saseba:</p> <ul style="list-style-type: none"> • Head of SJLS/Group Manager: 1 person (Berlin Sihombing) • Supervisory Body: 3 people • Secretary: 2 people • Treasurer: 1 person • Technical: 8 people 	<p>Complied</p>

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		<ul style="list-style-type: none"> • Data and Documents: 8 people • Internal audit: 8 people. • Gender Committee: 1 person <p>The Group Manager has also assigned duties and responsibilities to the management who have been determined. Based on SOP No. SOP25/SJLS/III/2021 dated 17 July 2021 regarding Decision Making, Duties and Responsibilities of Management.</p> <p>SJLS also has the ability to make financial arrangements by a treasurer (Mr. Bata Siregar). Mr. Bata Siregar already has competence in terms of financial management at SJLS, Mr. Bata Siregar already has a training certificate on March 23, 2021 which was held by YKCI.</p>	
A.2.3			
Eligibility	A group annual training plan is available covering the RSPO Independent Smallholder Standard, group management (which includes group objectives, structure, relevant procedures and the certification process) and other topics as outlined in the ISH Standard.	<p>The process towards RSPO Independent Smallholder certified in SJLS has started since 2019. Some of training and field school has been held within that time. The last training for Group Manager and ICS Team as follows:</p> <ul style="list-style-type: none"> • Internal Control System (ICS) training that facilitate by Forum Kelapa Sawit Berkelanjutan Tapanuli Selatan (FoKSBI), Unilever and Conservation International on 1 – 5 November 2021. Attended by all ICS board. • Field School of sustainable palm oil operation dated 11 October to 12 December 2018 by Conservation International Indonesia, UNDP, and Agrarian Agency of Tapanuli Selatan Regency. Attended by 3 person of ICS representatives. • Field School of sustainable palm oil operation dated 1 April – 6 July 2019 by Conservation International Indonesia, UNDP, and Local Government Agency of Tapanuli Selatan. Attended by all ICS board. 	Complied

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		<ul style="list-style-type: none"> • RSPO P&C and ICS Training dated 10 – 11 September 2019 by RSPO, Conservation International Indonesia, Unilever, and Government of Tapanuli Selatan Regency. attended by 9 ICS representatives. • Training of RSPO Internal Audit dated 15 November 2021 by ICEBA (<i>Indonesia Cerdas Berdaya</i>) and TUVRheinland. <p>Training for smallholders: Field School of sustainable palm oil operation dated 31 January – 18 February 2022 by Conservation International Indonesia. The training covered the aspect as follows:</p> <ol style="list-style-type: none"> a. Day 1: FPIC and hazardous waste training. b. Day 2: Occupational Safety and Health, environment and High Conservation Value. c. Day 3: GAP on Peat and mineral, firefighting in land. d. Day 4: gender, riparian and Good Agricultural Practices. <p>The training plan for 2022 written in document “Program Pelatihan dan Training Petani”. Refreshment training for GAP and RSPO ISH will conducted on November – December 2022.</p>	
<p>Milestone A</p>	<p>The group manager implements a phased approach to ensure members have progressively attended training on the ISH Standard, group management and other topics as outlined in the ISH Standard according to the group annual training plan.</p>	<p>The process towards RSPO Independent Smallholder certified in SJLS has started since 2019. Some of training and field school has been held within that time. The last training for Group Manager and ICS Team as follows:</p> <ul style="list-style-type: none"> • Internal Control System (ICS) training that facilitate by Forum Kelapa Sawit Berkelanjutan Tapanuli Selatan (FoKSBI), Unilever and Conservation International on 1 – 5 November 2021. Attended by all ICS board. 	<p>Complied</p>

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		<ul style="list-style-type: none"> • Field School of sustainable palm oil operation dated 11 October to 12 December 2018 by Conservation International Indonesia, UNDP, and Agrarian Agency of Tapanuli Selatan Regency. Attended by 3 person of ICS representatives. • Field School of sustainable palm oil operation dated 1 April – 6 July 2019 by Conservation International Indonesia, UNDP, and Local Government Agency of Tapanuli Selatan. Attended by all ICS board. • RSPO P&C and ICS Training dated 10 – 11 September 2019 by RSPO, Conservation International Indonesia, Unilever, and Government of Tapanuli Selatan Regency. attended by 9 ICS representatives. • Training of RSPO Internal Audit dated 15 November 2021 by ICEBA (<i>Indonesia Cerdas Berdaya</i>) and TUVRheinland. <p>Training for smallholders: Field School of sustainable palm oil operation dated 31 January – 18 February 2022 by Conservation International Indonesia. The training covered the aspect as follows:</p> <ol style="list-style-type: none"> a. Day 1: FPIC and hazardous waste training. b. Day 2: Occupational Safety and Health, environment and High Conservation Value. c. Day 3: GAP on Peat and mineral, firefighting in land. d. Day 4: gender, riparian and Good Agricultural Practices. <p>The training plan for 2022 written in document "Program Pelatihan dan Training Petani". Refreshment training for GAP and RSPO ISH will conducted on November – December 2022.</p>	
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Milestone B	All members attended training and can demonstrate understanding of the ISH Standard, group management and certification requirements including awareness on BMPs, HCV, environmental protection, social welfare of workers and business operations.	<p>Based on field visit, the smallholder can demonstrate their awareness and knowledge especially on BMP, HCV, environmental protection, social welfare of workers and business operations.</p> <p>Based on interview with smallholders, at the time of the audit all smallholders committed to not use the paraquat and pesticides that are categorized as WHO Class 1A or 1B. More than that, most of smallholder no longer using chemical to control weeding. They prefer to conduct manual weeding based on their awareness related to the chemical impact.</p>	Complied
B – ICS: Policies and management			
B.1 The group Internal Control System contains documented policies and procedures for operational management.			
B.1.1			
Eligibility	A group Internal Control System is available for operational management including procedures of expulsion and sanctions for members who fail to comply, and a procedure to conduct internal audits	<p>SJLS has had set of procedures for operational management including procedures of expulsion and sanctions for members who fail to comply, and a procedure to conduct internal audits.</p> <p>There are totalled 47 SOPs covering membership system, best agricultural practices, environmental, OHS, employment, and complaint mechanism, as well as the expulsion and sanction form member who fail to comply the RSPO standard, and procedure to conduct internal audit.</p> <p>For example:</p> <ul style="list-style-type: none"> - SOP of Membership Application No. SOP01/SJLS/III/2021. The group explains the process for member receiving. - SOP of Membership Warning and Sanction No. 	Complied

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		SOP03/SJLS/III/2021. - SOP of Internal Audit No. SOP07/SJLS/III/2021.	
Milestone A	The ICS is implemented and an internal audit is conducted for at least half of the group members and all audit findings are closed	SJLS directly apply initial certification to the Milestone B. The audit has been conducted for all smallholder as described in B.1.1 MS B.	Complied
Milestone B	The ICS is implemented and an annual internal audit of the group is conducted for all group members and all audit findings are resolved.	The organization has conducted an internal audit on 16 – 23 May 2022. Some findings have been identified, such as there were some farmers not disclose their land titles yet. This findings have been complied and documented.	Complied
B.1.2			
Eligibility	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	All smallholders member has provided the data such as copy of identity card, copy of family card, membership form, legal ownership documents, smallholder declaration and any other supporting document. The smallholder also has an obligation to report their production data to the board of SJLS. <i>See Criteria 1.3 Eligibility for smallholder declaration and Criteria 1.3 Milestone B for production data.</i>	Complied
Milestone A	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	All smallholders member has provided the data such as copy of identity card, copy of family card, membership form, legal ownership documents, smallholder declaration and any other supporting document. The smallholder also has an obligation to report their production data to the board of SJLS. <i>See Criteria 1.3 Eligibility for smallholder declaration and Criteria 1.3 Milestone B for production data.</i>	Complied
Milestone B	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	All smallholders member has provided the data such as copy of identity card, copy of family card, membership form, legal ownership documents, smallholder declaration and any other supporting	Complied

		document. The smallholder also has an obligation to report their production data to the board of SJLS. <i>See Criteria 1.3 Eligibility for smallholder declaration and Criteria 1.3 Milestone B for production data.</i>	
C – ICS: Group Business planning			
C.1 The group has a Business Plan prepared with the participation and contributions of all group members			
C.1.1			
Eligibility	An annual group business plan is available, which includes <ul style="list-style-type: none"> •Production and income forecasting based on historical records •Plans for expansion 	SJLS has had annual business plan as follow: <ul style="list-style-type: none"> • Long term planning for FFB tonnage, total smallholders and total area in the next 2 years. • Logbook Production of SJLS that recapitulate the production date in weekly basis. The data also calculated the income of each member. Forecasting set by the organization refer to historical record. • Until this audit, there is no plan for expansion. The organization focus only for additional member with existing plot. 	Complied
Milestone A	The group business plan is implemented and reviewed at least annually.	SJLS and the business plan have just been established prior the RSPO certification. Therefore, the implementation including review will be verified in the next surveillance assessment. The Group Manager said that the business plan will be reported and reviewed in the Annual Member’s Meeting (<i>Rapat Anggota Tahunan/RAT</i>) that will be held in the middle of 2023.	Complied
Milestone B	The group demonstrates financial stability and growth, and is able to support itself financially.	SJLS and the business plan have just been established prior the RSPO certification. Therefore, the implementation as well as premium usage will be verified in the next surveillance assessment.	Complied

		The Group Manager said that the business plan will be reported and reviewed in the Annual Member's Meeting (<i>Rapat Anggota Tahunan/RAT</i>) that will be held in the middle of 2023.	
C.2 The ICS of the group is integrated with the group's management plan.			
C.2.1			
Eligibility	A group management plan is available which includes: <ul style="list-style-type: none"> •Training/capacity building plans to improve productivity of group members. •An approach to strengthen links within the supply chain. •Plan for continuous improvement projects (i.e. on waste, soil, etc.), if any. 	SJLS has had annual program of 2022 and 2023 which contain trainings (48 activities) and workplan 2022 – 2023 (45 activities).	Complied
Milestone A	The group management plan is implemented and reviewed at least annually.	Based on document review and field observation, it can be concluded that overall the work plan has been implemented, such as have managed their farms sustainably, including in the aspect of agronomy, environmental and conservation area management, no child or forced labour, implement the minimum payment, as well as to disclose information related to those to the Group Manager. The workplan has just been established prior the RSPO certification. Therefore, the review will be verified in the next surveillance assessment.	Complied
Milestone B	The group manager demonstrates the group's compliance with this ISH Standard.	Based on document review, interview with smallholder and external stakeholders, as well as field observation, the Group Manager has able to demonstrate the compliance with ISH standard by showing compliance to legal requirements, business plan, annual work program, record of smallholder activity covering production, fertilizer input, upkeep, and IPM.	Complied

D – ICS: Group trading system for certified volumes			
D.1 The group has a procedure and system in place for the tracking of FFB.			
D.1.1			
Eligibility	Record sheets to track the annual production and sales of certified volumes, covering traceability of producers and/or traders are available.	<p>The Group Manager has had a mechanism to record monthly and annual production data for every farmer, sub-group and total group in the SOP of Harvesting Record No. SOP19/SJLS/III/2021. There is a template to record certified product and sales.</p> <p>The data of certified product and sales will be verified at Surveillance 1 (a year after granted by the RSPO Certificate).</p>	Complied
Milestone A	Group manager maintains annual production records and sales of certified volumes.	<p>The Group Manager has had a mechanism to record monthly and annual production data for every farmer, sub-group and total group in the SOP of Harvesting Record No. SOP19/SJLS/III/2021. There is a template to record certified product and sales.</p> <p>The data of certified product and sales will be verified at Surveillance 1 (a year after granted by the RSPO Certificate).</p>	Complied
Milestone B	Group Manager maintains annual production records and sales of certified volumes of all FFB sources.	<p>The Group Manager has had a mechanism to record monthly and annual production data for every farmer, sub-group and total group in the SOP of Harvesting Record No. SOP19/SJLS/III/2021. There is a template to record certified product and sales.</p> <p>The data of certified product and sales will be verified at Surveillance 1 (a year after granted by the RSPO Certificate).</p>	Complied
D.2 The group documents and implements a system for the tracking of FFB			
D.2.1			

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Eligibility	Not Applicable	Not Applicable	Not Applicable
Milestone A	The group manager maintains annual production data and sales of certified volumes through Book and Claim for the group based on actual receipts for and sales by all members	The Group Manager has had a mechanism to record monthly and annual production data for every farmer, sub-group and total group in the SOP of Harvesting Record No. SOP19/SJLS/III/2021. There is a template to record certified product and sales. The data of certified product and sales will be verified at Surveillance 1 (a year after granted by the RSPO Certificate).	Complied
Milestone B	The group manager maintains annual production data and sales of certified volumes through physical or Book and Claim for the group based on actual receipts and sales for all members and 100% all certified volumes.	The Group Manager has had a mechanism to record monthly and annual production data for every farmer, sub-group and total group in the SOP of Harvesting Record No. SOP19/SJLS/III/2021. There is a template to record certified product and sales. The data of certified product and sales will be verified at Surveillance 1 (a year after granted by the RSPO Certificate).	Complied
D.3 The group has a procedure and system for premium distribution.			
D.3.1			
Eligibility	The group and group manager have agreed on how the premiums should be used and the agreement is recorded and communicated to the group members. Prices, premiums, and timing of premium payment are clearly communicated and transparent to all group members. Premiums disbursed to members at all stages are recorded and the premiums are paid in a timely and convenient manner.	SJLS has SOP of Premium Disbursement No. SOP47/SJLS/IV/2022. It was lined out that 35% will be distributed among smallholder member; 25% allocated for business development and operational; 5% allocated for social purpose; 25% allocated for certification surveillance assessment; 10% for organization committee. The SOP has been disseminated to smallholder member on 30 June 2022 and agreed by all smallholders.	Complied

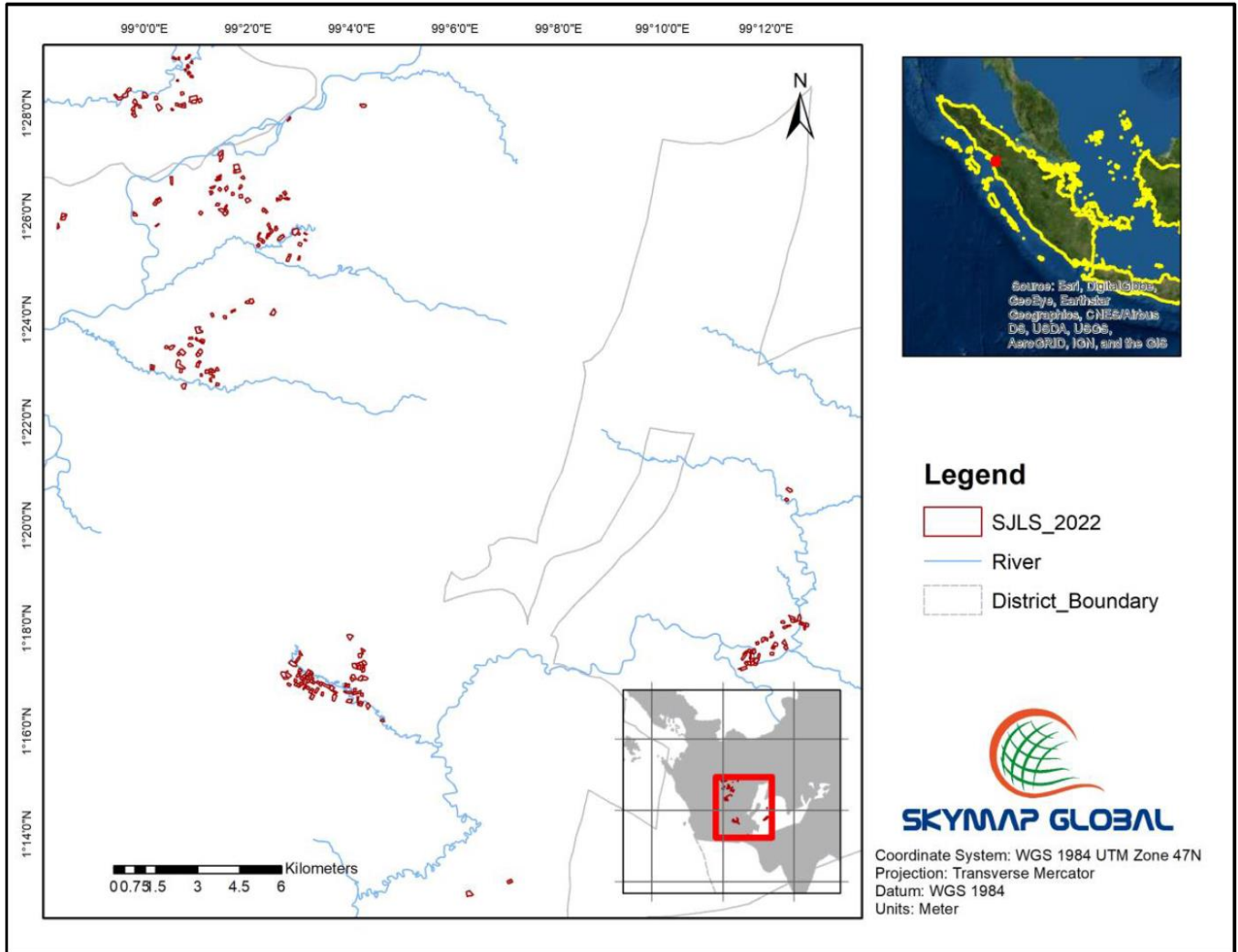
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Milestone A	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	The premium disbursement will be verified at Surveillance 1 (a year after granted by the RSPO Certificate).	Not Applicable
Milestone B	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	The premium disbursement will be verified at Surveillance 1 (a year after granted by the RSPO Certificate).	Not Applicable

Appendix B: GHG Reporting Executive Summary

Not applicable for independent smallholder

Appendix C: Location and Farms Map of Certification Unit and Supply bases



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136	Suprpto	Hapesong Baru	1° 25' 39.07" N	99° 2' 24.32" E	0.45	0.45	7.43	01/04/2022	SJLS/HB-BT/04/2021
137	Supirno	Hapesong Baru	1° 26' 04.46" N	99° 1' 4.99" E	1.00	1.00	17.05	01/04/2022	SJLS/HB-BT/05/2021
138	Ishak	Hapesong Baru	1° 25' 30.91" N	99° 2' 17.25" E	0.75	0.75	12.82	01/04/2022	SJLS/HB-BT/06/2021
139	Ali Akbar S. Sos 1	Hapesong Baru	1° 25' 12.25" N	99° 2' 46.74" E	2.27	2.27	50.43	01/04/2022	SJLS/HB-BT/07/2021
	Ali Akbar S. Sos 2	Hapesong Baru	1° 25' 11.78" N	99° 2' 58.78" E	0.85	0.85	13.00	01/04/2022	SJLS/HB-BT/07/2021
140	Rivai Pandapotan	Hapesong Baru	1° 28' 09.42" N	99° 4' 13.25" E	2.00	2.00	33.44	01/04/2022	SJLS/HB-BT/08/2021
141	Yusprianto	Hapesong Baru	1° 27' 53.77" N	99° 2' 47.33" E	0.50	0.50	8.69	01/04/2022	SJLS/HB-BT/09/2021
142	Azwar Anas	Hapesong Baru	1° 26' 02.76" N	98° 59' 48.70" E	1.39	1.39	24.31	01/04/2022	SJLS/HB-BT/11/2021
143	Sugiri 1*	Hapesong Baru	1° 25' 40.13" N	99° 3' 06.42" E	0.43	0.43	7.57	01/04/2022	SJLS/HB-BT/12/2021
	Sugiri 2	Hapesong Baru	1° 25' 27.96" N	99° 2' 59.91" E	1.11	1.11	18.93	01/04/2022	SJLS/HB-BT/12/2021
144	Sumadi*	Hapesong Baru	1° 25' 35.62" N	99° 2' 37.77" E	2.39	2.39	43.38	01/04/2022	SJLS/HB-BT/13/2021
145	Ramijo	Bandar Tarutung	1° 25' 50.22" N	99° 0' 14.59" E	0.50	0.50	8.80	01/04/2022	SJLS/HB-BT/14/2021
146	Atengena Keliat 1	Hapesong Baru	1° 26' 06.47" N	99° 1' 34.98" E	1.00	1.00	18.15	01/04/2022	SJLS/HB-BT/15/2021
	Atengena Keliat 2	Hapesong Baru	1° 26' 03.87" N	99° 1' 33.11" E	1.62	1.62	26.73	01/04/2022	SJLS/HB-BT/15/2021
147	Khairuddin Simanjuntak	Hapesong Baru	1° 26' 45.64" N	99° 1' 53.75" E	1.01	1.01	23.33	01/04/2022	SJLS/HB-BT/16/2021
148	Kader	Batang Toru	1° 26' 28.00" N	99° 1' 17.29" E	1.00	1.00	16.73	01/04/2022	SJLS/HB-BT/17/2021
149	Rusli Siregar	Hapesong Baru	1° 26' 32.09" N	99° 1' 27.20" E	1.00	1.00	17.38	01/04/2022	SJLS/HB-BT/18/2021
150	Asfan Siregar*	Hapesong Baru	1° 25' 40.62" N	99° 2' 58.23" E	0.77	0.77	13.55	01/04/2022	SJLS/HB-BT/19/2021
151	Ikral Toib Siregar	Hapesong Baru	1° 26' 26.56" N	99° 1' 42.22" E	0.73	0.73	9.39	01/04/2022	SJLS/HB-BT/20/2021
152	Zul Khairi Soni Lubis	Hapesong Baru	1° 25' 32.80" N	99° 3' 06.16" E	0.41	0.41	6.77	01/04/2022	SJLS/HB-BT/21/2021
153	Mara Kuntum Sianipar	Hapesong Baru	1° 26' 43.22" N	99° 1' 25.19" E	0.90	0.90	15.35	01/04/2022	SJLS/HB-BT/22/2021
154	Doni Kurniawan Nasution	Hapesong Baru	1° 26' 46.68" N	99° 1' 26.38" E	0.92	0.92	13.53	01/04/2022	SJLS/HB-BT/23/2021
155	Idris Sanjaya*	Hapesong Baru	1° 25' 39.03" N	99° 2' 22.67" E	0.36	0.36	5.67	01/04/2022	SJLS/HB-BT/24/2021
156	Zulkarnain Simbolon	Bandar Hapinis	1° 26' 42.35" N	99° 0' 31.38" E	2.00	2.00	36.85	01/04/2022	SJLS/HB-BT/25/2021
157	Zainal Abidin Hutapea	Sibio-Bio	1° 26' 34.73" N	99° 1' 51.11" E	1.00	1.00	17.82	01/04/2022	SJLS/HB-BT/26/2021
158	Armansyah Pane 1	Hapesong Baru	1° 26' 10.85" N	99° 1' 33.88" E	1.00	1.00	18.48	01/04/2022	SJLS/WI-BT/01/2021
	Armansyah Pane 2	Hapesong Baru	1° 26' 07.52" N	99° 1' 29.28" E	2.00	2.00	37.18	01/04/2022	SJLS/WI-BT/01/2021

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189	Kaniman 1	Muara Batang Toru	1° 28' 10.26" N	99° 0' 39.60" E	2.00	2.00	26.10	01/04/2022	SJLS/S-BT/13/2021
	Kaniman 2	Muara Batang Toru	1° 28' 09.68" N	99° 0' 45.30" E	2.00	2.00	44.34	01/04/2022	SJLS/S-BT/13/2021
190	Pulung	Sumuran	1° 28' 47.40" N	99° 0' 51.25" E	0.85	0.85	14.49	01/04/2022	SJLS/S-BT/14/2021
191	Yono	Sumuran	1° 29' 00.05" N	99° 0' 54.58" E	0.48	0.48	6.60	01/04/2022	SJLS/S-BT/15/2021
192	Anto	Sumuran	1° 25' 48.92" N	98° 58' 19.82" E	0.90	0.90	15.84	01/04/2022	SJLS/S-BT/16/2021
193	Repon*	Sumuran	1° 28' 51.19" N	99° 0' 47.46" E	0.38	0.38	6.69	01/04/2022	SJLS/S-BT/17/2021
194	Senin*	Sumuran	1° 29' 04.69" N	99° 0' 34.23" E	0.67	0.67	12.38	01/04/2022	SJLS/S-BT/18/2021
Total					293.69	293.69	5,065.55		
Note: * are smallholders sampled in this audit									

Appendix E: 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
SJLS	Sawit Jaya Lestari Saseba
SOP	Standard Operating Procedure