

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

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

Client Company Name / Parent Company: PT Inti Indosawit Subur
Client Company / Parent Company Address: Jl Palembang Kav 35 – 37, Jakarta 10230, Indonesia
Certification Unit: PT Inti Indosawit Subur - Tungkal Ulu Palm Oil Mill
Location of Certification Unit: Merlung Village, Merlung District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia
Date of Final Report: 06/05/2023

TABLE of CONTENTS	Page No
Section 1: Scope of the Assessment.....	3
1. Company Details	3
2. Certification Information	3
3. Other Certifications.....	4
4. Location(s) of Mill & Supply Bases	4
5. Description of Supply Base	5
6. Plantings & Cycle.....	6
7. Summary of Certified Tonnage of FFB (Own Certified Scope)	6
8. Summary of Certified Tonnage of FFB (from other certified unit(s)).....	7
9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate).....	7
10. Summary of Certified Tonnage (MT) (not applicable for ISS)	8
11. Summary of Actual Volume sold	9
12. Independent Smallholders Certified Tonnage (MT) / Volume	10
13. Independent Smallholders Actual Sold Tonnage / Volume	11
Section 2: Assessment Process	12
2.1 Assessment Methodology, Programme, Site Visits.....	12
2.2 BSI Assessment Team	13
2.3 Assessment Plan.....	16
Section 3: Assessment Findings	20
3.1 Multiple Management Units and Time Bound Plan.....	20
3.2 Progress of scheme smallholders and/or outgrowers.....	23
3.3 Details of Nonconformities	28
3.3.1 Status of Nonconformities Previously Identified and Observations.....	31
3.3.2 Summary of the Nonconformities and Status	36
3.4 Stakeholders and previous land owner / user consultation.....	36
3.5 Impartiality and conflict of interest	42
Formal Signing-off of Assessment Conclusion and Recommendation	43
Appendix A: Summary of Findings	44
Appendix B: GHG Reporting Executive Summary	215
Appendix C: Location Map of Certification Unit and Supply bases.....	217
Appendix D: Estate Field Map.....	218
Appendix E: List of Smallholder Registered and/or sampled	219
Appendix F: List of Abbreviations.....	224

Section 1: Scope of the Assessment

1. Company Details			
Parent Company	PT. Inti Indosawit Subur		
RSPO Membership Number	1-0022-06-000-00	Membership Approval Date	06/02/2006
Address	Jl Palembang Kav 35 – 37, Jakarta 10230, Indonesia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	PT. Inti Indosawit Subur - Tungkal Ulu Palm Oil Mill		
Location / Address	Merlung Village, Merlung District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia		
Website	www.asianagri.com		
Management Representative	Mr. Ivan Novrizaldie	E-mail	Ivan_novrizaldie@asianagri.com
Telephone	(+62) 21 2301119	Facsimile	(+62) 21 2301120

2. Certification Information			
Certificate Number	RSPO 594422	Certificate Start Date	15/08/2022
Date of First Certification	15/08/2012	Certificate Expiry Date	14/08/2027
Scope of Certification	Production of Palm Oil and Palm Kernel		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input checked="" type="checkbox"/> Recertification Assessment (RA 2) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> Choose an item. <input checked="" type="checkbox"/> Indonesia National Interpretation 2020 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	60 MT/hour
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
ID05/65250	ISO 14001:2004	SGS	10/06/2023
EU-ISCC-Cert-DE100-01641122	ISCC EU	SGS	31/08/2023
SGS-ID-ISPO-0032	ISPO	SGS	20/03/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Tungkal Ulu POM	Merlung Village, Merlung District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01° 18' 01.00" S	102° 58' 53.00" E
Tungkal Ulu Estate	Merlung Village, Merlung District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01° 17' 18.00" S	102° 56' 54.00" E
KUD Bina Usaha	Cinta Damai Village (SP-1), Renah Mendaluh District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01°20' 23.50" S	102°55' 03.90" E
KUD Sawit Kita	Lampisi Village (SP-2), Renah Mendaluh District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01°19' 01.50" S	102°56' 58.90" E
KUD Karya Kita	Tanjung Benanak Village (SP-3), Merlung District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01°20' 40.10" S	102°58' 16.30" E
KUD Karya Jaya	Bukit Harapan Village (SP-4), Merlung District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01°20' 34.00" S	102°00' 35.40" E
KUD Panca Mukti	Pinang Gading Village (SP-5), Merlung District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01°19' 09.80" S	103°04' 01.10" E
KUD Sari Bumi	Adipurwa Village (SP-6), Merlung District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01°21' 50.40" S	103°02' 39.30" E
Koperasi Manunggal Jaya	Adipurwa Village (SP-6), Merlung District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01°21' 45.00" S	103°01' 38.10" E
KUD Sawit Mulia	Intan Jaya Village (SP-7), Merlung District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01°20' 36.00" S	103°05' 38.90" E

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

KUD Agro Makmur	Bukit Indah Village (SP-8), Muara Papalik District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01°19' 16.90" S	103°07' 40.60" E
KUD Harapan Jaya	Kemang Manis Village (SP-9), Muara Papalik District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01°19' 15.90" S	103°10' 05.00" 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 + HCS (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Tungkal Ulu Estate	4,323	128.32	104.68	4,556	94.89
KUD Bina Usaha (450 smallholders)	910	-	-	910	100
KUD Sawit Kita (506 smallholders)	1,028	-	-	1,028	100
KUD Karya Kita (579 smallholders)	1,168	-	-	1,168	100
KUD Karya Jaya (399 smallholders)	810	-	-	810	100
KUD Panca Mukti (384 smallholders)	792	-	-	792	100
KUD Sari Bumi (377 smallholders)	764	-	-	764	100
Koperasi Manunggal Jaya (104 smallholders)	208	-	-	208	100
KUD Sawit Mulia (676 smallholders)	1,362	-	-	1,362	100
KUD Agro Makmur (560 smallholders)	1,130	-	-	1,130	100
KUD Harapan Jaya (560 smallholders)	1,130	-	-	1,130	100
Total	13,625	128.32	104.68	13,858	98.32

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Tungkal Ulu Estate	1,843	1,510	50	920	2,480	1,843
KUD Bina Usaha (450 smallholders)	714	-	-	196	196	714
KUD Sawit Kita (506 smallholders)	606	190	-	232	422	606
KUD Karya Kita (579 smallholders)	578	-	-	590	590	578
KUD Karya Jaya (399 smallholders)	788	-	-	22	22	788
KUD Panca Mukti (384 smallholders)	570	-	-	222	222	570
KUD Sari Bumi (377 smallholders)	10	-	-	754	754	10
Koperasi Manunggal Jaya (104 smallholders)	202	-	-	6	6	202
KUD Sawit Mulia (676 smallholders)	-	-	-	1,362	1,362	-
KUD Agro Makmur (560 smallholders)	1,056	-	-	74	74	1,056
KUD Harapan Jaya (560 smallholders)	888	-	-	242	242	888
Total (ha)	7,255	1,700	50	4,620	6,370	7,255

Note: **Only Mature area is considered as production area

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 2021 – Jul 2022)	Actual (Sept 2021 - Jul 2022)		Forecast (Aug 2022 – Jul 2023)
		Previous license period	Current license period (Sep 2021 – Jul 2022)	
Tungkal Ulu Estate	70,778		44,135.92	59,933
KUD Bina Usaha (450 smallholders)	6,496		7,519.43	1,680
KUD Sawit Kita (506 smallholders)	4,672			1,078

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

KUD Karya Kita (579 smallholders)	15,482			5,638
KUD Karya Jaya (399 smallholders)	1,182			208
KUD Panca Mukti (384 smallholders)	2,365			4,174
KUD Sari Bumi (377 smallholders)	2,350			16,635
Koperasi Manunggal Jaya (104 smallholders)	468			0
KUD Sawit Mulia (676 smallholders)	100			14,423
KUD Agro Makmur (560 smallholders)	100			1,342
KUD Harapan Jaya (560 smallholders)	100			4,288
Total	104,093	5,172.74	51,655.34	109,403

Note:

The actual production of Tungkal Ulu Plasma/scheme smallholder is very low because most of them have entered the replanting period and there are some FFB delivery to factories other than Tungkal Ulu POM.

Tungkal ulu Estate actual production don't achieve the budget due some factor as above weather anomalies, too much rain causes road conditions and the transportation of FFB to be disrupted. the FFB production budget set at the beginning is an optimistic budget, however the production achievement was not as expected.

Next budget/forecast FFB Total are revised to become 109,403 MT (59,933 MT for Tungkal Ulu Estate and 49,466 MT for Scheme smallholder).

8. Summary of Certified Tonnage of FFB (from other certified unit(s))

Estate / Smallholders	Tonnage (MT) / year			Forecast (Aug 2022 – Jul 2023)
	Estimated last year (Aug 2021 – Jul 2022)	Actual (Sept 2021 - Jul 2022)		
		Previous license period	Current license period (Sep 2021 – July 2022)	
N/A		N/A	N/A	
Total		N/A		

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)

Out growers / smallholders	Tonnage (MT) / year			Forecast (Aug 2022 – Jul 2023)
	Estimated last year (Aug 2021 – Jul 2022)	Actual (Sept 2021 - Jul 2022)		
		Previous license period	Current license period (Sep 2021 – July 2022)	

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

Third Party Supplier	N/A		149,929.15	N/A
Total			149,929.15	

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	September 2021	5,194.73	11,580.44	16,775.18
2	October 2021	4,089.53	9,972.07	14,061.60
3	November 2021	4,329.43	9,468.97	13,798.39
4	December 2021	3,543.57	7,892.11	11,435.68
5	January 2022	3,529.29	7,176.70	10,705.98
6	February 2022	3,640.40	7,026.30	10,666.70
7	March 2022	4,930.99	14,173.82	19,104.81
8	April 2022	4,370.04	16,075.74	20,445.77
9	May 2022	5,012.21	15,266.24	20,278.45
10	June 2022	6,793.38	26,369.81	33,163.19
11	July 2022	6,221.77	24,926.96	32,138.57
	TOTAL	51,655.34	149,929.16	202,574.32

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Aug 2021 – July 2022)	Actual (Sept 2021 - July 2022)		Forecast (Aug 2022 – July 2023)
	Previous license period	Current license period (Sep 2021 – July 2022)	
FFB	FFB		FFB
104,093 mt		51,655.34 mt	109,403 mt
	TOTAL	51,655.34 mt	
CPO (OER: 21.92 %)	CPO (OER: 20.86 %)		CPO (OER: 21.86 %)
22,823 mt		11,810.85 mt	23,913 mt
	TOTAL	11,810.85 mt	
PK (KER: 5.25 %)	PK (KER: 5.17 %)		PK (KER: 5.25 %)
5,465 mt		2,668.64 mt	5,744 mt
	TOTAL	2,668.64 mt	

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

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	September 2021	1,164.70	277.69
2	October 2021	932.69	218.21
3	November 2021	979.79	231.03
4	December 2021	827.72	190.00
5	January 2022	816.74	185.77
6	February 2022	836.33	190.25
7	March 2022	1,116.14	259.48
8	April 2022	995.12	220.18
9	May 2022	1,147.39	254.06
10	June 2022	1,551.29	356.97
11	July 2022	1,442.94	305.00
TOTAL		11,810.85	2,688.64

11. Summary of Actual Volume sold					
Current License period (Sep 2021 – Jul 2022)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	0	9,465.74	0	0	9,465.74
PK (MT)	2,704.56	0	0	0	2,704.56
Credits	-	-	-	-	-
Previous License period					
CPO (MT)					
PK (MT)					
Credits					
Note:					

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any) (Sept 2021 – Jul 2022)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
	PT. IIS – KCP Tungkal Ulu	-	0	2,704.56
TOTAL			0	2,704.56

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

11B. Records of certified CPO & PK Sold under other schemes since the last audit (if any) (Sept2021 – Jul 2022)				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
	PT Sari Dumai Sejati	ISCC	9,465.74	0
TOTAL			9,465.74	0

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
	Nil	N/A	N/A
TOTAL		N/A	N/A

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
	Nil	N/A	N/A
TOTAL			N/A

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (N/A)			Actual (N/A)			Forecast (N/A)		
	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			N/A			N/A			N/A
IS-CSPO									
IS-CSPKO									
IS-CSPKE									
CSPK									

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

Note: 1 mt = 1 credit

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSP0	CSPK	IS-CSPKO	IS-CSPKE
Current License period (N/A)							
Credits							
Physical							
Previous License period (N/A)							
Credits							
Physical							

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

Section 2: Assessment Process

Certification Body:

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

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

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **1 – 6 August 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 28 June 2022 https://rspo.org/RSPO_Public_Notification_RAV_PT_Inti_Indosawit_Subur_-_Tungkal_Ulu_POM_English_.pdf

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

The audit programs are included in Section 2.3.

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

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

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

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.4.

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

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

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Recertification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 4)	Year 5 (ASA 5)
Tungkal Ulu POM	X	X	X	X	X
Tungkal Ulu Estate	X	X	X	X	X
KUD Bina Usaha	X				X
KUD Sawit Kita	X		X		
KUD Karya Kita		X		X	
KUD Karya Jaya		X		X	
KUD Panca Mukti	X		X		
KUD Sari Bumi		X		X	
Koperasi Manunggal Jaya	X			X	
KUD Sawit Mulia		X			X
KUD Agro Makmur			X		X
KUD Harapan Jaya			X		X

Tentative Date of Next Visit: August 1, 2023 - August 11, 2023

Total Number of Mandays: 32.5 mandays

2.2 BSI Assessment Team

Name	Role	Competency
Mujinius Jalaraya	Team Leader	<p>Education: Holds a Bachelor Degree majoring in Forest Resources Conservation and Ecotourism, Bogor Agricultural University (IPB).</p> <p>Work Experience: 6 years working experience in palm oil plantations as SHE Assistant at PT. Astra Agro Lestari Tbk and Sustainability Supervisor at Teladan Prima Group. 8 years working experience as RSPO Auditor / Lead Auditor.</p> <p>Training attended: Completed ISO 9001 Lead Auditor course, ISPO Lead Auditor course, Endorsed RSPO P&C Lead Auditor course, Endorsed RSPO SCCS Lead Auditor course, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, ISO 14001 Internal</p>

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

		<p>Auditor Training, ISO 45001 Lead Auditor course, OHS Expert Training, SMETA Requirements Training</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: During this assessment, he assessed on Occupation Health Safety requirement, HIRARC, Environment responsibility, training, environment impact assessment and management plan and RSPO supply chain requirements.</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: During this assessment, he assessed on Policy and commitment, Social requirements, contract agreement, human rights, workers' welfare, smallholder welfare, Stakeholder Consultation, Legal Requirements, land & Legal issue.</p>
Nanang Rusmana	Team Member	<p>Education: Holds a Bachelor Degree of Forestry, Bogor Agricultural University (IPB)</p> <p>Work Experience: 5 years working experience in palm oil industry as SHE Assistant at PT. Astra Agro Lestari Tbk. 3 years working experience in mining industry as Environment Coordinator and SHE Coordinator with PT. Kapuas Prima Coal Group. 6 years working experience as RSPO/ISPO auditor</p> <p>Training attended: Completed ISO 9001:2015 Lead Auditor Course, ISPO Auditor Course, ISO 14001:2015 Lead Auditor Course, ISO 45001:2018 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed RSPO Supply Chain Certification Lead Auditor Course, SMK3 Auditor Course, HCV Assessor Course, General OHS Expert Course, SMETA Requirements training.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: During this assessment he assessed on Economic management plan, mill best practices, estate best practices, natural and biodiversity conservation, Waste management, GHG, HCV.</p>
Eko Prastio Ramadhan	Team Member	<p>Education: Holds a Bachelor Degree in Forest Resources Conservation and Ecotourism from Forestry Faculty, Bogor Agricultural University (IPB).</p> <p>Work Experience: Over 4 years of working experience in biodiversity officer with Birdlife Indonesia and consultant with PT Inoa Konsultindo. Over 2½ years of working experience in palm oil estate with PT Salim Ivomas Pratama Tbk and Capitol Plantation Group implementing sustainability. Over 4½ years of working experience as RSPO P&C Certification Program Manager and auditor covering standard such as RSPO P&C, RSPO SCCS, ISPO, ISO 9001 and ISO 14001.</p>

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

		<p>Training attended: Completed ISO 14001:2015 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Social Impact Assessment Training, Endorsed RSPO SCC Auditor Lead Auditor Course, ISPO Auditor Batch 19 Training, ISO 9001 Lead Auditor Course and Identification of HCV Areas Training.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: During this assessment, he assessed on HCV management and monitoring, Environment responsibility, environment impact assessment and management plan.</p>
<p>Yudwi Wisnu Rahmanto</p>	<p>Team Member</p>	<p>Education: Holds a Bachelor of Forestry with Silviculture, Faculty of Forestry, University of Gadjah Mada</p> <p>Work Experience: 7 months working experience in palm oil industry as Agronomy Field Assistant. 11 years working experience as sustainability auditor covering Sustainable Forest Management by FSC FM/COC Scheme, RSPO, ISPO, Coffee And Farmer Equity (C.A.F.E Practices) Starbucks, Organic Standard (EU, NOP, JAS) for Coffee Farmers and Organic Exchange for Textile</p> <p>Training attended: Completed Endorsed RSPO P&C Lead Auditor Training Course, RSPO NEXT, ISPO Auditor/Lead Auditor Course, RSPO P&C Social and Labour Standards and the Mechanics of Social Auditing Training, SMETA Requirements Training, ISO 9001:2008 Auditor/Lead Auditor Course, GIS-Basic Mapping and Spatial Analysis, Timber Legality Assurance System (SVLK), Verification Organization Training C.A.F.E Practices (Starbucks), UTZ Programme, High Conservation Value (HCV) Training, Sustainability Reporting Assurance Training, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, RSPO ISH Standard Training Course and Endorsed RSPO Supply Chain Lead Auditor Training Course.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: During this audit, he assessed on the aspects of legal and company policy.</p>
<p>Dr. Suhaili Bin Sahari</p>	<p>Peer Reviewer</p>	<p>Education: Graduated from University Technology Mara (UiTM), Malaysia in Diploma in Science in 1990. He furthers his first degree in B.Sc (Hons) in Chemistry with Industrial Chemistry in 1995 from Liverpool University, England. He later advances his study in Master in Business Administration (General) in 2002 and graduated in 2005 from University of Multimedia, Malaysia. Completed his PhD from University Science Islam Malaysia (Faculty of Economy and Muamalat - Management) under the supervision of previous University Vice Chancellor Dato' Mohd Muda.</p> <p>Work Experience: 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</p>

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

		<p>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. Occupation Health & Safety 3. ISO 14001:2015 Standard 4. RSPO Standards: RSPO P&C 2018 MY-NI 2019 5. MSPO Standards: MS 2530:2013 part 1, 2 , 3 and 4 6. Problem Solving Technique: 8 D, ICC, QCC, Systematic PS 7. HACCP MS 1480:2019 8. GAP Standard: Global GAP, Euro GAP 9. ASI Peer Reviewer training
--	--	--

Accompanying Persons:

Name	Role
Nil	Nil

2.3 Assessment Plan

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

RSPO Initial Assessment Plan

Date	Time	Subjects	MJ	EW	EP	NR	YW
Monday, 01/08/2022	08.55 – 10.15	Flight Jakarta – Jambi (GA126)	√	√	√	√	√
	10.30 – 14.00	Travel from Airport – Audit location	√	√	√	√	√
	14.00 – 15.00	<p>Opening Meeting</p> <p>Presentation by PT. IIS – Tungkal ulu POM, Estate and Smallholder</p> <p>Presentation by BSI Indonesia</p>	√	√	√	√	√
	15.00 – 17.00	<p>Document Review</p> <p>Tungkal ulu POM & Estate:</p> <ul style="list-style-type: none"> - Occupational Health and Safety, HCV, Environment Aspect, time bound plan. - Social Aspect and workers welfare, worker consultation, Stakeholder Consultation, impact assessments, policies. - Best Management Practice for Mill and supply chain for mill. - Operation Procedure, organization commitments, Legal compliance, continous improvement, long term business plan. 	√	√	√	√	√

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

Date	Time	Subjects	MJ	EW	EP	NR	YW
Tuesday, 02/08/2022	08.00 – 12.00	Field Visit to Tungkal Ulu Estate: - Herbicide application programmes, harvesting, fertilizing operations, water management, road maintenance, terracing, HCV's, riparian zones, etc. - Agrochemical stores, Fertilizer store, workshops, housing, landfill, clinic, riparian zones, Hazardous Waste, waste management, etc. - Boundaries inspection, worker interviews, social amenities, etc. - Interview with: Labour Union and Gender Committee.	√		√	√	√
		Stakeholder Consultation: - Local government of Tanjung Jabung Barat Regency (DLH, Disbun, Dinsakertrans & BPN), Village head, surrounding community, NGO.		√			
	12.00 – 14.00	Break	√	√	√	√	√
	14.00 – 16.00	Field Visit to Tungkal Ulu POM: Inspection of processing, warehouse, workshop, mill wastes management, Effluent Ponds, OHS, Environment issues, POME application, workers interview, Supply chain for CPO mill, Review on SEIA documents and records, Document review, etc.	√		√	√	√
		Stakeholder consultation: Internal stakeholder: Committee Gender, Labor Union		√			
16.00 – 17.00	Document Review Tungkal Ulu POM & Estate: - Occupational Health and Safety, HCV, Environment Aspect, time bound plan. - Social Aspect and workers welfare, worker consultation, Stakeholder Consultation, impact assessments, policies. - Best Management Practice for Mill and supply chain for mill. Operation Procedure, organization commitments, Legal compliance, continous improvement, long term business plan.	√	√	√	√	√	
Wednesday 03/08/2022	08.00 – 12.00	Field Visit to Scheme Smallholder: KUD Bina Usaha Field visit to Kavling/Block member of Smallholder to verify conformity with RSPO INA NI 2020 Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc.	√	√	√	√	√

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

Date	Time	Subjects	MJ	EW	EP	NR	YW
		(42 sample)					
	12.00 – 14.00	Break	√	√	√	√	√
	14.00 – 17.00	Field Visit to Scheme Smallholder: Koperasi Manunggal Jaya Field visit to Kavling/Block member of Smallholder to verify conformity with RSPO INA NI 2020 Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc. (10 sample)					
Thursday 04/08/2022	08.00 – 12.00	Field Visit to Scheme Smallholder: KUD Sawit Kita Field visit to Kavling/Block member of Smallholder to verify conformity with RSPO INA NI 2020 Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc. (48 sample)	√	√	√	√	√
	12.00 – 14.00	Break	√	√	√	√	√
	14.00 – 17.00	Field Visit to Scheme Smallholder: KUD Panca Mukti Field visit to Kavling/Block member of Smallholder to verify conformity with RSPO INA NI 2020 Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc. (36 sample)	√	√	√	√	√
Friday 05/08/2022	08.00 – 12.00	Document Review Tungkal Ulu Scheme Smallholder: Cooperative (KUD) document review, management of smallholder, Group Manager, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc.	√	√	√	√	√
	12.00 – 14.00	Break	√	√	√	√	√
	14.00 – 17.00	Document Review Tungkal Ulu Scheme Smallholder: Cooperative (KUD) document review, management of smallholder, Group Manager, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc.	√	√	√	√	√
Saturday 06/08/2022	08.00 – 10.00	Document Review continue for Tungkal Ulu POM & Estate	√	√	√	√	√
		Report Preparation	√	√	√	√	√
	10.00 – 12.00	Closing Meeting	√	√	√	√	√

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

Date	Time	Subjects	MJ	EW	EP	NR	YW
	12.00 – 14.00	Break	√	√	√	√	√
	14.00 – 17.00	Traveling back to Jambi	√	√	√	√	√

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?	PT Inti Indosawit Subur has explained the certification plan for all of its subsidiaries; indicating all palm oil mills, company-owned estates and scheme smallholder as the supply base.	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	There are remaining mill and estate that has not certified yet, Bahilang Estate (Supply bases for Tanah Datar Mill) planned in year 2024 due to still in process of RACP (recertification 2020). Teluk Panjie Estate (801ha) as supply bases for Teluk Panjie Mill planned in 2026 due to HGU still in process. Sentral Estate (Supply bases for Gunung Melayu II POM planned in 2024 due to still in process of RACP (recertification 2020).	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	No, there is no new acquisition conducted by PT Inti Indosawit Subur and its subsidiary.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Yes, there is time bound plan revision dated 1 July 2021, signed by Management Representative. Justification available, it caused by status of disclosure PT MUP is in progress of review by RSPO. PT MUP will conduct re-audit in 2022. New revision has been submitted to RSPO Secretariat on March 2023 and approved on 19/04/2023.	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Yes, there is time bound plan revision dated 1 July 2021, signed by Management Representative. Justification available, it caused by status of disclosure PT MUP is in progress of review by RSPO. PT MUP has undergo re-audit in Dec 2021. New revision has been submitted to RSPO Secretariat on March 2023 and approved on 19/04/2023.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	The lapses are justified and new revision of the TBP was approved by RSPO Secretariat on 19/04/2023.	Complied

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

<p>Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised</p>	<p>There are not failure. However only lapses that are justified and new revision of the TBP was approved by RSPO Secretariat on 19/04/2023.</p>	<p>Complied</p>
Un-Certified Units or Holdings		
<p>No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.</p>	<p>Based on Time Bound Plan revised 1 July 2021, PT Mitra Unggul Pusaka – Segati Mill located in Pelalawan, Riau Province postponed to Re-Audit in year 2021. Status of RaCP and relevant issues are still in progress and waiting for RSPO feedback. Company revised the Time bound plan on 1 July 2021 and the plan for certification is change due to RaCP still under process. According to Land Use change analysis, there are several area conversion from rubber plantation to become palm oil plantation, no primary forest. Latest progress of RaCP based on email correspondence between company and RSPO dated 3 December 2020, confirmed that RSPO has review the concept note and there is a comment to be improved and company has given the feedback and revision of Concept Note on 6 May 2021 and waiting for the review from RSPO secretariat.</p> <p>The company has sent an email to the RSPO Secretariat on 5 August 2022 and has been responded by RSPO Secretariat on 8 August 2022. The email from the RSPO Secretariat said that the RSPO Secretariat has received the additional document related to the draft agreement between PT MUP and CFES (Community Forest Ecosystem Services) and MoM on the initial communication between CFES and Kelompok Pengelola Hutan Adat (KPHA) Biang Sari related to location of remediation. And RSPO Secretariat will send the documents to the compensation panel along with the revised concept note.</p>	<p>Complied</p>
<p>Any new plantings since January 1st 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>PT Mitra Unggul Pusaka – Segati Mill RaCP and relevant issues are still in progress and waiting for RSPO feedback. According to Land Use change analysis, there are several area conversion from rubber plantation to become palm oil plantation, no primary forest. Latest progress of RaCP based on email correspondence between company and RSPO dated 3 December 2020, confirmed that RSPO has review the concept note and there is a comment to be improved and company has given</p>	<p>Complied</p>

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

	<p>the feedback and revision of Concept Note on 6 May 2021 and waiting for the review from RSPO secretariat.</p> <p>The company has sent an email to the RSPO Secretariat on 5 August 2022 and has been responded by RSPO Secretariat on 8 August 2022. The email from the RSPO Secretariat said that the RSPO Secretariat has received the additional document related to the draft agreement between PT MUP and CFES (Community Forest Ecosystem Services) and MoM on the initial communication between CFES and Kelompok Pengelola Hutan Adat (KPHA) Biang Sari related to location of remediation. And RSPO Secretariat will send the documents to the compensation panel along with the revised concept note.</p>	
<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>According to internal audit result on December 2020, there is no land conflict occur in PT Mitra Unggul Pusaka – Segati Mill. In addition the company has been certified for ISPO (Indonesian Sustainable Palm Oil) since December 2016.</p> <p>According to the RSPO RaCP tracker (https://www.rspo.org/certification/remediation-and-compensation/racp-tracker) update 01 September 2022, PT Inti Indosawit Subur has:</p> <ul style="list-style-type: none"> • MU’s with potential liabilities: 4 units • LUCA Submitted (MUs): 4 units • LUCA review completed (MUs): 4 units • Concept Note required (MUs): 3 units • Concept Note submitted (MUs): 2 units • Concept Note approved (MUs): 0 • Concept Note submitted (MUs): 0 • Concept Note endorsed (MUs): 0 • Remediation Plan required (MUs): 4 units • Remediation Plan submitted (MUs): 0 • Remediation Plan approved (MUs): 0 	<p>Complied</p>
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2</p>	<p>Internal audit has conducted for Bahilang Estate on 08-09 February 2022, Teluk Panji Estate on 18-23 February 2022 and Sentral Estate on 22-27 August 2022, there is no Labor disputes occur in this management unit. In addition the company has been certified for ISPO (Indonesian Sustainable Palm Oil) since December 2016.</p>	<p>Complied</p>
<p>Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1</p>	<p>Internal audit has conducted for Bahilang Estate on 08-09 February 2022, Teluk Panji Estate on 18-23 February 2022 and Sentral Estate on 22-</p>	<p>Complied</p>

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

	27 August 2022, there is no legal non-compliance occur in this management unit. In addition the company has been certified for ISPO (Indonesian Sustainable Palm Oil) since December 2016.	
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.	Internal audit has conducted for Bahilang Estate on 08-09 February 2022, Teluk Panji Estate on 18-23 February 2022 and Sentral Estate on 22-27 August 2022. Report of internal audit are available. Result of internal audit: - Bahilang Estate, Teluk Panji Estate and Sentral Estate has complies to relevant regulation, no issue regarding the legal compliance. - No complaint or grievances and disputes from stakeholders and affected parties. - No labor disputes occur since the latest audit. - No land conflict; Documents related to the history of land tenure and the actual legal or customary use of the land are available. - No new plantings are established on local peoples land and no HCV area replacement.	Complied
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?	According to internal audit result, there is no 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.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	During internal audit (Bahilang Estate on 08-09 February 2022, Teluk Panji Estate on 18-23 February 2022 and Sentral Estate on 22-27 August 2022), stakeholders consultation already conducted. There is no issue.	Complied

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.	Yes, PT Inti Indosawit Subur Group has including 100% the scheme smallholder in their certification.	Complied

Approved Time Bound Plan

Name of Mill	Mill Address	Name of Supply Bases	Estate Address	Time Bound for Certification	Status
Buatan I Mill – PT Inti Indosawit Subur	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau	Buatan Estate	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau	2010	Certified on 16 September 2010 Re-Certified on 16 September 2015
		Buatan (Plasma)	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau		
Buatan II Mill - PT Inti Indosawit Subur	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau	Simpang Perak Estate*	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau	2010	Certified on 16 September 2010 Re-Certified on 16 September 2015 *Split From Buatan Estate Since 1 January 2019
		Buatan (Plasma)	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau		
Ukui I Mill - PT Inti Indosawit Subur	Ukui Village, Ukui District, Pelalawan Regency, Riau	Ukui Estate	Ukui Village, Ukui District, Pelalawan Regency, Riau	2011	Certified on 1 March 2011 Re-Certified on 1 March 2016
		Sei Lala Estate*	Ukui Village, Ukui District, Pelalawan Regency, Riau	2011	*Split From Ukui & Soga Estate Since 1 January 2019
		Ukui (Plasma)	Ukui & Lubuk Batu Jaya District, Pelalawan & Inhu Regency, Riau	2011	Certified on 1 March 2011 Re-Certified on 1 March 2016
Ukui II Mill - PT Inti Indosawit Subur	Ukui Village, Ukui District, Pelalawan Regency, Riau	Soga Estate	Ukui Village, Ukui District, Pelalawan Regency, Riau	2011	Certified on 1 March 2011 Re-Certified on 1 March 2016
		Ukui (Plasma)	Ukui & Lubuk Batu Jaya District, Pelalawan & Inhu Regency, Riau	2011	Certified on 1 March 2011 Re-Certified on 1 March 2016
Tungkal Ulu Mill - PT Inti Indosawit Subur	Pulau Pauh / Penyabungan / Merlung Village, Tungkal Ulu District, Tanjung	Tungkal Ulu Estate	Pulau Pauh / Penyabungan / Merlung Village, Tungkal Ulu District, Tanjung Jabung Regency, Jambi	2012	Certified on 15 August 2012 Re-Certification on August 2017

	Jabung Regency, Jambi	Tungkal Ulu (Plasma)	Renah Mendalo, Merlung, Muara Papalik District, Tanjung Jabung Barat Regency,	2012	Certified on 15 August 2012 Re-Certification on August 2017
Muara Bulian Mill - PT Inti Indosawit Subur	Singoan / Bukit Sari / Bulian Jaya Village, Muara Bulian / Pemayang District, Batang Hari Regency, Jambi	Muara Bulian Estate	Singoan / Bukit Sari / Bulian Jaya Village, Muara Bulian / Pemayang District, Batang Hari Regency,	2013	Certified on 12 July 2013 Re-Certification on August 2017
		Muara Bulian (Plasma)	Maro Sebo Idir District, Batanghari Regency, Jambi	2013	Certified on 12 July 2013 Re-Certification on August 2017
Topaz Mill – PT Tunggal Yunus Estate	Petapahan Village, Tapung District, Kampar Regency, Riau	Topaz Estate	Petapahan Village, Tapung District, Kampar Regency, Riau	2015	Certified on 30 March 2015
		Topaz Estate (230ha)		2026	HGU is still in Process
Taman Raja Mill – PT Dasa Anugrah Sejati	Lubuk Bernai / Kampung Baru / Pelabuhan Dagang / Pematang Pauh Vilage, Tungkal Ulu District, Tanjung Jabung Regency, Jambi	Taman Raja, Badang & Bernai Estate*	Lubuk Bernai / Kampung Baru / Pelabuhan Dagang / Pematang Pauh Vilage, Tungkal Ulu District, Tanjung Jabung Regency, Jambi	2015	Certified on 20 February 2015 *Bernai Estate Split From Taman Raja & Badang Estate Since 1 January 2019
Segati Mill – PT Mitra Unggul Pusaka	Langkan / Penarikan / Tambak / Sotol Village, Langgam District, Pelalawan Regency, Riau	Segati Estate	Langkan / Penarikan / Tambak / Sotol Village, Langgam District, Pelalawan Regency, Riau	2022	Certified on November 2022
		Gondai Estate	Pangkalan Sarik / Baru Village, Langgam / Siak Hulu District, Pelalawan / Kampar Regency, Riau	2022	Certified on November 2022
Penarikan Mill – PT Mitra Unggul Pusaka	Penarikan Village, Langgam District, Pelalawan Regency, Riau	Penarikan Estate*	Penarikan / Tambak Village, Langgam District, Pelalawan Regency, Riau	2022	Certified on November 2022
Tanah Datar Mill – PT Supra Matra Abadi	Tanah Datar Petatal Village, Talawi District, Asahan Regency, North Sumatera	Tanah Datar Estate	Tanah Datar Petatal Village, Talawi District, Asahan Regency, North Sumatera	2015	Certified on 18 May 2015
		Bahilang Estate	Bahilang Village, Tebing Tinggi District, Serdang	2024	*Bahilang Estate On Process RaCP

			Bedagai Regency, North Sumatra		
Aek Nabara Mill – PT Supra Matra Abadi	S1-S3 / Sukadame Village, Bilah Hulu / Kota Pinang District, Labuhan Batu Regency, North Sumatra	Aek Nabara Estate	S1-S3 / Sukadame Village, Bilah Hulu / Kota Pinang District, Labuhan Batu Regency, North Sumatra	2015	Certified on 6 March 2015
Teluk Panjie Mill – PT Supra Matra Abadi	Teluk Panjie Village, Kampung Rakyat District, Labuhan Batu Regency, North Sumatra	Teluk Panjie Estate (3,885 Ha)	Teluk Panjie Village, Kampung Rakyat District, Labuhan Batu Regency, North Sumatra	2015	Certified on 21 April 2015
		Teluk Panjie Estate (801 Ha)		2026	HGU is still in Process
Peranap Mill – PT Rigunas Agri Utama	Simelinyang / Pauh Ranap / Sengkilo Village, Peranap District, Indragiri Hulu Regency, Riau	Peranap Estate	Simelinyang / Pauh Ranap / Sengkilo Village, Peranap District, Indragiri Hulu Regency, Riau	2015	Certified on 7 January 2015
		Peranap (Plasma)		2016	Certified on 18 August 2016
Bungo Tebo Mill – PT Rigunas Agri Utama	Tuo Sumai / Sungai Rambai Village, PWK Sumai / Tebo Ulu District, Bungo Tebo Regency, Jambi	Bungo Tebo Estate	Tuo Sumai / Sungai Rambai Village, PWK Sumai / Tebo Ulu District, Bungo Tebo Regency, Jambi	2015	Certified on 3 December 2015
		Bungo Tebo (Plasma)		2017	Certified on 7 February 2017
Tanjung Selamat Mill – PT Indo Sepadan Jaya	Kampung Padang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	Tanjung Selamat	Kampung Padang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	2015	Certified on 26 May 2015
		Pangkalan	Sennah Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	2015	Certified on 26 May 2015
Gunung Melayu I – PT Saudara Sejati Luhur	Rahuning Village, Bandar Pulau District, Asahan Regency, North Sumatra	Pulau Maria Estate	Rahuning Village, Bandar Pulau District, Asahan Regency, North Sumatra	2015	Certified on 7 September 2015
Gunung Melayu II – PT Gunung Melayu	Gonting Malaha Village, Bandar Pulau District,	Aek Tarum & Batu Anam Estate	Gonting Malaha Village, Bandar Pulau District, Asahan Regency, North Sumatra	2015	Certified on 8 July 2015

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

	Asahan Regency, North Sumatra	Sentral Estate		2024	*Sentral Estate On Process RaCP
Negri Lama II Mill – PT Hari Sawit Jaya	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	Negri Lama	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	2016	<ul style="list-style-type: none"> • Certified on 23 December 2016 as Independent Mill • Audit in 2016 as Mill and Supply Base
		Aek Kuo (2,088 Ha)	Aek Korsik Village, Aek Natas District, Labuhan Batu Regency, North Sumatra	2018	Certified on 2018
		Aek Kuo (501 Ha)		2018	
Negri Lama I Mill – PT Hari Sawit Jaya	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	*3rd party which is excluded from scope of certification	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	2015	<ul style="list-style-type: none"> • Certified on 8 April 2015 • Audit in 2016 as Independent Mill

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) Minor nonconformities raised. The PT Inti Indosawit Subur – Tungkal ulu Palm Oil Mill 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 #	2235764-202208-N1	Issued Date	08/08/2022
Due Date	Next Assessment	Closure Date	-
Indicator & Category (Critical / Minor)	Indicator 2.1.3 (minor)		
Statement of Nonconformity:	Legal boundaries are not clearly demarcated and maintained.		
Requirement Reference:	Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.		
Objective Evidence:	<p>Based on field visit to sample legal boundary pegs selected in Tungkal Ulu Estate, two pegs is not found and the remain pegs is not maintained:</p> <ul style="list-style-type: none"> • ID HGU Pole No. BPN/IIS No.48, location Block D09a, adjacent border with independent smallholder of Merlung village, condition was not maintain and no number mark. • ID HGU Pole No. BPN/IIS No.49 and BPN/IIS No.51, location not found and lost. • ID HGU Pole No. BPN/IIS No.52, location Block E18a, adjacent border with independent smallholder named Mr. Alex, condition was not maintain, no number mark, almost collapse. 		
Corrections:	<ul style="list-style-type: none"> - Conduct inventory or census all HGU poles condition - Immediately install the new HGU poles for missing HGU poles - Repainted and marking the HGU poles and clearing HGU stakes covered by bushes 		
Root Cause Analysis:	PIC (Humas) does not verify in the field to ensure the condition of the stakes that have been treated/monitored by officers in the field are in good condition and well maintained.		
Corrective Actions:	PIC (Humas) conducted field visits each semester to verify HGU poles maintenance work that had been carried out by officers and record the activity in "Laporan Perawatan Patok HGU".		
Assessment Conclusion:	Will be verified in the next assessment.		

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

Non-conformity			
NCR Ref #	2235764-202208-N2	Issued Date	08/08/2022
Due Date	Next Assessment	Closure Date	-
Indicator & Category (Critical / Minor)	Indicator 2.2.2 (minor)		
Statement of Nonconformity:	Specific clauses on meeting applicable legal requirements are not covered/describes in the contracts.		
Requirement Reference:	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.		
Objective Evidence:	Sample contract on FFB transport at Scheme Smallholders: <ul style="list-style-type: none"> - KUD Sawit Kita: "Surat Perjanjian Kerja Angkutan No: 001/KUD-SK/I/2022" dated 17 January 2022. Agreement between: GODI (FFB transporter) and KUD Sawit Kita. - KUD Panca Mukti: "Surat Perjanjian Kerja Angkutan No: 003/KUD-PM/I/2022" dated 20 January 2022. Agreement between: JAMUSRIDAL (FFB transporter) and KUD Panca Mukti. 		
Corrections:	Adding a clause regarding compliance with laws and regulations that apply to all Work Agreement Letters that exist in any work carried out by third parties with KUD (cooperatives).		
Root Cause Analysis:	Lack of understanding by the KUD management regarding the standard of contract agreement with third parties according to RSPO requirement.		
Corrective Actions:	Conduct training or socialization to all KUD management on how to make the standard of contract agreement with third parties according to RSPO requirement and show examples of contract agreement owned by the company so that they can be used as a reference.		
Assessment Conclusion:	Will be verified in the next assessment.		

Non-conformity			
NCR Ref #	2235764-202208-N3	Issued Date	08/08/2022
Due Date	Next Assessment	Closure Date	-
Indicator & Category (Critical / Minor)	Indicator 2.2.3 (minor)		
Statement of Nonconformity:	Clauses disallowing child, forced and trafficked labour are not covered/describes in the contracts.		
Requirement Reference:	All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.		
Objective Evidence:	Sample contract on FFB transport at Scheme Smallholders:		

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

	<ul style="list-style-type: none"> - KUD Sawit Kita: "Surat Perjanjian Kerja Angkutan No: 001/KUD-SK/I/2022" dated 17 January 2022. Agreement between: GODI (FFB transporter) and KUD Sawit Kita. - KUD Panca Mukti: "Surat Perjanjian Kerja Angkutan No: 003/KUD-PM/I/2022" dated 20 January 2022. Agreement between: JAMUSRIDAL (FFB transporter) and KUD Panca Mukti.
Corrections:	Adding a clause regarding the prohibition of underage child labor, forced labor, and human trafficking to all work agreements that exist for any work carried out by third parties with KUD (cooperative).
Root Cause Analysis:	Lack of understanding by the KUD management regarding the standard of contract agreement with third parties according to RSPO requirement.
Corrective Actions:	Conduct training or socialization to all KUD management on how to make the standard of contract agreement with third parties according to RSPO requirement and show examples of contract agreement owned by the company so that they can be used as a reference.
Assessment Conclusion:	Will be verified in the next assessment.

Non-conformity			
NCR Ref #	2235764-202208-N3	Issued Date	08/08/2022
Due Date	Next Assessment	Closure Date	-
Indicator & Category (Critical / Minor)	Indicator 7.2.5 (minor)		
Statement of Nonconformity:	During field visit to smallholder plots, it was found that paraquat are used by some of smallholders members.		
Requirement Reference:	Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.		
Objective Evidence:	Based on field visit to smallholder member plots and interview in plots 240 Kelompok Tani 4, kelompok Tani 7, and Kelompok Tani 12 at KUD Sawit Kita revealed that the smallholder members are use paraquat for weeds control.		
Corrections:	Make warning letters to farmers who are still controlling weeds using the active ingredient paraquat and other class 1A or 1B pesticides.		
Root Cause Analysis:	Lack of monitoring by foremen to plasma farmers so that farmers spray themselves in the field using the active ingredient paraquat.		
Corrective Actions:	Conduct socialization to all farmers member about the dangers of using the active ingredient paraquat and entrust all weed control activities (spraying) to the TUS team (Spray Unit Team) which has been provided by the company as well as giving strict sanctions to farmer members who are still spraying using the active ingredient paraquat.		
Assessment Conclusion:	Will be verified in the next assessment.		

Opportunity for Improvements	
OFI #	Description
OFI 1	Nil

Positive Findings	
PF #	Description
PF 1	Nil

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	1932214-202007-M1	Issued Date	8 July 2020
Due Date	6 October 2020	Closure Date	7 September 2020
Indicator & Category (Critical / Minor)	3.8.6 – Critical		
Statement of Nonconformity:	Internal audit RSPO SCCS has not been conducted during 2020 (January – June), while according to procedure internal audit shall be conducted twice a year.		
Requirement Reference:	RSPO INA-NI 2020 Indicator 3.8.6 Internal Audit i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill; a) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. b) Effectively implements and maintains the standard requirements within its organisation. ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.		
Objective Evidence:	There is no internal audit SCCS conducted in 2020, according to Procedure Audit Internal Sustainability "AA-SOP-ES-6001-R4 dated 1 October 2017 stated that internal audit shall be conducted twice a year (pre and post audit).		
Corrections:	Revised the AA-SOP-ES-6001-R4 Internal Audit SOP to be once a year.		
Root Cause Analysis:	SOP Internal Audit AA-ES-6001-R4 does not refer to the RSPO Standard and other Management systems which stipulate that Internal Audit is only carried out once a year.		
Corrective Actions:	Revise the Internal Audit SOP if there are changes to the Management Standards, both RSPO and other management systems, regarding the internal audit interval.		
Assessment Conclusion:	Based on NCR Close Out verification, certificate holder has shown the latest Internal Audit Procedure (AA-SOP-ES-6001- 4) dated 19 August 2020. The latest procedure		

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

	says the internal audit will conducted annually (clause 4.0). Refer to annual internal audit schedule, Tungkal Ulu will be audited on 14 - 18 September 2020. According to the explanation above, this Major NC's has been closed.
Effectiveness Closure (for previous audit closed Critical NC):	Based on document verification during onsite visit known that the certificate holder has conducted the internal audit RSPO on 17 – 22 January 2022. The auditor team has verified the report which covered the supply chain aspect. During the onsite visit and document verification obtained information that the corrective action plan has running well, monitored and evaluated regularly.

Non-conformity			
NCR Ref #	1932214-202007-M2	Issued Date	8 July 2020
Due Date	6 October 2020	Closure Date	7 September 2020
Indicator & Category (Critical / Minor)	4.1.1 – Critical		
Statement of Nonconformity:	The sample of audit (scheme smallholder KUD Plasma Tungkal Ulu) e.g KUD Sawit Kita, KUD Karya Jaya, KUD Sari Bumi and KUD Sawit Mulia has not been able to prove that the policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD) and evidence of its socialization.		
Requirement Reference:	RSPO INA-NI 4.1.1 (C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.		
Objective Evidence:	Based on the document review, scheme smallholder has had Human Rights Policy. However, there is no specific policy regarding to retaliation against Human Rights Defender (HRD).		
Corrections:	Socializing Human Rights Policy and retaliation to board of KUD and revising KUD policies by adding things related to human rights and retaliation.		
Root Cause Analysis:	Board of KUD still not aware of the existence of a policy regarding Human Rights and retaliation because the policy has only been disseminated only to the Plasma Staff level.		
Corrective Actions:	Socializing Human Rights Policy and retaliation board of KUD and revising KUD policies by adding things related to human rights and retaliation.		
Assessment Conclusion:	Based on NCR Close Out verification, certificate holder has shown the latest human right policy of smallholder. Clause No. 13 says, "Respect human rights defenders without making retaliation or intimidation". The socialization of this policy has been held respectively in each KUD's as follows: <ol style="list-style-type: none"> 1. KUD Karya Jaya on 11 July 2020, attended by 21 participants. 2. KUD Sari Bumi on 11 July 2020, attended by 18 participants. 3. KUD Sawit Kita on 11 July 2020, attended by 25 participants. 4. KUD Karya Jaya on 11 July 2020, attended by 21 participants. Based on this document verification, this NC has been closed.		

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

Effectiveness Closure (for previous audit closed Critical NC):	<p>Based on the interview with smallholder sampled obtained information that they has been aware related to policy to respect human rights. There is no record of human rights violation. Most of the working relationships in smallholder plots are based on kinship or closeness as fellow villagers. Therefore, based on the statement from the head of the KUD, it is certain that there are no violations of human rights in the KUD.</p> <p>During the onsite visit and document verification obtained information that the corrective action plan has running well, monitored and evaluated regularly.</p>
---	---

Non-conformity			
NCR Ref #	1932214-202007-M3	Issued Date	8 July 2020
Due Date	6 October 2020	Closure Date	7 September 2020
Indicator & Category (Critical / Minor)	6.6.2 – Critical		
Statement of Nonconformity:	The certificate holder has not been able to show the company's procedures and policies related to temporary workers / PHL (Specific Time Work Agreement / PKWT).		
Requirement Reference:	RSPO INA-NI 2020 Indicator 6.6.2 (C) Where temporary (Specified Time Work Agreement/PKWT) or migrant workers are employed, a specific labour policy and procedures are established and evidence of implementation is available.		
Objective Evidence:	<p>Certificate holder uses peace workers and specified time work agreement workers in plantation and mill operations. Based on the May 2020 list of employees there were 505 workers in the plantation, 29 workers in the Tungkal Ulu Mill and 8 workers in the Tungkal Ulu Plasma.</p> <p>The company has a procedure regarding the Acceptance of New Employees SOP No. AA-HR-305.2-R0 dated February 1, 2009 this procedure is a general acceptance of employees (for all employees), but there are no specific procedures and policies regarding peace workers and specified time work agreement workers according to the RSPO P&C requirements.</p>		
Corrections:	Revised procedures related to HR regarding the implementation of the 2019 RSPO INA NI P&C, especially the mechanism for the recruitment and recruitment of PHL and PKWT workers.		
Root Cause Analysis:	Lack of coordination between the Sustainability Department and the HR Department has resulted in procedures related to HR regarding the implementation of the 2019 RSPO INA NI P&C, especially the mechanism for the Acceptance and Appointment of PHL and PKWT workers not yet updated.		
Corrective Actions:	Update HR procedures if there are changes to the management system, both RSPO and other management systems.		
Assessment Conclusion:	<p>Based on NCR Close Out verification, certificate holder has shown the CAP's evidence as follows:</p> <ol style="list-style-type: none"> Memorandum No. 208/SM-KTU/MEMO/VII/2020 dated 23 July 2020. Those memorandum described the recruitment process of Specified Time Work 		

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

	<p>Agreement Worker/Temporary Worker. Effective since 1st August 2020. Those memorandum attached with recruitment flow chart.</p> <p>2. Certificate holder has shown the minutes of meeting with workers representatives on 27 July 2020, attended by 50 workers.</p> <p>3. Certificate holder has shown the workers evaluation schedule year 2020 and 2021. Projection of permanent worker recruitment attached.</p> <p>Based on that evidence, this Major NC's has been closed.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>Based on document verification and interview with labour representatives obtain information that the company has appointed the casual workers in to permanent workers during 2022. All the casual workers will be gradually appointed as permanent workers according to the company's plan.</p> <p>During the onsite visit and document verification obtained information that the corrective action plan has running well, monitored and evaluated regularly.</p>

Non-conformity			
NCR Ref #	2107728-202109-M1	Issued Date	18 September 2021
Due Date	17 December 2021	Closure Date	29 November 2021
Indicator & Category (Critical / Minor)	6.7.3 – Critical		
Statement of Nonconformity:	Based on field visit sampled, the organization has not been able to demonstrate the consistency of PPE to cover all potentially hazardous operations.		
Requirement Reference:	(C) Workers use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace, to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.		
Objective Evidence:	<p>PT Inti Indosawit Subur – Tungkal Ulu POM has prepared the procedure of PPE - "SOP Alat Pelindung Diri' No: AA-SOP-OP- 101.3. The procedure stated that the company has provided adequate and appropriate protective equipment for all workers at place of works, in line with the risk assessment.</p> <p>During field visit in Tungkal Ulu POM, the auditor team found:</p> <ul style="list-style-type: none"> • In boiler station area - found 2 welders working at height, but workers not wearing safety harness or body harness. • In sortation station - found 2 drivers for FFB transport was not used shoes (they use sandals) 		
Corrections:	<ul style="list-style-type: none"> • Provide refresher training to workers on the importance of using PPE. • Calling the FFB driver representative through the union to hold a meeting regarding the use of PPE when entering the mill area. 		
Root Cause Analysis:	<ul style="list-style-type: none"> • Lack of awareness of workers to use PPE in accordance with the types of risks and potential hazards in their respective jobs. • Lack of understanding from FFB transport drivers about the importance of using PPE. 		

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

Corrective Actions:	<ul style="list-style-type: none"> • Checking the completeness of the workers' PPE at every briefing/master in the morning by making a checklist for checking the completeness of the workers' PPE. • Ensuring workers who work in altitude areas and other high-risk areas make a Job Safety Analysis first before working and the Job Safety Analysis is signed by the Assistant and Manager. • Hold a meeting with the labor union regarding the necessity of using personal protective equipment (PPE) when entering the mill area/area and installing a signboard at the entrance area of the security post.
Assessment Conclusion:	<p>The company has shown evidence of improvement as follows:</p> <ul style="list-style-type: none"> • Attendance socialization of the use of PPE to all employees during the morning briefing which was attended by all employees, staff and security according to the incoming shift on October 11, 2021. For example, shift 1 was attended by 17 employees. • Monitoring the use of PPE by employees in the document "Personal Protective Equipment Checklist". Shows a checklist of the suitability of PPE used by employees. • Sample Job Safety Analysis for air lock fan repair for unloading delivery on November 28, 2021, which was made by a mechanic and received approval by maintenance assistants, general K3 experts and mill manager. • Sample of warning letter for employees who do not use PPE issued by the maintenance assistant on September 8, 2021 for 2 maintenance employees. <p>Based on the evidence of improvement shown, this noncompliance is closed.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>During audit all workers has use appropriate PPE according to the type of their jobs. Company has consistently monitoring the use of PPE by employees as record in the document "Personal Protective Equipment Checklist".</p>

Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement:</p> <p>The company has decided to follow the process of resolving land conflicts with Tanjung Paku Village which is mediated by the Regional Government of Tanjung Jabung Barat Regency (c.q Badan Kesatuan Bangsa dan Politik). The company can consistently implement every agreement agreed in the process of resolving land conflicts with the Tanjung Paku villagers, including monitoring and properly documenting.</p> <p>Verification / Follow-up actions:</p> <p>PT IIS – Tungkal Ulu will respect and follow the conflict resolution process in accordance with applicable regulations and procedure that has been set. Based on an interview with the National and Political Unity Agency (Kesbangkpol) of Tanjung Jabung Barat regency (Bpk Taufik) on 2 August 2022, that the process of resolving land conflicts (approximately 107 Ha) is still ongoing and Kesbangpol has made a memorandum of service to the Merlung Sub-District and the Head of BPN to carry out field reviews related to the determination of boundary poultrices, but there are no responses from Merlung Sub-District and Head of BPN.</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
Previous assessment (ASA 1.3 & ASA 1.4)				
1932214-202007-M1	Critical	3.8.6	8 July 2020	Closed 7 Sept 2020
1932214-202007-M2	Critical	4.1.1	8 July 2020	Closed 7 Sept 2020
1932214-202007-M3	Critical	6.6.2	8 July 2020	Closed 7 Sept 2020
2107728-202109-M1	Critical	6.7.3	18 Sept 2021	Closed 29 Nov 2021
Recertification Assessment				
2235764-202208-N1	Minor	2.1.3	08/08/2022	Next Assessment
2235764-202208-N2	Minor	2.2.2	08/08/2022	Next Assessment
2235764-202208-N3	Minor	2.2.3	08/08/2022	Next Assessment
2235764-202208-N4	Minor	7.2.5	08/08/2022	Next Assessment

3.4 Stakeholders and previous land owner / user consultation

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

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

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

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Governmental	Dinas Lingkungan Hidup Kabupaten Tanjung Jabung Barat – Environmental Agency	Phone interview
Governmental	Dinas Tenaga Kerja dan Transmigrasi Kabupaten Tanjung Jabung Barat – Manpower Agency	Phone interview

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

Governmental	Dinas Perkebunan Kabupaten Tanjung Jabung Barat - Plantation Agency	Phone interview
Governmental	Badan Kesatuan Bangsa dan Politik (Kesbangpol) Kabupaten Tanjung Jabung Barat - National and Political Unity Agency	Phone interview
Union	Worker union/KSBSI: Bpk. Sukirman (Vice Chairman)	Face to face interview
Internal	Gender Committee: Ibu Marianis (Head of Gender Committee of Tungkal Ulu Estate & Mill)	Face to face interview
Communities	Head of Pulau Pauh Village Bpk. Yon Riza	Face to face interview
Communities	Head of Merlung Village Bpk. Jondri Robi	Face to face interview
NGO	Yayasan Setara Jambi	Phone interview

Stakeholders comment	
<p>Dinas Lingkungan Hidup Kabupaten Tanjung Jabung Barat – Environmental Agency Reza</p>	<p>Feedbacks:</p> <ul style="list-style-type: none"> The company has regularly sent the reports related to environmental management (RKL-RPL, Hazardous Waste Reports, Liquid Waste Reports) on a regular basis. There are complaints of environmental pollution from the impact of Land Applications (LA). However, based on field verification by the Environment Agency team, it was concluded that there were no indications of river water pollution due to the Land Application by Tungkal Ulu Palm Oil Mill. The Environment Agency does not know in detail the issue of land disputes between the people of Tanjung Paku Village and the company. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> The RKL-RPL report each semester by company. Audit team note that the RKL-RPL report has been sent accordingly to Environmental agency. Evidence of report submission can be demonstrated during audit. It was noted by audit team that there is no river pollution due to land application in the field. All parameter of waste water and water surface monitored accordingly based on regulation.
<p>Dinas Perkebunan Kabupaten Tanjung Jabung Barat - Plantation Agency</p>	<p>Feedbacks:</p> <ul style="list-style-type: none"> There were no significant issues received by the Plantation Office related to the operations of PT IIS Tungkal Ulu Palm Oil Mill. The company has completely submitted reports related to plantation operations regularly. The company has a plasma program of the PIR-TRANS scheme, including for local communities. The plantation assessment has been carried out and has received a good predicate.

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

<p>Bpk. Zulkapli</p>	<ul style="list-style-type: none"> ▪ It is noted that there is a land dispute issue with the people of Tanjung Paku Village which is currently in progress and is being mediated by the local government. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> ▪ Audit team note that plantation operation report submitted each semester to the Plantation Agency. Latest report semester I 2022 has been reported accordingly. ▪ PT IIS Tungkal Ulu has maintained the agreement and management of plasma program with 10 KUD (Cooperative). Currently plasma is in progress of replanting programme.
<p>Dinas Tenaga Kerja dan Transmigrasi Kabupaten Tanjung Jabung Barat – Manpower Agency Ibu Heni</p>	<p>Feedbacks:</p> <ul style="list-style-type: none"> ▪ There was once an industrial relations dispute but it was resolved with the facilitation of the District Manpower Agency (Tripartite) regarding the demands for a wage scale structure. ▪ Employment legal requirements have been met properly, including licensing and reporting obligations. ▪ All employees have been included in the BPJS (Employment and Health) program. ▪ Companies are asked to prioritize internal settlements between the company and their employees. <p>Audit Team verification and response:</p> <p>Audit team note that currently there is no dispute related to employers. Company has paid the minimum wages according to regulation. All workers are included in BPJS Ketenagakerjaan dan BPJS Kesehatan. Evidence of BPJS payment can be shown during audit.</p>
<p>Badan Kesatuan Bangsa dan Politik Kabupaten Tanjung Jabung Barat - National and Political Unity Agency Taufik</p>	<p>Feedbacks:</p> <ul style="list-style-type: none"> ▪ There was a conflict between the people of Tanjung Paku Village and PT IIS Tungkal Ulu; there has been a conflict since the beginning of the plantation development where the last complaint made by the Tanjung Paku community occurred on June 23, 2021 by occupying land in Block E93D and E93C. <p>Audit Team verification and response:</p> <p>To fix this conflict, a meeting was held on June 23, 2021. The meeting was attended by representatives of Tanjung Paku Village (Village Team and Tanjung Paku Village Head), Tanjung Paku Village Resident Assistance (WALHI and PPJ), company representatives, representatives Merlung sub-district government consisting of Camat, Kapolsek, Babinsa and the Head of Intelligence at the Tanjung Jabung Barat Police.</p> <p>Follow-up meeting was held in the Kesbangpol (<i>Kesatuan Bangsa dan Politik</i>) Tanjung Jabung Barat, the meeting was held on meeting Room of Tanjung Jabung Barat Regency respectively as follows:</p> <p>Meeting on 8 July 2021 with an agreement:</p> <ol style="list-style-type: none"> a. The local government will write to PT IIS temporarily so that it does not carry out activities on the 107.07 ha land to avoid things that are not desirable. b. The public is asked to complete document materials related to these problems. c. The Integrated Team for Handling Social Conflicts in Tanjung Jabung Barat Regency will examine what was conveyed by the community and PT IIS and coordinate with related parties. d. The Integrated Team for Handling Social Conflicts will invite / bring back related parties, and PT IIS to bring competent parties to make decisions. <p>Meeting on August 2, 2021:</p> <ol style="list-style-type: none"> a. Requesting information from BPN stating that PT IIS land is included in the Tanjung Paku Village area

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

- b. Get an overview from a neighbouring village about the Tanjung Paku Village area
- c. Field observations/reviews will be carried out jointly in the third week of August.
- d. At a follow-up meeting, which is planned to be chaired by the Regent, PT IIS and the community of Tanjung Paku Village are asked to bring other supporting documents.

Based on document studies and field visits, it is shown that:

- a. Based on the field visit, it was shown that on June 23, 2021, the community occupied PT IIS's oil palm plantation area around Blocks E93D and E93C where both blocks are in HGU Certificate No. 036 and No. 044.
- b. Residents of Tanjung Paku Village marked the occupied Block with red paint on electricity poles at the edge of the transport road and on palm trees that read "Tj Paku".
- c. Based on field verification, it shows that Blocks E93D and E93C are among HGU No. 06, 07 and 28 where during the field visit the condition of the stakes looked well maintained, the number of the stakes was clearly visible.
- d. The condition of the E93D and E93C blocks did not indicate any harvesting or plant maintenance activities.
- e. Blocks E93D and E93C are positioned between the Pulau Pauh/Merlung WD Plasma and Rantau Badak WD Plasma.

Based on management's statement, it is stated that the Company has decided to follow the process of resolving land conflicts with Tanjung Paku Village which is mediated by the Regional Government of Tanjung Jabung Barat Regency (National and Political Unity Agency) as stipulated in the SOP for Land Conflict Resolution.

Based on public consultations with NGOs (WALHI-Jambi and PPJ) stated that between the people of Tanjung Paku Village and PT IIS Tungkal Ulu there has been a conflict since the beginning of the plantation development where the last complaint made by the Tanjung Paku community occurred on June 23, 2021 by occupying land in Block E93D and E93C. At that time a meeting was held as documented in the Minutes of the Meeting dated June 23, 2021. The meeting was attended by representatives of Tanjung Paku Village (Village Team and Tanjung Paku Village Head), Tanjung Paku Village Resident Assistance (WALHI and PPJ), company representatives, representatives Merlung sub-district government consisting of (*Camat, Kapolsek, Babinsa/Bintara Pembina Desa TNI AD*) and the Head of Intelligence at the Tanjung Jabung Barat Police.

Follow up meeting on 16 September 2021;

Timdu (Tim Terpadu) Tanjung Jabung Barat Regency, Jambi Province reviewed the location of a dispute between communities of Tanjung Paku village and PT Inti Indosawit Subur (IIS) in Merlung sub-district, Tanjung Jabung Barat Regency, Jambi province.

Based on the evidence of the area ownership letter made by the village head and known by the sub-district head in 1987. The company has acknowledged it in 2000 that 129 KK (Kepala Keluarga-Head of Family) of Tanjung Paku village got an area of 0.832 ha per family, so that the total area of 107 ha corresponds to the six villages.

The Tanjung Paku village is partnered with the company to manage the plantation and the results have been received per month amounting to Rp. 35,187,312 per month divided by 129 families, but this distribution has stopped until now. So that the conclusion of the meeting and field observation is that the Tanjung Paku village party made an agreement on the boundary with other villages to determine the Tanjung Paku village area which was mediated by the Merlung Sub-District Head.

Based on an interview with the National and Political Unity Agency (Kesbangpol) of Tanjung Jabung Barat regency (Bpk Taufik) on 2 August 2022, that the process of resolving land conflicts (approximately 107 Ha) is still ongoing and Kesbangpol has made a memorandum of service to the Merlung Sub-District and the Head of BPN to carry out field reviews related to the

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

	<p>determination of boundary poutices, but there are no responses from Merlung Sub-District and Head of BPN.</p> <p>PT IIS – Tungkal Ulu will respect and follow the conflict resolution process in accordance with applicable regulations and procedure that has been set.</p>
<p>Worker Union "KSBSI - Konfederasi Serikat Buruh Seluruh Indonesia" – Sukirman (Vice chairman)</p>	<p>Feedbacks:</p> <ul style="list-style-type: none"> ▪ The company has realized employee normative rights such as remuneration in accordance with applicable regulations, allowances/THR and BPJS Program. ▪ Communication has gone well with the company. ▪ Legally union member is a labor consist of Permanent Workers (SKU-H & SKU-B), however operationally union also consider the problems that occur at the level of daily workers. ▪ Daily workers have had a Work Agreement (SPK) with the company. ▪ There is no indication that organisation conducted discrimination against to the workers. ▪ Organisation has provided PPE for all workers. ▪ The company has provided the workers amenities, such as; housing, clean water, electricity, toilets, sanitation, clinics, day care, place of worship, etc. ▪ The company has registered all workers in BPJS program (Accident and Health Insurance) including daily workers. ▪ The company has provided wages in accordance with the regulations. ▪ There is no indication of the company has violated of Human Rights. ▪ There is no indication of forced labor or coercive labor practice of work. <p>Audit Team verification and response:</p> <p>The company has maintained good management of occupational and social policy, all feedback from workers union are positive as well as previous assessment, audit team acknowledge the positive feedback.</p>
<p>Gender Committee - Marianis</p>	<p>Feedbacks:</p> <ul style="list-style-type: none"> ▪ There is no sexual harassment report during period 2021 and 2022. ▪ The company has given time for new mothers to breastfeed their babies. ▪ There is no issue regarding the gender, discrimination and/or sexual harassment in period 2020 - 2022 at Mill and Estates. ▪ Gender Committee has understood regarding the grievance mechanism as well as the protection of the identity of the complainants/whistle-blower. ▪ The company has implemented the sexual harassment policy. ▪ Unit of Certification has provided pregnancy test to spraying workers and fertilization workers every month. ▪ Due to pandemic Covid-19, some gender committee activities in 2020 - 2022 has been postponed until the situation returns to normal. <p>Audit Team verification and response:</p> <p>The gender committee at IIS Tungkal Ulu has been established and endorsed by the Plantation Group Manager chaired by Ms. Marianis.</p> <p>Audit team note that there is no sexual harassment case in 2021/2022. Pregnancy test for female spraying and fertilizer workers to ensure that there is no pregnant workers handling spraying/fertilizing to prevent the risk of health and illness.</p>
<p>Village Representatives</p>	<p>Feedbacks:</p> <ul style="list-style-type: none"> • There is no land dispute issue in Merlung and pulau pauh Village

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

<p>from Pulau Pauh Village (Mr. Yon Riza) & Merlung Village (Mr. Jondri Robi)</p>	<ul style="list-style-type: none"> • There is no agreement on boundaries between villages (Penyabungan, Lubuk Terap etc.) • There is a PIR-Trans program located in SP 3 (<i>Satuan Pemukiman</i>) and SP 8 (<i>Satuan Pemukiman</i>). • Communication with the company went well including social assistance. • There are no other significant issues. <p>Audit Team verification and response: The company has managed good relationship with local communities. There is no issues on land dispute, environmental or social conflict with people of Pulau Pauh & Merlung Village.</p>
<p>Yayasan Setara Jambi (NGO)</p>	<p>Feedbacks:</p> <ul style="list-style-type: none"> ▪ The plasma around PT IIS Tungkal Ulu is a PIR-Trans program including Tanjung Paku Village. At that time WALHI Jambi also became a facilitator in the PIR-Trans program but Tanjung Paku Village withdrew as a village facilitated by WALHI Jambi. ▪ The people of Tanjung Paku during the 2020-2021 period have submitted requests for facilitation 3 times for the claimed land covering an area of 107 Ha which is calculated from 0.8 Ha x the number of CPCL (calon petani calon lahan) at the beginning of 129 participants. ▪ The community has already received profit sharing in year 2000 but has stopped until now. ▪ The disputed land is within the HGU of PT IIS Tungkal Ulu. ▪ The people of Tanjung Paku Village have asked for facilitation from the Tanjung Jabung Barat Regency Integrated Team until they take action on land occupation on 23 – 24 June 2021. ▪ Until now, the land area of 107 Ha is still managed by PT IIS Tungkal Ulu. ▪ The community needs clarity on the company regarding the 107 Ha land claimed by the Tanjung Paku community. <p>Audit Team verification and response: The settlement of land disputes between the residents of Tanjung Paku Village and the company is ongoing and has received attention from relevant government agencies, especially the Tanjung Jabung Barat Regional Government. The auditor team has contacted the parties (Kesbangpol Tanjung Jabung Barat Regency) in an effort to monitor any developments in this dispute. In detail interview with Bpk Taufik (Badan Kesatuan Bangsa dan Politik Kabupaten Tanjung Jabung Barat) present above.</p>

List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Nil					
PT IIS Tungkal Ulu has been planted since 1990 and first replanting conducted since 2020 and will be finished in 2024.					



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

3.5 Impartiality and conflict of interest

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

Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that PT Inti Indosawit Subur – Tungkal Ulu POM has complied with the Indonesia National Interpretation 2020 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that PT Inti Indosawit Subur – Tungkal Ulu POM is certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Mujinius Jalaraya	Name: Putu Grhyate Yonata Aksa
Company Name: On behalf of BSI Services Malaysia Sdn. Bhd.	Company Name: PT. Inti Indosawit Subur – Tungkal Ulu POM
Title: Client Manager	Title: Sustainability 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: 01/12/2022	Date: 02/12/2022

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
<p>Principle 1: Behave ethically and transparently</p>			
<p>Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.</p>			
<p>Criteria 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.</p>			
<p>1.1.1</p>	<p>(C) Management documents that are specified in the RSPO P&C are made publicly available.</p>	<p>Unit of certification has developed specified documents of RSPO P&C that publicly available. All those documents are listed in several aspects such as Legal, Environmental, Social Impact and CSR Program, Employment Documents, OHS Program and Business Management Plan.</p> <p>Document sighted "Daftar Dokumen dan Informasi Untuk Diakses Publik PT Inti Indosawit Subur", updated January 2022".</p> <p>Any stakeholders request for accessing documents that are made publicly available is already regulated in the company management system through procedure No. AA-GL-5008.1- R1, dated 22 August 2011 regarding Request Information of Stakeholders or "Prosedur Penangan Permintaan Informasi Stakeholder".</p> <p>During audit, the copy of above documents is demonstrated and no significant changes on Legal such as Land Title and its map, Deed of Company Establishment and other relevant permit/licenses.</p> <p>Scheme Smallholders:</p> <p>Sheme smallholders or "Plasma" are consist of Cooperative organization that had own list for document that made publicly available. Such as Legal (copy of Land Ownership Rights or SHM), Deed of cooperative establishment, Cooperative Register Number.</p>	<p>Complied</p>

		<p>Smallholder Manager has determined type of documents which can be accessed by public as "Daftar Dokumen yang Dapat Di Akses (tahun 2022)", dated 4 January 2022.</p> <p>Auditor has sighted sample of smallholder land title and is demonstrated during onsite audit.</p> <p>During interview with sample of cooperative chairman, if stakeholder request for accessing cooperative document, then organization will refer to their own internal communication procedure.</p>	
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders.	All information which listed in "Daftar Dokumen dan Informasi Untuk Diakses Publik PT Inti Indosawit Subur" provided in Bahasa Indonesia, including for Smallholders documents.	Complied
1.1.3	(C) Records of requests for information and responses are maintained.	<p>Unit of certification has established procedure to handle stakeholder information request in "SOP Penanganan Permintaan Informasi Stakeholder" (SOP No. AA-GL-5008.1-RI, Rev. 1) dated 22 August 2011. The procedure described that information request can be receive by oral or written, or by representative of communities; the company will respond according to respective authorities, starts from Humas (public relation), Estate/Mill manager, Group Manager and Regional Office. The company has set time to respond information request, it is 14 working days.</p> <p>Record of information request and response/information logbook is maintained by unit of certification. Records of information are kept for minimum three (3) years. Below are seen and verified Sample:</p> <ul style="list-style-type: none"> • Environmental Management and Monitoring Report (Laporan Pelaksanaan RKL-RPL) Semester I (Jan – Jun 2022), submitted to the Environment Agency of Tanjung Jabung Barat Regency. dated July 2022. 	Complied

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

		<ul style="list-style-type: none"> Safety Committee report "Laporan P2K3" (Safety Committee report) Tungkal Ulu period Apr - Jun 2022 PT Indosawit Subur, sent to Manpower Agency of Jambi Province, dated 26 April 2022. <p>Scheme Smallholders: All information requests were documented in Logbook of "Catatan Permintaan Informasi dan Tanggapan", there were 9 request information since Jan to Jun 2022, e.g.: Request information from the Chairman of the Farmer Group (KUD Bina Usaha) on February 14, 2022 about the status of oil palm pest infestation (eat leaf caterpillar), has been responded to on February 16, 2022 by providing instructions for pesticide application by using Furadan at the circle of oil palm tree (fogging system).</p>	
1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.</p>	<p>Unit of certification has developed and demonstrated communication procedure under "Mekanisme Penanganan Permintaan Informasi Stakeholder" (No. SOP; AA-GL5008F.1-R1) dated 22 August 2011. The procedure described that information request can be receive by oral or written, or by representative of communities; the company will respond according to respective authorities, starts from Humas (public relation), Estate/Mill manager, Group Manager and Regional Office.</p> <p>The management unit (mill/estate) responses against all information requests sent by stakeholders including response time of 14 working days after information request accepted. In addition, record related to information request and company response kept and maintained for three (3) years.</p> <p>Based on stakeholder consultation with KUD/cooperative chairman, local contractor, NGO's and public official, it was revealed that company has communicating in appropriate manner.</p> <p>Scheme Smallholders:</p>	Complied

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

		<p>Smallholder Manager has established mechanism for communication and consultation “<i>Prosedur Konsultasi dan komunikasi Didokumentasikan, Diungkap, Diimplementasikan Tersedia dan Dijelaskan Kepada Semua Stakeholder</i>” dated 16 January 2017, shaped flow Chart that describes the process of incoming information requests up to the responses provided. Responsible for the response of information from the stakeholders is done by the Field Assistant then will be arranged to the Estate Manager.</p> <p>Each smallholder member has “<i>Buku Panduan dan Catatan Petani Plasma</i>”, whereas explains the flow process of consultation and communication. Both of communication by written or verbal communication to group management are acceptable.</p> <p>Communication and consultation mechanism also available on notice board of each smallholder cooperative office.</p>	
1.1.5	An up-to-date list of contacts and detailed stakeholder information is available along with designated representatives.	<p>No changes on stakeholder lists that provide by unit of certification.</p> <p>Unit of certification has update list of stakeholders dated 30 June 2022. Stakeholder lists consist of NGO’s (10 institutions), provincial office (11 institutions), Regency office (7 institutions), District government (6 institutions), Villages (7 villages), third party suppliers.</p> <p>The stakeholder lists are describing stakeholder name, address, contact person and contact number.</p>	Complied
Criteria 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.	<p>Management unit (Estate and Mill) has established policy committing to ethical business conduct, signed by Managing Director on 1 December 2019. The policy was disseminated to all employees by installing signboard of company policy and by direct dissemination, e.g.:</p> <p>a. In 2022, dissemination has performed on 18 April 2022 attended by 19 employees from Tungkal Ulu Estate.</p>	Complied

		<p>b. 11 January 2022, dissemination has conducted in Tungkal Ulu Estate and attended by 27 employees, on 2 February 2022 attended by 21 employees, on 7 March 2022 attended by 25 employees and on 4 April 2022 attended by 22 employees.</p> <p>c. 11 April 2022, dissemination has conducted in Tungkal Ulu Mill attended by 14 employees.</p> <p>For recruitment process policies have been applied related to business ethics, which are stipulated in the Work Agreement and in the Collective Labour Agreement (PKB).</p> <p>It is stated in specific clause that Disgraceful Acts / Actions of Workers That Impact to the Termination of the Work Agreement; "Committing and / or directly or indirectly involved in a fraud and / or theft and / or embezzlement of goods and / or money belonging to the company, embezzling company money, accepting gifts from other parties due to work results.</p> <p>Sample of contract seen:</p> <ul style="list-style-type: none"> - Contract #001/E3KTU/02/22 dated 2 January 2022. Contracts for School Bus. - Employment Contract #026/HR-RO3/MEMO/SK/03/2022, dated 12 March 2022. Harvester. <p>Scheme Smallholders:</p> <p>Smallholder Manager already has a Code of Ethical Business Policy that included on "Kebijakan Manajer Group ICS" signed on 11 August 2020, and has been disseminated to each member through the "Kegiatan Refresh Pelatihan P&C RSPO" was performed on 9 March 2022 attended by 62 smallholders where in point 2 stated "Committed to ethical conduct in business in overall transactions and business operations,</p>	
--	--	--	--

		<p>prohibition all forms of corruption, bribery and fraud in the use of funds and resources".</p> <p>Document verification shows that all farmer members have stated approval of all policy issued by Smallholder Manager, including policy related to code of ethic which described in the Agreement Letter. Document seen: Member of KUD Bina Usaha, KUD sawit Kita, KUD Panca Mukti and KUD Manunggal Jaya.</p>	
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.	<p>Management Unit Estate, Mill including scheme smallholder has mechanism regarding reporting and case disclosures; from the case report referring to procedure AA-GL/510.1-R0, Public Relations will convey the information to GM and keep the reporting party confidential. GM and Public Relations provide a maximum response of 14 days for a whistle-blower case referring to the related procedure: refer to the AA-GL-5009.1 R0 procedure for settlement with the local community and resolution of employee complaints related to employment referring to the AA-HR308.5-R0 procedure. This mechanism has been disseminations on 20 February 2022.</p> <p>A system is in place to monitor complying and the implementation of the policy and overall ethical business practice through internal audit activities annually. The last internal audit (Visit Agronomy) was conducted on 13- 17 December 2021 on Tungkal Ulu Estate and Visit Engineering at Tungkal Ulu Mill on 23-30 May 2022.</p>	Complied
<p>Principle 2: Operate legally and respect rights Implement legal requirements as the basic principles of operation in any jurisdiction.</p>			
<p>Criteria 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.</p>			
2.1.1	(C) The unit of certification complies to relevant regulations.	<p>Mill and Estate: All legal requirements comply with the regulations and laws, including those related to land status, occupational health and safety,</p>	Complied

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

		<p>environmental, labour, agricultural practice, and mill operation, sample seen:</p> <ul style="list-style-type: none"> - Izin Prinsip (Principle permit) No. KB.320/859/ Mentan/XI/1983, dated 7 November 1983, approved by Agriculture Ministry for PT. IIS – PIR Trans (+ 65,000 ha) and Izin Lokasi No.746, year 2006 for 1,111 ha in Kecamatan Merlung, Kabupaten Tanjung Jabung Barat, issued by Bupati Tanjung Jabung Barat. - Izin Usaha Perkebunan – Surat Pendaftaran Usaha Perkebunan/SPUP (Plantation Operational permit) No.187/Mentanhut/VII/2000, dated 3 November 2000 (±4,759.20 ha). - Izin Usaha Perkebunan Budidaya/IUP B (Plantation operational permit) No.625, year 2008, dated 26 September 2008 (± 1,111 ha). - Forest area release through “Surat Keputusan Menteri Kehutanan No.494/Kpts-II/1991 tentang Pelepasan areal hutan seluas 17,500 Ha terletak di Kelompok Hutan S. Lampisi-S. Palik-palik - Kabupaten Dati II Tanjung Jabung dan Seluas 9,356Ha terletak di Kelompok Hutan S. Kehidupan-S. Singoan, Kabupaten Batanghari, Provinsi Jambi untuk Usaha Budidaya perkebunan dengan pola PIR-TRANS atas nama PT. Inti Indosawit Subur” dated 7 August 1991. - Renewal HGU No.61/HGU/BPN/2005, dated 2 June 2005, approved by BPN (3,503.02 ha). - HGU No.82/HGU/BPN RI/2014, dated 15 May 2014 (1,053.34 ha). - Land Application Permit: No.503.8/01/KPPT/2012 dated 17 September 2013. - Surface water use permit No.503.30/01/KPPT/2011, dated 5 July 2011. - Pesticide Store permit No.560/386/4.3/ DSTKT. 	
--	--	--	--

		<p>- Izin operational pabrik (Mill operation permit) No.532/T/Industri/2005 No changes of legal permit.</p> <p>Scheme smallholder: Plasma management of Tungkal Ulu conducted the evaluation of laws and regulation compliance each year. Latest updated was on 29 June 2022. During audit, Group manager can demonstrated the document of "Evaluasi Kepatuhan Hukum Kebun Plasma Tungkal Ulu Tahun 2022" which contain the list/'legal register' of all applicable laws and regulations; consist of: list of regulation, requirement, evaluation record, compliance status, type of document, no. document, validity, source of document, remark. For example:</p> <ul style="list-style-type: none"> • Cooperative establishment deed • Private land title • Environmental permit • Palm oil cultivation permit 	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has means to track changes to the law and also includes listing and evidence on evaluation of legal compliance of all contracted third parties, such as: recruitment agencies, service provider and labour contractor.</p>	<p>Public affair department has conducted annual evaluation of legal compliance. The last evaluation is in June 2022. Documented system name is "Status Evaluasi Kepatuhan Hukum dan Peraturan, 1 June 2022".</p> <p>Based on the evaluation document obtained information that there are 18 (eighteen) regulation release in 2021 have been evaluated. In example:</p> <ul style="list-style-type: none"> - Employment regulation "Peraturan Menteri Tenaga Kerja No. 7 Tahun 2021" article 5. - Plantation regulation "Peraturan Menteri Pertanian No. 18 Tahun 2021", article 8. 	Complied

		<p>- Environmental regulation "Peraturan Menteri Kehutanan dan Lingkungan Hidup No. 6 Tahun 2021" article 51</p>																
<p>2.1.3</p>	<p>Legal or authorized boundaries are clearly demarcated and visibly maintained and there is no planting beyond these legal or authorized boundaries.</p>	<p>Tungkal Ulu Estate: According to the national regulation, land title (HGU) holder shall maintain the condition of boundary poles. Based on field visit in Tungkal Ulu Estate concluded that the boundary poles area well maintained. For example:</p> <table border="1" data-bbox="1133 624 1951 1066"> <thead> <tr> <th>ID HGU pole</th> <th>Location</th> <th>Condition</th> </tr> </thead> <tbody> <tr> <td>BPN/IIS No.48</td> <td>Block D09a, adjacent border with independent smallholder of Merlung village.</td> <td>Not maintain. No number mark</td> </tr> <tr> <td>BPN/IIS No.49</td> <td>Not found</td> <td>Lost</td> </tr> <tr> <td>BPN/IIS No.51</td> <td>Not found</td> <td>Lost</td> </tr> <tr> <td>BPN/IIS No.52</td> <td>Block E18a, adjacent border with independent smallholder named Mr. Alex</td> <td>Not maintain. No number mark, almost collapse.</td> </tr> </tbody> </table> <p>Trench boundary to separate own estate and independent smallholder is available along the plantation. Non-Conformities: Based on sample of legal boundaries visited are not clearly demarcated and not visible.</p> <p>Scheme smallholder:</p>	ID HGU pole	Location	Condition	BPN/IIS No.48	Block D09a, adjacent border with independent smallholder of Merlung village.	Not maintain. No number mark	BPN/IIS No.49	Not found	Lost	BPN/IIS No.51	Not found	Lost	BPN/IIS No.52	Block E18a, adjacent border with independent smallholder named Mr. Alex	Not maintain. No number mark, almost collapse.	<p>Non-compliance</p>
ID HGU pole	Location	Condition																
BPN/IIS No.48	Block D09a, adjacent border with independent smallholder of Merlung village.	Not maintain. No number mark																
BPN/IIS No.49	Not found	Lost																
BPN/IIS No.51	Not found	Lost																
BPN/IIS No.52	Block E18a, adjacent border with independent smallholder named Mr. Alex	Not maintain. No number mark, almost collapse.																

		Based on field visit to sample of smallholders scheme to Hampanan 9 (KUD Bina Usaha), it is clearly visible that boundary marks are available.	
Criteria 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	A list of contracted parties is available.	<p>Tungkal Ulu Estate: Lis of contracted parties is available in "Daftar Pekerjaan Kontraktor s/d Juni 2022"; however is not complete as an actual activities. It was raised as non conformities. Example contract:</p> <ul style="list-style-type: none"> - Perjanjian Borongan Nomor: 049/E3KTU/01/22, dated 3 January 2022. Contractor name: Heriyanto. Scope: wheelbarrow path (titi panen); - CV Trindo Jaya Pasifik Contract #017/E3KTU/01/22 dated 3 January 2022. Excavator rental; - PT Uniteda Arkato Contract #015/E3KTU/01/22 dated 3 January 2022. Road Grader rental; - PT Uniteda Arkato Contract #016/E3KTU/01/22 dated 3 January 2022. Compactor rental; - PT Aneka Sumatrindo Contract #045/E3KTU/01/22 dated 3 January 2022. Tractor Backhoe Loader rental. <p>Scheme smallholder: Based on sample of smallholders at four cooperatives (KUD Manunggal Jaya, KUD Bina Usaha, KUD Sawit Kita and KUD Panca Mukti), only two cooperative that still produce FFB's which were not replanted. Contract of FFB transport for scheme smallholder as below:</p>	Non-compliance

		<p>KUD Sawit Kita: "Surat Perjanjian Kerja Angkutan No: 001/KUD-SK/I/2022" dated 17 January 2022. Agreement between: GODI (FFB transporter) and KUD Sawit Kita.</p> <p>KUD Panca Mukti: "Surat Perjanjian Kerja Angkutan No: 003/KUD-PM/I/2022" dated 20 January 2022. Agreement between: JAMUSRIDAL (FFB transporter) and KUD Panca Mukti.</p> <p>The audit team audited the document of third party contract, such as: contractor permit, tax payment, and workers wages payment (also through interview with workers of contractor), ensuring no child workers in their operation by field observation.</p>	
2.2.2	<p>All contract, including those for FFB supply, contain specific clause on meeting relevant legal requirements and this can be demonstrated by the third party.</p>	<p>Tungkal Ulu Estate: Sample contract of wheelbarrow "titi panen" Perjanjian Borongan Nomor: 049/E3KTU/01/22, dated 3 January 2022. Specific clauses on meeting applicable legal requirements are covered in Article 7: Responsibilities and Obligation. Contract has contain specific clause on meeting relevant legal requirements and this can be demonstrated by the third party.</p> <p>Scheme smallholder: Based on sample of smallholders at four cooperatives (KUD Manunggal Jaya, KUD Bina Usaha, KUD Sawit Kita and KUD Panca Mukti), only two cooperative that still produce FFB's which were not replanted. Contract of FFB transport for scheme smallholder as below: KUD Sawit Kita: "Surat Perjanjian Kerja Angkutan No: 001/KUD-SK/I/2022" dated 17 January 2022. Agreement between: GODI (FFB transporter) and KUD Sawit Kita.</p>	<p>Non-compliance</p>

		<p>KUD Panca Mukti: "Surat Perjanjian Kerja Angkutan No: 003/KUD-PM/I/2022" dated 20 January 2022. Agreement between: JAMUSRIDAL (FFB transporter) and KUD Panca Mukti.</p> <p>According to these sample of contracts above, specific clauses on meeting applicable legal requirements are not covered/describes in the contracts. It was raised as non conformities.</p>	
<p>2.2.3</p>	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour.</p>	<p>Tungkal Ulu Estate:</p> <p>Sample contract of wheelbarrow "titi panen" Perjanjian Borongan Nomor: 049/E3KTU/01/22, dated 3 January 2022. Specific clauses on meeting applicable legal requirements are covered in Article 7: Responsibilities and Obligation.</p> <p>Scheme smallholder:</p> <p>Based on sample of smallholders at four cooperatives (KUD Manunggal Jaya, KUD Bina Usaha, KUD Sawit Kita and KUD Panca Mukti), only two cooperative that still produce FFB's which were not replanted.</p> <p>Contract of FFB transport for scheme smallholder as below:</p> <p>KUD Sawit Kita: "Surat Perjanjian Kerja Angkutan No: 001/KUD-SK/I/2022" dated 17 January 2022. Agreement between: GODI (FFB transporter) and KUD Sawit Kita.</p> <p>KUD Panca Mukti: "Surat Perjanjian Kerja Angkutan No: 003/KUD-PM/I/2022" dated 20 January 2022. Agreement between: JAMUSRIDAL (FFB transporter) and KUD Panca Mukti.</p> <p>According to these sample of contracts, clauses disallowing child, forced and trafficked labour are not covered/describes in the contracts.</p> <p>It was raised as non conformities.</p>	<p>Non-compliance</p>
<p>Criteria 2.3: All FFB supplies from outside the unit of certification are from legal sources.</p>			

<p>2.3.1</p>	<p>(C) For all directly sourced FFB, Palm Oil Mill (POM) requires:</p> <ul style="list-style-type: none"> • Information regarding the geolocation of FFB origins; • Proof of ownership status, right/claim of the land by grower/smallholder; • If relevant, valid planting/operational/trading license, or is part of a cooperative which allows the buying and selling of FFB. 	<p>The organization has maintained the data of the directly sourced FFB. The information regarding the geolocation and proof of ownerships status and IUP as also verified during audit. The document sample has been verified.</p> <p>Tungkal Ulu POM receives FFB from its own estate, smallholders scheme, out grower and assisted independent smallholders. For directly sources FFB Tungkal Ulu POM has collect the information regarding the geolocation, proof of ownership status, trading licence and other relevant information including contract. Below are the sample information of directly source FFB:</p> <table border="1" data-bbox="1133 708 1982 1142"> <thead> <tr> <th rowspan="2">FFB Sources</th> <th colspan="2">Coordinate Geolocation</th> <th rowspan="2">Hectare (ha)</th> <th rowspan="2">Land Certificate</th> </tr> <tr> <th>Longitude</th> <th>Latitude</th> </tr> </thead> <tbody> <tr> <td>MERLUNG TOPAZ</td> <td>1°15'90.6" S</td> <td>103°03'39.3" E</td> <td>190</td> <td>SHM</td> </tr> <tr> <td>MULIYANA HIDAYATI</td> <td>1°16'08.03" S</td> <td>103°03'06.47" E</td> <td>1055</td> <td>SHM</td> </tr> <tr> <td>GAPOKTAN MAJU JAYA</td> <td>1°16'38.75" S</td> <td>102°54'33.15" E</td> <td>1294</td> <td>SHM</td> </tr> <tr> <td>PENYABUNGAN TOPAZ</td> <td>1°16'35.07" S</td> <td>103°00'11.00" E</td> <td>371</td> <td>SHM/SKT</td> </tr> <tr> <td>NOVIE ZULHI</td> <td>1°18'19.20" S</td> <td>103°03'05.05" E</td> <td>2675.43</td> <td>SHM</td> </tr> <tr> <td>HASBULLAH</td> <td>1°19'22.27" S</td> <td>102°53'24.46" E</td> <td>3803.5</td> <td>SHM</td> </tr> <tr> <td>KUD BINA USAHA (SP1)</td> <td>1°20'44.80" S</td> <td>102°54'42.73" E</td> <td>1099.9</td> <td>SHM/SKT</td> </tr> <tr> <td>KELOMPOK TANI DIKI</td> <td>1°11'12.42" S</td> <td>103°04'29.29" E</td> <td>184</td> <td>SHM/SKT</td> </tr> </tbody> </table> <p>Proof of ownership status in the form of land certificate and trading licence for each directly FFB supplier above can be shown during audit.</p>	FFB Sources	Coordinate Geolocation		Hectare (ha)	Land Certificate	Longitude	Latitude	MERLUNG TOPAZ	1°15'90.6" S	103°03'39.3" E	190	SHM	MULIYANA HIDAYATI	1°16'08.03" S	103°03'06.47" E	1055	SHM	GAPOKTAN MAJU JAYA	1°16'38.75" S	102°54'33.15" E	1294	SHM	PENYABUNGAN TOPAZ	1°16'35.07" S	103°00'11.00" E	371	SHM/SKT	NOVIE ZULHI	1°18'19.20" S	103°03'05.05" E	2675.43	SHM	HASBULLAH	1°19'22.27" S	102°53'24.46" E	3803.5	SHM	KUD BINA USAHA (SP1)	1°20'44.80" S	102°54'42.73" E	1099.9	SHM/SKT	KELOMPOK TANI DIKI	1°11'12.42" S	103°04'29.29" E	184	SHM/SKT	<p>Complied</p>
FFB Sources	Coordinate Geolocation			Hectare (ha)	Land Certificate																																													
	Longitude	Latitude																																																
MERLUNG TOPAZ	1°15'90.6" S	103°03'39.3" E	190	SHM																																														
MULIYANA HIDAYATI	1°16'08.03" S	103°03'06.47" E	1055	SHM																																														
GAPOKTAN MAJU JAYA	1°16'38.75" S	102°54'33.15" E	1294	SHM																																														
PENYABUNGAN TOPAZ	1°16'35.07" S	103°00'11.00" E	371	SHM/SKT																																														
NOVIE ZULHI	1°18'19.20" S	103°03'05.05" E	2675.43	SHM																																														
HASBULLAH	1°19'22.27" S	102°53'24.46" E	3803.5	SHM																																														
KUD BINA USAHA (SP1)	1°20'44.80" S	102°54'42.73" E	1099.9	SHM/SKT																																														
KELOMPOK TANI DIKI	1°11'12.42" S	103°04'29.29" E	184	SHM/SKT																																														
<p>2.3.2</p>	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in indicator 2.3.1.</p>	<p>During this recertification audit, for Indirectly sources FFB, Tungkal Ulu POM has collected the information regarding the geolocation, proof of ownership status, trading licence and other relevant information including contract. Below are the sample information of indirectly source FFB verified during audit:</p>	<p>Complied</p>																																															

FFB Sources	Coordinate Geolocation		Hectare (ha)	Land Certificate
	Longitude	Latitude		
KUD BINA USAHA (SP 1)	1° 50' 54.4" S	102° 46' 43.8" E	57.9	SHM/SKT
Mulyana Hidayat	1° 14' 48.3" S	103° 02' 76.3" E	401	SHM/SKT
KT Merlung Topaz	1° 15' 90.6" S	103° 03' 39.3" E	172	SHM/SKT
KT Penyabungan Topaz	1° 16' 35.7" S	103° 00' 11.0" E	371	SHM/SKT

Proof of ownership status in the form of land certificate and trading licence for each directly FFB supplier above can be shown during audit.

Principle 3: Optimise productivity, efficiency, positive impact and resilience
 Implement plans, procedures and systems for continuous improvement.

Criteria 3.1: There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.

3.1.1	<p>(C) A business or management plan (minimum of three years) is documented and where applicable, includes a jointly developed business case for Scheme Smallholders.</p>	<p>Certificate holder has provided long-term management plan in document <i>Rencana Jangka Panjang period 2020 – 2025</i>. This document described the five-year business projection of PT Inti Indosawit Subur. Long-term management plant of PT Inti Indosawit Subur has documented in <i>Rencana Jangka Panjang period 2020 – 2025</i>. The long-term management plan covered parameter as follows:</p> <ul style="list-style-type: none"> • Hectare statement of mature and immature area • Estimation of production (Tonnes) • Estimation of FFB purchase (for Mass Balance Mill) • Extraction projected (%) • Cost estimation (IDR/Kg) • Estimation of price (IDR/Tonnes) • Estimation of profit (IDR) 	Complied
-------	--	---	----------

		<p>The same information of long-term management plan document also sighted for smallholders.</p> <p>Based on interview with sustainability staff, PT Inti Indosawit Subur has started to engage with independent smallholder named Create Share Value (CSV) near the Inti Indosawit Subur’s concession since a couple year ago and renewed annually.</p>	
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p>	<p>Own Estate</p> <p>According to the long-term management plan period 2020 – 2024, certificate holder has had annual replanting program as follows:</p> <ul style="list-style-type: none"> • 2020: 567 Ha • 2021: 552 Ha • 2022: 667 Ha • 2023: 630 Ha • 2024: 252 Ha <p>Scheme smallholder:</p> <p>According to the smallholder projection 2020 – 2025 obtained the replanting estimation as follows:</p> <ul style="list-style-type: none"> • 2020: 567 Ha • 2021: 552 Ha • 2022: 667 Ha • 2023: 630 Ha • 2024: 252 Ha <p>During audit, obtained information that replanting activity has conducted since 2020 until present. There was no fire usage during that process.</p>	Complied

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

3.1.3	<p>The unit of certification holds management review at planned term according to the scale and nature of the activities undertaken.</p>	<p>Certificate holder usually set the annual report. Those documents will bring into annual management review meeting. The result of the management review meeting has shown during audit.</p> <p>Management review conducted once a year as per "Standard Operating Procedures for Internal Audit and Management Review (AA-SOP-ES-6001-R5 dated 1 August 2020)". Latest management review conducted on 7 February 2022. Minutes of management review and attendance list for management review are available.</p> <p>Management review are include the internal audit result review. The company has annual internal audit activity namely Visit Agronomy (VA) and Visit Engineering (VE).</p> <p>Visit Agronomy Tungkal Ulu Estate: Sighted Report of Visit Advisory (VA) dated 25th – 30th October 2021 by Subramaniam Perumal as per VA Report-INTI No. VA/KTU/OCT/FULL/01-2021. There are several issues during this visit, for example: flatbeds (POME applications) still have been silted up, many roads were still sighted with potholes due to the lack of roadside drains, many drains still were sighted with shallow and covered by weeds. All the issues have been closed by organization in December 2021.</p> <p>Visit Engineering Tungkal Ulu POM: Sighted Report of Visit Engineering (VE) dated 12-14 July 2021 by TCJ Thomas as per VE-PTU-JUL-FULL-01-2021. There are several issues during this visit, for example: several FFB cages in use are in poor condition and are always derailing and causing delays in mill operations, the cage trolley at the exit side of the sterilisers is in bad condition and Boiler 1 is not in operation due to damaged refractory walls. All the issues have been closed by organization in October 2021.</p>	Complied
-------	--	---	----------

Criteria 3.2: The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.

<p>3.2.1</p>	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impact and opportunities of the unit of certification.</p>	<p>Certificate holder has established the continuous improvement for 2021/2022 that has been implemented, for example:</p> <ul style="list-style-type: none"> • Counting the production estimation in 1 semester using application of Bluetooth Remote Camera for the mature area especially for the high trees "tanaman/pokok tinggi", the objective is for improve the counting accuracy of census of FFB. • For mill: <ul style="list-style-type: none"> a. Reduce oil losses on press fibre. b. Reduce oil losses on heavy phase. c. Reduce oil losses on empty fruit bunch. d. Improve quality outside FFB and improve boiler equipment and operations strategy. e. Adjust feeding POME to digester according to parameter of VFA, PH at Digester Tank for every day. <p>Scheme smallholder</p> <p>For the scheme smallholder there is the action plan for the continues improvement namely:</p> <ul style="list-style-type: none"> - Arrangement of fronds in dead wicket "penyusunan pelepah di gawangan mati", the document verified for example there is the action plan for arrangement fronds at KUD Panca Mukti for period Y2022 and has implemented in June 2022 as per document "Arrangement of fronds" at Kelompok Tani Bangun Jaya, Kelompok Tani Benteng Tani, and Kelompok Tani Mandiri. - Plan and realisation of planting of <i>cassia tora</i> as natural host plant "inang alami", for Y2022 the area is 792 ha distributed in all of parcels of members, especially in the main road and collection road. 	<p>Complied</p>
--------------	---	---	-----------------

3.2.2	As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat by Certification Body during Annual Surveillance Assessment by using the RSPO metrics template.	RSPO Metrics Templates has been shown during Audit. The auditor has verified the RSPO Metric template that has been sent by client before the the audit, the RSPO Metrics Templates has been verified and the data is appropriate.	Complied
Criteria 3.3: Operating procedures are appropriately documented, consistently implemented and monitored.			
3.3.1	(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.	<p>During this recertification audit there is no revision of the SOPs for estate and mill, the SOP are in place namely:</p> <p>Own Estates</p> <p>Estate has Standard Operational Procedures (SOP) that covers the entire operational activity as follows:</p> <ol style="list-style-type: none"> 1. SOP AA-APM-OP-1100.01-R4 dated 5 September 2016: <i>Pembibitan</i> (Nursery). 2. SOP AA-APM-OP-1100.02-R3 dated 10 June 2015: <i>Penanaman Areal Baru</i> (New Planting). 3. SOP AA-APM-OP-1100.03-R2 dated 24 July 2015: <i>Pembuatan dan Perawatan Jalan dan Jembatan</i> (Road and Bridge construction and maintenance); 4. SOP AA-APM-OP-1100.04-R3 dated 7 Decemeber 2015: <i>Pembuatan dan Pemeliharaan Parit</i> (Drainage Construction and Maintenance). 5. SOP AA-APM-OP-1100.05-R3 dated 23 November 2016: <i>Konservasi Tanah dan Air</i> (Soil & Water Conservation). 6. SOP AA-APM-OP-1100.06-R6 dated 16 February 2017: <i>Menanam kacang</i> (Planting cover crops). 7. SOP AA-APM-OP-1100.07-R6 dated 16 February 2017: <i>Menanam Kelapa Sawit</i> (Planting Oil Palms). 8. SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: 	Complied

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

		<p><i>Pengendalian Gulma</i> (Weed control).</p> <p>9. SOP AA-APM-OP-1100.09. R5 dated 26 December 2018: <i>Pemupukan</i> (Fertilizer application).</p> <p>10. SOP AA-APM-OP-1100.10. R6 dated 23 November 2016: <i>Pengendalian Hama dan Penyakit</i> (Pests & Disease Control).</p> <p>11. SOP AA-APM-OP-1100.11. R1 dated 1 February 2009: <i>Pestisida dan Pengendaliannya</i> (Pesticide Handling).</p> <p>12. SOP AA-APM-OP-1100.12. R3 dated 23 November 2016: <i>Kastrasi</i> (Palm castration) explain cutting all generative product (mal flower, female flower, all fruit, to support vegetative growth) – done 5-6 months before being harvested.</p> <p>13. SOP AA-APM-OP-1100.13. R3 dated 4 March 2016: <i>Tunas Pokok</i> (Pruning).</p> <p>14. SOP AA-APM-OP-1100.14. R3 dated 16 February 2017: <i>Sensus dan Identifikasi Pokok</i> (Census and Palm Identification).</p> <p>15. SOP AA-APM-OP-1100.15. R2 dated 1 October 2010: <i>Sensus Produksi</i> (Production Census).</p> <p>16. SOP AA-APM-OP-1100.16. R1 dated 1 February 2009: <i>Konsolidasi Pohon Tumbang</i> (Provision of Support to Fallen Palm).</p> <p>17. SOP AA-APM-OP-1100.17. R1 dated 23 October 2014: <i>Pengelolaan Air</i> (Water Management).</p> <p>18. SOP AA-APM-OP-1100.18.R3 dated 20 April 2015: <i>Potong Buah</i> (Harvesting).</p> <p>19. SOP AA-APM-OP-1100.19.R1 dated 1 February 2009: <i>Pengelolaan Transport</i> (FFB Transport).</p> <p>20. SOP AA-APM-OP-1100.20-R6 dated 1 May 2019: <i>Peremajaan</i> (Replanting).</p>	
--	--	---	--

		<p>Tungkal Ulu POM has documented and implemented procedure related to process of FFB to become CPO and PK, starts from FFB receiving to dispatch of CPO and PK:</p> <ol style="list-style-type: none"> 1. SOP AA-MPM-OP-1400.02.R2 dated 1 September 2011: <i>Stasiun Penerimaan</i> for FFB Receiving Station; 2. SOP AA-MPM-OP-1400.03.R1 dated 1 February 2009: <i>Stasiun Rebusan</i> for Sterilizer; 3. SOP AA-MPM-OP-1400.04.R1 dated 1 February 2009: <i>Stasiun Pemisahan Berondolan</i> for Loose Fruit Separation; 4. SOP AA-MPM-OP-1400.05-R1 dated 1 February 2009: <i>Stasiun Pengadukan dan Pengempaan</i> for Pressing Station; 5. SOP AA-MPM-OP-1400.06-R1 dated 1 February 2009: <i>Stasiun Pemurnian</i> for Clarification; 6. SOP AA-MPM-OP-1400.07-R1 dated 1 February 2009: <i>Stasiun Pemisahan Nut dan Fiber</i> for Nut and Fiber Separation; 7. SOP AA-MPM-OP-1400.08-R1 dated 1 February 2009: <i>Stasiun Kernel</i> for Kernel Station; 8. SOP AA-MPM-OP-1400.09-R1 dated 1 February 2009: <i>Stasiun Boiler</i>; 9. SOP AA-MPM-OP-1400.10-R1 dated 1 February 2009: <i>Stasiun Engine Room</i>; 10. SOP AA-MPM-OP-1400.11-R1 dated 1 February 2009: <i>Stasiun Water Treatment</i>; 11. SOP AA-MPM-OP-1400.12-R1 dated 1 February 2009: <i>Laboratorium</i>; 12. SOP AA-MPM-OP-1400.13-R1 dated 1 February 2009: <i>Stasiun Pengelolaan Limbah</i> for Palm Oil Mill Effluent Treatment; 13. SOP AA-MPM-OP-1400.14-R2 dated 1 September 2011: <i>Stasiun Penimbunan dan Pengiriman CPO dan Kernel</i> for CPO and PK Bulking and Despatch Operation; 	
--	--	--	--

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

		<p>14. SOP AA-MPM-OP-1400.15-R1 dated 1 February 2009: <i>Perawatan</i> for Preventive Maintenance;</p> <p>15. SOP AA-MPM-OP-1400.19.R2 dated 1 September 2011: <i>Manajemen dan Metode Menghitung Emisi Gas Rumah Kaca</i> (GHG)</p> <p>16. SOP AA-MPM-OP-1400.18-R4 Book Keeping</p> <p>17. AA-MPM-OP-1400.17-R6 Traceability</p> <p>Those documents above are available in each unit.</p> <p>Scheme smallholder: Scheme smallholder has had best management practices procedure as follows:</p> <ol style="list-style-type: none"> 1. AA-PLASMA-PP-KS-01 <i>Pembibitan</i> (Nursery) 2. AA-APM-OP-1100.09-R3 <i>Pemupukan</i> (Manuring) dated 20 April 2015 3. AA-PLASMA-PP-KS-04 <i>Potong Buah</i> (Harvesting) 4. AA-PLASMA-PP-KS-05 <i>Pengangkutan TBS</i> (FFB Transport) 5. AA-APM-OP-1100.10-R5 <i>Pengendalian Hama dan Penyakit</i> (Pest and Disease Control) dated 11 January 2016 6. AA-APM-OP-1100.20-R5 <i>Peremajaan</i> (Replanting) dated 4 March 2016 7. AA-MM-508-1-RO <i>Penerimaan TBS Plasma</i> (FFB Plasma Receiving) 1 September 2015 8. AA-MM-508-2-RO <i>Penentuan Taksasi TBS Plasma</i> (FFB Plasma Estimation) 9. AA-APM-OP-1100.8-R5 <i>Pengendalian Gulma</i> (Weed Control) 10. AA-FA-220-2-RO <i>Stempel</i> (Stamp) 	
--	--	--	--

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

		<p>11. AA-MPM-OP-1400-17-R6 <i>Ketertelusuran</i> (Traceability) dated 1 September 2017</p> <p>12. AA-APM-OP-1100.02-R3 <i>Penanaman Area Baru</i> (New Planting)</p> <p>13. AA-SOP-ES-6001-R4 <i>Audit Internal Sustainability</i> (Internal Audit Sustainability)</p> <p>14. AA-KL-12-EFP <i>Restorasi Riparian dan Areal di Sekitar Danau/Waduk dan Mata Air Lainnya</i> (Restoration of Riparian Area or Near Area of Lake/Damp or Water Sources) dated 1 August 2010.</p> <p>15. AA-HR-305.2-RO <i>Rekrutmen dan Seleksi Karyawan</i> (Recruitment and Selection of Employee).</p>	
<p>3.3.2</p>	<p>A mechanism to check consistent implementation of procedures is in place.</p>	<p>Company has a mechanism to check the procedure implementation through internal audit/assessment.</p> <p>Visit Agronomy Tungkal Ulu Estate: Sighted Report of Visit Advisory (VA) dated 25th – 30th October 2021 by Subramaniam Perumal as per VA Report-INTI No. VA/KTU/OCT/FULL/01-2021. There are several issues during this visit, for example: flatbeds (POME applications) still have been silted up, many roads were still sighted with potholes due to the lack of roadside drains, many drains still were sighted with shallow and covered by weeds. All the issues have been closed by organization in December 2021.</p> <p>Visit Engineering Tungkal Ulu POM: Sighted Report of Visit Engineering (VE) dated 12-14 July 2021 by TCJ Thomas as per VE-PTU-JUL-FULL-01-2021. There are several issues during this visit, for example: several FFB cages in use are in poor condition and are always derailing and causing delays in mill operations, the cage trolley at the exit side of the sterilisers is in bad condition and Boiler 1 is not in operation due to damaged refractory walls. All the issues have been closed by organization in October 2021.</p> <p>Visit Agronomy Regional Head at Scheme Smallholders:</p>	<p>Complied</p>

		Sighted Report of Visit Agronomy by Regional Head dated 21 April 2022 at Replanting Activity. There is no issue during the visit.	
3.3.3	Records of monitoring and any actions taken are maintained and available.	<p>During the audit, auditor has observed the records of following action after Visit Agronomy and Visit Engineering. There is some action plan to follow up the findings.</p> <p>Certificate holder conducted monitoring of operational activity in all level of workers. Each field supervisor has equipped with monitoring sheets/worksheets. For example, harvesting supervisor collected harvesting record and quality of each harvesters. The report submitted to estate manager daily.</p> <p>Therefore, daily operational activity also recorded in daily worksheet by mill supervisor before reported to the mill manager.</p> <p>To ensuring the result of operational activity in line with the procedures, mill/estate manager conducted regularly monitoring of and management review to solve the findings issues. All results of management review shall be implemented by respective staff.</p>	Complied
<p>Criteria 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>			
3.4.1	(C) SEIA in new planting or operation including mills, is conducted independently and participatively by involving the affected stakeholders, inclusive of impact assessment from the smallholder/outgrower scheme (if any). The assessment is to be documented.	<p>Environmental Impact Assessment :</p> <p>PT. Inti Indosawit Subur - Tungkal Ulu POM has demonstrated the document of Analisis Mengenai Dampak Lingkungan (AMDAL) consist of document ANDAL, RKL and RPL as approved through "Persetujuan Komisi Amdal Departemen Pertanian No.014/Andal/RKL-RPL/BA/V/1995 tentang Persetujuan ANDAL dan RKL-RPL perkebunan Kelapa Sawit dan Pabrik Minyak Kelapa Sawit PT Inti Indosawit Subur" dated 3 May 1995.</p> <p>The document covers scope of areal of 32,000 ha consist of Kuala Tungkal Estate 20,000 ha and Muara Bulian Estate 12,000 ha and palm oil mill capacity 90 Tonnes FFB/hour for Kuala Tungkal and 30 Tonnes FFB/hour for Muara Bulian.</p>	Complied

		<p>Revision on AMDAL document is available for PT Inti Indosawit Subur through "Surat Keputusan Bupati Tanjung Jabung Barat No.309, year 2009, dated 6th June 2009, for 4,614.02 ha, consist of 3,503.02 ha, as per "Surat Keputusan Gubernur Kepala Daerah Tingkat I Propinsi Jambi No.342/1987" dated 19 June 1987. And second land title of 1,111 ha as per "Surat Keputusan Bupati Tanjung Jabung Barat No.746, tahun 2006, tentang Izin Lokasi untuk Keperluan Pembangunan Perkebunan Kelapa Sawit Atas Nama PT. IIS, AMDAL also cover 10,277 ha for Plasma and Palm Oil Mill with capacity 60 ton TBS/jam", dated 20 October 2006. AMDAL document produced by Pusat Penelitian Lingkungan Hidup (PPLH) Lembaga Penelitian – Universitas Jambi.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu Group has also prepared Evaluation of Environmental Impact - Aspects (Environmental management system – EMS-431-003-LT) each year, latest assessment conducted on January 2022 for activities of Mill and estate including replanting activities which currently being undertaken by the company. Those utilized as tool to evaluate the implementation of environmental management and monitoring tools.</p> <p>Environmental impact assessment covered in ANDAL, RKL RPL document and environmental aspect and impact, e.g:</p> <p><u>Pre construction :</u></p> <ul style="list-style-type: none"> • Employee recruitment • Construction • Nursery • Land clearing and planting preparation • Infrastructure and supporting facility construction and development • Land preparation • Imature Palm oil plant upkeeping • Mill location planning 	
--	--	---	--

		<ul style="list-style-type: none"> • Palm Oil Mill construction <p><u>Operation :</u></p> <ul style="list-style-type: none"> • Mature plantation upkeeping • Soil and water conservation • Land application (waste water application to palm oil plantation) and EFB application • Harvesting and collecting FFB • FFB transportation to Palm Oil Mill • FFB Processing in Palm Oil Mill • Transportation facility providing and maintenance • CPO and PK transportation • Waste water processing • Replanting • Partnership cooperation <p><u>Social Impact Assessment :</u></p> <p>PT Inti Indosawti Subur has shown the document of social impact assessment, such as:</p> <ol style="list-style-type: none"> 1. Document of "Social Impact Assessment PT Inti Indosawit Subur Kebun Tungkal Ulu including Scheme Smallholder" on 2011 by Fakultas Kehutanan Institut Pertanian Bogor dated 11 March 2011. This social impact assessment has also done with a direct approach with affected communities by FGD method conducted on 5 to 10 March 2011. The scope of document is Estate, Mill and Plasma/Smallholder in PT Inti Indosawit Subur Kebun Tungkal Ulu with an area of ± 13,858 Ha, which consists of 4,556 Ha of Inti 	
--	--	---	--

		<p>plantation (Tungkal Ulu Estae and POM) and 10,277 Ha of plasma land area.</p> <p>2. Social Impact Assessment has also available and mentioned within frame references of AMDAL. PT. Inti Indosawit Subur - Tungkal Ulu POM has demonstrated the document of "Analisis Mengenai Dampak Lingkungan (AMDAL)" consist of document ANDAL, RKL and RPL as approved through "Persetujuan Komisi Amdal Departemen Pertanian No.014/Andal/RKL-RPL/BA/V/1995 tentang Persetujuan ANDAL dan RKL-RPL perkebunan Kelapa Sawit dan Pabrik Minyak Kelapa Sawit PT. Inti Indosawit Subur" dated 3 May 1995. The document covers scope of areal of 32,000 ha consist of Kuala Tungkal Estate 20,000 ha and palm oil mill capacity 90 Tonnes FFB/hour for Kuala Tungkal. Revision on AMDAL document is available for PT. Inti Indosawit Subur – Tungkal Ulu through "Surat Keputusan Bupati Tanjung Jabung Barat No.309", year 2009, dated 6 June 2009, for 4,614.02 ha.</p> <p>The social risk have been identified for some aspect:</p> <ul style="list-style-type: none"> - Tenurial aspect; - Social aspect related infrastructure; - Employment, industrial relation and workforce absorption aspect; - Environmental aspect; - Relationship in socio-economic interaction with stakeholders around plantation; - Perceptions, expectations and desires of the community against the company; - Forms of land ownership; - Social and economic activity that is required by the community; <p>The consultation methodology including survey (questionnaire), focus group discussion with surrounding communities, Smallholder, and other</p>	
--	--	---	--

		<p>interested parties. The records of consultation, attendance list of stakeholders participated in 2011 SIA sighted.</p> <p>Social Environmental monitoring and management report reported in regular basis each semester in "<i>Laporan RKL RPL</i>". Report semester I (Period January – June 2021) and Semester II (Period July – December 2021) has been sent to the government on August - September 2021 and 3 February 2022.</p> <p><u>Scheme smallholder:</u></p> <p>The social impacts with the participation of internal and external stakeholders such as management, local communities, head of surrounding villages (Cinta Damai Village, Lampisi Village, Tanjung Benanak Village, Bukit Harapan Village, Pinang Gading Village, Adipurwa Village, Intan Jaya Village, Bukit Indah Village and Kemang Manis Village), farmers and workers and the government bodies relate. Evidence of participation with affected parties is to use a questionnaire conducted on June 20, 2011.</p> <p>Smallholder manager has identified the social aspect and impact has identified such as:</p> <ul style="list-style-type: none"> • Consistency of company for villages development • Company responsibility for road maintenance • Replanting activity • Harvesting and FFB transportation : air pollution and road condition, FFB stealing, FFB quality • FFB pricing mechanism • Labor recruitment and • Land legality 	
--	--	--	--

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

		<p>Another Environmental aspect and impact evaluation was also conducted as per "Evaluasi Aspek – Dampak Lingkungan" EMS-431-002-LT updated on May 2022.</p>	
<p>3.4.2</p>	<p>For the unit of certification, a SEIA is available and social and environmental management plan and its monitoring have been developed with participation of affected stakeholders.</p>	<p>Environmental Management and Monitoring Plan are available within "Matriks Pengelolaan dan Pemantauan Lingkungan" document. As per document, environment management plan to prevent negative impact such as:</p> <ul style="list-style-type: none"> - To prevent air quality decrease from POM operational and FFB transportation, company performed action: Reduce exhaust emissions from the engines by maintenance routine engine, dust bin installation in boiler stack and design the height of boiler stack as per regulation, planting the crops to reduce the pollutant/absorb the pollutant near POM, limiting the vehicle speed around POM; - To prevent noise from machine and POM operation, company performed isolating the noise source and machine maintenance, planting the crops as a green belt in surrounding POM, regular noise measurement; - To prevent water quality decrease, using palm Oil Mill Effluent (POME) as organic fertilizer (land application), maintaining waste water treatment plant (IPAL), maintain and monitoring land application; - To prevent decreasing of biodiversity, company performed enhancing biodiversity in riparian by planting local species, placing signboard to prohibit illegal hunting in conservation area and around estate, awareness to employee and surrounding community to save the protected species. - To prevent social conflict, community perception and enhance the surrounding economic, company provide employment opportunities to the local community, the provision of supporting infrastructure for public economic activities, providing employment opportunities 	<p>Complied</p>

		<p>information to the public, optimizing the use of local labor, involving the local community as business partners.</p> <p>Social Environmental monitoring and management report reported in regular basis each semester in "<i>Laporan RKL RPL</i>". Report semester I (Period January – June 2021) and Semester II (Period July – December 2021) has been sent to the government on August - September 2021 and 3 February 2022.</p> <p>Scheme Smallholder:</p> <p>Plasma Tungkal Ulu has set the Environmental aspect and impact assessment as per "Evaluasi Aspek Dampak Lingkungan Kebun Plasma Tungkal Ulu" per May 2022. The mitigation plan for environmental aspect and impact has been defined, e.g:</p> <ul style="list-style-type: none"> - Manuring/Fertilizing – monitoring ex fertilizer sack, appropriate fertilizing as recommendation - Weeds control - Ex Herbiicide container store in the hazardous waste storage. - Pest and disease handling: Ex pesticide container store in the hazardous waste storage - FFB transportation: optimizing FFB transportation by designed the TPH (FFB collecting place) in one way along collection road. - During site visit, Smallholder are well aware of the environmental impacts and the mitigation plan. 	
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way.</p>	<p>Social Environment management and monitoring plan as per RKL – RPL document has been implemented by PT Inti Indosawit Subur – Tungkal Ulu Group. Based on verification on Environmental management and monitoring report, confirmed that the management and monitoring plan has been well implemented accordingly. Data verified during audit :</p>	Complied

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

		<ul style="list-style-type: none"> • Air quality and noisy monitoring from FFB processing performed by emission measurement against Boiler and generator each semester, ambient air quality measurement each semester, noisy measurement (indoor and outdoor) each semester, odor measurement each semester. • Air emission quality in Tungkal Ulu POM analyze by Sucofindo for Semester I (January – June) 2021 and Semester II (July – Desember) 2021. The analysis result since January – December 2021 shown comply with regulation. • Surface water quality and water biota monitoring to prevent and control the physic and chemist quality of surface water comply to PP RI No 22 tahun 2021. Perfomed by waste water quality monitoring each month, hazardous waste monitoring, land application monitoring, surface water quality monitoring each semester. Waste water quality monitoring analyse by PT Jambi Lestari Internasional. Waste water analysis result since January – December 2021 shown comply with regulation. • Surface water quality test (Benanak River and Lampisi River) analyze by PT. ITEC Soution Indonesia for Semester I (January – June) 2021 and Semester II (July – Desember) 2021. The analysis result since January – December 2021 shown comply with regulation. • Soil quality monitoring performed by soil sampling analysis in “rorak, antar rorak and lahan control”, EFB application monitoring, groundwater analysis each year. Analysis conducted by Laboratorium PT. ITEC Soution Indonesia and the results (January – December 2021) shown comply with regulation • Erossion and sedimentation monitoring performed by erosion measurement according to USLE method. Measurement result since January – December 2021 shown erosion level average below 6 	
--	--	--	--

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

		<p>ton/ha/year for Soga and Sei Lala Estate categorized as very good criteria.</p> <ul style="list-style-type: none"> • Flora fauna monitoring performed by wildlife monitoring and monitoring the conservation area each month. Monitoring Since January – December 2021 shown that there were species of mammal presence (<i>Macaca fascicularis</i>, <i>Macaca nemestrina</i>, <i>Calosciurus notatus</i>, <i>Sus crofa</i>, <i>Rattus sp</i>, <i>Felis bengalensis</i>, <i>Paradoxurus sp</i>), 13 species of birds (such as: <i>Halcyon smyrnensis</i>, <i>Rhipidura javanica</i>, <i>Centropus bengalensis</i>, <i>Pycnonotus aurigaster</i>), 4 species of reptile (<i>Varanus salvator</i>, <i>fejevarya sp</i>, <i>Mabouya sp</i>, <i>Denrelaphis caudolineatus</i>). • Community perception monitoring performed by community interview, employee data monitoring, interview with village head or public figure regarding their perception to company. Company has monitored the public perception through questioner each year. Questioner to public perception regarding the impact of company presence has been disseminated to surrounding community. Latest monitoring of public perception has been performed in 2021, questioner of public perception can be demonstrated and well documented in RKL-RPL report semester II 2021. Generally public perception was positive regarding the company presence and contribution to the surrounding community. <p>All management and monitoring plan has been implemented well by company according to RKL-RPL document. The implementation report has been reviewed and reported to government agency per semester (six monthly).</p> <p>During document verification and interview with management, it can be demonstrated that all the environmental monitoring plan has been implemented as per document RKL-RPL. The evaluation of</p>	
--	--	--	--

		<p>environmental monitoring plan effectivity has been carried out and presented in RKL-RPL report semester II 2021 (July – December 2021). Evaluation consist of:</p> <ul style="list-style-type: none"> • Trend evaluation of air ambient quality, air emission, odor, ground water quality, wate water quality, surface water quality, soil erosion shown that the result of monitoring are all parameter is met with the standard of regulation. Trend evaluation of water usage still under the budget/standard; biodiversity trend evaluation shown that there were still found the presence of animal including protected animal; Social economic trend evaluation shown increasing each year. Overall the trend evaluation shown the consistency and increasing in environmental performance. • Critical evaluation, the critical point in environmental monitoring is waste water quality and surface water usage. Based on result on January - December 2021 was met with regulation (BOD < 5,000 mg/l and pH 6 – 9). • Compliance evaluation to regulation. According to evaluation of impact against soil erosion, water quality, soil quality, air quality, biodiversity, surrounding social and economic, health and safety, indicated that PT Inti Indosawit Subur – Tungkal Ulu POM has comply with all relevant regulation. • Public perception monitoring for 2021 has been carried out and there is no negative perception occurred regarding existence of the company and its operational management. <p>The management and monitoring plan above including review and update was conducted in participatory way with all relevant stakeholder.</p>	
Criteria 3.5: A system for managing human resources is in place.			
3.5.1	Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the	Estate and Mill	Complied

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

	<p>workers and their representatives in accordance with the applicable regulation.</p>	<p>Recruitment process was documented in Procedure: AA-HR-305.2-R0 dated 1 February 2009 – Recruitment and Selection stated that Staff recruitment conduct by Head Office in Jakarta. For workers in site, recruitment processes conduct by Site Management with approval from company management. This procedure has been communication to all workers in workplace on 20 June 2020 attended by 26 participants.</p> <p>Equal opportunity policy is stated in "<i>Kebijakan Perusahaan</i>" set on 1 December 2019 in Medan which has been ratified by the Managing Director (Kevin Tio); "<i>Company Treats employees fairly, whether in terms of acceptance, judgment, conditions and work environment, and representation irrespective of race, tribe, caste, national origin, religion/faith, disability, gender, sexual orientation, union membership, political affiliation and/or age</i>". This policy has been informed to all employees and being placed into noticed board in public area and easily accessed.</p> <p>The Company has also issued a memorandum through the Senior Manager of PT IIS – Tungkal Ulu Group no. 208/SM-KTU/MEMO/VII/2020 dated July 23, 2020 regarding the Policy for the acceptance and appointment of employees of PT Inti Indosawit Subur - Tiungkal Ulu Group. This policy has been socialized to all employees on July 27, 2020.</p> <p>Sample taken:</p> <ul style="list-style-type: none"> • Recruitment of employees on March 2022 on behalf Ayu Rizki Awaliya. • Recruitment of employees on January 2022 for 61 harvester in Tungkal Ulu Estate. • Memorandum No. 0113/HR-RO3/MEMO/SK/05/2022 dated 18 May 2022, promotion for 24 employees (including 21 harvester) become a permanent employee (SKU-H) effective June 1, 2022. 	
--	--	---	--

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

No.	Name	Unit	Posistion
1	Ludini	Afd.1	Harvester
2	Ananda Priaga Akbar	Afd.1	Harvester
3	Galan Julfanri Marbun	Afd.1	Harvester
4	Gokma Tampubolon	Afd.1	Harvester
5	Julfikar Siregar	Afd.1	Harvester
6	Robinson Raja Gukguk	Afd.1	Harvester
7	Edi Saputra	Afd.1	Harvester
8	Surepto	Afd.1	Harvester
9	Ahmad Yani	Afd.1	FFB Loader
10	Muhammad Amin Pasaribu	Afd.1	FFB Loader
11	Sukrisna Budi Hartono	Afd.2	Harvester
12	Hardi	Afd.2	FFB Loader
13	Muhammad Romadan	Afd.3	Harvester
14	Mardiansyah	Afd.3	Harvester
15	Aril Laoli	Afd.3	Harvester
16	Johanes Bukit	Afd.3	Harvester
17	Misnan	Afd.7	Harvester
18	Edi Romadoni	Traksi	Traksi
19	Taruna	Traksi	Traksi
20	Rio Syahputra	Afd.5	Harvester
21	Dendi Ferdiansyah	Afd.5	Harvester

		<table border="1" data-bbox="1184 362 1807 453"> <tr> <td data-bbox="1184 362 1256 405">22</td> <td data-bbox="1256 362 1568 405">Fitrawansyah</td> <td data-bbox="1568 362 1659 405">Afd.5</td> <td data-bbox="1659 362 1807 405">Harvester</td> </tr> <tr> <td data-bbox="1184 405 1256 453">23</td> <td data-bbox="1256 405 1568 453">Abdul Kadir</td> <td data-bbox="1568 405 1659 453">Afd.5</td> <td data-bbox="1659 405 1807 453">Harvester</td> </tr> </table> <p>Scheme smallholder Based on document sampled verification at KUD Bina Usaha, Koperasi Manunggal Jaya, KUD Sawit Kita, and KUD Panca Mukti, there is no forced labor or trafficked labor allowed. Most of the smallholders are managed their land independently. All of the workers are considered as casual workers. The workers are hired based on verbal agreement related to rate per piece of work, payment system, working tool provision, etc. No work performed based on debt bond.</p>	22	Fitrawansyah	Afd.5	Harvester	23	Abdul Kadir	Afd.5	Harvester	
22	Fitrawansyah	Afd.5	Harvester								
23	Abdul Kadir	Afd.5	Harvester								
3.5.2	Employment procedures are implemented and records are maintained.	<p>Company has a Procedure No. SOP AA-HR-305.2-RO regarding "<i>Rekrutmen dan Seleksi Karyawan</i>" and Procedure "<i>Mekanisme Penerimaan Karyawan</i>" at Plasma are based on skill, work experiences, and job evaluation. The form indicates that there is no indication of employment discrimination in terms of ethnicity, caste, religion, disability, gender, sexual orientation, union membership, political affiliation and/or age.</p> <p>The company also has procedures related to employment, including:</p> <ol style="list-style-type: none"> 1. Procedure No. AA-HR-308.5-R1 regarding <i>Penyampaian dan Penyelesaian Keluhan Karyawan</i>. 2. Procedure: AA-HR-305.7-R0 dated 1 Aug 2021 – regarding <i>Recruitment, Selection and Promotion for Non Staff Workers</i>. 3. Procedure No AA-FA-219.I-R5 regarding <i>wages - pengupahan</i> <p>The labor union and workers have understood these procedures and they also said that recruitment and promotion process has been done without any indication discrimination measures by company.</p>	Complied								

		<p>Based on review several document recruitment and promotions which conducted during 2021 and 2022 in mill and estate shows that company only gave relevant requirements which needed to be fulfilled by candidate who recruited or promoted e.g. medical fitness, relevant experiences in similar position, good attitude during working (for promotions), achieved company target by candidate (for promotions). Record of employment recruitment process, promotion, wages payment are available during audit and found met with the procedure.</p>	
<p>Criteria 3.6: An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.</p>			
<p>3.6.1</p>	<p>(C) All operational activities risks assessed to identify the H&S issues. Mitigation plans and procedures are documented and implemented.</p>	<p>PT Inti Indosawit Subur – Tungkal Ulu has a procedure to identify and prepare a risk assessment register (HIRAC). The procedure of HIRADC (Hazard identification and risk analysis and determining control) as a guidance and standard to conduct the hazard and risk assessment as well as the determining control for risk and hazard. Procedure presented in SOP "Identifikasi bahaya, Penilaian Resiko dan Penentuan Pengendalian" AA-SMK3-02-R0 dated 3 August 2017.</p> <p>Risk assessment method used is quantitative and qualitative method which is the multiplication of severity with the level of possibility. The company has set matrix multiplication result, which is subsequently determined from the matrix level / quality risk is divided into five (5) categories: extreme, high, moderate, low and tolerance/permitted.</p> <p>Risk Assessment presented in document of HIRADC - last review in January 2022 covering for all activities both in Tungkal Ulu POM and Estate, such as: boiler operation, sterilizer operation, generator set operation, loading ramp activity, cleaning of CPO storage tank, chemical mixing, fertilizer warehouse, herbicide, and pesticide sprayer, harvesting, road maintenance, HCV Monitoring, Boundary Monitoring, land application maintenance.</p> <p>Mitigation plan to eliminate the risk and control the risk has been determined in the HIRADC document. Such as: control distance setting</p>	<p>Complied</p>

		<p>from excavator so the foreman not get hit by a fallen tree during replanting; Safety talk and the use of PPE and substituting engineering from ordinary cranes by using an AM inner clamp to avoid being hit by fronds and being hit by thorns.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu has prepared and documented the OHS Plan as in "Program Management K3 Tahun 2021-2022", such as:</p> <ul style="list-style-type: none"> • Training on emergency response and preparedness • Training on implementation OHS management system (SMK3) • Implementation of risk assessment • Zero Accident and consistent on using of PPE • Review of accident report • Medical checkup for workers and provision of first aid kit, • Safety committee meeting, • OHS inspection <p>Scheme smallholder:</p> <p>During audit document HIRADC document in sampled smallholder, were available and could be demonstrated.</p> <p>The document of "Hazard Identification and Risk Assessment and Control (HIRAC) – Analisis Risiko tahun 2020/2021", last review in May 2022. The document has covered for all activities in field, e.g: transport FFB, harvesting, manuring, spraying</p> <p>The implementation of risk analysis and risk control can be demonstrated during field audit such as: PPE provision for harvester (helmet, safety boot, glasses and hand gloves, chisel cover), OHS awareness for harvester and smallholder member.</p>	
--	--	--	--

<p>3.6.2</p>	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p>	<p>PT Inti Indosawit Subur – Tungkal Ulu POM including scheme smallholders has demonstrated the record of realization the OHS program 2022, such as:</p> <ul style="list-style-type: none"> • Tungkal Ulu Estate - PPE provision for all workers at Tungkal Ulu Estate are demonstrated as per "Bukti Serah Terima Alat Pelindung Diri". Sample seen: <ul style="list-style-type: none"> – Dated 10 January 2022 – PPE rubber safety gloves for fertilizer workers – Dated 14 January 2022 – PPE mask, rubber gloves and safety goggles for spraying workers – Dated 12 March 2022 - PPE safety helmet provision for harvester – Dated 16 March 2022 - PPE safety helmet provision for nursery workers • Scheme Smallholders - PPE provision for all workers at Tungkal Ulu Estate are demonstrated as per "Bukti Serah Terima Alat Pelindung Diri". Sample seen: <ul style="list-style-type: none"> – PPE provision for harvester in each KUD such as helm, safety boots and <i>sarung egrek</i>. – Record of Basif Safety in KUD Panca Mukti dated 10 January 2022. <p>Based on field visit on 2 August 2022 in Tungkal Ulu Estate: Dicipline of PPEs usage monitoring regularly conducted by Estate management to ensure all workers use the appropriate PPE during working. Monitoring record present in "Daftar Pemeriksaan Alat Pelindung Diri (APD)". Sample seen for PPE monitoring of fertilizer workers, spraying workers and harvester period January – July 2022.</p> <p>Report of MCU for all workers in Tungkal Ulu POM and Tungkal Ulu Estate was conducted by "Focus Clinical Laboratory", dated 20 April 2022. The MCU was covered urine test, HSaAg and physical test.</p>	<p>Complied</p>
--------------	--	--	-----------------

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

		<p>Report of OHS inspection report, location in Tungkal Ulu period January – June 2022 – reported OK for PPE usage, and OHS facilities (fire hydrant and fire extinguisher).</p> <p>Based on observation on 2 August 2022 in Tungkal Ulu POM, all emergency respond facilities in good condition and simulation of hydrant was conducted to verify whether the hydrant can be use.</p>																									
Criteria 3.7: All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.																											
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, scheme smallholders, and outgrowers taking into account gender- specific needs, and which covers applicable aspects of P&C Principles, in a form they understand and includes assessment of the training.</p>	<p>The company was able to demonstrate "Kalender Pelatihan Tahun 2022". It is a program for training of environment and sustainability in Asian Agri Learning Institute.</p> <table border="1" data-bbox="1131 735 1966 1230"> <thead> <tr> <th>Training Subject</th> <th>Operation Unit</th> <th>Attendance</th> <th>Schedule</th> </tr> </thead> <tbody> <tr> <td>Sustainability Awareness</td> <td>Tungkal Ulu Estate and Tungkal Ulu Plasma</td> <td>Staff and Non Staff</td> <td>March 2022</td> </tr> <tr> <td>Traceability and Mass Balance</td> <td>Tungkal Ulu Estate and Tungkal Ulu Plasma</td> <td>Staff and Non Staff</td> <td>March 2022</td> </tr> <tr> <td>HCV Awareness</td> <td>Tungkal Ulu Estate and Tungkal Ulu Plasma</td> <td>Staff and Non Staff</td> <td>January 2022</td> </tr> <tr> <td>Basic Fire</td> <td>Tungkal Ulu Estate and Tungkal Ulu Plasma</td> <td>Staff and Non Staff</td> <td>March 2022</td> </tr> <tr> <td>Work Accident reporting and investigation</td> <td>Tungkal Ulu Estate and Tungkal Ulu Plasma</td> <td>Staff and Non Staff</td> <td>January 2022</td> </tr> </tbody> </table> <p>Scheme smallholder: Plasma Tungkal Ulu has established Training Program for KUD, KT and farmer member FY2022, the training consists of:</p>	Training Subject	Operation Unit	Attendance	Schedule	Sustainability Awareness	Tungkal Ulu Estate and Tungkal Ulu Plasma	Staff and Non Staff	March 2022	Traceability and Mass Balance	Tungkal Ulu Estate and Tungkal Ulu Plasma	Staff and Non Staff	March 2022	HCV Awareness	Tungkal Ulu Estate and Tungkal Ulu Plasma	Staff and Non Staff	January 2022	Basic Fire	Tungkal Ulu Estate and Tungkal Ulu Plasma	Staff and Non Staff	March 2022	Work Accident reporting and investigation	Tungkal Ulu Estate and Tungkal Ulu Plasma	Staff and Non Staff	January 2022	Complied
Training Subject	Operation Unit	Attendance	Schedule																								
Sustainability Awareness	Tungkal Ulu Estate and Tungkal Ulu Plasma	Staff and Non Staff	March 2022																								
Traceability and Mass Balance	Tungkal Ulu Estate and Tungkal Ulu Plasma	Staff and Non Staff	March 2022																								
HCV Awareness	Tungkal Ulu Estate and Tungkal Ulu Plasma	Staff and Non Staff	January 2022																								
Basic Fire	Tungkal Ulu Estate and Tungkal Ulu Plasma	Staff and Non Staff	March 2022																								
Work Accident reporting and investigation	Tungkal Ulu Estate and Tungkal Ulu Plasma	Staff and Non Staff	January 2022																								

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

		<ol style="list-style-type: none"> 1. Training on RSPO on August 2022 2. Basic Safety Training on August 2022 3. Harvest and cut fruit training on August 2022 4. OSH training on October 2022 5. Limited Pesticide Training on November 2022 6. Integrated Pest Control Training on December 2022 	
3.7.2	Records of training are maintained, where appropriate on an individual basis.	<p>Record of training are available, such as training attendant list, as sample described below:</p> <ol style="list-style-type: none"> 1. Basic Fire on 9 March 2022 2. Fire Handling Simulation on 28 July 2022 3. HCV Awareness on 14 June 2022 4. Pesticide application on 24 June 2022 and 28 July 2022 <p>Scheme smallholder:</p> <p>Record of training are available, such as training attendant list, as sample described below:</p> <ol style="list-style-type: none"> 1. Basic safety on 20 January 2022 2. IPM and Fertilizer application training on 18 February 2022 and 18 March 2022 3. IPM and Fertilizer application training on 18 February 2022 4. Basic Fire on 9 March 2022 	Complied
3.7.3	Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.	<p>Training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Latest training for RSPO SCCS concerning Traceability has been conducted on 16/06/2022. Training attend by Mill manager, KTU (head of administration), production clerk, internal audit, Weighbridge clerk,</p>	Complied

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

		security, dispatch operator. Evidence of training are available (attendance list, training material).	
<p>Criteria 3.8: Supply chain requirements for mills. Procedure note: all requirements are classified as Critical Indicators. However it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme. Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	PT. Inti Indosawit Subur – Tungkal Ulu POM uses Mass Balance supply chain model. The mill only claimed the FFB proportion from certified supply bases which comprise of company-own estate (Tungkal ulu Estate) and 10 scheme Smallholder (cooperative/Koperasi Unit Desa - KUD).	Not Applicable
3.8.2	<p>Mass Balance Module A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	PT. Inti Indosawit Subur – Tungkal Ulu POM holds current RSPO P&C Certificate No. RSPO 594422, first certification start on 15 August 2012 and expired on 14 August 2022. In the current certificate, PT. Inti Indosawit Subur – Tungkal Ulu POM uses Mass Balance supply chain model. The mill only claimed the FFB proportion from certified supply bases which comprise of company-own estate (Tungkal ulu Estate) and 10 scheme Smallholder in form of cooperative/Koperasi Unit Desa (KUD). The proportion of non-certified FFB comes from third-party supplier, comprise of: HD, KSP, KUD Bina Usaha, Victory, YES, Asosiasi Tani Bersama, Gapoktan Maju Jaya, Merlung Topaz, Penyabungan Topaz, MH, Novie Zulhi, KT Dicky, PT Keluarga Kemas Bertuah.	Complied
3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure	The estimated tonnage of certified CPO and PK that could potentially produced by PT. Inti Indosawit Subur – Tungkal Ulu POM its recorded in RSPO Public Summary report, certificate and RSPO IT Paltform.	Complied

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

	<p>represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>The mill has met registration and reporting requirement as it registered in RSPO IT Platform (PalmTrace) with ID number RSPO_PO1000000345. Below are the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year 2021/2022:</p> <p><u>Forecast volume (Sept 2021 – Aug 2022)</u> FFB : 104,093 MT CPO : 22,823 MT (OER: 21.93%) PK : 5,465 (KER: 5.25%)</p> <p><u>Actual production volume (Sept 2021 – ytd July 2022)</u> FFB: 51,655.34 MT CPO: 11,810.83 MT PK: 2,688.64 MT</p> <p><u>Actual sold volume (Sept 2021 – ytd July 2022)</u> CPO: 9,465.74 MT (sold as ISCC certified) PK: 2,704.56 MT</p>	
<p>3.8.4</p>	<p>The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.</p>	<p>PT. Inti Indosawit Subur – Tungkal Ulu POM is subsidiary of PT. Inti Indosawit Subur, a member of RSPO, with RSPO membership No.1-0022-06-000-00 since 6 February 2006.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu POM has meet all registration and reporting requirements.</p> <p>RSPO IT Platform/PalmTrace account RSPO_PO1000000345.</p>	<p>Complied</p>
<p>3.8.5</p>	<p>Documented procedures The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p>	<p>PT. Inti Indosawit Subur – Tungkal Ulu POM can demonstrate procedures as follow:</p> <ul style="list-style-type: none"> Standard Operating Procedures – Traceability (AA-MPM-OP-1400.17.R7) dated 1 October 2019. The procedures cover traceability of CPO and PK, since FFB receiving from Tungkal Ulu Estate and Smallholder, processing up to shipping of CPO and PK 	<p>Complied</p>

	<p>a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.</p> <p>b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records).</p> <p>c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard.</p> <p>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBS including ensuring no contamination in the IP mill.</p>	<p>as well as daily production report. The procedure also regulates the internal audit by Sustainability Internal Audit Manager. Traceability records are to be kept for 10 years.</p> <ul style="list-style-type: none"> • Standard Operating Procedure – Book Keeping (AA-MPM-OP-1400.18-R4). The procedure explains method to check only certified product received. The book keeping mass balance stated every 3 months: January-March, April-June, July-September, and October-December each year. Head of Environment and Sustainability will inform to Certification Body in the case of projected overproduction. • SOP for mill operation Mill Policy Manual: <ul style="list-style-type: none"> - SOP AA-MPM-OP-1400.02.R2 Stasiun Penerimaan for FFB receiving station; - SOP AA-SOP-OP-101.5-R0 Grading; - SOP AA-MPM-OP-1400.03.R1 Stasiun Rebusan for sterilizer; - SOP AA-MPM-OP-1400.04.R1 Stasiun Pemisahan Berondolan for loose fruit separation; - SOP AA-MPM-OP-1400.05-R1 Stasiun Pengadukan dan Pengempaan for pressing station; - SOP AA-MPM-OP-1400.06-R1 Stasiun Pemurnian for clarification; - SOP AA-MPM-OP-1400.07-R1 Stasiun Pemisahan Nut dan Fiber for nut and fiber separation; - SOP AA-MPM-OP-1400.08-R1 Stasiun Kernel for kernel station; - SOP AA-MPM-OP-1400.09-R1 Stasiun Boiler; - SOP AA-MPM-OP-1400.10-R1 Stasiun Engine Room; - SOP AA-MPM-OP-1400.11-R1 Stasiun Water Treatment; - SOP AA-MPM-OP-1400.12-R1 Laboratorium; 	
--	--	--	--

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

		<ul style="list-style-type: none"> - SOP AA-MPM-OP-1400.13-R1 Stasiun Pengelolaan Limbah for palm oil mill effluent treatment; - SOP AA-MPM-OP-1400.14-R2 Stasiun Penimbunan dan Pengiriman CPO dan Kernel for CPO and PK bulking and despatch operation; - SOP AA-MPM-OP-1400.15-R1 Perawatan for preventive maintenance; - SOP AA-MPM-OP-1400.18-R4 Book Keeping - AA-MPM-OP-1400.17-R7 Traceability 	
<p>3.8.6</p>	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill;</p> <p style="margin-left: 20px;">a) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p style="margin-left: 20px;">b) Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>PT. Inti Indosawit Subur – Tungkal Ulu POM has a procedure to conduct internal audit RSPO, including RSPO SCCS as per Procedure of “AA-SOP-ES-6001-R5 dated 1 August 2020”. According to internal audit procedure, internal audit conducted once a year considering the critical area.</p> <p>The latest internal audit conducted on 17 – 22 January 2022 by Mr. Hendrik Simanjuntak (lead auditor), Wahyu, Ridho Ilahi, Ian Septian Arifin, Yohanes Simanjuntak.</p> <p>Internal audit report were evident, all issue raised during internal audit has been followed up by Corrective Action and Closed. Sample seen on internal audit issue: management review record were not available - follow up action taken by kept the record of management review; Shipping announcement were not available – follow up by announce the transaction on palmtrace. Evidence of follow up action was sighted during audit. Internal audit record and report were well maintained by administration staff (KTU) and sustainability officer.</p> <p>Management review conducted once a year as per “Standard Operating Procedures for Internal Audit and Management Review (AA-SOP-ES-6001-R4)”. Latest management review conducted on 7 February 2022.</p>	<p>Complied</p>

		<p>Minutes of management review and attendance list for management review are available.</p>	
<p>3.8.7</p>	<p>Purchasing and Goods In</p> <ul style="list-style-type: none"> i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received. ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage. iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents. 	<p>PT Inti Indosawit Subur – Tungkal Ulu POM has demonstrated SOP of Traceability (AA-MPM-OP-1400.7.R7), chapter 5.1 indicates the Weighbridge Clerk has responsibility to input data and print weighbridge card based on "Surat Pengantar TBS", covering information e.g. estate name and block number, mill name, date of delivery, product description and quantity, RSPO certificate number, transporter identity and unique identification number.</p> <p>PT. Inti Indosawit Subur – Tungkal Ulu POM receive FFB from certified and non-certified source. Certified source consist of own estate (Tungkal Ulu Estate) and Scheme Smallholder (Tungkal Ulu Plasma). Non-certified FFB sourced from third party supplier, e.g.: YES, KSP, HD, KUD Bina Usaha SP1, Victory, Teguh Prayoga, Jaya Mandiri, Merlung Topaz, MH, Gapoktan Maju Jaya, Penyabungan Topaz, Gapoktan Usaha Berkat, Asosiasi Tani Bersama and Novie Zulhi.</p> <p>Document "Surat Pengantar TBS" (FFB Delivery Note) and Kartu Timbangan (Weighbridge Ticket) described identity and location of FFB source and other item required e.g: FFB Nett weight, number of bunches, transport vehicle number, driver, RSPO certificate number.</p> <p>Sample document of FFB delivery note and Weighbridge ticket from certified and non certified source were available and the information contain is accurate and complete. Sample seen for certified FFB received:</p> <ul style="list-style-type: none"> - Surat Pengantar TBS No. KTUDT3820220513149103, dated 13/05/2022, Driver: Warsito, Vehicle number: BM8147HP, FFB amount: 578 bunches, origin: Tungkal Ulu Estate, Afdeling 2 Block B16C and B16B. - Weighbridge Ticket No. PTUA122203201; dated 13/05/2022; FFB origin: Tungkal Ulu Estate, Afdeling 2; ID: KTU2; Nett weight: 6,840 	<p>Complied</p>

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

		<p>kg; Driver Warsito, Vehicle number: BM8147HP, FFB amount: 578 bunches; RSPO certificate number: RSPO 594422.</p> <ul style="list-style-type: none"> - Surat Pengantar TBS No. 00671, dated 17/05/2022, Driver: Leni, Vehicle number: E8731PK, FFB amount: 430 bunches, origin: KT 16, Karya Tani. - Weighbridge Ticket No. PTUA222200377; dated 17/05/2022; FFB origin: KT 16, Karya Tani; ID: KLT; Nett weight: 9,302 kg; Driver Leni, Vehicle number: E8731PK, FFB amount: 430 bunches; RSPO certificate number: RSPO 594422. <p>Sample seen for non certified FFB received:</p> <ul style="list-style-type: none"> - Surat Pengantar TBS No. 0002252, dated 23/05/2022, Driver: Udin, Vehicle number: BH8679EM, FFB amount: 662 bunches, origin: HD. - Weighbridge Ticket No. PTUA522205843; dated 23/05/2022; FFB origin: HD; ID: A175; Nett weight: 9,264 kg; Driver: Udin, Vehicle number: BH8679EM, FFB amount: 662 bunches; Non Certified. <p>According to SOP of Traceability (AA-MPM-OP-1400.7.R7), Mill will inform the CB if there is a projected overproduction of certified tonnage. However until the audit conducted there is no overproduction.</p> <p>Mechanism for handling non-conforming FFB and/or documents are described in SOP of Traceability (AA-MPM-OP-1400.7.R7), until the audit conducted there is no non-conforming FFB and/or documents.</p>	
<p>3.8.8</p>	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <p>a) The name and address of the buyer;</p>	<p>PT Inti Indosawit Subur – Tungkal Ulu POM shows SOP Traceability (AA-MPM-OP-1400.7.R7), section 6.2 indicating the Marketing manager creates Sales Contract and Delivery Order (DO) with information: name and address of production unit; name and address of buyer; contract number; type of product; transportation (air, land, sea); type of product CPO/PK certified or non-certified; quantity of product sold, CPO/PK certified or non-certified in MT; date of shipping; product quality</p>	<p>Complied</p>

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

	<ul style="list-style-type: none"> b) The name and address of the seller; c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<p>specification CPO/PK (FFA, water content, dirt content); and Supply chain model (Mass Balance).</p> <p>At Mill site, weighbridge operator will printed out CPO/PK weighbridge card, based on DO from marketing indicating: Type of commodity, CPO certified or non-certified; country of origin: Indonesia; Supply Chain model: (Mass Balance); Certificate number of the mill; date of delivery, Product quality specification (moisture, FFA, dirt); Contract number/DO number; Quantity, Transport detail (driver name, vehicle number); and Buyer address.</p> <p>Sales Contract and Delivery Order indicates name and address of seller, name and address of buyer, loading date, supply chain certificate number and unique identification number.</p> <p>However since latest licence palmtrace activated until this audit conducted (Sept 2021 – July 2022) there is no sold of CPO certified as RSPO. All CPO sold as ISCC Certified. Sample seen for CPO sold as ISCC:</p> <ul style="list-style-type: none"> - Contract number: 05031/CD10/02/22 - Seller: PT Inti Indosawit Subur - Seller Address: Jl. Palembang, Kav. 35-37, kebon Melati, Tanah Abang, Kota Adm. Jakarta Pusat, DKI Jakarta, 10230 - Buyer: PT Sari Dumai Sejati - Buyer Address: Jl. Raya Lubuk Gaung, RT 006 RW 000, Lubuk gaung Sungai Sembilan, Kota Dumai, Riau 28882 - Comodity: CPO (ISCC certified) - Supply chain model: Mass balance - Certificate number: EU-ISCC-CERT-DE100-01641121 - Specification: FFA max 5%, Moisture + Impurities max 0.5% - Quantity: 500,000 kg - Price: **** 	
--	--	--	--

		<ul style="list-style-type: none"> - Loading date: June - August 2022 - The date on which the documents were issued: 13 May 2022 <p>CSPK production by Tungkal Ulu POM was sold/deliver to Tungkal Ulu KCP whereby under PT IIS – Tungkal Ulu POM. The delivery of CSPK to Tungkal Ulu KCP record in Delivery form indicates the name and address of seller, name and address of buyer, loading date, supply chain certificate number and unique identification number, nett weight.</p> <p>Sample seen for CSPK delivery form:</p> <ul style="list-style-type: none"> - Delivery form dated 30 June 2022 - Seller: PT Inti Indosawit Subur – Tungkal Ulu POM - Address: Desa Merlung, Jambi - Buyer: PT Inti Indosawit Subur – KCP Tungkal Ulu - Address: Desa Merlung, Jambi - Loading date: 1 – 30 June 2022 - Supply chain model: Mass balance - Certificate number: EU-ISCC-CERT-DE100-01641121 - Nett weight: 239,530 kg 	
3.8.9	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification.</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p>	<p>PT. Inti Indosawit Subur – Tungkal Ulu POM operate subcontractor for CPO and PK transporter. The appointed outsourced company is PT. Trans Jaya.</p> <p>PT IIS Tungkal Ulu has a procedure to control the outsourced transporter through "SOP Traceability AA-MPM-OP-1400.17-R7 dated 1 October 2019"</p> <p>Internal control for CPO and PK delivery by contractor has made as well by:</p>	Complied

	<p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<ul style="list-style-type: none"> ✓ Surat Izin Muat CPO dan Kernel, contain information of Driver name, Identity number, Car/Truck Number, CPO/PK Dispatch time, netto, incoming and outgoing time\ ✓ Delivery Order Slip from Transporter, contain information of sales contract number, Truck number, destination, driver name, port destination. ✓ Daftar Periksa Kesiapan Pengiriman CPO/Kernel contain information of Truck number, driver name, date of inspection, item inspection including: driver identity and completeness of vehicle legality, completeness of physical standard of vehicle, number of seal. <p>During field visit to Tungkal Ulu Palm Oil Mill during CPO loading at dispatch CPO, confirmed that control for CPO delivery by contractor are well implemented. There is no PK delivery outside the mill, CSPK was deliver to KCP TUnkkal Ulu which is under PT Inti Indosawit Subur – Tungkall Ulu POM.</p>											
<p>3.8.10</p>	<p>The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.</p>	<p>PT Inti Indosawit Subur - Tungkal Ulu POM has recorded name and contact detail of all contractors, as follows:</p> <table border="1" data-bbox="1133 999 1919 1235"> <tr> <td>Name of Transporter</td> <td>PT Trans Jaya</td> </tr> <tr> <td>Initial Name</td> <td>TJ</td> </tr> <tr> <td>Address</td> <td>Medan, Sumatera Utara</td> </tr> <tr> <td>Contact Person</td> <td>Rudy</td> </tr> <tr> <td>Telephone</td> <td>0812 6041****</td> </tr> </table>	Name of Transporter	PT Trans Jaya	Initial Name	TJ	Address	Medan, Sumatera Utara	Contact Person	Rudy	Telephone	0812 6041****	<p>Complied</p>
Name of Transporter	PT Trans Jaya												
Initial Name	TJ												
Address	Medan, Sumatera Utara												
Contact Person	Rudy												
Telephone	0812 6041****												
<p>3.8.11</p>	<p>The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.</p>	<p>The site committed to inform CB related name and contact details of any new contractors as mentioned in Procedure "SOP Traceability AA-MPM-OP-1400.17-R7 dated 1 October 2019".</p>	<p>Complied</p>										

		PT Inti Indosawit Subur – Tungkal ulu POM has informed to CB before audit conducted together with pre information audit checklist submission to CB.	
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>	<p>The organization has continued to maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of RSPO Supply Chain requirements, as evident in:</p> <ul style="list-style-type: none"> - FFB delivery note - Weigbridge ticket for FFB receiving, CPO and PK delivery - Delivery Order - Sales contract - Shipping Announcement - Mass balance report - Internal audit RSPO SCCS and Management review <p>The procedure of Traceability (AA-MPM-OP-1400.7.R7), requires that all records and reports related to traceability and book keeping are retained for a period of 10 years.</p> <p>All receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK are record and balance in a three-monthly basis, as evidence in "Mass Balance Report Tungkal Ulu POM" period 2021: January – March, April – June, July – September, October – December and period 2022: January – March, April – June, July – ytd August.</p> <p>All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios/actual production of CPO and PK.</p> <p>According to Mass balance Report, Tungkal Ulu POM only deliver Mass Balance sales from a positive stock.</p>	Complied
3.8.13	Extraction Rate	The organization is able to provided estimate volume of CPO and PK in a year period as in Budget FY2021/2022 Production FFB, CPO and PK.	Complied

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

	<p>The oil extraction rate (OER) and the kernel extraction rate(KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>The organization also keep an up to date record of the FFB volume received, CPO and PK produced over a period of twelve (12) month, as in Rekapitulasi Produksi TBS, CPO dan PK PT Inti Indosawit Subur – Tungkal Ulu POM.</p> <p>OER and KER are estimated based on associated inputs and upon past experience (previous year FFB, CPO and PK production).</p> <p>The site has set OER for budget 2022 as 20.00% and KER as 5.30%.</p>	
<p>3.8.14</p>	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>The actual conversion ratio is monitored on daily basis through sounding result and documented in daily report. PT. Inti Indosawit Subur – Tungkal Ulu POM is able to demonstrate the work instruction for analysis of oil content.</p> <p>Based on Laporan Harian Produksi dated 31 July 2022, the sounding result and production report shows that actual conversion ratios from FFB into CPO are:</p> <ul style="list-style-type: none"> a. For FFB from Tungkal Ulu Estate: 22.67% b. For FFB from Tungkal Ulu Plasma: 20.72% c. For FFB from third-party: 19.03% <p>And actual conversion ratios from FFB into PK are:</p> <ul style="list-style-type: none"> a. For FFB from Tungkal Ulu Estate: 5.36% b. For FFB from Tungkal Ulu Plasma: 5.35% c. For FFB from third-party: 5.36% <p>Budget vs Actual conversion ratios year 2021 from FFB into CPO are:</p> <ul style="list-style-type: none"> a. For FFB from Tungkal Ulu Estate: budget 22.70%, actual 22.83% b. For FFB from Tungkal Ulu Plasma: budget 20.95%, actual 21.09% c. For FFB from third-party: budget 19.12%, actual 19.05% <p>And actual conversion ratios year 2020 from FFB into PK are:</p> <ul style="list-style-type: none"> a. For FFB from Tungkal Ulu Estate: budget 5.35%, actual 5.29% 	<p>Complied</p>

		<p>b. For FFB from Tungkal Ulu Plasma: budget 5.35%, actual 5.30%</p> <p>c. For FFB from third-party: budget 5.35%, actual 5.30%</p>																																																							
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	<p>PT. Inti Indosawit Subur – Tungkal Ulu POM uses Mass Balance supply chain model. The mill only claimed the FFB proportion from certified supply bases which comprise of company-own estate (Tungkal ulu Estate) and 10 scheme Smallholder in form of cooperative/Koperasi Unit Desa (KUD).</p>	Not Applicable																																																						
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>PT. Inti Indosawit subur – Tungkal Ulu POM has made shipping announcement inside PalmTrace transaction, sample seen for period July 2020 – June 2021:</p> <table border="1"> <thead> <tr> <th>Transaction ID</th> <th>Buyer</th> <th>Product</th> <th>Supply Chain Model</th> <th>Volume *</th> <th>Status</th> </tr> </thead> <tbody> <tr> <td>TR-77d1c1a0-791e</td> <td>Tungkal Ulu KCP</td> <td>CSPK</td> <td>MB</td> <td>653.92</td> <td>Confirmed</td> </tr> <tr> <td>TR-959273c4-ed88</td> <td>Tungkal Ulu KCP</td> <td>CSPK</td> <td>MB</td> <td>486</td> <td>Confirmed</td> </tr> <tr> <td>TR-a5b9f139-36ac</td> <td>Tungkal Ulu KCP</td> <td>CSPK</td> <td>MB</td> <td>281.39</td> <td>Confirmed</td> </tr> <tr> <td>TR-784d2f40-dad8</td> <td>Tungkal Ulu KCP</td> <td>CSPK</td> <td>MB</td> <td>69.47</td> <td>Confirmed</td> </tr> <tr> <td>TR-9df07a3f-ecd1</td> <td>Tungkal Ulu KCP</td> <td>CSPK</td> <td>MB</td> <td>542.14</td> <td>Confirmed</td> </tr> <tr> <td>TR-f5e867ee-3386</td> <td>Tungkal Ulu KCP</td> <td>CSPK</td> <td>MB</td> <td>538.23</td> <td>Confirmed</td> </tr> <tr> <td>TR-815af8e0-ac05</td> <td>Tungkal Ulu KCP</td> <td>CSPK</td> <td>MB</td> <td>124.27</td> <td>Confirmed</td> </tr> <tr> <td>TR-a5600c8c-b854</td> <td>Tungkal Ulu KCP</td> <td>CSPK</td> <td>MB</td> <td>230.64</td> <td>Confirmed</td> </tr> </tbody> </table>	Transaction ID	Buyer	Product	Supply Chain Model	Volume *	Status	TR-77d1c1a0-791e	Tungkal Ulu KCP	CSPK	MB	653.92	Confirmed	TR-959273c4-ed88	Tungkal Ulu KCP	CSPK	MB	486	Confirmed	TR-a5b9f139-36ac	Tungkal Ulu KCP	CSPK	MB	281.39	Confirmed	TR-784d2f40-dad8	Tungkal Ulu KCP	CSPK	MB	69.47	Confirmed	TR-9df07a3f-ecd1	Tungkal Ulu KCP	CSPK	MB	542.14	Confirmed	TR-f5e867ee-3386	Tungkal Ulu KCP	CSPK	MB	538.23	Confirmed	TR-815af8e0-ac05	Tungkal Ulu KCP	CSPK	MB	124.27	Confirmed	TR-a5600c8c-b854	Tungkal Ulu KCP	CSPK	MB	230.64	Confirmed	Complied
Transaction ID	Buyer	Product	Supply Chain Model	Volume *	Status																																																				
TR-77d1c1a0-791e	Tungkal Ulu KCP	CSPK	MB	653.92	Confirmed																																																				
TR-959273c4-ed88	Tungkal Ulu KCP	CSPK	MB	486	Confirmed																																																				
TR-a5b9f139-36ac	Tungkal Ulu KCP	CSPK	MB	281.39	Confirmed																																																				
TR-784d2f40-dad8	Tungkal Ulu KCP	CSPK	MB	69.47	Confirmed																																																				
TR-9df07a3f-ecd1	Tungkal Ulu KCP	CSPK	MB	542.14	Confirmed																																																				
TR-f5e867ee-3386	Tungkal Ulu KCP	CSPK	MB	538.23	Confirmed																																																				
TR-815af8e0-ac05	Tungkal Ulu KCP	CSPK	MB	124.27	Confirmed																																																				
TR-a5600c8c-b854	Tungkal Ulu KCP	CSPK	MB	230.64	Confirmed																																																				

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

		<table border="1"> <tr> <td>TR-7ad62771-640e</td> <td>Tungkal Ulu KCP</td> <td>CSPK</td> <td>MB</td> <td>175.27</td> <td>Confirmed</td> </tr> </table>	TR-7ad62771-640e	Tungkal Ulu KCP	CSPK	MB	175.27	Confirmed	
TR-7ad62771-640e	Tungkal Ulu KCP	CSPK	MB	175.27	Confirmed				
		<p>PT. Inti Indosawit Subur – Tungkal Ulu POM made remove RSPO certified CSPO from their PalmTrace account:</p> <ul style="list-style-type: none"> - Transaction ID: ST-TR-12d1dac8-78e7 for removed 11,680.23 MT CSPO from certified stock, dated 01/08/2022; Stock removed for CSPO sold as ISCC certified. 							
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>PT. Inti Indosawit Subur – Tungkal Ulu POM has not made claims regarding the support of RSPO certified oil palm products. However the organization aware about the RSPO Rules on Market Communications and Claims.</p>	Complied						
General corporate communications									
4.1	<p>A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.</p>	<p>PT. Inti Indosawit Subur (with the brand Asian Agri), the parent company of Tungkal Ulu POM is highlighting its commitment to the principles of RSPO, and directly referring to RSPO website. The corporate communication can be found at http://www.asianagri.com.</p>	Complied						
4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> • Display its RSPO membership status • Display the RSPO web address (www.rspo.org) • State that the member supports the work of the RSPO • State the member's history with regard to the RSPO. • Use the RSPO trademark to promote its membership of the RSPO. <p>Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.</p>	<p>PT. Inti Indosawit Subur (with the brand Asian Agri), in its website:</p> <p>a. Display its RSPO membership status: No, PT. Inti Indosawit Subur (with the brand Asian Agri), did not display its RSPO membership status. The CH only stated "In 2006, became a member of the Roundtable of Sustainable Palm Oil. We received our first RSPO certification for our estate in 2010."</p> <p>b. Display the RSPO web address: Not in direct manner. PT. Inti Indosawit Subur (with the brand Asian Agri), made a link to RSPO website.</p> <p>c. State the member supports the work of the RSPO: Not in direct manner. In the website, PT. Inti Indosawit Subur (with the brand Asian Agri), "In 2006, became a member of the Roundtable of Sustainable</p>	Complied						

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

		<p>Palm Oil. We received our first RSPO certification for our estate in 2010.”</p> <p>d.State the member’s history with regards to the RSPO: Not in direct manner. In the website, PT. Inti Indosawit Subur (with the brand Asian Agri), “In 2006, became a member of the Roundtable of Sustainable Palm Oil. We received our first RSPO certification for our estate in 2010, and in 2012, the certification for our smallholder scheme.”</p> <p>Use of RSPO Trademark to promote its membership of the RSPO: No, PT. Inti Indosawit Subur (with the brand Asian Agri), did not use RSPO trademark in its corporate communication such as website.</p>	
4.3	In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	<p>No, PT. Inti Indosawit Subur (with the brand Asian Agri), did not display its RSPO membership status.</p> <p>It is clear that the statement did not lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.</p>	Not Applicable
4.4	Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member’s own products.	<p>No, PT. Inti Indosawit Subur (with the brand Asian Agri), did not display its RSPO membership status.</p> <p>It is clear that the statement did not lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.</p>	Not Applicable
4.5	Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.	PT. Inti Indosawit Subur (with the brand Asian Agri), did not display any RSPO Logo.	Complied
Business to business communications			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	There was no use of RSPO trademark and/or RSPO corporate logo in business to business communication related to RSPO certified product; between PT. Inti Indosawit Subur – Tungkal Ulu POM and their buyers.	Not Applicable

5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	When confirming the sale of certified oil palm products, PT. Inti Indosawit Subur – Tungkal Ulu POM followed the requirements of the RSPO SCCS. PT. Inti Indosawit Subur – Tungkal Ulu POM stating the supply chain model and certificate number under which the claim is being made.	Complied
5.3	<p>Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options:</p> <p>a) If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.</p> <p>b) If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>	<p>PT. Inti Indosawit Subur – Tungkal Ulu POM is not a distributor and/or wholesaler.</p> <p>Not applicable.</p>	Not Applicable
5.4	<p>A certified member can provide information to its customers detailing the presence of certified palm oil contained within a product even if it is not eligible for a product-specific under RSPO rules. The end product must not be labelled as certified or sold in such a way that implies RSPO certification.</p> <p>For example, a retailer or food service company may require a breakdown of all palm based ingredients within an end product and the certified status of each. This information may be provided by a certified RSPO member without constituting a product-specific claim.</p>	<p>PT. Inti Indosawit Subur – Tungkal Ulu POM is not producing or selling end-product to consumer. No labelling on product whatsoever.</p> <p>Not applicable.</p>	Not Applicable

MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	95% or above of the oil palm content must be RSPO MB-certified.	PT Inti Indosawit Subur – Tungkal Ulu POM is producing and selling CSPO and CSPK; All CSPO/CSPK sold are 100 % content oil palm RSPO MB-certified.	Not Applicable
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.	There is percentage of non-certified oil palm within the product CSPO/CSPK. PT Inti Indosawit Subur – Tungkal Ulu POM does not produce end consumer goods. The production are CPO and PK.	Not Applicable
Labelling and trademark (MB)			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> • Surrounded by the text: 'Certified sustainable palm oil'. • The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag 'MIXED' on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. • The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'. • Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch). • In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is 	PT Inti Indosawit Subur – Tungkal Ulu POM was not use the RSPO label or logo.	Not Applicable

	provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications & Claims document.		
Messaging (MB)			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> • [Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain. • The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. <p>In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed.</p> <p>Messaging NOT ALLOWED in storytelling in product-related communications:</p> <ul style="list-style-type: none"> • Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 	PT Inti Indosawit Subur – Tungkal Ulu POM was not messaging in storytelling in product-related communications. It was verified during audit through sales contract, DO and dispatch slip (weighbridge card).	Not Applicable
Principle 4: Respect community and human rights and deliver benefit			
Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.			
Criteria 4.1: The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p>	<p>Tungkal Ulu Estate and Mill:</p> <p>The company has a corporate policy set on 1 December 2019 in Medan which has been ratified by the Managing Director (Kevin Tio). The policy relating to human rights, is explained in point 13, stating that: "The company respects human rights by treating all employees fairly, both in terms of acceptance, valuation, conditions and working environment, as</p>	Complied

		<p>well as representation regardless of tribe, caste, national origin, religion/belief, disability, gender, sexual orientation, membership of trade union political affiliation and/or age".</p> <p>The company's policy is also published to use posters at any strategic places in the plantations (Tungkal Ulu Estate and Tungkal Ulu Mill. Corporate policy has been socialized/dissemination to all levels of PT Inti Indosawit Subur employees on 17-19 November 2021 (list of participants can be shown) and on stakeholders (including local contractors) on 23-24 November 2021 which was attended by 23 stakeholders.</p> <p>Separately, the company has a policy related a Human Rights Defender, which is stated in the Internal Memorandum No. 049/HO/MEMO/INT/03/20 from Head Operational on 20 March 2020: "Protection against the reporters/defenders of human rights defender from acts of revenge, intimidation and harassment.</p> <p>The socialization of this policy has been done to all employees in Estate and Mill.</p> <p>Based on interviews with sampled workers, trade union leaders, stakeholders, it was found that there were no abusive practices and issues related to human rights.</p> <p>Scheme smallholders:</p> <p>Tungkal Ulu Plasma already has a human rights policy, the policy is authorized to each cooperative, for example: KUD Bina Usaha policy in May 2021, where the human rights policy is outlined in point 9; "<i>KUD Menghormati hak azasi manusia dengan melakukan seluruh karyawan KUD maupun petani secara adil, abik dalam penrimaan, penilaian, kondisi dan lingkungan kerja serta keterwakilan tanpa mamandang suku, kasta, asal negara, agama/kepercayaan, cacat gender, orientasi seksual, keanggotaan serikat pekerja, afiliasi politik dan/atau umur</i>".</p>	
--	--	--	--

		<p>This policy has been socialized to all member and staff of each cooperative for example:</p> <ol style="list-style-type: none"> 1. KUD Bina Usaha on 16 February 2022, attended by 23 participants. 2. Koperasi Manunggal Jaya on 15 February 2022, attended by 22 participants. 3. KUD Sawit Kita on 17 February 2022, attended by 22 participants. 4. KUD Panca Mukti on 16 February 2022, attended by 20 participants. 	
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.</p>	<p>There is no evidence that company is using mercenaries and or paramilitaries in operational activities of the company. Based on interview with all level of workers, contractors, scheme smallholders and stakeholders, confirm that the unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations</p>	Complied
<p>Criteria 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.</p>			
4.2.1	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p>	<p>Tungkal Ulu Mill and Estate: Based on the verification of documents and information from the relevant agencies, it also shows that PT IIS-Tungkal Ulu has several procedures for resolving disputes, namely:</p> <ol style="list-style-type: none"> a. Standard Operating Procedure (SOP) No. AA-GL-5003.1-RI concerning Land Conflict Management which was approved by management on December 5, 2009 and has undergone revision I on August 22, 2011. In 2015 the company revised II Mechanism for handling conflicts as outlined in the Standard Operating Procedure (SOP). No. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015. b. SOP Penanganan Keluhan Masyarakat No: AA-GL-510.1-R0, dated 1 January 2013. <p><i>4.1 Reporting Public Complaints</i></p>	Complied

		<p><i>4.1.1 General Scope: "Procedures ... for handling complaints from Concerned Parties including organizations, people, groups or institutions ...". In order for the Company to respond appropriately to the Parties' complaints in order to be identified, anonymous questions or complaints (without identity / cannot be traced by their identity) cannot be accepted. "</i></p> <p><i>4.2 Procedure for Handling / Resolving Community Complaints</i></p> <p><i>4.2.5 "This form identifies the person or organization that submitted the complaint, along with the basis of the complaint and the background of the acknowledgment (detailed description of the incident, name of the Party involved, the specific time when the event was the reason for the complaint and the basis of the complaint).</i></p> <p><i>4.2.12 "... The company will endeavour to resolve complaints within 15 working days".</i></p> <p>c. The mechanism used for handling employee complaints is as outlined in the SOP document No. AA-HR-308.5-R0, Rev 0 (SOP for Submission and Resolution of Employee Complaints) signed by Management on December 11, 2009. In the SOP, the procedures for submitting and handling employee complaints have been described, starting from how to submit complaints, the time for giving responses, parties who is responsible for responding to every employee complaint and documenting every employee complaint.</p> <p>Resolves disputes system which developed by unit of certification has follows the RSPO Policy on respect for Human Right Defender (HRD) stated in the Human Rights Policy dated 1 December 2019 signed by Managing Director. Separately, the company has also had a policy related a Human Rights Defender, which is stated in the Internal Memorandum No. 049/HO/MEMO/INT/03/20 from Head Operational on</p>	
--	--	--	--

		<p>20 March 2020: "Protection against the reporters/defenders of human rights defender from acts of revenge, intimidation and harassment. The external grievances and complaint handling was stipulated as per "Mekanisme Keluhan" which provided in the Website of Asian Agri and can be accessed by all stakeholder of Asian Agri at https://www.asianagri.com/id/panel-keberlanjutan/keluhan-pengaduan.</p> <p>Asian Agri stakeholders include but are not limited to the Government, farmers, suppliers, vendors, academics, NGOs, media, etc., provided different complaint channels to report their complaints/findings. Reporters can submit complaints and information related to business violations, corruption, harassment, criminal acts, the environment and others.</p> <p>Scheme smallholder:</p> <p>The Smallholder Manager has established mechanism for communication and consultation "Mekanisme Komunikasi dan Konsultasi" dated 16 January 2017, shaped flow Chart that describes the process of incoming information requests up to the responses provided. Each smallholder member has "Buku Panduan dan Catatan Petani Plasma", whereas explains the flow process of communication. Both of communication by written or verbal communication to group management are acceptable.</p> <p>Each plasma cooperative that is sampled already has a Plasma Estate Consultation, Communication and Complaints Mechanism in the form of a Flowchart signed by the Cooperative Chair and has been shown by the officer who is responsible for communicating, including the section that does documentation of every complaint that comes from stakeholders.</p>	
--	--	--	--

<p>4.2.2</p>	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p>	<p>Unit of Certification established mechanism to handle complaint and grievances, within the procedures:</p> <ul style="list-style-type: none"> • “SOP Penanganan Keluhan dari Eksternal No. AA-GL-5005-R0 01” explains mechanism to resolve external complaint; • “SOP Mekanisme Penyampaian Keluhan dan Penyelesaian Keluhan Karyawan No. AA-HR-308 0.5R0” related to internal grievance mechanism for employee. • SOP <i>Penanganan Keluhan Masyarakat</i> No: AA-GL-510.1-R0, dated 1 January 2013. <p>4.1 Reporting Public Complaints</p> <p>4.1.1 General Scope: "Procedures ... for handling complaints from Concerned Parties including organizations, people, groups or institutions ...". In order for the Company to respond appropriately to the Parties' complaints in order to be identified, anonymous questions or complaints (without identity / cannot be traced by their identity) cannot be accepted. "</p> <p>4.2 Procedure for Handling / Resolving Community Complaints</p> <p>4.2.5 "This form identifies the person or organization that submitted the complaint, along with the basis of the complaint and the background of the acknowledgment (detailed description of the incident, name of the Party involved, the specific time when the event was the reason for the complaint and the basis of the complaint).</p> <p>4.2.12 "... The company will endeavour to resolve complaints within 15 working days".</p> <p>During this recertification audit, there is no changing on the procedure. Based on interview with sampled workers, union labor and the stakeholder/local community of Pulau Pauh and Merlung Village, the procedure was understood and as for the workers and society who</p>	<p>Complied</p>
--------------	--	---	-----------------

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

		<p>cannot read (Illiterates) was described verbally and in general already know and understand related to the complaint procedure.</p> <p>Since latest audit, there is no complaint and grievances occur.</p> <p>However there was a land disputes in the previous audit and the dispute status still open and on progress of solving by each parties including government as mediator. Land dispute between Tanjung Paku Village and PT IIS Tungkal Ulu occurred on June 23, 2021 by occupying land in Block E93D and E93C. Meeting to resolve the issue was held as documented in the Minutes of the Meeting dated June 23, 2021. The meeting was attended by representatives of Tanjung Paku Village (Village Team and Tanjung Paku Village Head), Tanjung Paku Village Resident Assistance (WALHI and PPJ), company representatives, representatives Merlung sub-district government consisting of (Camat, Kapolsek, Babinsa) and the Head of Intelligence at the Tanjung Jabung Barat Police.</p> <p>Follow-up meeting was held in the Kesbangpol (Kesatuan Bangsa dan Politik) Tanjung Jabung Barat, latest meeting on 16 September 2021;</p> <p>Timdu (Tim Terpadu) Tanjung Jabung Barat Regency, Jambi Province reviewed the location of a dispute between communities of Tanjung Paku village and PT Inti Indosawit Subur (IIS) in Merlung sub-district, Tanjung Jabung Barat Regency, Jambi province.</p> <p>Based on the evidence of the area ownership letter made by the village head and known by the sub-district head in 1987. The company has acknowledged it in 2000 that 129 KK (Kepala Keluarga-Head of Family) of Tanjung Paku village got an area of 0.832 ha per family, so that the total area of 107 ha corresponds to the six villages.</p> <p>The Tanjung Paku village is partnered with the company to manage the plantation and the results have been received per month amounting to Rp. 35,187,312 per month divided by 129 families, but this distribution has stopped until now. So that the conclusion of the meeting and field</p>	
--	--	---	--

		<p>observation is that the Tanjung Paku village party made an agreement on the boundary with other villages to determine the Tanjung Paku village area which was mediated by the Merlung Sub-District Head.</p> <p>Based on an interview with the National and Political Unity Agency (Kesbangpol) of Tanjung Jabung Barat reGENCY (Bpk Taufik) on 2 August 2022, that the process of resolving land conflicts (approximately 107 Ha) is still ongoing and Kesbangpol has made a memorandum of service to the Merlung Sub-District and the Head of BPN to carry out field reviews related to the determination of boundary poutices, but there are not responses from Merlung Sub-District and Head of BPN.</p> <p>PT IIS – Tungkal Ulu will respect and follow the conflict resolution process in accordance with applicable regulations and procedure that has been set.</p>	
4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p>	<p>Since latest audit, there is no complaint and grievances occur. There are previous disputes regarding the land disputes in Tanjung Paku village. Land disputes was handled and followed up in accordance with the established procedures, namely Standard Operating Procedure (SOP). No. AA-GL-5003.1-R2 regarding Land Conflict Management and also relevant regulation.</p> <p>PT IIS – Tungkal Ulu will respect and follow the conflict resolution process in accordance with applicable regulations and procedure that has been set.</p> <p><i>PT IIS Tungkal Ulu keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</i></p>	Complied
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to</p>	<p>Company has established a mechanism to handle complaint from external party, "<i>Mekanisme Penanganan Keluhan</i>" – complaint handling</p>	Complied

	<p>choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p>	<p>mechanism (Doc. No.SOP AA-GL- 5005-RO 01). These mechanisms have been communicated to external parties.</p> <p>In the event of a complaint that leads to a conflict with stakeholders, the company has also established Procedures related to Conflict Handling SOP No. AA-GL-5003.1-R1 dated August 22, 2011, explains that:</p> <p>Public Relations (<i>Humas: Hubungan Masyarakat</i>) receive conflict information (individuals, issues with surrounding communities, other representative institutions, media or newspapers), the company will analyses and maping the problem through internal discussions (Estate manager, Managing Director, Regional Head and Stakeholder Relations), then companies through public relation will provide opportunities access to relevant interested parties (Local Government, Legal Apparatus or legal advisor) to obtain legal protection or independent technical assessments (Relevant agencies, for example: Plantation Service, National Land Agency-BPN). In this conflict resolution process, it is carried out through the FPIC process (making an agreement together with the conflicting party and or the institution) that represents it and if this does not meet an agreement, then litigation will be carried out or settlement through legal channels.</p> <p>Based on an interview with the National and Political Unity Agency (Kesbangkpol) of Tanjung Jabung Barat regency (Bpk Taufik) on 2 August 2022, that the process of resolving land conflicts (approximately 107 Ha) is still ongoing and Kesbangkpol has made a memorandum of service to the Merlung Sub-District and the Head of BPN to carry out field reviews related to the determination of boundary poulitces, but there are not responses from Merlung Sub-District and Head of BPN.</p> <p>Based on management's statement, it is stated that the Company has decided to follow the process of resolving land conflicts with Tanjung Paku Village which is mediated by the Regional Government of Tanjung</p>	
--	---	---	--

		<p>Jabung Barat Regency (National and Political Unity Agency) as stipulated in the SOP for Land Conflict Resolution.</p> <p>PT IIS – Tungkal Ulu will respect and follow the conflict resolution process in accordance with applicable regulations and procedure that has been set. The company has also provided alternative access to problem solving, several related parties and related agencies have been involved, namely: Kesbangpol (Regional Government of Tanjung Jabung Barat Regency), the police, BPN: The National Land Agency of Tanjung Jabung Barat Regency, Sub-District Heads, Village Heads and community representatives.</p>	
<p>Criteria 4.3: The unit of certification contributes to local sustainable development as agreed by local communities.</p>			
<p>4.3.1</p>	<p>Contributions to community development that are based on the results of consultation with local community are demonstrated.</p>	<p>In addition to the Amdal Document, the company In 2011, the company has compiled a Social Impact assessment document in collaboration with the Forestry Faculty of IPB with the focus of the study covering;</p> <ul style="list-style-type: none"> a. The relationship between companies from several forms of socio-economic interaction with surrounding stakeholders. b. People's perceptions, expectations and desires of the company. c. Forms of land ownership d. Social and economic activities needed by the community. <p>Chapter VI specifically discusses the impact of the existence of PT Inti Indosawit Subur on plasma farmers/communities around, both positive and negative impacts.</p> <p>In the SIA document, it is explained that the Social Impact Assessment activity was prepared through open interviews, Focus Group Discussions/FGDs and filling out questionnaires to the surrounding village communities (including Plasma) and employees of PT IIS Tungkal Ulu.</p> <p>Based on document verification and interviews with the people of Pulau Pauh and Merlung Village, it is stated that PT IIS-Tungkal Ulu has a CSR</p>	<p>Complied</p>

		<p>program every year which is stated in the "Social Responsibility Program and Realization of CSR Year 2022" document, consisting of:</p> <p>Social Aspect:</p> <ul style="list-style-type: none"> a. Donations for the PT IIS – KTU Religious/National Holidays in 2022 period, in Merlung Village, Lubuk Terap Village and Pengabung Village. b. Assistance in making sacred tomb fences in Merlung Village <p>Economic aspects:</p> <ul style="list-style-type: none"> c. Alternative economic assistance for 3 villages (Lubuk Terap Village, Penyabung Village and Rantau Benar Village) <p>Educational aspects:</p> <ul style="list-style-type: none"> d. Assistance for the maintenance of the Sawit Lestari school at SMKN 6 Tanjung Jabung Barat in Lubuk Kambing <p>Infrastructure aspects:</p> <ul style="list-style-type: none"> e. Free medical check-up assistance in Lubuk Terap Village f. Providing assistance for garbage collection in Merlung Village g. Provide assistance for the construction of clean water facilities and infrastructure in Lubuk Terap Village (tower and water reservoir) h. Provide assistance for the construction of clean water facilities and infrastructure in Lubuk Terap Village (towers and water reservoirs) i. Material assistance for the construction of MCK (Mandi Cuci Kakus) at SMAN 10 Tanjung Jabung Barat in Bukit Harapan Village j. Material assistance for the construction of the An-Nur prayer room in Tanah Tumbuk and Renah Mendalu Villages k. Material assistance for fence construction at SDN 51 Merlung Village l. Material assistance for the construction of equipment houses at the Public Cemetery in Tanjung Makmur Village 	
--	--	---	--

		<p>Environmental aspects:</p> <p>m. Planting reforestation trees to maintain the balance of the school environment ecosystem in Tanjung Bernanak Village</p> <p>The company has also recorded and documented the realization of the CSR program for the period January – July 2022, as follows:</p> <ol style="list-style-type: none"> 1. Provide assistance for the restoration of the sacred tomb in Pinang Gading Village on April 22, 2022. 2. Provide assistance for reforestation activities in Tanjung Benanak Village SP-3. 3. Providing assistance for fertilizing/maintaining oil palm plantations at the Sawit Lestari School at SMKN 6 Tanjung Jabung Barat in Lubuk Kambing Village on June 10, 2022. 	
<p>Criteria 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.</p>			
<p>4.4.1</p>	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.</p>	<p>Mill and Estate:</p> <p>The certificate holder can show legal ownership, including:</p> <ul style="list-style-type: none"> - Izin Prinsip (Principle permit) No. KB.320/859/ Mentan/XI/1983, dated 7 November 1983, approved by Agriculture Ministry for PT. IIS – PIR Trans (+ 65,000 ha) and Izin Lokasi No.746, year 2006 for 1,111 ha in Merlung Sub District, Tanjung Jabung Barat Regency, issued by Bupati Tanjung Jabung Barat. - Izin Usaha Perkebunan – <i>Surat Pendaftaran Usaha Perkebunan/SPUP</i> (Plantation Operational permit) No.187/ Mentanhut/VII/2000, dated 3 November 2000 (±4,759.20 ha). - <i>Izin Usaha Perkebunan Budidaya/IUP B</i> (Plantation operational permit) No.625, year 2008, dated 26 September 2008 (± 1,111 ha). - Forest area release through “<i>Surat Keputusan Menteri Kehutanan No.494/Kpts-II/1991 tentang Pelepasan areal hutan seluas 17,500 Ha terletak di Kelompok Hutan S. Lampisi-S. Palik-palik Kabupaten</i> 	<p>Complied</p>

		<p><i>Dati II Tanjung Jabung dan Seluas 9,356 Ha terletak di Kelompok Hutan S. Kehidupan-S. Singoan, Kabupaten Batanghari, Provinsi Jambi untuk Usaha Budidaya perkebunan dengan pola PIR-TRANS atas nama PT. Inti Indosawit Subur” dated 7 August 1991.</i></p> <ul style="list-style-type: none"> - Renewal HGU No.61/HGU/BPN/2005, dated 2 June 2005, approved by BPN (3,503.02 ha). Valid until 31 December 2027. - HGU No.82/HGU/BPN RI/2014, dated 15 May 2014 (1,053.34 ha), valid until 16 May 2049. <p>Based on identification, document verification and interviews with stakeholders, that at PT IIS – Tungkal Ulu Estate and Mill, there are no customary land ownership upon the Unit of Certification area.</p> <p>Based on interviews with relevant agencies and document verification, it shows that all land managed by PT IIS Tungkal Ulu already has a right to use rights (Hak Guna Usaha) issued by the government.</p> <p>Based on field verification, it shows that the company has properly maintained the boundaries of the HGU and is conducting regular monitoring every 6 months, as stated in the PT Inti Indosawit Subur - Jambi Boundary Inspection and Maintenance Report document which was conducted on 8-11 June. 2021.(001/LAP/KTU/SSL/02.3/VI/2021.</p> <p>During this RAV audit, field observations were made to several HGU stakes, including:</p> <p>4 samples of HGU stakes were taken, namely:</p> <ul style="list-style-type: none"> • No. 48 and 52 found and in good condition • No. 49 and 51 were found and are in good condition. <p>Scheme smallholder:</p> <p>Plasma management of Tungkal Ulu conducted the evaluation of laws and regulation compliance each year. Latest updated was on 29 March 2019. During audit, Group manager can demonstrated the document of “Evaluasi Kepatuhan Hukum Kebun Plasma Tungkal Ulu Tahun 2019”</p>	
--	--	--	--

		<p>which contain the list/‘legal register’ of all applicable laws and regulations; consist of: list of regulation, requirement, evaluation record, compliance status, type of document, no. document, validity, source of document, remark. For example:</p> <ul style="list-style-type: none"> • Cooperative establishment deed • Private land title (SHM: Sertifikat Hak Milik) • Environmental permit • Palm oil cultivation permit <p>Based on field visits and interviews with sampled farmers, it shows that the plasma land of PT IIS-Tungkal Ulu already has a right of title in the form of a Certificate of Ownership (SHM) issued by the government through the PIR-Trans program. Boundaries between land owned by farmers have been installed in the field in the form of SHM boundary markers or signs in the form of accumulation of oil palm fronds or other signs in the form of planting wood plants along the boundaries of the plots.</p>	
4.4.2	<p>Copies documents evidencing agreement- making processes and negotiated agreements detailing the FPIC process are available and include:</p> <p>4.4.2a Evidence that a plan has been developed through consultation and discussion held in good faith with all affected groups within the community, with specific assurances that vulnerable, minority and gender groups are asked for their opinions, and that information has been provided to all affected groups, including in it information about the steps taken to involve them in decision making.</p> <p>4.4.2b Evidence that the unit of certification has respected communities to give or withhold their consent to the operations at the time that these decisions were taken;</p>	<p>PT. Inti Indosawit Subur – Tungkal Ulu is long-established plantation with planting year since 1991 through the PIR-TRANS program, land use-rights already obtained since 2005. The land status is clear, and no land disputes raised. Copies of documents evidencing agreement-making processes and negotiated agreement detailing the FPIC process are obsolete.</p> <p>PT. Inti Indosawit Subur – Tungkal Ulu is long-established plantation with planting year since 1991 through the PIR-TRANS program, land use-rights already obtained since 2005. The land status is clear, and no land disputes raised. Copies of documents evidencing agreement-</p>	Complied

		making processes and negotiated agreement detailing the FPIC process are obsolete.	
	4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities. Including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.	PT. Inti Indosawit Subur – Tungkal Ulu is long-established plantation with planting year since 1991 through the PIR-TRANS program, land use-rights already obtained since 2005. The land status is clear, and no land disputes raised. Copies of documents evidencing agreement-making processes and negotiated agreement detailing the FPIC process are obsolete.	
4.4.3	(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).	<p>PT IIS-Tungkal Ulu has a cadastral measurement that carried out by Badan Peretahanan Nasional of Jambi Region and recorded on the peta Bidang Tanah/Land area map, such as:</p> <ul style="list-style-type: none"> - Land Area Map-Situation Drawing Measurement Letter No. 03/1991 dated April 9, 1991 for an area of 3,503.02 ha. - Situation Drawing Measurement Letter No. 27/2014 dated July 7, 2014 for an area of 400.06 ha. - Land Area Map-Situation Drawing Measurement Letter No. 29/2014 dated July 7, 2014 for an area of 5.20 ha. - Land Area Map-Situation Drawing Measurement Letter No. 30/2014 dated July 7, 2014 for an area of 68.74 ha. - Land Area Map-Situation Drawing Measurement Letter No. 31/2014 dated July 7, 2014 for an area of 30.89 ha. - Land Area Map-Situation Drawing Measurement Letter No. 32/2014 dated July 7, 2014 for an area of 40.44 ha. - Land Area Map-Situation Drawing Measurement Letter No. 35/2014 dated July 7, 2014 for an area of 8.56 ha. - Land Area Map-Situation Drawing Measurement Letter No. 33/2014 dated July 7, 2014 for an area of 10.98 ha. 	Complied

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

		<ul style="list-style-type: none"> - Land Area Map-Situation Drawing Measurement Letter No. 34/2014 dated July 7, 2014 for an area of 4.41 ha. - Land Area Map-Situation Drawing Measurement Letter No. 36/2014 dated July 7, 2014 for an area of 480.34 ha. - Land Area Map-Situation Drawing Measurement Letter No. 28/2014 dated July 7, 2014 for an area of 3.72 ha. 	
4.4.4	All relevant information is available in appropriate forms and languages, including assessment of impact, proposed benefit sharing, and legal arrangements.	Based on public consultation with related stakeholder (government agencies of Tanjung Jabung Barat Regency and village representatives from Merlung village and Pulau Pauh village) obtain information that there is no customary or indigenous people within the Tungkal Ulu Estate concession.	Complied
4.4.5	(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.	Based on public consultation with related stakeholder (government agencies of Tanjung Jabung Barat Regency and village representatives from Merlung village and Pulau Pauh village) obtain information that there is no customary or indigenous people within the Tungkal Ulu Estate concession.	Complied
4.4.6	There is evidence that implementation of agreement negotiated through FPIC is annually reviewed in consultation with affected parties.	Based on public consultation with related stakeholder (government agencies of Tanjung Jabung Barat Regency and village representatives from Merlung village and Pulau Pauh village) obtain information that there is no customary or indigenous people within the Tungkal Ulu Estate concession.	Complied
<p>Criteria 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			
4.5.1	(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.	PT IIS – Tungkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tungkal Ulu is currently acquiring new land for oil palm plantations. The certificate holder can show legal ownership, including:	Complied

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

		<ul style="list-style-type: none"> - Izin Prinsip (Principle permit) No. KB.320/859/ Mentan/XI/1983, dated 7 November 1983, approved by Agriculture Ministry for PT. IIS – PIR Trans (+ 65,000 ha) and Izin Lokasi No.746, year 2006 for 1,111 ha in Merlung Sub District, Tanjung Jabung Barat Regency, issued by Bupati Tanjung Jabung Barat. - Izin Usaha Perkebunan – <i>Surat Pendaftaran Usaha Perkebunan/SPUP</i> (Plantation Operational permit) No.187/ Mentanhut/VII/2000, dated 3 November 2000 (±4,759.20 ha). - <i>Izin Usaha Perkebunan Budidaya/IUP B</i> (Plantation operational permit) No.625, year 2008, dated 26 September 2008 (± 1,111 ha). - Forest area release through “<i>Surat Keputusan Menteri Kehutanan No.494/Kpts-II/1991 tentang Pelepasan areal hutan seluas 17,500 Ha terletak di Kelompok Hutan S. Lampisi-S. Palik-palik Kabupaten Dati II Tanjung Jabung dan Seluas 9,356 Ha terletak di Kelompok Hutan S. Kehidupan-S. Singoan, Kabupaten Batanghari, Provinsi Jambi untuk Usaha Budidaya perkebunan dengan pola PIR-TRANS atas nama PT. Inti Indosawit Subur</i>” dated 7 August 1991. - Renewal HGU No.61/HGU/BPN/2005, dated 2 June 2005, approved by BPN (3,503.02 ha). Valid until 31 December 2027. - HGU No.82/HGU/BPN RI/2014, dated 15 May 2014 (1,053.34 ha), valid until 16 May 2049. <p>Based on identification, document verification and interviews with stakeholders, that at PT IIS – Tungkal Ulu Estate and Mill, there are no customary land ownership upon the Unit of Certification area.</p> <p>If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p>	
--	--	---	--

4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions. All the relevant information and documents are made available, and community have option of resourced access to independent third-party advice through a documented, long-term and two- way process of consultation and negotiation.</p>	<p>PT IIS – Tungkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tungkal Ulu is currently acquiring new land for oil palm plantations.</p> <p>If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p>	Complied
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'agree' or 'not agree' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p>	<p>PT IIS – Tungkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tungkal Ulu is currently acquiring new land for oil palm plantations.</p> <p>If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p>	Complied
4.5.4	<p>To ensure local food and water security and as part of the FPIC process, SEIA participation and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of land allocations process.</p>	<p>PT IIS – Tungkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tungkal Ulu is currently acquiring new land for oil palm plantations.</p> <p>If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p>	Complied
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access information and advice, that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p>	<p>PT IIS – Tungkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tungkal Ulu is currently acquiring new land for oil palm plantations.</p> <p>If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p>	Complied

4.5.6	Evidence is available that the communities or their representatives gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.	PT IIS – Tungkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tungkal Ulu is currently acquiring new land for oil palm plantations. If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.	Complied
4.5.7	After 15 November 2018, new lands will not be acquired for plantations and mills as a result of recent (after November 2005) expropriations in the national interest (eminent domain) without FPIC process, except in cases of smallholders benefitting from agrarian reform or anti-drug programmes.	PT IIS – Tungkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tungkal Ulu is currently acquiring new land for oil palm plantations. If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.	Complied
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation.	PT IIS – Tungkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tungkal Ulu is currently acquiring new land for oil palm plantations. If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.	Complied
Criteria 4.6: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.	PT IIS – Tungkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tungkal Ulu is currently acquiring new land for oil palm plantations. If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure	Complied

		(SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.	
4.6.2	(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.	PT IIS – Tungkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tungkal Ulu is currently acquiring new land for oil palm plantations. If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.	Complied
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for smallholdings (if possible based on local law, customs and/or agreement).	PT IIS – Tungkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tungkal Ulu is currently acquiring new land for oil palm plantations. If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.	Complied
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented with evidence of the participation of affected parties and made available to them.	PT IIS – Tungkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tungkal Ulu is currently acquiring new land for oil palm plantations. If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.	Complied
Criteria 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place.	PT IIS – Tungkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tungkal Ulu is currently acquiring new land for oil palm plantations.	Complied

		If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.	
4.7.2	(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.	PT IIS – Tungkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tungkal Ulu is currently acquiring new land for oil palm plantations. If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.	Complied
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.	PT IIS – Tungkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tungkal Ulu is currently acquiring new land for oil palm plantations. If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.	Complied
Criteria 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrated that they have legal customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.	PT IIS - Tungkal Ulu is a palm oil company that was developed in conjunction with the government's program in the development of nucleus - plasma oil palm plantations with the PIR-TRANS scheme since 1991. The company has shown land legal documents ranging from Permits for Release of Forest Areas, Location Permits to certificate of Hak Guna Usaha (HGU) which is currently part of the HGU extension period. However, as described in indicator 4.2.1, there is currently a land conflict between PT IIS and the people of Tanjung Paku Village whose settlement process is facilitated by the Regional Government of Tanjung	Complied

		<p>Jabung Barat Regency. Land dispute between Tanjung Paku Village and PT IIS Tungkal Ulu occurred on June 23, 2021 by occupying land in Block E93D and E93C. Meeting to resolve the issue was held as documented in the Minutes of the Meeting dated June 23, 2021. The meeting was attended by representatives of Tanjung Paku Village (Village Team and Tanjung Paku Village Head), Tanjung Paku Village Resident Assistance (WALHI and PPJ), company representatives, representatives Merlung sub-district government consisting of (Camat, Kapolsek, Babinsa) and the Head of Intelligence at the Tanjung Jabung Barat Police.</p> <p>Follow-up meeting was held in the Kesbangpol (Kesatuan Bangsa dan Politik) Tanjung Jabung Barat, latest progress resolution meeting on 16 September 2021;</p> <p>Timdu (Tim Terpadu) Tanjung Jabung Barat Regency, Jambi Province reviewed the location of a dispute between communities of Tanjung Paku village and PT Inti Indosawit Subur (IIS) in Merlung sub-district, Tanjung Jabung Barat Regency, Jambi province.</p> <p>Based on the evidence of the area ownership letter made by the village head and known by the sub-district head in 1987. The company has acknowledged it in 2000 that 129 KK (Kepala Keluarga-Head of Family) of Tanjung Paku village got an area of 0.832 ha per family, so that the total area of 107 ha corresponds to the six villages.</p> <p>The Tanjung Paku village is partnered with the company to manage the plantation and the results have been received per month amounting to Rp. 35,187,312 per month divided by 129 families, but this distribution has stopped until now. So that the conclusion of the meeting and field observation is that the Tanjung Paku village party made an agreement on the boundary with other villages to determine the Tanjung Paku village area which was mediated by the Merlung Sub-District Head.</p> <p>Based on an interview with the National and Political Unity Agency (Kesbangkpol) of Tanjung Jabung Barat regency (Bpk Taufik) on 2</p>	
--	--	---	--

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

		<p>August 2022, that the process of resolving land conflicts (approximately 107 Ha) is still ongoing and Kesbangpol has made a memorandum of service to the Merlung Sub-District and the Head of BPN to carry out field reviews related to the determination of boundary poulitces, but there are not responses from Merlung Sub-District and Head of BPN.</p> <p>PT IIS – Tungkal Ulu will respect and follow the conflict resolution process in accordance with applicable regulations and procedure that has been set.</p>	
4.8.2	<p>(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p>	<p>As described in indicator 4.2.1, there is currently a land conflict between PT IIS and the people of Tanjung Paku Village whose settlement process is facilitated by the Regional Government of Tanjung Jabung Barat Regency.</p> <p>Land dispute between Tanjung Paku Village and PT IIS Tungkal Ulu occurred on June 23, 2021 by occupying land in Block E93D and E93C. Meeting to resolve the issue was held as documented in the Minutes of the Meeting dated June 23, 2021. The meeting was attended by representatives of Tanjung Paku Village (Village Team and Tanjung Paku Village Head), Tanjung Paku Village Resident Assistance (WALHI and PPJ), company representatives, representatives Merlung sub-district government consisting of (Camat, Kapolsek, Babinsa) and the Head of Intelligence at the Tanjung Jabung Barat Police.</p> <p>Follow-up meeting was held in the Kesbangpol (Kesatuan Bangsa dan Politik) Tanjung Jabung Barat, latest progress resolution meeting on 16 September 2021;</p> <p>Timdu (Tim Terpadu) Tanjung Jabung Barat Regency, Jambi Province reviewed the location of a dispute between communities of Tanjung Paku village and PT Inti Indosawit Subur (IIS) in Merlung sub-district, Tanjung Jabung Barat Regency, Jambi province.</p>	Complied

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

		<p>Based on the evidence of the area ownership letter made by the village head and known by the sub-district head in 1987. The company has acknowledged it in 2000 that 129 KK (Kepala Keluarga-Head of Family) of Tanjung Paku village got an area of 0.832 ha per family, so that the total area of 107 ha corresponds to the six villages.</p> <p>The Tanjung Paku village is partnered with the company to manage the plantation and the results have been received per month amounting to Rp. 35,187,312 per month divided by 129 families, but this distribution has stopped until now. So that the conclusion of the meeting and field observation is that the Tanjung Paku village party made an agreement on the boundary with other villages to determine the Tanjung Paku village area which was mediated by the Merlung Sub-District Head.</p> <p>Based on an interview with the National and Political Unity Agency (Kesbangkpol) of Tanjung Jabung Barat rency (Bpk Taufik) on 2 August 2022, that the process of resolving land conflicts (approximately 107 Ha) is still ongoing and Kesbangpol has made a memorandum of service to the Merlung Sub-District and the Head of BPN to carry out field reviews related to the determination of boundary poulitces, but there are not responses from Merlung Sub-District and Head of BPN.</p> <p>PT IIS – Tungkal Ulu will respect and follow the conflict resolution process in accordance with applicable regulations and procedure that has been set.</p>	
4.8.3	<p>Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4).</p>	<p>The company has developed a land dispute resolution procedure in the form of Standard Operating Procedure (SOP) No. AA-GL-5003.1-RI concerning Land Conflict Management which was approved by management on December 5, 2009 and has undergone revision I on August 22, 2011. In 2015 the company revised II Mechanism for handling conflicts as outlined in the Standard Operating Procedure</p>	Complied

		<p>(SOP). No. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p> <p>The mechanism has adjusted to the 2015 FPIC Guide for RSPO Member where in the SOP it has regulated the delivery of information, negotiations, measurement of common boundaries and others including the involvement of other related parties and parties whose land borders conflict lands.</p> <p>Based on interviews with the management of PT IIS stated that the management has decided to follow the process of resolving land conflicts with Tanjung Paku Village which is mediated by the Regional Government of Tanjung Jabung Barat Regency (Badan Kesatuan Bangsa and Politics).</p> <p>Based on the field visit, it was shown that the conditions of the disputed blocks E93D and E93C did not indicate any company activities to carry out FFB harvesting or plant maintenance activities. This has been stated in the demands submitted by the residents of Tanjung Paku Village on June 23, 2021. Conflict resolution process, please refer to 4.2.3 above.</p> <p>In this land conflict resolution, there are no practices of forcible dispossession or relinquishment of rights, therefore the company uses this process through a process of justice for rights.</p>	
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).	<p>Based on interviews with the management of PT IIS stated that the management has decided to follow the process of resolving land conflicts with Tanjung Paku Village which is mediated by the Regional Government of Tanjung Jabung Barat Regency (Badan Kesatuan Bangsa and Politics).</p> <p>Based on the field visit, it was shown that the conditions of the disputed blocks E93D and E93C did not indicate any company activities to carry out FFB harvesting or plant maintenance activities. This has been stated in the demands submitted by the residents of Tanjung Paku Village on June 23, 2021.</p>	Complied

		<p>Based on the evidence of the area ownership letter made by the village head and known by the sub-district head in 1987. The company has acknowledged it in 2000 that 129 KK (Kepala Keluarga-Head of Family) of Tanjung Paku village got an area of 0.832 ha per family, so that the total area of 107 ha corresponds to the six villages.</p> <p>The Tanjung Paku village is partnered with the company to manage the plantation and the results have been received per month amounting to Rp. 35,187,312 per month divided by 129 families, but this distribution has stopped until now. So that the conclusion of the meeting and field observation is that the Tanjung Paku village party made an agreement on the boundary with other villages to determine the Tanjung Paku village area which was mediated by the Merlung Sub-District Head.</p>													
<p>Principle 5: Support smallholder inclusion</p>															
<p>Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.</p>															
<p>Criteria 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.</p>															
<p>5.1.1</p>	<p>Current and previous period prices for FFB are publicly available and accessible by smallholders.</p>	<p>FFB price for Scheme Smallholders are determined based on "Hasil Penetapan Harga TBS Kelapa Sawit Provinsi Jambi" issued by FFB pricing team of Jambi Province. It was available FFB price determination letter period 29 July – 04 August 2022.</p> <p>The price are as below:</p> <table border="1" data-bbox="1133 1094 1664 1390"> <thead> <tr> <th>Oil palm age (year)</th> <th>FFB price (Rp/kg)</th> </tr> </thead> <tbody> <tr> <td>3</td> <td>1,455.14</td> </tr> <tr> <td>4</td> <td>1,541.17</td> </tr> <tr> <td>5</td> <td>1,613.06</td> </tr> <tr> <td>6</td> <td>1,681.20</td> </tr> <tr> <td>7</td> <td>1,723.77</td> </tr> </tbody> </table>	Oil palm age (year)	FFB price (Rp/kg)	3	1,455.14	4	1,541.17	5	1,613.06	6	1,681.20	7	1,723.77	<p>Complied</p>
Oil palm age (year)	FFB price (Rp/kg)														
3	1,455.14														
4	1,541.17														
5	1,613.06														
6	1,681.20														
7	1,723.77														

		<table border="1"> <tr> <td>8</td> <td>1,759.31</td> </tr> <tr> <td>9</td> <td>1,794.66</td> </tr> <tr> <td>10-20</td> <td>1,847.36</td> </tr> <tr> <td>21 – 24</td> <td>1,789.91</td> </tr> <tr> <td>25 thn</td> <td>1,704.35</td> </tr> </table>	8	1,759.31	9	1,794.66	10-20	1,847.36	21 – 24	1,789.91	25 thn	1,704.35		
8	1,759.31													
9	1,794.66													
10-20	1,847.36													
21 – 24	1,789.91													
25 thn	1,704.35													
5.1.2	<p>(C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.</p>	<p>Based on information gathered from the plasma manager and CSV staff the information of price was directly informed by the purchasing department to the respective suppliers through the short message application such as WhatsApp. During the field visit to the respective KUD (KUD Bina Usaha, Koperasi Manunggal Jaya, KUD Sawit Kita, KUD Panca Mukti) informed that price updating by board of KUD’s board in office and also been seen the Price of FFB period August 2022 posted on the notice of Koperasi board</p> <p>In addition, the price information for outgrowers or CSV also updated by purchasing department.</p>	Complied											

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

5.1.3	(C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.	<p>During this audit has verified that the Management of PT Inti Indosawit Subur – Tungkal Ulu Plasma has committed to share the RSPO premium price in accordance with the agreement with their smallholder. Premium sharing is not distributed in the form of money but in the form of smallholder empowerment activities aimed at increasing the competence and competitiveness of smallholders based on participatory suggest from the smallholders.</p> <p>During this audit obtained information that the premium sharing for Tungkal Ulu Plasma period 2021 has been distributed, for example on 7 March 2022 for KUD Bina Usaha and Koperasi Manunggal Jaya.</p> <p>For the FFB price has followed the prices that set by Dinas Perkebunan Kabupaten Tanjung Jabung Barat.</p>	Complied
5.1.4	(C) Evidences is available that all parties, including women and independent representative organization assisting smallholders where requested, are involved in the decision making processes and understand the contracts. These include involving finance, loans/credits, and repayments through FFB price reductions for replanting and/or, other support mechanisms where applicable.	<p>The smallholder’s member of Tungkal Ulu Plasma originated from government transmigration program on 1990 – 1991. Mostly from East Java, West Java and local area (Jambi Province). Based on information obtained during the onsite audit known that some of smallholders’ member were women. The annual meeting of KUD for period Y2022 through Rapat Anggota Tahunan (RAT) always invited all members which is some women. All the decision made was involved the smallholder members, including women members. Document verified for example: RAT KUD Bina Usaha on 31 March 2022 was attended by 113 members including 10 women members, Koperasi Manunggal Jaya on 7 June 2022 was attended by 89 members including 5 women members, KUD Sawit Kita on 6 June 2022 was attended by 97 members including 8 women members and KUD Panca Mukti on 29 June 2022 was attended by 111 members including 4 women members.</p>	Complied
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe.	<p>All smallholders which registered as supply bases to Tungkal Ulu POM have agreement with PT. Inti Indosawit Subur – Tungkal Ulu. The timeframe of the contract is 1 cycle period (25 years) since first planting.</p>	Complied

		<p>Through the interview with FFB supplier of KUD Bina Usaha (SP1) (supplied to Tungkal Ulu POM) obtained information that the FFB price only updated if any changes. However, the FFB payments maximum 3 days after the mill received the FFB (according to the contract). There is no dispute related to FFB payments so far.</p> <p>Based on document all contracts are written in Bahasa Indonesia.</p>	
5.1.6	(C) Agreed payments are made in a timely manner and receipts specifying price, weigh, deductions and amount paid are given.	<p>Smallholders received the daily and monthly report for FFB's that deliver to Tungkal Ulu POM. Price, weigh, deduction and amount paid are clearly described within the document. Payment to smallholders in monthly basis.</p> <p>Through the interview with FFB supplier of KUD Bina Usaha (SP1) (supplied to Tunggal Ulu POM) obtained information that the FFB price only updated if any changes. However, the FFB payments maximum 3 days after the mill received the FFB (according to the contract). Document review for FFB payment for KUD Bina Usaha (SP1) on 02 August 2022 was shown that the FFB payment are in accordance with the FFB price the company has informed to KUD Bina Usaha (SP1), the FFB prices is IDR 1,536 /kg.</p> <p>There is no dispute related to FFB payments so far.</p>	Complied
5.1.7	Weighing equipment is verified by an independent third party on a regular basis.	<p>Weighbridge in Tungkal Ulu POM is verified by government agency in annual basis. Latest verification was performed on 21 February 2022, based on "Surat Keterangan Hasil Pengujian" (calibration certificate):</p> <ul style="list-style-type: none"> - No.DG.02.03/239/DPP II/SKHP/2021 for Avery Weigh Tronix; model ZM510; S/N 182950654; capacity 50,000 kg. - No.DG.02.03/239/DPP II/SKHP/2021 for Avery Weigh Tronix; model ZM510; S/N 212051089; capacity 50,000 kg. <p>Certificates issued by "UPT Metrologi Legal – Dinas Perdagangan dan Perindustrian, Pemerintah Kota Jambi", valid until February 2023.</p>	Complied

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

5.1.8	The unit of certification supports Independent smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholder on who runs the Internal Controlling System (ICS), who holds the certificate, and who owns and sells certified materials.	Based on review of agreement, the company carried out the development and provide supervision in KUD (Scheme Smallholder). The company support KUD in form of supervision in upkeep, fertilizer application, harvesting, FFB transport and implementation of RSPO P&C requirements. For independent Smallholder, support is given in form of CSV (Create Share Value). Member of CSV which have cooperation with the company for example is Perkumpulan Kotani Mandiri Bersama (PKMB). Organization have provided assistance in obtaining permits of STDB (Surat Tanda Datar Budidaya) and SPPL (Surat Pernyataan Pengelolaan Lingkungan) at the local Office. Form of support is the company give coaching to the independent smallholder related good agriculture practices, organisation and administration.	Complied
5.1.9	(C) The unit of certification has a grievance mechanism for smallholders, and all grievances raised are dealt with in a timely manner.	The company has established a mechanism to handle complaint from external party, as written in "Mekanisme Penanganan Keluhan" – complaint handling mechanism (Doc. No. SOP AA-GL-5009-RO-01 dated 22 August 2011) while complaint from internal regulated under "Mekanisme Penyampaian Keluhan dan Penyelesaian Keluhan Karyawan" – Employee' complaint and resolution mechanism (Doc. No. SOP-AA-HR-3008-RO 05) and responded not more than 14 days. These mechanisms have communicated to external parties and disseminated to PT IIS employees. Certificate holder has new procedure namely <i>SOP Penyampaian dan Penyelesaian Keluhan Karyawan</i> (SOP No: AA-HR-308.5-R1 effective dated 1 December 2019). This procedure also protected whistle blower anonymity. Referring to Asian Agri's website https://www.asianagri.com/id/panel-keberlanjutan/keluhan-engaduan . <i>Asian Agri is committed to responding quickly and constructively to any grievance raised against any of our own operations or our suppliers, and to report them publicly. We develop a robust grievance procedure to</i>	Complied

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

		<p><i>resolve all verifiable complaints and conflicts with all related stakeholders such as land conflicts, social conflicts, human right issues, labor issues, etc.</i></p> <table border="1"> <thead> <tr> <th data-bbox="1131 467 1662 517">Internal Reporting:</th> <th data-bbox="1662 467 1966 517">Channel/Remarks</th> </tr> </thead> <tbody> <tr> <td data-bbox="1131 517 1662 898"> <p><i>There are log books located in all estates and mills managed by Asian Agri's business units. Employees are free to file concerns and reports in these log books, on matters related to Asian Agri's sustainability policy. Concerns on operation disruptions faced by employees may be documented in the Disruption Log Book. Issues pertaining to employee rights may be documented in the Complaint Log Book.</i></p> </td> <td data-bbox="1662 517 1966 898"> <p><i>Log Books:</i></p> <ul style="list-style-type: none"> <i>Disruption</i> <i>Complaint</i> </td> </tr> <tr> <td data-bbox="1131 898 1662 1192"> <p><i>Confidential reports may be submitted through email or telephone to protect the identity of the reporter.</i></p> </td> <td data-bbox="1662 898 1966 1192"> <p><i>Poster on Whistleblowing is placed in every office of Asian Agri.</i></p> <ul style="list-style-type: none"> <i>Telephone: +62 811 910 7916</i> <i>Email: attention@asianagri.com</i> </td> </tr> </tbody> </table>	Internal Reporting:	Channel/Remarks	<p><i>There are log books located in all estates and mills managed by Asian Agri's business units. Employees are free to file concerns and reports in these log books, on matters related to Asian Agri's sustainability policy. Concerns on operation disruptions faced by employees may be documented in the Disruption Log Book. Issues pertaining to employee rights may be documented in the Complaint Log Book.</i></p>	<p><i>Log Books:</i></p> <ul style="list-style-type: none"> <i>Disruption</i> <i>Complaint</i> 	<p><i>Confidential reports may be submitted through email or telephone to protect the identity of the reporter.</i></p>	<p><i>Poster on Whistleblowing is placed in every office of Asian Agri.</i></p> <ul style="list-style-type: none"> <i>Telephone: +62 811 910 7916</i> <i>Email: attention@asianagri.com</i> 	
Internal Reporting:	Channel/Remarks								
<p><i>There are log books located in all estates and mills managed by Asian Agri's business units. Employees are free to file concerns and reports in these log books, on matters related to Asian Agri's sustainability policy. Concerns on operation disruptions faced by employees may be documented in the Disruption Log Book. Issues pertaining to employee rights may be documented in the Complaint Log Book.</i></p>	<p><i>Log Books:</i></p> <ul style="list-style-type: none"> <i>Disruption</i> <i>Complaint</i> 								
<p><i>Confidential reports may be submitted through email or telephone to protect the identity of the reporter.</i></p>	<p><i>Poster on Whistleblowing is placed in every office of Asian Agri.</i></p> <ul style="list-style-type: none"> <i>Telephone: +62 811 910 7916</i> <i>Email: attention@asianagri.com</i> 								
		<table border="1"> <thead> <tr> <th data-bbox="1131 1241 1662 1287">External Reporting:</th> <th data-bbox="1662 1241 1966 1287">Channel/Remarks</th> </tr> </thead> <tbody> <tr> <td data-bbox="1131 1287 1662 1287"></td> <td data-bbox="1662 1287 1966 1287"></td> </tr> </tbody> </table>	External Reporting:	Channel/Remarks					
External Reporting:	Channel/Remarks								

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

		<p><i>Stakeholders of Asian Agri including but not limited to Government, smallholders, suppliers, vendors, academicians, NGOs, media, etc), are provided different channels to report their concerns/findings. Reporters may share their concerns and information on business misconduct, corruption, harassment, criminal acts, environment, etc.</i></p> <p><i>All reports will be treated confidentially and if deemed appropriate, updates will be made publicly available as per our <u>Grievance mechanism</u>.</i></p>	<ul style="list-style-type: none"> • Email: grievance@asianagri.com • Address: Jl. MH Thamrin No. 31 Jakarta 10230 Indonesia • Fax: +62 21 230 1120 Attn.: Grievance Secretariat <p><i>Grievance submissions should be made using the Grievance Submission Form.</i></p>	
		<p>This procedure is also applied to scheme smallholder operational. The procedure provides guidelines on handling grievances related to sustainability practices across our supply chain as well governance matters in our operations.</p> <p>Based on interview with the stakeholder and document review during recertification audit, there is no grievance during Y2021 and Y2022.</p> <p>Scheme smallholders:</p> <p>The scheme smallholders have a mechanism of consultation and communication in "Mekanisme Komunikasi, Konsultasi dan Keluhan", dated 3rd January 2011. The procedure has been communicated</p>		

		<p>provided in flow chart and available in each KUD's offices. Until this audit, there is no grievance from scheme smallholders.</p> <p>Based on interview with the stakeholder and smallholders during recertification audit, there is no grievance during Y2021 and Y2022.</p>	
<p>Criteria 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.</p>			
<p>5.2.1</p>	<p>The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p>	<p>Tungkal Ulu Estate: Unit of certification consults with existing scheme smallholders to assess their needs for support to improve their livelihoods and their interest in RSPO certification by spreads letter of agreement for continuing replanting program with the company. For smallholders' group that not been replanted, the company offering EFB mulching program to applied in smallholders plot through proposal submission.</p> <p>Also, the smallholders and/or villagers is given access to collecting grass in Estate area for their cattle.</p> <p>Scheme smallholder: Related replanting activities, in 2018 unit of certification disseminate to scheme smallholders members for agree/disagree to continue partnership program agreement. Document sample of "Surat Pernyataan Persetujuan Replanting" at KUD Bina Usaha Hamparan 9 which agreed to continue the program as below:</p> <ol style="list-style-type: none"> 1. Mrs. Sarsih (ID SH: 2535), dated 3 December 2018. 2. Mr. Adnan (ID SH: 2540), dated 3 December 2018. 3. Mr. Suroto Arif Munandar (ID SH: 2555), dated 3 December 2022. 4. Mr. Sunardi (ID SH: 2542), dated 3 December 2022. 5. Mr. Sarjoti (ID SH: 2515), dated 3 December 2022. 	<p>Complied</p>

5.2.2	The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).	Unit of certification develops and implements livelihood improvement programmes, such as: <ul style="list-style-type: none"> - Refreshment training of Best Management Practises on 12 February 2022, attended by 144 farmers. - Given access to collecting grass in Estate area for their cattle. And/or open access for villagers to collecting vegetables such as EFB mushroom, fern or water spinach to consumed by community. - Scale up organisational management for Cooperative 	Complied
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.	Unit of certification have specific program to promote legally FFB and BMP management to independent smallholders namely Core Shared Value (CSV) program. This program aims to produce legal FFB and proposed for certification. Front yard land of each smallholders which under scheme (outside certification scope) are proposed to form organization and being directed to proceed ISH certification. During the audit, the program is still in progress for area mapping.	Complied
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.	Unit of certification has assigned chemical weeding team (Tim Unit Semprot/TUS) in each estate/unit to handling chemical weeding activity. The team member originated from own workers (for own estate) and local communities (for smallholder). They regularly attended training on pesticide handling that conducted by the pesticide supplier in collaboration with local pesticide committee. Based on document review and interview with random pesticide applicator known that they were attending the last training on pesticide handling on 25 June 2022 and attended by 65 smallholders. Some topic that discuss such as safety pesticide handling, national regulation related to pesticide, symbol and label awareness and emergency procedure if any contamination or poisonous.	Complied

5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.	<p>Unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme by access website https://www.asianagri.com/id/panel-keberlanjutan/laporankeberlanjutan. That document is publicly available.</p> <p>Plasma manager Tungkal Ulu also described that PT Inti Indosawit Subur also helped the smallholder based on monthly management review of smallholder performance as follows:</p> <ul style="list-style-type: none"> Assisted the KUD's to achieve the production and upkeep target. Until this audit, plasma area has been achieved 5% above the target. Assisting the KUD's in replanting program. Until this audit, there is a record of approval by smallholder member in some KUD's. PT Inti Indosawit Subur as agreed to be bank guarantor for the financial scheme of replanting. 	Complied
<p>Principle 6: respect workers' rights and conditions</p>			
<p>Protect workers' rights and ensure safe and decent working conditions.</p>			
<p>Criteria 6.1: Any form of discrimination is prohibited.</p>			
6.1.1	<p>(C) A publicity available non-discrimination and equal opportunity policy is implemented in such way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p>	<p>No changes of company policy related non-discrimination and equal opportunity.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu has established Company Policy under "Kebijakan Perusahaan", was signed by Managing Director on 1st December 2014. In point 13 mentioned: "Company Treats employees fairly, whether in terms of acceptance, judgment, conditions and work environment, and representation irrespective of race, tribe, caste, national origin, religion/faith, disability, gender, sexual orientation, union membership, political affiliation and/or age".</p> <p>This policy has been informed to all employees and being placed into noticed board in public area and easily accessed.</p>	Complied

		<p>a. In 2022, dissemination has performed on 18 April 2022 attended by 19 employees from Tungkal Ulu Estate.</p> <p>b. 11 January 2022, dissemination has conducted in Tungkal Ulu Estate and attended by 27 employees, on 2 February 2022 attended by 21 employees, on 7 March 2022 attended by 25 employees and on 4 April 2022 attended by 22 employees.</p> <p>c. 11 April 2022, dissemination has conducted in Tungkal Ulu Mill attended by 14 employees.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu has SOP for employment recruitment According on SOP: AA-HR-305.2-R0 dated 1 February 2009 about "<i>Penerimaan Karyawan Baru</i>" (Recruitment and Selection of Employee), the company will accept new employee based on their capabilities and qualifications. This policy has been communicated to worker. The policy described the organization recognize and respect to the rights of local, migrant or urban worker.</p> <p>Workers register for mill and estates mentioned that all workers came from different backgrounds (race, religion, gender, etc). Ethnical diversity of worker and during interview with workers, no discrimination was identified based on religion, ethnic, gender. No evidence of discrimination found during the audit.</p> <p>Company provided working tools to the workers, relevant to the nature of the work performed.</p> <p>This employee list proves that the company does not practice any form of discrimination, employees are given the opportunity to work regardless of ethnicity, religion, origin, and gender:</p> <p>Data verified: List of Employee June 2022 "Daftar Karyawan" there were not found any evidence of discrimination and migrant workers.</p> <p>Implementation of Non-discrimination and Equal opportunity: promoting 24 harvester as permanent workers as stated in Memorandum</p>	
--	--	---	--

		<p>#0113/HR-RO3/MEMO/05/2022, dated 18 May 2022. The proposed workers origin from various region (village, regency or province).</p> <p>Scheme Smallholders:</p> <p>All sample KUD's (KUD Bina Usaha, KUD Sawit Kita, KUD Panca Mukti, and KUD Manunggal Jaya) has established the policy related to equal opportunity and treatment for work under "Kebijakan Koperasi" dated 2nd December 2020, was signed by Head of Cooperative. During field visit, interview and document verification, it was noted that there is no issue related to discrimination.</p>	
6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers non-payment of recruitment fees.</p>	<p>PT Inti Indosawit Subur – Tungkal Ulu has provided a policy in relation to this indicator requirement, stated in "Kebijakan Perusahaan", dated 1st December 2014.</p> <p>Based on interview with employee in POM and Estate, PT Inti Indosawit Subur – Tungkal Ulu has prepared the policy related to anti-discrimination was strictly enforced. They were no cases of discrimination in company. Document review of workers "Daftar Karyawan" there were not find any evidence of discrimination.</p> <p>Data verified: List of Employee June 2022 "Daftar Karyawan" there were not found any evidence of discrimination and migrant workers.</p> <p>Implementation of Non-discrimination and Equal opportunity: promoting 24 harvester as permanent workers as stated in Memorandum #0113/HR-RO3/MEMO/05/2022, dated 18 May 2022. The proposed workers origin from various region (village, regency or province).</p> <p>Scheme Smallholder:</p> <p>All sample KUD's (KUD Bina Usaha, KUD Sawit Kita, KUD Panca Mukti, and KUD Manunggal Jaya) has clearly stated the policy to provide equal opportunity policy to all workers as written in "Kebijakan Koperasi". During field audit, it was not found discrimination against gender, tribe,</p>	Complied

		<p>religion and race. All workers have the right and obligation in accordance to the type of work.</p> <p>All workers in smallholders plot dominantly from local villagers or even smallholders neighbour.</p>	
6.1.3	<p>The unit of certification demonstrates that the recruitment selection, hiring access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p>	<p>Implementation of Non-discrimination and Equal opportunity: promoting 24 harvester as permanent workers as stated in Memorandum #0113/HR-RO3/MEMO/05/2022, dated 18 May 2022. The proposed workers origin from various region (village, regency or province).</p> <p>In 2022, unit of certification is focussed on promoting daily workers to be permanent workers. There is no new recruitment is hire in Estate and Mill.</p> <p>Based on promoting workers as above mentioned, the skills, capabilities, qualities and medical fitness is already tested and qualified to be promoted.</p> <p>Scheme Smallholders:</p> <p>Based on document sampled verification at (KUD Bina Usaha, KUD Sawit Kita, KUD Panca Mukti, and KUD Manunggal Jaya), they understand no forced labor or trafficked labor allowed.</p> <p>Most of the farmers are managed their land independently. All the workers are considered as casual workers. The workers are hired based on verbal agreement related to rate per piece of work, payment system, working tool provision, etc. No work performed based on debt bond.</p>	Complied
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p>	<p>Unit of certification is prohibits pregnant or breast-feeding women to perform chemical spraying. In order to mitigate, estate performed monthly pregnancy test.</p> <p>Estate management has kept the record that spraying is not conducted by pregnant or breast-feeding women. Female workers is voluntary to</p>	Complied

		<p>own test for menstrual cycle and informed Policlinic to be review by nurse and recorded in monthly basis.</p>	
<p>6.1.5</p>	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p>	<p>PT Inti Indosawit Subur – Tungkal Ulu has formed a Gender Committee at Tungkal Ulu Estate and Mill. Gender committees consisting of representatives of all units in the Tungkal Ulu Group play a role in: addressing issues related to women's rights and counselling for women workers who experience acts of violence and sexual harassment and other issues related to women workers.</p> <p>In 2022 Gender Committee Work Program has been established including the issues that will be discussed at the meeting, including:</p> <ul style="list-style-type: none"> - Improving maternal and child health through Posyandu (integrated service post), immunization and vitamin supplement activities. - Conduct regular gender committee meetings at least every 4 months - Provision of supplementary food (during Posyandu) - Sports activities for employees - Environmental cleanliness in residential areas - Assessment of healthy housing for employees - Religious activity <p>The regular monthly gender committee meeting was held on 13 March 2022 which discussed the protection of the rights of women workers from the company, the meeting was attended by 8 representatives of women workers from each affair (a list of attendance can be shown at the time of the audit). Based on the records of the routine meeting and interviews with management, that during the period 2021 there were no cases related to women workers.</p> <p>Based on interview with sample of female workers and gender committee chairman, awareness related issues of concern and how to address is conducted consistently. Such as: religion meeting in mosque,</p>	<p>Complied</p>

		church or weekly meeting in compound.	
6.1.6	There is evidence of equal pay for the same work scope.	<p>Company has state about the wages for workers base on Decree of Governor of Jambi SK No. 1056/KEP.GUB/DISNAKERTRANS-3.3/2021, dated 16 December 2021; regarding: "<i>Penetapan Upah Minimum Kabupaten Tanjung Jabung Barat Propinsi Jambi Tahun 2022</i>" amount of IDR 2,770,606.01.</p> <p>The Department of HRD (Manager HRD RO3) also issued Memorandum 001/HR-RO3/MEMO/05/2022 on 5 May 2022 related wages for year 2022 is IDR 2,770,606.01 per month (25 Working Days) or equal to IDR Rp 110.824,24 per day.</p> <p>The Company has determined the implementation of the harvesting Base/Basis Borong & Premium of Tungkal Ulu Estate, Based on a Memorandum from the Regional Head of Plt. III No. 112/OP-RO3/MEMO/XI/21 dated November 30, 2021, for example:</p> <ul style="list-style-type: none"> - Oil palm planting year 2016, average weight of bunches: 7.01-9.00 kg, number of base: 108 bunches, reaches of basis premium: IDR 8,000 per bunch, premium of over base: IDR 540 per bunch. - Oil palm planting year 2017, average weight of bunches: 5.01-7.00 kg, number of base: 157 bunches, reaches of basis premium: IDR 8,000 per bunch, premium of over base: IDR 432 per bunch - Age of Oil palm 10 - < 15 years, topography criteria: flat to wavy: loose fruit price IDR 75 per kg, topography criteria: wavy to hilly: loose fruit price IDR 75 per kg, hilly to mountainous: loose fruit price IDR 100 per kg <p>The company has also given rice allowance for the workers, which is 15 kg/month for each worker, 9 kg/month for wife of workers and 7.5 kg/month for child of workers (maximum 3 children). The price of rice in August 2021 is IDR 9,500/kg.</p>	Complied

		<p>Salary scale structure for the period 2022 for all level of workers has shown during audit, this structure is based on Decree of Governor of Jambi SK No. 1056/KEP.GUB/DISNAKERTRANS-3.3/2021 dated 16 December 2021.</p> <p>The company has provided a scripts/slip salary to employees, salary slip contains basic salary, allowances, premium, labor health coverage (<i>BPJS Tenaga Kerja and Kesehatan</i>) and deduction.</p> <p>Based on document review shown that the company has given equal pay/salary for the same work scope, including natura allowance.</p> <p>Taken sample of salary/payslip for period June 2022 for workers of Tungkal ulu Estate and Tungkal Ulu POM. Based on the example of the salary slip, that the wages of workers per day is IDR 107,957.63 and is in accordance with the 2022 wage determination decree from Governor of Jambi SK No. 1056/KEP.GUB/DISNAKERTRANS-3.3/2021, dated 16 December 2021; regarding: "Penetapan Upah Minimum Propinsi Jambi Tahun 2022" amount of IDR 2,770,606.01.</p> <p>Scheme Smallholder:</p> <p>The workers at KUD were paid based on daily rate and only pay when they have work. However, individual members have adjusted the worker payment, referring to the government regulation. The wage has been given monthly are calculated based on tonnage of FFB harvested per rotation, amounting to IDR 150,000/ton of FFB, working for 2-3 to reach 1 ton. Based on the verification of data on casual working wages at Tungkal Ulu Plasma, has shown that the wage is in accordance with local government regulations of Jambi Province.</p> <p>Sample smallholder salary document:</p>	
--	--	--	--

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

Receipt of Salaries for KUD Sawit Kita Harvesting Members									
Harvesting of May 2022 Period									
No.	Name of Harvester	Toonage (Kg/Rotations)			Total of Tonnage (Kg)	Wage (IDR/Kg)	(IDR) Group	Salary	
		Rotation I	Rotation II	Rotation III				Per person per Month	
1	Basir	15.315	-	31.880	47.195	200	IDR 9.439.000	IDR	3.146.33
2	Iwan	17.792	-	37.036	54.828	200	IDR 10.965.500	IDR	3.655.16
3	Saipul	14.744	-	30.691	45.435	200	IDR 9.086.900	IDR	3.028.96
4	Joko	13.965	-	29.069	43.034	200	IDR 8.606.700	IDR	4.303.35
5	Antoni	15.866	-	33.027	48.893	200	IDR 9.778.500	IDR	3.259.50
Minimum wage of Province of Jambi on 2022 as IDR 2,698,940.87 per Month Equivalent of IDR 107,957.63 per day									
Receipt of Salaries for KUD Panca Mukti Harvesting Members									
Harvesting of June 2022 Period									
No.	Name of Harvester	Toonage (Kg/Rotations)			Total of Tonnage (Kg)	Wage (IDR/Kg)	(IDR) Group	Salary	
		Rotation I	Rotation II	Rotation III				Per person per Month	
1	Sahni	13.690	-	25.273	38.963	200	IDR 7.792.600	IDR	2.597.53
2	Karsum	8.628	-	10.390	16.018	200	IDR 3.203.600	IDR	3.203.60
3	Priadi	6.874	-	12.669	19.543	200	IDR 3.908.500	IDR	3.908.50
4	Irwani	13.841	-	25.552	39.393	200	IDR 7.878.500	IDR	2.626.16
5	Agus	15.585	-	28.772	44.357	200	IDR 8.871.300	IDR	2.957.10
Minimum wage of Province of Jambi on 2022 as IDR 2,698,940.87 per Month Equivalent of IDR 107,957.63 per day									

Criteria 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).

6.2.1	<p>(C) Documentation of pay and working conditions in accordance with applicable labour laws are available to the workers in national languages and explained to them in language they understand.</p>	<p>The company have established work agreement for permanent employees through Collective labor agreement (PKB-Perjanjian Kerja Bersama) in term for 2 years. During the audit the PKB is for period of 2018 – 2020 and has done registered by Dirjen PHI/JSK the Ministry of Employment on 8 April 2018, new PKB still in progress of agreement. Since the new PKS has not been issued, the old PKB is applicable. This employment agreement (PKB) is written in Indonesian and can be understood by all employees of PT IIS.</p> <p>Collective labor agreement are regulates provisions working time, wage system, overtime, leave, menstrual leave, guarantees Social and Social Assistance, Work Equipment and Occupational Safety, Company and Worker Obligations, Manpower Settlement Methods and the Termination of Company Regulations.</p> <p>As for daily workers, the company has determined Work Contracts for daily workers made in Bahasa Indonesian, so they can be understood by all parties. In the Daily Workers Agreement, it explains the worker's</p>	Complied
-------	---	--	----------

		<p>rights and obligations, including: wages, social security (BPJS Ketenagakerjaan and BPJS Kesehatan), facilities and work tools.</p> <p>The documentation of pay and conditions are available to the workers in Bahas Indonesia. For employees who cannot read and write, the company through the HR Department will explain directly related to the rights and obligations of workers (daily workers) stated in the employment contract.</p>	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed.</p>	<p>Employment contracts and detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc) are available in Collective labor agreement (PKB-Perjanjian Kerja Bersama).</p> <p>Determination of wages (including benefits and other benefit), working hours (including hours and overtime pay) and working days have been regulated in Article V; <i>Upah - Wages</i>, which explains:</p> <ul style="list-style-type: none"> a. Permanent workers are given wages, the value of which is determined by the employer on the condition that it is not lower than government regulations. b. Certain permanent workers are given wages (Basic Salary and Rice) in accordance with the status of the group/level whose value is determined by the employer with provisions not lower than government regulations c. Permanent workers receive additional wages (UMP / UMSK) and / or attendance incentives as stipulated further in separate provisions. <p>Rice allowance has been given for the workers, which is 15 kg/month for each worker, 9 kg/month for wife and 7.5 kg/month for child of workers (maximum 3 children).</p> <p>Provisions on holidays and leave (both maternity leave and menstruation leave) have been regulated in Article VIII regarding Non-working Days;</p>	Complied

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

		<p>including: absenteeism, rest days of the week, official holidays, annual leave, maternity leave and others.</p> <p>As for daily workers, the company has determined Work Contracts for daily workers made in Bahasa Indonesian, so they can be understood by all parties. In the Daily Workers Agreement, it explains the worker's rights and obligations, including: wages, social security (BPJS Ketenagakerjaan and BPJS Kesehatan), facilities and work tools.</p> <p>Based on the verification of the wage documents for the June 2022 period above (6.1.6), that the application of wages at PT IIS is in accordance with the laws and regulations.</p> <p>Provisions related to manpower have fulfilled the laws and regulations namely UU No. 13 of 2003 concerning Manpower – Ketenagakerjaan and UU no. 11/ 2020 – UU Cipta Kerja.</p>	
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, and other legal labour requirements.</p>	<p>Determination of wages (including benefits and other benefit), working hours (including hours and overtime pay) and working days have been regulated in the Collective Labor Agreement (PKB) Article V; Upah – Wages. The Company paid the wages of employees year 2022 by minimum wage based on Decree of Governor of Jambi SK No. 1056/KEP.GUB/DISNAKERTRANS-3.3/2021, dated 16 December 2021; regarding: "Penetapan Upah Minimum Kabupaten Tanjung Jabung Barat Propinsi Jambi Tahun 2022".</p> <p>Working hour is determined 40 hour per week (Monday – Saturday) with 7 hour per day.</p> <p>Document verification:</p> <p>Overtime</p> <ul style="list-style-type: none"> - Overtime Order dated 1 June 2022 for the Tungkal Ulu Mill, overtime on behalf of Alan Nuryadilah (Laboratory), 2 hours overtime for waste control activities and flow meter records. - Overtime Order dated 3 July 2022 for Tungkal Ulu Mill, overtime on 	Complied

		<p>behalf of Kanisius Kani (administration officer), 1 hours overtime for production quality data input activities</p> <p>Based on the overtime pay verification above, PT IIS has implemented overtime pay in accordance with applicable laws and regulations.</p> <p>Based on the verification of the wage documents for the July 2022 period above (6.1.6), that the application of wages at PT IIS is in accordance with the laws and regulations.</p> <p>Provisions related to manpower have fulfilled the laws and regulations namely UU No. 13 of 2003 concerning Manpower – Ketenagakerjaan and UU no. 11/ 2020 – <i>UU Cipta Kerja</i>.</p>	
6.2.4	<p>(C) The unit of certification provides adequate housing. Sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.</p>	<p>The company has provided adequate facilities for the workers, including the basic need such as electricity and water. Detail of company facilities for employees are as follows:</p> <p>PT Inti Indosawit Subur – Tungkal Ulu has provided adequate housing with electrical and clean water supply, medical clinic, sport facilities, religious facilities, education facilities and other amenities. Based on field inspection, the facilities found to be in good condition. The company has prepared facilities for their workers.</p> <p>Record seen:</p> <p>Data dan Layout of Public Facilities in Tungkal Ulu Estate and Mill year 2022 (there was no change form 2021), such as:</p> <p>Tungkal Ulu Mill</p> <ul style="list-style-type: none"> – Housing B/CM (2 units) – Housing C (5 units) – Housing E (61 units) – Water pump (1 unit) – Water reservoir (2 units) <p>Tungkal Ulu Estate</p>	Complied

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

		<ul style="list-style-type: none"> - Housing; staff (20 units), type D1(28 units), type E1 (187 units). - Kindergarten (1 unit). - Clinic (2 units). - Mosque (3 units). - Church (1 unit). - School bus (4 units). - Ambulance (1 unit). - <i>Koperasi</i> (1 unit). - Employee hall (1 unit). - Sport facilities (football, volleyball, tennis, badminton). <p>The company annually evaluates the condition of employee housing using the Employee Home Condition Census Recapitulation Form, last conducted in January 2022. Based on interview with the employees who live in the employee housing, that there are no issues related to the housing. Whenever there is damage to employee housing, the company always responds and follows up on the damage and repairs it.</p> <p>For the smallholder scheme, there is no employee housing, because the use of labor in the smallholder scheme is to use local village communities that already have housing in the village.</p>	
6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.	<p>Company is able to demonstrate effort in providing access to adequate, sufficient and affordable food: provision of rice allowance – aside from monthly salary to all eligible workers, cooperative organization for employee providing basic food necessities (<i>Koperasi Jaya Abadi</i>).</p> <p>The company also provides access to sellers of vegetables and food needs to be able to enter the PT IIS-Tungkal Ulu Group area every morning, so that workers can more easily get their daily food needs. Once every month at the time of the employee's payday, the employee</p>	Complied

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

		<p>housing also opens a temporary market which is held on the 5th-6th of each month.</p> <p>Based on interviews with several employees, that to get food needs every day there is no difficulty, because the company has provided this access (Koperasi Jaya Abadi, small shops in housing that are obtained by the company) as well as "Penjual sayuran keliling" who can enter every morning at employee housing.</p> <p>Scheme Smallholders:</p> <p>The farmer members are a developed transmigration village. Provision of food can be obtained from existing markets in the village. Based on the results of field visits to the sample villages indicate that in the village was available markets and small shops that provide basic necessities.</p>	
6.2.6	<p>A DLW is paid to all workers in accordance with applicable regulations, including workers who work on a piece rate/quota basis, the calculation of which is based on a quota that can be achieved during regular working hours.</p>	<p>Company has had state about the wages for workers base on Decree of Governor of Jambi SK No. 1056/KEP.GUB/DISNAKERTRANS-3.3/2021, dated 16 December 2021; regarding: "<i>Penetapan Upah Minimum Kabupaten Tanjung Jabung Barat Propinsi Jambi Tahun 2022</i>" amount of IDR 2,770,606.01.</p> <p>The Department of HRD (Manager HRD RO3) also issued Memorandum 001/HR-RO3/MEMO/05/2022 on 5 May 2022 related wages for year 2022 is IDR 2,770,606.01 per month (25 Working Days) or equal to IDR Rp 110.824,24 per day.</p> <p>The company has also given rice allowance for the workers, which is 15 kg/month for each worker, 9 kg/month for wife of workers and 7.5 kg/month for child of workers (maximum 3 children). The price of rice in August 2021 is IDR 9,500/kg.</p> <p>Salary scale structure for the period 2022 for all level of workers has shown during audit, this structure is based on Decree of Governor of Jambi SK No. 1056/KEP.GUB/DISNAKERTRANS-3.3/2021 dated 16 December 2021.</p>	Complied

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

		<p>In general, the PT Inti Indosawit Subur - Tungkal Ulu including smallholders have calculated the Decent Living Needs using the calculation method as set out in the "RSPO Guidance for Implementing a Decent Living Wage", June 1, 2019. The company has conducted an account of the DLW for the 2022 period with data collection from each Estate and POM.</p> <p>Based on the verification of documents the results of the 2022 DLW calculation shows that total cost and kind benefits for average is IDR 592,995, average monthly take home salary per worker is IDR 2,906,226 and total value of prevailing wage is IDR 3,499,221.</p>	
<p>PROCEDURAL NOTE:</p> <p>The RSPO has published guidelines on the calculation of Decent Living Wage (DLW) in June 2019. Since Indonesia does not have DLW benchmark yet, the RSPO Secretariat will conduct a DLW benchmark study in accordance with the Global Living Wage Coalition (GLWC) and Indonesian laws and regulations.</p> <p>In the meantime, until DLW benchmark for Indonesia is endorsed by the RSPO, the unit of certification carries out interim measures that was published by RSPO (dated 11 November 2019), including:</p> <ol style="list-style-type: none"> 1. Payment of minimum wages in accordance with applicable regulations 2. Assessment of wages paid (prevailing wages) and in-kind benefits. <p>Once the DLW benchmark is available, this procedural note is no longer applicable.</p>			
6.2.7	<p>Permanent fulltime employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p>	<p>Based on the verification of employee data for June 2022 period, PT IIS – Tungkal Ulu POM has permanent and non-permanent employees (SKU and PHL).</p> <p>The unit certification has identified those related to the main work in oil palm plantations based on the Circular Letter from GAPKI dated 8 February 2013 No. 073/GAPKI/II/2013 concerning the Circular on the Activity Flow of the Work Implementation Process in the Oil Palm Plantation Business Sector, stating that; only 2 (two) jobs that are the main activities in the Oil Palm Plantation industry, namely harvesting and processing products, the rest are supporting activities in accordance</p>	Complied

		<p>with Permenakertrans No. 19/2012 which implementation can be left to other parties.</p> <p>Based on the employees master period April 2022, that PT IIS – Tungkal Ulu still has temporary workers (Daily worker: PHL) who do harvesting.</p> <p>The company has established a program for the appointment of PHL harvesters to Permanent workers (SKUH), as well as a program for the appointment/promotion of PHL harvest workers. This harvester employee appointment/promotion program has been submitted to the District Manpower and Transmigration Office of Batanghari Regency (Kepala Bidang Hubungan Industrial dan Persyaratan Kerja):</p> <p>Based on the list of employees for the period of June 2022, that PT IIS-Tungkal Ulu Estate and Mill, there were daily workers (PHL), then the company has developed a “Program for The Appointment of PHL Workers” which has been approved by the Tanjung Jabung Barat Regency Manpower Office (c.q. Head of Industrial Relations and Work Requirements), as following:</p> <p><u>Tungkal Ulu Estate:</u></p> <p>There is a mature plantation area (TM) of 3,531 Ha</p> <p>The need for harvesters by using a work performance of 0.05 HK/Ha, then the need for as many as 185 harvester.</p> <p>Until June 2022, there are harvesters as follows:</p> <ul style="list-style-type: none"> - SKU harvester (permanent worker): 83 workers - PHL harvesters (day laborers): 102 workers. - Harvester promotion program plan to 102 harvesters <p>The realization of the PHL harvester promotion program is as follows:</p> <ul style="list-style-type: none"> - In Semester I 2022, 21 harvesters have been appointed PHL harvesters to become SKUH based on Memorandum No.0176-026/HR-RO3/MEMO/SK/06/2022 dated 23 June 2022, 	
--	--	---	--

		<ul style="list-style-type: none"> - The next promotion program for PHL workers to SKU (permanent) is: In Semester II of 2022; 11 harvesters will be promoted from PHL harvesters to SKUH (Permanent) <ol style="list-style-type: none"> 1) In 2023; 24 harvesters will be promoted from PHL harvesters to SKUH (Permanent) 2) In 2024; 23 harvesters will be promoted by PHL harvesters to SKUH (Permanent) 3) In 2025; 23 harvesters will be promoted by PHL harvesters to SKUH (Permanent) 4) In 2026; 21 harvesters will be promoted by PHL harvesters to SKUH (Permanent). <p>The promotion plan for the appointment Program of the next PHL harvester until 2026. So that after 2026 there will be no harvesters with PHL status (daily workers).</p> <p><u>Tungkal Ulu Mill:</u></p> <p>Based on list of employees on period May 2022, there are 45 employees still in PHL (non-permanent) status. Tungkal Ulu Mill has made a PHL employee appointment program that has been known by the District Manpower and Transmigration Office of Batanghari Regency (c.q. Head of Industrial Relations and Work Requirements).</p> <p>The realization of the PHL promotion program is as follows:</p> <ul style="list-style-type: none"> - The company has promoted the appointment of PHL workers, as follows; in Semester I 2022, 9 workers have been appointed PHL to become SKUH based on Memorandum No 0015-0023/HR-RO3/MEMO/SK/01/2022 dated 10 January 2022. - The company has proposed promotion of PHL workers to SKU (permanent) in the second half of 2022 for 15 workers. - Based on the Tungkal Ulu Factory promotion program, in 2023, the company will nominate PHL workers to become SKUs of 15 workers. 	
--	--	---	--

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

		<p>And then the program for appointing PHL in Semester I and II of 2024 as many as 15 workers (per semester as many as 5 PHL workers). So that after 2024 there will be no workers with PHL status (daily workers) in processing Dept.</p>	
<p>Criteria 6.3: The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
<p>6.3.1</p>	<p>(C) A published statement recognizing freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented.</p>	<p>No changes on policy in this recertification audit.</p> <p>Freedom of association policy is written in Bahasa Indonesia, as stated in "Kebijakan Perusahaan", dated 1st December 2014 "<i>Menghormati hak setiap karyawan untuk membentuk atau menjadi serikat pekerja sesuai dengan keinginannya dan untuk melakukan tawar menawar secara kolektif</i>".</p> <p>This policy has been informed to all employees and being placed into public area easily accessed.</p> <p>Tungkal Ulu Estate and POM have a Worker Union as a form of freedom of association for employees named "Serikat Buruh Sejahtera Indonesia (SBSI)". This union is already registered in Manpower Agency.</p> <p>All the policy is in Bahasa Indonesia and explained to all workers. The last meeting between union and the company is 9 June 2022.Scheme Smallholders:</p> <p>Scheme smallholder has had organization's policy: "Kebijakan Manajer Group ICS" dated 11 August 2020. Related the freedom of association, it has mentioned on point 12: "<i>Menghormati setiap karyawan KUD atau petani untuk membentuk atau menjadi anggota serikat pekerja serta berkumpul dan berserikat atau berorganisasi</i>". This policy is made in Bahasa Indonesia, this is in order to facilitate understanding by all farmers.</p>	<p>Complied</p>

		<p>Its policy has been disseminated to all head of cooperative chairman and smallholders on 11 May 2022 and attended by 65 farmers.</p> <p>There is no labour union that formed by smallholders (N/A).</p>	
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or worker representatives who are freely elected, are documented in the national languages and available upon request.</p>	<p>Mill, Estate and Scheme Smallholder:</p> <p>Record of meeting of SBSI/(Labor Union), such as:</p> <ol style="list-style-type: none"> 1) February 7, 2022, discussion regarding the making of the SBSI work program in 2022, attended by 19 participants. 2) June 9, 2022, discussion regarding Making SBSI work program in 2022, attended by 20 participants <p>SBSI Tungkal Ulu has set work program on 2022, such as:</p> <ul style="list-style-type: none"> - One month meeting which is an internal board meeting. - Holding a Bipartite meeting between unions (SBSI) and company leaders 2 times a year. - Hold monthly SBSI member meetings - Conducting counseling and dissemination to all members of SBSI regarding District Minimum Wage in 2018 <p>SBSI has also established a work program that is recorded in the Work Program PUK SPSI PT Inti Indosawit Subur Group Kebun Tungkal Ulu Year 2022.</p>	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers, including migrant and contract workers.</p>	<p>Tungkal Ulu Estate and POM have a Worker Union as a form of freedom of association for employees named "Serikat Buruh Sejahtera Indonesia (SBSI)". This union is already registered in Manpower Agency. This union is under supervision of Provincial Union, therefore no interfere the company with the formation and/or its program.</p> <p>Based on interview with chairman of labour union obtained information that there is no interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers.</p>	Complied

		<p>Based on the labour union statutes, the right to become a member of a labour union is a permanent employee. Each member has voting rights (right to be elected and to vote).</p> <p>Scheme Smallholders: There is no labour union that formed by smallholders (N/A)</p>	
Criteria 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p>	<p>A formal policy for the protection of children, including prohibition of child labour and remediation under "Kebijakan Perusahaan", was signed by Managing Director on 1st December 2019, in point 14 mentioned: It is not allowed all children to work in every activity in company".</p> <p>The company's policy is also published to use posters at any strategic places in the plantations (Tungkal Ulu Estate and Tungkal Ulu Mill).</p> <p>All contracts, including those for the supply of FFB, contain specific clauses regarding compliance with applicable legal requirements including those concerning child labor / prohibitions on the employment of children under 18 years, and this can be proven by third parties. Taken sample:</p> <ul style="list-style-type: none"> - Mill: PT Sumber Kencana Contract #Nomor: 04/VI/SK-IIS/2022, dated 4 June 2022. Transporter CPO and PK. - Estate: <ul style="list-style-type: none"> - CV Trindo Jaya Pasifik Contract #017/E3KTU/01/22 dated 3 January 2022. Excavator rental. - PT Uniteda Arkato Contract #015/E3KTU/01/22 dated 3 January 2022. Road Grader rental. - PT Uniteda Arkato Contract #016/E3KTU/01/22 dated 3 January 2022. Compactor rental. 	Complied

		<ul style="list-style-type: none"> - PT Aneka Sumatrindo Contract #045/E3KTU/01/22 dated 3 January 2022. Tractor Backhoe Loader rental. <p>Scheme Smallholders:</p> <p>Plasma Tungkal Ulu have established policies related to the prohibition of employing children (under 18 years old). Samples taken for the KUD Bina Usaha, KUD Sawit Kita, KUD Panca Mukti, and KUD Manunggal Jaya Policy, explained in point 10; It is forbidden to employ children under the age of 18 in every plantation operational activity".</p> <p>This policy was disseminated to all members on 13 March 2021.</p> <p>Based on document review (list of employees) of KUD Bina Usaha, KUD Sawit Kita, KUD Panca Mukti, and KUD Manunggal Jaya there were found that a minimum age met (the youngest of harvester born year 1996 – based on ID verification).</p> <p>Sample of FFB transporter contract with smallholder:</p> <ul style="list-style-type: none"> - KUD Sawit Kita: "Surat Perjanjian Kerja Angkutan No: 001/KUD-SK/I/2022" dated 17 January 2022. Agreement between: GODI (FFB transporter) and KUD Sawit Kita. - KUD Panca Mukti: "Surat Perjanjian Kerja Angkutan No: 003/KUD-PM/I/2022" dated 20 January 2022. Agreement between: JAMUSRIDAL (FFB transporter) and KUD Panca Mukti. <p>The statement for the protection of children, including prohibition of child labour and remediation is available in the contracts.</p>	
6.4.2	<p>(C) Documented evidence on the fulfilment of worker’s minimum age requirements in accordance with applicable regulation and verification procedures for age requirements, are available.</p>	<p>Tungkal Ulu POM and Estate:</p> <p>Unit of certification has established Company Policy dated 1 December 2019, that stated there is not allowed all children to work in every activities/processes in company.</p> <p>Data seen:</p>	Complied

		<ul style="list-style-type: none"> - Ananda Priaga Akbar (Harvester – Tungkal Ulu Estate Div. 1), birthdate 20-02-1994 and joined on 1-10-2020 (26 y.o). - Edi Romadoni (Workshop – Tungkal Ulu Estate), birthdate 17-03-1997 and joined on 01-05-2021 (24 y.o). <p>Based on document verification on List of Employee June 2022 “Daftar Karyawan”, it was no found workers hired under 18 years.</p> <p><u>Scheme Smallholders:</u></p> <p>Plasma Tungkal Ulu have established policies related to the prohibition of employing children (under 18 years old). Samples taken for the KUD Bina Usaha, KUD Sawit Kita, KUD Panca Mukti, and KUD Manunggal Jaya Policy, explained in point 10; It is forbidden to employ children under the age of 18 in every plantation operational activity”.</p> <p>Its policy has been disseminated to all head of cooperative chairman and smallholders on 11 May 2022 and attended by 65 farmers.</p> <p>Based on document review (list of employees) of KUD Bina Usaha, KUD Sawit Kita, KUD Panca Mukti, and KUD Manunggal Jaya there were found that a minimum age met (the youngest of harvester born year 1997 – based on ID verification).</p>	
6.4.3	<p>(C) Young person maybe employed only for non-hazardous work with protective restrictions in place for that work.</p>	<p>Based on List of Employee June 2022 “Daftar Karyawan Kebun Tungkal Ulu” and Memorandum #0113/HR-RO3/MEMO/05/2022, dated 18 May 2022, young workers are employed for non- hazardous work.</p> <p>Data seen:</p> <ul style="list-style-type: none"> - Ananda Priaga Akbar (Harvester – Tungkal Ulu Estate Div. 1), birthdate 20-02-1994 and joined on 1-10-2020 (26 y.o). - Edi Romadoni (Workshop – Tungkal Ulu Estate), birthdate 17-03-1997 and joined on 01-05-2021 (24 y.o). 	Complied

6.4.4	The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.	<p>Tungkal Ulu Estate and Mill:</p> <p>This policy has been informed to all employees and being placed into noticed board in public area and easily accessed.</p> <ul style="list-style-type: none"> a. In 2022, dissemination has performed on 18 April 2022 attended by 19 employees from Tungkal Ulu Estate. b. 11 January 2022, dissemination has conducted in Tungkal Ulu Estate and attended by 27 employees, on 2 February 2022 attended by 21 employees, on 7 March 2022 attended by 25 employees and on 4 April 2022 attended by 22 employees. c. 11 April 2022, dissemination has conducted in Tungkal Ulu Mill attended by 14 employees. <p>Scheme smallholders:</p> <p>Its policy has been disseminated to all head of cooperative chairman and smallholders on 11 May 2022 and attended by 65 farmers.</p>	Complied
Criteria 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	(C) A policy to prevent sexual and all other form of harassment and violence is documented, implemented and communicated to all levels of the workforce.	<p>No changes in the policy.</p> <p>A policy to protect the reproductive rights as it is found in company policy that's signed by Managing Director, dated 01st December 2014 and on one part of the policies stated that: "<i>Mencegah pelecehan seksual dan berbagai bentuk kekerasan terhadap perempuan serta melindungi hak-hak reproduksinya</i>"- (To prevent any sexual or physical abuses happen to women as well as to protect their reproductive rights)". The company's policy is also published to use posters at any strategic places in the plantations (Tungkal Ulu Estate and Tungkal Ulu Mill).</p> <p>There is a gender committee actively meets and discussing general agenda and other issue related to handling sexual harassment, dissemination of sexual harassment prevention.</p>	Complied

		<p>The regular monthly gender committee meeting was held on 13 March 2022 which discussed the protection of the rights of women workers, including prevent sexual and all other forms of harassment and violence, the meeting was attended by 8 representatives of women workers from each jobs (a list of attendance can be shown at the time of the audit).</p> <p>Scheme Smallholders:</p> <p>Most of the farmers are managed their land independently. Therefore, the policy does not directly applicable to them. Organization has policy to prevent sexual harassment and violence against women in "Kebijakan ICS Group Manager" which stated "<i>Mencegah pelecehan seksual dan berbagai bentuk kekerasan terhadap perempuan serta melindungi hak hak reproduksinya</i>" - (prevent sexual harassment and violence as well as protect reproductive rights for women).</p> <p>Its policy has been disseminated to all head of cooperative chairman and smallholders, sample seen on 11 May 2022 and attended by 65 farmers.</p>	
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is documented, implemented and communicated to all levels of the workforce.</p>	<p>No changes in the policy.</p> <p>A policy to protect the reproductive rights as it is found in company policy that's signed by Managing Director, dated 01st December 2014 and on one part of the policies stated that: "<i>Mencegah pelecehan seksual dan berbagai bentuk kekerasan terhadap perempuan serta melindungi hak-hak reproduksinya</i>"- (To prevent any sexual or physical abuses happen to women as well as to protect their reproductive rights)". The company's policy is also published to use posters at any strategic places in the plantations (Tungkal Ulu Estate and Tungkal Ulu Mill).</p>	Complied

		<p>There is a gender committee actively meets and discussing general agenda and other issue related to handling sexual harassment, dissemination of sexual harassment prevention.</p> <p>The regular monthly gender committee meeting was held on 13 March 2022 which discussed the protection of the rights of women workers, including prevent sexual and all other forms of harassment and violence, the meeting was attended by 8 representatives of women workers from each jobs (a list of attendance can be shown at the time of the audit).</p> <p>This policy has been informed to all employees:</p> <ol style="list-style-type: none"> a. In 2022, dissemination has performed on 18 April 2022 attended by 19 employees from Tungkal Ulu Estate. b. 11 January 2022, dissemination has conducted in Tungkal Ulu Estate and attended by 27 employees, on 2 February 2022 attended by 21 employees, on 7 March 2022 attended by 25 employees and on 4 April 2022 attended by 22 employees. c. 11 April 2022, dissemination has conducted in Tungkal Ulu Mill attended by 14 employees. <p>Scheme Smallholders:</p> <p>Most of the farmers are managed their land independently. Therefore, the policy does not directly applicable to them. Organization has policy to prevent sexual harassment and violence against women in "Kebijakan ICS Group Manager" which stated "<i>Mencegah pelecehan seksual dan berbagai bentuk kekerasan terhadap perempuan serta melindungi hak hak reproduksinya</i>" - (prevent sexual harassment and violence as well as protect reproductive rights for women).</p> <p>Its policy has been disseminated to all head of cooperative chairman and smallholders, sample seen on 11 May 2022 and attended by 65 farmers.</p>	
--	--	---	--

6.5.3	Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified in accordance with applicable regulations in Indonesia.	<p>The company has identified female workers as new mother and made assessment their need base on consultation with them. Record showed during audit are:</p> <ul style="list-style-type: none"> • List of new mother PT IIS Tungkal Ulu. • Example of questionnaire for new mother. <p>For breastfeeding mothers and had children under 5 years, the company has provided childcare (TPA) which is located in each division/Afdeling. During interview with female workers at Manuring activities, it is explained that the company provides for breastfeeding time in workers compound or childcare.</p>	Complied
6.5.4	A grievance mechanism, which respects anonymity and protects complainants where requested, as long as the complaint is supported with adequate information, is documented, implemented and communicated to all levels of the workforce.	<p>PT Inti Indosawit Subur – Tungkal Ulu has prepared procedure on a specific grievance mechanism which respects anonymity of complainants under Standard Operating Procedure, No. SOP: HR-308.5-RO; Revision:0, 11/12/2009: Employees complaints: Submission and settlement.</p> <p>Mechanism for complaints management where it needs to protect its confidentiality for complaint submitter was found in company policy's draft as in one of points of this policies stated that: "to provide appropriate information for those who inquiry it and to protect its confidentiality for whistleblower cases in accordance to law regarding environmental and social issue, food safety, health and safety work, so that it enables them to more participate to the decision making processes for improving company's performance.</p> <p>Record of complaint/specific grievance has demonstrated under "<i>Buku Keluhan Karyawan</i>". The company has resolved all complains according to the procedure.</p> <p>Scheme Smallholders:</p>	Complied

		<p>The scheme smallholders have mechanism of consultation and communication in "<i>Mekanisme komunikasi, konsultasi dan keluhan Kebun Plasma Tungkal Ulu Group</i>", April 2021.</p> <p>Based on logbook of record in the form of "<i>Penerimaan Keluhan dan Tanggapan</i>" for year 2021 and 2022 period, there was no grievance reported.</p>	
<p>Criteria 6.6: No forms of forced or trafficked labour are used.</p>			
<p>6.6.1</p>	<p>(C) All work is voluntary and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports; • Payment of recruitment fees; • Contract substitution without worker’s consent • Involuntary overtime; • Lack of freedom of workers to resign • Penalty for termination of employment, unless the unit of certification and the workers agree to the penalty and it is stated in the employment agreement • Debt bondage • Withholding of wages 	<p>Based on the interview with Administration Head as well as the document of recruitment that there was no indication companies both of Estate, Mill and smallholder to do practices:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports • Payment of recruitment fees • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages <p>Based on verification of employee appointment documents for the period of 2022, it is not identified that there is a process that is carried out related to the anchoring of identity cards, the granting of fees in the recruitment process, accidental overtime, giving jobs due to debts and withholding wages. The company also provides freedom in relation to termination of work without any fines.</p> <p>During interview with sample of workers, those practice was never occurs.</p>	<p>Complied</p>

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

6.6.2	(C) Where temporary (Specified Time Work Agreement/PKWT) or migrant workers are employed, a specific labour policy and procedures are established and evidence of implementation is available.	<p>According to the list of employees period June 2022, Tungkal Ulu Estate and Mill is still using contract workers (PKWT) as many as 211 people and casual/daily workers. Total permanent workers is 842.</p> <p>Unit of certification has specific labour mechanism for Specified Time Work Agreement (PKWT) within Memorandum No. 085/EXT-KTU/08/2020 dated 12 August 2020 concerning Policy for the acceptance and appointment of employees of PT Inti Indosawit Subur; where in the memorandum explained related to the acceptance of employees with PHL status, while workers who are directly related to production (harvesting, FFB loader, CPO and PK processing operators) are declared with PKWT status and will be evaluated and if feasible will be promoted to become permanent workers.</p> <p>Implementation of this specific mechanism is by promoting 24 harvester as permanent workers as stated in Memorandum #0113/HR-RO3/MEMO/05/2022, dated 18 May 2022.</p>	Complied
Criteria 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			
6.7.1	(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.	<p>PT Inti Indosawit Subur – Tungkal Ulu has appointed a person who responsible on OHS implementation and monitoring. The safety committee has defined in all estate and POM under P2K3 (Panitia Pembina Keselamatan dan Kesehatan Kerja).</p> <p>Documents and records has been reviewed such as :</p> <ul style="list-style-type: none"> a) Certificate of Supervision of Occupational Safety and Health Norms Occupational Safety and Health Expert on behalf of Iqbal Sarwan Alief, Certificate number 5/13189/AS.02.04/XII/2021 dated 29 December 2021. (OHS Expert in Tungkal Ulu Estate) b) License K3 Expert Authority Certificate No. Reg.107380/PK3/AJ/12/2021/PO in the name of Iqbal Sarwan Alief valid until 29 December 2024 	Complied

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

		<p>c) Certificate of Supervision of Occupational Safety and Health Norms Occupational Safety and Health Expert on behalf of Mitra Prasetyo, Certificate number 5/6960/AS.02.04/X/2020 dated 21 October 2020. (OHS Expert in Tungkal Ulu POM)</p> <p>d) License K3 Expert Authority Certificate No. Reg.88645/PK3/AJ/12/2020/P0 in the name of Mitra Prasetyo valid until 21 October 2023</p> <p>e) OHS committee has been registered under P2K3 (Panitia Pembina Keselamatan dan Kesehatan Kerja) as per " Surat Keputusan Kepala UPTD Balai Pengawasan Ketenagakerjaan Wilayah I Dinas Tenaga Kerja dan Transmigrasi Provinsi Jambi No, 24 tahun 2022" dated 13 July 2022.</p> <p>f) Record of monthly meeting (P2K3), sample seen for period January – June 2022, agenda meeting: review on previous OHS meeting, review of inspection of PPE usage, review on accidents report.</p> <p>g) Quarterly report of OHS performance for period January – June 2022 was sent to Manpower Agency in Jambi.</p> <p>Scheme smallholders: Each KUD has established a team who has been responsible on implementation and implementation the OHS program e.g the structure of emergency responses in each KUD.</p>	
6.7.2	<p>Accident and emergency procedures in Indonesian language are in place and clearly understood by all workers. Assigned operatives trained in first aid are present in both field and other operations. First aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p>	<p>PT Inti Indosawit Subur – Tungkal Ulu has defined the procedure for emergency response under Standar Operatonal Procedure – Environmental Field Procedure, such as:</p> <ul style="list-style-type: none"> – Nomor AA-KL-11-EFP tentang Penangnan Tumpahan di Laboratorium – Nomor AA-KL-14-EFP tentang Pengendalian Kebakaran Lahan 	Complied

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

		<ul style="list-style-type: none"> - Nomor AA-KL-16-EFP tentang Pengendalian Tumpahan B3 dan Limbah B3 - Nomor AA-KL-17-EFP tentang Pengendalian Ledakan Boiler, Tabung Gas dan Lainnya - Nomor AA-KL-18-EFP tentang Pengendalian Gempa Bumi, Banjir dan Tanah Longsor - Nomor AA-KL-19-EFP tentang Tanggap Darurat Kabut Asap <p>PT Inti Indosawit Subur – Tungkal Ulu has also prepared the procedure on work accident under "Standard Operasional Prosedur – Investigasi Kecelakaan Kerja nomor AA-SMK3-18001.02-R0", revision 0 dated 1st April 2018.</p> <p>A team for emergency response has been established, headed by Mill Manager and Estate Manager, called OHS Committee (P2K3). Records of accidents maintained properly by safety officers and reported regularly to local authorities.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu has appointed a worker who have attended the First Aid training. Data verified: License for First Aider No : Ser/UPTD I/Nakertrans/3.1.2/X/2021 dated 16 October 2021, namely Basir; First Aider licence on behalf Basir register number No : Ser/UPTD I/Nakertrans/3.1.2/X/2021, dated 16 October 2021 and valid until 16 October 2024.</p>	
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace, to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p>	<p>PT Inti Indosawit Subur – Tungkal Ulu has demonstrated the record of realization the OHS program 2022 including use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace, to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting, such as:</p>	Complied

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

		<ul style="list-style-type: none"> • Report of MCU for all workers in Tungkal Ulu Estate and POM was conducted by "Focus Clinical Laboratory", dated 20 April 2022. The MCU was covered urine test, HsaAg and physical test. • Report of OHS inspection report, location in Tungkal Ulu period January – April 2022 – reported OK for PPE usage, and OHS facilities (fire hydrant and fire extinguisher) • Based on pregnancy test results perio January – June 2022, all the female sprayer in well condition and not being pregnant nor breast feeding. • Tungkal Ulu Estate - PPE provision for all workers at Tungkal Ulu Estate are demonstrated as per "Bukti Serah Terima Alat Pelindung Diri". Sample seen: <ul style="list-style-type: none"> – Dated 10 January 2022 – PPE rubber safety gloves for fertilizer workers – Dated 14 January 2022 – PPE mask, rubber gloves and safety goggles for spraying workers – Dated 12 March 2022 - PPE safety helmet provision for harvester – Dated 16 March 2022 - PPE safety helmet provision for nursery workers • Scheme Smallholders - PPE provision for all workers at Tungkal Ulu Estate are demonstrated as per "Bukti Serah Terima Alat Pelindung Diri". Sample seen: <ul style="list-style-type: none"> – PPE provision for harvester in each KUD such as helm, safety boots and <i>sarung egrek</i>. – Record of Basif Safety in KUD Panca Mukti dated 10 January 2022. <p>Based on field visit during onsite audit in August 2022, there was found the harvester has used PPE as required in HIRADC.</p>	
--	--	--	--

<p>6.7.4</p>	<p>All workers are provided medical care and covered by accident insurance. Costs incurred from work related incidents, leading to injury or illness, are covered in accordance with applicable regulations or by the unit of certification if applicable regulations do not provide protection.</p>	<p>PT Inti Indosawit Subur – Tungkal Ulu has provided all normative rights for employee, such as salary as lined out in minimum wage for province level, leave entitlement, employees registered with social insurance for worker (BPJS), benefit for religious festival, provision of facilities (housing, electricity, clean water, medical clinic, school/school bus, worship house, personal protective equipment and working tools.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu has provided regular medical check-up for workers in high risk such as sprayer team, fertilizer applicator, workshop worker and mill operators.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu has also been provided clinic for all workers. Referral are made to nearest hospital should the case is severe/critical.</p> <p>Data verified:</p> <ul style="list-style-type: none"> • Tungkal Ulu : Record for payment of works insurance (BPJS Ketenagakerjaan) period June 2022, amount IDR IDR 224,xxx,xxx status PAID. <p>Scheme smallholders:</p> <p>No workers being employ permanently by the smallholders. Provision of insurance in case of accident, through donation from smallholders and “Kelompok Tani”.</p>	<p>Complied</p>
<p>6.7.5</p>	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p>	<p>PT Inti Indosawit Subur – Tungkal Ulu has been kept the recprd of occupational injuries using LTA metrics under “Data Laporan Kecelakaan Kerja” year 2021.</p> <p>Data seen:</p> <ul style="list-style-type: none"> – The occupational injuries reported 31 cases . Lost time injuries is 96 man-days – All the accident has carried out the investigation. The followed up on recommendation on result of investigation available as evidents. 	<p>Complied</p>

		<p>Scheme Smallholders:</p> <p>The procedure for work incident has demonstrated as in document "Mekanisme Pertolongan Pertama Pada Kecelakaan", document verified in sampled KUD.</p> <p>KUD/cooperatives record the work incident in "Rekaman kejadian Kecelakaan Kerja Tahun 2022". Record of incident were also available in Puskesmas (Village clinic).</p> <p>According to record of accident there is no accident reported since January – June 2022 in sampled KUD.</p>	
<p>Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.</p>			
<p>Criteria 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.</p>			
<p>7.1.1</p>	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p>	<p>Own Estates</p> <p>According to the Agricultural Policy Manual SOP AA-APM-OP-1100.10. R6 <i>Pengendalian Hama dan Penyakit</i> (Pests & Disease Control), certificate holder has plan to implement integrated pest management.</p> <p>According to the interview with pest control officer in Tungkal Ulu Estate obtain information that management has a schedule to regularly monitored pest attack (census) as follows:</p> <ul style="list-style-type: none"> • Census of caterpillar/bag worm by monthly basis. • Census of <i>Ganoderma</i> annually. • Census rat infestation by recap the record of sortation in loading ramp. • Census of Barn Owl Box occupation in three monthly bases. <p>The last census in Tungkal Ulu Estate has been conducted in second week of May 2022. Result of census shows that pest attack still under control (below the economic threshold) which is limit 5%.</p>	<p>Complied</p>

		<p>During the field visit in own estate (Tungkal Ulu Estate block C18a Afdeling 3) visually there was no issues related to the outbreak or infestation. However, there were a usage of natural predator (<i>tyto alba</i>) to reduce a rat infestation.</p> <p>Scheme Smallholder: According to document verification, pest monitoring and control sighted pest management plan to conduct caterpillar/bag worm census in by monthly and barn owl box monitored in three monthly bases. Census was conducted by field supervisor that help by person that assign by board of KUD. There is no report of outbreak in their plot (4 KUD) so far.</p>	
7.1.2	Invasive species are not to be used according to applicable regulation in managed areas, unless plans to prevent and monitor their spread are implemented.	The company only uses natural predators namely <i>Tyto alba</i> and <i>Sycanus dichotomus</i> in pest control efforts. Both predators are not recorded in invasive species according to the information listed on the website www.cabi.org on in global invasive species database http://www.iucngisd.org/gisd/search.php .	Complied
7.1.3	There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities.	Based on document verification, interview and field observation obtained information that there is no record use of fire for pest control.	Complied
Criteria 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.	Based on the document verification and interview with management, obtain information that there is only pesticide usage for chemical weeding and pest control (if needed). Recommendation of pesticide used are refer to SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (weed control) where explain the weeds type, weeding control methods and eradication, pesticide characteristic, and procedures of application (spraying volume, calibration, chemical weeding interval, target and sprayer maintenance).	Complied

		<p>During the audit, found some pesticide list that usually used with active ingredients such as <i>isopropyl amine glyphosate, fluoroksifir, methyl metsulfuron, triklofir, diuron, diuron, lamda sihalotrin and 2,4-D dimetil amina, bacillus thuringiensis berliner, ammonium glufosinat, acephate, copper oxide and mancozeb</i>. Certificate holder no longer using paraquat since 15 November 2019, according to the circular letter of Deputy Managing Director No. 008/DMD/MEMO/OCT/19 dated 22 October 2019.</p> <p>According to the national regulation, all pesticide used by the management unit has registered in agricultural ministry of Indonesia.</p> <p>PT Inti Indosawit Subur – Tungal Ulu already has a list of pesticides use that refers to the "Penggunaan Pestisida dan LD50 Tahun 2021" as follows:</p> <table border="1" data-bbox="1131 805 1966 1177"> <thead> <tr> <th>Brand</th> <th>Active Ingredient</th> <th>LD50</th> <th>WHO Class</th> <th>Target use</th> </tr> </thead> <tbody> <tr> <td>Kenlon 480EC</td> <td>Trychlopyr butoxy ethyl ester</td> <td>500</td> <td>II</td> <td>Broadleaf weeds, shrubs, woody weeds (wood saplings)</td> </tr> <tr> <td>Meta Prima</td> <td>Methyl metsulfuron</td> <td>5000</td> <td>III</td> <td>Weeds with broad leaf</td> </tr> <tr> <td>Supremo 480SL</td> <td>Isopropil amina glifosat</td> <td>5000</td> <td>III</td> <td>Weeds with broad and narrow leaf</td> </tr> </tbody> </table> <p>Scheme Smallholders:</p> <p>During the audit, sighted the list of pesticide recommendation (by active ingredients) that can used by smallholder such as isopropyl amine glyphosate, fluoroksifir, methyl metsulfuron and triklofir. During in Y2021, the smallholders used pesticide with active ingredients isopropyl</p>	Brand	Active Ingredient	LD50	WHO Class	Target use	Kenlon 480EC	Trychlopyr butoxy ethyl ester	500	II	Broadleaf weeds, shrubs, woody weeds (wood saplings)	Meta Prima	Methyl metsulfuron	5000	III	Weeds with broad leaf	Supremo 480SL	Isopropil amina glifosat	5000	III	Weeds with broad and narrow leaf	
Brand	Active Ingredient	LD50	WHO Class	Target use																			
Kenlon 480EC	Trychlopyr butoxy ethyl ester	500	II	Broadleaf weeds, shrubs, woody weeds (wood saplings)																			
Meta Prima	Methyl metsulfuron	5000	III	Weeds with broad leaf																			
Supremo 480SL	Isopropil amina glifosat	5000	III	Weeds with broad and narrow leaf																			

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

		amine glyphosate, fluoroksifir and methyl metsulfuron. There is no record of parakuat diklorida usage.																																																			
7.2.2	(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per Ha and number of applications) are provided.	<p>Certificate holder has showed the record of LD50 calculation in each unit based on amount of pesticide used. For example, Kebun Luar Tungkal Ulu has calculated the LD50 based on amount of active ingredients applied per Ha and number of applications for Y2021 and 2022.</p> <p>Period 2021</p> <table border="1"> <thead> <tr> <th>Brand</th> <th>Active Ingredient</th> <th>LD50</th> <th>Total Used</th> <th>Total Active Ingredient</th> </tr> </thead> <tbody> <tr> <td>Polydor 25 EC</td> <td>Lambda sihalotrin: 25 gr/ltr</td> <td>2625</td> <td>1,276</td> <td>31.90</td> </tr> <tr> <td>Kenlon 480EC</td> <td>Tryclopypyr: 480 gr/ltr</td> <td>4500</td> <td>117</td> <td>55.97</td> </tr> <tr> <td>Metaprima 20WG</td> <td>Methyl Metsulfuron</td> <td>5000</td> <td>351,478</td> <td>101,226</td> </tr> <tr> <td>Gulmaron 80 WP</td> <td>3-(3.4-diklorofenil)-1.1 dimetilurea</td> <td>2900</td> <td>346</td> <td>99.78</td> </tr> </tbody> </table> <p>Period 2022 (January until July 2022)</p> <table border="1"> <thead> <tr> <th>Brand</th> <th>Active Ingredient</th> <th>LD50</th> <th>Total Used</th> <th>Total Active Ingredient</th> </tr> </thead> <tbody> <tr> <td>Polydor 25 EC</td> <td>Lambda sihalotrin: 25 gr/ltr</td> <td>2625</td> <td>534</td> <td>13.35</td> </tr> <tr> <td>Kenlon 480EC</td> <td>Tryclopypyr: 480 gr/ltr</td> <td>4500</td> <td>693</td> <td>332.66</td> </tr> <tr> <td>Metaprima 20WG</td> <td>Methyl Metsulfuron</td> <td>5000</td> <td>921,596</td> <td>265,420</td> </tr> <tr> <td>Gulmaron 80 WP</td> <td>3-(3.4-diklorofenil)-1.1 dimetilurea</td> <td>2900</td> <td>2,724</td> <td>784.61</td> </tr> </tbody> </table>	Brand	Active Ingredient	LD50	Total Used	Total Active Ingredient	Polydor 25 EC	Lambda sihalotrin: 25 gr/ltr	2625	1,276	31.90	Kenlon 480EC	Tryclopypyr: 480 gr/ltr	4500	117	55.97	Metaprima 20WG	Methyl Metsulfuron	5000	351,478	101,226	Gulmaron 80 WP	3-(3.4-diklorofenil)-1.1 dimetilurea	2900	346	99.78	Brand	Active Ingredient	LD50	Total Used	Total Active Ingredient	Polydor 25 EC	Lambda sihalotrin: 25 gr/ltr	2625	534	13.35	Kenlon 480EC	Tryclopypyr: 480 gr/ltr	4500	693	332.66	Metaprima 20WG	Methyl Metsulfuron	5000	921,596	265,420	Gulmaron 80 WP	3-(3.4-diklorofenil)-1.1 dimetilurea	2900	2,724	784.61	Complied
Brand	Active Ingredient	LD50	Total Used	Total Active Ingredient																																																	
Polydor 25 EC	Lambda sihalotrin: 25 gr/ltr	2625	1,276	31.90																																																	
Kenlon 480EC	Tryclopypyr: 480 gr/ltr	4500	117	55.97																																																	
Metaprima 20WG	Methyl Metsulfuron	5000	351,478	101,226																																																	
Gulmaron 80 WP	3-(3.4-diklorofenil)-1.1 dimetilurea	2900	346	99.78																																																	
Brand	Active Ingredient	LD50	Total Used	Total Active Ingredient																																																	
Polydor 25 EC	Lambda sihalotrin: 25 gr/ltr	2625	534	13.35																																																	
Kenlon 480EC	Tryclopypyr: 480 gr/ltr	4500	693	332.66																																																	
Metaprima 20WG	Methyl Metsulfuron	5000	921,596	265,420																																																	
Gulmaron 80 WP	3-(3.4-diklorofenil)-1.1 dimetilurea	2900	2,724	784.61																																																	
7.2.3	(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.	<p>Until this recertification audit obtain information that there is no pesticide use for control pest attack. All of pesticide only using for weeding (herbicide).</p> <p>Based on interview with IPM supervisor and smallholder representatives known that no outbreak that causes pesticide usage. And then for</p>	Complied																																																		

		example for Y2022 the organization has minimised the use of the pesticides of Polydor 25EC compared to last year. IPM plans has already set by the company to minimise the use of pesticides.	
7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in Indonesia best practice guidelines.	During this recertification audit, there was some pesticide usage especially in nursery and immature area to prevent pest infestation. For example, there was a record of pesticide (active ingredients Lamda sihalotrin) to prevent <i>Spodoptera litura</i> infestation. This prophylactic usage has followed the national guidelines such as dosage, interval and infestation rate. Also, in accordance to Asian Agri's Research and Development guidelines.	Complied
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat, are not to be used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to: 7.2.5a Judgment of the threat and verify why this is a major threat.</p>	<p>Based on goods in and goods out data in pesticide store, obtained information that the certificate holder used some kind of pesticide (different active ingredients). There is only <i>paraquat diklorida</i> that listed as WHO Class II (Moderately Hazardous). As described in this indicator, the company no longer using <i>paraquat diklorida</i> since November 2019. However during field visit to scheme smallholder plots inconsistencies were found.</p> <p>Nonconformance: During field visit to smallholder plots, it was found that paraquat are used by some of smallholder's members.</p> <p>Objective evidence: Based on field visit to smallholder member plots and interview in plots 240 Kelompok Tani 4, kelompok Tani 7, and Kelompok Tani 12 at KUD Sawit Kita revealed that the smallholder members are use paraquat for weeds control.</p>	Non-compliance
	7.2.5b Why there is no other alternative which can be used.	During this recertification audit, according to IPM procedures, certificate holder always using biological approach in order to be monitoring pest	

		<p>attack. For example, estate still using <i>Tyto alba</i> to monitor rat infestation than using rodenticide.</p> <p>To maintain ground condition especially weeding control, certificate holder has had a procedures SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (Weed Control). This procedure has set the specific pesticide in with minimum risk in accordance with the target. During this recertification audit there is no revision of the SOP.</p> <p>Company no longer using <i>paraquat diklorida</i> since November 2019. However during field visit to scheme smallholder plots inconsistencies were found; some of smallholder member sampled are using paraquat by themselves for weeds control in their plots.</p>	
	<p>7.2.5c Which process was applied to verify why there is no other less hazardous alternative.</p>	<p>Certificate holder through Asian Agri's Research and Development Department has examined some pesticide in specific target. The result of examination and pesticide recommendation written in the SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (Weed Control). During this recertification audit there is no revision of the SOP.</p> <p>There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.</p>	
	<p>7.2.5d Process to limit the negative impacts of the application.</p>	<p>SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (Weed Control) has set some procedures to reduce negative impact of the application as follows:</p> <ul style="list-style-type: none"> • Pesticide/herbicide selection to ensuring the application is effective. • Set up the appropriate nozzle in chemical weeding activity based on weed type, topography and availability of water. 	

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

		<ul style="list-style-type: none"> • Regularly spraying calibration to ensuring the application is effective and efficient. • Calculate pesticide/herbicide usage based on target (hectarage and weed type). • Spraying technic. <p>There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.</p>	
	<p>7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</p>	<p>Certificate holder did not use pesticide to eradicated pest without the outbreak. If any census result shows the pest attack almost reach the economical threshold, they usually conducted campaign test using pesticide if needed.</p> <p>Chemical weeding activity has regularly set by management. For example, normally circle, path and collecting point weeding conducted 4 times a year in immature and mature area. It rotation can be reduced in line with the palm ages.</p> <p>There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.</p>	
<p>7.2.6</p>	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they conduct.</p>	<p>Certificate holder has assigned chemical weeding team (<i>Tim Unit Semprot/TUS</i>) in each estate/unit to handling chemical weeding activity. The team member originated from own workers (for own estate) and local communities (for smallholder). They regularly attended training on pesticide handling that conducted by the pesticide supplier in collaboration with local pesticide committee.</p> <p>Based on document review obtained information that the company has conducted pesticide handling training on 14 June 2022. Some topics that</p>	<p>Complied</p>

		<p>discuss such as safety pesticide handling, national regulation related to pesticide, symbol and label awareness and emergency procedure if any contamination or poisonous. The training was attended by 20 pesticides applicators.</p> <p>Application of pesticides was following SOP of Pesticides Management – “Pestisida dan Pengelolaannya” (AA-APM-OP-1100.11-R1) Chapter III point 3.2 which stated that pesticide operator must be fit, not in pregnancy or breast feeding, must have meal before work, and uses appropriate PPE.</p> <p>Spraying team using sign board indicating spraying/herbicide application is in progress for a block. Spraying supervisor was pre- mixing the herbicide in the chemical warehouse, transport the mixed chemical via truck, using cone and spill tray on the field to minimize spillage. The type and dosage of herbicide are carefully measured and prepared for targeted weed control; circle and path spray or selective weeding (wooden, bracken, or VOP). Nozzle calibration conducted regularly and recorded – evident.</p> <p>Sprayers and spraying supervisor are trained with best management practice for weed control, spraying techniques, using PPE and received regular medical check-up. Clean water and soap on the field are provided for sprayer. Supervisor was equipped with first aid kit.</p> <p>Appropriate PPE has been provided by company and used by spraying workers such as: Apron, leather and rubber hand gloves, respiratory masker, safety goggles, head cover and rubber boot.</p> <p>Scheme Smallholder</p> <p>The training for pesticides applicator has conducted in Y 2022 as per training metrics, for example verified training document on 20 January 2022 that was attended by 17 applicators.</p>	
--	--	--	--

7.2.7	(C) Storage of all pesticides in accordance with recognized best practices.	<p>Pesticides are always applied in accordance with the product label and storage instruction. Agrochemicals storage was locked areas with limited access. The storage was ventilated. MSDS and hazard symbol label were provided nearby of agrochemicals. Emergency shower and eyewash were also provided to anticipate in case of an emergency of agrochemical handling. PPE for handling of chemicals were provided including boots, apron, safety glass, respiratory mask and hand gloves. The possible spill was managed. Secondary containment was provided around the chemical storage area. Spill kit was also provided in the area SOP for pesticide storage has been provided in SOP "Pengangkutan dan Penyimpanan Bahan Kimia AA-KL-02-EFP" dated 1 February 2008. Pesticides are stored in the determined area separated from fertilizer and other chemicals.</p> <p>Storage of pesticides found to be in accordance with hazard identification and risk assessment and national guideline for limited pesticide use. Empty chemical containers had been used for mixing chemicals for spraying pesticides in the field. The management of waste material from empty pesticide container disposed through hazardous waste store as per procedure "Penanganan Limbah Industri B-3 AA-KL-06-EFP" dated 1 November 2008.</p> <p>Based on a field visit to the Pesticides Storage dated 2nd August 2022, there was found that:</p> <ul style="list-style-type: none"> • Permanent Buildings, • A good ventilation, • Permanent floor is cemented, the floor of the mixing of pesticides using ceramics, and equipped with a "spillage trap", • Eye wash shower, first aid box, PPE and Fire extinguisher are provided. • PPE room 	Non-compliance
-------	--	---	----------------

		<ul style="list-style-type: none"> • Operation control: MSDS are available for all types of existing pesticides and the pesticide management and safety instructions are available • A package management/ used pesticide package is available • Water wash of pesticides containers collected in "spillage trap" • The flow of waste water is channeled and stored so that it is not discharged into the environment. The water used is used for its dilution. <p>Scheme Smallholders: All agrochemical usage and waste handling was performed by US team from PT Inti Indosawit Subur. So, there are no pesticides handling and storage conducted by farmers and <i>Koperasi</i>.</p>	
7.2.8	All pesticide containers that are disposed of and/or used for other purposes are managed according to applicable regulations and/or instructions on the packaging.	<p>SOP for proper disposal of pesticide waste material was described in "Penanganan Limbah Industri B-3 AA-KL-06-EFP" dated 1 November 2008. Pesticide waste was reuse as mixing water for the next spraying activity. All empty pesticides containers were triple rinsed and stored in the temporary storage of hazardous wastes.</p> <p>The management of waste material from empty pesticide container disposed through hazardous waste store according to the procedure. The company has licensed temporary hazardous waste storage where all empty pesticide containers from agrochemical storage collected. During field visit to temporary hazardous waste storage it was found that all pesticide container managed according to procedure. There is no pesticide container use for another purposes; all pesticide container collected and deliver to licenced collector of hazardous waste.</p> <p>Personnel interviewed during field observation on 2nd August 2022, can clearly explain the mechanism of pesticide waste handling including MSDS and personal protective equipment as well as first aid.</p>	Complied

		<p><u>Scheme Smallholders:</u> All agrochemical usage and waste handling was performed by US team from PT Inti Indosawit Subur. So, there are no pesticides handling and storage conducted by farmers and <i>Koperasi</i>.</p>	
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p>	<p>Based on interview with stakeholder and field observation, there was no pesticide applied aerially in Tungkal Ulu Estate. Beside that, based on document "<i>Data Pemakaian Pestisida Kebun Tungkal Ulu</i>" and interview with company representatives, it was found during August 2021 – July 2022 there were no aerial application of pesticide throughout the company plantation.</p> <p><u>Scheme Smallholders:</u> Based on interview with Estate Management, local communities and field observation, there was no pesticide applied aerially in Tungkal Ulu Plasma.</p>	Not Applicable
7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p>	<p>Annual medical check-up was conducted for all workers handling with chemical, such as pesticide, herbicide, and fertilizer. The latest medical check-up performed year 2022 – location in at company medical healthcare attended by workers of fertilizer applicators, spraying applicator and PIC in pesticides storage. The result of MCU has communicated to related workers</p> <p><u>Scheme Smallholders:</u> No specific annual medical surveillance for farmers due to all agrochemical usage and waste handling was performed by US team from PT Inti Indosawit Subur.</p>	Complied

7.2.11	<p>(C) No pesticide-related work is carried out by pregnant or breastfeeding women, or people with medical limitations and they are offered other equivalent work alternatives.</p>	<p>PT Inti Indosawit Subur – Tungkal Ulu and KUD’s prohibits pregnant or breast-feeding women to perform chemical spraying. To mitigate, estate performed monthly pregnancy test.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu and KUD’s has also kept the record that spraying is not conducted by pregnant or breast-feeding women. The company has been conducting PP Test (pregnant test) every month.</p> <p>Estate management has kept the record that spraying is not conducted by pregnant or breast-feeding women. Female workers is voluntary to own test for menstrual cycle and informed Policlinic to be review by nurse and recorded in monthly basis.</p> <p><u>Scheme Smallholders:</u></p> <p>Most farmer members of Tungkal Ulu Smallholder were not directly conducted pesticide application and handling. Spraying works (pesticide application) in smallholder area were performed mostly by spraying team called TUS from PT Inti Indosawit Subur – Tungkal Ulu Estate.</p>	Complied
<p>Note For 7.2.11</p> <p>Referring to Act No. 13 of 2003 concerning Manpower, Act No. 35 of 2014 concerning Child Protection, and taking into account the risks of hazards on palm oil plantations and mills on the development and physical, mental and social health of children, the national interpretation mandates that the unit of certifications does not employ people under the age of 18 for pesticide spraying. For this reason, the provisions of young workers under 18 years in indicator 7.2.11 are irrelevant.</p>			
<p>Criteria 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.</p>			
7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented in accordance with applicable laws and regulations.</p>	<p>PT Inti Indosawit Subur – Tungkal Ulu POM and Estate has a waste management plan, identifying type and source of waste and the disposal plan. PT Inti Indosawit Subur – Tungkal Ulu POM and Estate prepared a procedure to handle hazardous waste titled “Prosedur Penanganan Limbah B3” No. AA-KL06-EFP explains methods to collecting the waste, recording in balance and disposal through licensed third party</p>	Complied

		<p>transporter. The company store hazardous waste in temporary storage with permit. The hazardous waste is sent to the registered collector/transporter which approved by Environmental Ministry, namely PT. Indostar Cargo. There is a mechanism "Mekanisme Penanganan Sampah Domestik" to segregate organic and inorganic waste, further to re-use or re-cycle inorganic domestic waste (such as plastic) and composting the organic domestic waste. Company has disseminated the mechanism of domestic waste handling to all employee and resident of emplacement. Domestic waste resulted form domestic housing resident segregated activity. Company provide the organic and anorganic trash can in each housing area. There are personel/workers who has been trained to collect the organic and inorganic waste and transport to landfill (TPSA).</p> <p>Waste and pollution sources have been identified and documented, including used lubricant and filter, old battery, used laboratory chemical, clinical/medical waste, mill effluent, EFB, smoke, dust, fiber and shell, empty agrochemical container, boiler ash, scrap iron, used tires, waste water and domestic household refuse. Record of identification was presented in "Risk and Environment Impact Assessment Register" updated January 2022.</p> <p>All pesticides containers and hazardous waste, including chemicals are disposed responsibly by transported with licenced transporter. Waste management in particular of hazardous waste was documented in "Neraca Limbah B3" which reported to Environmental Agency Office each quarter, in example report of "Kegiatan Penyimpanan Limbah B3 dan Neraca Limbah" period January – March and April – June 2022.</p> <p>During field visit at permitted of temporary hazardous waste storage "TPS Limbah B3" in Tungkal ulu Palm Oil Mill, all chemicals empty containers are placed in storage properly.</p>	
--	--	--	--

		<p>Scheme Smallholder:</p> <p>Plasma Tungkal Ulu has set the Environmental aspect and impact assessment as per "Evaluasi Aspek Dampak Lingkungan Kebun Plasma Tungkal Ulu" per May 2022. The mitigation plan for environmental aspect and impact has been defined, e.g:</p> <ul style="list-style-type: none"> ➤ Manuring/Fertilizing – monitoring ex fertilizer sack, appropriate fertilizing as recommendation ➤ Weeds control - Ex Herbiicide container store in the hazardous waste storage. ➤ Pest and disease handling: Ex pesticide container store in the hazardous waste storage ➤ FFB transportation: optimizing FFB transportation by designed the TPH (FFB collecting place) in one way along collection road. <p>During site visit, Smallholder are well aware of the environmental impacts and the mitigation plan. For example, the ex fertilizer sack must be handled by collected in Cooperative office to reuse as loose fruit container.</p>	
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.	<p>PT. Inti Indosawit Subur - Tungkal Ulu collects all hazardous waste from estate into temporary hazardous waste storage in workshop compound. The temporary hazardous waste storage has valid permit according to:</p> <ul style="list-style-type: none"> ➤ "Surat Izin Kepala Badan Lingkungan Hidup Kabupaten Tanjung Jabung Barat Nomor: 660/476/IX/BLHD/2014 Tentang izin Penyimpanan Sementara Limbah B3 PKS PT Inti Indosawit Subur", dated 23 September 2014 valid for 5 years. The permit covers used oil, used filter, used battery, used lamp, ex chemical container, used electronic, hand gloves, contaminated goods, ex laboratory analysis waste and used paint can. The hazardous waste with storage time 180 days with production less than 50 kg/day. 	Complied

		<p>The licence has been extended through "Surat Keputusan Dinas Penanaman Modal Dan Pelayanan Terpadu Satu Atap Kabupaten Tanjung Jabung Barat Nomor : 503/A.2.2/323/PMPTSP/2019" dated 22 October 2019 and valid for 5 years.</p> <p>➤ "Keputusan Kepala Badan Lingkungan Hidup Kabupaten Tanjung Jabung Barat Nomor: 660/487/IX/BLHD/2014 tentang Izin Penyimpanan Sementara Limbah Bahan Berbahaya dan Beracun (B3) Perkebunan PT. Inti Indosawit Subur" dated 29 September 2014, valid for 5 years. The permit covers used oil, used filter, used battery, used lamp, ex chemical container, used electronic, hand gloves, contaminated goods, ex laboratory analysis waste and used paint can. The hazardous waste with storage time 180 days with production less than 50 kg/day.</p> <p>The licence has been extended through "Surat Keputusan Dinas Penanaman Modal Dan Pelayanan Terpadu Satu Atap Kabupaten Tanjung Jabung Barat Nomor : 503/A.2.2/326/PMPTSP/2019" dated 22 October 2019 and valid for 5 years.</p> <p>The hazardous waste is sent to the registered collector/transporter which approved by Environmental Ministry, namely PT Hazmat Techno Indonesia.</p> <p>Document of agreements and third parties licenses :</p> <ul style="list-style-type: none"> • SPK for Transport and Management of LB3 between PT Inti Indosawit Subur and PT Hazmat Techno Indonesia and PT Non Ferindo Utama. 09/SPJ/LEG-IIS/III/21 dated 26 March 2021. The agreement period starts from 26 March 2021 to 31 December 2022. • PT Hazmat Techno Indonesia – B3 Waste Transportation and/or B3 waste collection based on the Decree of the Director General of Land Transportation No. SK.00107/AJ.309/I/DJPD/2018 dated May 9, 2018 is valid for 5 years and the Approval Letter from the 	
--	--	---	--

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

		<p>Investment Service and One Stop Integrated Licensing Service Number 660/1798.</p> <ul style="list-style-type: none"> • PT Non Ferindo Utama – B3 waste management services based on the Decree of the Minister of LHK RI No. S.914/Menlhk/Setjen/PLB.3/10/2019 dated October 18, 2019. • SPK for Transport and Management of LB3 between PT Inti Indosawit Subur and PT Hazmat Techno Indonesia and PT Pengolahan Limbah Industri Bekasi No. 10/SPJ/LEG-IIS/III/21 dated 26 March 2021. The agreement period is from 26 March 2021 to 31 December 2022. • PT Hazmat Techno Indonesia – B3 Waste Transportation and/or B3 waste collection based on the Decree of the Director General of Land Transportation No. SK.00107/AJ.309/I/DJPD/2018 dated May 9, 2018 is valid for 5 years and the Approval Letter from the Investment Service and One Stop Integrated Licensing Service Number 660/1798. • PT Pengolahan Limbah Industri Bekasi – B3 waste management services based on the Decree of the Minister of LHK RI No. S.31/Menlhk/Setjen/PLB.3/1/2019 dated January 21, 2019. • SPK for Transport and Management of LB3 between PT Inti Indosawitt Subur and PT Hazmat Techno Indonesia and PT Putra Restu Abadi No. 07/SPJ/LEG-IIS/III/21 dated 26 March 2021. The agreement period starts from 26 March 2021 to 31 December 2022. • PT Hazmat Techno Indonesia – B3 Waste Transportation and/or B3 waste collection based on the Decree of the Director General of Land Transportation No. SK.00107/AJ.309/I/DJPD/2018 dated May 9, 2018 is valid for 5 years and the Approval Letter from the Investment Service and One Stop Integrated Licensing Service Number 660/1798. 	
--	--	--	--

		<ul style="list-style-type: none"> PT Putra Restu Abadi – B3 waste management services based on the Decree of the Minister of LHK RI No. S.575/Menlhk/Setjen/PLB.3/8/2020 dated 31 August 2020. <p>Hazardous waste disposal manifest for transport on 10 May 2022 Festronik Number KLHK-1654762687 – used oil Festronik Number KLHK-1654676236 – used battery Festronik Number KLHK-1654676277 – used filter Festronik Number KLHK-1654676403 – B3 used packaging waste Festronik Number KLHK-1654676212 – medical waste</p> <p>Records of Quarterly report of hazardous waste were seen and reviewed for Triwulan III- IV Y2021 and Triwulan I-II Y2022.</p> <p>Based on field visit at hazardous waste storage at Mill and Estate, all the chemical containers are kept safely inside the storage and completed with identity of each type of waste.</p> <p>Based on interview with workers who are handling of pesticides that they understood of disposed empty containers pesticides, such as: Empty chemical containers re-used only for mixing purposes, unusable are triple rinsed, punctured and disposed to the approval collector</p> <p>Scheme Smallholder: Hazardous waste from Smallholder are collected and handled by the company, particularly on pesticide containers.</p>	
7.3.3	The unit of certification does not use open fire for waste disposal.	<p>Mill and Estate: Tungkal Ulu POM and Estate does not use fire for waste management and disposal.</p> <p>Waste management plan is documented in "Rencana pengelolaan Limbah". Waste management consists of medical waste, domestic waste, and hazardous waste to reduce pollution into the environment.</p>	Complied

		<p>Company also prepare waste management plan according to procedure such as:</p> <ul style="list-style-type: none"> ➤ Domestic waste, managed by segregation of organic and inorganic waste, transport the waste to sanitary landfill ➤ Liquid domestic waste, managed by providing septic tank and trench each house ➤ Solid waste resulted from mill such as: shell and fiber used as boiler fuel, EFB applied to plantation used as mulched and organic fertilizer ➤ Liquid waste from mill managed by application to plantation as fertilizer (Land application) ➤ Hazardous waste resulted from mill and estate managed by store in the temporary storage which has licensed and delivered to licensed transporter and collector. ➤ Waste of used goods/scrap, collect and sell to vendors ➤ Air emission, water and soil pollutant managed by dust collector installation <p>The company has socialized to the workers and their families who are stay in housing complex to aware on the disposal of domestic waste to the separate waste bin (organic and an-organic). Based on field visit in estate and mill housing complex, it was found that organic and an-organic waste is separated in waste bin and also found no scattered waste. All domestic waste is disposed to the landfill (Tempat Pengumpulan Akhir Sampah).</p> <p>Based on field visit at workers housing complex, domestic waste already collected in the landfill.</p> <p>Scheme Smallholder:</p> <p>No open fire use for waste management and disposal by scheme smallholders. Plasma Tungkal Ulu has set the Environmental aspect and</p>	
--	--	---	--

		<p>impact assessment as per "Evaluasi Aspek Dampak Lingkungan Kebun Plasma Tungkal Ulu" May 2022. All the smallholder members have attended the training on waste management and disposal in the oil palm plantations.</p> <p>Operational control to prevent the pollution has been determined by Cooperative (KUD) according to procedure AA-KL-06-EFP "Penanganan Limbah Bahan Berbahaya dan Beracun".</p> <p>There is also a mechanism to handle domestic waste in KUD "Mekanisme Penanganan Sampah Domestik" to segregate organic and inorganic waste, further to reuse or re-cycle inorganic domestic waste (such as plastic) and composting the organic domestic waste.</p>	
<p>Criteria 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>			
<p>7.4.1</p>	<p>Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts is documented.</p>	<p>PT Inti Indosawit Subur – Tungkal Ulu Estate has procedures to maintain soil fertility to ensure optimal and sustained yield, e.g. SOP AA-APM-OP-1100.05-R3 dated 23 November 2016 (Konservasi Tanah dan Air explains Soil & Water Conservation); SOP AA-APM-OP-1100.06-R6 dated 16 February 2017 (Menanam kacang related to Planting cover crops); SOP AA-APM-OP-1100.09.R5 dated 5 September 2016 (Pemupukan related to Fertilizer application). Leaf samplings are taken annually to accurately capture palm nutrient requirement (both macro and micronutrient) and serve as source for fertilizer recommendation – fertilizer application (inorganic, compost, POME application, and empty fruit bunch) follows fertilizer recommendation. Another effort is to plant legume cover crop during replanting to keep soil humidity.</p> <p>During the audit known that the management unit has applied fertilizer according to the fertilizer's recommendation issued by Asian Agri Research and Development Department. Based on field visit in Block B17d Afdeling 2 using Dolomite with dosage 2.5 kg/palm (this is in accordance with fertilizer's recommendation 2022). Fertilizer applicator</p>	<p>Complied</p>

		<p>has been trained to not applied fertilizer in riparian or water source to minimize environmental impact.</p> <p>In addition, management unit also applied POME application especially in early mature area to maintain soil fertility and increase production. The POME applied with dosage 800 m3/Ha/year. Other sample is land application, the land application officer ensures and control the effluent only applied in flatbed. The application out of flatbed area are strictly prohibited.</p> <p>Based on interview with smallholders, most of their plots is no longer applied with fertilizer due to in replanting preparation in 2023 – 2024.</p>	
7.4.2	Analysis of tissue samples (e.g. leaves) and soil on a regular basis to monitor and manage changes in soil fertility and plant health is documented.	<p>According to the Asian Agri’s agricultural policy, soil sampling conducted every 5 years while leaf sampling conducted annually. Based on document verification sighted the report of soil and leaf sampling in own estate and smallholders as follows:</p> <ul style="list-style-type: none"> • The last soil sampling conducted on June 2016. Parameter that tested is N, C, K, Ca, Mg and pH. • The last leaf sampling conducted on 5 May 2021. Parameter that tested is major element (Ash, N, P, K Mg, Ca) dan Minor element (B, Cu, Zn, Mn, Fe). Document observed are Foliar analysis report 105/LSU-AGR/05/2021-Afd III dated 5 May 2021 32 samples, Foliar analysis report 105/LSU-AGR/05/2021-Afd IV dated 5 May 2021 16 samples, Foliar analysis report 105/LSU-AGR/05/2021-Afd V dated 5 May 2021 6 samples. <p>Those reports are converted to be fertilizer recommendation by Asian Agri’s Research and Development Department.</p>	Complied
7.4.3	A nutrient recycling strategy is in place, which include the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.	<p>According to the Agricultural Policy Manual, certificate holder has had a guidance in organic fertilizers such as Empty Fruit Bunch (EFB) and Palm Oil Mill Effluent (POME). Certificate holder has implemented EFB application in estate with dosage 30 – 50 ton/Ha in normal soil and</p>	Complied

		<p>POME with dosage 750 m3/Ha only Tungkal Ulu Estate which is near the Tungkal Ulu mill.</p> <p>During this visit, auditor has observed the application of organic and inorganic fertilizers. For example: there is application Amonium Clorida in C16a Afdeling 3 using Amonium Clorida with dosage 1.5 kg/palm (this is in accordance with fertilizer’s recommendation 2021).</p> <p>Scheme Smallholder:</p> <p>Based on interview with plasma manager obtain information that there is no longer EFB application at this time since their area include in replanting plan in 2020 and 2021.</p> <p>During the audit, there is no manuring schedule matched with audit date. However, auditor team was observed the manuring record. For example, manuring record with using NPK dosage 1.5 kg/tree in KUD Bina Usaha, Koperasi Manunggal Jaya, KUD Sawit Kita and KUD Panca Mukti.</p>																
7.4.4	Records of fertilizer inputs are maintained.	<p>The result of leaf sampling analysis, soil sampling analysis along with visual analysis, planting material, planting age and rain fall are considered in proposing the Fertilizer Recommendation.</p> <p>Tungkal Ulu Estate Y2021</p> <table border="1" data-bbox="1133 1082 1832 1369"> <thead> <tr> <th>Type of Fertilizer</th> <th>Recommendation (Kg)</th> <th>Actual (Kg)</th> </tr> </thead> <tbody> <tr> <td>Hi-Kay</td> <td>251,084</td> <td>267,326</td> </tr> <tr> <td>RP</td> <td>525,796</td> <td>525,805</td> </tr> <tr> <td>ZA/AC</td> <td>934,562</td> <td>846,683</td> </tr> <tr> <td>Kiesrite</td> <td>60,635</td> <td>60,636</td> </tr> </tbody> </table>	Type of Fertilizer	Recommendation (Kg)	Actual (Kg)	Hi-Kay	251,084	267,326	RP	525,796	525,805	ZA/AC	934,562	846,683	Kiesrite	60,635	60,636	Complied
Type of Fertilizer	Recommendation (Kg)	Actual (Kg)																
Hi-Kay	251,084	267,326																
RP	525,796	525,805																
ZA/AC	934,562	846,683																
Kiesrite	60,635	60,636																

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

		<table border="1"> <tr> <td>MOP</td> <td>837,732</td> <td>760,195</td> </tr> <tr> <td>Dolomite</td> <td>497,911</td> <td>394,525</td> </tr> <tr> <td>HGFB</td> <td>41,117</td> <td>41,117</td> </tr> </table> <p>Tungkal Ulu Estate Y2022 (until June 2022)</p> <table border="1"> <thead> <tr> <th>Type of Fertilizer</th> <th>Recommendation (Kg)</th> <th>Actual (Kg)</th> </tr> </thead> <tbody> <tr> <td>Hi-Kay</td> <td>272,348</td> <td>272,351</td> </tr> <tr> <td>RP</td> <td>697,660</td> <td>133,117</td> </tr> <tr> <td>ZA/AC</td> <td>312,065</td> <td>312,072</td> </tr> <tr> <td>Kiesrite</td> <td>58,227</td> <td>58,229</td> </tr> <tr> <td>MOP</td> <td>980,627</td> <td>413,181</td> </tr> <tr> <td>Dolomite</td> <td>534,609</td> <td>501,651</td> </tr> <tr> <td>HGFB</td> <td>61,293</td> <td>-</td> </tr> </tbody> </table>	MOP	837,732	760,195	Dolomite	497,911	394,525	HGFB	41,117	41,117	Type of Fertilizer	Recommendation (Kg)	Actual (Kg)	Hi-Kay	272,348	272,351	RP	697,660	133,117	ZA/AC	312,065	312,072	Kiesrite	58,227	58,229	MOP	980,627	413,181	Dolomite	534,609	501,651	HGFB	61,293	-	
MOP	837,732	760,195																																		
Dolomite	497,911	394,525																																		
HGFB	41,117	41,117																																		
Type of Fertilizer	Recommendation (Kg)	Actual (Kg)																																		
Hi-Kay	272,348	272,351																																		
RP	697,660	133,117																																		
ZA/AC	312,065	312,072																																		
Kiesrite	58,227	58,229																																		
MOP	980,627	413,181																																		
Dolomite	534,609	501,651																																		
HGFB	61,293	-																																		
Criteria 7.5: Practices minimise and control erosion and degradation of soils.																																				
7.5.1	(C) Maps that identify marginal and fragile soils, including steep sloped land are available.	<p>During this recertification audit there is no revision of the soil map of the Tungkal Ulu as per Laporan Survey Tanah Semidetil as per <i>Area Perkebunan Kelapa Sawit PT. Inti Indosawit Subur Kebun Tungkal Ulu</i>, verified document namely:</p> <p>Estate: Soil Analysis carried out in September 2010. Reported under "<i>Laporan Survey Tanah Semidetil Area Perkebunan Kelapa Sawit PT. Inti Indosawit Subur Kebun Tungkal Ulu</i>". Based on the report, the</p>	Complied																																	

		<p>physiographic location in plain with hilly tuffaceous sedimentary rocks. Lithology parent material is clay and sand. Topographic of the area is rolling to hilly. Natural fertility is low to medium.</p> <p>PT Inti Indosawit Subur Tungkal Ulu has "<i>Peta Satuan Peta Tanah PT Inti Indosawit Subur Kebun Tungkal Ulu</i>" with scale 1 : 35,000. Based on soil suitability, consist of: S2 2,357.5 Ha (47.3%) with limiting factor of low natural fertility with low pH; S3 2,200.1 Ha (44.7%) with limiting factor of topographic condition (slope 15-30%); N1 (not suitable) 391.4 Ha (8%) with limiting factor of slope more than 30%. Based on soil survey semi detail, soil classification in Tungkal Ulu Estate consist of:</p> <ul style="list-style-type: none"> - <i>Typic Dystrudepts;</i> - <i>Typic endoaquepts;</i> - <i>Typic endoaquults;</i> - <i>Typic hapludox;</i> - <i>Typic hapludults;</i> - <i>Typic kandiuults;</i> <p>Scheme Smallholder:</p> <p>Group manager has kept and maintain the soil map of Plasma Tungkal Ulu in the office. There are 3 series of soil type defined by Research and Development Asian Agri based on soil survey on April 2014 and soil survey semi detail on June 1998:</p> <ul style="list-style-type: none"> - <i>Typic Dystrudepts</i> - <i>Typic Kandiuults</i> - <i>Typic Hapludults</i> <p>Soil map and soil survey result recorded in "<i>Laporan Survei Tanah Tinjau Kebun Plasma Tungkal Ulu</i>". PT Inti Indosawit Subur - Plasma Tungkal</p>	
--	--	--	--

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

		<p>Ulu has "Peta Satuan Peta Tanah PT Inti Indosawit Subur Kebun Plasma Tungkal Ulu" with scale 1 : 70,000.</p> <p>Based on soil survey semi detail map and Field visit in Tungkal Ulu Estate, and interview to the management and scheme smallholders it can be shown that there is no fragile soil in Tungkal Ulu Estate.</p>	
7.5.2	The replanting of palm oil is not conducted extensively on steep terrain in accordance with applicable regulations.	<p>During recertification audit, Based on field visit in undulating area areas known that the management unit has provide terrace contour for example in immature area Block C20a. The management unit also provide legume cover crop and frond stacking treatment minimize the soil erosion.</p>	Complied
7.5.3	New palm oil planting is not conducted on steep terrain in accordance with applicable regulations.	<p>There is no new palm oil planting in Tungkal Ulu Estate. Company has a procedure SOP AA-APM-OP-1100.05-R3 dated 23 November 2016: <i>Konservasi Tanah dan Air</i> (Soil & Water Conservation) as guidance for soil conservation in each topography. The slope in the plantation, between 0-30%. (Steep slope categorized as >20° or 40%, Hilly slope between 13° – 20°. Terracing made in the slope 10° – 15°).</p> <p>No planting conducted in the steep slope > 20° or 40%.</p>	Complied
<p>Criteria 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.</p>			
7.6.1	<p>(C) Evidence of long-term land suitability for oil palm cultivation, soil maps or soil surveys that identify marginal and fragile soils, including steep terrain are available, in planning and operations.</p>	<p>In this recertification audit, there is no changing on the document of Long-term land suitability for oil palm cultivation, soil maps or soil surveys that identify marginal and fragile soils, including steep terrain.</p> <p>In procedure no. AA-SOP-OP-1100-05.R3 "Konservasi Tanah dan Air" has determined strategy control erosion particular in slope area, such as: 0 – 5°, 6 – 12°, 13 -20° and more than 20°. Steep slope categorized as >20° or 40%, Hilly slope between 13° – 20°. Terracing made in the slope 10° – 15°. The company has applied silt pit, L shape stacking frond and terracing in slope area to reduce soil erosion.</p>	Complied

		<p>Based on soil analysis, there is no fragile soil in PT Inti Indosawit Subur – Tungkal Ulu Estate. Based on the report of soil analysis 2010, the physiographic location in plain with hilly tuffaceous sedimentary rocks. Lithology parent material is clay and sand. Topographic of the area is rolling to hilly. Natural fertility is low to medium. Based on "Peta Satuan Peta Tanah PT Inti Indosawit Subur Kebun Tungkal Ulu" with scale 1 : 35,000 the predominant soil type consists of:</p> <ul style="list-style-type: none"> - Typic Dystrudepts; - Typic endoaquepts; - Typic endoaquils; - Typic hapludox; - Typic hapludults; - Typic kandiudults; <p>Scheme Smallholder:</p> <p>Group manager has kept and maintain the soil map of Plasma Tungkal Ulu in the office. There are 3 series of soil type defined by Research and Development Asian Agri based on soil survey on April 2014 and soil survey semi detail on June 1998:</p> <ul style="list-style-type: none"> - <i>Typic Dystrudepts</i> - <i>Typic Kandiudults</i> - <i>Typic Hapludults</i> <p>Soil map and soil survey result recorded in "<i>Laporan Survei Tanah Tinjau Kebun Plasma Tungkal Ulu</i>". PT Inti Indosawit Subur - Plasma Tungkal Ulu has "<i>Peta Satuan Peta Tanah PT Inti Indosawit Subur Kebun Plasma Tungkal Ulu</i>" with scale 1 : 70,000.</p>	
--	--	--	--

		<p>During this audit, auditor has been confirmed that there is no new planting (land extension) of PT Inti Indosawit Subur or plasma area. It is only replanting activity that conducted in 2015.</p> <p>According to the type soil in Plasma Tungkal Ulu, there is no fragile soil identified in plasma area of Tungkal Ulu.</p>	
7.6.2	Extensive planting on marginal and fragile soils is avoided or, if necessary, carried out according to the best-practice soil management plan.	<p>During this recertification audit, auditor has been confirmed that there is no new planting (land extension) of PT Inti Indosawit Subur or plasma area. It is only replanting activity that conducted in 2016, 2017, 2018 2019, 2020 and 2021. Replanting activity in steep area using a terrace contour for soil conservation.</p>	Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.	<p>PT IIS – Tungkal Ulu Estate has conducted soil survey and mapping the topography. Soil map and soil survey result recorded in "<i>Laporan Survei Tanah Tinjau Kebun Plasma Tungkal Ulu</i>". PT Inti Indosawit Subur - Plasma Tungkal Ulu has "<i>Peta Satuan Peta Tanah PT Inti Indosawit Subur Kebun Plasma Tungkal Ulu</i>" with scale 1 : 70,000. Topography map is available, the slope in the plantation, between 0-30%. (Steep slope categorized as >20° or 40%, Hilly slope between 13° – 20°. Terracing made in the slope 10° – 15°).</p> <p>In the planning of drainage and irrigation systems, roads and other infrastructure are based on soil survey and topographic information.</p>	Complied
<p>Criteria 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.</p>			
7.7.1	(C) No new planting on peatlands, regardless of depth, after 15 November 2018, in existing plantation areas, as well as in new development areas.	<p>There is no new planting in PT IIS – Tungkal Ulu until this recertification audit. In addition, there is no peat soil in Tungkal Ulu Estate. Based on the semi-detailed soil analysis, the soil type falls into loam and clay. Based on soil survey semi detail, soil classification in Tungkal Ulu Estate consist of:</p> <ul style="list-style-type: none"> - <i>Kompleks Typic Dystrudepts</i> - <i>Typic Endoaquepts</i> 	Complied

		<ul style="list-style-type: none"> - <i>Typic Endoaquils</i> - <i>Typic Hapludox</i> - <i>Typic Hapludults</i> - <i>Typic Kandiudults</i> <p>There is no peat soil identified within PT. Inti Indosawit Subur – Tungkal Ulu Estate.</p> <p>Scheme Smallholder:</p> <p>Based on soil survey performed by Asian Agri Research and Development, it was verified that there is no peat soil indicated in Tungkal Ulu Scheme Smallholder. There are 3 series of soil type defined by Research and Development Asian Agri based on soil survey on April 2014 and soil survey semi detail on June 1998:</p> <ul style="list-style-type: none"> - <i>Typic Dystrudepts</i> - <i>Typic Kandiudults</i> - <i>Typic Hapludults</i> <p>There is no peat soil at Scheme Smallholders PT IIS – Tungkal Ulu.</p>	
7.7.2	Peat areas within the managed area are inventoried, documented and reported to the RSPO Secretariat (effective from November 15, 2018).	<p>Based on the semi-detailed soil analysis, the soil type falls into loam and clay. Based on soil survey semi detail, soil classification in Tungkal Ulu Estate consist of:</p> <ul style="list-style-type: none"> - <i>Kompleks Typic Dystrudepts</i> - <i>Typic Endoaquepts</i> - <i>Typic Endoaquils</i> - <i>Typic Hapludox</i> - <i>Typic Hapludults</i> - <i>Typic Kandiudults</i> 	Not Applicable

		<p>There is no peat soil identified within PT. Inti Indosawit Subur – Tungkal Ulu Estate. This indicator is not applicable.</p> <p>Scheme Smallholder:</p> <p>Based on soil survey performed by Asian Agri Research and Development, it was verified that there is no peat soil indicated in Tungkal Ulu Scheme Smallholder. There are 3 series of soil type defined by Research and Development Asian Agri based on soil survey on April 2014 and soil survey semi detail on June 1998:</p> <ul style="list-style-type: none"> - <i>Typic Dystrudepts</i> - <i>Typic Kandiuults</i> - <i>Typic Hapludults</i> <p>This indicator is not applicable.</p> <p>-</p>	
<p>PROCEDURAL NOTE: Maps and other documentation for peatlands are provided, prepared and shared according to the RSPO Working Group (Peatland Working Group / PLWG) audit guide (See Procedural Notes for Indicator 7.7.5 below).</p>			
7.7.3	<p>(C) Subsidence of peat is monitored, documented and minimised.</p>	<p>Based on the semi-detailed soil analysis, the soil type falls into loam and clay. Based on soil survey semi detail, soil classification in Tungkal Ulu Estate consist of:</p> <ul style="list-style-type: none"> - <i>Kompleks Typic Dystrudepts</i> - <i>Typic Endoaquepts</i> - <i>Typic Endoaquults</i> - <i>Typic Hapludox</i> - <i>Typic Hapludults</i> - <i>Typic Kandiuults</i> <p>There is no peat soil identified within PT. Inti Indosawit Subur – Tungkal Ulu Estate. This indicator is not applicable.</p>	<p>Not Applicable</p>

		<p>Scheme Smallholder: Based on soil survey performed by Asian Agri Research and Development, it was verified that there is no peat soil indicated in Tungkal Ulu Scheme Smallholder. There are 3 series of soil type defined by Research and Development Asian Agri based on soil survey on April 2014 and soil survey semi detail on June 1998:</p> <ul style="list-style-type: none"> - <i>Typic Dystrudepts</i> - <i>Typic Kandiudults</i> - <i>Typic Hapludults</i> <p>This indicator is not applicable.</p>	
7.7.4	<p>(C) Availability of implementation evidence of the water and land cover management program.</p>	<p>Based on the semi-detailed soil analysis, the soil type falls into loam and clay. Based on soil survey semi detail, soil classification in Tungkal Ulu Estate consist of:</p> <ul style="list-style-type: none"> - <i>Kompleks Typic Dystrudepts</i> - <i>Typic Endoaquepts</i> - <i>Typic Endoaquils</i> - <i>Typic Hapludox</i> - <i>Typic Hapludults</i> - <i>Typic Kandiudults</i> <p>There is no peat soil identified within PT. Inti Indosawit Subur – Tungkal Ulu Estate. This indicator is not applicable.</p> <p>Scheme Smallholder: Based on soil survey performed by Asian Agri Research and Development, it was verified that there is no peat soil indicated in Tungkal Ulu Scheme Smallholder. There are 3 series of soil type defined</p>	<p>Not Applicable</p>

		<p>by Research and Development Asian Agri based on soil survey on April 2014 and soil survey semi detail on June 1998:</p> <ul style="list-style-type: none"> - <i>Typic Dystrudepts</i> - <i>Typic Kandiudults</i> - <i>Typic Hapludults</i> <p>This indicator is not applicable.</p>	
7.7.5	<p>(C) Drainability assessments are conducted for plantations planted on peat following the RSPO Drainability Assessment Procedure, or other method recognized by RSPO, (at least five years or in accordance with the provisions of the RSPO Drainability Assessment Procedure) before replanting. The results of the assessment are used to determine the period of replanting to be carried out, as well as to gradually replace oil palm cultivation for at least 40 years or two cycles, (whichever is longer), before reaching the natural gravitational drainage limit for peat. If oil palm is gradually replaced, it is replaced by other commodity crops that are better suited for higher groundwater levels (paludiculture) or rehabilitated with natural vegetation.</p>	<p>Based on the semi-detailed soil analysis, the soil type falls into loam and clay. Based on soil survey semi detail, soil classification in Tungkal Ulu Estate consist of:</p> <ul style="list-style-type: none"> - <i>Kompleks Typic Dystrudepts</i> - <i>Typic Endoaquepts</i> - <i>Typic Endoaquults</i> - <i>Typic Hapludox</i> - <i>Typic Hapludults</i> - <i>Typic Kandiudults</i> <p>There is no peat soil identified within PT. Inti Indosawit Subur – Tungkal Ulu Estate. This indicator is not applicable.</p> <p>Scheme Smallholder:</p> <p>Based on soil survey performed by Asian Agri Research and Development, it was verified that there is no peat soil indicated in Tungkal Ulu Scheme Smallholder. There are 3 series of soil type defined by Research and Development Asian Agri based on soil survey on April 2014 and soil survey semi detail on June 1998:</p> <ul style="list-style-type: none"> - <i>Typic Dystrudepts</i> - <i>Typic Kandiudults</i> - <i>Typic Hapludults</i> 	Not Applicable

		This indicator is not applicable.	
<p>PROCEDURAL NOTE: For 7.7.5: Detailed information on the RSPO Drainability Assessment Guide along with related concepts and detailed actions is contained in the Guidelines currently being adjusted / tested by the RSPO Working Group on Peatlands (Peatland Working Group / PLWG). The final version must obtain PLWG approval in January 2019 and will include additional Guide on the steps to be followed after deciding not to replant and the consequences for other stakeholders, farmers, local communities, and the unit of certification concerned. It is recommended that the trial methodology period is proposed to be extended for 12 months for all relevant management units (ie management units that have plantations on peat) to utilize the methodology and provide input to PLWG so that existing procedures can be further refined as needed before January 2020. The unit of certification has the option to delay replanting until the issuance of the revised Guidelines for the guidelines. Additional guidance for alternative commodity crops and rehabilitation of natural vegetation will be regulated by the PLWG.</p>			
7.7.6	<p>(C) All existing plantations on peat are managed according to applicable laws and/or "RSPO Guidelines for Best Management Practices (BMP) for Oil Palm Cultivation that are already on Peatlands", version 3 (June 2019) along with related audit guidelines (May 2019).</p>	<p>Based on the semi-detailed soil analysis, the soil type falls into loam and clay. Based on soil survey semi detail, soil classification in Tungkal Ulu Estate consist of:</p> <ul style="list-style-type: none"> - <i>Kompleks Typic Dystrudepts</i> - <i>Typic Endoaquepts</i> - <i>Typic Endoaquils</i> - <i>Typic Hapludox</i> - <i>Typic Hapludults</i> - <i>Typic Kandiodults</i> <p>There is no peat soil identified within PT. Inti Indosawit Subur – Tungkal Ulu Estate. This indicator is not applicable.</p> <p>Scheme Smallholder:</p> <p>Based on soil survey performed by Asian Agri Research and Development, it was verified that there is no peat soil indicated in Tungkal Ulu Scheme Smallholder. There are 3 series of soil type defined by Research and Development Asian Agri based on soil survey on April 2014 and soil survey semi detail on June 1998:</p> <ul style="list-style-type: none"> - <i>Typic Dystrudepts</i> 	Not Applicable

		<ul style="list-style-type: none"> - <i>Typic Kandiodults</i> - <i>Typic Hapludults</i> <p>This indicator is not applicable.</p>	
7.7.7	<p>(C) All peat areas not planted and reserved in managed areas (regardless of depth) are protected as 'peatland conservation areas'; unit of certification are prohibited from constructing drainage channels, building roads and new electricity lines on peatlands; unless if it is for a non-corporate land clearance. Peatlands are managed in accordance with 'RSPO Best Management Practices for the Management and Rehabilitation of Natural Vegetation related to Oil Palm Cultivation that already exists in Peatlands' (the latest version) along with relevant audit guidelines.</p>	<p>Based on the semi-detailed soil analysis, the soil type falls into loam and clay. Based on soil survey semi detail, soil classification in Tungkal Ulu Estate consist of:</p> <ul style="list-style-type: none"> - <i>Kompleks Typic Dystrudepts</i> - <i>Typic Endoaquepts</i> - <i>Typic Endoaquils</i> - <i>Typic Hapludox</i> - <i>Typic Hapludults</i> - <i>Typic Kandiodults</i> <p>There is no peat soil identified within PT. Inti Indosawit Subur – Tungkal Ulu Estate. This indicator is not applicable.</p> <p>Scheme Smallholder:</p> <p>Based on soil survey performed by Asian Agri Research and Development, it was verified that there is no peat soil indicated in Tungkal Ulu Scheme Smallholder. There are 3 series of soil type defined by Research and Development Asian Agri based on soil survey on April 2014 and soil survey semi detail on June 1998:</p> <ul style="list-style-type: none"> - <i>Typic Dystrudepts</i> - <i>Typic Kandiodults</i> - <i>Typic Hapludults</i> <p>This indicator is not applicable.</p>	Not Applicable

Criteria 7.8: Practices maintain the quality and availability of surface and groundwater.

<p>7.8.1</p>	<p>A water management plan is available and is implemented to support efficient use of water sources and continuous availability and avoid negative impacts on other users in the catchment. The plan referred to contains the following matters:</p> <p>7.8.1a The unit of certification does not limit access to clean water or does not pollute the water used by the community.</p>	<p>Mill and Estate:</p> <p>The Certificate Holder and scheme Smallholder have established water management plan, consist of management water supply for domestic, water consumption and measurement of water quality.</p> <p>Identification water need as regulated in "Peraturan Menteri PU No.14/PRT/M/2010 (domestic consumption is 60 liters/person/day and water needed for mill processing, Ground and surface water resources and its permit, management and monitoring waste water, included domestic waste water.</p> <p>Company has obtained permit to use the surface water from Benanak River according to "Keputusan Kepala Dinas Penanaman Modal dan Pelayanan terpadu Satu Pintu provinsi Jambi Nomor 149/KEP.KA.DPM-PTSP-5.1/SIPAP/VIII/2018 Tentang Pemberian Izin Pengambilan dan Pemanfaatan Air Permukaan Pada Sungai Benanak Kepada PT Inti Indosawit Subur" dated 23 August 2018, valid until 5 years since issued.</p> <p>The Company has a water management document, both in the estate and mill. Monitoring the implementation of water management has been implemented on a regular basis, such as surface water quality monitoring each semester at Benanak river and Lampisi river (upstream and downstream) are available in the report of RKL/RPL. Company has analysed water quality each semester to ensure the compliance against PP No. 82 tahun 2001 regarding water quality standard, the result of water quality monitoring for Semester 2/2021 by Laboratory PT. ITEC Solution Indonesia shown that water quality is complies with national regulation.</p> <p>Procedure SOP AA-APM-OP-1100.05. R1 "Konservasi Tanah dan Air" has been established to maintain the quality and availability of water. Procedures was also established for protection and management of riparian buffer zones at or before replanting. Procedure mentioned that in 50m on the left and right side of riparian buffer zones, estates are</p>	<p>Complied</p>
--------------	---	--	-----------------

		<p>prohibited to apply agrochemical, used manual manuring and river bank was planted by erosion barrier crop (planting of "vetiver" grass, <i>Pheronema canescens</i> and <i>Bamboosa sp</i>). The organisation also has policy that prohibits estates for planting in 50m on the left and right side of riparian buffer zones at or before replanting. Warning board placed regarding prohibition to apply agrochemicals and fertiliser in the buffer zone. Riparian buffers of small natural water courses were 50 metres wide on both sides of the rivers as defined in the procedure AA-KL-12-EFP "Restorasi Riparian dan Areal Sekitar Danau/Waduk atau Mata Air lainnya". Several evidence of maintaining quality and availability of water were evident, such as plan and realisation of riparian management, installation of warning boards, planting erosion prevention plan (e.g. <i>Pheronema canescens</i>, <i>Terminalia cattapa</i>, <i>Bamboosa sp</i> and vetiver grass) and monitoring of water quality.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu does not limit access to clean water or does not pollute the water used by the community. Company has monitor clean water quality each semester to ensure the water use by community and employee are met with standard Permenkes No. 32 Tahun 2017 regarding clean water quality standard. Latest analysis for Semester 2/2021 by Laboratory PT. ITEC Solution Indonesia shown that water quality is met with the standard.</p> <p>In Mill scope, water consumption for FFB processing is more concern to ensure the water use is in line with budget. While in Estate scope, water quality is more preferred to prevent any pollution impact environmentally.</p> <p>Scheme Smallholder: For Smallholder, water management applied is focused on protection of riparian zone. The activity is only maintained the riparian zone from pesticides application.</p>	
--	--	---	--

	<p>7.8.1b Workers have adequate access to clean water.</p>	<p>According to field visit, company provided housing complex that adequate facilities has been available for mill workers, including: housing for staff, housing for workers (permanent and temporary), electricity from mill grid, clean water supply from water treatment plant (available for entire year), medical service in company’s clinic, primary level education facility, religion and worship facility, and sport.</p> <p>Company provide the clean water for workers at housing area with clean water from Tungkal Ulu Mill. Regular water analysis was performed to monitor the water quality. Water analysis performed by accredited laboratory “PT. ITEC Solution Indonesia” each semester for Clean water. Latest analysis for Semester 2/2021 by Laboratory PT. ITEC Solution Indonesia shown that water quality is met with the standard.</p> <p>Interview with workers during onsite audit confirmed that they have adequate access to clean water provide by company.</p>	
<p>7.8.2</p>	<p>(C) Water courses and wetlands are protected, including the maintenance and restoration of riparian zones and other buffer zones during or before replanting, in accordance with the "RSPO Manual on BMPs for the management and rehabilitation of riparian reserves" (April 2017) or Simplified Guide Management and Rehabilitation of Riparian Reserves (2018).</p>	<p>PT Inti Indosawit Subur – Tungkal Ulu has establish management plan to protect water courses and wetlands, including securing and maintaining appropriate riparian.</p> <ul style="list-style-type: none"> – Riparian restoration with forest vegetation plant/tree (<i>Pterocarpus indicus, pheronema canescens, vetiver, Terminalia cattapa, Ficus sp</i>). – Establish zone for zero chemical. No spraying and fertilizing along riparian zone. Based on visit in riparian zone (Sempadan Sungai Benanak) – Conserve the natural vegetation in riparian zone – Restricted to conduct replanting palm oil in riparian area <p>In this recertification audit, the management plan still continued by company and stil relevant. During field visit to Sungai Benanak, can be shown that riparian area are well maintained, no chemical application</p>	<p>Complied</p>

		near to riparian, no disturbance on riparian, natural vegetation are protected and the signboard information and awareness are available.																																						
7.8.3	Mill effluent is managed according to applicable regulations. The quality of mill effluent discharged, especially BOD (Biochemical Oxygen Demand) is monitored in accordance with applicable regulations.	<p>Effluent from Tungkal Ulu Mill applied to plantation area as Land Application. Monitoring of effluent conducted in monthly period by PT Jambi Lestari International (KAN Accredited No : LP-1129-IDN). Analysis results for January – June 2022 are :</p> <table border="1"> <thead> <tr> <th>No</th> <th>Month</th> <th>pH</th> <th>BOD₅</th> <th>COD</th> <th>BOD Threshold Value</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Jan</td> <td>8.42</td> <td>1,262.87</td> <td>4,039.70</td> <td rowspan="6">5,000</td> </tr> <tr> <td>2</td> <td>Feb</td> <td>7.80</td> <td>1,694.52</td> <td>5,233.14</td> </tr> <tr> <td>3</td> <td>March</td> <td>8.06</td> <td>275.93</td> <td>885.61</td> </tr> <tr> <td>4</td> <td>April</td> <td>8.32</td> <td>466.55</td> <td>1,714.40</td> </tr> <tr> <td>5</td> <td>May</td> <td>8.65</td> <td>588.33</td> <td>1,907.42</td> </tr> <tr> <td>6</td> <td>June</td> <td>8.26</td> <td>1,266.75</td> <td>5,919.65</td> </tr> </tbody> </table> <p>Smallholder: Not applicable for scheme smallholder</p>	No	Month	pH	BOD ₅	COD	BOD Threshold Value	1	Jan	8.42	1,262.87	4,039.70	5,000	2	Feb	7.80	1,694.52	5,233.14	3	March	8.06	275.93	885.61	4	April	8.32	466.55	1,714.40	5	May	8.65	588.33	1,907.42	6	June	8.26	1,266.75	5,919.65	Complied
No	Month	pH	BOD ₅	COD	BOD Threshold Value																																			
1	Jan	8.42	1,262.87	4,039.70	5,000																																			
2	Feb	7.80	1,694.52	5,233.14																																				
3	March	8.06	275.93	885.61																																				
4	April	8.32	466.55	1,714.40																																				
5	May	8.65	588.33	1,907.42																																				
6	June	8.26	1,266.75	5,919.65																																				
7.8.4	Mill water use per tonne of FFB is monitored and recorded.	<p>Tungkal Ulu POM has recorded the mill water use per tonne FFB, includes monitoring of water usage for mill processing and domestic usage. Result of water usage monitoring is recorded under "Mill Operation Summary" year 2021, updated in December 2021. Also, record for January – June 2022.</p> <p>2021</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Water use (M³)</th> </tr> </thead> <tbody> </tbody> </table>	Month	Water use (M ³)	Complied																																			
Month	Water use (M ³)																																							

		<table border="1"> <tr><td>January</td><td>19,170</td></tr> <tr><td>February</td><td>16,080</td></tr> <tr><td>March</td><td>18,655</td></tr> <tr><td>April</td><td>21,570</td></tr> <tr><td>May</td><td>17,844</td></tr> <tr><td>June</td><td>21,511</td></tr> <tr><td>July</td><td>21,467</td></tr> <tr><td>August</td><td>22,558</td></tr> <tr><td>September</td><td>23,630</td></tr> <tr><td>October</td><td>21,813</td></tr> <tr><td>November</td><td>15,519</td></tr> <tr><td>December</td><td>13,716</td></tr> </table> <p>2022</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Water use (M³)</th> </tr> </thead> <tbody> <tr><td>January</td><td>9,392</td></tr> <tr><td>February</td><td>8,780</td></tr> <tr><td>March</td><td>16,424</td></tr> <tr><td>April</td><td>18,779</td></tr> <tr><td>May</td><td>18,437</td></tr> <tr><td>June</td><td>28,958</td></tr> </tbody> </table>	January	19,170	February	16,080	March	18,655	April	21,570	May	17,844	June	21,511	July	21,467	August	22,558	September	23,630	October	21,813	November	15,519	December	13,716	Month	Water use (M ³)	January	9,392	February	8,780	March	16,424	April	18,779	May	18,437	June	28,958	
January	19,170																																								
February	16,080																																								
March	18,655																																								
April	21,570																																								
May	17,844																																								
June	21,511																																								
July	21,467																																								
August	22,558																																								
September	23,630																																								
October	21,813																																								
November	15,519																																								
December	13,716																																								
Month	Water use (M ³)																																								
January	9,392																																								
February	8,780																																								
March	16,424																																								
April	18,779																																								
May	18,437																																								
June	28,958																																								

Criteria 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised

7.9.1	Plans to increase the efficiency of fossil fuel use and to optimize renewable energy are available, monitored and documented	<p>All energy used in both mills is monitored and recorded under document of "Laporan Unit Pabrik Bulan". Fossil fuel records are maintain and trends shown. Energy use records include accurate measurements of renewable energy use per tonne of FFB processed. All the shell and fibre is consumed internally as boiler fuel.</p> <p>Tungkal Ulu POM is using 100% fiber and most of shell production for power generation during FFB processing. The fiber and nut shell is by-</p>	Complied
-------	--	---	----------

		<p>product from CPO production. Tungkal Ulu POM has calculated the total energy required for process, based on FFB tonnage x steam required to process one ton FFB x energy required to generate one kg steam. Tungkal Ulu POM has also calculated the potential energy generated from using fiber and nut shell. From calculation it was known that there is energy surplus, whereby used as power generation when mill is in operation but not processing FFB (electricity source, cleaning, etc.).</p> <p>Records of use renewable energy :</p> <table border="1" data-bbox="1131 638 1848 869"> <thead> <tr> <th>Month</th> <th>Fiber (ton)</th> <th>Shell (ton)</th> </tr> </thead> <tbody> <tr> <td>January</td> <td>1,496</td> <td>92</td> </tr> <tr> <td>February</td> <td>1,493</td> <td>80</td> </tr> <tr> <td>March</td> <td>2,697</td> <td>95</td> </tr> <tr> <td>April</td> <td>2,874</td> <td>71</td> </tr> <tr> <td>May</td> <td>2,867</td> <td>92</td> </tr> <tr> <td>June</td> <td>4,691</td> <td>92</td> </tr> </tbody> </table>	Month	Fiber (ton)	Shell (ton)	January	1,496	92	February	1,493	80	March	2,697	95	April	2,874	71	May	2,867	92	June	4,691	92	
Month	Fiber (ton)	Shell (ton)																						
January	1,496	92																						
February	1,493	80																						
March	2,697	95																						
April	2,874	71																						
May	2,867	92																						
June	4,691	92																						
<p>Criteria 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.</p>																								
<p>7.10.1</p>	<p>(C) GHG emissions for the unit of certification are identified and assessed. Plans to reduce or minimize GHG emissions are implemented, monitored through the PalmGHG calculator, and reported publicly.</p>	<p>List for assessing pollution and emission sources, including gaseous, particles, soot emissions and effluent provided in document "Identifikasi Aspek Dampak Lingkungan untuk PMKS dan Estate di Tungkal Ulu", May 2022.</p> <p>There is no changing on GHG emission source in this recertification audit. The identification listed all relevant activities that generate pollution and emission from office, plantations, palm oil mill, mill effluent treatment up to workers activities, such as:</p> <ul style="list-style-type: none"> ▪ Boiler stack emission including particulate and soot ▪ Diesel electric generator emission ▪ POME methane emission ▪ Use of fertilizer 	<p>Complied</p>																					

		<ul style="list-style-type: none"> ▪ Use of Pesticide ▪ Diesel fuel usage ▪ Vehicle and heave equipment emission <p>All the activities of mill and estate as well as the waste generated has been well documented, for examples the operational activities from generator is generates air emissions, the company conducts periodic generator maintenance and perform quality measurement of exhaust emissions each semester to ensure air quality is comply with standard regulation.</p> <p>The company has developed pollution and emission reduction plan. The plan covers planning, implementing plans and monitoring activities generating pollution and emission. Reduction of pollution such as:</p> <ul style="list-style-type: none"> ▪ POME application/Land application permitted for plantation in mineral soil. ▪ Hazardous waste storage management and monitoring (permitted by government) ▪ Domestic waste management by sanitary landfill ▪ Emission measurement each semester from Boiler, Genset, Heavy equipment and vehicle. ▪ Biogas Plant with capacity 3 MW. <p>Scheme Smallholder: Document(s) assessing pollution and emission sources, including gaseous, particles, soot emissions and effluent has been provided by Group Manager Plasma Tungkal Ulu as per "<i>Identifikasi Sumber Polusi di Perkebunan Petani</i>" dated February 2022.</p>	
7.10.2	(C) Since 2014, an estimate of carbon stocks in the proposed development area has been carried out along with potential sources of	There is no new planting within certified area of PT Inti Indosawit Subur – Tungkal Ulu Estate and Tungkal Ulu Plasma after November 2005.	Not Applicable

	emissions that can occur directly as a result of the development and plans to minimize these emissions are prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).	Currently, replanting activities still in progress. Original year of Planting for Tungkal Ulu Estate are 1990, 1991, 1993 and 2003. While year of Planting for Tungkal Ulu Plasma are 1990, 1991, 1992, 1993 and 1994. The information is still relevant since there is no new planting in this recertification audit. This indicator is not applicable.	
7.10.3	(C) Other significant pollutant identification results are available and plans to reduce or minimize them are implemented and monitored.	PT Inti Indosawti Subur – Tungkal Ulu POM has identified the significant pollutants and greenhouse gas (GHG) emissions. Significant pollutants and GHG such as: Emission, particulate, noise from boiler and generator, effluent from mill wastewater, fertilizer application, chemical applicator and transport of FFB. Monitoring of air emissions and ambient air quality conducted every semester. Emissions test conducted testing by Accreditation Laboratory. The results of the analysis have been demonstrated and reported to Environmental Agency every six months.	Complied
Criteria 7.11: Fire is not used for preparing land and is prevented in the managed area.			
7.11.1	(C) Land for new planting or replanting is not prepared by burning.	PT Inti Indosawit Subur – Tungkal Ulu POM established Company Policy signed by Managing Director, Kevin Tio, on 1 December 2014. Point 6 of the policy stated the company uses Zero Burning practice in developing plantation and actively support initiative to prevent and monitor forest fire and haze. Based on field observation, it was evident that no fire has been used for replanting in Tungkal Ulu Estate. <u>Scheme Smallholders:</u> The Smallholder Manager has prepared the policy that there were no land preparation by burning, as per "Kebijakan Manager Plasma Tungkal Ulu" dated 2 December 2020, in poin 6: "Melakukan praktek tanpa bakar	Complied

		<p>dalam kegiatan pembangunan perkebunan dan petani maupun desa secara aktif mendukung inisiatif mencegah mengawasi kebakaran hutan dan asap” (Implementing non-burning practices in plantation development activities, farmers and villages actively support initiatives to prevent and control forest fires and smoke).</p> <p>Based on observation in smallholder plots that have been replanted, observed that replanting using mechanic method and not using fire.</p>	
7.11.2	<p>The unit of certification establishes fire prevention and control measures for lands that are directly managed by the unit of certification.</p>	<p>PT Inti Indosawit Subur – Tungkal Ulu POM established Company Policy signed by Managing Director, Kevin Tio, on 1 December 2014. Point 6 of the policy stated the company uses Zero Burning practice in developing plantation and actively support initiative to prevent and monitor forest fire and haze.</p> <p>Based on field observation in this recertification audit, it was evident that no fire has been used for replanting in Tungkal Ulu Estate.</p> <p>In addition, company has performed and establishes fire prevention and control measures for whole area of company. Fire monitoring was done daily by Fire team and security to monitor the hotspot and fire by patrol to critical area of plantation. Company also implementing fire danger rating as early warning system.</p> <p>Tools and equipment of fire prevention has been prepared by company as per “Data Standar Peralatan Dalkarhutla Perusahaan Perkebunan” refers to Permentan RI No.05/2018.</p> <p><u>Scheme Smallholder:</u></p> <p>The Smallholder Manager has prepared the policy that there were no land preparation by burning, as per “Kebijakan Manager Plasma Tungkal Ulu” dated 2 December 2020, in poin 6: “Melakukan praktek tanpa bakar dalam kegiatan pembangunan perkebunan dan petani maupun desa secara aktif mendukung inisiatif mencegah mengawasi kebakaran hutan</p>	Complied

		<p>dan asap” (Implementing non-burning practices in plantation development activities, farmers and villages actively support initiatives to prevent and control forest fires and smoke).</p> <p>Based on observation in smallholder plots that have been replanted, observed that replanting using mechanic method and not using fire.</p>	
7.11.3	The unit of certification engages stakeholders in adjacent locations for fire prevention and control measures.	<p>PT Inti Indosawit Subur – Tungkal Ulu POM established Company Policy signed by Managing Director, Kevin Tio, on 1 December 2014. Point 6 of the policy stated the company uses Zero Burning practice in developing plantation and actively support initiative to prevent and monitor forest fire and haze.</p> <p>Based on field observation during this recertification audit, it was evident that no fire has been used for replanting in Tungkal Ulu Estate.</p> <p>PT Inti Indosawit Subur has a programme namely “Desa Bebas Api / Fire Free Village Programme (FFVP). Company recognize this engagement program, comprises the following segments:</p> <ul style="list-style-type: none"> a. Increase community awareness. Company conduct intensive communication with the local community to increase awareness on the impact of fire and haze on health. b. Empowerment village head. During the dry season, villages play a significant role to synergize the prevention and mitigation of land fire. c. Provide support for land clearing. d. Appreciation for zero burning. e. Assistance to enhance local economy. <p><u>Scheme Smallholder:</u></p>	Complied

		<p>The Smallholder Manager has prepared the policy that there were no land preparation by burning, as per “Kebijakan Manager Plasma Tungkal Ulu” dated 2 December 2020, in poin 6: “Melakukan praktek tanpa bakar dalam kegiatan pembangunan perkebunan dan petani maupun desa secara aktif mendukung inisiatif mencegah mengawasi kebakaran hutan dan asap” (Implementing non-burning practices in plantation development activities, farmers and villages actively support initiatives to prevent and control forest fires and smoke).</p> <p>Based on observation in smallholder plots that have been replanted, observed that replanting using mechanic method and not using fire.</p>	
<p>Criteria 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.</p>			
<p>PROCEDURAL NOTE for 7.12:</p> <p>The RSPO Principles and Criteria 2018 include new requirements to ensure the effective contribution of the RSPO in stopping deforestation. This will be achieved by incorporating the High Carbon Stock Approach (HCSA) Approach Guide into the revised standard.</p> <p>The RSPO ToC also encourages RSPO to commit to balancing between sustainable livelihoods and reducing poverty with the need to conserve, protect and improve the quality of ecosystems.</p> <p>High Forest Cover Countries (HFCC) are in dire need of economic opportunities that can help people choose their own path in carrying out development, while at the same time providing social and economic benefits and safeguards.</p> <p>Procedures will be developed that are adapted to support the development of sustainable palm oil by indigenous peoples and local communities who have legal or customary rights. The procedure will apply in certain HFCC countries and in the High Forest Cover Landscape (HFCL) within it.</p> <p>The development of this procedure will be guided by the No Deforestation Joint Steering Group (NDJSG) between the RSPO and HCSA members. In HFCC countries, RSPO will work with governments, communities and other stakeholders to develop this procedure through participatory processes at national and regional levels. The duration of this activity is specified in the Terms of Reference for NDJSG and is publicly available.</p>			
7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCV or HCS forests.</p>	<p>Until this recertification audit, there is no new planting conducted by Tungkal Ulu Estate and Tungkal Ulu Scheme Smallholder.</p> <p>There is no new planting within certified area of PT Inti Indosawit Subur – Tungkal Ulu Estate and Tungkal Ulu Plasma after November 2005.</p>	Complied

	<p>Historical analysis of Land Use Change Analysis (LUCA) is carried out before any new land clearing, in accordance with the RSPO LUCA Guidance document (see indicator 7.12.2).</p>	<p>Currently, replanting activities still in progress. Original year of Planting for Tungkal Ulu Estate are 1990, 1991, 1993 and 2003. Wilst year of Planting for Tungkal Ulu Plasma are 1990, 1991, 1992, 1993 and 1994.</p> <p>Company has conducted HCV identification on 28 February – 11 March 2011 cooperation with “Fakultas Kehutanan Institut Pertanian Bogor”. Final report presented in “Laporan Final Kajian Penuh Identifikasi dan Analisis Keberadaan High Conservation Value di Areal PT. Inti Indosawit Subur – Tungkal Ulu Estate, Provinsi Jambi”. HCV identified in Tungkal ulu Estate total 128.322 ha, most of HCV identified are riparian.</p> <p>Company has a procedure of HCV management and monitoring. In addition company has establish the procedure of Riparian as per “AA APM OP 1100.21.R2 dated 7 December 2015. Explain in point 4.3 of procedure that before replanting conducted, boundary marking of HCV shall be performed and mapping the HCV area to ensure that the HCV area protected and no replanting activity inside HCV/Riparian area. According to field observation in HCV area of Sungai Benanak and Sungai Lampisi shown that HCV area boundary marking clearly visible and maintained and replanting activity was not overlapped to HCV area.</p>	
<p>7.12.2</p>	<p>(C) HCV and HCS forests, and other conservation areas are identified as follows: 7.12.2a) For existing plantations, with an HCV assessments conducted by RSPO- approved assessors and have no new land clearing after 15 November 2018, the existing HCV assessments remains valid.</p>	<p>There is no new planting within certified area of PT Inti Indosawit Subur – Tungkal Ulu Estate and Tungkal Ulu Plasma after November 2005. Currently, replanting activities still in progress. Original year of Planting for Tungkal Ulu Estate are 1990, 1991, 1993 and 2003. Wilst year of Planting for Tungkal Ulu Plasma are 1990, 1991, 1992, 1993 and 1994.</p> <p>During this recertification audit, there is no changing in HCV area of Tungkal Ulu Estate and Scheme smallholder. Company has conducted HCV identification on 28 February – 11 March 2011 cooperation with “Fakultas Kehutanan Institut Pertanian Bogor”. Final report presented in “Laporan Final Kajian Penuh Identifikasi dan Analisis Keberadaan High Conservation Value di Areal PT. Inti Indosawit Subur – Tungkal Ulu Estate, Provinsi Jambi”.</p>	<p>Complied</p>

		<p>The HCV identification document has explained the general condition of landscape surrounding company's plantation: there is no protected forest/ecosystem that feasible for wildlife to maintain its viability. Therefore no recommendation for wildlife corridor.</p> <p>HCV identified in Tungkal ulu Estate total 128.322 ha. No HCV area identified in Scheme smallholder plantation.</p>	
	<p>7.12.2 b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the latest HCSA Toolkit and HCV-HCSA Assessment Manual that is applicable at the time of the assessment. This includes stakeholder consultation and take into account wider landscape- level consideration.</p>	<p>Until this recertification audit, there is no new planting conducted by Tungkal Ulu Estate and Tungkal Ulu Scheme Smallholder. Land clearing is conducted for replanting on 2020 - 2021.</p> <p>Company has conducted HCV identification since 28 February – 11 March 2011 cooperation with "Fakultas Kehutanan Institut Pertanian Bogor". According to HCV assessment result, confirmed that there is no High Forest Cover Landscapes (HFCLs).</p> <p>HCV identified in Tungkal ulu Estate total 128.322 ha consist of:</p> <p>HCV 1.2 and 4.1: Benanak river 81.9 ha, Lampisi river 8.15 ha, Jitan river 4.48, Serayu river 5.54 ha, Beranak-1 small river 8.58 ha, Beranak-2 small river 7.32 ha, Serayu small river 3.04 ha, pool water reservoir area.</p> <p>HCV 6. Makam Panjang Datuk ratu 0.0025 ha, Kuburan Desa Lampisi-1 (Lampisi I Village Graveyard) 0.5 ha, Kuburan Desa lampisi-2 (Lampisi II Village Graveyard) 0.5 ha, Kuburan Desa Tanjung Beranak (Tanjung Beranak Village Grveyard) 2 ha, Kuburan Desa Bukit Harapan (Bukit Harapan Village Graveyard) 0.25 ha, Kuburan Desa Pinang Gading (Pinang Gading Village Graveyard) 2 ha.</p> <p>The HCV identification document has explained the general condition of landscape surrounding company's plantation: there is no protected forest/ecosystem that feasible for wildlife to maintain its viability. Therefore, no recommendation for wildlife corridor.</p>	

7.12.3	(C) In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.	According to HCV and HCS assessment there is no High Forest Cover Landscapes (HFCLs) within HFCCs identified.	Not Applicable
<p>PROCEDURAL NOTE for 7.12.3: Indicator 7.12.3. is not relevant to Indonesia, until further decisions by the RSPO.</p>			
7.12.4	(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An Integrated management plans to protect and/or enhance HCV and HCS forests, peatland and other conservation areas are developed, implemented and adapted if necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan was developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).	<p>Until this recertification audit, there is no new planting conducted by Tungkal Ulu Estate and Tungkal Ulu Scheme Smallholder. There is no new planting within certified area of PT Inti Indosawit Subur – Tungkal Ulu Estate and Tungkal Ulu Plasma after November 2005. Currently, replanting activities still in progress. Original year of Planting for Tungkal Ulu Estate are 1990, 1991, 1993 and 2003. Wilst year of Planting for Tungkal Ulu Plasma are 1990, 1991, 1992, 1993 and 1994.</p> <p>Company has conducted HCV identification since 28 February – 11 March 2011 cooperation with “Fakultas Kehutanan Institut Pertanian Bogor”. Final report presented in “Laporan Final Kajian Penuh Identifikasi dan Analisis Keberadaan High Conservation Value di Areal PT. Inti Indosawit Subur – Tungkal Ulu Estate, Provinsi Jambi”. HCV assessment was conducted in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations. HCV identified in Tungkal ulu Estate total 128.322 ha.</p> <p>The Company has made a conservation management and monitoring plan to protect and conserve RTE species and monitor the presence of wildlife species and wildlife populations as well as protected plants/animal in and around the plantation. Conservation management plan 2021/2022 has been review and well implemented. During field visit it was noted that HCV area are well managed, HCV boundary are visibly</p>	Not Applicable

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

		<p>maintained, no disturbance of HCV area, no illegal hunting in HCV area, no replanting activity overlapped to HCV area.</p> <p>RTE species and wildlife monitoring is conducted monthly by foreman and clerk afedling/division. The animal/species findings are recorded in the "Daftar Temuan Satwa liar di Areal kebun" form. Evidence of wildlife monitoring can be demonstrated during audit. Since July 2021 – June 2022 monitoring, it was observed the presence of animal such as: <i>Naja sumatrana</i>, <i>Varanus salvator</i>, <i>Macaca fascicularis</i>, <i>Sus crova</i>, <i>Paradoxurus hermaphroditus</i>, <i>Tyto alba</i>, <i>Felis bengalensis</i>, <i>Copsychus saularis</i>, <i>Todirhamphus chloris</i>. During interview with workers it was noted that there is no illegal hunting of animals and they have aware about RTE species protection and the prohibition of animal hunting in company area including HCV area.</p>	
7.12.5	<p>Where rights of local communities have been identified in HCV areas and HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p>	<p>According to HCV Assessment February 2011 there is no rights of local communities identified in HCV areas. All HCV areas are inside the HGU of PT Inti Indosawit Subur – Tungkal Ulu. There is no changing on information of HCV area, the information from previous audit is still relevant.</p> <p>HCV identified in Tungkal ulu Estate total 128.322 ha consist of:</p> <p>HCV 1.2 and 4.1: Benanak river 81.9 ha, Lampisi river 8.15 ha, Jitan river 4.48, Serayu river 5.54 ha, Beranak-1 small river 8.58 ha, Beranak-2 small river 7.32 ha, Serayu small river 3.04 ha, pool water reservoir area.</p> <p>HCV 6. Makam Panjang Datuk ratu 0.0025 ha, Kuburan Desa Lampisi-1 (Lampisi I Village Graveyard) 0.5 ha, Kuburan Desa lampisi-2 (Lampisi II Village Graveyard) 0.5 ha, Kuburan Desa Tanjung Beranak (Tanjung Beranak Village Grveyard) 2 ha, Kuburan Desa Bukit Harapan (Bukit Harapan Village Graveyard) 0.25 ha, Kuburan Desa Pinang Gading (Pinang Gading Village Graveyard) 2 ha.</p>	<p>Not Applicable</p>

		<p>PT Inti Indosawit Subur – Tungkal Ulu has maintained the HCV area identified and give the access to the surrounding community to come to the graveyard and make a grave pilgrimage.</p>	
<p>7.12.6</p>	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p>	<p>PT. Inti Indosawit Subur – Tungkal Ulu POM and Estate has a program to socialize the status of protected, rare, threatened or endangered (RTE) to all workers, it was also programmed each year as per "Conservation Management Plan". Socialization has been conducted through master morning in each division by field assistant, latest refreshment to workers on August 2022 and through regular master morning. Company also provides signboard regarding HCV protection and RTE species protection in the strategic place as a campaign to give awareness to the workers/people.</p> <p>Company also implemented appropriate sanction disciplinary measures to any individual working for the company who is found to capture, harm, collect or kill these species. Sanction and process based on UU No. 5 tahun 1990.</p> <p>During interview with sampled workers confirmed that they have understanding on RTE species, can explain the type of RTE species, prohibition of animal hunting and prtect the RTE species.</p> <p>The information from previous audit still relevant, company has implemented the regular programme to educate the workforce about the status of RTE species.</p> <p>Scheme Smallholder:</p> <p>Training & Socialization has been provided to the individual members about the status of HCV and RTE species and the applicable disciplinary measures. Training was conducted in each KUD by plasma management, sample seen: Socialization on May 2022 at KUD office, attend by each KUD representative. Interview with smallholder member</p>	<p>Complied</p>

		<p>during field audit, confirmed that they have sufficient understanding on RTE species protection and HCV area.</p>	
<p>7.12.7</p>	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p>	<p>There is no new planting within certified area of PT Inti Indosawit Subur – Tungkal Ulu Estate and Tungkal Ulu Plasma after November 2005. Currently, replanting activities still in progress. Original year of Planting for Tungkal Ulu Estate are 1990, 1991, 1993 and 2003. Wilst year of Planting for Tungkal Ulu Plasma are 1990, 1991, 1992, 1993 and 1994.</p> <p>Company has conducted HCV identification on 28 February – 11 March 2011 cooperation with “Fakultas Kehutanan Institut Pertanian Bogor”. Final report presented in “Laporan Final Kajian Penuh Identifikasi dan Analisis Keberadaan High Conservation Value di Areal PT. Inti Indosawit Subur – Tungkal Ulu Estate, Provinsi Jambi”.</p> <p>HCV and wildlife/animal monitoring continuously conducted in a regular basis. Secondary monitoring conducted each month and primary monitoring conducted twice a year.</p> <p>Monitoring of animal/wildlife performed by HCV/Sustainability officer and field workers, result of monitoring presented in “laporan pemantauan Jenis satwa/tumbuhan”.</p> <p>Report of Management and Monitoring for HCV and RTEs is reported every 6 months and review is conducted regularly to ensure that monitoring is effective. Reports period semester II year 2021 and semester I year 2022 can be demonstrated. Results of monitoring was evaluated using trend evaluation. Monitoring RTE species in July 2021 – June 2022 observed 30 species of animal, 5 species are categorized as protected species: Owa kelawat (<i>Hylobates moloch</i>), Jelarang (<i>Ratufa sp</i>), Cekakak belukar (<i>Halcyon smirnensis</i>), Beo (<i>Gracula religiosa</i>), Enggang (<i>Aceros sp</i>).</p> <p>Result of monitoring gives the feedback into the management plan improvement. The results from monitoring of wildlife, environmental, and socio-cultural services gives feedback advice and recommendations</p>	<p>Complied</p>

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

		<p>to the management plan. Report of HCV and RTE species monitoring are reported to Balai Konservasi Sumberdaya Alam Jambi province on 1 July 2022.</p>	
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV- HCSA assessment since 15 November 2018, the Remediation and Compensation Procedures (RaCP) applies.</p>	<p>There is no new planting within certified area of PT Inti Indosawit Subur – Tungkal Ulu Estate and Tungkal Ulu Plasma after November 2005. Currently, replanting activities still in progress. Original year of Planting for Tungkal Ulu Estate are 1990, 1991, 1993 and 2003. Wilst year of Planting for Tungkal Ulu Plasma are 1990, 1991, 1992, 1993 and 1994. Company has conducted HCV identification on 28 February – 11 March 2011 cooperation with “Fakultas Kehutanan Institut Pertanian Bogor”. Final report presented in “Laporan Final Kajian Penuh Identifikasi dan Analisis Keberadaan High Conservation Value di Areal PT. Inti Indosawit Subur – Tungkal Ulu Estate, Provinsi Jambi”. Therefore RaCP is not applicable.</p>	<p>Not Applicable</p>

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2021** for Tungkal Ulu Palm Oil Mill and supply base was calculated using the PalmGHG Calculator version 3.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in 2021 for Tungkal Ulu Palm Oil Mill and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.50
PKO	0.50

Extraction	%
OER	20.31
KER	5.26

Production	t/yr
FFB Process	209,196
CPO Produced	42,495
PKO Produced	11,008

Land Use	Ha
OP Planted Area	13,658
OP Planted on peat	0.00
Conservation (forested)	0.00
Conservation (non-forested)	124.07
Total	13,658

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	43,022.59	0.93	0.00	0.00	0.00	0.00	43,022.59	0.93
CO ₂ Emission from fertilizer	1,640.76	0.04	86.47	0.00	0.00	0.00	1,727.24	0.04
NO ₂ Emission	1,393.51	0.03	136.69	0.01	0.00	0.00	1,530.20	0.03
Fuel Consumption	864.13	0.02	153.77	0.01	0.00	0.00	1,017.89	0.03
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-40,779.71	-0.88	0.00	0.00	0.00	0.00	0.00	0.00
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	6,141.28	0.13	376.93	0.02	18,504.72	0.00	25,022.94	0.15

*Note: Includes both estates and smallholders

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	3,323.17	0.02
Fuel Consumption	202.73	0.00
Grid Electricity Utilization	21.51	0.00
Credit		
Export of Grid Electricity	-0.35	0.00
Sales of PKS	-27,409.80	-0.13
Sales of EFB	0.00	0.00
Total	-23,862.75	-0.11

Summary of Kernel Crusher Emission and Credit (if applicable)

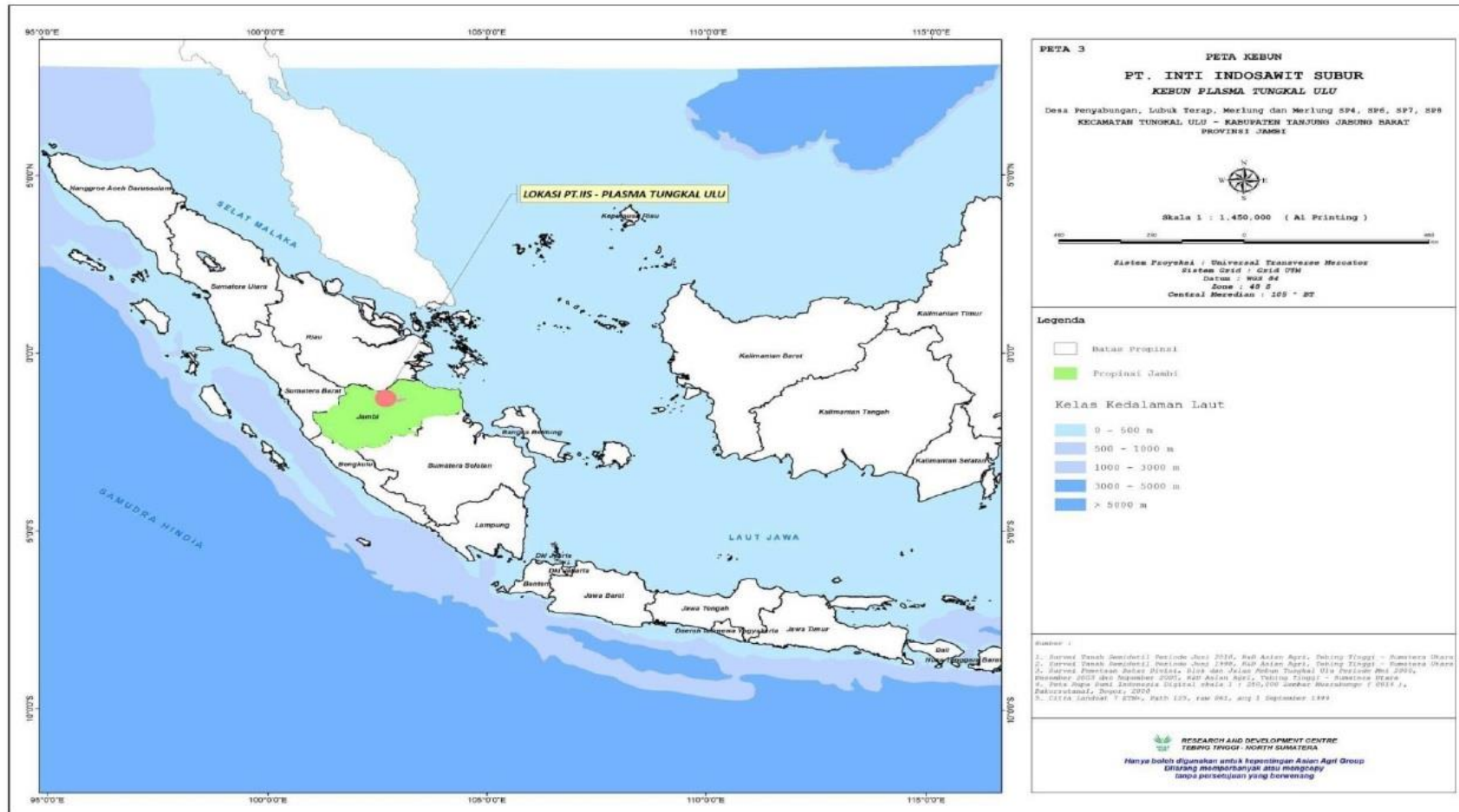
Emissions	tCO ₂ e
PK from own mill	531.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

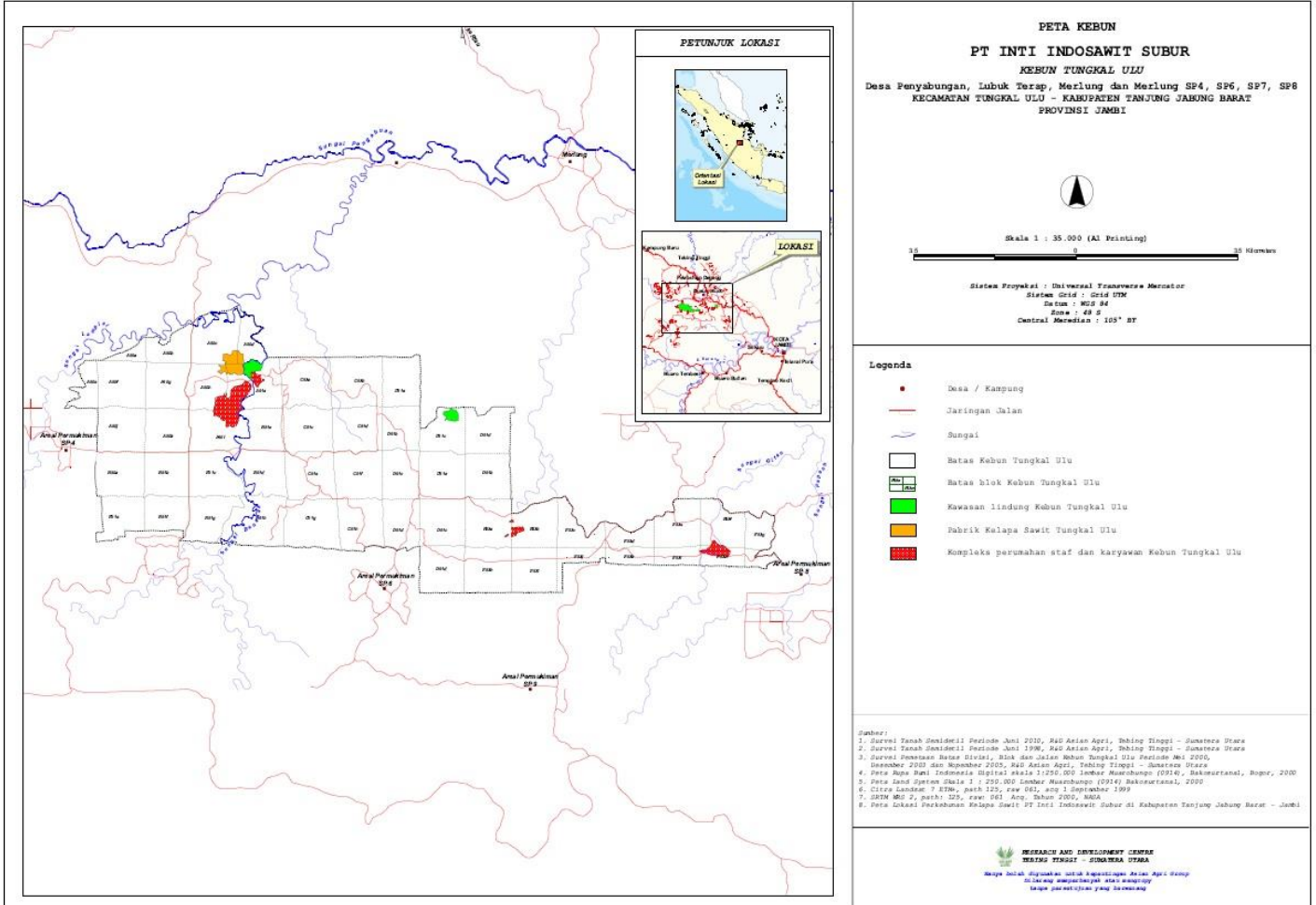
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	100

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

Appendix C: Location Map of Certification Unit and Supply bases

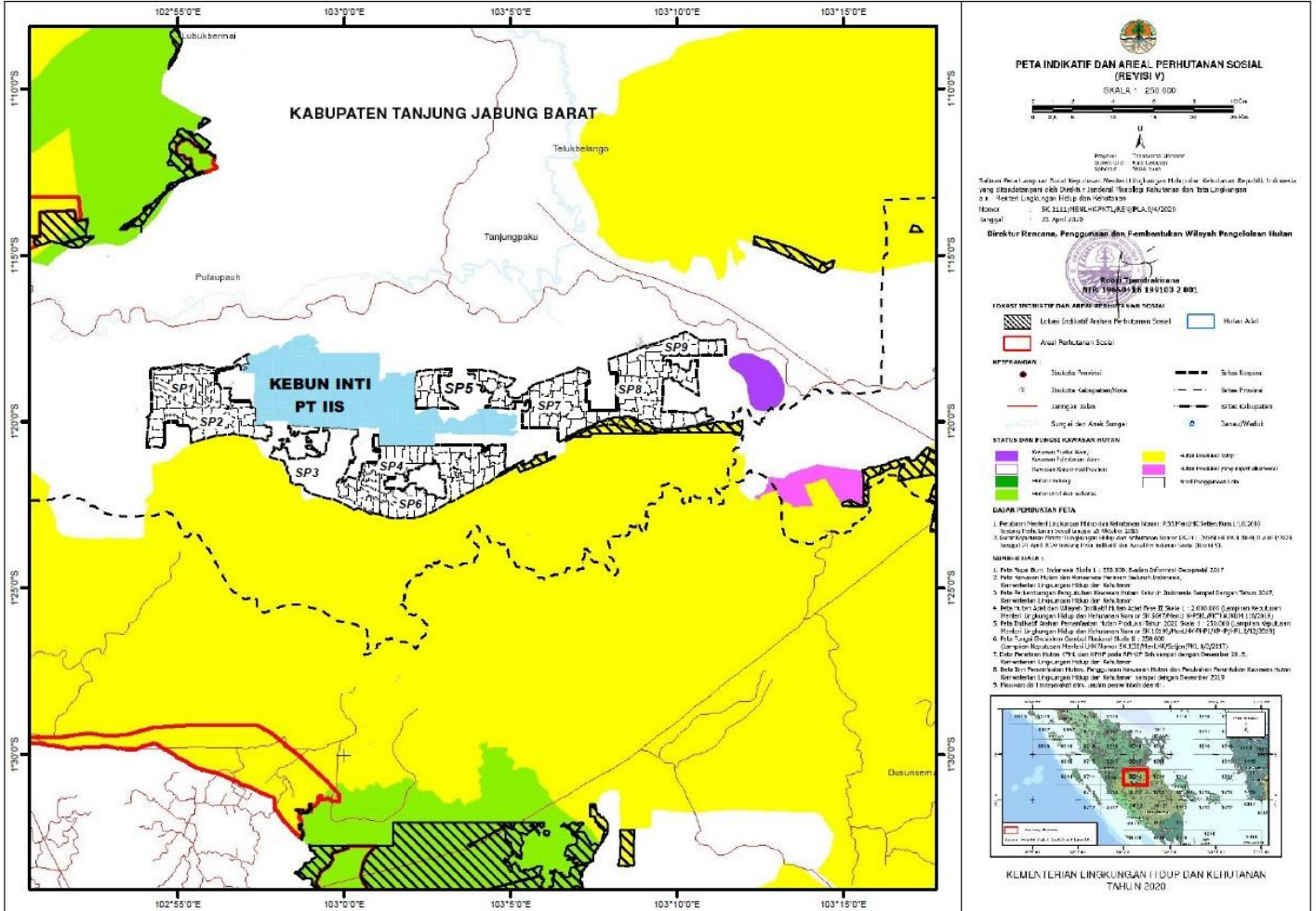


Appendix D: Estate Field Map



RSP0 P&C Public Summary Report
Revision 13 (Apr 2022)

Scheme Smallholder Estate Field Map



Appendix E: List of Smallholder sampled

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (S)	Longitude (E)	Total Certified Area	Planted Area			
KUD Bina Usaha									
1	ALI MURTADO	Cinta Damai Village	1° 19' 41.10"	102° 55' 06.80"	2	2	-	1992	2349
2	TAUFIK HIDAYAT	Cinta Damai Village	1° 19' 38.90"	102° 54' 46.90"	2	2	-	1992	2317
3	AG BOIMAN	Cinta Damai Village	1° 19' 42.60"	102° 54' 40.70"	2	2	-	1992	2318
4	MUKHOLIK	Cinta Damai Village	1° 19' 51.30"	102° 55' 09.40"	2	2	-	1992	2345
5	SUSMIANTI	Cinta Damai Village	1° 19' 49.50"	102° 54' 52.80"	2	2	-	1992	2319
6	EKO ISBANDI	Cinta Damai Village	1° 19' 56.30"	102° 55' 09.50"	2	2	-	1992	2344
7	TUMIRAH	Cinta Damai Village	1° 19' 49.20"	102° 54' 58.60"	2	2	-	1992	2328
8	SODIR	Cinta Damai Village	1° 19' 41.40"	102° 54' 50.80"	2	2	-	1992	2330
9	SUGANI	Cinta Damai Village	1° 19' 39.30"	102° 54' 58.60"	2	2	-	1992	2348
10	SUPARNO	Cinta Damai Village	1° 19' 39.80"	102° 54' 54.80"	2	2	-	1992	2331
11	SAIDI	Cinta Damai Village	1° 19' 42.80"	102° 54' 52.80"	2	2	-	1992	2329
12	AMAN EFENDI	Cinta Damai Village	1° 19' 47.80"	102° 55' 02.30"	2	2	-	1992	2332
13	SARJITO	Cinta Damai Village	1° 20' 18.60"	102° 55' 41.30"	2	2	-	1992	2437
14	SUTRISNO	Cinta Damai Village	1° 20' 18.60"	102° 55' 41.30"	2	2	-	1992	2417
15	ADE AMIR YAHYA	Cinta Damai Village	1° 20' 35.10"	102° 55' 32.70"	2	2	-	1992	2413
16	ABDUL KADIR	Cinta Damai Village	1° 20' 35.10"	102° 55' 32.70"	2	2	-	1992	2383
17	B. DUMI	Cinta Damai Village	1° 20' 37.00"	102° 55' 26.90"	2	2	-	1992	2382
18	MUJIO	Cinta Damai Village	1° 20' 38.50"	102° 55' 24.00"	2	2	-	1992	2381
19	NIJAN	Cinta Damai Village	1° 20' 17.20"	102° 55' 31.60"	2	2	-	1992	2409
20	HARIYANTO	Cinta Damai Village	1° 20' 33.70"	102° 55' 37.70"	2	2	-	1992	2414
21	ABDUL KARIM HRP	Cinta Damai Village	1° 20' 27.10"	102° 55' 33.10"	2	2	-	1992	2412
22	MUKRIONO	Cinta Damai Village	1° 20' 09.00"	102° 55' 57.50"	2	2	-	1992	2470
23	EKO	Cinta Damai Village	1° 20' 05.00"	102° 55' 52.30"	2	2	-	1992	2458
24	HARYONO	Cinta Damai Village	1° 20' 20.70"	102° 56' 04.90"	2	2	-	1992	2488
25	NOLO	Cinta Damai Village	1° 20' 30.2"	102° 55' 50.80"	2	2	-	1992	2440
26	HARMONO	Cinta Damai Village	1° 20' 14.00"	102° 55' 56.10"	2	2	-	1992	2335
27	DEWI	Cinta Damai Village	1° 20' 23.60"	102° 55' 56.10"	2	2	-	1992	2465
28	HASANAH	Cinta Damai Village	1° 20' 24.90"	102° 55' 50.40"	2	2	-	1992	2441
29	WIDODO	Cinta Damai Village	1° 20' 14.40"	102° 55' 57.20"	2	2	-	1992	2459
30	WAGIRAN	Cinta Damai Village	1° 20' 13.00"	102° 56' 06.80"	2	2	-	1992	2489
31	AHMAD SAIRU	Cinta Damai Village	1° 20' 16.90"	102° 55' 51.10"	2	2	-	1992	2462
32	YANTO	Cinta Damai Village	1° 20' 21.90"	102° 55' 53.20"	2	2	-	1992	2464
33	SUNARDI	Cinta Damai Village	1° 19' 58.50"	102° 56' 36.20"	2	2	-	1992	2542
34	ARIF MUNANDAR	Cinta Damai Village	1° 19' 52.30"	102° 56' 35.50"	2	2	-	1992	2555
35	ABDUL GANI	Cinta Damai Village	1° 20' 00.20"	102° 56' 32.90"	2	2	-	1992	2541
36	ADNAN	Cinta Damai Village	1° 20' 00.10"	102° 56' 27.40"	2	2	-	1992	2450
37	KARYUDI	Cinta Damai Village	1° 19' 53.50"	102° 56' 31.40"	2	2	-	1992	2534

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

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (S)	Longitude (E)	Total Certified Area	Planted Area			
38	RUDI	Cinta Damai Village	1° 19' 48.60"	102° 56' 35.70"	2	2	-	1992	2539
39	SARSIH	Cinta Damai Village	1° 19' 46.00"	102° 56' 26.70"	2	2	-	1992	2535
40	SODIR	Cinta Damai Village	1° 20' 00.40"	102° 56' 23.10"	2	2	-	1992	2532
41	SARJITO	Cinta Damai Village	1° 19' 55.60"	102° 56' 23.10"	2	2	-	1992	2515
42	KAMA	Cinta Damai Village	1° 19' 58.50"	102° 56' 18.60"	2	2	-	1992	2521
43	CARSIM	Cinta Damai Village	1° 20' 01.70"	102° 56' 29.60"	2	2	-	1992	2540
Sub Total					86	86	-		
KUD Sawit Kita									
1	NURHAYATI	Lampisi Village	1° 19' 15.30"	102° 54' 22.20"	2	2	-	1990	292
2	SETU	Lampisi Village	1° 19' 08.00"	102° 54' 05.90"	2	2	-	1990	238
3	SAIMAN	Lampisi Village	1° 19' 10.70"	102° 54' 11.00"	2	2	-	1990	289
4	MASURI	Lampisi Village	1° 19' 09.10"	102° 54' 16.10"	2	2	3	1990	239
5	JAHRI	Lampisi Village	1° 19' 07.90"	102° 54' 21.80"	2	2	-	1990	240
6	SANEN	Lampisi Village	1° 19' 01.60"	102° 54' 21.00"	2	2	3	1990	236
7	SAHRONI	Lampisi Village	1° 19' 11.20"	102° 54' 22.10"	2	2	-	1990	288
8	RAJIN SITUMEANG	Lampisi Village	1° 19' 03.10"	102° 54' 09.80"	2	2	-	1990	242
9	ROBANGI MUHAMMAD ZEN	Lampisi Village	1° 18' 59.00"	102° 54' 14.80"	2	2	-	1990	237
10	PARNO	Lampisi Village	1° 19' 13.60"	102° 54' 11.20"	2	2	-	1990	769
11	SLAMET SUTARNO	Lampisi Village	1° 19' 20.80"	102° 54' 56.80"	2	2	-	1990	280
12	SURYANTO	Lampisi Village	1° 19' 00.70"	102° 54' 51.10"	2	2	-	1990	246
13	SUDARNO BIN NURADI	Lampisi Village	1° 19' 10.60"	102° 54' 51.00"	2	2	-	1990	248
14	BUDI	Lampisi Village	1° 19' 20.90"	102° 55' 08.90"	2	2	-	1990	403
15	MUSLAM	Lampisi Village	1° 19' 14.00"	102° 54' 56.70"	2	2	-	1990	331
16	DAYAT	Lampisi Village	1° 19' 07.40"	102° 54' 57.10"	2	2	-	1990	282
17	TAMSIR	Lampisi Village	1° 19' 24.40"	102° 55' 02.80"	2	2	-	1990	330
18	PAIMAN BIN SUGI	Lampisi Village	1° 19' 27.80"	102° 55' 08.30"	2	2	-	1990	385
19	WASIS	Lampisi Village	1° 19' 04.00"	102° 54' 51.00"	2	2	-	1990	178
20	KARMIN	Lampisi Village	1° 19' 10.50"	102° 54' 57.00"	2	2	-	1990	384
21	ANDI	Lampisi Village	1° 18' 40.00"	102° 55' 25.30"	2	2	-	1990	106
22	RASIKIN	Lampisi Village	1° 18' 46.60"	102° 55' 31.40"	2	2	-	1990	092
23	SUMINTA	Lampisi Village	1° 18' 33.40"	102° 55' 18.90"	2	2	-	1990	025
24	SALIMUN	Lampisi Village	1° 18' 46.80"	102° 55' 25.50"	2	2	-	1990	091
25	TAYEM	Lampisi Village	1° 18' 40.60"	102° 55' 25.30"	2	2	-	1990	065
26	SLAMET	Lampisi Village	1° 18' 40.30"	102° 55' 19.50"	2	2	-	1990	066
27	SUPRIYATNO	Lampisi Village	1° 1'8 50.30"	102° 55' 25.50"	2	2	-	1990	133
28	SARIDI	Lampisi Village	1° 18' 50.20"	102° 55' 31.20"	2	2	-	1990	050
29	ARBA'I	Lampisi Village	1° 18' 57.40"	102° 55' 31.50"	2	2	-	1990	154
30	SUPARNO	Lampisi Village	1° 18' 50.60"	102° 55' 19.70"	2	2	-	1990	132

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (S)	Longitude (E)	Total Certified Area	Planted Area			
31	YULIWAN	Lampisi Village	1° 19' 11.60"	102° 55' 20.20"	2	2	-	1990	753
32	PUJO DIYONO	Lampisi Village	1° 19' 01.70"	102° 55' 14.60"	2	2	-	1990	658
33	ANDRI SUSANTO	Lampisi Village	1° 19' 04.20"	102° 55' 31.90"	2	2	-	1990	699
34	UDIN	Lampisi Village	1° 18' 54.60"	102° 55' 20.90"	2	2	-	1990	606
35	NGATIRAN	Lampisi Village	1° 19' 06.20"	102° 55' 20.90"	2	2	-	1990	700
36	SUGITO	Lampisi Village	1° 19' 17.50"	102° 55' 25.90"	2	2	-	1990	304
37	RASINI	Lampisi Village	1° 18' 47.70"	102° 55' 14.80"	2	2	-	1990	583
38	SAKINAH	Lampisi Village	1° 19' 11.30"	102° 55' 27.10"	2	2	-	1990	752
39	ROSDIANA	Lampisi Village	1° 18' 54.40"	102° 55' 15.10"	2	2	-	1990	605
40	SARJU	Lampisi Village	1° 19' 21.80"	102° 55' 31.80"	2	2	-	1990	276
41	SUWARDI	Lampisi Village	1° 18' 57.00"	102° 55' 37.50"	2	2	-	1990	134
42	PONIDI	Lampisi Village	1° 19' 11.30"	102° 55' 27.10"	2	2	-	1990	324
43	MARTAM	Lampisi Village	1° 18' 50.34"	102° 55' 15.10"	2	2	-	1990	157
44	MIDIN	Lampisi Village	1° 18' 45.45"	102° 55' 15.10"	2	2	-	1990	360
45	PONIDI	Lampisi Village	1° 18' 53.40"	102° 55' 15.10"	2	2	-	1990	222
46	DWI	Lampisi Village	1° 18' 53.50"	102° 55' 37.10"	2	2	-	1990	105
47	SUKIMIN BIN SUTAJAMIN	Lampisi Village	1° 19' 03.90"	102° 55' 43.30"	2	2	-	1990	306
48	CAHYONO	Lampisi Village	1° 18' 45.70"	102° 55' 37.30"	2	2	-	1990	035
Subtotal					96	96	6		
KUD Panca Mukti									
1	SUKARDI	Pinang Gading Village	1° 18' 27.70"	103° 04' 19.10"	2	2	-	1993	3174
2	SALEMO	Pinang Gading Village	1° 18' 47.20"	103° 04' 12.10"	2	2	-	1993	3209
3	TANGKAS ASMARA	Pinang Gading Village	1° 18' 39.20"	103° 04' 16.10"	2	2	-	1993	3176
4	DEMSI	Pinang Gading Village	1° 18' 40.40"	103° 04' 09.40"	2	2	-	1993	3172
5	AMIRSAN	Pinang Gading Village	1° 18' 26.90"	103° 04' 09.40"	2	2	19	1993	3193
6	ZULKIFLI	Pinang Gading Village	1° 18' 40.10"	103° 04' 05.90"	2	2	-	1993	3208
7	HARI GUSTIAN	Pinang Gading Village	1° 18' 32.50"	103° 04' 16.10"	2	2	-	1993	3171
8	ADE SAPUTRA	Pinang Gading Village	1° 18' 32.40"	103° 04' 12.40"	2	2	-	1993	3327
9	SUTRISNO	Pinang Gading Village	1° 18' 34.10"	103° 04' 16.20"	2	2	19	1993	3198
10	SUNARTO	Pinang Gading Village	1° 18' 45.60"	103° 04' 02.10"	2	2	-	1993	3207
11	WARDOYO	Pinang Gading Village	1° 19' 06.20"	103° 04' 48.40"	2	2	-	1993	3269
12	YUDASRIL	Pinang Gading Village	1° 19' 06.00"	103° 04' 51.10"	2	2	-	1993	3266
13	EDI SUGIONO	Pinang Gading Village	1° 19' 11.20"	103° 04' 38.40"	2	2	-	1993	3259
14	RADENSYAH	Pinang Gading Village	1° 19' 05.30"	103° 04' 38.40"	2	2	-	1993	3248
15	SUFANDI	Pinang Gading Village	1° 19' 08.30"	103° 04' 51.00"	2	2	19	1993	3262
16	SAMUN	Pinang Gading Village	1° 19' 07.60"	103° 04' 44.80"	2	2	19	1993	3253
17	M. SARBANI	Pinang Gading Village	1° 19' 14.80"	103° 04' 48.20"	2	2	-	1993	3255
18	NASIRUDIN	Pinang Gading Village	1° 19' 18.50"	103° 04' 38.10"	2	2	19	1993	3249
19	SUPRIYANTO	Pinang Gading Village	1° 19' 13.10"	103° 04' 41.30"	2	2	19	1993	3267

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

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (S)	Longitude (E)	Total Certified Area	Planted Area			
20	HISAM SUBEKTI	Pinang Gading Village	1° 19' 06.50"	103° 04' 41.10"	2	2	-	1993	3257
21	JASMAN	Pinang Gading Village	1° 19' 22.70"	103° 04' 50.90"	2	2	-	1993	3335
22	MARKOLIK	Pinang Gading Village	1° 19' 29.20"	103° 04' 34.10"	2	2	-	1993	3348
23	IRPAN SISWANTO	Pinang Gading Village	1° 19' 29.40"	103° 04' 27.50"	2	2	-	1993	3360
24	MAHROJI	Pinang Gading Village	1° 19' 21.60"	103° 04' 48.10"	2	2	19	1993	3359
25	SAIFUL	Pinang Gading Village	1° 19' 29.40"	103° 04' 24.10"	2	2	-	1993	3342
26	SUTOPO	Pinang Gading Village	1° 19' 35.40"	103° 04' 38.10"	2	2	-	1993	3343
27	WARNI	Pinang Gading Village	1° 19' 30.20"	103° 04' 46.30"	2	2	-	1993	3352
28	WAHID	Pinang Gading Village	1° 19' 25.00"	103° 04' 41.40"	2	2	-	1993	3346
29	NANANG SUSENO	Pinang Gading Village	1° 19' 32.30"	103° 04' 21.80"	2	2	-	1993	3347
30	LASIMIN	Pinang Gading Village	1° 19' 35.40"	103° 04' 31.50"	2	2	-	1993	3350
31	IDRIS KAMAR/SETO	Pinang Gading Village	1° 18' 47.10"	103° 05' 05.40"	2	2	-	1994	3186
32	UJANG	Pinang Gading Village	1° 18' 38.60"	103° 04' 47.80"	2	2	18	1994	3182
33	TOHAR HUTASUHUD	Pinang Gading Village	1° 18' 45.00"	103° 04' 48.70"	2	2	18	1994	3183
34	ALI RITONGA	Pinang Gading Village	1° 18' 37.10"	103° 04' 44.70"	2	2	-	1994	3221
35	LISTON TAMBUNAN	Pinang Gading Village	1° 18' 44.60"	103° 04' 51.50"	2	2	18	1994	3287
36	AZIZ MARBUN	Pinang Gading Village	1° 18' 51.50"	103° 04' 55.00"	2	2	-	1994	3222
37	EDI MULYONO	Pinang Gading Village	1° 18' 49.40"	103° 04' 48.70"	2	2	-	1994	3187
38	DUDUNG HIDAYAT	Pinang Gading Village	1° 18' 55.40"	103° 04' 48.80"	2	2	-	1994	3189
39	SUMARI WAHYUDANTO	Pinang Gading Village	1° 18' 43.60"	103° 05' 07.70"	2	2	18	1994	3217
40	M. PASARIBU	Pinang Gading Village	1° 18' 41.60"	103° 05' 02.30"	2	2	18	1994	3191
Subtotal					80	80	223		
Koperasi Manunggal Jaya									
1	SUMALI	Adipurwa Village	1° 21' 01.8 0"	E103° 03 23.2	2	2	-	1992	2166
2	KHOIRUL HADI	Adipurwa Village	1° 21' 26.40"	E103° 03 13.4	2	2	-	1992	2035
3	MGATIMIN	Adipurwa Village	1° 20' 57.60"	E103° 03 29.0	2	2	-	1992	2160
4	KUSNAN	Adipurwa Village	1° 21' 16.50"	E103° 03 19.9	2	2	-	1992	2159
5	SUBALI	Adipurwa Village	1° 21' 03.00"	E103° 03 19.7	2	2	-	1992	2145
6	PURWANTI	Adipurwa Village	1° 21' 32.30"	E103° 03 13.4	2	2	-	1992	2134
7	INDRA KUSUMA JAJA	Adipurwa Village	1° 20' 55.20"	E103° 03 23.9	2	2	-	1992	2165
8	MUHTAR	Adipurwa Village	1° 21' 05.50"	E103° 03 31.1	2	2	-	1992	2176
9	A. YUSRON LUBIS	Adipurwa Village	1° 21' 09.60"	E103° 03 41.4	2	2	-	1992	2214
10	WIJIONO	Adipurwa Village	1° 21' 04.50"	E103° 03 31.2	2	2	-	1992	2182
11	JUMARI	Adipurwa Village	1° 21' 13.60"	E103° 03 29.8	2	2	-	1992	2157
12	SUMARNO	Adipurwa Village	1° 21' 09.60"	E103° 03 36.4	2	2	-	1992	2193
13	SURIEDI	Adipurwa Village	1° 21' 10.60"	E103° 03 29.8	2	2	-	1992	2158
14	FERI FADLI	Adipurwa Village	1° 21' 09.30"	E103° 03 29.8	2	2	-	1992	2167
Subtotal					28	28	-		
Total					290	290	229		

Appendix F: List of Abbreviations

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