

**RSPO PRINCIPLE AND CRITERIA  
PUBLIC SUMMARY REPORT**

- Initial Assessment
- Annual Surveillance Assessment (1\_4)
- Recertification Assessment (Choose an item.)
- Extension of Scope

<b>Parent Company</b> <b>PT Socfin Indonesia (SOCFIN SA)</b>
Client company Address: JL KL.Yos Sudarso No.106 Medan 20115, Sumatera Utara - Indonesia
Certification Unit: <b>PT Socfin Indonesia "SOCFINDO" Negeri Lama</b>
Location of Certification Unit: Desa Perkebunan Negeri Lama, Kecamatan Bilah Hilir, Kabupaten Labuhan Batu, Sumatera Utara 21471, Indonesia
Date of Final Report: 15/06/2023

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## Section 1: Scope of the Assessment

1. Company Details			
<b>Parent Company</b>	SOCFIN SA		
<b>RSPO Membership Number</b>	1-0269-19-000-00	<b>Membership Approval Date</b>	06/12/2004
<b>Address</b>	Jl. KL. Yos Sudarso No.106 Medan 20115, Sumatera Utara - Indonesia		
<b>Palm Oil Mill / Group Manager / Estate (Certification Unit)</b>	PT Socfin Indonesia "SOCFINDO" – Negeri Lama		
<b>Location / Address</b>	Desa Perkebunan Negeri Lama, Kecamatan Bilah Hilir, Kabupaten Labuhan Batu, Sumatera Utara 21471, Indonesia		
<b>Website</b>	<a href="http://www.socfindo.co.id">www.socfindo.co.id</a>		
<b>Management Representative</b>	Andria Zulmanitra	<b>E-mail</b>	<a href="mailto:andria@socfindo.co.id">andria@socfindo.co.id</a>
<b>Telephone</b>	(061) 6616-066	<b>Facsimile</b>	(061) 6616-066

2. Certification Information			
<b>Certificate Number</b>	RSPO 705569	<b>Certificate Start Date</b>	10/03/2019
<b>Date of First Certification</b>	10/03/2014	<b>Certificate Expiry Date</b>	09/03/2024
<b>Scope of Certification</b>	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
<b>Visit Objectives</b>	<ul style="list-style-type: none"> <li>Determination of the conformity and consistency implementation of Negeri Lama Palm Oil Mill and its supply bases against Indonesia National Interpretation 2020 for RSPO P&amp;C 2018 for the Production of Sustainable Palm Oil.</li> <li>Evaluation of the ability of the management system to ensure Negeri Lama Palm Oil Mill and its supply bases meets applicable statutory, regulatory and contractual requirements.</li> </ul>		
<b>Assessment Cycle</b>	<input type="checkbox"/> Pre-Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 1_4) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
<b>Applicable Standards / Normative Reference</b>	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		
<b>Supply Chain Module</b>	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	<b>Mill Capacity</b>	12 MT/Hr
<b>ISH certification Phase</b>	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		

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<b>Is this a remote audit or on-site audit</b>	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)
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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
BSI-ISPO 742429	Permentan 11/2015 (ISPO)	19 July 2021	18 July 2026

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Negeri Lama Palm Oil Mill	Desa Perkebunan Negeri Lama, Kecamatan Bilah Hilir, Kabupaten Labuhanbatu, 21471, Sumatera Utara, Indonesia	2° 19' 02.00" N	100° 04' 13.00" E
Negeri Lama Estate	Desa Perkebunan Negeri Lama, Kecamatan Bilah Hilir, Kabupaten Labuhanbatu, 21471, Sumatera Utara, Indonesia	2° 19' 02.00" N	100° 04' 13.00" E

**Note:** Mill and estate office are in the same location.

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No		<input type="checkbox"/> Yes		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Negeri Lama Estate	2,140.00	11.50*	13.30	2,164.80	98.85
<b>Total</b>	<b>2,140.00<sup>#</sup></b>	<b>25.12*</b>	<b>13.30</b>	<b>2,164.80</b>	<b>98.85</b>

**Note:** \*Total HCV area are 25.12 Ha, consist of 11.50 Ha are in non-planted area, and 13.62 Ha are in planted area.  
# Included overlapping of 13.62Ha of planted HCV area.

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Negeri Lama Estate	490.96	345.32	503.00	800.72	1,649.04	490.96
<b>Total (ha)</b>	<b>490.96</b>	<b>345.32</b>	<b>503.00</b>	<b>800.72</b>	<b>1,649.04*</b>	<b>490.96*</b>

**Note:** Only Mature area is considered as production area  
\*Total HCV area are 25.12 Ha, consist of 11.50 Ha are in non-planted area, and 13.62 Ha are in planted area.

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage / year			
	Estimated last year (Mar 2022 - Feb 2023)	Actual (Feb 2022 – Jan 2023)		Forecast (Mar 2023 - Feb 2024)
		Previous license period (Feb 2022)	Current license period (Mar 2022 – Jan 2023)	
Negeri Lama Estate	35,000	2,293.69	31,258.36	44,932.92*
<b>Total</b>	<b>35,000</b>	<b>33,552.05</b>		<b>44,932.92</b>

**Note:** The forecasting was based on the operational data of percentage of old palm (> 23 years) decrease from 43% to 35%, while additional production comes from the additional productive oil palms (5-22 years) whereby increasing to 51% of total planted hectare. Therefore the plantation estimating increase FFB production.

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage / year			
	Estimated last year (Mar 2022 - Feb 2023)	Actual (Feb 2022 – Jan 2023)		Forecast (Mar 2023 - Feb 2024)
		Previous license period (Feb 2022)	Current license period (Mar 2022 – Jan 2023)	
-		-	-	
<b>Total</b>		<b>-</b>		

**Note:**

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage / year			
	Estimated last year (Mar 2022 - Feb 2023)	Actual (Feb 2022 – Jan 2023)		Forecast (Mar 2023 - Feb 2024)
		Previous license period (Feb 2022)	Current license period (Mar 2022 – Jan 2023)	
-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>		<b>-</b>

**Note:**

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	Feb-22	2,293.69	-	2,293.69
2	Mar-22	2,668.50	-	2,668.50

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3	Apr-22	2,914.27	-	2,914.27
4	May-22	3,128.99	-	3,128.99
5	Jun-22	3,460.26	-	3,460.26
6	Jul-22	2,981.57	-	2,981.57
7	Aug-22	2,962.24	-	2,962.24
8	Sep-22	2,827.01	-	2,827.01
9	Oct-22	2,747.81	-	2,747.81
10	Nov-22	2,502.50	-	2,502.50
11	Dec-22	2,693.75	-	2,693.75
12	Jan-23	2,371.46	-	2,371.46
<b>TOTAL</b>		<b>33,552.05</b>	<b>-</b>	<b>33,552.05</b>
<b>Note: -</b>				

<b>10. Summary of Certified Tonnage (MT) (not applicable for ISS)</b>			
<b>Estimated last year (Mar 2022 - Feb 2023)</b>	<b>Actual (Feb 2022 – Jan 2023)</b>		<b>Forecast (Mar 2023 - Feb 2024)</b>
	Previous license period (Feb 2022)	Current license period (Mar 2022 – Jan 2023)	
<b>FFB</b>	<b>FFB</b>		<b>FFB</b>
35,000 mt	2,293.69 mt	31,258.36 mt	44,932.92 mt
	<b>TOTAL</b>	33,552.05 mt	
<b>CPO (OER: 23.00%)</b>	<b>CPO (OER: 23.04 %)</b>		<b>CPO (OER: 23.10 %)</b>
8,050 mt	509.56 mt	7,220.67 mt	10,379.51 mt
	<b>TOTAL</b>	7,730.23 mt	
<b>PK (KER: 4.20%)</b>	<b>PK (KER: 3.95 %)</b>		<b>PK (KER: 4.40 %)</b>
1,470 mt	87.67 mt	1,239.48 mt	1,977.05 mt
	<b>TOTAL</b>	1,327.15 mt	
<b>Note:</b>			

<b>10A. Monthly Records of Certified CPO &amp; PK since the last audit</b>			
<b>No.</b>	<b>Month - Year</b>	<b>Certified CPO (mt)</b>	<b>Certified PK (mt)</b>
1	Feb-22	509.56	87.67
2	Mar-22	618.20	101.36
3	Apr-22	685.13	109.79
4	May-22	716.09	114.24

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5	Jun-22	804.65	140.90
6	Jul-22	697.28	122.01
7	Aug-22	686.74	118.18
8	Sep-22	648.99	114.45
9	Oct-22	653.60	104.16
10	Nov-22	561.58	89.09
11	Dec-22	622.16	112.65
12	Jan-23	526.25	112.65
<b>TOTAL</b>		<b>7,730.23</b>	<b>1,327.15</b>

Note:

**11. Summary of Actual Volume sold**

**Current License period (Mar 2022 – Jan 2023)**

	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
<b>CPO (MT)</b>	7,202.73	0	0	0	7,202.73
<b>PK (MT)</b>	1,230.78	0	0	0	1,230.78
<b>Credits</b>	0	0	0	0	0

**Previous License period (Feb 2022)**

<b>CPO (MT)</b>	509.00	0	0	0	509.00
<b>PK (MT)</b>	87.00	0	0	0	87.00
<b>Credits</b>	0	0	0	0	0

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

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

No.	Buyers Name	Palmtrace Trading License Number	Certified CPO Sold (mt)	Certified PK Sold (mt)
1	PT Multimas Nabati Asahan	TR-05d46099-e41f	206.00	
2	PT Multimas Nabati Asahan	TR-0c344317-ff61	90.00	
3	PT Multimas Nabati Asahan	TR-0ff78f3c-083e		40.00
4	PT Multimas Nabati Asahan	TR-151d05cf-ded7	110.00	
5	PT Multimas Nabati Asahan	TR-1783a0fa-e793		34.00
6	PT Multimas Nabati Asahan	TR-24b82ba8-cf2c	214.00	
7	PT Multimas Nabati Asahan	TR-25308a71-f354	31.00	
8	PT Multimas Nabati Asahan	TR-2c677172-9993	285.00	

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9	PT Multimas Nabati Asahan	TR-30ce1db6-5d43	237.00	
10	PT Multimas Nabati Asahan	TR-323c5016-42dd	100.00	
11	PT Multimas Nabati Asahan	TR-328f8485-2274		43.00
12	PT Multimas Nabati Asahan	TR-37b650d0-7975		40.00
13	PT Multimas Nabati Asahan	TR-3f71e133-7e6d	22.00	
14	PT Multimas Nabati Asahan	TR-418ed9b9-73be	150.00	
15	PT Multimas Nabati Asahan	TR-44377104-f042	167.00	
16	PT Multimas Nabati Asahan	TR-44beedd4-3d97	105.00	
17	PT Multimas Nabati Asahan	TR-46a151ed-2558	208.00	
18	PT Multimas Nabati Asahan	TR-4d6e1c6e-58ca		84.00
19	PT Multimas Nabati Asahan	TR-4ed305c0-40e5	200.00	
20	PT Multimas Nabati Asahan	TR-52b5e3fe-5b55		51.00
21	PT Multimas Nabati Asahan	TR-59878c3c-caf6	79.00	
22	PT Multimas Nabati Asahan	TR-5c5dd957-8152	125.00	
23	PT Multimas Nabati Asahan	TR-5c795493-a669	235.00	
24	PT Multimas Nabati Asahan	TR-5df9c8f1-0479	191.00	
25	PT Multimas Nabati Asahan	TR-5f50ff9b-5df3	94.00	
26	PT Multimas Nabati Asahan	TR-6143fc7f-0bed		28.00
27	PT Multimas Nabati Asahan	TR-6e5b814e-27fc	313.00	
28	PT Multimas Nabati Asahan	TR-6ec53b51-d5f9		69.00
29	PT Multimas Nabati Asahan	TR-6edb4db-3eda	39.00	
30	PT Multimas Nabati Asahan	TR-6ef320fe-2f7b	315.00	
31	PT Multimas Nabati Asahan	TR-702638db-1152		55.00
32	PT Multimas Nabati Asahan	TR-708379c6-3441	321.00	
33	PT Multimas Nabati Asahan	TR-712c5b9a-f9ba	74.73	
34	PT Multimas Nabati Asahan	TR-72da3931-d933	109.00	
35	PT Multimas Nabati Asahan	TR-741fc321-70fc		31.00
36	PT Multimas Nabati Asahan	TR-745c6caf-7307		50.00
37	PT Multimas Nabati Asahan	TR-808644e0-2fe1	42.00	
38	PT Multimas Nabati Asahan	TR-812923ac-973c		78.00
39	PT Multimas Nabati Asahan	TR-827324f4-9a77	140.00	
40	PT Multimas Nabati Asahan	TR-82f4a288-8ce9		46.00
41	PT Multimas Nabati Asahan	TR-84167bba-c8dd	360.00	
42	PT Multimas Nabati Asahan	TR-8af0aa32-8569	150.00	
43	PT Multimas Nabati Asahan	TR-8dd3db44-63e7	150.00	



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44	PT Multimas Nabati Asahan	TR-9330ea4e-3dde		33.00
45	PT Multimas Nabati Asahan	TR-94f7a4a5-1cbc		52.00
46	PT Multimas Nabati Asahan	TR-9951b5fb-7391	109.00	
47	PT Multimas Nabati Asahan	TR-9adbbd33-0aa3		52.00
48	PT Multimas Nabati Asahan	TR-9bf80b4a-f3df	82.00	
49	PT Multimas Nabati Asahan	TR-9de3082f-9991	156.00	
50	PT Multimas Nabati Asahan	TR-a6e525dc-1380	172.00	
51	PT Multimas Nabati Asahan	TR-b9306a9f-8e06	307.00	
52	PT Multimas Nabati Asahan	TR-bafc08ac-59d9	105.00	
53	PT Multimas Nabati Asahan	TR-bc2d6e09-a6af		58.00
54	PT Multimas Nabati Asahan	TR-c04ee379-1317		38.00
55	PT Multimas Nabati Asahan	TR-c1e58b92-3a02	124.00	
56	PT Multimas Nabati Asahan	TR-c2dc17a1-258e	111.00	
57	PT Multimas Nabati Asahan	TR-cfa7bc78-d7a6	200.00	
58	PT Multimas Nabati Asahan	TR-d644c2d6-aab3	246.00	
59	PT Multimas Nabati Asahan	TR-d6d0f2ed-6d4e		54.00
60	PT Multimas Nabati Asahan	TR-da731e83-73f4		37.00
61	PT Multimas Nabati Asahan	TR-df53bc1d-122b	61.00	
62	PT Multimas Nabati Asahan	TR-ef8d8cba-521e	391.00	
63	PT Multimas Nabati Asahan	TR-f0ea1f14-f8a8	120.00	
64	PT Multimas Nabati Asahan	TR-f21edc00-b733		49.00
65	PT Multimas Nabati Asahan	TR-f244a363-d939		82.00
66	PT Multimas Nabati Asahan	TR-f5c3b564-0201		53.78
67	PT Multimas Nabati Asahan	TR-f87a39ac-83a4		52.00
68	PT Multimas Nabati Asahan	TR-f92eeb74-3ac8	200.00	
69	PT Multimas Nabati Asahan	TR-fce7625e-232f	265.00	
70	PT Multimas Nabati Asahan	TR-fe4e5cde-2624		64.00
71	PT Multimas Nabati Asahan	TR-feaff62f-0027	200.00	
72	PT. DOMAS SAWIT INTI PERDANA	TR-2f2082f3-0cf1		26.00
73	PT. DOMAS SAWIT INTI PERDANA	TR-94616336-6b4d		18.00
<b>TOTAL</b>			<b>7,711.73</b>	<b>1,317.78</b>
<b>Notes:</b>				

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11B. Records of CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	CPO Sold (MT)	PK Sold (MT)
-	-	-	-	-
<b>TOTAL</b>			-	-
<b>Notes:</b>				

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
-	-	-	-
<b>TOTAL</b>		-	-
<b>Notes:</b>			

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold (MT)
-	-	-	-
<b>TOTAL</b>			-
<b>Notes:</b>			

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

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

**Note:** 1 mt = 1 credit

13. Independent Smallholders Actual Sold Tonnage / Volume						
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	IS-CSPK	IS-CSPKE
<b>Current License period (Not applicable)</b>						
<b>Credits</b>	NA	NA	NA	NA	NA	NA
<b>Physical</b>	NA	NA	NA	NA	NA	NA
<b>Previous License period (Not applicable)</b>						
<b>Credits</b>	NA	NA	NA	NA	NA	NA
<b>Physical</b>	NA	NA	NA	NA	NA	NA

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

**Note:**

## Section 2: Assessment Process

### Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)  
Suite 29.01 Level 29, The Gardens North Tower,  
Mid Valley City, Lingkaran Syed Putra,  
59200 Kuala Lumpur, Malaysia.  
Tel +60 (3) 9212 9638 Fax +60 (3) 9212 9639  
Representative: Dr. Chaiyaporn Seekao ([Chaiyaporn.Seekao@bsigroup.com](mailto:Chaiyaporn.Seekao@bsigroup.com))  
Website: [www.bsigroup.com](http://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 30 January – 03 February 2023 The audit programme is included as Section 2.3.

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

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

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

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

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

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

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

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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**

<b>Assessment Program</b>					
<b>Name (Mill / Supply Base)</b>	<b>Year 1 (Recertification)</b>	<b>Year 2 (ASA 1-1)</b>	<b>Year 3 (ASA 1-2)</b>	<b>Year 4 (ASA 1-3)</b>	<b>Year 5 (ASA 1-4)</b>
Negeri Lama Palm Oil Mill	X	X	X	X	X
Negeri Lama Estate	X	X	X	X	X

**Tentative Date of Next Visit: January 22, 2024 - January 26, 2024**

**Total Number of Mandays: 9 mandays**

**2.2 BSI Assessment Team**

<b>Name</b>	<b>Role</b>	<b>Competency</b>
Arif Faisal Simatupang (AFS)	Team Leader	<p><b>Education:</b> Holds a Bachelor Degree in Agriculture, Majoring Agronomy, Gadjah Mada University</p> <p><b>Work Experience:</b> Over 3 years of working experience in palm oil estate as Land Acquisition Officer and later as Division Manager with PT PP London Sumatera Indonesia Tbk. 8 years working experience as auditor since 2014 covering RSPO P&amp;C and ISPO.</p> <p><b>Training attended:</b> Completed ISO9001 Lead Auditor Course, ISO 14001 Lead Auditor Course, ISO 45001 Lead Auditor Course, Endorsed RSPO P&amp;C Lead Auditor Course, Endorsed RSPO SCC Auditor Lead Auditor Course, ISPO Auditor Training, HCV and GIS training and SA8000 Auditor training.</p> <p><b>Language proficiency:</b> Fluent in Bahasa Indonesia and English</p> <p><b>Aspect covered in this audit:</b> Plantation legality, Social, OHS</p>
Eko Purwanto (EP)	Team Member	<p><b>Education:</b> Holds a Bachelor of Forestry from Forest Conservation Department, Faculty of Forestry, Bogor Institute of Agriculture (IPB).</p> <p><b>Work Experience:</b> Over 9 year working expiring in oil palm plantation with last position as Estate Manager. He has experience in implementing good agricultural practice including integrated pest management and limited pesticides uses. 10 years working experience as auditor since 2012 covering ISO9001, RSPO and ISPO.</p> <p><b>Training attended:</b> Completed SMETA Requirements Training, ISPO Permentan 38/2020, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, CQI and IRCA Certified ISO 45001:2018 Lead Auditor Training Course, ISO 37001:2016 Anti-bribery Management System Implementing Training Course, RSPO P&amp;C 2018 Refresher Training, Sustainability Reporting Assurance Training, RSPO P&amp;C Lead Auditor Refresher Course, RSPO Supply Chain Certification Refresher Course, RSPO NEXT Training Course For Lead Auditor by RSPO Secretariat, Elaborating on the RSPO P&amp;C Social and Labour Standards and the Mechanics</p>

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		<p>of Social Auditing, RABQSA accredited Lead Auditor Training of Environment Management System, Endorsed RSPO Green House Gas (GHG) Training for Trainer, Endorsed RSPO P&amp;C Lead Auditor Training, Understanding Environmental Management System (EMS), Indonesia Sustainable Palm Oil (ISPO) Lead Auditor Training, Endorsed RSPO Supply Chain Certification (SCC) Lead Auditor Training, RABQSA accredited Lead Auditor Training of Quality Management System.</p> <p><b>Language proficiency:</b> Fluent in Bahasa Indonesia and English</p> <p><b>Aspect covered in this audit:</b> Good agricultural and mill practices, Supply Chain</p>
Yudwi Wisnu Rahmanto	Team Member	<p><b>Education:</b> Holds a Bachelor of Forestry with Silviculture background.</p> <p><b>Work Experience:</b> 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><b>Training attended:</b> Completed Endorsed RSPO P&amp;C Lead Auditor Training Course, RSPO NEXT, ISPO Auditor/Lead Auditor Course, RSPO P&amp;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><b>Language proficiency:</b> Fluent in Bahasa Indonesia and English</p> <p><b>Aspect covered in this audit:</b> Environmental, HCV, GHG, stakeholder consultation</p>
N/A	Peer Reviewer	<p><b>Education:</b> N/A</p> <p><b>Work Experience:</b> N/A</p> <p><b>Training attended:</b> N/A</p>

**Accompanying Persons:**

Name	Role
N/A	N/A

### 2.3 Assessment Plan

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

Date	Time	Subjects	Faisal	Eko	Wisnu
Monday, 30/01/2023	07.05 – 09.30	Flight Jakarta – Medan	√	√	√
	09.30	Travelling Medan - Negeri Lama Estate	√	√	√
Tuesday, 31/01/2023	08.00 - 08.30	<b>Opening meeting</b> <ul style="list-style-type: none"> <li>Auditee Speech (Introduction of PIC, Profile of Certified Management Unit)</li> <li>Auditor Team Speech (explanation of audit process and audit plan)</li> </ul>	√	√	√
	08.30 – 12.00	<b>Field Observation of Negeri Lama Estate</b> <ul style="list-style-type: none"> <li>Observation of HGU poles, and other land demarcation aspects.</li> <li>Observation of harvesting &amp; FFB transportation, manuring, pesticides application, road maintenance, IPM, EFB application, etc)</li> <li>Observation of chemical storage, fertilizer storage, hazardous waste storage, fire control facilities, clinic, waste management, etc)</li> <li>Observation of housing complex, school, worship place, sport facilities, domestic waste management, etc.</li> <li>Observation of HCV/conservation area &amp; POME Land Application (if any)</li> </ul>		√	√
	12.00 – 14.00	Break	√	√	√
	14.00 – 17.00	<b>Field Observation of Negeri Lama POM</b> <ul style="list-style-type: none"> <li>Observation of supply chain (FFB receiving, weighbridge)</li> <li>Observation of FFB grading, processing activity, product despatch</li> <li>Observation of chemical storage, hazardous waste storage, fire control simulation, etc</li> <li>Observation of WWTP, WTP, EBA</li> </ul> <b>Stakeholder consultation to:</b> Village Official, Worker Union, Gender Committee, Local Contractor	√	√	√
Wednesday, 01/02/2023	08.00 – 12.00	<b>Stakeholder consultation to:</b> Environmental Agency, Manpower Agency, Plantation Agency Document Review Negeri Lama Estate and POM	√	√	√
			√	√	√
	12.00 – 14.00	Break	√	√	√

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Date	Time	Subjects	Faisal	Eko	Wisnu
	14.00 – 17.00	<b>Document Review Negeri Lama Estate and POM</b>	√	√	√
Thursday, 02/02/2023	08.00 – 12.00	<b>Document Review Negeri Lama Estate and POM</b>	√	√	√
	12.00 – 14.00	Break	√	√	√
	14.00 – 17.00	<b>Document Review Negeri Lama Estate and POM</b>	√	√	√
Friday, 03/02/2023	08.00 – 10.00	<b>Document Review and Closing Meeting Preparation</b>	√	√	√
	10.00 – 11.30	<b>Closing Meeting</b> Presentation of audit result, conclusion and recommendation	√	√	√
	11.30	Break and traveling to Medan	√	√	√
Saturday	10.30 – 12.55	Flight Medan - Jakarta	√	√	√



### Section 3: Assessment Findings

#### 3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	Yes. The timebound plan for Socfin SA have listed all estates and mills under their management.	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership?	<p>PT. Socfin Indonesia have been an RSPO members since 6 December 2004. All management unit under the original PT. Socfin Indonesia Group has been RSPO certified.</p> <p>PT. Socfin Indonesia merge under Socfin SA since 15 February 2019 whereby grouping all Indonesian and African oil palm operations under one membership number.</p> <p>Socfin SA only becomes RSPO Member on 15 February 2019.</p> <p>RSPO approved on Socfin SA timebound plan extension up to 31 December 2023 – dated 15 June 2023.</p>	Complied
<p>Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available.</p> <p><i>Note:</i>  <i>New acquisition is from the moment the company is legally registered with the local notary or chamber of commerce or equivalent.</i></p>	No. There is no new acquisition from last assessment.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	<p>PT. Socfin Indonesia has been an active members of RSPO since 7 December 2004. Since 15 February 2019, Socfin SA became a member of RSPO, grouping all Indonesian and African oil palm operations under one membership number (No.1-0269-19-000-00). The parent company kept the membership date of PT. Socfin Indonesia due Article 5.6 – (i) of the RSPO Membership Rule 2016, which states that if any Related Entities (PT. Socfin Indonesia) hold a membership earlier than that of the Parent’s membership, then the Parent’s effective membership date shall change to follow that of the earliest membership date of the Related Entity.</p> <p>RSPO approved on Socfin SA timebound plan extension up to 31 December 2023 – dated 15 June 2023.</p>	Complied

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<p>Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?</p>	<p>Yes. There is changes in the time bound plan for Socfin SA. The timebound plan changes reported because of pending LUCA review and RaCP review from RSPO Secretariat. SOCFIN SA demonstrates commitment to comply with RSPO P&amp;C certification system by submitting LUCA report, preparing Remediation and/or Compensation plan to RSPO Secretariat. SOCFIN SA demonstrate commitment to certify the uncertified management units. RSPO approved on Socfin SA timebound plan extension up to 31 December 2023 – dated 15 June 2023.</p>	<p>Complied</p>
<p>Have there been any isolated lapses in implementation of the plan? If yes a <b>Minor</b> non-compliance shall be raised</p>	<p>No. There is no isolated lapse in implementation of the plan. The uncertified units demonstrated effort to comply with RSPO requirement such as preparing SIA reports, continues stakeholder engagement, implement FPIC building blocks, record compensation progress, address and handles grievance and perform annual internal audit.</p>	<p>Complied</p>
<p>Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a <b>Major</b> non-compliance shall be raised</p>	<p>No. There is no fundamental failure. The uncertified units demonstrated effort to comply with RSPO requirement such as preparing SIA reports, continues stakeholder engagement, implement FPIC building blocks, record compensation progress, address and handles grievance and perform annual internal audit.</p>	<p>Complied</p>
<p><b>Un-Certified Units or Holdings</b></p>		
<p>No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&amp;C criterion 7.12.</p>	<p>Socfin SA have submitted LUCA for review of all uncertified unit to RSPO Secretariat on 13 December 2017. Later, Socfin SA submitted revision on 8 September 2018. The decision on replacement after 2005 for primary forest and/or area required to maintain or enhance HCV in accordance to RSPO P&amp;C criterion – awaiting LUCA review from RSPO. Based on review to RSPO RaCP Tracker for Socfin SA (October 2022), audit team noted: 9 management units with potential liability; 9 management units with LUCA submitted; 9 management units with LUCA review completed; 8 management units with Concept Notes required; 6 management units with Concept Note submitted; 3 management units with Concept Note approved; 2 management unit with Compensation Plan submitted; 2 management units with Compensation Plan endorsed; 7 management units with Remediation Plan required; 3 management</p>	<p>Complied</p>

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	<p>unit with Remediation Plan submitted; 2 management unit with Remediation Plan approved. Latest update:</p> <p>Okomu: LUCA approved by RSPO on 22 June 2021.</p> <p>Safacam: LUCA approved by RSPO on 4 February 2021. RSPO finalized Annex 7 Concept Note in 12 May 2021. Annex 7 Concept Note validated by Compensation Panel 16 August 2021. RSPO approved the Annex 8 remediation and compensation plan on 8 September 2022.</p> <p>Socapalm Kienke: LUCA approved in December 2021.</p> <p>Brabanta: LUCA for all Brabanta was approved by RSPO on 22 October 2021. RaCP: Annex 7 was approved on 23 August 2022. Brabanta and Socfin are now drafting Annex 8.</p> <p>Plantations Socfinaf Ghana (PSG): LUCA for PSG Manso MU submitted 26 May 2021. Approved on 7 October 2022.</p> <p>SoGB: LUCA for all SoGB submitted 22 July 2020. Approved LUCA by RSPO on 6 October 2020. RaCP submitted Annex 8 Remediation Plan on 9 July 2021. Approved on 19 May 2022.</p> <p>Agripalma: LUCA for Titulo 410 was approved on 8 November 2021. RaCP: The Annex 7 for Agripalma Titulo 410 was approved on 7 October 2022. SOCFIN and Agripalma now drafting Annex 8.</p>	
<p>Any new plantings since January 1<sup>st</sup> 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>PT. Socfin Indonesia made New Planting Procedure Public Notification on 16 February 2017. After 30 days, there was no comment received by RSPO secretariat. Link <a href="https://www.rspo.org/certification/new_planting-procedure/public_consultations/socfin-group-pt-socfindo-and_socfinco-sa-pt-socfin-indonesia-lima-puluh_estate">https://www.rspo.org/certification/new_planting-procedure/public_consultations/socfin-group-pt-socfindo-and_socfinco-sa-pt-socfin-indonesia-lima-puluh_estate</a></p> <p>Based on review to RSPO RaCP Tracker for Socfin SA (October 2022), audit team noted: 9 management units with potential liability; 9 management units with LUCA submitted; 9 management units with LUCA review completed; 8 management units with Concept Notes required; 6 management units with Concept Note submitted; 3 management units with Concept Note approved; 2 management unit with Compensation Plan submitted; 2 management units with Compensation Plan endorsed; 7 management units with Remediation Plan required; 3 management unit with Remediation Plan submitted; 2 management unit with Remediation Plan approved.</p>	<p>Complied</p>
<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO</p>	<p>Based on review to RSPO RaCP Tracker for Socfin SA (October 2022), audit team noted: 9 management</p>	<p>Complied</p>

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<p>Complaints System or Dispute Settlement Facility, in accordance with RSPO P&amp;C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>units with potential liability; 9 management units with LUCA submitted; 9 management units with LUCA review completed; 8 management units with Concept Notes required; 6 management units with Concept Note submitted; 3 management units with Concept Note approved; 2 management unit with Compensation Plan submitted; 2 management units with Compensation Plan endorsed; 7 management units with Remediation Plan required; 3 management unit with Remediation Plan submitted; 2 management unit with Remediation Plan approved.</p>	
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&amp;C criterion 4.2</p>	<p>The labour and land dispute reported in the African Operation, published on January 2020 and January 2021; have been addressed as informed in RSPO website dated 21 June 2022. Related link: <a href="#">RSPO CONCLUDES VERIFICATION ASSESSMENT AT SOCAPALM - Roundtable on Sustainable Palm Oil (RSPO)</a></p> <p>SOCAPALM is required to undertake remediation and mitigation measures for each breach, and to submit a quarterly progress report to the RSPO Compliance Subdivision on the measures taken.</p>	<p>Complied</p>
<p>Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&amp;C criteria 2.1</p>	<p>Based on audit and based on review upon RSPO Case Tracker (<a href="https://askrspo.force.com/Complaint/s/casetracker">https://askrspo.force.com/Complaint/s/casetracker</a>) in October 2022, there is no legal non-compliance reported for Socfin SA and its subsidiary.</p> <p>Based on internal audit reports for uncertified unit, there is no legal non-compliance.</p>	<p>Complied</p>
<p>Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&amp;C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.</p>	<p>Yes. Socfin SA manages and monitors internal audit for uncertified management units. The internal audit covers RSPO P&amp;C 2018 (Generic) and relevant RSPO P&amp;C Certifications System June 2020. Internal audit reports covered RSPO P&amp;C criterion 2.1, 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12.</p> <ul style="list-style-type: none"> <li>• Internal audit for Agripalma (Sao Tome) carried out January 2021.</li> <li>• Internal audit for Brabanta SA (Democratic Republic of Congo) carried out April 2021.</li> <li>• Internal audit for Okomu Oil Palm Company PLC – Extension 1 (Nigeria) carried out February 2021.</li> <li>• Internal audit for Plantations Socfinaf Ghana (PSG) Subri Management Units (Ghana) carried out May 2021.</li> <li>• Internal audit for SAFACAM TF151 (Cameroon) carried out June-July 2021.</li> <li>• Internal audit for Socapalm ESEKA (Cameroon) carried out June 2021.</li> </ul>	<p>Complied</p>

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	<ul style="list-style-type: none"> <li>Internal audit for La Société des Caoutchoucs de Grand Béréby (SoGB) carried out August 2021.</li> </ul> <p>Positive assurance:  Socfin SA committed to fulfill all the requirement related to RSPO certification process. Socfin SA has detailed the correction and corrective action plan and any unresolved issues has been on the right path towards the certification process. The company keeps track of its compliance per P&amp;C on a regular basis, last update is on 10 October 2022.</p>	
<p>Are there any Critical (Major) non-compliance raised against any of the RSPO P&amp;C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?</p>	<p>Yes. The Critical (Major) non-compliance was issued related to RSPO P&amp;C criterion 7.12. The management units prepared corrective action in form of carried out HCV assessment and Land Use Change Analysis to RSPO Secretariat.</p> <ul style="list-style-type: none"> <li>Agripalma finalized an HCV assessment of their whole concession in November 2020, with the field visit happening in October 2020. The LUCA for Titulo 410 was approved on the 8 November 2021. The Annex 7 for Agripalma Titulo 410 was approved on the 7 of October 2022. Socfin and Agripalma are now drafting the Annex 8.</li> <li>Brabanta finalized an HCV assessment of their whole concession in September 2020, with the field visit happening in November 2019. Two Annex 2's were submitted: one for Sanga Sanga, Kadima and Kanangai, and one for Lumbundji and Savannah. The LUCA for Brabanta was approved on 22 October 2021. The Annex 7 of Brabanta was approved on the 23 August 2022. Brabanta and Socfin are now drafting the Annex 8.</li> <li>Okomu Extension 1 finalized a HCV assessment in January 2016, with the field visit happening in September 2015. This was approved by the HCV RN. The LUCA for Okomu Extension 1 was submitted on the 3 of March 2021 and was approved by RSPO on 22 June 2021. The Annex 7 concept note was approved by the RSPO compensation panel on the 7 October 2022. Okomu and Socfin are now drafting the Annex 8.</li> <li>PSG conducted an HCV assessment in 2017 on several prospected lands within the concession. This was validated by the HCV RN on 6 December 2017. PSG finalized an HCV assessment of their whole concession in July 2021, with the field visit happening in November 2020 and follow-up engagement visits with all stakeholders in February 2021. A LUCA has been conducted for the Manso MU and was approved on the 7</li> </ul>	<p>Complied</p>

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	<p>October 2022. The LUCA of the Subri MU will follow soon.</p> <ul style="list-style-type: none"> <li>• Safacam finalized an HCV assessment of their whole concession in January 2020, with the field visit happening in December 2018. Safacam submitted a LUCA for its full concession on the 5 August 2020 were replanting of plantings done before 2005. The LUCA was approved on the 4 February 2021. RSPO approved the Annex 8 remediation and compensation plan on 8 September 2022.</li> <li>• SOGB finalized a HCV assessment in February 2020, with the field visit happening in November 2019. SOGB conducted a LUCA for its whole concession, submitted on the 22 July 2020 and was approved by RSPO on the 6 October 2020. The Annex 8 remediation plan was approved on 19 May 2022.</li> </ul>	
<p>Have there been any stakeholder (including NGO) consultation conducted?</p>	<p>Yes. Stakeholder consultation carried out in uncertified management unit.</p> <p>Social Impact Assessment (SIA) report recorded the stakeholder consultation process for villages near Agripalma (Sao Tome): for Emolve village in 21 March 2011, Vila Clotilde in 15 March 2011, Ribeira Piexe in 15 March 2011, Monte Mario in 8 August 2011, Praia Pesqueira in 15 March 2011, Lo Grande in 15 March 2011, Healthcare NGO (AMI) in 28 February 2011, Women group in 14 March 2011, FPIC meeting in Safacam (Cameroon) for Chefferie de Dikola in 7 December 2010, for Chefferie de Koungue in 11 September 2011.</p> <p>Sao Tome Agripalma Retrocession FPIC report June 2021_Final.</p> <p>FPIC 2014 PSG and Manso Chief, Elders and Farmers_New. FPIC 2017 PSG Estate Land Negotiations with Daboose. MOU 2019 PSG and Tufuhene of Daboose.</p>	<p>Complied</p>

**3.2 Progress of scheme smallholders and/or outgrowers**

<b>Progress of scheme smallholders or outgrowers towards compliance with relevant standards</b>		
<b>Requirement</b>	<b>Remarks</b>	<b>Compliance</b>
<p>Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?</p> <p>OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a</p>	<p>There is no scheme smallholder and/or scheme outgrowers supplying FFB to PT. Socfin Indonesia – Negeri Lama POM.</p>	<p>Complied</p>

major NC if this requirement is not met after three years.		
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**Approved Time Bound Plan**

Updated on 15 June 2023

No.	Name of Company	Name of Mill	Location	Supply Base	Timebound Plan	Remarks
1	PT. Socfin Indonesia	Seunagan Mill	Aceh Province, Indonesia	Seunagan Estate	Certified	Recertified on 30 Dec 2019
2	PT. Socfin Indonesia	Mata Pao Mill	Aceh Province, Indonesia	Mata Pao Estate	Certified	Recertified on 29 Feb 2020
3	PT. Socfin Indonesia	Aek Loba Mill	North Sumatera Province, Indonesia	Aek Loba Estate	Certified	Recertified on 14 Jul 2019
4	PT. Socfin Indonesia	Bangun Bandar Mill	North Sumatera Province, Indonesia	Bangun Bandar Estate	Certified	Recertified on 29 Dec 2019
5	PT. Socfin Indonesia	Sungai Liput Mill	Aceh Province, Indonesia	Sungai Liput Estate	Certified	Recertified on 4 Aug 2019
6	PT. Socfin Indonesia	Tanah Gambus Mill	North Sumatera Province, Indonesia	Tanah Gambus Estate	Certified	Recertified on 20 Dec 2019
7	PT. Socfin Indonesia	Mata Pao Mill	North Sumatera Province, Indonesia	Mata Pao Estate	Certified	Recertified on 10 Jun 2020
8	PT. Socfin Indonesia	Seumanyam Mill	Aceh Province, Indonesia	Seumanyam Estate	Certified	Recertified on 16 Jan 2020
9	PT. Socfin Indonesia	Mata Pao Mill	North Sumatera Province, Indonesia	Mata Pao Estate	Certified	Recertified on 25 Jul 2019
10	Okomu Oil Palm Company (PLC)	Okomu Mill	Nigeria	Main Estate	Certified	7 Jan 2020
			Nigeria	Extension 1 Estate	End 2023	- LUCA status: LUCA for Extension 1 submitted 3 March 2021. Approved by RSPO on 22 June 2021. - RaCP status: The Annex 7 concept note was approved by the RSPO compensation panel



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No.	Name of Company	Name of Mill	Location	Supply Base	Timebound Plan	Remarks
						<p>on the 7 October 2022. Okomu and Socfin are now drafting the Annex 8.</p> <ul style="list-style-type: none"> <li>- There are no unresolved land or labour disputes.</li> <li>- There are no legal non-compliance.</li> <li>- Change of timing due to RaCP validation process; RSPO approved changes 15 June 2023.</li> </ul>
11	Okomu Oil Palm Company (PLC)	Okomu Oil Palm Company Extension 2 mill	Nigeria	Extension 2 Estate	End 2023	<ul style="list-style-type: none"> <li>- LUCA status: LUCA for Extension 2 submitted in September 2021. Currently in the final stages of the RaCP process</li> <li>- There are no unresolved land or labour disputes.</li> <li>- There are no legal non-compliance.</li> <li>- Change of timing due to RaCP validation process; RSPO approved changes 15 June 2023.</li> </ul>
12	Safacam	Safacam Mill	Cameroon	Safacam TF129, TF136, TF180, TF, Bail Ossa	Certified	30 December 2020
13	Safacam	Safacam Mill	Cameroon	Safacam Provisional Concession	End 2023	<ul style="list-style-type: none"> <li>- LUCA status: sent to RSPO for verification on 5 August 2020. Approved LUCA by RSPO on 4 February 2021.</li> <li>- RaCP: RSPO finalized Annex 7 Concept Note in 12 May 2021. Annex 7 Concept Note validated by Compensation Panel 16 August</li> </ul>

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No.	Name of Company	Name of Mill	Location	Supply Base	Timebound Plan	Remarks
						<p>2021. RSPO approved the Annex 8 remediation and compensation plan on 8 September 2022</p> <ul style="list-style-type: none"> <li>- There are no unresolved land or labour disputes.</li> <li>- There are no legal non-compliance.</li> <li>- Change of timing due to administrative reasons (request for extension of land lease period); RSPO approved changes 15 June 2023.</li> </ul>
	Safacam	Safacam Mill	Cameroon	Safacam TF151	Certified	Certified 29 December 2022
14	Socapalm	Mbongo Mill	Cameroon	Mbongo Estate	Certified	Certified on 2 November 2021
15	Socapalm	Mbambou Mill	Cameroon	Mbambou Estate	Certified	Certified on 7 December 2021
16	Socapalm	Kienke Mill	Cameroon	Kienke Estate	Certified	Certified on 18 January 2023
17	Socapalm	Edea Mill	Cameroon	Edea Estate	Certified	Certified on 20 April 2022
18	Socapalm	Dibombari Mill	Cameroon	Dibombari Estate	Certified	Certified on 29 March 2022
19	Socapalm	Eseka Mill	Cameroon	Eseka Estate	Certified	Certified on 2 June 2021
			Cameroon	Eseka Scheme Smallholder	Quarter 4 of 2023	<ul style="list-style-type: none"> <li>- No expansions of oil palms have been executed by Socapalm or by the Scheme Smallholders since Socfin took over the plantation in 2000.</li> <li>- Socapalm Eseka is doing an HCV assessment in 2022.</li> </ul>

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No.	Name of Company	Name of Mill	Location	Supply Base	Timebound Plan	Remarks
						- No LUCA is required as there has been no extension by Socapalm or by the Scheme Smallholders since 2005.
20	Brabanta	Brabanta Mill	Kasai Province and Mai-Ndombe Province, Democratic Republic of Congo	Sanga Sanga, Kadima, Kanangai	Certified	Certified on 5 April 2022
			Kasai Province and Mai-Ndombe Province, Democratic Republic of Congo	Savannah, Lumbundii	End 2023	<ul style="list-style-type: none"> <li>- LUCA status: LUCA for all Brabanta was approved by RSPO on 22 October 2021.</li> <li>- RaCP: Annex 7 was approved on 23 August 2022. Brabanta and Socfin are now drafting Annex 8.</li> <li>- There are no unresolved land or labour disputes.</li> <li>- There are no legal non-compliance.</li> <li>- Change of timing due to RaCP validation process; RSPO approved changes 15 June 2023.</li> </ul>
21	Plantations Socfinaf Ghana (PSG)	PSG Mill	Western Region of Ghana	Manso Site	Certified	Certified on 17 October 2022
			Western Region of Ghana	Subri Site	End 2023	<ul style="list-style-type: none"> <li>- LUCA status: LUCA for PSG Subri not yet completed.</li> <li>- Since starting operation, no land or labour disputes have been recorded. There are no legal non-compliance.</li> </ul>

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No.	Name of Company	Name of Mill	Location	Supply Base	Timebound Plan	Remarks
						- Change of timing due to RaCP validation process; RSPO approved changes 15 June 2023.
22	La Societe des Caoutchoucs de Grand Bereby (SoGB)	SoGB Mill	Cote D'Ivoire	SoGB TF464	Certified	Certified on 26 January 2021
23	La Societe des Caoutchoucs de Grand Bereby (SoGB)	-	Cote D'Ivoire	SoGB TF465, TF466, TF467	Certified	Certified on 23 March 2023
24	Socfin Agricultural Company (SL) LTF	SAC Mill	Sierra Leone	SAC Plantation	Certified	Certified on 20 December 2021
25	Agripalma	Agripalma Mill	Sao Tomé	Agripalma Estate (Titulo 409)	Certified	Certified on 26 October 2021
26	Agripalma	-	Sao Tomé	Agripalma Estate (Titulo 410)	End 2023	<ul style="list-style-type: none"> <li>- LUCA status: LUCA for Titulo 410 was approved on 8 November 2021.</li> <li>- RaCP: The Annex 7 for Agripalma Titulo 410 was approved on 7 October 2022. SOCFIN and Agripalma now drafting Annex 8.</li> <li>- There are no unresolved land or labour disputes.</li> <li>- There are no legal non-compliance.</li> <li>- Change of timing due to RaCP validation process; RSPO approved changes 15 June 2023.</li> </ul>

### 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 nil Critical, nil Minor nonconformities and two Opportunity For Improvement raised.

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

Opportunity for Improvements	
OFI #	Description
<b>OFI 1</b>	<p>Indicator 7.1.1</p> <p>Based on field visits to Blocks 16 and 21 Division 1, it is known that oil palm in these blocks have been felled and chipped for the 2023 replanting program. However, it is still visible that some palm oil trunk (5-6 trunks) have not been chipped in accordance with the requirement of SOP of Oil Palm Feeling (No. SOC/PSM/7.10-03, issue 01, rev.01 dated 1 April 2015).</p> <p>Management said that some of the palm trunk were intentionally left behind by the contractor for a bridge for the company's internal excavator that would be working on the re-making of drainage system. The trunk will be chipped after the drainage construction is complete.</p> <p>Management has an opportunity for improvement to ensure chipping activities on some of the palm trunk are carried out after the drainage system are completed, in order to suppress outbreaks of horn beetle pests.</p>
<b>OFI 2</b>	<p>Indicator 5.2.1</p> <p>The Certification Unit already has a Cooperation Agreement between PT Socfin Indonesia – Kebun Negeri Lama and the smallholder of Kelompok Tani Maju Jaya dated 27 January 2021. The agreement stipulates that PT. Socfin Indonesia – Negeri Lama provides guidance and supervision in terms of planning, technical management and administrative support for smallholders from 53 members covering an area of 490.3 Ha.</p> <p>This agreement was reported to the Plantations Agency and responded to with a Letter from the Head of Plantation Agency of Labuhanbatu Regency No.520/0189/DIPERTA-BUN/2021, dated March 24, 2021. The letter stated that the plantation agency acknowledged the agreement between PT. Socfin Indonesia</p>

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	<p>– Negeri Lama and the smallholder of Kelompok Tani Maju Jaya in Sidomulyo Village. However the RSPO certification plan is not a priority at this time due to several reasons from smallholders. Preliminary consultations to find out the interest of smallholders in RSPO certification need to be strengthened and identified, so that the unit of certification can determine future plans.</p>
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Positive Findings	
PF #	Description
PF 1	-

**3.3.1 Status of Nonconformities Previously Identified and Observations**

Non-conformity			
<b>NCR Ref #</b>	2165185-202202-M1	<b>Date Issued</b>	11 February 2022
<b>Due Date</b>	12 May 2022	<b>Date of nonconformity Closure</b>	27 April 2022
<b>Clause &amp; Category (Critical / Minor)</b>	3.6.1 (Critical)		
<b>Statement of Nonconformity:</b>	The auditor team found any H&S issues such as found of 7 goats and 8 cows are around the POME pond have not been identified in the risk assessment (Doc no: Soc/Form/4.04-01), last updated on 20 January 2022.		
<b>Requirement Reference:</b>	(C) All operational activities risks assessed to identify the H&S issues. Mitigation plans and procedures are documented and implemented.		
<b>Objective Evidence:</b>	<p>PT Socfin Indonesia – Negeri Lama POM has demonstrated the document of risk assessment as per "Daftar Aspek Lingkungan, Keselamatan dan Kesehatan Kerja, no Dok: Soc/Form/4.04-01", last review on 20 January 2022.</p> <p>Based on field visit in POME Ponds (dated 10/02/2022), auditor team found any H&amp;S issues such as found of 7 goats and 8 cows are around the POME pond.</p> <p>However, these H&amp;S issues have not been identified in the risk assessment (Doc no: Soc/Form/4.04-01).</p>		
<b>Corrections:</b>	POME pond officers and security escort incoming cows and goats out of the POME ponds areas. The mill chief met with the cattle owner and conducted a briefing on the prohibition of entering the POME ponds area.		
<b>Root Cause Analysis:</b>	<ul style="list-style-type: none"> <li>• Villager around the estate still use road access that passes through the POME ponds during flood conditions so that access is still not closed.</li> <li>• Cattle shepherds can enter the POME pond area because access is still open.</li> <li>• Cattle shepherds do not understand the dangers of being in the POME ponds area even though there is a warning sign on the location that prohibits herding livestock in the PT. Socfindo and warning signs about the danger of drowning.</li> <li>• There is no warning information to the surrounding community regarding the dangers of the POME ponds area and only officers are allowed to enter the restricted area.</li> <li>• The risk analysis document for the POME ponds area is available but does not explain in detail the risk identification and mitigation.</li> </ul>		

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<b>Corrective Actions:</b>	<ul style="list-style-type: none"> <li>• The mill chief held a meeting with the Village Head and his staff, which was attended by the Head of the Village and the cattle shepherds around the mill to agree on restrictions on access to the POME ponds pool by considering the needs of the company and the community.</li> <li>• Make a gate to cover the entrance and exit for cattle at the end of the last pond of POME and repair the gate near the empty hopper.</li> <li>• Sustainability department reviewing the POME ponds area risk analysis document from external activities and their control.</li> <li>• Installing a warning sign prohibiting access to the POME ponds area.</li> <li>• The POME ponds officer checks the situation of the waste pool area every month then fills it into the 'POME ponds LK3 patrol form'.</li> </ul>
<b>Assessment Conclusion:</b>	<p>During the Close NCR remote audit, the certification unit has shown video evidence and some photos to support the CAP. The video shows the process of closing access around the POME ponds area to avoid the entry of cattle sheperds into the area. The evidence that has been shown is in the installation of fences, no entry signs and danger signs that can occur in the POME ponds area.</p> <p>The process of review and updated aspects of OHS has carried out by OHS committee meeting. The meeting was attended by OHS expert, operation staff (both of Estate and Mill) and related interested parties (if any, i.e: local village head, labor union). The result of review documented in Document "Daftar Aspek Penting Lingkungan" which identified all the environmental and OHS risk each activity in each station in estate and mill. The assessment covered the issue as follows:</p> <ul style="list-style-type: none"> <li>• Description of environmental and OHS risk</li> <li>• Impact score</li> <li>• Impact level</li> <li>• Significant impact control</li> </ul> <p>In addition, the audit team also interviewed POME ponds officer and obtained information that the company has made efforts to correct identified RSPO non-conformities by:</p> <ul style="list-style-type: none"> <li>• Coordinate and socialize the prohibition of livestock grazing in the POME ponds area, village heads and local community leaders.</li> <li>• Install the fences and restrict the access of shepherds in and out.</li> <li>• Install no entry signs and OHS hazard signs in the POME ponds area.</li> </ul> <p>Based on CAP evidence's and audio/video evidences show, this nonconformity <b>satisfactorily closed</b>.</p>
<b>Effectiveness Closure (for previous audit closed Critical NC):</b>	<p>During field observation on ASA 1.4 audit, sighted fences, no entry signs and danger signs that can occur in the POME ponds area. There is no cow or goat enter the POME area. The risk of POME ponds has been analyzed in the HIRAC.</p>

Opportunity for Improvement	
OFI#	Description
OFI 1	Nil

### 3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2016569-202102-N1	Minor	7.3.2	4 February 2021	Closed on 11 February 2022
2016569-202102-N2	Minor	7.3.3	4 February 2021	Closed on 11 February 2022
2165185-202202-M1	Critical	3.6.1	11 February 2022	Closed on 12 May 2022

### 3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss **PT Socfin Indonesia – Negeri Lama POM** 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)
<b>Internal Stakeholders</b>		
Internal	Gender Committee	Face to face interview
Internal	Serikat Pekerja Pertanian Perkebunan SPPP – SPSI Kebun Negeri Lama	Face to face interview
<b>External Stakeholders</b>		
Governmental Department	<i>Dinas Lingkungan Hidup Kabupaten Labuhan Batu</i> / Environmental Service of Labuhan Batu Regency	Phone interview



Governmental Department	<i>Dinas Tenaga Kerja Kabupaten Labuhan Batu / Manpower Service of Labuhan Batu Regency</i>	Phone interview
Governmental Department	Dinas Pertanian Kabupaten Labuhan Batu / Agriculture Service of Labuhan Batu Regency	Phone interview
Communities	Local NGO - LSM Gerakan Mempertahankan Amanah Rakyat (GEMPAR)	Phone interview
Local community	Village of Perkebunan Negeri Lama	Face to face interview
Contracted party	UD Mirada	Face to face interview

Stakeholders comment	
<b>1</b>	<p><b>Feedbacks:</b>  <b>Kabid Hubungan Industrial/Mediator Dinas Tenaga Kerja Kabupaten Labuhan Batu (Labour Department of Labuhan Batu Regency)</b></p> <ul style="list-style-type: none"> <li>• Until this audit, there is no negative issues related to industrial relationship in Negeri Lama Estate/Mill.</li> <li>• the company has pay their employee in accordance to the current minimum wage regulation of 2023. Pension and work termination is also pay according to the current regulation.</li> <li>• The company has registered the collective labour agreement with their labour union.</li> </ul> <p><b>Audit Team verification and response:</b>            Positive comments, follow up not necessary.</p>
<b>2</b>	<p><b>Feedbacks:</b>  <b>Plantation Department of Labuhanbatu Regency</b></p> <p>No plantation issue for SOCFIN Negeri Lama, production report and plantation activity report submitted frequently as required by regulations.</p> <p><b>Audit Team verification and response:</b>            Positive comments, follow up not necessary.</p>
<b>3</b>	<p><b>Feedbacks:</b>  <b>Staf Pengawasan Dinas Lingkungan Hidup Kabupaten Labuhan Batu (Environmental Department of Labuhan Batu Regency)</b></p> <ul style="list-style-type: none"> <li>• There are no complaints/complaints related to environmental pollution.</li> <li>• Environmental management and monitoring report run in an orderly and timely manner.</li> <li>• No issue related environmental and waste management</li> </ul> <p><b>Audit Team verification and response:</b>            Positive comments, follow up not necessary.</p>
<b>4</b>	<p><b>Feedbacks:</b>  <b>LSM Gerakan Mempertahankan Amanah Rakyat (GEMPAR) / Local NGO</b></p> <ul style="list-style-type: none"> <li>• There is no dispute between the community and the company.</li> </ul>

	<ul style="list-style-type: none"> <li>As residents of the village surrounding the company, GEMPAR felt that the company often provided community assistance. For example, watering roads during the dry season, providing clean water if there is a community celebration, etc.</li> <li>Open job opportunities with information to the village office if there are job vacancies.</li> </ul> <p><b>Audit Team verification and response:</b>          Positive comments, follow up not necessary.</p>
<p><b>5</b></p>	<p><b>Feedbacks:</b>  <b>Kabid Perkebunan, Dinas Pertanian, Kabupaten Labuhan Batu (Plantation Office of Labuhanbatu Regency)</b></p> <ul style="list-style-type: none"> <li>In general, the plantation business in Labuhanbatu Regency consists of 68% plantation companies and 32% smallholder plantations. It is expected that each plantation company comply with all regulations and obligations to prevent disparities in the level of prosperity in Labuhanbatu Regency.</li> <li>PT Socfin Indonesia - Negeri Lama is a plantation company that has been established since before the independence of the Republic of Indonesia. So far, the company has fulfilled its obligations related to legal, financial, administrative, and communication matters with the Plantation Office of Labuhanbatu Regency.</li> <li>As of now, there is no significant conflict between the company and the community or other parties. There are small conflicts with the community, but they can be handled well, and no complaints have been made to the Plantation Office of Labuhanbatu Regency.</li> <li>The Plantation Office of Labuhanbatu Regency has conducted a plantation business assessment at PT Socfin Indonesia - Negeri Lama, with good results.</li> <li>PT Socfin Indonesia – Negeri Lama adalah perusahaan perkebunan yang telah berdiri sejak sebelum kemerdekaan Republik Indonesia. Sejauh ini perusahaan telah melaksanakan kewajiban-kewajiban terkait legal, finansial, administrasi maupun komunikasi dengan Dinas Pertanian Kabupaten</li> <li>Regarding the facilitation of 20% smallholder plantations, PT Socfin Indonesia - Negeri Lama has a Cooperation Agreement with the Maju Jaya Farmers Group dated 24 March 2021. It is expected that the legality of the cooperation agreement can be improved according to the Ministry of Agriculture Regulation No. 18/2021, that has to be signed by the Head of the Regional government.</li> <li>The Plantation Office of Labuhanbatu Regency hopes for an increase in the number of farmers, area, and form of cooperation, including the provision of seedlings for replanting, fertilizer, pesticides, etc. The community is willing to pay for the provision.</li> <li>In relation to the “Program Peremajaan Sawit Rakyat”, the company is expected to assist in facilitating the community in applying for funds from the National Community Empowerment Agency (BPDPKS) and cooperate in the implementation of the replanting program.</li> </ul> <p><b>Audit Team verification and response:</b>          PT Socfin Indonesia - Negeri Lama is a well-established plantation company that has been operating in the region for many years, prior to the independence of Indonesia. The company has demonstrated a commitment to meeting its legal, financial, administrative, and communication obligations with the Plantation Office of Labuhanbatu Regency. There have been some small conflicts reported with the community, but they have been effectively managed and no complaints have been made to the Plantation Office.          PT Socfin Indonesia - Negeri Lama indicated that the company has been operating in compliance with relevant regulations and has fulfilled its obligations. There are no significant conflicts reported between the company and the community and the assessment conducted by the Plantation Office of Labuhanbatu Regency has produced good results. The company has a cooperation agreement with the Maju Jaya Farmers Group to facilitate smallholder plantations and the Plantation Office hopes for further cooperation</p>

	and support for farmers. Additionally, the company is expected to assist the community in the implementation of the replanting program under the "Program Peremajaan Sawit Rakyat".
<b>6</b>	<p><b>Feedbacks:</b>  <b>UD Mirada (local contractor for material procurement)</b></p> <ul style="list-style-type: none"> <li>• Long established partnership with SOCFIN in regards of material procurement.</li> <li>• Good relationship with the company and no outstanding payment.</li> <li>• Positive influence given by the company, particularly for complying with applicable regulation in all aspects within contracts.</li> </ul> <p><b>Audit Team verification and response:</b>            Positive comments, follow up not necessary</p>
<b>7</b>	<p><b>Feedbacks:</b>  <b>Gender Committee</b></p> <ul style="list-style-type: none"> <li>• Gender committee was established to represent the voice of women in company.</li> <li>• Gender committee provides definition of sexual harassment and/or discriminatory behaviour.</li> <li>• Gender committee has monthly program to communicating policies: no child worker, no sexual harassment, protection of pregnant and breastfeeding women, etc. They promotes breastfeeding corner.</li> <li>• No negatives issue related reproduction rights, of gender discrimination.</li> </ul> <p><b>Audit Team verification and response:</b>            Positive comments, follow up not necessary</p>
<b>8</b>	<p><b>Feedbacks:</b>  <b>Worker Union - Serikat Pekerja Pertanian Perkebunan SPPP – SPSI Kebun Negeri Lama</b></p> <ul style="list-style-type: none"> <li>• Meetings between labor union and members 3-4 times during 2022, 3 times with company management. For example, the meeting in April 2022 will discuss employee evaluations (members), job premium proposals (crafts, transport). 15 days after the submission has received approval from the Medan office and retroactively applies from January 2022.</li> <li>• One Mill employee was laid off due to disciplinary action. Absent 7 days a month (non-consecutive), 3 times within 6 months. The mediation process in defending workers' rights is handled by Union (SPSI). All workers' rights are fulfilled by the company in accordance with applicable regulations.</li> <li>• 15 employees from estate and mill retire during 2022 and the pension rights process is known to Union (SPSI).</li> <li>• The freedom of permanent employees to become Union (SPSI) members is applied to the Unit of Certification. There are also permanent employees who are not members of the Union (SPSI), more to the awareness of each employee of the Union (SPSI) role in their work area.</li> </ul> <p><b>Audit Team verification and response:</b></p> <ul style="list-style-type: none"> <li>• Positive comments, follow up not necessary.</li> </ul>

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
<p><b>Notes:</b> PT Socfin Indonesia – Negeri Lama POM was operated since the Dutch Era (approximately on 1919) and there was no new land expansion after that time. There is no previous land owner/user existed.</p>					

Previous land owner / user comment	
	<p><b>Feedbacks:</b></p> <p><i>Notes:</i></p> <p><i>PT Socfin Indonesia – Negeri Lama POM was operated since the Dutch Era (approximately on 1919) and there was no new land expansion after that time. There is no previous land owner/user existed.</i></p>
	<p><b>Audit Team verification and response:</b></p>



### 3.5 Impartiality and conflict of interest

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

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**Formal Signing-off of Assessment Conclusion and Recommendation**

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

Report prepared by	Acceptance of Assessment Conclusion
<b>Name: Arif Faisal Simatupang</b>	<b>Name: Andri Zulmanitra</b>
<b>Company Name: BSI Malaysia Sdn Bhd</b>	<b>Company Name: PT Socfin Indonesia</b>
<b>Title: Lead Auditor</b>	<b>Title: Sustainability Coordinator</b>
<b>Signature:</b> 	<b>Signature:</b> <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>  <b>PT SOCFIN INDONESIA</b> <b>SOCFINDO - MEDAN</b> Internal Audit
<b>Date: 14 March 2023</b>	<b>Date: 14 March 2023</b>

**Appendix A: Summary of Findings**

Criterion / Indicator	Assessment Findings	Compliance	
<p><b>Principle 1: Behave ethically and transparently</b></p>			
<p>Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.</p>			
<p><b>Criteria 1.1:</b> 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><b>(C)</b> Management documents that are specified in the RSPO P&amp;C are made publicly available.                      - Critical (Major) compliance -</p>	<p>Documents that are specified in the RSPO P&amp;C are made publicly available has determined by unit of certification which refer to management procedure "Prosedur Komunikasi Sosial No.SOC/PSM/9.01 Rev.6", dated 1 April 2020. In clause 6.2.3.3 written the list of publicly accessible document as follows:</p> <ul style="list-style-type: none"> <li>• Land/building title;</li> <li>• Occupational health and safety plan;</li> <li>• Assessment plan of social and environmental impact/AMDAL;</li> <li>• Pollution mitigation and pollution reduction plan;</li> <li>• Negotiation procedure;</li> <li>• Continual Improvement Program;</li> <li>• Public summary of certification;</li> <li>• Human right policy;</li> <li>• Company policies;</li> <li>• Code of ethics for worker and supplier;</li> </ul> <p>Section 6.2.3.2 stated communication and consultation applicable for procedure socialization, policy socialization, or other activity which may have impact to community; information request/aspiration need to</p>	<p>Complied</p>

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		<p>communicate and consulted with community; HCV in company area; CSR programme.</p> <p>There is no significant changes on documents that made publicly available from previous assessment.</p>	
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>All documents that are specified in the RSPO P&amp;C are made publicly available as listed in above indicator are written and available in Bahasa Indonesia.</p> <p>Accessibility to relevant stakeholders is specified in certified unit procedure "Prosedur Komunikasi Sosial No.SOC/PSM/9.01 Rev.6", dated 1 April 2020.</p>	Complied
1.1.3	<p><b>(C)</b> Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>Records of requests for information and responses are maintained by unit of certification in logbook "Catatan Permintaan Informasi &amp; Aspirasi". In period January – December 2022, 60 requests of assistance from local communities. Requests for assistance in the form of clean water supply and stone materials for road maintenance are documented.</p> <p>These requests are responded within 1-2 days.</p> <p>While, based on incoming letter logbook "Surat Masuk", there are 110 incoming letters from stakeholder in various concern and dominated by request for assistance. Only one request for information recorded from surrounding high school.</p> <p>11.3.2022   letter #422/310/SMKN.1.BH/22 from Vocational school SMKN1 Bilah Hilir request information the availability person competency examiner. This letter is responded within 2 days.</p>	Complied
1.1.4	<p><b>(C)</b> Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.</p> <p>- Critical (Major) compliance -</p>	<p>Consultation and communication procedures are documented within "Prosedur Komunikasi Sosial No.SOC/PSM/9.01 Rev.6", dated 1 April 2020. In section 6.2.3.2 stated communication and consultation applicable for procedure socialization, policy socialization, or other activity which may have impact to community; information</p>	Complied

		<p>request/aspiration need to communicate and consulted with community; HCV in company area; CSR programme.</p> <p>Nominated management official as designated by unit of certification to deliver communication and consultation is Administration Officer (KTU) and Administration Clerk.</p> <p>During stakeholder communication to relevant government agency, local communities and contractor, the procedure of communication has been understood by stakeholders.</p>	
1.1.5	<p>An up-to-date list of contacts and detailed stakeholder information is available along with designated representatives.</p> <p>- Minor compliance -</p>	<p>Unit of certification established an up-to-date list of contacts and detailed stakeholder information, completed with designated representatives. The updated list of stakeholders is documented in "Daftar Stakeholder Kebun Negeri Lama", updated 19 Januari 2023.</p> <p>The list consists of:</p> <p>A. Internal: management of PT SOCFINDO (6 parties); Gender committee (3 parties); Worker Union (1 party).</p> <p>B. External: local communities (5 parties/communities); local NGO (1); government agencies (10 bodies); Contractors/suppliers (4 parties); previous land owner (1 person).</p>	Complied
<p><b>Criteria 1.2:</b> The unit of certification commits to ethical conduct in all business operations and transactions.</p>			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>PT. Socfin Indonesia established code of ethical conduct that signed by Principal Director since March 2019. The ethical code divided into internal and external (supplier, buyer and other third parties). The document "Socfindo – Employee and Corporate Code of Ethics (Edition 2 – March 2019) made available in softcopy and/or hardcopy in each unit (mill and estate).</p> <p>The ethical code can be downloaded in the company's official website for internal (corporate and employee)</p>	Complied



		<p><a href="https://www.socfindo.co.id/documents/eng/Corporate-Code-of-Ethics.pdf">https://www.socfindo.co.id/documents/eng/Corporate-Code-of-Ethics.pdf</a> and external <a href="https://www.socfindo.co.id/documents/eng/Suppliers-Code-of-Ethics.pdf">https://www.socfindo.co.id/documents/eng/Suppliers-Code-of-Ethics.pdf</a>. This document covered policy as follows:</p> <ul style="list-style-type: none"> <li>• Competition issues</li> <li>• Confidential information and intellectual property</li> <li>• Conflict of interest</li> <li>• Drugs, alcohol and firearms</li> <li>• Use of e-mail and internet.</li> <li>• Use of company assets</li> <li>• Environment, health and safety.</li> <li>• Government relations</li> <li>• Human rights and the workplace</li> <li>• Payments of illicit sums</li> <li>• Money laundering</li> <li>• Business dealing</li> <li>• Political work</li> <li>• Securities laws and insider training</li> <li>• Sexual harassment, workplace harassment and violence</li> <li>• Shareholder, media and community relations</li> <li>• Safety in the workplace.</li> <li>• Code of compliance</li> </ul> <p>Based on interview with contractor, it was known that the dissemination of ethical conduct has been conducted regularly and contractor understood the policy, as it is also written in contractual agreement.</p>	
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		<p>Based on review of payment document of contractor, sighted the documentation (invoice, payment receipt, detail of goods, etc) were signed until head of procurement in Head Office in Medan City. The payment was conducted by Head Office directly to the contractor’s bank account to prevent bribery.</p> <p>During the audit, auditor has interviewed female workers from estate (pesticide applicators) as well as Gender Committee. Based on their explanation, the management has communicated the company’s policy including ethical conduct such as company’s commitment regarding to non-discrimination in workplaces, forced labour, minimum age, disallowing child labour and reproduction rights.</p>	
<p>1.2.2</p>	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.          - Minor compliance -</p>	<p>PT. Socfin Indonesia – Negeri Lama established a procedure of identification and evaluation of legal requirements (Doc No.SOC/PSM/4.05 dated 15 May 2017). Person in charge to identify and evaluate was legal staff in coordinate with unit head. Evaluation period conducted in two period which is January – June and July to December. Each relevant regulation written in SOC/Form/4.05-01 and implemented in place.</p> <p>Due diligence process for contractor was regulated under “SOP of Contractor Management No.SOC/PSM/4.16, rev.04” dated 1 March 2020. Section 6.2.3 stated the work agreement contract inclusive of company policies. Section 6.2.5 stated contractor and plantation staff conduct meeting to reach common perception on work agreement and type of work. Section 6.2.8 stated Plantation safety officer made verification and identification of risk control from contractor. Section 6.2.9 stated Plantation safety officer monitors contractor’s activity to ensure clauses in contract is fulfilled. Monitoring minimum 2 times per annum.</p>	<p>Complied</p>

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		<p>Based on interview and document review against replanting contractor, PT. Surya Baru Prima Nusantara as in Contractual Agreement of Land Clearing No. PD-GM/X/532/2022 dated 26 November 2022, in the contract has been stated that the contractor working in plantation of PT. Socfin Indonesia shall adhere to Environment, Health and Safety requirement and be responsible to their worker’s health and safety. Contractor shall comply to act, and regulation related to worker and social insurance.</p> <p>Implementation by contractor, monitored by PT. Socfin Indonesia – Negeri Lama, recorded under documentation of Monitoring of Contractor PT. Surya Baru Prima Nusantara, including:</p> <ul style="list-style-type: none"> <li>- HIRAC for contractor.</li> <li>- Dissemination of company’s policy.</li> <li>- Monitoring of contractor’s worker using PPE according to work type, PPE provided by contractor;</li> <li>- Operator license (Achmad Hakim bulldozer operator, Lisensi K3 Pesawat Angkat Angkut No.175161-OPK3-LT/PAA/XI/2020 until 2 November 2025; Azis Siregar, excavator operator, Lisensi K3 Pesawat Angkat Angkut No.137831-OPK3-LT/PAA/III/2019 until 1 March 2024; Muhammad Salim, excavator operator, Lisensi K3 Pesawat Angkat Angkut No.150191-OPK3-LT/PAA/III/2019 until 9 August 2024);</li> <li>- Contractor’s worker registered with BPJS Ketenagakerjaan and BPJS Kesehatan (Muhammad Salim-BPJS Ketenagakerjaan, Azis Siregar-Kartu Indonesia Sehat);</li> <li>- Contractor’s worker minimum age 18 years (Achmad Hakim 52 years, Azis Siregar 37 years, Muhammad Salim 30 years);</li> <li>- Worker payslip, received payment;</li> </ul>	
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		Contractor maintains worker conduct when performing work (no sexual harassment, no violence behaviour).	
<b>Principle 2: Operate legally and respect rights</b>			
Implement legal requirements as the basic principles of operation in any jurisdiction.			
<b>Criteria 2.1:</b> There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<p><b>(C)</b> The unit of certification complies to relevant regulations.</p> <p>- Critical (Major) compliance -</p>	<p>PT Socfin Indonesia - Negeri Lama as Unit of Certification has procedure of identification and evaluation of legal requirements (No. Doc SOC/PSM/4.05 dated 15 May 2017). Person in charge to identify and evaluate was legal staff in coordinate with unit head. Evaluation period conducted in two period which is January to June and July to December.</p> <p>Legal requirements for Negeri Lama consist of:</p> <p><b>Organisation legal standing</b></p> <p>- Company Deed:</p> <ol style="list-style-type: none"> <li>1. No. 45 dated 7 December 1930, 1<sup>st</sup> registered as PT. SOCFIN MEDAN SA.</li> <li>2. No. 23 dated 21 June 1968 renamed as PT. SOCFIN INDONESIA (SOCFINDO).</li> <li>3. No. 129 dated 28 January 1980, registered by Ministry of Justice No: C2-8232.HT.01.04.Th.85 (24 December 1985).</li> <li>4. No. 20 (dated 9 June 1989) and No. 56 (dated 26 May 1990). Registered by Ministry of Justice No: C2-6301.HT.01.04.Th.90 (23 November 1990).</li> <li>5. No. 14 (31 October 2000), registered by Ministry of Justice Number: C2-6560.HT.01.04.Th.2001 (1 May 2001).</li> </ol>	Complied

		<p>6. No. 5 (3 May 2002) based on Shareholders Statement. Registered by Ministry of Justice and Human Rights Number: C-16575.HT.01.04.TH.2002 (30 August 2002).</p> <p>7. Amended Company Deed (based on Extraordinary Shareholders Meeting): Deed No.41 dated 16 June 2020. Noraty: Ika Nora, SH, M.Kn. Approval Ministry of Laws and Human Right: AHU-AH.01.03-0252102, dated 17 June 2020.</p> <ul style="list-style-type: none"> <li>- Renewal of Company Registered Number: 02.12.1.01.00385/0533/1304/ 02/2017, dated 27 March 2017. Validity: 2 March 2022. Issued from Integrated Services and Investment Agency of Medan.</li> <li>- Company Tax Registration Number (NPWP): 01.001.806.7-116.002.</li> </ul> <p><b>Land Tenure and Land-Use Rights</b>          HGU Certificate Number: 1, dated 28 June 1979. Ministry of Home Affairs Decree SK.64/HGU/DA/1978, dated 3 August 1978. Valid until 31 December 2024. Area: 2,164.80 Ha.</p> <p><b>Plantation Permit</b>  <i>Surat Pendaftaran Usaha Perkebunan</i> (Plantation Registration) Nomor: HK.350/84/Dj.Bun.5/II/2002, dated 25 February 2002. Plantation area permitted: 2,164.80 Ha; Mill capacity: 16 MT FFB/hr.</p> <p><b>Industrial Permit</b>  <i>Ijin Usaha Industri</i> No. 581/T/Pertanian Industri/1995, 27 November 1995.</p> <p>All the legal permit listed in the document "Legal List PT Socfin Indonesia Kebun Negeri Lama" is updated regularly by the Document Control Staff.</p>	
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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>- Minor compliance -</p>	<p>There are no changes of the system compared to the previous audit. A documented system for ensuring legal compliance, PT Socfindo Indonesia updating law and regulations periodically. An updating law and regulations were documented within "Updating Peraturan PT. Socfindo", dated 17 January 2023. There are 6 updated national regulations that were identified in 2021 and 1 in 2022. Person in charge for updating this document is Administration Head with supported by Sustainability Team and Legal Department as evaluation team.</p>	Complied
2.1.3	<p>Legal or authorized boundaries are clearly demarcated and visibly maintained and there is no planting beyond these legal or authorized boundaries.</p> <p>- Minor compliance -</p>	<p>PT. SOCFIN Indonesia - Negeri Lama concession has 31 boundary poles. Based on the last report "<i>Patroli LK3 – 2020 Patok HGU Division 1 and 2</i>" January 2023 it is known that all boundary poles are in place. The checklist comprises of several aspect: poles identity/boundary pole number, boundary pole physical condition, boundary pole position, boundary pole's exact coordinate. There was no record of broken or missing boundary poles.</p> <p>During the audit, audit team visited sampled boundary poles number No. BPN PT SOC XXIII, XXIV, XXV , adjacent to Desa Negeri Lama Seberang. All boundary poles visited are clearly demarcated and visibly maintained and there was no planting beyond these legal boundaries.</p>	Complied
<p><b>Criteria 2.2:</b> All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.</p>			
2.2.1	<p>A list of contracted parties is available.</p> <p>- Minor compliance -</p>	<p>List of contracted parties made available in "List of Stakeholder of Kebun Negeri Lama" updated 19 January 2023. The list of contracted parties is UD. Mirada (general contractor), PT Gunung Kawi Sukses Makmur (CPO/PK transporter), PT. Surya Baru Prima Nusantara (replanting contractor – land clearing/felling and chipping). There is no contractor or agreement for FFB supplier because the FFB delivery from estate to the mill is using own transport (railway/locomotive).</p>	Complied

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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>- Minor compliance -</p>	<p>For instance, in Contractual Agreement of Land Clearing of PT. Surya Baru Prima Nusantara No. PD-GM/X/532/2022 dated 26 November 2022. In the contract, has been mentioned that the contractor shall:</p> <ul style="list-style-type: none"> <li>- Adhere applicable national regulation</li> <li>- Pay the worker with applicable minimum wage</li> <li>- Not employ children under 18 years old</li> <li>- Register the workers in national insurance (BPJS)</li> <li>- Prohibit force labour and human trafficking.</li> <li>- Provide workers with proper PPE.</li> <li>- Etc.</li> </ul> <p>Based on interview with contractor's worker in the field, it can be concluded that they have been paid above minimum wage, has had operator license, and provided by proper PPE.</p>	Complied
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour.</p> <p>- Minor compliance -</p>	<p>Based on sample on Contractual Agreement of Land Clearing of PT. Surya Baru Prima Nusantara No. PD-GM/X/532/2022 dated 26 November 2022. In the contract, has been mentioned that the contractor shall not employ child labour, force labour, or trafficked labour.</p> <p>Based on interview with contractor's worker in the field, it can be concluded that their employer does not have child labour and no force labour, or trafficked labour were reported.</p>	Complied
<b>Criteria 2.3:</b> All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	<p><b>(C)</b> For all directly sourced FFB, Palm Oil Mill (POM) requires:</p> <ul style="list-style-type: none"> <li>• Information regarding the geolocation of FFB origins;</li> <li>• Proof of ownership status, right/claim of the land by grower/smallholder;</li> </ul>	<p>PT Socfin Indonesia - Negeri Lama POM as unit of certification is implementing Supply Chain system module Identity Preserved. Therefore, all FFB certified source from its own Estate (Negeri Lama Estate) which has land use right. Geolocation information and supply base of Negeri Lama POM as listed in RSPO Certificate.</p>	Complied

	<ul style="list-style-type: none"> <li>If relevant, valid planting/operational/trading license, or is part of a cooperative which allows the buying and selling of FFB.</li> </ul> <p>- Critical (Major) compliance -</p>																																																																	
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in indicator 2.3.1.</p> <p>- Minor compliance -</p>	<p>PT Socfin Indonesia - Negeri Lama POM as unit of certification is implementing Supply Chain system module Identity Preserved. Therefore, all FFB certified source from its own Estate (Negeri Lama Estate) which has land use right. Geolocation information and supply base of Negeri Lama POM as listed in RSPO Certificate. There is no indirect FFB source.</p>	Complied																																																															
<p><b>Principle 3: Optimise productivity, efficiency, positive impact and resilience</b>          Implement plans, procedures and systems for continuous improvement.</p>																																																																		
<p><b>Criteria 3.1:</b> There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.</p>																																																																		
3.1.1	<p><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>PT Socfin Indonesia – Negeri Lama has documented long term management plan in 5 years basis within “Rencana Jangka Panjang”. During this ASA 1_4, there is no change to the long-term management plan of PT Socfin Indonesia – Negeri Lama for period 2021-2025 as below:</p> <table border="1"> <thead> <tr> <th>Remarks</th> <th>Unit</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>FFB Prod.</td> <td>MT</td> <td>40,944</td> <td>44384</td> <td>44716</td> <td>46465</td> <td>44148</td> </tr> <tr> <td>CPO Prod</td> <td>MT</td> <td>9458</td> <td>10253</td> <td>10329</td> <td>10733</td> <td>10198</td> </tr> <tr> <td>PK Prod.</td> <td>MT</td> <td>1802</td> <td>1953</td> <td>1968</td> <td>2044</td> <td>1943</td> </tr> <tr> <td>OER</td> <td>%</td> <td>23.10</td> <td>23.10</td> <td>23.10</td> <td>23.10</td> <td>23.10</td> </tr> <tr> <td>KER</td> <td>%</td> <td>4.40</td> <td>4.40</td> <td>4.40</td> <td>4.40</td> <td>4.40</td> </tr> <tr> <td>Prod. Cost</td> <td>IDR/kg</td> <td>1,976</td> <td>2,055</td> <td>2,137</td> <td>2,223</td> <td>2,312</td> </tr> <tr> <td>CPO Price</td> <td>IDR/MT</td> <td>7.5 mio</td> <td>7.6 mio</td> <td>7.7 mio</td> <td>7.8 mio</td> <td>7.9 mio</td> </tr> <tr> <td>PK Price</td> <td>IDR/MT</td> <td>5 mio</td> <td>5.3 mio</td> <td>5.6 mio</td> <td>5.9 mio</td> <td>6.1 mio</td> </tr> </tbody> </table>	Remarks	Unit	2021	2022	2023	2024	2025	FFB Prod.	MT	40,944	44384	44716	46465	44148	CPO Prod	MT	9458	10253	10329	10733	10198	PK Prod.	MT	1802	1953	1968	2044	1943	OER	%	23.10	23.10	23.10	23.10	23.10	KER	%	4.40	4.40	4.40	4.40	4.40	Prod. Cost	IDR/kg	1,976	2,055	2,137	2,223	2,312	CPO Price	IDR/MT	7.5 mio	7.6 mio	7.7 mio	7.8 mio	7.9 mio	PK Price	IDR/MT	5 mio	5.3 mio	5.6 mio	5.9 mio	6.1 mio	Complied
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		<p>Seeds material for replanting are using their own seeds (produced by SOCFINDO):          Socfin DxP L/Y and Socfin DxP Moderat Tahan Gano</p> <table border="1"> <tr> <td>Replanting Program</td> <td>Ha</td> <td>104.09</td> <td>95.17</td> <td>55.02</td> <td>79.42</td> <td>68.35</td> </tr> </table>	Replanting Program	Ha	104.09	95.17	55.02	79.42	68.35	
Replanting Program	Ha	104.09	95.17	55.02	79.42	68.35				
		<p>PT Socfin Indonesia demonstrated independent financial audit report for from Registered Public Accountants Purwantono, Sungkoro 7 Surya as evidence in Independent Auditor's Report No.00454/2.1032/AU.1/01/1179-1/1/IV/2022 dated 4 April 2022 by Sandy (Public Accountant License No. AP.1179). Based on the report, the accompanying financial statements presents fairly, in all material respects, the financial position of PT Socfin Indonesia as of December 31, 2021 and its financial performance and cash flows for the year then ended in accordance with Indonesian Financial Accounting Standards.</p> <p>Available evidence of tax receipt dated 30/09/2022; billing code 226340151355126 of PT Socfin Indonesia – Negeri Lama; Perkebunan Negeri Lama, Bilah Hilir, Labuhanbatu, Sumatera Utara; tax object number 120504011611000091; PPB Perkebunan (411313 - land tax) period January – December 2022 for land 21,648,000 m<sup>2</sup> and building 23,347.43 m<sup>2</sup>; amount IDR ***,388,637.</p> <p>Related on Scheme Smallholders inclusion, Unit of Certification Negeri Lama had agreement with surrounding smallholders group. The agreement documented in "Perjanjian Kerjasama antara PT SOCFINDO KEBUN NEGERI LAMA dengan KELOMPOK TANI MAJU JAYA", No.NL/X Bi/087/2021 dated 24 March 2021. This agreement has been registered and acknowledge by Agriculture Agency of Labuhanbatu Regency Number: 520/0124/DIPERTA-BUN/2021, dated 1 April 2021, consist of 81 farmers, covers 411.50 Ha.</p> <p>During this ASA 1_4, verified that unit of certification has conducted the smallholder training. For example, sighted the smallholder training</p>								

		<p>related to Best Management Practices (harvesting) on 19 September 2022, attended by 28 participants. Available training evidence, such as attendance list, training material and photograph. Available as well "Laporan Pelaksanaan Kegiatan Fasilitasi Pembangunan Kebun Masyarakat Mitra PT Socfindo Kebun Negeri Lama Tahun 2020-2022" which has been submitted to Agricultural Service of Kabupaten Labuhanbatu on 30 January 2022.</p>																							
<p>3.1.2</p>	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -</p>	<p>Unit of certification has documented annual replanting program for period 2023 – 2028, as follow:</p> <table border="1" data-bbox="1126 679 1619 1027"> <thead> <tr> <th>Year</th> <th>Replanting Program (Ha)</th> </tr> </thead> <tbody> <tr> <td>2023</td> <td>112.34</td> </tr> <tr> <td>2024</td> <td>112.57</td> </tr> <tr> <td>2025</td> <td>200.63</td> </tr> <tr> <td>2026</td> <td>43.76</td> </tr> <tr> <td>2027</td> <td>115.38</td> </tr> <tr> <td>2028</td> <td>55.48</td> </tr> </tbody> </table> <p>Replanting review for year 2023 is available, up to 29 January 2023 are as follow:</p> <table border="1" data-bbox="1126 1110 1966 1259"> <thead> <tr> <th>Type of work</th> <th>Program</th> <th>Realisation</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Felling &amp; Chipping</td> <td>11,884 palms</td> <td>10,727 palms</td> </tr> <tr> <td>112 Ha</td> <td>112 Ha</td> </tr> </tbody> </table> <p>Based on the annual management review, the progress of replanting is in line with the established long-term plan. Realization of replanting in</p>	Year	Replanting Program (Ha)	2023	112.34	2024	112.57	2025	200.63	2026	43.76	2027	115.38	2028	55.48	Type of work	Program	Realisation	Felling & Chipping	11,884 palms	10,727 palms	112 Ha	112 Ha	<p>Complied</p>
Year	Replanting Program (Ha)																								
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		2020 is 89.58 Ha, in 2021 is 106.11 Ha, in 2022 is 95.95 Ha. There are no specific issues affecting the implementation of annual replanting.	
3.1.3	The unit of certification holds management review at planned term according to the scale and nature of the activities undertaken. - Minor compliance -	Unit of certification conducted management review regularly to ensures all operational activity implemented refer to the organizational procedures through the scheduled internal audit. The latest internal audit RSPO/ISPO conducted on 17 – 19 January 2023. There are 7 findings issued during internal audit. Management has determined root cause, correction and corrective action. Status of corrective action has been discussed during management review that conducted on 20 January 2023. All findings identified has been closed.	Complied
<b>Criteria 3.2:</b> 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.			
3.2.1	<b>(C)</b> The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impact and opportunities of the unit of certification. - Critical (Major) compliance -	Unit of Certification has demonstrated the record of Actual Continual Improvements Year 2022. Actual Continuous Improvement Year 2022 (period Jan-Dec): 1. Environment: Reducing fossil fuel for Generator and Wheel tractor. Output is reducing GHG emissions. Generator: 2021 (7,484 L) → 2022 (6,385 L). Wheel Tractor: 2021 (6,554 L) → 2022 5,499 L). 2. Social: <ul style="list-style-type: none"> <li>• Intensively POME ponds management to control odour which impacts to local communities.</li> <li>• Indirectly benefit obtained by local communities from estate, such as collecting of: <ul style="list-style-type: none"> <li>- EFB mushroom (25-45 people). Supporting data is available.</li> <li>- Fishing (20-45 people)</li> </ul> </li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>- Palm frond stick (15-25 people)</li> <li>- Palm frond for hut wall (15-25 people)</li> <li>- Fodder grass (10-30 people)</li> <li>- Fern (15-25 people)</li> <li>- Providing clean water tank for local community</li> <li>- 42 new workers are recruited from local communities during 2022.</li> </ul> <p>Road maintenance to surrounding communities access road.</p>	
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat by Certification Body during Annual Surveillance Assessment by using the RSPO metrics template.</p> <p>- Minor compliance -</p>	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat by Certification Body during Annual Surveillance Assessment by using the RSPO metrics template is concurrently with this Annual Surveillance Public Summary Report.</p> <p>Besides, SOCFIN SA as parent company of PT Socfin Indonesia has submit Annual Communication of Progress (ACOP) 2021 and available on <a href="https://rspo.org/members/1-0269-19-000-00/">https://rspo.org/members/1-0269-19-000-00/</a> and <a href="https://document.rspo.org/2021/Socfin_SA_ACOP2021.pdf">https://document.rspo.org/2021/Socfin_SA_ACOP2021.pdf</a></p>	Complied
<b>Criteria 3.3:</b> Operating procedures are appropriately documented, consistently implemented and monitored.			
3.3.1	<p><b>(C)</b> Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of certification has Standard Operating Procedures (SOPs) and Work Instructions for Estate been documented. The procedures cover key processes, harvesting, transportation, manuring, IPM, GAP, Supply Chain requirements for the mill, land clearing, nursery, preparation before replanting, drainage system, maintenance of immature and mature upkeep.</p> <p>SOP for Estate:</p> <ul style="list-style-type: none"> <li>- Socfindo Management System Procedure for Oil Palm Plantation No.SOC/PSM/7.10</li> <li>- Socfindo Management System Procedure Debolling Oil Palm</li> </ul>	Complied

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		<p>No.SOC/PSM/7.10-03</p> <ul style="list-style-type: none"> <li>- Work Instruction Oil Palm Nursery No.SOC/KKS/IK/01</li> <li>- Work Instruction Land Preparation for Oil Palm No.SOC/KKS/IK/02</li> <li>- Work Instruction Continuous Terrace No.SOC/KKS/IK/03</li> <li>- Work Instruction Legume Cover Crop Planting No.SOC/KKS/IK/04</li> <li>- Work Instruction Oil Palm Planting No.SOC/KKS/IK/05</li> <li>- Work Instruction Oil Palm Pruning No.SOC/KKS/IK/06</li> <li>- Work Instruction Oil Palm Harvesting No.SOC/KKS/IK/07</li> <li>- Work Instruction Operating Fogging Machine No.SOC/KKS/IK/08</li> <li>- Work Instruction Debolling Oil Palm Infested Ganoderma No.SOC/KKS/IK/09</li> <li>- Work Instruction Castration and Sanitation No.SOC/KKS/IK/10</li> <li>- Work Instruction Operating Bore Machine for Oil Palm No.SOC/KKS/IK/11</li> <li>- Work Instruction EFB Application No.SOC/KKS/IK/12</li> <li>- Work Instruction Weed Control for Oil Palm No.SOC/KKS/IK/13</li> <li>- Work Instruction Harvesting Pole No.SOC/KKS/IK/14</li> <li>- Work Instruction Solid Application No.SOC/KKS/IK/15</li> <li>- Work Instruction FFB Transport No.SOC/KKS/IK/16</li> <li>- Work Instruction Compost application No.SOC/KKS/IK/17</li> <li>- Work Instruction Nurture Beneficial Plant for Oil Palm No.SOC/KKS/IK/18</li> <li>- Work Instruction Spear Rot Control for Oil Palm No.SOC/KKS/IK/19</li> <li>- Work Instruction Mechanical Fertilizer Application No.SOC/KKS/IK/20</li> <li>- Work Instruction Sub seilling and ripping No.SOC/KKS/IK/21</li> <li>- Work Instruction Ploughing and Harrowing No.SOC/KKS/IK/22</li> </ul>	
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		<ul style="list-style-type: none"> <li>- Work Instruction Water Drainage Construction No.SOC/KKS/IK/23</li> <li>- Work Instruction Mounding Construction No.SOC/KKS/IK/24</li> <li>- Work Instruction Terrace and Platform No.SOC/KKS/IK/25</li> <li>- Work Instruction Bagworm Control with <i>Beauveria beassina</i> Fungi No.SOC/KKS/IK/27</li> </ul> <p>IPM Procedure:</p> <ul style="list-style-type: none"> <li>- SOC/PSM/7.10-11: Procedure of <i>Oryctes rhinoceros</i> Control</li> <li>- SOC/PSM/7.10-12: Procedure of Integrated <i>Ganoderma</i> Control</li> <li>- SOC/PSM/7.10-13: Procedure of Leaf Eating Caterpillar Control</li> <li>- SOC/PSM/7.10-21: Procedure of Rat Control</li> </ul> <p><b>SOP for Mill:</b></p> <p>Procedure and Work instructions in local language for supporting Mill activities have been established for all of its operations from receiving of FFB, processing CPO and palm kernel, dispatch and also supply chain requirements. The procedure also describes quality control check, sampling methods including its reporting from reception of FFB up to dispatch of CPO and palm kernel.</p> <ul style="list-style-type: none"> <li>- SOC-POM/IK-01 FFB receiving in loading ramp</li> <li>- SOC-POM/IK-02 Operation of sterilizer</li> <li>- SOC-POM/IK-02 Operation of hoisting crane</li> <li>- SOC-POM/IK-04 Operation of stripper</li> <li>- SOC-POM/IK-05 Operation of digester and screw press</li> <li>- SOC-POM/IK-06 Operation of continuous tank</li> <li>- SOC-POM/IK-07 Operation of purifier</li> <li>- SOC-POM/IK-08 Operation of vacuum dryer</li> <li>- SOC-POM/IK-09 Operation of decanter</li> </ul>	
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		<ul style="list-style-type: none"> <li>- SOC-POM/IK-10 Operation of sludge separator</li> <li>- SOC-POM/IK-11 Operation of decantation pond and fat pit</li> <li>- SOC-POM/IK-12 Operation of silo nut</li> <li>- SOC-POM/IK-13 Operation of ripple mill</li> <li>- SOC-POM/IK-14 Operation of separating tank</li> <li>- SOC-POM/IK-15 Operation of silo kernel</li> <li>- SOC-POM/IK-16 Operation of clay bath</li> <li>- SOC-POM/PSM/7.08: Procedure of Receiving</li> <li>- SOC-POM/PSM/7.09: Procedure of Processing</li> <li>- SOC-POM/PSM/7.06: Procedure of Delivery of CPO and PK</li> <li>- SOC/PSM/4.10: Procedure of Waste Control</li> <li>- SOC/PSM/9.09: Procedure of Supply Chain Certification Standard Mass Balance</li> <li>- SOC/PSM/9.10: Procedure of Supply Chain Management</li> <li>- Work instruction of FFB receiving in mill</li> <li>- Work instruction of sterilizer</li> <li>- Work instruction of hoisting crane</li> <li>- Work instruction of stripper</li> <li>- Work instruction of digester and screw press</li> <li>- Work instruction of continuous tank</li> <li>- Work instruction of vacuum dryer</li> <li>- Work instruction of sludge separator</li> <li>- Work instruction of decanter</li> <li>- Work instruction of nut silo</li> <li>- Work instruction of ripple mill</li> <li>- Work instruction of claybath</li> </ul>	
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		<p>- Work instruction of locomotive operation</p> <p>The information obtained from the document review and interview with the sustainability staff indicates that the procedures and work instructions are reviewed and revised annually to keep up with the latest regulations, organizational needs, and changes in certification standards. During 2022, there are revision of the procedure, such as SOC/PSM/9.10: Procedure of Supply Chain Management, revised on 15 April 2022. The latest version of each procedure or work instruction is recorded in the table of monitoring procedures and the entire document is available in Bahasa Indonesia in each estate and mill.</p> <p>Based on field observation and interview with workers at Block 14 for spraying activity, Block 19 for EFB application in Division I, Harvesting at Block 29 Division II, found that they fully understood about the work assigned. PPE were uses properly, for chemical spraying such as hand gloves, gum boots, mask, glasses, and apron. For harvesting such as helmet, gum boots and safety glasses.</p>	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor compliance -</p>	<p>The unit of certification has mechanism to check consistent implementation of procedures according to "Prosedur Audit Internal Sistem Manajemen" (SOC/PSM/8.02 Version 3 Rev.09) dated 1 January 2022. Internal Audit starts with the planning stage, audit assignment to the reporting stage (communication of the results), which consists of technical aspects such as audit work paper templates, audit reports and documentation of audit results. There are three types of internal audit to check consistent implementation of procedures, consist of sustainability, agronomy and technical internal audit.</p>	Complied
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor compliance -</p>	<p>Record of internal audit by sustainability team are available. Internal audit conducted on 17 – 19 January 2023. There are 7 finding issued in internal audit, such as regarding domestic waste management; first aid monitoring; worker compensation; document of contract agreement</p>	Complied



		<p>with contractors; and simulation of emergency procedure. All finding has been closed based on minutes of management review. Evidence of NC closure are available.</p> <p>Monitoring of consistent implementation of procedures is also conducted through Field Visit by management. In example: Visit of "Staff Bahagian Tanaman" (Agronomy Department) on 18 – 20 July 2022. There were some issues observed, such as unpicked loose fruit; unclear border between Block 16 program 2023 and Block 21/1996; LCC at Block 44; low water level at water gate 8. Action plan has been determined by management of Negeri Lama Estate and implemented properly. Also available report of Technology Department Staff (TL/G3-NL/Bi/320/2022) based on visit dated 15 – 16 November 2022. There were several issues observed, such as operation of continuous setting tank; loses in fat pit; kernel loses; steam leakage and decanter floor. Action plan has been determined by management of Negeri Lama Mill and implemented properly.</p>	
<p><b>Criteria 3.4:</b> A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>			
<p>3.4.1</p>	<p><b>(C)</b> SEIA in new planting or operation including mills, is conducted independently and participatively by involving the affected stakeholders, inclusive of impact assessment from the smallholder/outgrower scheme (if any). The assessment is to be documented.</p> <p>- Critical (Major) compliance -</p>	<p>At the current surveillance (ASA-1.4), no amendment of SEIA document because no changes to activities.</p> <p>Initial Environmental Impact Assessment documents (ANDAL, RKL and RPL) were available for Negeri Lama Mill and Estate as approval No. #RC.220/907/B/V/1994 dated 24th May 1994. The EIA (ANDAL, RKL and RPL) has been conducted and documented according to local requirements and include consultation with relevant stakeholders to identify impacts and to develop any mitigation measures.</p> <p>For internal environmental aspect and evaluated its impact document, as required by the procedure SOC/PSM/4.04, the information of environmental aspect and impact was reviewed and updated at least once a year. Last review and update of environmental aspect and impact</p>	<p>Complied</p>

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		<p>register was performed in January 2020. Document of environmental impact assessment included:</p> <ul style="list-style-type: none"> <li>• Building new roads, processing mills or other infrastructure;</li> <li>• Putting in drainage or irrigation systems;</li> <li>• Replanting and/or expansion of planting areas;</li> <li>• Management of mill effluents;</li> <li>• Clearing of remaining natural vegetation;</li> <li>• Management of pests and diseases palms by controlled burning;</li> <li>• Result of stakeholder consultation.</li> </ul> <p>Environmental Monitoring and Management Report document (Laporan Pelaksanaan UKL-UPL) is part of review and update information against the environmental aspect and impact. This activity conducted twice a year (six monthly basis) and the report is obligatory submitted to Environmental Office (Dinas Lingkungan Hidup).</p> <p>Environment document and its permit was shown as below:</p> <ol style="list-style-type: none"> <li>1. Document of ANDAL/PEL for Negeri Lama Mill and Estate No. RC220/476/B/III/1994 dated 17 March 1994. Initial Environmental Impact Assessment documents (ANDAL/PEL, RKL and RPL) which were approved by Department of Agriculture, Republic of Indonesia on March 17, 1994 for Negeri Lama Mill and Estate were available.</li> <li>2. Revised of UKL UPL PT Socfin Indonesia Negeri Lama Mill and Estate dated 18 August 2010. In 2010, UKL UPL of PT Socfin Indonesia Negeri Lama Mill and Estate has been revised due to request from regional government. In actual condition, there is no change in mill capacity or in hectarage area.</li> <li>3. The information of environmental aspect and impact was provided document procedure No. SOC/PSM/4.04. Document of</li> </ol>	
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		<p>environmental impact assessment included:</p> <ul style="list-style-type: none"> <li>• Building new roads, processing mills or other infrastructure;</li> <li>• Putting in drainage or irrigation systems;</li> <li>• Replanting and/or expansion of planting areas;</li> <li>• Management of mill effluents;</li> <li>• Clearing of remaining natural vegetation;</li> </ul> <p>4. Social impact assessment has been conducted by the organisation and documented in SIA report 2012. Assessment was conducted by internal assessor through PRA (Participatory Rural Appraisal) and interview with people who get direct impact of the presence of Negeri Lama plantations.</p> <p>Social impact assessment (SIA) including records of meetings has been documented in Laporan Sosial Assessment PT. Socfindo Perkebunan Negeri Lama, 2012. Scope of assessment covered villages: Ledong Barat Village, Negeri Lama Village, Lobu Jiur Village, Aek Korsik Village, Rawa Sari Village, Alang Bonbon Village, Sengon Sari Village and Negeri Lama Pekan Village.</p> <p>Evidence of participatory action from local communities was also sighted in related SIA documentation including photos. Some aspects were considered during assessment such as:</p> <ul style="list-style-type: none"> <li>- Access and use rights;</li> <li>- Economic livelihoods and working conditions;</li> <li>- Subsistence activities;</li> <li>- Cultural and religious values;</li> <li>- Health and education facilities;</li> <li>- Other community values.</li> </ul> <p>All those SEIA documents are still valid, as there was no changes in their operations.</p>	
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<p>3.4.2</p>	<p>For the unit of certification, a SEIA is available and social and environmental management plan and its monitoring have been developed with participation of affected stakeholders.</p> <p>- Minor compliance -</p>	<p>Social Environment management and monitoring plan document were available in Environmental management plan (RPL-Rencana Pengelolaan Lingkungan) document. Document has approved by Department of Agriculture, Republic of Indonesia on March 17, 1994 for Negeri Lama Mill and Estate. Revised of UKL UPL PT Socfin Indonesia Negeri Lama Mill and Estate dated 18 August 2010. In 2010, UKL UPL of PT Socfin Indonesia Negeri Lama Mill and Estate has been revised due to request from regional government. In actual condition, there is no change in mill capacity or in hectarage area.</p> <p>During stakeholder communication to Environment Agency, it was recognized that all the environmental management plan has been implemented as per document UKL-UPL. The evaluation of social environmental management plan effectivity has been carried out and presented in UKL-UPL report Semester I and II.</p> <p>In example, report of "UKL-UPL" Negeri Lama submitted to Ministry of Forestry and Environment through "SIMPEL" application system and hardcopy to Environmental Agency of Labuhanbatu Regency.</p> <p>SIMPEL e-receipt:</p> <ol style="list-style-type: none"> <li>Semester I 2022 (Jan-Jun). ID TTE: 1659069343-4014, dated 29 Jul 2022. This report includes: SEIA management plan, Water Pollution Management Report, Air Pollution Management Report, Hazardous Waste Management Report.</li> <li>Semester II 2023 (Jul-Dec). ID TTE: 1673248090-4014, dated 9 Jan 2023. This report includes: SEIA management plan, Water Pollution Management Report, Air Pollution Management Report, Hazardous Waste Management Report.</li> </ol> <p>Report to Environmental Agency of Labuhanbatu:</p> <ol style="list-style-type: none"> <li>Semester I 2022 (Jan-Jun), submitted on 22 Jul 2022.</li> <li>Semester II 2022 (Jul-Dec), submitted on 26 Jan 2023.</li> </ol>	<p>Complied</p>
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		<p>For social impact, unit of certification conduct annual evaluation and documented in evaluation report on social impact management program "Laporan Evaluasi Program Manajemen Dampak Sosial Kebun Negeri Lama" year 2022. The monitoring program conducted throughout 2022 with specific methods: observation of affected (direct/indirect) parties and analysing of monitoring through participatory ways in form of questionnaires spreads.</p> <p>Total 83 respondents from local communities, consist of Male 77 respondents and Female 6 respondents with various background are given feedback to unit of certification. All the feedback is recorded and will consider to the unit of certification management plan.</p>	
3.4.3	<p><b>(C)</b> The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way.          - Critical (Major) compliance -</p>	<p>The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way.</p> <p>For social impact, unit of certification conduct annual evaluation and documented in evaluation report on social impact management program "Laporan Evaluasi Program Manajemen Dampak Sosial Kebun Negeri Lama" year 2022. The monitoring program conducted throughout 2022 with specific methods: observation of affected (direct/indirect) parties and analysing of monitoring through participatory ways in form of questionnaires spreads.</p> <p>Total 83 respondents from local communities, consist of Male 77 respondents and Female 6 respondents with various background gave feedback to unit of certification. All the feedback is recorded and will consider to the unit of certification management plan. For instance, the feedback regarding oryctes outbreak potency due to replanting. The company has followed up by installing pheromone trap in a more dense way than in the normal condition. The result of evaluation is that this practice successfully prevent the outbreak.</p> <p>For environmental aspect, periodical report of implementation environmental management and monitoring plan (Laporan Pelaksanaan</p>	Complied

		UKL-UPL) have been reviewed and updated every 6 months. This report is submitted to environmental department both region level and ministry level. The evidence of submission report is refer to above indicator 3.4.2.	
<b>Criteria 3.5:</b> A system for managing human resources is in place.			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives in accordance with the applicable regulation.</p> <p>- Minor compliance -</p>	<p>PT Socfin Indonesia – Negeri Lama POM has demonstrated the document of employment procedures for recruitment, selection, hiring, promotion, retirement, and termination in accordance with the applicable regulation (Peraturan Pemerintah/Government Act No.35/2021).</p> <p>Recruitment process was documented in recruitment procedure “Penerimaan Pekerja KHT Kebun” No. Doc: SOC/PSM/6.01.01, 1<sup>st</sup> revision dated 1 December 2015. There are 3 steps in employee recruitment such as:</p> <ul style="list-style-type: none"> <li>• Request recruitment of estate employee               <ul style="list-style-type: none"> <li>- Letter of application for recruitment from Site Management devoted to management via the General Section</li> <li>- Letter of approval for recruitment from management (Head Office)</li> </ul> </li> <li>• The selection process:               <ol style="list-style-type: none"> <li>a. The collection of application file</li> <li>b. Selection of administration</li> <li>c. Announcement of the selection schedule</li> <li>d. Test questions and physical tests</li> <li>e. Summary of selection results</li> <li>f. Announcement of selection results</li> </ol> </li> <li>• Provision of a cover letter MCU to candidates who pass the selection</li> </ul> <p>Implementation of medical check-up (MCU)</p>	Complied

		<p>PT Socfin Indonesia – Negeri Lama POM has also prepared the procedure for promotion, retirement, and termination as per “<i>Sistem Manajemen Socfindo Prosedur Promosi, Mutasi dan Demosi</i>”, document number: SOC/PSM/6.14, 1<sup>st</sup> edition dated 17 October 2016.</p> <p>Based on interview with Worker Union and sample of workers in Mill and Estate, the procedure of recruitment, selection, hiring, promotion, retirement and termination are available in estate office and has been disseminated to the respective employees, in particular during probation period. The clauses in the procedure has complied with the national regulation.</p>	
<p>3.5.2</p>	<p>Employment procedures are implemented and records are maintained.          - Minor compliance -</p>	<p>It has been verified based on interview with new recruited workers, Labor Union and Gender Committee, and document verification, that the recruitment and selection, promotion are conducted based on qualification, medical check-up, assessment, and without discrimination. Employee credential and medical history were documented and recorded very well and has been reviewed during audit. All company policies reviewed every year by Sustainability Sub Department, PT Socfin Indonesia. Employees’ evaluation was conducted every November to decide promotion of employees.</p> <p>In 2022, has been recruited 11 new permanent workers. The documentation verified among other:</p> <ul style="list-style-type: none"> <li>- Letter of employee request from Negeri Lama to General Department, and approval of request.</li> <li>- Job vacancy to stakeholders (Labor Agency, Village Heads)</li> <li>- Recruitment documents: application letter, selection result records (administration, competition and MCU) and the final recommendation of recruitment process.</li> <li>- Determination of recruitment result based on letter No UM/NL/Bi/1992/2022, dated 13 June 2022.</li> </ul>	<p>Complied</p>

		<p>- Employment Agreements to 11 workers.          Induction for new employee related to company policy, OHS policy and collective labour agreement.</p>	
<p><b>Criteria 3.6:</b> An Occupational health and safety (H&amp;S) plan is documented, effectively communicated and implemented.</p>			
<p>3.6.1</p>	<p><b>(C)</b> All operational activities risks assessed to identify the H&amp;S issues. Mitigation plans and procedures are documented and implemented.          - Critical (Major) compliance -</p>	<p>PT Socfin Indonesia – Negeri Lama has revised the procedure of OHS risk assessment as per “<i>Prosedur Identifikasi Aspek Lingkungan Keselamatan dan Kesehatan Kerja (LK3) SOC/PSM/4.04</i>” Revision 10 dated 1 March 2020.          Risk assessment was considered the stages of OHS risk control hierarchy such as elimination, substitution, engineering, administrative and PPE (Personnel Protective Equipment), in order OHS risk precautions.          Environmental and occupational Health (LK3) procedures SOC/PSM/4.04, rev. 08 explains about the review and up dated aspects of the LK3 every year. Explain also related risk assessment LK3.          PT Socfin Indonesia – Negeri Lama has demonstrated the document of risk assessment as per “<i>Daftar Aspek Lingkungan, Keselamatan dan Kesehatan Kerja</i>, no Dok: Soc/Form/4.04-01”, last review in January 2023.          Activities that have been covered among other land clearing, manuring, harvesting, FFB transport, IPM activities, weighbridge, grading station, sterilizer station, pressing station, engine room, boiler, dispatch of CPO. All working risks have been identified and mitigated, such as by giving regular training, increasing supervision, PPE provision, and regular medical check-up.          Based on field observation and interview with workers and Labor Union, the risk mitigation has been implemented in the field such as by giving regular dissemination of OHS awareness and provision of appropriate PPE.</p>	<p>Complied</p>



<p>3.6.2</p>	<p><b>(C)</b> The effectiveness of the H&amp;S plan to address health and safety risks to people is monitored.          - Critical (Major) compliance -</p>	<p>PT Socfin Indonesia – Negeri Lama POM has been monitoring the health and accident aspects of the work that occurred to employees during activities and recorded on “<i>Daftar Aspek Lingkungan, Keselamatan dan Kesehatan Kerja</i>”, document No. SOC/Form/4-04-01.</p> <p>PT Socfin Indonesia – Negeri Lama POM has also managing and monitoring the aspects of occupational health and safety through the annual "Health and Safety Plan", such as:</p> <ul style="list-style-type: none"> <li>• Comply with all applicable laws, regulations, and standards</li> <li>• Ensure best management practices with Zero Accident and Zero Fatality objectives. There was no accident with fatality category.</li> <li>• Ensure optimal socialization and training.</li> <li>• Do the correctives action: Performing revision of the procedure, completing the PPE.</li> <li>• Monitoring of statistic and</li> <li>• Program evaluation.</li> </ul> <p>The implementation of OHS plan has been verified through field observation, document review, and interview with the workers, among others:</p> <ul style="list-style-type: none"> <li>• Annual medical check-up 2022 for workers who exposed by hazard situation/condition/material: spraying &amp; manuring worker, checmical storage operator, genset and boiler worker, etc.</li> <li>• OHS committee (P2K3) has registered in Manpower Agency in North Sumatera based on Decree No. Kep.25.a-7/P2K3/WIL-IV/DTK/SU/2023 dated 27 January 2023.</li> <li>• OHS Expert namely Mr Alderson F Saragih has registered to Manpower Ministry of RI, based on license No Reg:</li> </ul>	<p>Complied</p>
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		<p>5/13314/AS.02.04/X/2021, dated 29<sup>th</sup> October 2021 valid until 3 years.</p> <ul style="list-style-type: none"> <li>• License of operator (SIO) for all operators in Negeri Lama Estate and Mill, namely:             <ul style="list-style-type: none"> <li>– Mr Mangara Nainggolan (locomotive operator), license no. 115661-OPK3-LT/PAA/VI/2016, dated 4/6/2018, valid until 4/6/2023.</li> <li>– Mr Sukamto (excavator operator), license no. 13.27680-OPK3/PAA/XI/2018, dated 3/11/2018, valid until 3/11/2023.</li> <li>– Mr Suharyadi (Boiler operator) license no. P.12.3409.OPK3-PUBT-B.I/XI/2017, dated 12/11/2017, valid until 12/11/2022. There is evidence of extension progress to the Ministry.</li> <li>– Mr Irwanto (welder), license no. 00289.0721.0000125.2020, dated 2<sup>nd</sup> March 2020, valid until 3 years.</li> </ul> </li> <li>• Installation OHS signs in Mill and Estate.</li> <li>• Provision of PPE.</li> <li>• OHS inspection</li> <li>• Annual OHS related training.</li> </ul> <p>The effectiveness of the H&amp;S plans to address health and safety risks have been monitored in the form of:</p> <ul style="list-style-type: none"> <li>- Monthly OHS Committee meeting, to discuss and address current OHS issues.</li> <li>- Documentation of accident record and the calculation of LTA.</li> <li>- Annual review of HIRAC.</li> <li>- Trimester OHS Report, that has been submitted regularly to Labor Agency. Latest on 12 January 2023.</li> </ul>	
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		Based on interview with Manpower Agency, the company has complied with related legal requirement e.g: annual employment report ( <i>wajib lapor ketenagakerjaan</i> ), report of OHS committee,	
<b>Criteria 3.7:</b> All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.			
3.7.1	<p><b>(C)</b> 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&amp;C Principles, in a form they understand and includes assessment of the training.</p> <p>- Critical (Major) compliance -</p>	<p>PT Socfin Indonesia – Negeri Lama has shown the document of training Program year 2022 – 2023 related to the aspects of RSPO Principles and Criteria under document No: SOC/Form/6.02-06.</p> <p>Training program has shown as per "<i>Daftar Rencana Pelatihan 2023</i>", updated on 20 January 2023 consisted of:</p> <ul style="list-style-type: none"> <li>• (Refreshment) Training of harvesting, planned in January</li> <li>• (Refreshment) Training of spraying operator, planned in February</li> <li>• (Refreshment) Training of fertilizing, planned in March</li> <li>• (Refreshment) Training of Integrated Pest Management, planned in April</li> <li>• (Refreshment) Training for handling hazardous chemical material, planned in May</li> <li>• (Refreshment) Training for sterilizer operation, planned in June</li> <li>• (Refreshment) Training for loading ramp operation, planned July</li> <li>• (Refreshment) Training for stripper operation, planned in August</li> <li>• (Refreshment) Training for agrochemical store keeper, planned in September</li> <li>• (Refreshment) Training for Occupational Health and Safety at height, planned in October</li> <li>• (Refreshment) Training for Occupational Health and Safety at confined space, planned in November</li> </ul> <p>(Refreshment) Training for Supply Chain, planned in December.</p>	Complied

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<p>3.7.2</p>	<p>Records of training are maintained, where appropriate on an individual basis. - Minor compliance -</p>	<p>During this ASA 1_4, it was verified sample records of training implementation in 2022, consist of attendance list, training material and post training evaluation, such as:</p> <ul style="list-style-type: none"> <li>• Refreshment training of boiler operation, dated 23 December 2022, attended by 9 participants.</li> <li>• Refreshment training of pesticide handling, dated 15 January 2022, attended by 15 participants.</li> <li>• Refreshment training of agrochemical handling, dated 22 June 2022, attended by 13 participants.</li> <li>• Refreshment training of Integrated Pest Management, dated 15 March 2022, attended by 9 participants.</li> <li>• Refreshment training of the uses of harvesting tools, dated 12 August 2022, attended by 22 participants.</li> <li>• Refreshment training of RSPO Supply Chain Certification Standard, dated 12 October 2022, attended by 9 participants.</li> </ul> <p>Based on field visit and interview with pesticides applicator during audit on 1 February 2023 at Block 14, Division I Negeri Lama Estate, confirmed that all pesticide applicator has attended the safe use pesticide training above. They have explained and demonstrated the safe working procedure (spraying technics, PPE usage and environmental protection).</p>	<p>Complied</p>
<p>3.7.3</p>	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed. - Minor compliance -</p>	<p>Training of Supply Chain was programmed annually by Sustainability Department. The latest training of RSPO SCCS has been conducted on 12 October 2022. The latest training was delivered by Alderson F. Saragih (Tekniker 1/Mill Manager) and attend by 9 personnel of Negeri Lama Mill including Head of Clerk, Transport clerk, weighbridge operator/clerk, expedition clerk and Mill assistant. Evidence of training can be demonstrated such as: attendance list, training material and post-test evaluation.</p>	<p>Complied</p>

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		During interview with key personnel on supply chain implementation at Negeri Lama Palm Oil Mill (weighbridge operator, mill assistant and clerk) on 1 January 2023, confirmed that they have understand the RSPO supply chain system and their responsibility on the implementation.	
<b>Criteria 3.8:</b> 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)			
3.8.1	<p><b>Identity Preserved Module</b></p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&amp;C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing 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 Socfin Indonesia – Negeri Lama POM is only receiving FFB from certified source, which is a company-owned estate, Negeri Lama Estate. PT Socfin Indonesia – Negeri Lama POM is implementing Supply Chain Standard Module Identity Preserve for Mill.	Complied
3.8.2	<p><b>Mass Balance Module</b></p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	PT Socfin Indonesia – Negeri Lama POM implemented Identity Preserved Module, therefore this indicator is not applicable.	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 represents the total volume of certified oil palm product (CPO and PK)	The projection for certified FFB and production of certified CPO and PK in Negeri Lama POM has been recorded in CB’s public summary report and registered in RSPO IT Platform.	Complied

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	<p>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>According to public summary report surveillance 1_3 PT Socfin Indonesia - Negeri Lama POM the estimated tonnage of CPO and PK products that could potentially be produced by the certified mill are as bellow:</p> <table border="1" data-bbox="1126 499 1939 738"> <thead> <tr> <th>Description</th> <th>Estimated (Mar 2022 – Feb 2023)</th> <th>Actual (Jan 2022 – Dec 2022)</th> </tr> </thead> <tbody> <tr> <td>FFB</td> <td>35,000 MT</td> <td>46,464.67 MT</td> </tr> <tr> <td>CPO</td> <td>8,050 MT</td> <td>10,733.34 MT</td> </tr> <tr> <td>PK</td> <td>1,470 MT</td> <td>2,044.44 MT</td> </tr> </tbody> </table>	Description	Estimated (Mar 2022 – Feb 2023)	Actual (Jan 2022 – Dec 2022)	FFB	35,000 MT	46,464.67 MT	CPO	8,050 MT	10,733.34 MT	PK	1,470 MT	2,044.44 MT	
Description	Estimated (Mar 2022 – Feb 2023)	Actual (Jan 2022 – Dec 2022)													
FFB	35,000 MT	46,464.67 MT													
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PK	1,470 MT	2,044.44 MT													
<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>The site is a Palm Oil Mill which take legal ownership and physically handle RSPO certified sustainable oil palm product, it has registered their transaction in RSPO IT Platform (PalmTrace) through member ID RSPO_PO1000001250.</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> <ol style="list-style-type: none"> <li>a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.</li> <li>b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records).</li> <li>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.</li> </ol>	<p>PT Socfin Indonesia has established complete and up to date procedures to implement RSPO supply chain requirements in Negeri Lama POM:</p> <ul style="list-style-type: none"> <li>• "Prosedur Manajemen Rantai Pasok" (Procedure of Supply Chain Management) document No. SOC/PSM/9.10 edition #2 rev.01 dated 15 April 2022. The procedure covers FFB receiving and its records, FFB process and its records, production records, delivery of product, daily production report, contract and DO issuance, record keeping, abnormal conditions, report of projected over production to CB, Shipping Announcement in PalmTrace, PIC of RSPO SCCS, processing on the day change from MB to IP, and outsourcing process. The latest revision covers procedure tittle, delete ISCC scope, add ISPO scope, retention time become 5 years and addition of non-conformity point.</li> <li>• "Prosedur Audit Internal Sistem Manajemen" (Procedure of Management System Internal Audit) No.SOC/PSM/8.02 edition #3</li> </ul>	<p>Complied</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>Rev.09 dated 1 January 2022; described planning and preparation of internal audit that conducted once a year at minimum; audit implementation, findings; corrective action and audit report.</p> <ul style="list-style-type: none"> <li>• "Prosedur Penanganan Keluhan Sosial" No.SOC/PSM/9.02 Rev.06 dated 1 March 2020 described mechanism of complaint handling.</li> <li>• "Prosedur Pengiriman MKS/IKS dan Cangkang dengan Transportasi darat" No.SOC-POM/PSM/7.06 Rev.04 dated 1 January 2017, described delivery of CPO and PK from Palm Oil Mill to buyer or storage tank.</li> </ul> <p>Negeri Lama POM has maintained complete and up to date records and reports that demonstrated compliance with the RSPO Supply Chain model Identity Preserved, among others: "Buku Collection Trip" (FFB Delivery Note); Weighbridge ticket; "Laporan Jumlah Janjang per Blok" (total bunches); "Laporan pemeriksaan Bahan Baku Per Blok" (supply base verification); Daily Production Report; Monthly production report; CPO/PK Delivery Note.</p> <p>According to procedure, identification of the person having overall responsibility for RSPO Supply Chain implementation was Tekniker I (Mill Manager), whilst Sustainability staff and sales is responsible to conduct the transaction at PalmTrace. For RSPO SCCS administration, Management of PT Socfin Indonesia – Negeri Lama assigned Mill clerk (Mr. Misran) as PIC of SCCS administration based on Manager Decree letter no. NL/Div/Bi/008/2020 dated 17 January 2020. During audit ASA 1_4, the person been able to demonstrate awareness of the organization's procedures for the implementation of the RSPO Supply Chain requirements. Last training conducted on 12 October 2022. Record of training provided, such as attendance list, training material and post training evaluation.</p> <p>PT Socfin Indonesia – Negeri Lama POM is implementing Identity Preserved for supply chain, it means that all FFB receive by mill was</p>	
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		<p>from certified estate, which is own estate (Negeri Lama Estate). There is no non-certified FFB receive by Negeri Lama palm oil mill.</p>	
<p>3.8.6</p>	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill;</p> <p style="padding-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="padding-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>According to "Prosedur Audit Internal Sistem Manajemen" (Procedure of Management System Internal Audit) No.SOC/PSM/8.02 edition #3 Rev.09 dated 1 January 2022, Sustainability Manager or Team conducted internal audit and management review to ensure all operational and documentation activities are comply to the RSPO Supply Chain requirement and the RSPO Market Communications and Claims Documents. The internal audit and management review planned once a year at minimum.</p> <p>The site has effectively implemented and maintains the standard requirement by performing internal audit. Latest internal audit conducted on 17 – 19 January 2023 by internal auditor from Sustainability Department (Samuel Situmorang, Ester Kristin Natalia and Edy Armansyah) against RSPO P&amp;C Indonesia National Interpretation 2020 that include supply chain requirements. Audit result can be demonstrated during audit as per "Checklist Audit Internal Supply Chain Certification Standard". There was 7 NCS issued, however none of them are related to RSPO Supply Chain.</p> <p>Management review has been held on 20 January 2023, attended by all key personnel involved in RSPO supply chain requirements including Group Manager and Administrator/Manager. Management review has discussed:</p> <ul style="list-style-type: none"> <li>• Follow up action from previous management review</li> <li>• Internal and external audit result</li> <li>• Process performance</li> <li>• Stakeholder complaints</li> <li>• Work accident</li> <li>• Performance of environment and OHS</li> </ul>	<p>Complied</p>



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		<ul style="list-style-type: none"> <li>• Fulfilment of environment and OHS requirements</li> <li>• Quality objective and achievements</li> <li>• Correction and corrective action status</li> <li>• Change that could affect management system</li> </ul> <p>Recommendation for improvement.</p>	
3.8.7	<p>Purchasing and Goods In</p> <ul style="list-style-type: none"> <li>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</li> <li>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</li> <li>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</li> </ul>	<p>PT Socfin Indonesia - Negeri Lama POM only received FFB from certified source, which is Negeri Lama Estate. Transportation from field to palm oil mill are using locomotive and its rail. From the process observed, there is no FFB contamination found. Documents such as FFB delivery note and Weighbridge Card described identity and location of FFB source and other item required, e.g. locomotive number and type, product delivered, date of delivery, trip number, division, weighbridge card number, lorry number, gross weight, tara weigh and nett weigh, signed by driver, weighbridge clerk and administration staff. Movement of FFB from Negeri Lama Estate to Negeri Lama POM with no sales transaction, it is under the control of same entity, PT Socfin Indonesia. The certification of the supply base is fall under the palm oil mill, PT Socfin Indonesia – Negeri Lama POM, therefore a check of the validity of the Supply Chain Certificate is not necessary.</p> <p>Mechanism for handling non-conforming FFB and/or documents described in "Prosedur Penerimaan TBS melalui Transportasi Darat" (SOC-POM/PSM/7.08 Rev.05) dated 1 January 2017, related to FFB receiving trough transportation. The procedure has explained FFB criterions and mechanism on handling of non-conforming of FFB. Stated in Chapter 8 "Daftar Risiko dan Kontrol" and "Tata Laksana Teknis Rantai Pasok" (SOC/DP/9.10-01 Rev.01) dated 15 April 2022, stated in Chapter XI that verification shall be conducted by the Sustainability Staff for every transaction announced in the PalmTrace system.</p>	Complied

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		<p>Based on document verification, field observation and interview with weighbridge clerk, it was confirmed accuracy of input between FFB delivery note and Weighbridge Card.</p> <p>Sample verified during ASA 1_4 in 2023:</p> <p>Delivery note dated 12 September 2022 from Division I Block 14/2006; 15/2014; and 13/2009, Driver Budiono, Loco PS 100 No. 1 Mitsubishi, Trip 1; Stated input lorry number were 0611; 1713; 0617 (tara 2,120 kg), 1019; 0721; 1215 (tara 2,200 kg), 0313; 1721; 1222 (tara 2,220 kg), 1815; 0120; 0821 (tara 2,180 kg), 1819; 3115; 0318 (tara 2,130 kg), 0415; 0913; 0217 (tara 2,120 kg), 1719; 1021; 0317 (tara 2,200 kg). In weighbridge card CWD/2022/016316-016322 stated total tara 15,170 kg; net weight 17,730 kg.</p> <table border="1" data-bbox="1126 775 1960 1220"> <thead> <tr> <th>Lorry number</th> <th>Tara weight (kg)</th> <th>Gross weight (kg)</th> <th>Net weight (kg)</th> </tr> </thead> <tbody> <tr> <td>0611; 1713; 0617</td> <td>2,120</td> <td>4,550</td> <td>2,430</td> </tr> <tr> <td>1019; 0721; 1215</td> <td>2,200</td> <td>4,250</td> <td>2,050</td> </tr> <tr> <td>0313; 1721; 1222</td> <td>2,220</td> <td>4,640</td> <td>2,420</td> </tr> <tr> <td>1815; 0120; 0821</td> <td>2,180</td> <td>4,460</td> <td>2,280</td> </tr> <tr> <td>1819; 3115; 0318</td> <td>2,130</td> <td>5,010</td> <td>2,880</td> </tr> <tr> <td>0415; 0913; 0217</td> <td>2,120</td> <td>4,860</td> <td>2,740</td> </tr> <tr> <td>1719; 1021; 0317</td> <td>2,200</td> <td>5,130</td> <td>2,930</td> </tr> <tr> <td><b>Total</b></td> <td><b>15,170</b></td> <td><b>32,900</b></td> <td><b>17,730</b></td> </tr> </tbody> </table>	Lorry number	Tara weight (kg)	Gross weight (kg)	Net weight (kg)	0611; 1713; 0617	2,120	4,550	2,430	1019; 0721; 1215	2,200	4,250	2,050	0313; 1721; 1222	2,220	4,640	2,420	1815; 0120; 0821	2,180	4,460	2,280	1819; 3115; 0318	2,130	5,010	2,880	0415; 0913; 0217	2,120	4,860	2,740	1719; 1021; 0317	2,200	5,130	2,930	<b>Total</b>	<b>15,170</b>	<b>32,900</b>	<b>17,730</b>	
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3.8.8	<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</p>	<p>PT Socfin Indonesia – Negeri Lama POM has shown records that include minimum information required for RSPO certified product. During this period of assessment, the site sold RSPO certified CPO and PK to PT Multimas Nabati Asahan.</p>	Complied																																				

	<p>palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ul style="list-style-type: none"> <li>a) The name and address of the buyer;</li> <li>b) The name and address of the seller;</li> <li>c) The loading or shipment / delivery date;</li> <li>d) The date on which the documents were issued;</li> <li>e) RSPO certificate number;</li> <li>f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations);</li> <li>g) The quantity of the products delivered;</li> <li>h) Any related transport documentation;</li> <li>i) A unique identification number.</li> </ul>	<p>Sample verified during ASA 1_4 in 2023:</p> <ul style="list-style-type: none"> <li>• “Kontrak Penjualan Lokal” No. 40012160 dated 6 December 2022; described the seller name is PT Socfin Indonesia; at Jl. K.L. Yos Sudarso No.105 Medan Barat, Sumatera Utara; the buyer name is PT Multimas Nabati Asahan; at Gedung B&amp;G Tower Lantai 9, Jalan Putri Hijau No.10 Kesawan, Medan Barat, Sumatera Utara; product name is Crude Palm Oil (CPO); quality is RSPO IP Certified; quantity is 750 MT; time of delivery is December 2022.</li> <li>• Delivery Order No.300028283 dated 6 December 2022 described the name of the buyer is PT Multimas Nabati Asahan, address Kawasan Berikat PT MNA at Kuala Tanjung; the name of the Seller is PT Socfin Indonesia – Negeri Lama; date of document issued is 6 December 2022; description of product is Crude Palm Oil (CPO); quality RSPO Certified IP; quantity is 235.00 MT; related Contract number 40012160; Unique Identification Number is 40012160; transporter PT Gunung Kawi Sukses Makmur; consist of 13 Delivery Notes.</li> <li>• Delivery Note No: 494/NL/12/2022 dated 15 December 2022; from PT Socfin Indonesia – Negeri Lama POM; to PT Multimas Nabati Asahan; vehicle No. BK 9349 GK; product is CPO; supply chain is RSPO Certified IP; quantity is 18,570 kg; seal number 873909-873914; related transport document: WB ticket No. WD/GST 9600/2022/00948, Contract No. 40012160 DO No. 300028283; certificate number RSPO 705569.</li> <li>• Weighbridge Card No. WD/GST No. WD/GST 9600/2022/00948, dated 15 December 2022 described the transporter is PT Gunung Kawi Sukses Makmur, BK 9349 GK; the name of sender is PT Socfin Indonesia – Negeri Lama POM; the name of the buyer is PT Multimas Nabati Asahan; delivery date and date of document issued is 15 December 2022; description of product is CPO; quantity is 18,570</li> </ul>	
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		<p>kg; related transport document is Delivery Note No. 494/NL/12/2022; unique identification number is 40012160.</p> <ul style="list-style-type: none"> <li>• “Kontrak Penjualan Lokal” No. 40012157 dated 5 December 2022; described the seller name is PT Socfin Indonesia; at Jl. K.L. Yos Sudarso No.105 Medan Barat, Sumatera Utara; the buyer name is PT Multimas Nabati Asahan; at Gedung B&amp;G Tower Lantai 9, Jalan Putri Hijau No.10 Kesawan, Medan Barat, Sumatera Utara; product name is Palm Kernel (PK); quality is RSPO IP Certified; quantity is 500 MT; time of delivery is December 2022.</li> <li>• Delivery Order No. 300028240 dated 5 December 2022 described the name of the buyer is PT Multimas Nabati Asahan; address Kawasan Berikat PT MNA at Kuala Tanjung; the name of the Seller is PT Socfin Indonesia – Negeri Lama; date of document issued is 6 December 2022; description of product is Palm Kernel (PK); quality RSPO Certified IP; quantity is 52 Ton; related Contract number 40012157; Unique Identification Number is 40012157; transporter is PT Gunung Kawi Sukses Makmur; consist of 3 Delivery Notes.</li> <li>• Delivery Note 495/NL/12/2022 dated 15 December 2022; from PT Socfin Indonesia – Negeri Lama POM; to PT Multimas Nabati Asahan; vehicle No. BK 8829 GK; product is PK; supply chain is RSPO Certified IP; quantity is 18,790 kg; related transport document: WB ticket WD/GST 9600/2022/000949, DO No. 300028240; contract No. 40012157, certificate number RSPO 705569.</li> <li>• Weighbridge Card No. WD/GST 9600/2022/000949 dated 15 December 2022 described the transporter is PT Gunung Kawi Sukses Makmur, BK 8829 GK; the name of sender is PT Socfin Indonesia – Negeri Lama POM; the name of the buyer is PT Multimas Nabati Asahan; delivery date and date of document issued is 15 December 2022; description of product is PK; quantity is 18,790 kg; related</li> </ul>	
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		<p>transport document is Delivery Note No. 495/NL/12/2022; unique identification number is 40012157.</p> <p>Information is presented on across a range of documents, such as contract, Delivery Order, Delivery Note and Weighbridge Card.</p> <p>PT Socfin Indonesia – Negeri Lama POM has registered their transaction consist of Shipping Announcement in RSPO IT Platform (PalmTrace).</p> <p>Sample of Shipping Announcement:</p> <ul style="list-style-type: none"> <li>Transaction ID TR-5c795493-a669 dated 31/12/2022; Seller is PT Socfin Indonesia – Negeri Lama Mill (RSPO_PO1000001250); Buyer is PT Multimas Nabati Asahan (RSPO_PO1000000150); Product CSPO; Program IP; Volume 235 MT; Transaction Type: Shipping; Status: Confirmed on 02/01/2023; Based on Seller reference number: 300028283; Contract No. 40012160.</li> </ul> <p>Transaction ID TR-f87a39ac-83a4 dated 31/12/2022; Seller is PT Socfin Indonesia – Negeri Lama Mill (RSPO_PO1000001250); Buyer is PT Multimas Nabati Asahan (RSPO_PO1000000150); Product CSPK; Program IP; Volume 52 MT; Transaction Type: Shipping; Status: Confirmed on 02/01/2023; Based on seller reference number 300028240; Contract No. 40012157.</p>	
3.8.9	<p><b>Outsourcing Activities</b></p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification.</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p>	<p>The organization use third party contractor for transportation of certified product, CSPO and CSPK. PT Socfin Indonesia – Negeri Lama POM only operate one contractor for delivery of CSPO and CSPK, which is PT Gunung Kawi Sukses Makmur. During transport, legal ownership of the RSPO certified product is still under PT Socfin Indonesia. This evident as per agreement letter between PT Socfin Indonesia and the transporter.</p> <p>Valid contract are available e.g.:</p> <ul style="list-style-type: none"> <li>PD-GM/X/445/2022 dated 12 October 2022 for transport of CPO, valid from 3 September 2022 until 31 December 2023.</li> </ul>	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"> <li>• PD-GM/X/449/2022 dated 12 October 2022 for transport of PK, valid from 3 September 2022 until 31 December 2023.</li> </ul> <p>PT Socfin Indonesia – Negeri Lama POM has ensured that the independent third party complies with the requirements of the RSPO Supply Chain Module Identity Preserved. The requirement to comply with RSPO Supply Chain was explained and include in the contract agreement. In Article II (term and conditions) of the contract mentioned such as:</p> <ul style="list-style-type: none"> <li>• Understood the ethical code of conduct PT Socfin Indonesia</li> <li>• The contractor understood the supply chain type of the product transported based on “Surat Pengantar Barang”</li> <li>• Understood the procedure of all product type transported based on supply chain model of the Palm Oil Mill</li> <li>• The contractor engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</li> </ul> <p>Dissemination to truck driver regarding these requirements have been conducted on 1 September 2022 by Tekniker 1, attended by truck drivers, expedition clerk and Tekniker 2.</p> <p>PT Socfin Indonesia – Negeri Lama POM control the CPO and PK transporter before shipping by:</p> <ul style="list-style-type: none"> <li>• “Berita Acara Pemeriksaan Truck CPO dan Penyegehan” (completeness of vehicle including legality and safety, tank condition, faucet out, main hole tank, hinge/key lock faucet out).</li> <li>• “Surat Perintah Pemompaan” Pumping instruction letter.</li> </ul>	
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		<ul style="list-style-type: none"> <li>• "Surat Pengantar" Delivery note from "CV Gunung Kawi" contain information of DO number, vehicle number, driver name, and company CV Gunung Kawi signed.</li> <li>• "Kartu Keluar Masuk Angkutan", In – Out permit.</li> </ul> <p>After shipping controlled by checking completeness of vehicle including legality and safety, tank condition, faucet out, main hole tank, hinge/key lock faucet out, seal number and seal condition.</p> <p>The quantity of CPO monitored by Weighbridge Card and SPK (with 0.20% tolerance).</p>	
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	Currently PT Socfin Indonesia – Negeri Lama POM only use one contractor for transport of CPO and PK, which is PT Gunung Kawi Sukses Makmur. The contact person is Mr. Sumida as the Director. The contact detail was provided in the Contract Agreement and List of Stakeholder Kebun Negeri Lama 2023.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	The documented procedure of supply chain, "Prosedur Manajemen Rantai Pasok" (Procedure of Supply Chain Management) document No. SOC/PSM/9.10 edition #2 rev.01 dated 15 April 2022, in "Tata Laksana Teknis Rantai Pasok" Section X has described that the Sustainability Team will inform CB if there is addition or change in contractor used.	Complied
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p>	<p>PT Socfin Indonesia – Negeri Lama POM has maintained accurate, complete, up-to-date and accessible records and reports covering all aspects of RSPO Supply Chain requirements, as evident in "Laporan Produksi Harian", "Berita Acara Pengukuran dan Perhitungan Stok CPO", "Kontrak Penjualan Lokal", Delivery Order, Weighbridge Card and Delivery Note.</p> <p>The procedure "Prosedur Manajemen Rantai Pasok" (Procedure of Supply Chain Management) document No. SOC/PSM/9.10 edition #2 rev.01 dated 15 April 2022, in "Tata Laksana Teknis Rantai Pasok"</p>	Complied

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	<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>Section IV requires that all related records and reports, e.g: FFB receiving, Laporan Produksi Harian, Contract, Delivery Order, Weighbridge Card and Delivery Note must keep for a period of minimum five (5) years.</p> <p>PT Socfin Indonesia – Negeri Lama POM able to provide estimate volume of CPO and PK in a year period as in Annual Budget, consists of Production of FFB, CPO and PK. The organization also keep up to date record of the FFB volume received, CPO and PK produced over a period of twelve (12) month, as in “Laporan Produksi Bulanan”.</p> <p>Negeri Lama POM has recorded and balanced all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis, there is no negative stock. For the period of January 2022 – December 2022, PT Socfin Indonesia - Negeri Lama POM has recorded actual production of FFB, CPO and PK, as shown below:</p> <table border="1" data-bbox="1126 837 1962 1078"> <thead> <tr> <th>Description</th> <th>Estimated (Mar 2022 – Feb 2023)</th> <th>Actual (Jan 2022 – Dec 2022)</th> </tr> </thead> <tbody> <tr> <td>FFB</td> <td>35,000 MT</td> <td>46,464.67 MT</td> </tr> <tr> <td>CPO</td> <td>8,050 MT</td> <td>10,733.34 MT</td> </tr> <tr> <td>PK</td> <td>1,470 MT</td> <td>2,044.44 MT</td> </tr> </tbody> </table>	Description	Estimated (Mar 2022 – Feb 2023)	Actual (Jan 2022 – Dec 2022)	FFB	35,000 MT	46,464.67 MT	CPO	8,050 MT	10,733.34 MT	PK	1,470 MT	2,044.44 MT	
Description	Estimated (Mar 2022 – Feb 2023)	Actual (Jan 2022 – Dec 2022)													
FFB	35,000 MT	46,464.67 MT													
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PK	1,470 MT	2,044.44 MT													
<p>3.8.13</p>	<p><b>Extraction Rate</b></p> <p>The oil extraction rate (OER) and the kernel extraction rate(KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>The site has determined and set their own conversion rates be based upon past-experience defined as Oil Extraction Rate (OER) and and Kernel Extraction Rate (KER). The site has set OER for budget 2023 as 23.00% and KER as 4.00%.</p>	<p>Complied</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 site has annually update OER and KER to ensure accuracy against actual performance. The recorded actual OER and KER as in average for</p>	<p>Complied</p>												



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		period January 2022 – December 2022, OER is 23.02% and KER is 3.89%.	
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 Socfin Indonesia – Negeri Lama POM implement Identity Preserved Module. PT Socfin Indonesia – Negeri Lama POM only received certified FFB from own estate and no other FFB source.</p> <p>PT Socfin Indonesia has a documented procedure “Prosedur Manajemen Rantai Pasok” (Procedure of Supply Chain Management) document No. SOC/PSM/9.10 edition #2 rev.01 dated 15 April 2022. The procedure covers FFB receiving and its records, FFB process and its records, production records, delivery of product, daily production report, contract and DO issuance, record keeping, handling non-conformance FFB and document, report of projected over production to CB, Shipping Announcement in PalmTrace, PIC of RSPO SCCS, processing on the day change from MB to IP, and outsourcing process. Since all FFB processed at Negeri Lama POM is from Negeri Lama Estate, it can be ascertained that all products produced are 100% certified. Transport and storage are 100% IP products only.</p>	Complied
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 Socfin Indonesia – Negeri Lama POM has made Shipping Announcement for certified PK sold. During this one year period, all certified CPO and PK are sold under RSPO scheme, there are no sales of RSPO certified CPO and PK under other scheme.</p> <p>Sample verified of Shipping Announcement:</p> <ul style="list-style-type: none"> <li>Transaction ID TR-5c795493-a669 dated 31/12/2022; Seller is PT Socfin Indonesia – Negeri Lama Mill (RSPO_PO1000001250); Buyer is PT Multimas Nabati Asahan (RSPO_PO1000000150); Product CSPO; Program IP; Volume 235 MT; Transaction Type: Shipping; Status: Confirmed on 02/01/2023; Based on Seller reference number: 300028283; Contract No. 40012160.</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>Transaction ID TR-f87a39ac-83a4 dated 31/12/2022; Seller is PT Socfin Indonesia – Negeri Lama Mill (RSPO_PO1000001250); Buyer is PT Multimas Nabati Asahan (RSPO_PO1000000150); Product CSPK; Program IP; Volume 52 MT; Transaction Type: Shipping; Status: Confirmed on 02/01/2023; Based on seller reference number 300028240; Contract No. 40012157.</li> </ul> <p>There are no certified CPO and PK sold as another scheme or uncertified, therefor PalmTrace’s “Remove” is not applicable.</p>	
3.8.17	<p><b>Claims</b></p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>The procedure for claims is stated in SOP for RSPO Supply Chain “Prosedur Manajemen Rantai Pasok” (Procedure of Supply Chain Management) document No. SOC/PSM/9.10 edition #2 rev.01 dated 15 April 2022. The mill only makes claims on RSPO Certified product in compliance with RSPO Rules on Market Communications and Claims. Statement of RSPO certified and Identity Preserved model are only stated in sales documents of RSPO certified product.</p> <p>Based on field visit and interview with relevant staff, it demonstrated good understanding on the use of RSPO corporate logo and RSPO trademark on product.</p>	Complied
<b>General corporate communications</b>			
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>Previously PT Socfin Indonesia was a registered RSPO member with membership number 1-0017-04-000-00, since 7 February 2004. Then, since 16 February 2019 PT Socfin Indonesia registered as a member of Socfin SA, with RSPO membership number 1-0269-19-000-00, since 6 December 2004 as seen in RSPO website address <a href="https://www.rspo.org/members/8070/Socfin-SA">https://www.rspo.org/members/8070/Socfin-SA</a>.</p> <p>The reason of the change is because the commitment of Socfin’s commissioner to certify all of their oil palm plantation under the RSPO scheme. The corporate communication of Socfin Group can found in website address <a href="http://www.socfin.com">http://www.socfin.com</a>.</p>	Complied

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4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> <li>• Display its RSPO membership status</li> <li>• Display the RSPO web address (<a href="http://www.rspo.org">www.rspo.org</a>)</li> <li>• State that the member supports the work of the RSPO</li> <li>• State the member’s history with regard to the RSPO.</li> <li>• Use the RSPO trademark to promote its membership of the RSPO.</li> </ul> <p>Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text ‘Check our progress at <a href="http://www.rspo.org">www.rspo.org</a>’ where the link must lead to the member’s profile page.</p>	<ul style="list-style-type: none"> <li>• Display its RSPO membership status: In the website Socfin Group did not display its RSPO membership status, however Socfin Group display that the company has seventeen (17) units of RSPO certified palm oil mills.</li> <li>• Display the RSPO web address (<a href="http://www.rspo.org">www.rspo.org</a>): The website has a link to <a href="http://www.rspo.org">www.rspo.org</a> in certification tab&gt;connections&gt;RSPO, at address: <a href="https://www.socfin.com/fr/certifications">https://www.socfin.com/fr/certifications</a>.</li> <li>• State that the member supports the work of the RSPO: not in direct manner, however in the website Socfin Group stated: “The Socfin Group, from its beginnings in 1909, has always been attentive to its social and environmental impact in the countries where it operates. Aware of the development challenges that are evolving, the Socfin Group is constantly working to improve its activities in order to be the leader in responsible tropical agriculture”.</li> <li>• State the member’s history with regard to the RSPO: the website display link to RSPO certificate of each unit certified.</li> </ul> <p>Use the RSPO trademark to promote its membership of the RSPO: the website does not display RSPO trademark.</p>	Complied
4.3	<p>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>	<p>In the website, Socfin Group does 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>	Complied
4.4	<p>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>	<p>In the website, Socfin Group 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>	Complied
4.5	<p>Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications &amp; Claims document. This is for the sole use of the RSPO secretariat.</p>	<p>In the website, Socfin Group does not use the RSPO corporate logo as shown in the RSPO Rules on Market Communications &amp; Claims document.</p>	Complied

<b>Business to business communications</b>		
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	PT Socfin Indonesia – Negeri Lama POM stated in sales documents, e.g. “Kontrak Penjualan Lokal” and Delivery Order that the product sold is RSPO Certified CPO or RSPO Certified PK model Identity Preserved (IP). Complied
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	It was verified that when selling certified oil palm product, PT Socfin Indonesia – Negeri Lama POM stated the supply chain model IP and, e.g. in “Kontrak Penjualan Lokal” and Delivery Order. Complied
5.3	Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options: a) If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation. b) If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.	PT Socfin Indonesia – Negeri Lama POM is not an end-product producer, the site is a palm oil mill with storage tank that only receive, stored and dispatch CPO and PK. Not applicable. Complied
5.4	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. 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	PT Socfin Indonesia – Negeri Lama POM is not an end-product producer, the site is a palm oil mill with storage tank that only receive, stored and dispatch CPO and PK. Not applicable. Complied

	of each. This information may be provided by a certified RSPO member without constituting a product-specific claim.		
<b>MODULE A – IDENTITY PRESERVED &amp; SEGREGATED SPECIFIC RULES</b>			
<b>Certified oil palm content (IP)</b>			
	For IP, 95% or above of the oil palm content must be RSPO IP-certified.	The IP volume that can be sold is only the volume requested in the PalmTrace. Hence the CPO volume sold under IP model is considered 100% content.	Complied
	For SG, 95% or above of the oil palm content must be SG, or a combination of SG and IP.	The site implemented RSPO Supply Chain Module Identity Preserved (IP).	Complied
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the volume of non-certified oil palm products must be covered by the purchase of RSPO Credits of equivalent volume.	The IP volume that can be sold is only the volume requested in the PalmTrace. Hence the CPO volume sold under IP model is considered 100% content.	Complied
<b>Labelling and trademark (IP)</b>			
	Members are allowed to use the RSPO label in one of the following ways: <ul style="list-style-type: none"> <li>• RSPO trademark which includes the tag 'CERTIFIED' or</li> <li>• RSPO trademark which includes the tag 'This product contains certified sustainable palm oil'. Wherever a RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4pt (1.4 mm or 0.06 inch). In on-pack communications, the RSPO trademark can be printed anywhere on the pack.</li> </ul>	PT Socfin Indonesia – Negeri Lama POM is certified RSPO P&C, selling CSPO and CSPK in bulk, there is no product packaging.	Complied
<b>Messaging (IP)</b>			

	<p>Messaging ALLOWED in storytelling in product-related communications may include some or all of the following elements:</p> <ul style="list-style-type: none"> <li>• The oil palm products contained in this product have been certified to come from RSPO sources. <a href="http://www.rspo.org">www.rspo.org</a></li> <li>• By choosing this product, you are sure it contains RSPO-certified palm oil. For more information: <a href="http://www.rspo.org">www.rspo.org</a></li> <li>• RSPO-certified sustainable oil palm products were kept apart from other oil palm products throughout the supply chain. <a href="http://www.rspo.org">www.rspo.org</a></li> <li>• Certified sustainable oil palm products can be traced back to RSPO-certified mills and plantations. <a href="http://www.rspo.org">www.rspo.org</a></li> <li>• The entire supply chain is monitored by independent, RSPO-accredited auditors. <a href="http://www.rspo.org">www.rspo.org</a></li> <li>• RSPO-certified sustainable palm oil has been produced to stringent environmental and social criteria. <a href="http://www.rspo.org">www.rspo.org</a></li> <li>• References to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown by company records.</li> </ul>	<p>PT Socfin Indonesia – Negeri Lama POM is certified RSPO P&amp;C, selling CSPO and CSPK in bulk, there is no product packaging.</p>	<p>Complied</p>
<p><b>Principle 4: Respect community and human rights and deliver benefit</b>          Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.</p>			
<p><b>Criteria 4.1:</b> The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.</p>			
<p>4.1.1</p>	<p><b>(C)</b> 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.          - Critical (Major) compliance -</p>	<p>There are no changes of company’s SOP or policy compared to the previous audit. PT Socfin Indonesia – Negeri Lama POM as a part of Socfin SA has human rights policy that signed by Principal Director since 1 June 2019.          PT Socfin Indonesia – Negeri Lama POM has recognised and is committed to respecting international human rights standards. These</p>	<p>Complied</p>

		<p>shall include at a minimum the human rights standards as set out and defined in:</p> <ul style="list-style-type: none"> <li>• The United Nations declaration on Human Rights Defenders</li> <li>• The Universal Declaration of Human Rights</li> <li>• The International Covenant on Civil and Political Rights (explicitly the protection of whistle-blowing as an aspect of freedom of expression under Article 19)</li> <li>• The International Covenant on Economic, Social and Cultural Rights</li> <li>• The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)</li> <li>• The International Labour Organisation’s (ILO) Declaration on Fundamental Principles and rights to work</li> <li>• Any other guidelines or human rights standards as set out in the laws of the Republic of Indonesia.</li> </ul> <p>PT Socfin Indonesia expressly grants protection for any report documents or information in any form made with a reasonable belief that the information is true at the time it is disclosed.</p> <p>PT Socfin Indonesia shall protect individuals against violence, threats, all forms of retaliation, direct or indirect, pressure or any other arbitrary action as consequence of the individual’s legitimate exercise of their fundamental human rights in course of their engagement with Socfindo.</p> <p>PT Socfin Indonesia shall protect individuals from all forms of retaliation, disadvantage or discrimination in the workplace linked or resulting from HRD activities. Socfindo shall preserve the individual’s confidentiality and the identity of the individual may not be disclosed without the individual’s explicit informed consent.</p> <p>These policies has been disseminated to all workers in morning muster and planks/posters in the Mill, offices, and oil palm blocks. Based on</p>	
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		<p>interview with Labor Union, obtained information that Socfin Indonesia does not intimidating or act violence to solve problem.</p> <p>Based on internet search results, in June 2022 there were a number of employees who went on strike regarding the reduced 2022 annual bonus (<a href="https://www.suluhsumatera.co.id/2022/06/sejumlah-karyawan-pt-socfindo-kebun.htm">https://www.suluhsumatera.co.id/2022/06/sejumlah-karyawan-pt-socfindo-kebun.htm</a>). Based on the results of interviews with the Labor Union, the strike went well and the company did not use violence to control or stop the strike.</p>	
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.</p> <p>- Minor compliance -</p>	<p>Based on internet search results, in June 2022 there were a number of employees who went on strike regarding the reduced 2022 annual bonus (<a href="https://www.suluhsumatera.co.id/2022/06/sejumlah-karyawan-pt-socfindo-kebun.htm">https://www.suluhsumatera.co.id/2022/06/sejumlah-karyawan-pt-socfindo-kebun.htm</a>). Based on the results of interviews with the Labor Union, the strike went well and the company did not use violence to control or stop the strike.</p> <p>Based on interview with workers and stakeholders, is obtained information that the company does not intimidate or violence (including any form of harassment or paramilitary usage) to solve any problem.</p>	Complied
<p><b>Criteria 4.2:</b> 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><b>(C)</b> The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>PT Socfin Indonesia – Negeri Lama as a part of Socfin SA has human rights policy that signed by Principal Director since 1 June 2019.</p> <p>The policy stated that:</p> <ul style="list-style-type: none"> <li>• PT Socfin Indonesia expressly grants protection for any report documents or information in any form made with a reasonable belief that the information is true at the time it is disclosed.</li> <li>• PT Socfin Indonesia shall protect individuals against violence, threats, all forms of retaliation, direct or indirect, pressure or any other arbitrary action as consequence of the individual’s legitimate exercise of their fundamental human rights in course of their engagement with PT Socfin Indonesia.</li> </ul>	Complied



		<ul style="list-style-type: none"> <li>• PT Socfin Indonesia shall protect individuals from all forms of retaliation, disadvantage or discrimination in the workplace linked or resulting from HRD activities. PT Socfin Indonesia shall preserve the individual’s confidentiality and the identity of the individual may not be disclosed without the individual’s explicit informed consent.</li> </ul> <p>The company has social communication procedure which consisted of the procedure to handling complaint, the procedure provided at social communication procedure (Document No. SOC/PSM/9.01, Rev.7 dated 01 February 2019).</p> <p>The complaints divided into:</p> <ul style="list-style-type: none"> <li>• External complaint</li> <li>• Internal complaint</li> <li>• Sexual harassment, intimidation, and violence</li> <li>• Complaint from human rights defender and whistle blower.</li> </ul> <p>The procedure is completed with a flowchart for each type of complaint and a description of handling the complaint.</p> <p>The company has provided the procedure to handling complaint No. SOC/PSM/9.01, Rev.7 dated 01 February 2019. Those shows that it has been arranged regarding the time-period for responding to complaints. The procedure explain the complaint handling as follows:</p> <ul style="list-style-type: none"> <li>• Incoming complaints from internal stakeholder shall responded by top management unit’s maximum 1 month after the complaint accepted.</li> <li>• Incoming complaints from external stakeholder also shall responded by top management unit’s maximum 1 month after the complaint accepted. If the complaints still not met with any settlements, general affair shall inform the complainants regarding the complaint status, progress and any other things needed to reach a settlement. If the settlement of a complaint is not approved by both parties, the</li> </ul>	
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		<p>complaint can involve a technical or independent mediator or a legitimate third party. Head clerk monitored all the settlement process and progress.</p> <ul style="list-style-type: none"> <li>• Resolution for sexual harassment complaint, intimidation and violence will held by Gender Committee. The meeting for complaints and investigation conducted maximum 1 month after the complaint submitted and the status will be updated on a monthly base by Gender Committee.</li> <li>• Resolution of human rights defender complaints and reporting violations will be carried out by the Estate Manager and may involve the General Affair Department. The duration of handling this complaint is not specifically regulated and depends on the size of the case.</li> </ul> <p>Based on interview with workers and stakeholders, obtained information that the procedure is understood by stakeholders. Moreover, Socfin Indonesia does not intimidating or violence (including any form of harassment or paramilitary usage) to solve any problem.</p>	
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>Based on interview with workers and stakeholders, is obtained information that the procedure is understood by stakeholders. Moreover, Socfin Indonesia does not intimidating or use violence (including any form of harassment or paramilitary usage) to solve any problem. No illiterate parties founded in surrounding community.</p>	Complied
4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>Based on document review and interview with management and stakeholders, it is known that there is no complaint submitted by the stakeholder.</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>According to the complaint handling, the company has provided the procedure to handling complaint No. SOC/PSM/9.01, Rev.7 dated 01</p>	Complied

	choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator. - Minor compliance -	February 2019. The document sighted that the external complaints resolution can be involved with third party mediator.	
<b>Criteria 4.3:</b> The unit of certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local community are demonstrated. - Minor compliance -	Contributions to community development and preparing for upcoming CSR program, unit of certification conducting consultation with local community and affected parties. The consultation was held through Focus Group Discussion at Estate. In example: 18 February 2022. Consultation and identification CSR program 2022 with stakeholders. This meeting attended by 15 stakeholders from surrounding communities and affected parties. 25 January 2023. Consultation and identification CSR program 2023 with stakeholders. This meeting attended by 22 stakeholders from surrounding communities. The meeting aims to collect input for CSR program which the company support. Summary of the meeting are resulted several topics which stakeholders' necessity and improvement, particularly to local communities. Several aspects cover: Human Resources, Religious activities and event, Healthcare, Education, Sports, Infrastructure and Economy Development. Based on stakeholder consultation with village chairman of Desa Perkebunan Negeri Lama, some proposed program that will be discussed with the company such as sheep farming empowerment and fisheries empowerment at estate drain block.	Complied
<b>Criteria 4.4:</b> Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	<b>(C)</b> Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior	PT. Socfin Indonesia - Negeri Lama is an oil palm plantation company that has been operating since the Dutch East Indies period at that time	Complied

	<p>and Informed (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>still called NV Sennah Rubber Coy Ltd. The concession right issued by Ressen der Oostkust van Sumatra on 21 March 1919 (concession rights No 350 and 351) valid for 75 years. After Indonesian Government issued the policy of converting foreign concession rights imposed as the implementation of the Basic Agrarian Law No. 5 of 1960, the concession rights were converted to Land Use Right (HGU) as per Minister of Agriculture and National Land Decree dated 1 November 1962 which ended on 24 September 1973. In 1965 this estate was controlled by the Indonesian government based on Presidential Decree No. 6 of 1965 and subsequently based on an Agreement between the Government of Indonesia and Plantations Noord Sumatra SA Brussels on 24 April 1968 a joint venture was formed between the Government of Indonesia and the original owner with new provisions to the new company granted a 30-year HGU as mentioned in article 4.a of the agreement.</p> <p>Subsequently, PT Socfin Indonesia get HGU of Negeri Lama Estate which covering an area of 1,900 Ha in accordance with the Decree of the Minister of Home Affair dated 3 August 1978. On 25 July 1997, this HGU has been extended based on National Land Minister Decree No. 88/HGU/BPN/1997 counting from 1 January 1999 until 31 December 2024 with area 2,164.80 Ha. This latest decree known as legal ownership certificate.</p> <p>Based on interview with Village Head of Perkebunan Negeri Lama, obtained information that the land of PT. Socfin Indonesia – Negeri Lama Estate originally was owned by a company from Dutch Colonial Era (around 100 years ago) and then continued by a joint venture between the Government of Indonesia and previous company under the new name PT. Socfin Indonesia. There has been no a new land acquisition since then. Therefore, FPIC process in not applicable for this company.</p> <p>Legal requirements for Negeri Lama consist of:</p>	
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		<p><b>Organisation legal standing</b></p> <ul style="list-style-type: none"> <li>- Company Deed:             <ul style="list-style-type: none"> <li>• No. 45 dated 7 December 1930, 1<sup>st</sup> registered as PT. SOCFIN MEDAN SA.</li> <li>• No. 23 dated 21 June 1968 renamed as PT. SOCFIN INDONESIA (SOCFINDO).</li> <li>• No. 129 dated 28 January 1980, registered by Ministry of Justice No: C2-8232.HT.01.04.Th.85 (24 December 1985).</li> <li>• No. 20 (dated 9 June 1989) and No. 56 (dated 26 May 1990). Registered by Ministry of Justice No: C2-6301.HT.01.04.Th.90 (23 November 1990).</li> <li>• No. 14 (31 October 2000), registered by Ministry of Justice Number: C2-6560.HT.01.04.Th.2001 (1 May 2001).</li> <li>• No. 5 (3 May 2002) based on Shareholders Statement. Registered by Ministry of Justice and Human Rights Number: C-16575.HT.01.04.TH.2002 (30 August 2002).</li> <li>• Amended Company Deed (based on Extraordinary Shareholders Meeting): Deed No.41 dated 16 June 2020. Noraty: Ika Nora, SH, M.Kn. Approval Ministry of Laws and Human Rightst: AHU-AH.01.03-0252102, dated 17 June 2020.</li> </ul> </li> <li>- Renewal of Company Registered Number: 02.12.1.01.00385/0533/1304/ 02/2017, dated 27 March 2017. Validity: 2 March 2022. Issued from Integrated Services and Investment Agency of Medan.</li> <li>- Company Tax Registration Number (NPWP): 01.001.806.7-116.002.</li> </ul> <p><b>Land Tenure and Land-Use Rights</b></p>	
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		<p>HGU Certificate Number: 1, dated 28 June 1979. Ministry of Home Affairs Decree SK.64/HGU/DA/1978, dated 3 August 1978. Valid until 31 December 2024. Area: 2,164.80 Ha.</p> <p><b>Plantation Permit</b></p> <p>Surat Pendaftaran Usaha Perkebunan Nomor: HK.350/84/Dj.Bun.5/II/2002, dated 25 Februari 2002. Plantation area permitted: 2,164.80 Ha; Mill capacity: 16 MT FFB/hr.</p>	
<p>4.4.2</p>	<p>Copies documents evidencing agreement- making processes and negotiated agreements detailing the FPIC process are available and include:</p> <ul style="list-style-type: none"> <li>- Minor compliance -</li> </ul> <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>Based on document verification on land use title, environmental document, HCV assessment report and public consultation with representatives from stakeholders, audit team obtain information the company has been operated since the Dutch Colonial Era (approximately 1919). There was no land acquisition from the community during the establishment, and there is no a new land expansion/acquisition thereafter.</p> <p>However, certificate holder had land acquisition procedure (Document No. SOC/PSM/9.04 Rev.1 that dated 1 January 2010). The procedures describe the process of land acquisition starting from conducting the survey, obtaining directives from the government, land suitability survey, follow-up of land suitability survey, submission of plantation business permit, land acquisition plan and submission of land use title (HGU).</p> <p>At the point of the Land Acquisition Plan related to the Free, Prior and Informed Consent mechanism has been explained including providing information to the surrounding community, meeting with the community, posting announcements to the public and the mass media. Community approval is done through a voluntary process, without coercion and openness. The local the community can be represented by lawyers that appointed by the community itself during the negotiation process. The process of land acquisition is owned by the community or customary rights based on the procedure of giving compensation where</p>	<p>Complied</p>

		in the process of land acquisition. It is possible to be elicited if no agreement is reached with the local community.	
	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;	Based on document verification on land use title, environmental document, HCV assessment report and public consultation with representatives from stakeholders, audit team obtain information the company has been operated since the Dutch Colonial Era (approximately 1919). There was no land acquisition from the community during the establishment, and there is no a new land expansion/acquisition thereafter.	
	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.	Based on document verification on land use title, environmental document, HCV assessment report and public consultation with representatives from stakeholders, audit team obtain information the company has been operated since the Dutch Colonial Era (approximately 1919). There was no land acquisition from the community during the establishment, and there is no a new land expansion/acquisition thereafter.	
4.4.3	<p><b>(C)</b> Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>- Critical (Major) compliance -</p>	<p>Based on document verification on land use title, environmental document, HCV assessment report and public consultation with representatives from stakeholders, audit team obtain information the company has been operated since the Dutch Colonial Era (approximately 1919). There was no land acquisition from the community during the establishment, and there is no a new land expansion/acquisition thereafter.</p> <p>PT. Socfin Indonesia – Negeri Lama has established procedure for land acquisition and complaints handling. The procedures describe the process of land acquisition starting from conducting the survey, obtaining directives from the government, land suitability survey, follow-up of land suitability survey, submission of plantation business permit, land acquisition plan and submission of land use title (HGU).</p>	Complied

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		Inside the procedure Land Acquisition Plan related to the Free, Prior and Informed Consent mechanism has been explained including providing information to the surrounding community, meeting with the community, posting announcements to the public and the mass media. Community approval is done through a voluntary process, without coercion, and to maintain transparency. The local the community can be represented by lawyers that appointed by the community itself during the negotiation process. The process of land acquisition is owned by the community or customary rights based on the procedure of giving compensation where in the process of land acquisition. It is possible to be elicited if no agreement is reached with the local community.	
4.4.4	All relevant information is available in appropriate forms and languages, including assessment of impact, proposed benefit sharing, and legal arrangements. - Minor compliance -	Based on document verification on land use title, environmental document, HCV assessment report and public consultation with representatives from stakeholders, audit team obtain information the company has been operated since the Dutch Colonial Era (approximately 1919). There was no land acquisition from the community during the establishment, and there is no a new land expansion/acquisition thereafter.	Complied
4.4.5	<b>(C)</b> 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. - Critical (Major) compliance -	Based on document verification on land use title, environmental document, HCV assessment report and public consultation with representatives from stakeholders, audit team obtain information the company has been operated since the Dutch Colonial Era (approximately 1919). There was no land acquisition from the community during the establishment, and there is no a new land expansion/acquisition thereafter.	Complied
4.4.6	There is evidence that implementation of agreement negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	Based on document verification on land use title, environmental document, HCV assessment report and public consultation with representatives from stakeholders, audit team obtain information the company has been operated since the Dutch Colonial Era (approximately 1919). There was no land acquisition from the community during the	Complied



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		establishment, and there is no a new land expansion/acquisition thereafter.	
<p><b>Criteria 4.5:</b> No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			
4.5.1	<p><b>(C)</b> Documents showing identification and assessment of demonstrable legal, customary and user rights are available.                      - Critical (Major) compliance -</p>	<p>No new change of finding compared to the previous assessment. Based on document verification on land use title, environmental document, HCV assessment report and public consultation with representatives from stakeholders, audit team obtain information the company has been operated since the Dutch Colonial Era (approximately 1919). There was no land acquisition from the community during the establishment. Also there was no any land expansion after the independence era and no new planting either, but only for replanting.</p> <p>However, the Company has established Prosedur of Land Identification and Compensation No.SOC/PSM/9.05 rev.01, dated 1 April 2015, and Prosedur of Land Acquisition No.SOC/PSM/9.04 rev.01, dated 1 January 2010, as a FPIC guidance if there any new land expansion in the future.</p>	Complied
4.5.2	<p><b>(C)</b> FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions. All the relevant information and documents are made available, and community have option of resourced access to independent third-party advice through a documented, long-term and two- way process of consultation and negotiation.                      - Critical (Major) compliance -</p>	<p>No new change of finding compared to the previous assessment. Based on document verification on land use title, environmental document, HCV assessment report and public consultation with representatives from stakeholders, audit team obtain information the company has been operated since the Dutch Colonial Era (approximately 1919). There was no land acquisition from the community during the establishment. Also there was no any land expansion after the independence era and no new planting either, but only for replanting.</p> <p>However, the Company has established Prosedur of Land Identification and Compensation No.SOC/PSM/9.05 rev.01, dated 1 April 2015, and Prosedur of Land Acquisition No.SOC/PSM/9.04 rev.01, dated 1 January 2010, as a FPIC guidance if there any new land expansion in the future.</p>	Complied

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		<p>PT. Socfin Indonesia – Negeri Lama carried out communication and consultation process in form of review of social studies and documented under <i>"Review of Social Impact Assessment Report"</i>. The last review was carried out in January 2020 involving the participation of the parties including the affected communities and randomly sampled workers. The collection of data from response through the structured interview method using a list of questions in the "Social Impact Assessment Questionnaire". The list of questionnaires consist guidance list such as livelihood, access to food, road access and public facilities, and provision of basic resources (water, etc.) including cattle feed.</p>	
<p>4.5.3</p>	<p>Evidence is available that affected local peoples understand they have the right to say 'agree' or 'not agree' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	<p>No new change of finding compared to the previous assessment. Based on document verification on land use title, environmental document, HCV assessment report and public consultation with representatives from stakeholders, audit team obtain information the company has been operated since the Dutch Colonial Era (approximately 1919). There was no land acquisition from the community during the establishment. Also there was no any land expansion after the independence era and no new planting either, but only for replanting.</p> <p>In 1994, the company conducted an Environmental Impact Assessment that was completed with an Environmental Management Plan (RKL) and an Environmental Monitoring Plan (RPL). Based on the document verification it was revealed that there were no customary rights or any others land use rights inside the PT Socfin Indonesia - Negeri Lama concession (HGU).</p>	<p>Complied</p>
<p>4.5.4</p>	<p>To ensure local food and water security and as part of the FPIC process, SEIA participation and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of land allocations process.</p> <p>- Minor compliance -</p>	<p>No new change of finding compared to the previous assessment. Based on document verification on land use title, environmental document, HCV assessment report and public consultation with representatives from stakeholders, audit team obtain information the company has been operated since the Dutch Colonial Era (approximately 1919). There was no land acquisition from the community during the establishment. Also</p>	<p>Complied</p>

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		<p>there was no any land expansion after the independence era and no new planting either, but only for replanting.</p> <p>In 1994, the company conducted an Environmental Impact Assessment that was completed with an Environmental Management Plan (RKL) and an Environmental Monitoring Plan (RPL). Based on the document verification it was revealed that there were no customary rights or any others land use rights inside the PT Socfin Indonesia - Negeri Lama concession (HGU).</p>	
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access information and advice, that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>No new change of finding compared to the previous assessment. Based on document verification on land use title, environmental document, HCV assessment report and public consultation with representatives from stakeholders, audit team obtain information the company has been operated since the Dutch Colonial Era (approximately 1919). There was no land acquisition from the community during the establishment. Also there was no any land expansion after the independence era and no new planting either, but only for replanting.</p> <p>In 1994, the company conducted an Environmental Impact Assessment that was completed with an Environmental Management Plan (RKL) and an Environmental Monitoring Plan (RPL). Based on the document verification it was revealed that there were no customary rights or any others land use rights inside the PT Socfin Indonesia - Negeri Lama concession (HGU).</p>	Complied
4.5.6	<p>Evidence is available that the communities or their representatives gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p> <p>- Minor compliance -</p>	<p>No new change of finding compared to the previous assessment. Based on document verification on land use title, environmental document, HCV assessment report and public consultation with representatives from stakeholders, audit team obtain information the company has been operated since the Dutch Colonial Era (approximately 1919). There was no land acquisition from the community during the establishment. Also there was no any land expansion after the independence era and no new planting either, but only for replanting.</p>	Complied

		In 1994, the company conducted an Environmental Impact Assessment that was completed with an Environmental Management Plan (RKL) and an Environmental Monitoring Plan (RPL). Based on the document verification it was revealed that there were no customary rights or any others land use rights inside the PT Socfin Indonesia - Negeri Lama concession (HGU).	
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. - Minor compliance -	SOCFIN – NEGERI LAMA was established since 1919, where the Mill constructed in 1928. There are no expansion area or crops conversion up to 2022. The Mill and estate are still existing. However, unit of certification has procedure for land acquisition and complaints handling. At the point of the Land Acquisition Plan (Point 5.5.3) the Free, Prior and Informed Consent mechanism has been explained including providing information to the surrounding community, meeting with the community, posting announcements to the public and the mass media. Community approval is done through a voluntary process, without coercion and openness. The local the community can be represented by lawyers that appointed by the community itself during the negotiation process. The process of land acquisition is owned by the community or customary rights based on the procedure of giving compensation where in the process of land acquisition. It is possible to be elicited if no agreement is reached with the local community.	Complied
4.5.8	<b>(C)</b> New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	SOCFIN – NEGERI LAMA was established since 1919, where the Mill constructed in 1928. There are no expansion area or crops conversion up to 2022. The Mill and estate are still existing. However, unit of certification has procedure for land acquisition and complaints handling. At the point of the Land Acquisition Plan (Point 5.5.3) the Free, Prior and Informed Consent mechanism has been explained including providing information to the surrounding community, meeting with the community, posting announcements to	Complied

		the public and the mass media. Community approval is done through a voluntary process, without coercion and openness. The local the community can be represented by lawyers that appointed by the community itself during the negotiation process. The process of land acquisition is owned by the community or customary rights based on the procedure of giving compensation where in the process of land acquisition. It is possible to be elicited if no agreement is reached with the local community.	
<b>Criteria 4.6:</b> 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	<p><b>(C)</b> A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>No new change of finding compared to the previous assessment. Based on document verification on land use title, environmental document, HCV assessment report and public consultation with representatives from stakeholders, audit team obtain information the company has been operated since the Dutch Colonial Era (approximately 1919). There was no land acquisition from the community during the establishment, and there is no a new land expansion/acquisition thereafter.</p> <p>Through the SEIA, SIA and HCV assessment that has been conducted conclude that there were no customary land or indigenous people in their concession areas.</p> <p>However, the Company has established Prosedur of Land Identification and Compensation No.SOC/PSM/9.05 rev.01, dated 1 April 2015, and Prosedur of Land Acquisition No.SOC/PSM/9.04 rev.01, dated 1 January 2010, as a FPIC guidance if there any new land expansion in the future.</p>	Complied
4.6.2	<p><b>(C)</b> A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>The Company has established Prosedur of Land Identification and Compensation No.SOC/PSM/9.05 rev.01, dated 1 April 2015, and Prosedur of Land Acquisition No.SOC/PSM/9.04 rev.01, dated 1 January 2010, as a FPIC guidance if there any new land expansion in the future.</p>	Complied

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		Free, Prior and Informed Consent mechanism has been explained including providing information to the surrounding community, meeting with the community, posting announcements to the public and the mass media. Community approval will be done through a voluntary process, without coercion and be uphold transparency. The local the community can be represented by lawyers that appointed by the community itself during the negotiation process. The process of land acquisition is owned by the community or customary rights based on the procedure of giving compensation where in the process of land acquisition. It is possible to be elucidated if no agreement is reached with the local community.	
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). - Minor compliance -	No new change of finding compared to the previous assessment. Based on document verification on land use title, environmental document, HCV assessment report and public consultation with representatives from stakeholders, audit team obtain information the company has been operated since the Dutch Colonial Era (approximately 1919). There was no land acquisition from the community during the establishment, and there is no a new land expansion/acquisition thereafter.  The company has conducted SEIA, SIA and HCV and its implementation to manage environmental and social issues.	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. - Minor compliance -	No new change of finding compared to the previous assessment. Based on document verification on land use title, environmental document, HCV assessment report and public consultation with representatives from stakeholders, audit team obtain information the company has been operated since the Dutch Colonial Era (approximately 1919). There was no land acquisition from the community during the establishment, and there is no a new land expansion/acquisition thereafter.  The company has conducted SEIA, SIA and HCV and its implementation to manage environmental and social issues.	Complied

<b>Criteria 4.7:</b> 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	<p><b>(C)</b> A mutually agreed procedure for identifying people entitled to compensation is in place.</p> <p>- Critical (Major) compliance -</p>	<p>No new change of finding compared to the previous assessment. Based on document verification on land use title, environmental document, HCV assessment report and public consultation with representatives from stakeholders, audit team obtain information the company has been operated since the Dutch Colonial Era (approximately 1919). There was no land acquisition from the community during the establishment, and there is no a new land expansion/acquisition thereafter.</p> <p>Through the SEIA, SIA and HCV assessment that has been conducted conclude that there were no customary land or indigenous people in their concession areas.</p> <p>However, the Company has established Prosedur of Land Identification and Compensation No.SOC/PSM/9.05 rev.01, dated 1 April 2015, and Prosedur of Land Acquisition No.SOC/PSM/9.04 rev.01, dated 1 January 2010, as a FPIC guidance if there any new land expansion in the future.</p>	Complied
4.7.2	<p><b>(C)</b> A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.</p> <p>- Critical (Major) compliance -</p>	<p>No new change of finding compared to the previous assessment. Based on document verification on land use title, environmental document, HCV assessment report and public consultation with representatives from stakeholders, audit team obtain information the company has been operated since the Dutch Colonial Era (approximately 1919). There was no land acquisition from the community during the establishment, and there is no a new land expansion/acquisition thereafter.</p> <p>Through the SEIA, SIA and HCV assessment that has been conducted conclude that there were no customary land or indigenous people in their concession areas.</p> <p>However, the Company has established Prosedur of Land Identification and Compensation No.SOC/PSM/9.05 rev.01, dated 1 April 2015, and</p>	Complied

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		Prosedur of Land Acquisition No.SOC/PSM/9.04 rev.01, dated 1 January 2010, as a FPIC guidance if there any new land expansion in the future.	
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development. - Minor compliance -	No new change of finding compared to the previous assessment. Based on document verification on land use title, environmental document, HCV assessment report and public consultation with representatives from stakeholders, audit team obtain information the company has been operated since the Dutch Colonial Era (approximately 1919). There was no land acquisition from the community during the establishment, and there is no a new land expansion/acquisition thereafter.  Through the SEIA, SIA and HCV assessment that has been conducted conclude that there were no customary land or indigenous people in their concession areas.	Complied
<b>Criteria 4.8:</b> The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrated that they have legal customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	Based on document review, stakeholder consultation, and field observation, it is known that currently no land dispute in company's operational area.  On the previous audit, there was a complaint that has been closed on 12 May 2020 according to the RSPO complaint panel The decision can be seen on <a href="https://askrspo.force.com/Complaint/s/case/5000o00002aSOxkAAG/detail">https://askrspo.force.com/Complaint/s/case/5000o00002aSOxkAAG/detail</a> .  This case is about dispute between some of the villagers of Negeri Lama Seberang regarding the claim that PT. Socfin Indonesia – Negeri Lama Estate occupied their land for water pipelines by mill for the mill operational and supply of clean water for employee.	Complied
4.8.2	<b>(C)</b> 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	Based on document review, stakeholder consultation, and field observation, it is known that currently no land dispute in company's operational area.	Complied



	addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -		
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4). - Minor compliance -	Based on document review, stakeholder consultation, and field observation, it is known that currently no land dispute in company's operational area.	Complied
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). - Minor compliance -	Based on document review, stakeholder consultation, and field observation, it is known that currently no land dispute in company's operational area.	Complied
<b>Principle 5: Support smallholder inclusion</b>			
Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.			
<b>Criteria 5.1:</b> The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices for FFB are publicly available and accessible by smallholders. - Minor compliance -	PT Socfin Indonesia – Negeri Lama POM does not receive FFB from another FFB sources/supplier/smallholder. All FFB receive by POM was from company-own Estate (Negeri Lama Estate) which - RSPO certified. Therefore, FFB pricing for FFB supplier/smallholder is not applicable.	Complied
5.1.2	<b>(C)</b> Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders. - Critical (Major) compliance -	PT Socfin Indonesia – Negeri Lama POM does not receive FFB from another FFB sources/supplier/smallholder. All FFB receive by POM was from company-own Estate (Negeri Lama Estate) which - RSPO certified. Therefore, FFB pricing for FFB supplier/smallholder is not applicable.	Complied
5.1.3	<b>(C)</b> Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.	PT Socfin Indonesia – Negeri Lama POM does not receive FFB from another FFB sources/supplier/smallholder. All FFB receive by POM was	Complied

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	- Critical (Major) compliance -	from company-own Estate (Negeri Lama Estate) which - RSPO certified. Therefore, FFB pricing for FFB supplier/smallholder is not applicable.	
5.1.4	<p><b>(C)</b> 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> <p>- Critical (Major) compliance -</p>	<p>PT Socfin Indonesia – Negeri Lama POM does not receive FFB from another FFB sources/supplier/smallholder. All FFB receive by POM was from company-own Estate (Negeri Lama Estate) which - RSPO certified. Unit of certification Negeri Lama have no smallholders program (scheme nor independent).</p> <p>This indicator is Not Applicable</p>	Complied
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>PT Socfin Indonesia – Negeri Lama POM does not receive FFB from another FFB sources/supplier/smallholder. All FFB receive by POM was from company-own Estate (Negeri Lama Estate) which - RSPO certified. Unit of certification Negeri Lama have no smallholders program (scheme nor independent).</p> <p>This indicator is Not Applicable</p>	Complied
5.1.6	<p><b>(C)</b> Agreed payments are made in a timely manner and receipts specifying price, weigh, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>PT Socfin Indonesia – Negeri Lama POM does not receive FFB from another FFB sources/supplier/smallholder. All FFB receive by POM was from company-own Estate (Negeri Lama Estate) which - RSPO certified. Unit of certification Negeri Lama have no smallholders program (scheme nor independent).</p> <p>This indicator is Not Applicable</p>	Complied
5.1.7	<p>Weighing equipment is verified by an independent third party on a regular basis.</p> <p>- Minor compliance -</p>	<p>Weighbridge at Negeri Lama POM has been calibrated by accredited body referred to: "Surat Keterangan Hasil Pengujian UPTD Metrologi Legal Dinas Perdagangan dan Perindustrian Kabupaten Labuhanbatu No.510.3/115/Dagind-Met/KHP/8/2022" dated 3 August 2022, valid until 3 August 2023. Detail information; Brand GSC; Type GST-9600; S/N 9670030; Capacity 30,000 kg; User PT. Socfin Indonesia.</p>	Complied

5.1.8	<p>The unit of certification supports Independent smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholder on who runs the Internal Controlling System (ICS), who holds the certificate, and who owns and sells certified materials.</p> <p>- Minor compliance -</p>	<p>Unit of certification Negeri Lama is consisting of one Mill and one Own Estate, there is no smallholders program is developed.</p> <p>However, management of Negeri Lama plantation have particular attention to surrounding independent smallholders in form of assisting in best practice guidance.</p> <p>This commitment is made with agreement between company and independent smallholders within “Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT Socfin Indonesia – Kebun Negeri Lama dengan Kelompok Tani Maju Jaya (No. NL/X/Bi/087/2021)” dated 24 March 2021. The independent smallholders consist of 81 members covering 411.5 Ha.</p> <p>But plan for RSPO certification is not yet a priority currently due to several reasons from smallholders.</p>	Complied
5.1.9	<p><b>(C)</b> The unit of certification has a grievance mechanism for smallholders, and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>PT Socfin Indonesia – Negeri Lama POM does not receive FFB from another FFB sources/supplier/smallholder. All FFB receive by POM was from company-own Estate (Negeri Lama Estate) which - RSPO certified.</p> <p>Unit of certification Negeri Lama have no smallholders program (scheme nor independent).</p> <p>This indicator is Not Applicable</p>	Not Applicable
<p><b>Criteria 5.2:</b> The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.</p>			
5.2.1	<p>The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>Unit of Certification have established “Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT Socfin Indonesia – Kebun Negeri Lama dengan Kelompok Tani Maju Jaya (No. NL/X/Bi/087/2021)” dated 24 March 2021. The agreement stipulates PT. Socfin Indonesia – Negeri Lama provide guidance and supervisory in terms of planning, technical management and administrative support for smallholder of 81 members covering area of 411.5 Ha.</p>	Complied

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		<p>This agreement has been reported to Plantation Service and responded "Surat Kepala Dinas Pertanian Kabupaten Labuhanbatu No.520/0189/DIPERTA-BUN/2021 perihal Surat Keterangan", dated 29 January 2021. The letter stipulates the plantation service acknowledge the agreement between PT. Socfin Indonesia – Negeri Lama and Kelompok Tani Maju Jaya Desa Sidomulyo.</p> <p>But plan for RSPO certification is not yet a priority currently due to several reasons from smallholders.</p> <p>OFI: Initial consultation to find out the interest of smallholders in RSPO certification needs to be strengthened and identified, so that the certification unit can determine in future.</p>	
5.2.2	<p>The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).</p> <p>- Minor compliance -</p>	<p>Unit of Certification demonstrated independent smallholder’s livelihood improvement programmes "Realisasi Program Kemitraan Tahun 2022 PT Socfin Indonesia - Negeri Lama dengan Kelompok Tani Maju Jaya Desa Sidomulyo" approved 12 January 2023.</p> <p>The program comprises of different aspects and activities:</p> <ul style="list-style-type: none"> <li>• Facilitating land certification to Land Department (still in progress at Land Department);</li> <li>• Technical guidance and practice for fertilizer application and upkeep for mature palm to increase productivity.</li> <li>• Technical guidance and practice for fertilizer application and upkeep for mature palm</li> </ul> <p>Time bound plan for involving Kelompok Tani Maju Jaya proceed for RSPO certification depends on the smallholders necessity and agreement.</p>	Complied
5.2.3	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p> <p>- Minor compliance -</p>	<p>Unit of certification Negeri Lama have no smallholders program (scheme nor independent).</p> <p>Supporting independent smallholders Kelompok Tani Maju Jaya was performed continuously, one of which is assisting smallholders to obtain</p>	Complied

		the land title. Obviously, this program is aimed to promote the legality of FFB production by independent smallholders.	
5.2.4	<p><b>(C)</b> Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of certification Negeri Lama have no smallholders program (scheme nor independent).</p> <p>However, the unit of certification have particular attention to surrounding independent smallholders Kelompok Tani Maju Jaya in form of assisting in best practice guidance, including provide several relevant trainings.</p> <p>Please refer to 5.2.2 above</p>	Complied
5.2.5	<p>The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.</p> <p>- Minor compliance -</p>	<p>Monitoring of partnership program implemented in 2022 recorded under "Evaluasi Kinerja Kebun Negeri Lama tahun 2022", dated 12 January 2023.</p> <p>Monitoring highlighted is progress for implementation of smallholder partnership program 2020 was in progress to obtaining land title.</p>	Complied
<p><b>Principle 6: respect workers' rights and conditions</b>          Protect workers' rights and ensure safe and decent working conditions.</p>			
<p><b>Criteria 6.1:</b> Any form of discrimination is prohibited.</p>			
6.1.1	<p><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>There are no changes of company's SOP or policy compared to the previous audit. PT Socfin Indonesia – Negeri Lama POM has procedure, which regulated that hiring and promotion of workers are based on skill, work experiences, and job evaluation.</p> <p>Recruitment process was documented in procedure "<i>Penerimaan Pekerja KHT Kebun</i>" No Doc: SOC/PSM/6.01.01, 1st revision dated 1st December 2015. Based on that procedure can be seen that the selection, recruitment, and promotion of workers based on qualification standard for the job.</p> <p>Employee credential and medical history were documented and recorded very well and has been reviewed during audit. All company</p>	Complied

		<p>policy reviewed every year by Sustainability Sub Department, PT Socfin Indonesia. Employees' evaluation were conducted every November to decide promotion of employees.</p> <p>PT Socfin Indonesia – Negeri Lama POM has also prepared the procedure for promotion, retirement, and termination as per "Sistem Manajemen Socfindo Prosedur Promosi, Mutasi dan Demosi", document number: SOC/PSM/6.14, edition 01 dated 17<sup>th</sup> October 2016.</p> <p>Promotion and upgrade are based on employee appraisal conducted annually as outlined in the Employee Assessment Form signed by the employee concerned, approved by the line manager, and checked by the General Manager. 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>Based on review of worker list and interview with workers and labour representatives during public consultation obtained information that there is no discrimination among the workers. All workers in estate and mill came from various race, tribes, religion and gender. All workers are equal in pay, career opportunities, treatment in the work environment and other benefits.</p> <p>Data verified of recruitment process in 2022 in the name of Agus Hutapea, consist of:</p> <ul style="list-style-type: none"> <li>• Letter of employee request in PT Socfin Indonesia – Negeri Lama, to General Department related.</li> <li>• Approval of request from General Department</li> <li>• Management of Negeri Lama has informed to head of local communities/villages and Manpower Agency in Labuhanbatu Regency related to open recruitments.</li> </ul>	
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		<ul style="list-style-type: none"> <li>Document of recruitment: application letter, selection result records (administration, competition and MCU) and the final recommendation of recruitment process.</li> </ul> <p>Appointment letter No. NL/X/PKWT/Bi/08/2022 dated 31 January 2022.</p>	
6.1.2	<p><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>Based on interview with Labor Union, Gender Committee, and external stakeholders, they mentioned that there is no indication of discrimination conducted by the company. The job vacancies were published, the recruitment were based on competencies and suitability with the role needed. Local communities and women are not discriminated (there is no migrant worker).</p> <p>Based on workers list, overall, it is known that the company’s workers are contain of 10% female worker, however, they dominantly fill the position of upkeep and spraying activities. Whereas for harvesting and mill processing 100% are male, because the jobs required male power. Moreover, females have no willing to work as harvester of mill operator.</p> <p>As a well-established company, PT Socfindo – Negeri Lama only has a few position in upkeep, mostly in harvesting and mill operation.</p>	Complied
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>- Minor compliance -</p>	<p>The company has procedure, which regulated that hiring and promotion of workers are based on skill, work experiences, and job evaluation.</p> <p>Recruitment process was documented in procedure “<i>Penerimaan Pekerja KHT Kebun</i>” No Doc: SOC/PSM/6.01.01, 3<sup>rd</sup> revision dated 20th February 2020. Based on that procedure can be seen that the selection, recruitment, and promotion of workers based on qualification standard for the job. Employee credential and medical history were documented and recorded very well and has been reviewed during audit. All company policy reviewed every year by Sustainability Sub Department, PT Socfin Indonesia. Employees’ evaluation was conducted every November to decide promotion of employees.</p>	Complied

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		<p>The company has also prepared the procedure for promotion, retirement, and termination as per "Sistem Manajemen Socfindo Prosedur Promosi, Mutasi dan Demosi", document number: SOC/PSM/6.14, edition 01 dated 17<sup>th</sup> October 2016. Promotion and upgrade are based on employee appraisal conducted annually as outlined in the Employee Assessment Form signed by the employee concerned, approved by the line manager, and checked by the General Manager. 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>From the recruitment process in 2022 in the name of Agus Hutapea, it is found that the recruitment selection, hiring access to training and promotion are based on skills, capabilities, qualities and medical fitness. The documentation consist of:</p> <ul style="list-style-type: none"> <li>• Letter of employee request in PT Socfin Indonesia – Negeri Lama, to General Department related.</li> <li>• Approval of request from General Department</li> <li>• Management of Negeri Lama has informed to head of local communities/villages and Manpower Agency in Labuhanbatu Regency related to open recruitments.</li> <li>• Document of recruitment: application letter, selection result records (administration, competition and MCU) and the final recommendation of recruitment process.</li> </ul> <p>Appointment letter No. NL/X/PKWT/Bi/08/2022 dated 31 January 2022.</p>	
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>Based on interview with female workers and gender committee, they stated Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. For instance, pregnancy test will be conducted for the position of chemical operator,</p>	Complied



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		<p>because it is prohibited according to national regulation if chemical activity conducted by pregnant women.</p> <p>PT Socfin Indonesia is regularly performed monitoring of pregnancy in monthly bases to all women workers on handling of pesticides and chemical material.</p> <p>Based on the report of pregnancy testing, who is women workers in pregnant then is not allowed to work in related to chemicals. They are usually transferred to light and harmless work. For example, cleaning service in an office or staff residence, manual plant care in a nursery or picking loose fruits. There is no salary deduction during employment or pregnancy leave.</p>	
6.1.5	<p><b>(C)</b> A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	<p>PT Socfin Indonesia has formed a Gender Committee since year 2012. The structure organization consisted of Head of Committee, Secretary and Members. Gender Committee as specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>Based on interview with Gender Committee, they stated that the activities plan include training on women’s rights, counselling for women affected by violence (if any), children care facilities, and breastfeeding policy. There is no violation related to gender discrimination, sexual harassment or reproductive rights, hence, the program is still the same compare to the previous year.</p>	Complied
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>PT Socfin Indonesia guarantees that related to the wage is in accordance with the laws and regulations applicable to the scope of work that has been made. All payment are referring to the minimum wage that stipulated by the local government annually (North Sumatra Governor Decree). The minimum wage applies to all employees regardless of gender.</p> <p>Based on document verification on payslip period of January 2023, the minimum wage of men and women worker area equal according to the</p>	Complied

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		<p>minimum wage stipulated by the local government. Through the interview with workers and labour representatives during public consultation obtained information that there is no salary discrimination against men and women workers, or within the same scope of work.</p>	
<p><b>Criteria 6.2:</b> Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).</p>			
<p>6.2.1</p>	<p><b>(C)</b> Documentation of pay and working conditions in accordance with applicable labour laws are available to the workers in national languages and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>Document of pay and working condition in accordance with applicable labour laws has demonstrated by document of Collective Labour Agreements (CLA) - "Kesepakatan Bersama Tentang Pemberlakuan Perjanjian Kerja Bersama (PKB) 2018-2020", between labour Union in Plantation Sectoral (Pengurus Pusat Federasi Serikat Pekerja Pertanian dan Perkebunan SPSI - PP FSP.PP-SPSI) with Representative of Plantation Management in Sumatera (Badan Kerjasama Perusahaan Perkebunan Sumatera - BKS PPS), dated 8 April 2018". In article XXIV was stated that CLA – PKB 2018-2020 is still valid until the progress of discussion of new PKB has finished.</p> <p>CLA are describing the documentation of pay and conditions and available in Indonesian language. The CLA has been explained to all workers at Negeri Lama Estate and Negeri Lama POM. It was confirmed during interview with workers.</p> <p>Minimum Wage of 2023 based on Decree of Sumatera Utara Governor No. 188.44/949/KPTS/2022 dated 28 November 2022, amount IDR 2,710,493.93.</p> <p>Socfin Indonesia has made wage structure and scale of 2023 based on Governor Decree on Minimum Wage, that is for lowest grade, the wage stated amount IDR 3,311,800.</p> <p>Based on interview with upkeep workers in the field (lowest grade) and payment slip of some workers with lowest grade (Sardi, ID 2308374 as</p>	<p>Complied</p>

		<p>upkeep worker, and Nurhamiah; female; ID 2309713 as spraying worker), it is known that they received wage amount IDR 3,311,800.</p>	
<p>6.2.2</p>	<p><b>(C)</b> 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.          - Critical (Major) compliance -</p>	<p>Working agreement of each worker was refer to "Perjanjian Kerja Bersama (PKB) 2018 – 2020" which has been agreed according to Collective Labour Agreements (CLA) - "Kesepakatan Bersama Tentang Pemberlakuan Perjanjian Kerja Bersama (PKB) Tahun 2018 – 2020, based on the result of discussed between labour Union in Plantation Sectoral (Pengurus Pusat Federasi Serikat Pekerja Pertanian dan Perkebunan SPSI - PP FSP.PP-SPSI)" with Representative of Plantation Management in Sumatera (Badan Kerjasama Perusahaan Perkebunan Sumatera - BKS PPS), dated 8 April 2018".</p> <p>The new CLA is being processed, hampered due to approval issue between SPSI/BKS PPS and Minister of Manpower (where the company has agreed with the content). According to national regulation (Minister Regulation No. 28 of 2014 and also stated in the current CLA), in the issuance of new CLA is being progressed, then the current/previous CLA will be still valid.</p> <p>The CLA - PKB consists of 24 articles which include, among others:</p> <ul style="list-style-type: none"> <li>• Working hours, leave including maternity leave and sick leave</li> <li>• Wages (basic wage, incentives, allowances, dependents)</li> <li>• Tariff per unit: determination of price level wages</li> <li>• Pain relief</li> <li>• Absent</li> <li>• Payment for extra food (food costs), travel expenses</li> <li>• Overtime and overtime incentives</li> <li>• Determination of incentives</li> <li>• Provision of tools and work equipment by the company</li> <li>• Allowances and bonuses for religious holidays</li> </ul>	<p>Complied</p>

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		<ul style="list-style-type: none"> <li>• Social security and assistance</li> <li>• Health insurance</li> <li>• Vacation right</li> <li>• Notification period</li> <li>• Pension plans and severance pay</li> <li>• Others related to labour rights and obligations.</li> </ul> <p>Sighted 6 samples of employment contract, e.g for Muhamad Riki Darmawan (upkeep worker) No. NL/X/Bi/08/2022 dated 31 January 2022. Based on review of employment contracts, has been stated the clauses related regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. The clauses has complied with CLA and regulation.</p>	
6.2.3	<p><b>(C)</b> There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>The company has demonstrated 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> <ul style="list-style-type: none"> <li>• Working hours has been determined in CLA-PKB as 7 hour/day with working day 6 days or 40 hour/weeks. Overtime has determined according to KepMenakertrans RI No. KEP-102/MEN/VI/2004 with formula (monthly wages + rice intensive incentive monthly)/173. Overtime will adjust for workday, holiday, number of hour overtime according to regulation.</li> <li>• Sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice are stipulated in Article VIII CLA-PKB and has refer to UU No. 13 Tahun 2003.</li> </ul> <p>Based on document verification of Payslip month January 2023 (6 male and 5 female workers), attendant registered and employee documentation, can be demonstrated that legal compliance for regular</p>	Complied

		working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice are complied.	
6.2.4	<p><b>(C)</b> The unit of certification provides adequate housing. Sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>PT Socfin Indonesia – Negeri lama POM has provide the housing sanitation facilities, water supplies, medical, educational and welfare amenities to national standards. For instance, a house is only filled by one family, the drainage system is clean, domestic water is clean and sufficient.</p> <p>Based on field visit in workers housing and verification on list workers facilities, the facilities were shown as bellow:</p> <ul style="list-style-type: none"> <li>• Employee hall: 3 unit (544 m2)</li> <li>• Masjid/Mosque: 3 unit (356 m2)</li> <li>• Gereja/Church: 1 unit (100 m2)</li> <li>• TPA/Childcare: 2 unit (145 m2)</li> <li>• Poliklinik/Clinic: 1 unit (124 m2)</li> <li>• Football field: 2 unit (20,000 m2)</li> <li>• Badminton field: 1 unit (400 m2)</li> <li>• Water reservoir: 15 unit (540 m2)</li> <li>• Rubbish Bin: 17 unit (153 m2)</li> <li>• Public bathroom: 1 unit (25 m2)</li> </ul> <p>School bus: 1 unit (capacity 20 passenger)</p>	Complied
6.2.5	<p>The unit of certification makes efforts to improve workers’ access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>PT Socfin Indonesia – Negeri Lama POM has a policy that workers will be given 15 kg additional rice (if worker is not married) and if worker have a family then will be give 15 kg additional rice, 9 kg rice for wife and 7.5 kg rice for each child, maximum 3 child. Besides that, extra food given for the workers such as milk and green bean porridge.</p>	Complied

		<p>The evidence has been reviewed such as payroll for January 2023 (payroll contains of salaries, premium and other benefits) and based on interviews with the workers.</p> <p>Based on visit in workers housing, it is near to the traditional market which provide the basic needs including affordable food.</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>- Minor compliance -</p>	<p>PT Socfin Indonesia – Negeri Lama Estate has calculated the in kind benefits using the calculation method as set out in the "RSPO Guidance for Implementing a Decent Living Wage", June 1, 2019. PT Socfin Indonesia – Negeri Lama POM has also conducted an account of the in kind benefit year 2022 period with data drawn from Estates and POM. Based on the calculation the minimum wage plus allowance and other in-kind benefit received by a worker amount IDR 6,095,512/month. This amount is included basic salary in accordance with government minimum wage.</p>	Complied
<p><b>PROCEDURAL NOTE:</b></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"> <li>1. Payment of minimum wages in accordance with applicable regulations</li> <li>2. Assessment of wages paid (prevailing wages) and in-kind benefits.</li> </ol> <p>Once the DLW benchmark is available, this procedural note is no longer applicable.</p>			
6.2.7	<p>Permanent fulltime employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.</p> <p>- Minor compliance -</p>	<p>PT Socfin Indonesia - Negeri Lama POM employed permanent employee for all type of jobs: harvesting, spraying workers, administration, upkeep, pruning, operator, driver.</p> <p>Based on interview with labour union and HRD there is no temporary workers use by PT Socfin Indonesia – Negeri Lama POM.</p>	Complied

<p><b>Criteria 6.3:</b> 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><b>(C)</b> A published statement recognizing freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes of company’s SOP or policy compared to the previous audit. PT Socfin Indonesia – Negeri Lama POM has shown the document of published statement of association as mentioned in Ethics Policy No Doc: SOC/Dp/4.01-64, revision 5, dated 18 January 2020.</p> <p>Management of PT Socfin Indonesia – Negeri Lama has also committed to provided workers have the right to argue, associate and organize in a labour union and opportunities for workers to organize in unions and express an opinion.</p> <p>Commitment covered in the policy on freedom of association, was signed by Principal Director, dated 1 June 2019, that stated:</p> <ul style="list-style-type: none"> <li>• PT Socfin Indonesia recognizes workers' rights to express their opinions and organize freely and responsibly in labour union organizations.</li> <li>• PT Socfin Indonesia policies related to ensure workers' rights are discussed and decided by taking into consideration the union.</li> <li>• Ensured that the disclosure made by aspiration unions did not cause the collapse of a termination for union leaders and members.</li> <li>• Promoting the principle of dialogue to reach consensus in addressing the aspirations from labour union to the company.</li> </ul> <p>There were union workers represent estate and mill employee incorporated in the SPSI Serikat Pekerja Perkebunan PT Socfin Indonesia Negeri Lama Estate and registered in Manpower Agency as per Decree from PC FSP. PP-SPSI Indonesian Agriculture &amp; Plantation Workers Federation no. 47ORG/PC FSP.PP-LBR/I/2021 Regarding the "Penguahan Pengurus Unit Kerja Serikat Pkerja Pertanian dan</p>

Complied

		<p>Perkebunan PUK SP. PP-SPSI” dated 5<sup>th</sup> January 2021 with Chairperson of SPSI Br Edy Syahputra Saragih.</p> <p>Based on interview with labour union leader stated that Management of Negeri Lama POM has accommodated employee rights to argue, associate and organize in a labour union. All workers allowed to form associations and bargain collectively with their employer.</p>	
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or worker representatives who are freely elected, are documented in the national languages and available upon request.</p> <p>- Minor compliance -</p>	<p>Labour Union Office has regularly meet with representative of management. Minutes of meeting we available at list of attendance was sighted. The minutes were made readily available to employees upon request, e.g: Minute of Meeting dated 20 January 2023, to discuss implementation of minimum wage of 2023.</p>	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers, including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>PT Socfin Indonesia – Negeri Lama POM has shown the commitment that 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 as mentioned in Ethics Policy No Doc: SOC/Dp/4.01-64, revision 5<sup>th</sup>, dated 18<sup>th</sup> January 2020.</p> <p>Based on the interview with chairman of labour union, stated that the management does not intervene in the formation/the establishment of a union manager, but the facility/office is indeed provided.</p> <p>PT Socfin Indonesia – Negeri Lama POM has also provided allowance to labour union officers to hold events related to the union organization e.g. permission to hold board meetings, electing admins.</p> <ul style="list-style-type: none"> <li>- Facilitation on communication forum between worker unions in the region, for committee period Jan-Dec 2022;</li> <li>- Providing transportation for worker union representative meeting for “Rapat Koordinasi Wilayah” in April 2022.</li> </ul>	Complied
<p><b>Criteria 6.4:</b> Children are not employed or exploited.</p>			



6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>There are no changes of company's SOP or policy compared to the previous audit. PT Socfin Indonesia has established a policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements as in Ethics Policy No Doc: SOC/Dp/4.01-64, revision 5, dated 18 January 2020.</p> <p>These policies has been disseminated to all workers in morning muster and planks/posters in the Mill, offices, and oil palm blocks. Based on interview with Labor Union, obtained information that Socfin Indonesia does not employ child labour.</p>	Complied
6.4.2	<p><b>(C)</b> Documented evidence on the fulfilment of worker's minimum age requirements in accordance with applicable regulation and verification procedures for age requirements, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Based on workers list verification in Estates and Mill updated January 2023 can be demonstrated that there is no workers with age under 18 years old at the time they were recruited. It is also has been verified during field observation and interview with stakeholders, that the company did not recruit child labor.</p>	Complied
6.4.3	<p><b>(C)</b> Young person maybe employed only for non-hazardous work with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>PT Socfin Indonesia has shown commitment on young person employed only for non-hazardous work with protective restrictions, as mentioned in Ethics Policy No Doc: SOC/Dp/4.01-64, revision 5<sup>th</sup>, dated 18<sup>th</sup> January 2020.</p> <p>Based on workers list verification in Estates and Mill updated January 2023 can be demonstrated that there is no workers with age under 18 years old at the time they were recruited. It is also has been verified during field observation and interview with stakeholders, that the company did not recruit young worker.</p>	Complied
6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>PT Socfin Indonesia has demonstrated the document on 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>	Complied

		<p>Based on interviews with workers, officers of unions, as well as officers in the field indicates that they have understood management policy to prohibit the use of the child labour in all types of the company's operations activities.</p> <p>Based on the verification document shows that the management have done socialization ban on the use of child labour policy through:</p> <ul style="list-style-type: none"> <li>• Put up the policy in the bulletin board in every office/mill estate</li> <li>• Do direct socialization to workers especially vulnerable types of workers who are utilizing "informal worker" who are children like at the harvesting (harvesting) that is prohibited include the sons of workers to help her parents work (pricing the lose fruit).</li> <li>• Lists the prohibition clause on each contract with contractors power the use of child documents.</li> </ul> <p>Based on workers list verification in Estates and Mill updated January 2023 can be demonstrated that there is no workers with age under 18 years old at the time they were recruited. It is also has been verified during field observation and interview with stakeholders, that the company did not recruit child labor.</p>	
<p><b>Criteria 6.5:</b> There is no harassment or abuse in the workplace, and reproductive rights are protected.</p>			
6.5.1	<p><b>(C)</b> A policy to prevent sexual and all other form of harassment and violence is documented, implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>PT Socfin Indonesia has established a policy to prevent sexual and all other form of harassment and violence is documented, implemented, and communicated to all levels of the workforce as per "<i>Kebijakan Pencegahan Kekerasan dan Pelecehan</i>" was signed by Principal Director, dated 1<sup>st</sup> June 2019.</p> <p>These policy has been disseminated to all workers in morning muster and planks/posters in the Mill, offices, and oil palm blocks. Based on interview with workers, Labor Union, and Gender Committee, it is known that they have understood the company's policy to prevent sexual or</p>	Complied

		<p>other form of harassment. Moreover, there has been no issue related sexual harassment in the workplace.</p> <p>Moreover, the company has formed a Gender Committee as a place to submit grievance related sexual or other form of harassment, or violation of reproductive rights. Based on interview with Head of Gender Committee and women workers, it is known that there is no negative issue related to sexual harassment or violation of reproductive rights.</p>	
6.5.2	<p><b>(C)</b> A policy to protect the reproductive rights of all, especially of women, is documented, implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>PT Socfin Indonesia has established a policy to protect the reproductive rights of all, especially of women, is documented, implemented, and communicated to all levels of the workforce as per "Kebijakan Hak Reproduksi", was signed by Principal Director dated 1<sup>st</sup> June 2019.</p> <p>These policy has been disseminated to all workers in morning muster and planks/posters in the Mill, offices, and oil palm blocks. Based on interview with workers, Labor Union, and Gender Committee, it is known that they have understood the company's policy to protect worker's reproductive rights. Moreover, there has been no issue related violation of reproductive rights.</p> <p>Moreover, the company has formed a Gender Committee as a place to submit grievance related sexual or other form of harassment, or violation of reproductive rights. Based on interview with Head of Gender Committee and women workers, it is known that there is no negative issue related to sexual harassment or violation of reproductive rights.</p>	Complied
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified in accordance with applicable regulations in Indonesia.</p> <p>- Minor compliance -</p>	<p>The company has conducted in assessment the needs of new mothers. The assessment is conducted by midwife in clinic for every pregnant women identified. Then the company has followed up the need of new mother, such as:</p> <ul style="list-style-type: none"> <li>• For breastfeeding mothers and had children under 5 years, the company has provided children care (TPA) which located in each division/Afdeling.</li> </ul>	Complied

		<ul style="list-style-type: none"> <li>the company provides a special space and time for 1 hour for breastfeeding mothers in need time to nursing his baby.</li> </ul> <p>Based on field visit in the housing area, there was children care facilities (TPA) – creche. And based on interview with Gender Committee Officer has stated that the company has provided the facilities for new mother in workplace.</p>	
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, as long as the complaint is supported with adequate information, is documented, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>PT Socfin Indonesia has prepared the procedure on grievance mechanism, as documented at procedure to handling complaint No. SOC/PSM/9.01, Rev.7 dated 01 February 2019.</p> <p>The procedure stated that any employee can report the complaint in writing to the officer who has been appointed (KTU-HR, Assistance Staff, Head of Mill (Tekniker I-II) and Manager-Pengurus). Grievance mechanism procedures listed in point 5 of the description of the procedure, as follows:</p> <ul style="list-style-type: none"> <li>Complaints against the company may be in the form of complaints from internal (workers) and external complaints, namely from stakeholders or citizens around the palm-oil site</li> <li>Worker/stakeholder complaints submit complaints in writing to the company through KTU-HR, Assistance Staff, Head of Mill (Tekniker I-II) and Manager-Pengurus</li> <li>Site Management/Pengurus studied the complaints made by stakeholders and provided follow-up instructions to tekniker, head assistant, field assistant, head clerk or other staff in accordance with the type of complaint.</li> <li>There is clear that the trouble with the complaint and the settlement does not require big resources and still under the authority of the Site Management/Pengurus, can be directly followed by a Site Management.</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>• Complaints that require further clarification and communication with the complainant will be communication with the complainant in accordance with the Procedures for Social Communications. Staff/specialized personnel will be appointed to carry out this communication.</li> <li>• For internal complaints, communication with labour unions also required - Staff / personnel designated to be communicated to the complainant to obtain more complete information about the complaint, the settlement is desirable and so on.</li> <li>• Results of communication with the complainant submitted to the Site Management/Pengurus to discuss follow-up. If the follow-up does not require large resources and still under the authority of the Site Management/Pengurus, can be acted upon by Site management.</li> <li>• To follow up on such complaints require critical decision resources and requires the approval of Head Office in Medan, then Site Management/Pengurus will submit a complaint in writing to the field including communication notes that has been done</li> <li>• General Affairs will study the complaints submitted by Site Management/Pengurus and will provide guidance/direction of the solution to the Site Management/Pengurus</li> <li>• Site Management/Pengurus will conduct a follow-up according to the instructions of Medan. Communication with the complainant may be required if the instructions of the field is not in accordance with the results of previous communications</li> <li>• All complaints are recorded in the Complaint Form Notes In point 5.20 in the procedure stated that the company will respects anonymity and protects complainants where requested. All company policy reviewed every year by Sustainability Department, PT. Socfindo</li> </ul>	
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		Based on the results of interviews with labour union and gender committee, they confirmed that understand of grievance mechanism, which respects anonymity and protects complainants where requested – during 2022 there was no complaints reported.	
<b>Criteria 6.6:</b> No forms of forced or trafficked labour are used.			
6.6.1	<p><b>(C)</b> All work is voluntary and the following are prohibited:</p> <ul style="list-style-type: none"> <li>• Retention of identity documents or passports;</li> <li>• Payment of recruitment fees;</li> <li>• Contract substitution without worker’s consent</li> <li>• Involuntary overtime;</li> <li>• Lack of freedom of workers to resign</li> <li>• 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</li> <li>• Debt bondage</li> <li>• Withholding of wages</li> </ul> <p>- Critical (Major) compliance -</p>	<p>During the audit, based on document review, interview with workers, labor union, and external stakeholder, it is known that there was no indication the company practices in:</p> <ul style="list-style-type: none"> <li>• Retention of identity documents or passports</li> <li>• Payment of recruitment fees</li> <li>• Contract substitution</li> <li>• Involuntary overtime</li> <li>• Lack of freedom of workers to resign</li> <li>• Penalty for termination of employment</li> <li>• Debt bondage</li> <li>• Withholding of wages</li> </ul> <p>Based on interview with labour union confirmed that there was no use of migrant workers and no substitution of an employment agreement/contract.</p>	Complied
6.6.2	<p><b>(C)</b> Where temporary (Specified Time Work Agreement/PKWT) or migrant workers are employed, a specific labour policy and procedures are established and evidence of implementation is available.</p> <p>- Critical (Major) compliance -</p>	<p>Based on document review, interview with workers, labor union, and external stakeholder, it is known there was no workers in specified time work agreement or migrant workers. All of workers in PT Socfin Indonesia – Negeri Lama in the form of permanent employee.</p>	Complied
<b>Criteria 6.7:</b> The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			

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6.7.1	<p><b>(C)</b> The responsible person(s) for H&amp;S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>PT Socfin Indonesia – Negeri Lama POM has demonstrated the document of OHS committee as the responsible person for identification of OHS issues. OHS Meeting conducted in a monthly basis.</p> <p>The OHS committee (P2K3) has registered in Manpower Agency in North Sumatera based on Decree No. Kep.25.a-7/P2K3/WIL-IV/DTK/SU/2023 dated 27 January 2023.</p> <p>OHS Expert namely Mr Alderson F Saragih has registered to Manpower Ministry of RI, based on license No Reg: 5/13314/AS.02.04/X/2021, dated 29<sup>th</sup> October 2021 valid until 3 years.</p> <p>OHS committee (P2K3) has conducted the OHS meeting in monthly. Last meeting conducted on 24 January 2023. The meeting discussed the consistency of PPE usage, work accident report, fire simulation, checking of emergency response equipment, OHS sign board, cleanliness of work area, as well as the mitigation of Covid-19.</p>	Complied
6.7.2	<p>Accident and emergency procedures in Indonesian language are in place and clearly understood by all workers. Assigned operatives trained in first aid are present in both field and other operations. First aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>PT Socfin Indonesia – Negeri Lama POM has prepared the procedure for emergency and work accident written in Bahasa Indonesia, such as:</p> <ul style="list-style-type: none"> <li>• Procedure for emergency No: SOC/PSM/4.08. The procedure described the roles and responsibilities of each emergency response team include the mechanism how to conduct medical evacuation to near hospital/local health centre, also it was available the emergency contact number of each internal emergency team and external related parties such as public fire station at Rantauprapat and nearest health facility Rantau Prapat Hospital. Evacuation route and muster point are available and made known to the employee.</li> <li>• Incident investigation procedure were documented in procedure SOC/PSM/4.14. Accident and investigation reports described the accident chronology, cause and impacts of the accident and has also to find the root causes of the accident happened and formulize the corrective and preventive action.</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>• Emergency Response Team has been defined and the emergency flow charts have been established for any kind of emergency such as earthquake, fire, and flood.</li> <li>• Procedure for protocol of Covid-19 was prepared as per “Pedoman Penanganan Covid di PT Socfindo”, document number: SOC:DP/4.13-18, valid since 1<sup>st</sup> June 2020</li> </ul> <p>The first aid kits carried by foreman were available at worksites such as at harvesting area. The first aid kits were checked in accordance with Manpower Ministry Regulation – stated in: PEMENAKER No 15, year 2008.</p> <p>Based on field visit, there was an emergency signs and boards were provided in several areas and assembly points available in each area such as workshop and Mill. All the condition in shown good. There were 55 fire extinguishers that was conducted regularly inspection by foreman. The emergency facility has shown during audit and well maintained (ready to use).</p> <p>PT Socfin Indonesia – Negeri Lama POM has shown the report of Lost Time Accidents. The Lost Time accidents and injuries were determined according to Decree of the Minister of Manpower and Transmigration No. 609 year 2012. In 2022, there was no accident occurred. This accident report has been reported to Manpower Agency through OHS Committee report.</p>	
6.7.3	<p><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>Based on interview with workers and Labor union, the PPEs are provided to all workers without any charge. The type of PPE is defined based on risk analysis (HIRAC) and/or MSDS. It has been shown evidences of regular PPE provision especially for high risk workplace such as chemical storage, pesticide application, manuring, mill’s machineries, harvesting, etc.</p>	Complied



		<p>Based on field observation in the high risk workplace in the Mill and Estate, are known that the workers provided proper PPE in accordance with the HIRAC and/or MSDS. For instance:</p> <ul style="list-style-type: none"> <li>- Harvester: has been provided sickle and axe cover.</li> <li>- Manuring, spraying, chemical storage operator: has been provided rubber gloves, mask, face protector, apron, boots.</li> <li>- Genset/engine room, boiler operator: has been provided mask and ear muff/ear plug.</li> </ul> <p>Interview with the workers and Labor Union, the PPE has been provided, exchanged regularly or anytime if broken without any charge. The PPE stocks can be seen on material storage.</p> <p>Sanitation facilities and PPE storage for pesticide/fertilizer applicator provided storage complex. PPE and working tools are washed and stored in the special place and prohibited to be placed in worker's houses.</p>	
6.7.4	<p>All workers are provided medical care and covered by accident insurance. Costs incurred from work related incidents, leading to injury or illness, are covered in accordance with applicable regulations or by the unit of certification if applicable regulations do not provide protection.</p> <p>- Minor compliance -</p>	<p>PT Socfin Indonesia – Negeri Lama has provided Medical Check-up to all employees in the period of November – December 2022. Some workers who get ill were appointed to have further specific medical check-up and treatment.</p> <p>All workers (permanent and contract) were covered by accident and medical care insurance including contract workers. Evidence was sighted and documented in BPJS <i>Ketenagakerjaan</i> (accident insurance) and BPJS <i>Kesehatan</i> (medical insurance) payment description and bank slip payment.</p> <p>Data verified – during audit, e.g:</p> <ul style="list-style-type: none"> <li>• Bank slip payment of medical insurance (BPJS <i>Kesehatan</i>) period 7 December 2022 covered all workers (number of employees is 342, number of dependents is 884).</li> </ul> <p>Bank slip payment of BPJS <i>Ketenagakerjaan</i> (accident insurance) on 23 December 2022.</p>	Complied

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6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	PT Socfin Indonesia – Negeri Lama POM has shown the report of Lost Time Accidents. The Lost Time accidents and injuries were determined according to Decree of the Minister of Manpower and Transmigration No. 609 year 2012. In 2022, there was no accident occurred. This accident report has been reported to Manpower Agency through OHS Committee report.	Complied
<b>Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.</b>			
<b>Criteria 7.1:</b> Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	<b>(C)</b> IPM plans are implemented and monitored to ensure effective pest control. - Critical (Major) compliance -	PT Socfin Indonesia is committed to reducing its impact on the environment by implementing an Integrated Pest Management plan, also known as "Rencana Pengelolaan Pestisida dan Hama Terpadu". The objective of this plan is to optimize the use of natural predators in order to minimize the need for pesticides, as well as to properly manage pesticide containers and dispose of hazardous waste in a responsible manner.  As indicated in indicator 3.3.1, the unit of certification has a clear procedure in place for integrated pest management, including disease control. Unit of certification conducted daily pest census, this showed that the pest infestation was being monitored on a daily basis.  Socfin Research, has trained a team of four pest monitoring officers for each division, who are responsible for monitoring the health of the plants and the presence of pests. Each block has a designated row for observations, which are taken on a monthly basis, starting from the fifth row. The outermost palm in this row is marked in red to help the pest control officers quickly identify the area they need to monitor.  Available information about pests and diseases that were being monitored, such as leaf eater caterpillar, bag worm, Ganoderma, rat, termite, and various diseases. The observations were recorded in a daily	Complied

		<p>pest infestation report and pest monitoring officers were able to explain the procedures they follow for monitoring and reporting pest activity.</p> <p>In conclusion, PT Socfin Indonesia has taken a proactive approach to reducing its impact on the environment by implementing an Integrated Pest Management plan. The company has trained a team of pest monitoring officers, put procedures in place for disease control, and is monitoring pest activity regularly to ensure the health of the plants and the preservation of the environment.</p>	
7.1.2	<p>Invasive species are not to be used according to applicable regulation in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>The information obtained through the verification of the "Daftar Identifikasi Invasive Species Tahun 2022" document, interview with Estate Manager, Assistant, and field visit confirms that there are no invasive species present in Negeri Lama Estate.</p>	Complied
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>Based on document verification, interview with estate manager and field visit obtain information that there is no fire use for pest control in Negeri Lama Estate.</p>	Complied
<p><b>Criteria 7.2:</b> Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.</p>			
7.2.1	<p><b>(C)</b> Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>Based on the document verification and interview with management, it has been confirmed that the use of pesticides is only conducted for chemical weeding and pest control if necessary. This approach aligns with the company's overall goal of reducing pesticide usage and minimizing its impact on the environment through the implementation of its Integrated Pest Management plan. The company is committed to using natural predators and alternative methods of pest control to reduce the need for chemicals and ensure the preservation of the environment. In cases where pesticides are required, the company follows strict procedures for handling and disposing of these hazardous materials.</p>	Complied

		<p>As written in No Deforestation, Development on Peat &amp; Environmental Policy that was signed by Principle Director of Socfin Indonesia on 1 June 2019, Socfin Indonesia has specific commitment related to pesticide usage as follows:</p> <ul style="list-style-type: none"> <li>• Specific attention is given to the use of pesticides. Integrated Pest Management (IPM) plans are developed for all operations and reviewed annually,</li> <li>• All active ingredients in use are also reviewed annually for safety and efficacy,</li> <li>• Pesticides in WHO classes Ia and Ib, and Stockholm or Rotterdam conventions are used only when no effective alternatives are available. Their use is authorized in writing by local senior management on a case by case basis,</li> <li>• The active ingredient "paraquat" is to be phased out of all our operations in 2019,</li> <li>• All workers, permanent or not, involved with pesticides, are trained and equipped adequately and their health is monitored.</li> </ul> <p>All pesticide used by Negeri Lama Estate has been registered in <a href="http://pestisida.id/simpes_app/rekap_kimia_formula.php">http://pestisida.id/simpes_app/rekap_kimia_formula.php</a> according to national regulation.</p> <p>To reduce the human and environmental risk, there is some continuous action that has been implemented as follows:</p> <ul style="list-style-type: none"> <li>• Set up the pesticide rotation. For example, chemical weeding rotation is 4 times a year where the rotation in immature and early mature more often than mature and old palm.</li> <li>• Using the ultralow volume nozzle to minimize water consumption and reduce the risk for environment.</li> </ul>	
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		<ul style="list-style-type: none"> <li>• Conducted regularly training for pesticide applicator and equipped them with appropriate PPE's.</li> <li>• Delay the pesticide application if weed or pest is under control. According to the interview with estate manager and sprayers obtain information that the pesticide rotation can be delayed or reduced especially in mature or old palm where weeds/pest population are under control.</li> <li>• Minimalize contamination for pesticide applicator and their families by ensuring them to clean themselves before back home.</li> </ul> <p>Pesticide list as recorded in document "Daftar Pestisida yang Digunakan di Perkebunan PT. Socfin Indonesia" are as follows:</p> <table border="1" data-bbox="1126 751 1966 1374"> <thead> <tr> <th>Pesticide &amp; Active Ingredient</th> <th>Registration &amp; Expiry date</th> <th>Target pest/weed</th> <th>Dosage</th> </tr> </thead> <tbody> <tr> <td>Ally 20 WG (Metil metsulfuron 20%)</td> <td>RI.0103011988837 12 November 2023</td> <td><i>Stenochlora palustris</i>, <i>Dicrenopteris linearis</i></td> <td>12.5 g/Ha</td> </tr> <tr> <td>Amistartop 325 SC (Azoxistrobin 230 g/l, difenocazol 125 g/l)</td> <td>RI.01020120052228 5 August 2024</td> <td><i>Curvularia maculans</i>, <i>Pestalotiopsis</i></td> <td>0.84-1.04 l/Ha (concentration 0.1%)</td> </tr> <tr> <td>Basta (Amonium glufosinat 150 g/L)</td> <td>RI.01030119921113 12 November 2023</td> <td>Wide leaf weeds</td> <td>400-450 ml/Ha</td> </tr> <tr> <td>Becano (Indaziflam 500 g/l)</td> <td>RI.01030120124279 5 May 2022</td> <td>Narrow leaf grass, <i>Digitaria ciliaris</i>, <i>Teki</i> <i>Cypherus kilingia</i></td> <td></td> </tr> <tr> <td>Bimaron 80 WP (Diuron 80%)</td> <td>RI.01030119931078 5 August 2024</td> <td>Wide and narrow leaf weeds</td> <td>90 g/Ha</td> </tr> <tr> <td>Biothione 200 EC (Triazophos 200 g/l)</td> <td>RI.01010120062344 31 January 2025</td> <td>Armyworm</td> <td>1-2 ml/palm</td> </tr> </tbody> </table>	Pesticide & Active Ingredient	Registration & Expiry date	Target pest/weed	Dosage	Ally 20 WG (Metil metsulfuron 20%)	RI.0103011988837 12 November 2023	<i>Stenochlora palustris</i> , <i>Dicrenopteris linearis</i>	12.5 g/Ha	Amistartop 325 SC (Azoxistrobin 230 g/l, difenocazol 125 g/l)	RI.01020120052228 5 August 2024	<i>Curvularia maculans</i> , <i>Pestalotiopsis</i>	0.84-1.04 l/Ha (concentration 0.1%)	Basta (Amonium glufosinat 150 g/L)	RI.01030119921113 12 November 2023	Wide leaf weeds	400-450 ml/Ha	Becano (Indaziflam 500 g/l)	RI.01030120124279 5 May 2022	Narrow leaf grass, <i>Digitaria ciliaris</i> , <i>Teki</i> <i>Cypherus kilingia</i>		Bimaron 80 WP (Diuron 80%)	RI.01030119931078 5 August 2024	Wide and narrow leaf weeds	90 g/Ha	Biothione 200 EC (Triazophos 200 g/l)	RI.01010120062344 31 January 2025	Armyworm	1-2 ml/palm	
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Ally 20 WG (Metil metsulfuron 20%)	RI.0103011988837 12 November 2023	<i>Stenochlora palustris</i> , <i>Dicrenopteris linearis</i>	12.5 g/Ha																												
Amistartop 325 SC (Azoxistrobin 230 g/l, difenocazol 125 g/l)	RI.01020120052228 5 August 2024	<i>Curvularia maculans</i> , <i>Pestalotiopsis</i>	0.84-1.04 l/Ha (concentration 0.1%)																												
Basta (Amonium glufosinat 150 g/L)	RI.01030119921113 12 November 2023	Wide leaf weeds	400-450 ml/Ha																												
Becano (Indaziflam 500 g/l)	RI.01030120124279 5 May 2022	Narrow leaf grass, <i>Digitaria ciliaris</i> , <i>Teki</i> <i>Cypherus kilingia</i>																													
Bimaron 80 WP (Diuron 80%)	RI.01030119931078 5 August 2024	Wide and narrow leaf weeds	90 g/Ha																												
Biothione 200 EC (Triazophos 200 g/l)	RI.01010120062344 31 January 2025	Armyworm	1-2 ml/palm																												

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		Broconil 75 WP (Chlorotaolinil 75%)	RI. 01020120062347 3 December 2025	<i>Curvularia</i> sp. disease	2kg/Ha	
		Sipertop (Sipermethrin 200%)	RI.01010120124352 6 October 2022	<i>Oryctes rhineros</i>	75 cc/Ha	
		Dacomil 865 SL (2,4 Dimetil Amina 865 g/l)	RI.01030120042062 5 August 2024	<i>Ageratum conyzoides</i> , <i>Boreria alata</i>	0.1-0.25 l/Ha	
		Decis 25 EC (Deltametrin 25 g/l)	RI.0101011979387 6 October 2022	<i>Setotosea asigna</i>	0.25-0.3 l/Ha	
		Dithane (Mankozeb 80%)	RI.010201197459 22 February 2026	Fungicide	0.3 g/Ha	
		Garlon 670 EC (Trichlophyr butoxy ethyl-ester 670 g/l)	Ri.01030120155148 16 April 2023	Wide leaf weeds	0.3-0.6 l/Ha	
7.2.2	<p><b>(C)</b> Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per Ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>The unit of certification has demonstrated a comprehensive record of pesticide use, which includes important information such as the active ingredient and its LD50, the area treated, the amount of active ingredient per hectare, and the number of applications. This level of detail helps to ensure that the company is using pesticides in a responsible and sustainable manner.</p> <p>For period of January to December 2022, the company's records show the specific pesticides used, the area treated, the amount of active ingredient per hectare, and the number of applications for each pesticide. This information is crucial in tracking the company's progress in reducing pesticide usage and minimizing its impact on the environment. It also serves as a valuable tool for monitoring the effectiveness of the Integrated Pest Management plan and making adjustments as necessary. For example:</p>				Complied

		<ul style="list-style-type: none"> <li>Ally 20 WDG: active ingredient <i>Metil metsulfuron</i> 20%; LD50 is 5,000 mg/kg; volume used 147.05 kg; active ingredients used 29.41 kg; area treated 1,981.22 Ha; amount of active ingredients per Ha 0.015 kg/Ha.</li> <li>Roundup 486 SL: active ingredient <i>Isopropil amina glyphoshate</i> 486 g/L; LD50 is 9,041 mg/kg; volume used 8,683.95 L; active ingredients used 4,220.40 kg; area treated 2,129.14 Ha; amount of active ingredients per Ha 1.982 kg/Ha.</li> </ul> <p>Basta 150 SL: active ingredient <i>Amonium glufosinat</i> 150 g/L; LD50 is 1,910 mg/kg; volume used 1,030.10 L; active ingredients used 154.52 kg; area treated 1,490.23 Ha; amount of active ingredients per Ha 0.104 kg/Ha.</p>					
7.2.3	<p><b>(C)</b> Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>The unit of certification unit is diligent in monitoring the use of pesticides and has records available dating back to 2018. This information shows that the company is actively working to reduce its use of pesticides, which is in line with its Integrated Pest Management plan.</p> <p>As part of this effort, the company has successfully eliminated the use of Paraquat since 2019, demonstrating its commitment to using alternative methods of pest control where possible. Additionally, the unit has implemented an internal procedure to reduce the use of pesticides in weeding activities, specifically reducing the number of rounds of weeding from 4 to 3 per year, especially in mature areas. These efforts demonstrate the company's commitment to reducing its impact on the environment through responsible and sustainable pesticide use, and the unit's continuous monitoring and adaptation of its Integrated Pest Management plan.</p> <p>Implementation of use of beneficial plant:</p> <table border="1" data-bbox="1126 1294 1964 1358"> <thead> <tr> <th>Year 2022 Plan Beneficial Plant</th> <th>Implementation (as of Dec 2022)</th> </tr> </thead> <tbody> <tr> <td>8,875 meters</td> <td>Planted 9,000 meters</td> </tr> </tbody> </table>	Year 2022 Plan Beneficial Plant	Implementation (as of Dec 2022)	8,875 meters	Planted 9,000 meters	Complied
Year 2022 Plan Beneficial Plant	Implementation (as of Dec 2022)						
8,875 meters	Planted 9,000 meters						

		Implementation use of barn owl <i>Tyto alba</i> :					
		<table border="1"> <tr> <td>Year 2022 Plan barn owl boxes</td> <td>Implementation (as of Dec 2022)</td> </tr> <tr> <td>5 barn owl boxes</td> <td>12 barn owl boxes</td> </tr> </table>	Year 2022 Plan barn owl boxes	Implementation (as of Dec 2022)	5 barn owl boxes	12 barn owl boxes	
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7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in Indonesia best practice guidelines.</p> <p>- Minor compliance -</p>	<p>Based on document verification, interviews, and field observations, it has been determined that the company does not engage in prophylactic use of pesticides. The company's Integrated Pest Management plan prioritizes the use of natural predators and alternative methods of pest control, and pesticides are only used in response to actual pest infestations and for chemical weeding. This approach helps to reduce the overall use of pesticides and minimize the impact on the environment.</p>	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. The due diligence refers to:</p> <p>- Minor compliance -</p> <p>7.2.5a Judgment of the threat and verify why this is a major threat.</p> <p>7.2.5b Why there is no other alternative which can be used.</p> <p>7.2.5c Which process was applied to verify why there is no other less hazardous alternative.</p> <p>7.2.5d Process to limit the negative impacts of the application.</p> <p>7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</p>	<p>Based on the data for goods in and goods out at the pesticide store, it has been confirmed that the unit of certification does not use pesticides that are classified as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions. Additionally, it has been confirmed that the company is no longer using paraquat dichloride since 2019.</p> <p>This level of vigilance in choosing and using pesticides supports the company's goal of minimizing its impact on the environment and promoting sustainable agricultural practices. The unit of certification's strict adherence to these guidelines helps to ensure that the company is using only the most safe and responsible products, and that it is avoiding hazardous materials that are known to be particularly harmful to human health and the environment.</p> <p>The unit of certification does not use pesticides that are classified as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat.</p>	Complied				
7.2.6	<p><b>(C)</b> Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance</p>	<p>Unit of certification has conducted pesticide handling training regularly. There was a record of safe use pesticide training, facilitate by Estate</p>	Complied				



	<p>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>- Critical (Major) compliance -</p>	<p>Manager and field assistant. Training on sprayer related to technical, economic, regulatory aspects, Risk analysis covers risk of intoxication, environmental pollution, etc. Latest training of pesticide handling carried out on 15 January 2022. Training attended by 15 spraying workers including 6 workers interviewed during audit.</p>	
7.2.7	<p><b>(C)</b> Storage of all pesticides in accordance with recognized best practices.</p> <p>- Critical (Major) compliance -</p>	<p>Based on a field visit to the agrochemical storage, it has been confirmed that the unit of certification stores all pesticides properly. Each pesticide product is accompanied by a Material Safety Data Sheet (MSDS) to provide information on safe handling and use.</p> <p>In addition, the storage facility is equipped with the necessary personal protective equipment (PPE), hand and eye wash facilities, and first aid kit to ensure the safety of employees who handle the pesticides. The different types of pesticides and herbicides are stored separately, based on their level of toxicity, material, and intended use.</p> <p>The agrochemical storage is located at the mill building and is stored in a specific warehouse to prevent contamination and ensure proper storage conditions. These measures demonstrate the certification unit's commitment to responsible and safe pesticide storage and handling, and help to minimize the risk of harm to employees and the environment.</p>	Complied
7.2.8	<p>All pesticide containers that are disposed of and/or used for other purposes are managed according to applicable regulations and/or instructions on the packaging.</p> <p>- Minor compliance -</p>	<p>PT Socfin Indonesia – Negeri Lama POM has established a procedure for waste management, Procedure of Pengendalian Limbah No. SOC/PSM/4.11, rev.05 dated 1 October 2018. The company has classified the waste generated from plantation activities into four categories: hazardous waste (LB3), organic waste, inorganic waste, and waste of economic value. The waste is collected in containers such as TPS (Temporary collection Place), TPA (Landfill located in block 33 division 2), and Temporary storage for hazardous waste (TPS LB3). The waste is classified and identified by its color coding, with black for hazardous waste (B3), green for organic waste, blue for inorganic waste, and yellow for waste of economic value. Empty agrochemical containers</p>	Complied

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		are triple rinsed, reused for spraying activities or stored in designated areas. Liquid waste from agrochemical is reused for the next application, and fertilizer sacks are also rinsed and reused. The personnel in charge of temporary storage has been trained on environmental requirements.	
7.2.9	<b>(C)</b> 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. - Critical (Major) compliance -	The information obtained from the document verification, interview with the Estate Manager, Field Assistant, and workers confirms that there is no aerial spraying of pesticides in Negeri Lama Estate.	Complied
7.2.10	<b>(C)</b> Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated. - Critical (Major) compliance -	PT Socfin Indonesia – Negeri Lama has provided Medical Check-up for pesticide operator (16 workers) on 15 November 2022. Based on the report of the test, as well as interview with the workers, it known that pesticide operator are in healthy condition to work.	Complied
7.2.11	<b>(C)</b> 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. - Critical (Major) compliance -	PT Socfin Indonesia – Negeri Lama POM is regularly performed monitoring of pregnancy in monthly bases to all women workers on handling of pesticides and chemical material. Based on the report of pregnancy testing, who is women workers in pregnant then is not allowed to work in related to chemicals. Based on field observation, interview with women workers, Labor Union, and Gender Committee, it is obtained information that there is 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.	Complied
<b>Criteria 7.3:</b> Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			
7.3.1	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is	PT Socfin Indonesia – Negeri Lama POM has a mechanism to waste management that is Procedure of Pengendalian Limbah No. SOC/PSM/4.11, rev.05 dated 1 October 2018.	Complied

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	documented and implemented in accordance with applicable laws and regulations. - Minor compliance -	Unit of certification have waste management plan and documented in "Rencana Pengelolaan Limbah", dated 1 March 2022. The plan consisting of:  1. Reduce and recycle of plastic waste. 2. Data collection for economic wastes, such as used tires, plastic container, scrap iron/metal, used sack, used PPE, unused polybag. 3. Reuse of wastewater at Mill.  Toxic and hazardous wastes. Following applicable regulations.	
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated. - Minor compliance -	Based on field observation at the worker's compound Division 2, waste material is disposed of properly as referred to waste management procedure.  When visiting landfill at Block 18 Division 1, sighted that disposal of waste material is managed properly. Only undecomposed waste are disposed of, such as waste plastic-based material.  During interviews with a sample of residents at the worker's compound, it was clear that the waste disposal management procedure was understood.	Complied
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	Based on field observation at the worker's compound Division 2, waste disposal is well managed properly. Open fire was not found.	Complied
<b>Criteria 7.4:</b> Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts is documented. - Minor compliance -	According to the latest best management practices procedure, unit of certification using inorganic and organic fertilizer to increase soil fertility. Inorganic fertilizer such as Borate, KCl, Kieserite, Compound, Rock Phosphate and Urea; whilst organic fertilizer such as empty fruit bunch, bunch ash and solid from palm oil mill. Available fertilizer work instruction No.SOC-KB/IK/01 Rev.04 dated 1 Oct 2016. All record of fertilizer application recorded in document <i>Booklet Pemupukan</i> .	Complied

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		During this ASA 1_4 visit, there is no inorganic fertilizer application performed because the fertilization schedule has not started at the beginning of the year. There is organic fertilizer application conducted, which is EFB application at Block 19 Division 1 with dosage 45 ton EFB/Ha or 120 kg/palms.	
7.4.2	<p>Analysis of tissue samples (e.g. leaves) and soil on a regular basis to monitor and manage changes in soil fertility and plant health is documented.</p> <p>- Minor compliance -</p>	<p>Unit of certification conducts regular soil and leaf sampling to monitor soil and palm fertility. These assessments are conducted by the company's Research Station, Bangun Bandar Analytical Laboratory.</p> <p>Referring to soil analysis procedure "No.SOC/PSM/7.10-15 Prosedur Analisa Tanah", the soil analysis carried out once in 10 years. The latest soil analysis carried out 2015.</p> <p>Available Leaf Analysis Report (Ref Number L2022-1113/LAB-SSPL/IV/2022), analysis date 26 April 2022 (22 samples). Parameter analysed were N-Kjehl, P-total, K-total, Ca-total and Mg-total. For example: Lab. code L2022-1113-4773; User code NL010021996; analysis result is 2.92% N-Kjehl; 0.13% P-total; 0.92% K-total; 0.45% Ca-total; 0.38% Mg-total.</p> <p>Negeri Lama Estate has a Soil Analysis Report (Ref Number S15-020/LAB-SSPL/III/2015) with a sample date was 11 March 2015, and analysis date was 13 April 2015, which involved the analysis of 10 soil samples. The parameters analysed included pH-H<sub>2</sub>O, pH-KCL, N-Kjh, C Organic, P, CEC, K, Ca, Mg, Na. For example, sample ID 9247 had a pH-H<sub>2</sub>O of 3.7, pH-KCl of 2.5, N-Kjh of 0.57%, C-Org of 22.55%, P-Bray of 474.61 ppm, K of 1.39 me/100g, Ca of 59.93 me/100g, Mg of 11.22 me/100g, and Na of 0.77 me/100g. The analysis was conducted by the company's own Research Station, Bangun Bandar Analytical Laboratory.</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.	Negeri Lama Estate applies Empty Fruit Bunch (EFB) and bunch ash as a nutrient recycling strategy. According to the agronomy's Standard Operating Procedure (SOP), the EFB dosage is based on the age of the	Complied

	<p>- Minor compliance -</p>	<p>planting, as follows: under 1 year, 10 tonnes/Ha; 1-2 years, 20 tonnes/Ha; and 3 years and above, 45 tonnes/Ha.</p> <p>The application of Empty Fruit Bunch (EFB) in Negeri Lama Estate serves two purposes: to increase soil fertility and maintain soil moisture needed by new plants. The fertilizer dosage is determined by the age of the planting and is applied between rows in a mature area. Based on "Rencana Aplikasi Janjang Kosong Kebun Negeri Lama Tahun 22", total FFB needed is 11,285 tons, however total projected EFB production is 8,842 tons, and total realisation is 7,440.95 tons applied at 233 Ha. EFB applied at Division 1 Block 23, 8, 12 and 22; Division 2 Block 29, 39, 44, 45, and 52, year of planting spread from 2004, 2006, 2013, 2014, 2017, 2019, and 2022.</p> <p>During this ASA 1_4 visit, observed EFB application in mature area at Block 19 Division 1. EFB placed at interrow, with dosage of 45 tons EFB/Ha or 120 kg/palms.</p>																																
<p>7.4.4</p>	<p>Records of fertilizer inputs are maintained.</p> <p>- Minor compliance -</p>	<p>Records of fertilizer inputs in Negeri Lama Estate for period January – December 2022 are maintained and available during audit. Fertilizers input for year 2021 and 2022 in Negeri Lama Estate are as follow:</p> <table border="1" data-bbox="1126 986 1827 1385"> <thead> <tr> <th rowspan="2">Fertilizer Type</th> <th colspan="3">Volume of Application (tons)</th> </tr> <tr> <th>Realization 2021</th> <th>Realization 2022</th> <th>Program 2023</th> </tr> </thead> <tbody> <tr> <td>Borate</td> <td>7.54</td> <td>6.82</td> <td>12.41</td> </tr> <tr> <td>Dolomite</td> <td>-</td> <td>0.42</td> <td>-</td> </tr> <tr> <td>KCl</td> <td>6.67</td> <td>119.91</td> <td>7.80</td> </tr> <tr> <td>Kieserite</td> <td>21.77</td> <td>10.44</td> <td>15.38</td> </tr> <tr> <td>NPK12-12-17-2</td> <td>1,900.38</td> <td>650.26</td> <td>1,719.40</td> </tr> <tr> <td>NPK12-12-17-2TE</td> <td>-</td> <td>209.22</td> <td>-</td> </tr> </tbody> </table>	Fertilizer Type	Volume of Application (tons)			Realization 2021	Realization 2022	Program 2023	Borate	7.54	6.82	12.41	Dolomite	-	0.42	-	KCl	6.67	119.91	7.80	Kieserite	21.77	10.44	15.38	NPK12-12-17-2	1,900.38	650.26	1,719.40	NPK12-12-17-2TE	-	209.22	-	<p>Complied</p>
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		NPK15-15-6-4	-	79.96	135.00		
		Rock Phosphate	12.90	86.36	13.95		
		TSP	-	0.35	-		
		Urea	23.92	367.52	18.61		
		ZINCOP	-	0.05	-		
<b>Criteria 7.5:</b> Practices minimise and control erosion and degradation of soils.							
7.5.1	<p><b>(C)</b> Maps that identify marginal and fragile soils, including steep sloped land are available.</p> <p>- Critical (Major) compliance -</p>	<p>PT Socfin Indonesia - Negeri Lama Estate has a concession area 2,164.80 Ha of which 2,140 Ha planted. Soil survey and assessment in Negeri Lama Estate was done to determine the soil type and fertility. The study found that the soil types in the estate are <i>Typic Endoaquept</i>, <i>Humic Endoaquepts</i>, and <i>Typic Haplohemis</i>. The study was conducted by PARAM AGRICULTURAL SOIL SURVEYS (M) Sdn Bhd in June 2004 and a map of the soil type and its borders, including marginal soil, is available. The soil assessment helps the estate to understand the soil characteristics, fertility and determine the best planting practices for each soil type to ensure maximum productivity.</p> <p>According to the soil survey and assessment conducted by PARAM AGRICULTURAL SOIL SURVEYS (M) Sdn Bhd in June 2004, the slope class of Negeri Lama Estate is flat, with a slope range of 0% to 4%. There is no steep terrain in the area.</p>					Complied
7.5.2	<p>The replanting of palm oil is not conducted extensively on steep terrain in accordance with applicable regulations.</p> <p>- Minor compliance -</p>	<p>According to the soil survey and assessment conducted by PARAM AGRICULTURAL SOIL SURVEYS (M) Sdn Bhd in June 2004, the slope class of Negeri Lama Estate is flat, with a slope range of 0% to 4%. There is no steep terrain in the area.</p>					Complied
7.5.3	<p>New palm oil planting is not conducted on steep terrain in accordance with applicable regulations.</p> <p>- Minor compliance -</p>	<p>According to the soil survey and assessment conducted by PARAM AGRICULTURAL SOIL SURVEYS (M) Sdn Bhd in June 2004, the slope class of Negeri Lama Estate is flat, with a slope range of 0% to 4%.</p>					Complied

		There is no steep terrain in the area. There is no new planting carried out by PT Socfin Indonesia – Negeri Lama Estate.	
<b>Criteria 7.6:</b> Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	<b>(C)</b> Evidence of long-term land suitability for oil palm cultivation, soil maps or soil surveys that identify marginal and fragile soils, including steep terrain are available, in planning and operations. - Critical (Major) compliance -	PT Socfin Indonesia – Negeri Lama has been established since 1919, where the Palm Oil Mill constructed in 1928. There is no new expansion until this annual surveillance assessment 1_4.	Complied
7.6.2	Extensive planting on marginal and fragile soils is avoided or, if necessary, carried out according to the best-practice soil management plan. - Minor compliance -	PT Socfin Indonesia – Negeri Lama has been established since 1919, where the Palm Oil Mill constructed in 1928. There is no new expansion until this annual surveillance assessment 1_4.	Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	PT Socfin Indonesia – Negeri Lama has been established since 1919, where the Palm Oil Mill constructed in 1928. There is no new expansion until this annual surveillance assessment 1_4.	Complied
<b>Criteria 7.7:</b> No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	<b>(C)</b> No new planting on peatlands, regardless of depth, after 15 November 2018, in existing plantation areas, as well as in new development areas. - Critical (Major) compliance -	PT Socfin Indonesia – Negeri Lama has been established since 1919, where the Palm Oil Mill constructed in 1928. There are no expansion/new development area and/or crops conversion since 15 November 2018 up to this annual surveillance assessment 1_4, especially in peatlands.	Complied
7.7.2	Peat areas within the managed area are inventoried, documented and reported to the RSPO Secretariat (effective from November 15, 2018). - Minor compliance -	PT Socfin Indonesia – Negeri Lama has been established since 1919, where the Palm Oil Mill constructed in 1928. There are no expansion/new development area and/or crops conversion since 15 November 2018 up to this annual surveillance assessment 1_4, especially in peatlands.	Complied

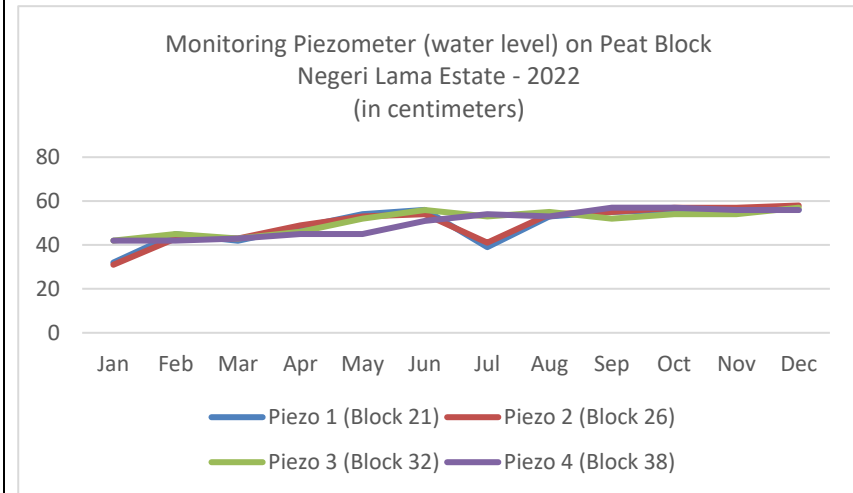
<p><b>PROCEDURAL NOTE:</b> Maps and other documentation for peatlands are provided, prepared and shared according to the RSPO Working Group (Peatland Working Group / PLWG) audit guide (See Procedural Notes for Indicator 7.7.5 below).</p>			
7.7.3	<p><b>(C)</b> Subsidence of peat is monitored, documented and minimised.          - Critical (Major) compliance -</p>	<p>Negeri Lama estate is committed to responsible and sustainable oil palm cultivation practices, particularly in its management and rehabilitation of natural vegetation associated with the cultivation of oil palm on peat. To ensure that the estate operates in an environmentally responsible manner, the estate follows the guidelines set forth by the Roundtable on Sustainable Palm Oil (RSPO) in its Best Management Practices (BMPs) for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat.</p> <p>To effectively manage the peat area, the estate is equipped with essential facilities and equipment, include water weirs, water tables, piezometers, and subsidence poles, which are crucial in maintaining the health of the peat and ensuring that the estate's oil palm cultivation practices do not have a negative impact on the environment. These facilities and equipment are regularly monitored and reported to the estate manager on a monthly basis. This regular monitoring is critical in ensuring that the facilities and equipment are functioning as intended and that any issues are detected and addressed in a timely manner. The reporting to the estate manager ensures that the estate's management is kept informed of the state of the estate and can make decisions to address any issues that arise.</p> <p>According to Subsidence monitoring records for year 2022, subsidence pole in Block 21 Division I, and Block 32 and 38 demonstrated 0 (zero) subsidence; whilst in Block 26 Divisi II demonstrate 0.3 cm subsidence as verified during field observation. This monitoring and measurement conducted in monthly basis.</p>	Complied
7.7.4	<p><b>(C)</b> Availability of implementation evidence of the water and land cover management program.</p>	<p>Piezometer is used to measure the water level in peatland soil. In the case of Negeri Lama Estate, they conduct monthly monitoring of the water level in the peatland using a Water Level Logger System. The data</p>	Complied



- Critical (Major) compliance -

collected by the system is automatically recorded every 6 hours a day, and a Monitoring Piezometer report is generated on a yearly basis.

According to Piezometer monitoring at Divisi I and II Negeri Lama Estate for year 2022 are as below:



The record of water table monitoring report provides evidence of the monitoring process and the state of the water level in the peatland area. The document serves as a reference for the estate management to ensure the proper functioning of the water weirs and the water gate facilities. During the field observation, it was confirmed that water weirs in the peat area have water gate facilities, which play a critical role in ensuring that water is available throughout the year. This is important to maintain the hydration and stability of the peat soil, which is crucial for the growth and health of the oil palm trees. The water gate facilities

		<p>in the water weirs can be adjusted to regulate the water flow and maintain the water level in the peat area, thus ensuring its long-term sustainability.</p>	
<p>7.7.5</p>	<p><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>The drainability assessment of Negeri Lama Estate was conducted by the unit of certification and was led by Prof. Dr. Abdul Rauf, MS, from the Faculty of Agriculture at Sumatera Utara University, as documented in the "Drainability Assessment of the Peatlands of Negeri Lama Estate - RSPO Methodology Tier 2 Approach" report dated December 2019.</p> <p>Summary result of Drainability Assessment is as follow:</p> <ol style="list-style-type: none"> <li>1. The peat area that is cultivated with oil palm in Negeri Lama Estate covering an area of 133.93 Ha is in the administrative location of Division I and Division II.</li> <li>2. In each block at peat locations in Blocks 21, 26, 32, and 38, a good water management system has been put in place by placing water retaining embankments and water gate that effectively maintains the ground water level in the range of 40 - 50 cm below land surface.</li> <li>3. In 2015 - 2019, peat surface subsidence measured at intervals of 0.3 - 0.4 cm per year and it is estimated that the subsidence level will be lower (close to 0) in the coming years because the peat has undergone a final decomposition process and will not experience a noticeable decline because it has been opened for more than 80 years (3-4 generations of oil palm).</li> <li>4. Peat thickness in the whole block (DP) is greater than the depth of the block drainage ditch (DDB), DP&gt; DDB, so it is estimated that water can still flow according to the law of gravity (drain) through the peat layer.</li> <li>5. The 4 peat blocks of Negeri Lama Estate have a varied drainage limit time (DLT) of 105 - 123 years, meaning that they can be</li> </ol>	<p>Complied</p>

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		<p>replanted while still maintaining the buffer time of 2 generations/ 40 years before reaching the drainage base.</p> <p>Recommendation:</p> <ol style="list-style-type: none"> <li>1. To consistently monitor the groundwater levels, both measured in centroid blocks using monitoring wells or piezometers or in drainage ditches so that they can immediately anticipate if there is a decrease in the ground water level.</li> <li>2. As far as possible keep the cover crop in the interrow area (other than the circle weed) in the block so that it can help maintain high soil's water content and can contribute to the accumulation of biomass.</li> </ol> <p>Until this ASA 1_4 visit, unit of certification has no plan to replace the palm oil with other crops or paludiculture plants.</p>	
<p><b>PROCEDURAL NOTE:</b> 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><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>The information obtained from the soil survey and assessment carried out by PARAM AGRICULTURAL SOIL SURVEYS (M) Sdn Bhd on June 2004 states that only 126.59 hectares (5.8%) of the total concession area of Negeri Lama Estate is peat area.</p> <p>The program for peat management in Negeri Lama Estate includes measures to prevent and manage peatland fires. This includes fire simulation exercises, hotspot monitoring by security, and hotspot monitoring from towers, as well as disseminating information related to</p>	Complied

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		<p>peatland fires to the surrounding communities. According to the RSPO (Roundtable on Sustainable Palm Oil) Guidelines for Best Management Practices for oil palm cultivation on peatlands, version 3 (June 2019), Negeri Lama Estate has proper facilities and equipment to manage its peat areas, including water weirs, water tables, piezometers, and subsidence poles. These facilities are regularly monitored and reported to the estate manager on a monthly basis.</p> <p>The reports of monitored are in place and has been verified by auditor. For example, during ASA 1_4 peat subsidence in Block 26 Division II Negeri Lama Estate demonstrated 0.3 cm subsidence. Piezometer read in January to December 2022 range from 31 to 57 cm.</p>	
7.7.7	<p><b>(C)</b> All peat areas not planted and reserved in managed areas (regardless of depth) are protected as 'peatland conservation areas'; unit of certification are prohibited from constructing drainage channels, building roads and new electricity lines on peatlands; unless if it is for a non-corporate land clearance. Peatlands are managed in accordance with 'RSPO Best Management Practices for the Management and Rehabilitation of Natural Vegetation related to Oil Palm Cultivation that already exists in Peatlands' (the latest version) along with relevant audit guidelines.</p> <p>- Critical (Major) compliance -</p>	<p>PT Socfin Indonesia - Negeri Lama Estate is an old established plantation which has been established since 1919. In addition, there have been no new land clearing or new development since 15 November 2018. The peat areas in Negeri Lama Estate used for palm oil cultivation. There is no more unplanted peat area.</p>	Complied
<p><b>Criteria 7.8:</b> Practices maintain the quality and availability of surface and groundwater.</p>			
7.8.1	<p>A water management plan is available and is implemented to support efficient use of water sources and continuous availability and avoid negative impacts on other users in the catchment. The plan referred to contains the following matters:</p> <p>- Minor compliance -</p> <p>7.8.1a The unit of certification does not limit access to clean water or does not pollute the water used by the community.</p>	<p>Unit of certification has implementing water management plan and documented in "Rencana Pengelolaan Air", dated 1 March 2023.</p> <p>The documented Procedure Water Management at Mill and Estate (SOC/PSM/4.22 Rev.01 dated 1 July 2015) defined the method of water management plan include water source and distribution identification, volume of water utilization, parameter/standards of water utilization, identify the impacts include water effluents/wastes and the method to reduce and control water uses.</p>	Complied

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		<p>Surface water utilization permit for SOCFIN – Negeri Lama has been issued based on “Keputusan Gubernur Sumatera Utara Nomor 610/1032 Tentang Izin Pengusahaan Sumber Daya Air”, dated 1 September 2020 and valid for three (3) years.</p> <p>Surface water intake was located in Negeri Lama Seberang Village, Bilah Hilir District, Labuhanbatu reGENCY. The water intake coordinate point at 02° 18' 30.08" N and 100° 04' 13.66" E with two (2) intake pipes (3 inches and 6 inches) and a maximum water discharge was 12 litres/sec. This surface water is used for oil palm processing and domestic housing. Based on these condition, the CH updated water management plan “Rencana Pengelolaan Air” dated 1 March 2023:</p> <ul style="list-style-type: none"> <li>- Reduce-reuse-recycle: Re-use waste water from sprayer’s washing shed for spraying activities; use water from last water pond in washing shed for drier box in other (rubber plantation) entity; using water dilution from fresh water to ex-condensate from sterilizer – period Jan-Dec 2023;</li> <li>- Managing water source: identification of water source Feb 2023; no chemical application surrounding water source in Jan-Dec 2023; install signboard to remind water source protection in Dec 2023; water quality testing on regular basis in June 2023; installation of rain water container – Jan-Dec 2023.</li> </ul>	
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	<p>7.8.1b Workers have adequate access to clean water.</p>	<p>Unit of Certification provide the clean water for workers at housing area with ground water (drill well) at Negeri Lama and clean water from Mill for Mill workers Housing. Water tank also provide by the Mill to access by community freely.</p> <p>During interview with sampled resident at worker's compound Division 2, confirmed that company provide clean water freely for workers. For drinking water, some workers buy bottled/gallon water.</p> <p>For clean water provision to worker house and surrounding communities, CH maintained record in year 2022:</p> <table border="1" data-bbox="1126 687 1751 1335"> <thead> <tr> <th>Month</th> <th>Worker housing (m<sup>3</sup>)</th> <th>Communities (m<sup>3</sup>)</th> </tr> </thead> <tbody> <tr><td>Jan</td><td>8,790</td><td>486</td></tr> <tr><td>Feb</td><td>8,037</td><td>176</td></tr> <tr><td>Mar</td><td>9,044</td><td>109</td></tr> <tr><td>Apr</td><td>9,415</td><td>160</td></tr> <tr><td>May</td><td>9,310</td><td>165</td></tr> <tr><td>Jun</td><td>9,280</td><td>175</td></tr> <tr><td>Jul</td><td>7,510</td><td>160</td></tr> <tr><td>Aug</td><td>7,880</td><td>146</td></tr> <tr><td>Sep</td><td>6,244</td><td>183</td></tr> <tr><td>Oct</td><td>10,710</td><td>162</td></tr> <tr><td>Nov</td><td>9,500</td><td>240</td></tr> <tr><td>Dec</td><td>10,103</td><td>200</td></tr> <tr><td></td><td>106,823</td><td>2,632</td></tr> </tbody> </table>	Month	Worker housing (m <sup>3</sup> )	Communities (m <sup>3</sup> )	Jan	8,790	486	Feb	8,037	176	Mar	9,044	109	Apr	9,415	160	May	9,310	165	Jun	9,280	175	Jul	7,510	160	Aug	7,880	146	Sep	6,244	183	Oct	10,710	162	Nov	9,500	240	Dec	10,103	200		106,823	2,632	
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<p>7.8.2</p>	<p><b>(C)</b> Water courses and wetlands are protected, including the maintenance and restoration of riparian zones and other buffer zones during or before replanting, in accordance with the "RSPO Manual on BMPs for the management and rehabilitation of riparian reserves" (April 2017) or Simplified Guide Management and Rehabilitation of Riparian Reserves (2018).          - Critical (Major) compliance -</p>	<p>Unit of Certification already identify water courses and wetland in the plantation area. Based on HCV assessment in 2011, there were identified water courses in Negeri Lama Estate, among others: River in Block 19, 20, 25; Keramat River; Lengkok River; Landia River and Bilah River. The water courses were protected by the company with the following ways:</p> <ul style="list-style-type: none"> <li>• Establishment of conservation areas in riparian area to protect river water from pollutants, such as chemicals (fertilizers and pesticides).</li> <li>• Upkeep work in conservation areas remain to be implemented, but prohibited from using pesticides.</li> <li>• Type of beneficial plants that need to be planted is Cassia cobanensis.</li> <li>• On the river with a width of 15 meters, planted crops such as rubber wood or other wood plants. For river with a width of less than 15 meters, planted with Land Cover Crop.</li> </ul> <p>Unit of Certification has procedures associated riparian buffer zone, procedures of River Conservation Area (SOC/PSM/9.07) Rev.04 dated 1 April 2015. The company also has procedures that regulate the width of riparian listed on HCV Management and Monitoring procedure (SOC/PSM/9.06) Rev.03 dated 1 February 2016. In point 4, explained the definition of the area along the riverbanks are left right rivers, including the artificial river/channel/ primary irrigation channel, which has important benefits to maintain the sustainability of the river functions. Then, in point 5.2.3 stated that the river border management aims to protect the river from pollution by fertilizers and pesticides applied in the palm oil and also to prevent erosion. Riverbanks are managed in a way that serves as a buffer zone. At point 5.2.3 stated that the determination of the width of riparian buffer zone is determined based on the results of a study conducted by HCV assessor, i.e. to the width of the river at &lt;5-meter-wide, river border is 8 meters. Riparian areas in Negeri Lama Estate have been determined as the area of HCV</p>	<p>Complied</p>
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		<p>and have been mapped into the "Map of High Conservation Negeri Lama" scale 1: 27,857.</p> <p>Based on field observations on the stream at Block 25 Division I (replanting block), one line of palm oil crops is remain standing along the riparian area and is well maintained (not replanted).</p> <p>Wooden vegetation in Negeri lama riparian area, as monitored July 2022:</p> <table border="1" data-bbox="1126 612 1964 1171"> <thead> <tr> <th>Name</th> <th>Population (standing trees)</th> </tr> </thead> <tbody> <tr> <td>Bira-bira (<i>Alocasia macrorrhizos</i>)</td> <td>35</td> </tr> <tr> <td>Dalu-dalu (<i>Cestrum nocturnum</i>)</td> <td>5776</td> </tr> <tr> <td>Jambu Biji (<i>Psidium guajava</i>)</td> <td>360</td> </tr> <tr> <td>Ketapang (<i>Terminalia catappa</i>)</td> <td>51</td> </tr> <tr> <td>Mangga (<i>Mangifera indica</i>)</td> <td>2</td> </tr> <tr> <td>Marak Air (<i>Macaranga tanarius</i>)</td> <td>28</td> </tr> <tr> <td>Nangka (<i>Artocarpus heterophyllus</i>)</td> <td>4</td> </tr> <tr> <td>Rambutan (<i>Nephelium lappaceum</i>)</td> <td>2</td> </tr> <tr> <td>Sirsak (<i>Anona muricata</i>)</td> <td>2</td> </tr> <tr> <td>Waru (<i>Hibiscus tiliaceus</i>)</td> <td>84</td> </tr> <tr> <td>Total</td> <td>1,144</td> </tr> </tbody> </table>	Name	Population (standing trees)	Bira-bira ( <i>Alocasia macrorrhizos</i> )	35	Dalu-dalu ( <i>Cestrum nocturnum</i> )	5776	Jambu Biji ( <i>Psidium guajava</i> )	360	Ketapang ( <i>Terminalia catappa</i> )	51	Mangga ( <i>Mangifera indica</i> )	2	Marak Air ( <i>Macaranga tanarius</i> )	28	Nangka ( <i>Artocarpus heterophyllus</i> )	4	Rambutan ( <i>Nephelium lappaceum</i> )	2	Sirsak ( <i>Anona muricata</i> )	2	Waru ( <i>Hibiscus tiliaceus</i> )	84	Total	1,144	
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7.8.3	<p>Mill effluent is managed according to applicable regulations. The quality of mill effluent discharged, especially BOD (Biochemical Oxygen Demand) is monitored in accordance with applicable regulations.</p> <p>- Minor compliance -</p>	<p>Monitoring records of Mill effluent, particularly BOD (Biochemical Oxygen Demand) has demonstrated under Certificate of "Laboratory Analysis Report – Laporan Analisa" that was conducted by SUCOFINDO an Accredited Laboratory in monthly bases.</p>	Complied																								



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Month (2022)	Certificate No.	BOD (mg/L)	COD (mg/L)
		National Threshold 100 mg/L	National Threshold 350 mg/L
January	00262/CLACAP	96.6	209.92
February	00800/CLACAP	84.3	168.40
March	02081/CLACAP	94.1	188.42
April	03149/CLACAP	89.8	178.63
May	03972/CLACAP	98.9	226.09
June	05218/CLACAP	99.0	220.42
July	06798/CLACAP	98.7	198.94
August	07828/CLACAP	75.3	152.70
September	08948/CLACAP	98.0	208.40
October	10319/CLACAP	85.2	165.45
November	11523/CLACAP	97.8	204.53
December	12642/CLACAP	98.9	214.38

The result was complied with the Ministry of Environment Decree No. 5/2014 annex III required that BOD of POME discharged is less than 100 mg/litre. The result of POME quality during this period was under 100 mg/litre.

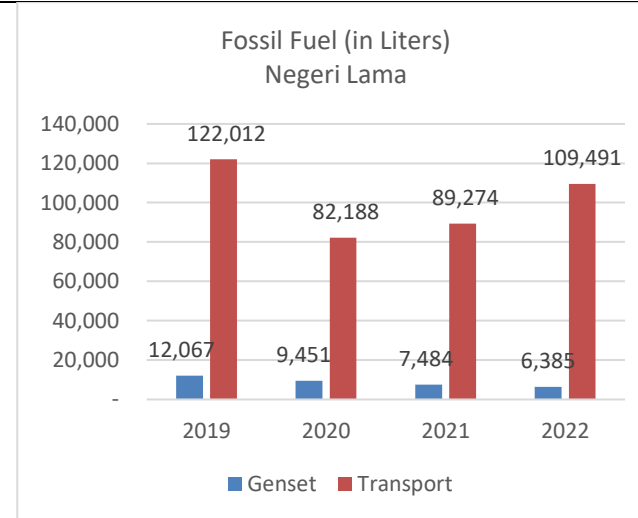
Location of testing in outlet of mill wastewater (POME) that was processed through a series of wastewater treatment ponds: one anaerobic pond, one facultative pond and one aerobic pond. Process parameter monitoring and maintenance of the ponds were sighted.

Extended of wastewater discharge permit under "Keputusan Kepala Dinas Penanaman Modal Pelayanan Terpadu Satu Pintu Kabupaten

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		<p>Labuhanbatu No. 503.660.31/629/DPMPSTP-BP2MNP/2021 tentang Izin Pembuangan Air Limbah Cair Ke Air atau Sumber Air (IPLC) PT Socfin Indonesia - Pabrik Minyak Kelapa Sawit Perkebunan Negeri Lama yang Terletak di Desa Negeri Lama Seberang Kecamatan Bilah Hilir Kabupaten Labuhanbatu" dated 14 September 2021 that valid for 5 (five) years.</p> <p>The quality of mill effluent discharged, especially BOD (Biochemical Oxygen Demand) is already met with applicable regulations</p>																															
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.          - Minor compliance -</p>	<p>Negeri Lama POM has defined the procedure on the monitoring of mill waster use per ton of FFB processing under POM Water Management Procedure No: SOCPSTP/4.22 rev.02, dated 1st January 2016.</p> <p>The record of mill water usage per ton of FFB has demonstrated within document Mill Production Monthly Report 2022 Negeri Lama POM, where the ratio of water usage for FFB processing period Jan-Dec 2022, as follow:</p> <table border="1" data-bbox="1126 890 1845 1390"> <thead> <tr> <th>Months (2022)</th> <th>FFB Processing (ton)</th> <th>Water Use for Processing (m<sup>3</sup>/t FFB)</th> </tr> </thead> <tbody> <tr> <td>January</td> <td>2,468.48</td> <td>0.80</td> </tr> <tr> <td>February</td> <td>2,293.69</td> <td>0.79</td> </tr> <tr> <td>March</td> <td>2,668.50</td> <td>0.79</td> </tr> <tr> <td>April</td> <td>2,914.27</td> <td>0.81</td> </tr> <tr> <td>May</td> <td>3,128.99</td> <td>0.75</td> </tr> <tr> <td>June</td> <td>3,460.26</td> <td>0.83</td> </tr> <tr> <td>July</td> <td>2,981.57</td> <td>0.84</td> </tr> <tr> <td>August</td> <td>2,962.24</td> <td>0.85</td> </tr> <tr> <td>September</td> <td>2,827.01</td> <td>0.82</td> </tr> </tbody> </table>	Months (2022)	FFB Processing (ton)	Water Use for Processing (m <sup>3</sup> /t FFB)	January	2,468.48	0.80	February	2,293.69	0.79	March	2,668.50	0.79	April	2,914.27	0.81	May	3,128.99	0.75	June	3,460.26	0.83	July	2,981.57	0.84	August	2,962.24	0.85	September	2,827.01	0.82	Complied
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<b>Criteria 7.9:</b> Efficiency of fossil fuel use and the use of renewable energy is optimised															
7.9.1	<p>Plans to increase the efficiency of fossil fuel use and to optimize renewable energy are available, monitored and documented.</p> <p>- Minor compliance -</p>	<p>PT Socfin Indonesia - Negeri Lama POM has demonstrated the program to improving efficiency of the use of fossil fuels and to optimize renewable energy.</p> <p>Data seen:</p> <p>1. Fossil fuels efficiency programed 2022, as following:</p> <ul style="list-style-type: none"> <li>- Boiler modification by operated water treatment and turbine to reduce the utilization of electrical generator (genset)</li> <li>- Nozzle calibration and preventive maintenance for genset and vehicles</li> <li>- Turbine powers generate to supply electricity to composting activities in order to reduce genset utilization</li> <li>- Preventive maintenance of all engine to ensure efficient fuel consumption.</li> </ul> <p><b>Use of fossil fuel for Generator and transport vehicle</b></p>	Complied												

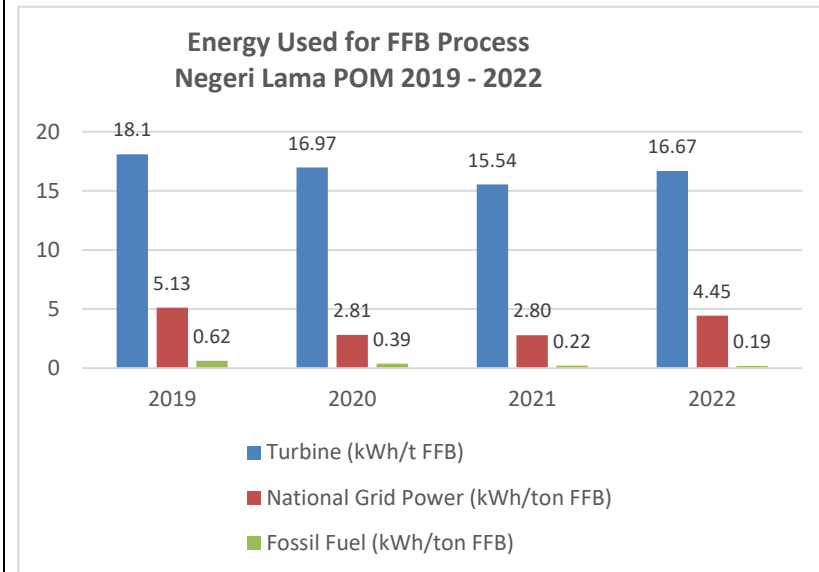


*Note: increasing fuel is due to the additional operation of Excavator during the upkeep of the boundary drain in replanting activities (95.95 Ha) and the use of the vehicle units for safety patrol at night from encroachers.*

- Renewable energy (fibre and shell) optimizing programme year 2022 under "Rekap Hasil dan Pemakaian Cangkang POM Kebun Negeri Lama Tahun 2022". The target was sets on 80% as minimum energy availability and actual energy can be use as 93% (shell: 3,890: kcal/kg and fiber: 2,310 kcal/kg). Monitoring is also carried out every month by counting calories from fiber and shells and used as boiler fuel.

Negeri Lama POM has documented records use of energy for Mill operations. There are two type of energy that used for mill operations which is state electricity company (Perusahaan Listrik Negara/PLN) and mill turbine. Where source of turbine is from fiber

and shell as renewable energy. Trend of energy used in period 2019 – 2022 as below:



		<p style="text-align: center;"><b>Energy Use for Mill Operation Negeri Lama POM 2019 - 2022</b></p> <table border="1"> <thead> <tr> <th>Year</th> <th>Turbine power (kWh)</th> <th>National grid power (kWh)</th> <th>Fossil Fuel (kWh)</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>800,801</td> <td>177,884</td> <td>22,251</td> </tr> <tr> <td>2020</td> <td>666,158</td> <td>99,649</td> <td>13,904</td> </tr> <tr> <td>2021</td> <td>614,491</td> <td>100,809</td> <td>8,028</td> </tr> <tr> <td>2022</td> <td>560,872</td> <td>149,810</td> <td>6,468</td> </tr> </tbody> </table>	Year	Turbine power (kWh)	National grid power (kWh)	Fossil Fuel (kWh)	2019	800,801	177,884	22,251	2020	666,158	99,649	13,904	2021	614,491	100,809	8,028	2022	560,872	149,810	6,468	
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2021	614,491	100,809	8,028																				
2022	560,872	149,810	6,468																				
<p><b>Criteria 7.10:</b> 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><b>(C)</b> GHG emissions for the unit of certification are identified and assessed. Plans to reduce or minimize GHG emissions are implemented, monitored through the PalmGHG calculator, and reported publicly.                      - Critical (Major) compliance -</p>	<p>Unit of certification develop plan to minimizing GHG emission for Mill and Estate activities and documented in "Rencana Pengurangan Gas Rumah Kaca dan Efisiensi Energi", dated 1 March 2022. The program consist of:</p> <ol style="list-style-type: none"> <li>Record of reducing GHG emission (MTCO<sub>2</sub>e/MT Palm product) from previous year. 2019: 1.5 MTCO<sub>2</sub>e/MT Palm product; 2020: 1.4 MTCO<sub>2</sub>e/MT Palm product; 2021: 1.3 MTCO<sub>2</sub>e/MT Palm product.</li> </ol> <p>- COD from fatpit outlet to effluent pond (PIC Mill)</p>	<p>Complied</p>																				

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		<ul style="list-style-type: none"> <li>- Maximizing for turbine operation (PIC Mill)</li> <li>- Reducing Chemical Fertilizer through maximizing use of EFB, effluent sludge, compost; minimizing use of single fertilizer (PIC Estate)</li> <li>- Peatland management through maintain peat surface water level in range 50-70 cm (PIC Estate).             <ul style="list-style-type: none"> <li>2. Increasing Energy Efficiency</li> </ul> </li> <li>- Manage and monitor use of energy (PIC Mill)</li> <li>- Use of electromotor of operation unit-based necessity (PIC Mill)</li> <li>- Preventive maintenance for operating unit and transport at Mill (PIC Mill)</li> </ul> <p>Monitoring GHG emissions for the unit of certification is conducted through data input on PalmGHG calculator. The data in PalmGHG calculator for period January-December 2022 was verified by auditor through the autogenerate link and submitted to RSPO.</p> <p>Detail summary of GHG reporting is available on Annex B in this report.</p>	
7.10.2	<p><b>(C)</b> Since 2014, an estimate of carbon stocks in the proposed development area has been carried out along with potential sources of emissions that can occur directly as a result of the development and plans to minimize these emissions are prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>SOCFIN – NEGERI LAMA has been established since 1919, where the Mill constructed in 1928. There are no expansion/new development/planting area and/or crops conversion.</p> <p>This is Not Applicable</p>	Not Applicable
7.10.3	<p><b>(C)</b> Other significant pollutant identification results are available and plans to reduce or minimize them are implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of certification has established other significant pollutant management plan and documented in "Rencana Pengelolaan Bahan Pencemar", dated 1 March 2022. The management plan consists of</p> <ul style="list-style-type: none"> <li>- Clean water quality for community consumption. The action taken is through regularly analyzing the water quality by the</li> </ul>	Complied

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		<p>accredited laboratory; preventing chemical application surrounding the watercourse.</p> <ul style="list-style-type: none"> <li>- Odour level monitoring through regular analyze the water quality by an accredited laboratory.</li> <li>- Noise level measurement</li> <li>- Reducing boiler emissions by regularly analyzing the emission quality by an accredited laboratory</li> <li>- Increasing effluent/wastewater quality by periodically monitoring for BOD level.</li> </ul> <p>All these parameters are consistently implemented by unit of certification and reported to Environmental Department.</p>	
<b>Criteria 7.11:</b> Fire is not used for preparing land and is prevented in the managed area.			
7.11.1	<p><b>(C)</b> Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	<p>Zero burning policy was described in Ethical Policy (SOC/Dp/4.01-64). It described that land preparation of replanting is conducted by cutting and chipping (zero burning).</p> <p>Based on a field visit at replanting area (land preparation) trunk chipping activities in Block 21 Div.1, it was verified that no fire had been used for land preparation. Chipping is conducted manually by third-party contractor using heavy equipment (modified Excavator on the bucket)</p>	Complied
7.11.2	<p>The unit of certification establishes fire prevention and control measures for lands that are directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>Unit of Certification always conducts a monitoring of land fires conducted by the emergency Response Team which has been established under the responsibility of the field assistant directly.</p> <p>(There are 3 divisions in Negeri Lama Estate and 1 Mill), while for the handling in Mill by Tekniker 1.</p> <p>Emergency response for fire conducted in 25 January 2023 at Mill and attended by 26 workers, at the Estate held in Block 25 court and attended 14 estate workers and supervisor.</p>	Complied



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7.11.3	The unit of certification engages stakeholders in adjacent locations for fire prevention and control measures. - Minor compliance -	Unit of certification engages stakeholders in adjacent locations for fire prevention and control measures. This activity conducted through fire patrol inside and outside the plantation.	Complied
<b>Criteria 7.12:</b> 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><b>PROCEDURAL NOTE for 7.12:</b></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><b>(C)</b> Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCV or HCS forests.</p> <p>Historical analysis of Land Use Change Analysis (LUCA) is carried out before any new land clearing, in accordance with the RSPO LUCA Guidance document (see indicator 7.12.2).</p> <p>- Critical (Major) compliance -</p>	<p>SOCFIN – NEGERI LAMA has been established since 1919, where the Mill constructed in 1928. There are no expansion/new development area and/or crops conversion up to 2021.</p> <p>Therefore, submitting LUCA for this unit of certification is not required.</p>	Complied

<p>7.12.2</p>	<p><b>(C)</b> HCV and HCS forests, and other conservation areas are identified as follows:          - Critical (Major) compliance -          7.12.2a) For existing plantations, with an HCV assessments conducted by RSPO- approved assessors and have no new land clearing after 15 November 2018, the existing HCV assessments remains valid.</p>	<p>Unit of Certification has conducted HCV Assessment on July - August 2011. The assessment conducted by HCV Assessor Team from Faculty of Forestry, Bogor Agricultural University by using HCV Toolkit Indonesia 2008. The team led by Ir. Nyoto Santoso, MS, a registered HCV RSPO approved assessor (Expiry date 31 December 2014) and since 23 December 2014 registered as HCV Assessor in HCVRN Assessors License Scheme. The team consist of six members as following:</p> <ol style="list-style-type: none"> <li>1. Ir Heru B Pulonggono, Msc</li> <li>2. Ir. Djoko Arie Sulistianto</li> <li>3. Ahmad Faisal Siregar, S.Hut</li> <li>4. Sutopo, S.Hut</li> <li>5. Sayidina Ali, Amd</li> <li>6. Udi Kusdinar, S.Hut</li> </ol> <p>Refer to the assessment report, there are three (3) types of HCV have been identified such as HCV 1.2 (Endangered Species), HCV 4.1 (riparian area) and HCV 6 (cemetery) cover total area of 26.64 Ha (1,22 % of total HGU area of Negeri Lama Estate).</p> <p>The HCV assessment resulting six (6) protected wildlife species (based on PP No. 7/1999) such as:</p> <ol style="list-style-type: none"> <li>1. Pijantung kecil - Little spiderhunter (<i>Arachnothera longirostra</i>);</li> <li>2. Burung madu kelapa - Brown-throated sunbird (<i>Anthreptes malacensis</i>);</li> <li>3. Kipasan belang (<i>Rhipidura javanica</i>);</li> <li>4. Cekakak belukar - White-throated kingfisher (<i>Halcyon smyrnensis</i>);</li> <li>5. Cagak merah (<i>Ardea purpurea</i>);</li> <li>6. Elang tikus (<i>Elanus caeruleus</i>).</li> </ol>	<p>Complied</p>
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		<p>HCV assesments results has been compared to Endemic Bird Area (EBA) and Important Bird Area (IBA) data.</p> <p>The HCV Assessment also identified two (2) wildlife species which are listed as Appendix II (based on Appendiix CITES) such as:</p> <ol style="list-style-type: none"> <li>1. Monyet ekor panjang (<i>Macaca fascicularis</i>);</li> <li>2. Biawak (<i>Varanus salvator</i>).</li> </ol> <p>The protected areas are present in Negeri Lama Estate and it is a riparian area such as Sungai Landia, Sungai Bilah, Sungai Blok 19, 20, 25; Sungai Keramat and Sungai Lengkok.</p> <p>HCV public consultation was held on 23 December 2011 in Gedung Serba Guna Divisi 1, attended by 40 peoples such as Kabid Perkebunan Kabupaten Labuhanbatu, Kepala Dinas Kehutanan dan Perkebunan Kabupaten Labuhanbatu, Local authorities, local communities and company representative.</p> <p>Methodology of assessment using HCV toolkit 2008, implementation of the assessment consists of: Secondary data collection, field survey, mapping and landscape, Assessment of fauna aspect with a rapid assessment (direct observation, interviews with the parties), assessment of flora aspects (direct survey and interview), assessment of socio-economic and cultural aspects (interviews and direct observation at selected sites), analysis and mapping.</p> <p>HCV area has been mapped into "Peta Kawasan Bernilai Konservasi Tinggi Kebun Negeri Lama" scale 1 : 27.857.</p> <p>The company has established procedure for HCV Management and Monitoring (SOC/PSM/9.06, Rev 3) dated 1 February 2016. The revision on 1 February 2016 was add point 5.4 regarding Evaluation of HCV Monitoring. Other than that, the company has established procedure for River Riparian Conservation Areas Management (SOC/PSM/9.07, Rev 4) dated 1 April 2015.</p>	
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	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.	SOCFIN – NEGERI LAMA has been established since 1919, where the Mill constructed in 1928. There are no expansion/new development area and/or crops conversion up to 2022.	
7.12.3	<p><b>(C)</b> In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.</p> <p>- Critical (Major) compliance -</p>	<p>SOCFIN – NEGERI LAMA has been established since 1919, where the Mill constructed in 1928. There are no expansion/new development area and/or crops conversion up to 2021.</p> <p>Unit of Certification has conducted HCV Assessment on July - August 2011. The assessment conducted by HCV Assessor Team from Faculty of Forestry, Bogor Agricultural University by using HCV Toolkit Indonesia 2008. The team led by Ir. Nyoto Santoso, MS, a registered HCV RSPO approved assessor (Expiry date 31 December 2014) and since 23 December 2014 registered as HCV Assessor in HCVRN Assessors License Scheme.</p> <p>Based on HCV assessment report 2011 and field visit showed that an analysis of a large landscape area had been carried out and stated that SOCFIN - Negeri Lama's concession were directly bordered by natural ecosystems which were high forest cover landscapes is not exist.</p> <p>Assessment for HFCLs in this Unit of Certification is not applicable.</p>	Complied
<p><b>PROCEDURAL NOTE for 7.12.3:</b> Indicator 7.12.3. is not relevant to Indonesia, until further decisions by the RSPO.</p>			
7.12.4	<p><b>(C)</b> 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</p>	<p>SOCFIN – NEGERI LAMA has been established since 1919, where the Mill constructed in 1928. There are no expansion/new development area and/or crops conversion after 15 November 2018.</p> <p>Unit of Certification has conducted HCV Assessment on July - August 2011. The assessment conducted by HCV Assessor Team from Faculty of Forestry, Bogor Agricultural University by using HCV Toolkit Indonesia</p>	Complied

	<p>least once every five years. The integrated management plan was developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<p>2008. The team led by Ir. Nyoto Santoso, MS, a registered HCV RSPO approved assessor (Expiry date 31 December 2014) and since 23 December 2014 registered as HCV Assessor in HCVRN Assessors License Scheme.</p> <p>Peatland areas within this concession is identified in 4 blocks (BL.21, BL.26, BL.32 and BL.38) totally 126.59 Ha. Where soil type is Typic Haplohemist and mature (sapric) peat soil. An integrated management plan to maintain this peatland blocks by water management through water level measurement (piezometer monitoring) and conserving canal buffer (enrichment woody plants).</p> <p>HCV Management and Monitoring Plan are reviewed annually, e.g. in 2023 HCV program that have been realized are:</p> <ol style="list-style-type: none"> <li>1. HCV area boundaries in replanting area</li> <li>2. Riparian buffer zone monitoring (monthly)</li> <li>3. Protected wildlife monitoring (monthly)</li> <li>4. Socialization to workers</li> <li>5. Illegal poaching monitoring (monthly)</li> </ol> <p>Appropriate measures regarding rare, threatened or endangered (RTE) species and or other HCVs present or affected by the plantation and mill operations are included in the HCV Management and Monitoring Plan.</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>- Minor compliance -</p>	<p>SOCFIN – NEGERI LAMA has been established since 1919, where the Mill constructed in 1928. There are no expansion/new development area and/or crops conversion after 15 November 2018.</p> <p>Unit of Certification has conducted HCV Assessment on July - August 2011. According to HCV assessment, there is no rights of local communities in HCV area nor peat area.</p>	Complied

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		Peatland areas within this concession is identified in 4 blocks (BL.21, BL.26, BL.32 and BL.38) totally 126.59 Ha. There are no rights of local communities within this area.	
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>SOCFIN – NEGERI LAMA has been established since 1919, where the Mill constructed in 1928. There are no expansion/new development area and/or crops conversion after 15 November 2018.</p> <p>Unit of Certification has conducted HCV Assessment on July - August 2011. The assessment conducted by HCV Assessor Team from Faculty of Forestry, Bogor Agricultural University by using HCV Toolkit Indonesia 2008. The team led by Ir. Nyoto Santoso, MS, a registered HCV RSPO approved assessor (Expiry date 31 December 2014) and since 23 December 2014 registered as HCV Assessor in HCVRN Assessors License Scheme.</p> <p>Refer to HCV Assessment Report and monthly monitoring of wildlife, there are no RTE’s species was identified and found within the certified area.</p>	Complied
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>SOCFIN – NEGERI LAMA has been established since 1919, where the Mill constructed in 1928. There are no expansion/new development area and/or crops conversion after 15 November 2018.</p> <p>Unit of Certification has conducted HCV Assessment on July - August 2011. The assessment conducted by HCV Assessor Team from Faculty of Forestry, Bogor Agricultural University by using HCV Toolkit Indonesia 2008. The team led by Ir. Nyoto Santoso, MS, a registered HCV RSPO approved assessor (Expiry date 31 December 2014) and since 23 December 2014 registered as HCV Assessor in HCVRN Assessors License Scheme.</p> <p>Monitoring of riparian zone (HCV 4) conducted in monthly basis and focused on wildlife monitoring, presence of illegal activities or not and fire hotspot monitoring.</p>	Complied

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<p>7.12.8</p>	<p><b>(C)</b> 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.          - Critical (Major) compliance -</p>	<p>SOCFIN – NEGERI LAMA has been established since 1919 and existing plantation, where the Mill constructed in 1928. There are no expansion/new development area and/or crops conversion after 15 November 2018.          Unit of Certification has conducted HCV Assessment on July - August 2011. The assessment conducted by HCV Assessor Team from Faculty of Forestry, Bogor Agricultural University by using HCV Toolkit Indonesia 2008. The team led by Ir. Nyoto Santoso, MS, a registered HCV RSPO approved assessor (Expiry date 31 December 2014) and since 23 December 2014 registered as HCV Assessor in HCVRN Assessors License Scheme.          Therefore, RaCP is not applicable for this indicator.</p>	<p>Complied</p>
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**Appendix B: GHG Reporting Executive Summary**

The GHG emissions that were produced in **2022** for **Negeri Lama POM** and supply base was calculated using the PalmGHG Calculator version 4.1. 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 **2022** for **Negeri Lama POM** and supply base are as following:

Emission per product	tCO <sub>2</sub> e/tProduct
CPO	2.21
PK	2.21

Extraction	%
OER	23.02
KER	3.89

Production	t/yr
FFB Process	33,649
CPO Produced	7,748
PK Produced	1,309

Land Use	Ha
OP Planted Area	2,006.13
OP Planted on peat	133.87
Conservation (forested)	0
Conservation (non-forested)	11.50
<b>Total</b>	<b>2,151.5</b>

**Summary of Field Emission and Sink**

	Own Crop*		Group		3 <sup>rd</sup> Party		Total	
	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB
<b>Emission</b>								
Land Conversion	14,397.82	0.43	0.00	0.00	0.00	0.00	14,397.82	0.43
CO <sub>2</sub> Emission from fertilizer	2,064.41	0.06	0.00	0.00	0.00	0.00	2,064.41	0.06
NO <sub>2</sub> Emission from Peat	1,002.04	0.03	0.00	0.00	0.00	0.00	1,002.04	0.03
NO <sub>2</sub> Emission from Fertiliser	1,761.75	0.05					1,761.75	0.05
Fuel Consumption	122.29	0.00	0.00	0.00	0.00	0.00	122.29	0.00
Peat Oxidation	7,308.75	0.22	0.00	0.00	0.00	0.00	7,308.75	0.22
<b>Sink</b>								
Crop Sequestration	-12,480.21	-0.37	0.00	0.00	0.00	0.00	-12,480.21	-0.37
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total</b>	<b>14,176.86</b>	<b>0.42</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>14,176.86</b>	<b>0.42</b>

\*Note: Includes both estates and smallholders



**Summary of Mill Emission and Credit**

	tCO <sub>2</sub> e	tCO <sub>2</sub> e/tFFB
<b>Emission</b>		
POME	5,732.78	0.17
Fuel Consumption	8.25	0.00
Grid Electricity Utilization	121.22	0.00
<b>Credit</b>		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
<b>Total</b>	<b>5,862.26</b>	<b>0.17</b>

**Summary of Kernel Crusher Emission and Credit (if applicable)**

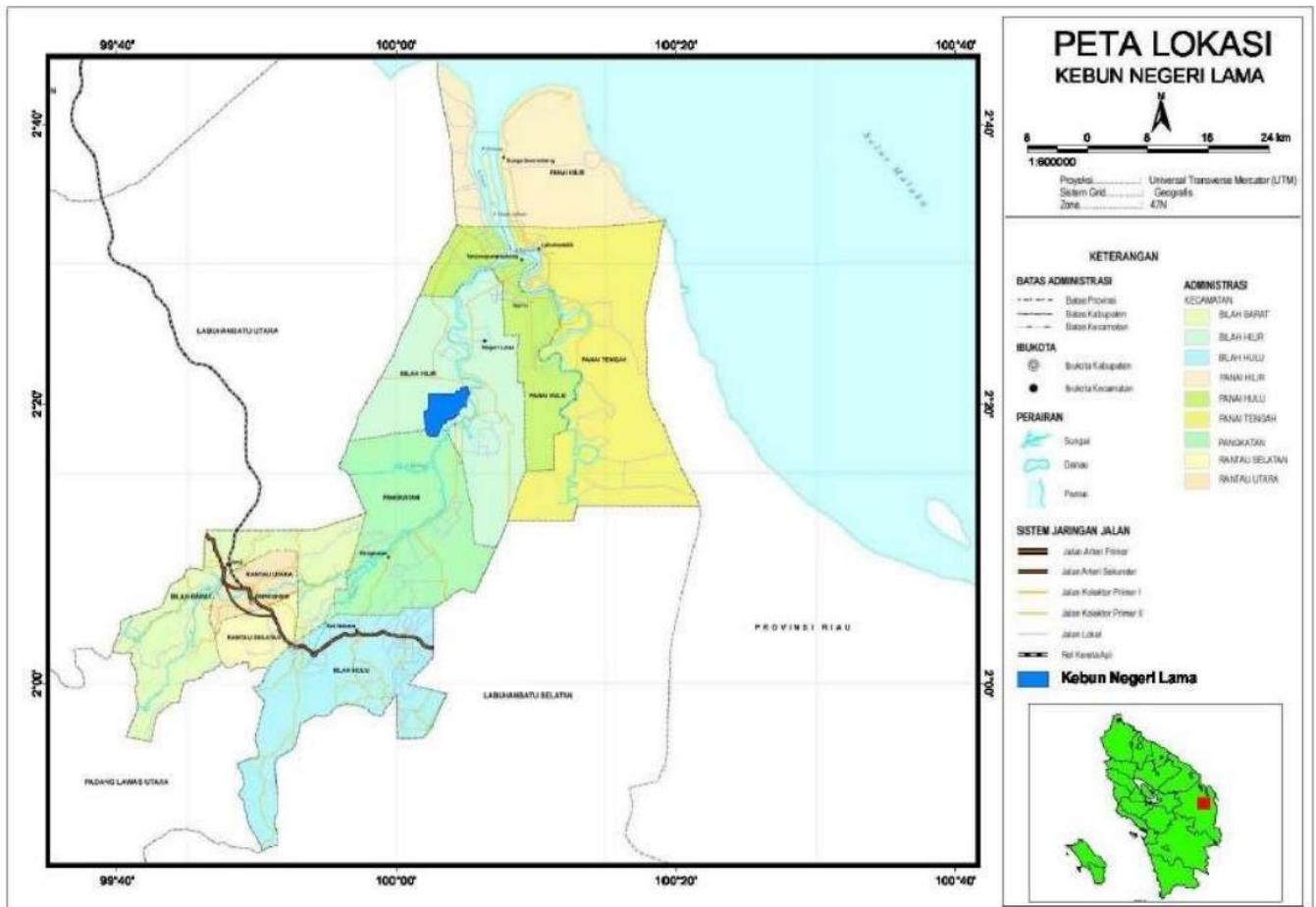
<b>Emissions</b>	<b>tCO<sub>2</sub>e</b>
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
<b>Total Crusher emissions</b>	<b>0.00</b>

\*This mill has no kernel crusher operation.

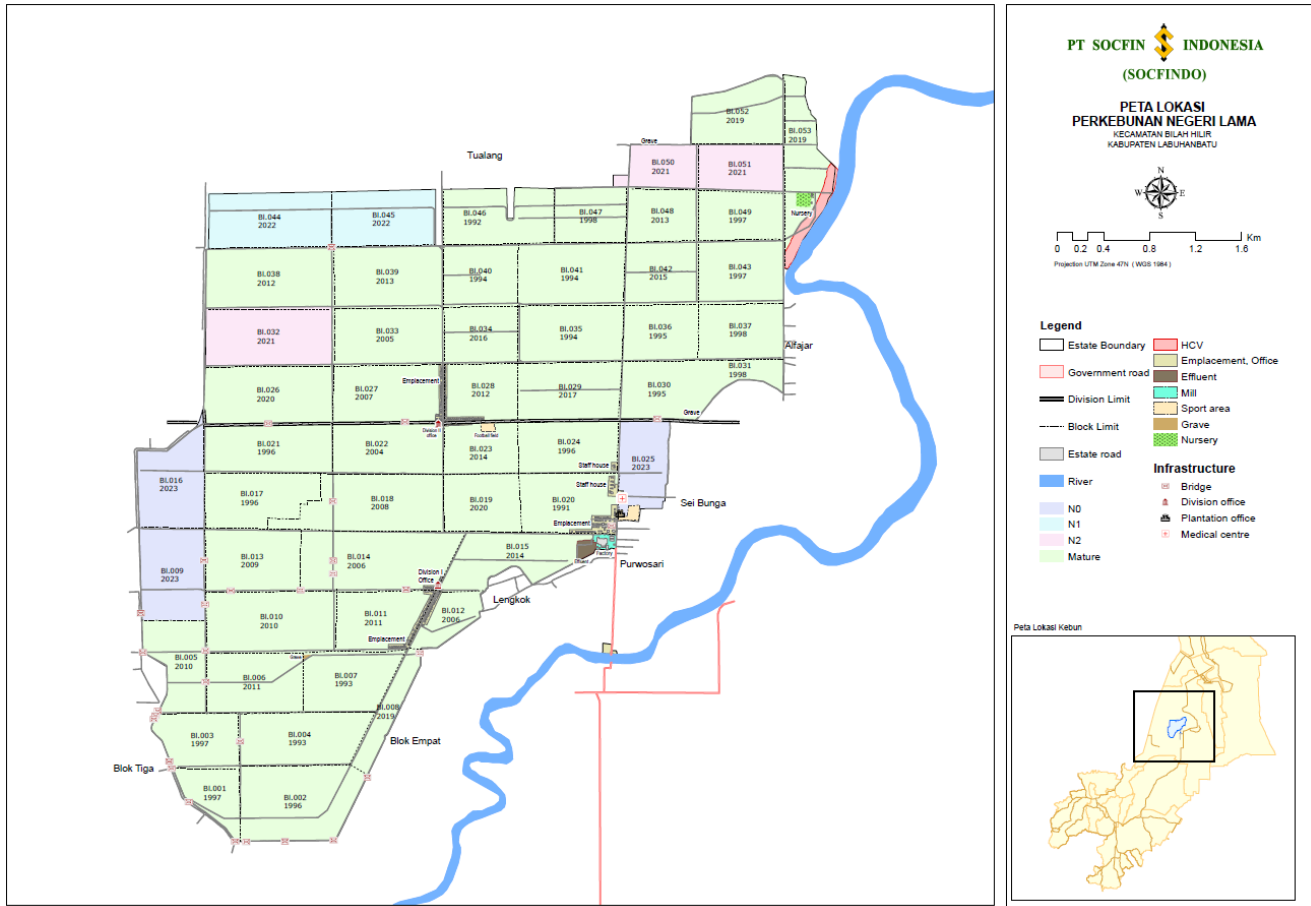
<b>Palm Oil Mill Effluent (POME) Treatment:</b>	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	100

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

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



**Appendix D: Estate Field Map**



**Appendix E: List of Smallholder Registered and/or sampled**

Not applicable.

There is no smallholder engaged in Negeri Lama.

## Appendix F: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
CSPO	Certified Sustainable Palm Oil
CSPKO	Certified Sustainable Palm Kernel Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
IP	Identity Preserved
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