

***Roundtable on Sustainable Palm Oil Certification
RSPO***

[] Stage-1 [] Stage-2 [✓] Surveillance [] Re-Certification

Plantation Management/Owner : **Pundu Nabatindo Mill –
PT Windu Nabatindo Lestari,
Bumitama Agri Ltd.**

Plantation Name : **Pundu Nabatindo Estate, Katari Agro Estate,
Pelantaran Agro Estate dan Pantai Mas Estate.**

Location : **Pundu Village, Sub District of Cempaka Hulu,
District of Kotawaringin Timur, Kalimantan
Tengah Province, Indonesia**

Certificate Code : **MUTU-RSPO/042**

Date of certificate issue : **June 19th, 2014**

Date of expiry of certificate : **June 18th, 2019**

Assessment	Assessment Date	PT. Mutuagung Lestari Auditor	Review by	Approve by
ASA-1	20 - 25 April 2015	Ardiansyah; Moh Arif Yusni; Sofyan Hadi Lubis; Brigitta Prita; Panggading Hariara	Taufik Margani	Octo HPN Nainggolan

Assessment	Approved by MUTUAGUNG LESTARI on:
ASA-1	June 18 th , 2015

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on March 12th, 2014 with registration number **RSPO-ACC-007**

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Figure 1. Location Map of PT Windu Nabatindo Lestari

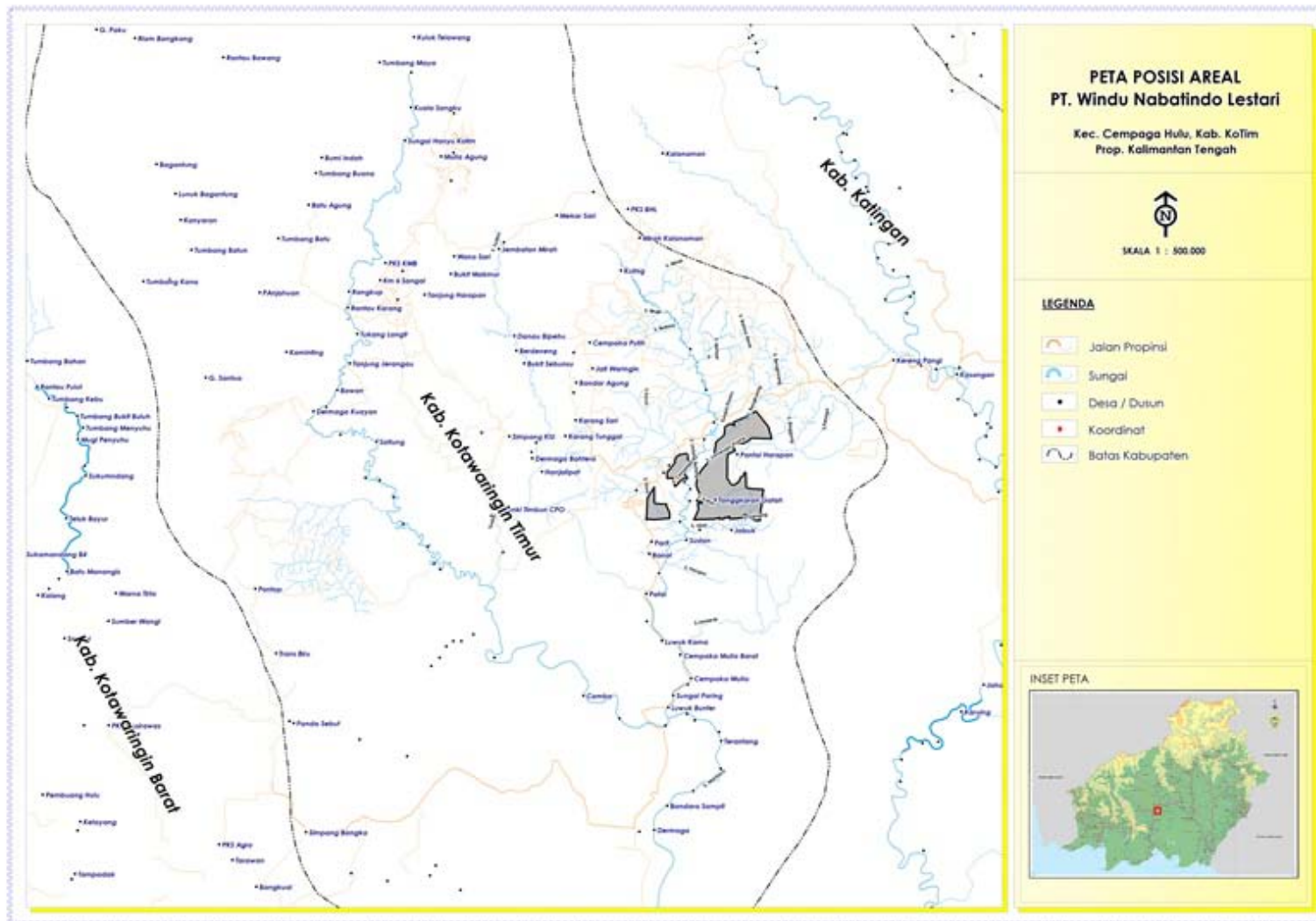
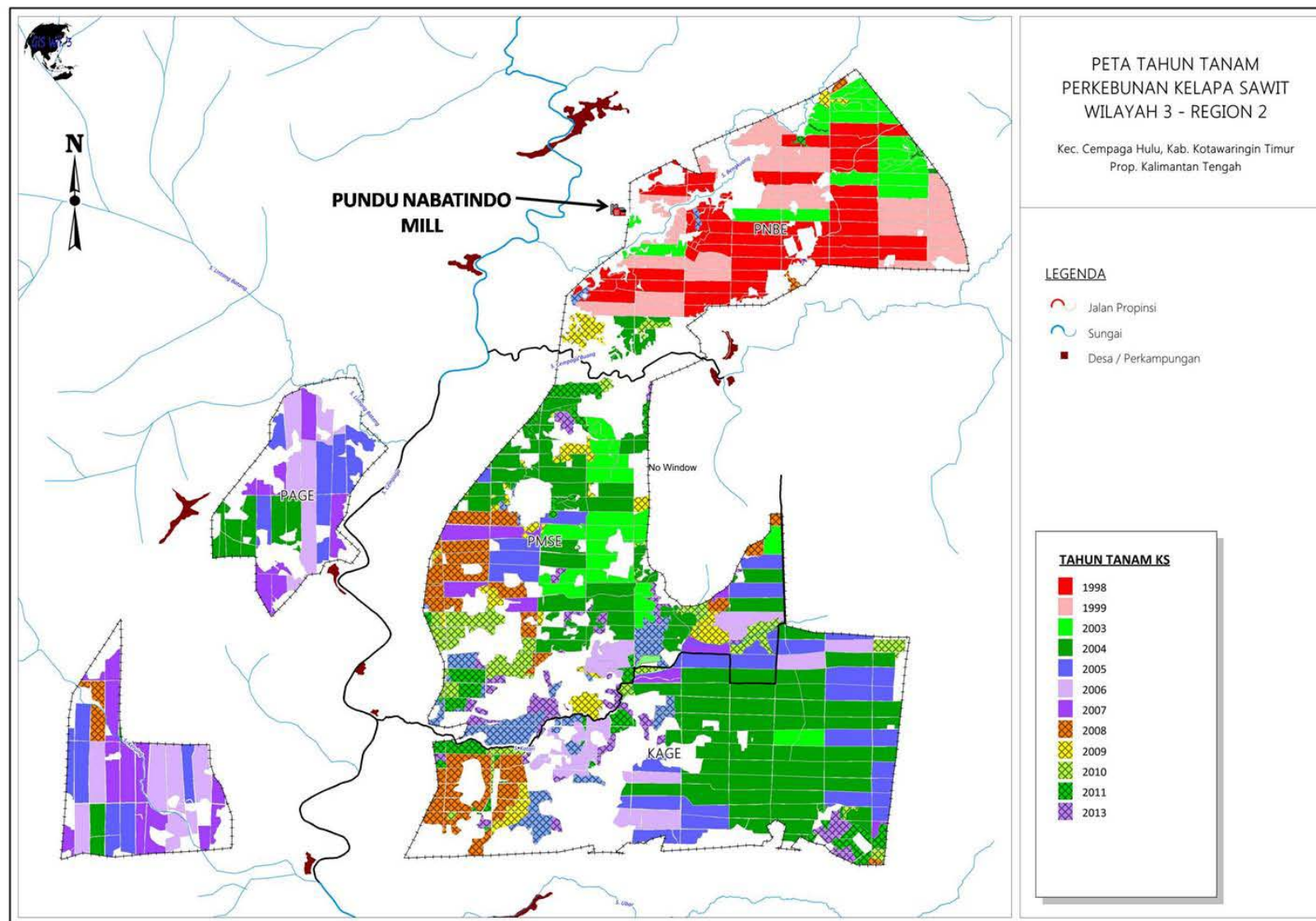


Figure 2. Operational Map of PT Windu Nabatindo Lestari



1.0	SCOPE OF THE CERTIFICATION ASSESSMENT		
1.1	Assessment Standard Used	<ul style="list-style-type: none">• <i>RSPO Principles and Criteria (P&C) for for the Production of Sustainable Palm Oil - April 25th, 2013.</i>• <i>RSPO Supply Chain Certification Standard For organizations seeking or holding certification Adopted by the RSPO Board of Governors on 21 November 2014 (Module D / E for CPO Mill)</i>	
1.2	Organization Information		
1.2.1	Organisation name listed in the certificate	PT Windu Nabatindo Lestari - Bumitama Agri Ltd	
1.2.2	Contact person	Bremen Young	
1.2.3	Organisation address and site address	<ul style="list-style-type: none">• RSPO registered company: Jl. Melawai Raya No. 10 Kebayoran Baru Jakarta Selatan 12160 Indonesia.• Liaison Office: Jl. Melawai Raya No. 10 Kebayoran Baru Jakarta Selatan 12160 Indonesia.	
1.2.4	Telephone	(62-21) 727 98418	
1.2.5	Fax	(62-21) 727 98665	
1.2.6	E-mail	bremen.yong@bumitama.com	
1.2.7	Web page address	www.bumitama-agri.com	
1.2.9	Management Representative who completed the application for certification	Bremen Yong (Corporate Sustainability System).	
1.2.10	Registered as RSPO member	1-0043-07-000-00 October 08 th , 2007	
1.3	Type of Assessment		
1.3.1	Scope of Assessment and Number of Management Unit	Palm Oil Mill and supply base: Pundu Nabatindo Mill (PNBM); Pundu Nabatindo Estate (PNBE), Katari Agro Estate (KAGE), Pelantaran Agro Estate (PAGE) dan Pantai Mas Estate (PMSE).	
1.3.2	Type of certificate	Single	
1.4	Locations of Mill, Plantations and Area Statement		
1.4.1	Location of Mill		
	Name of Mill	Location	Coordinate
			LatitudeLongitude
	Pundu Nabatindo	Pundu Village, Sub District of Cempaka Hulu, District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	S 1° 59' 51"E 113° 3' 35"

1.4.2	Location of Supply Base						
	Name of Supply Base	Location	Coordinate				
			Latitude	Longitude			
	Pundu Nabatindo Estate	Pundu Village, Sub District of Cempaka Hulu, District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	S 1° 59' 48"	E 113° 3' 29"			
	Katari Agro Estate	Keruing Village, Sub District of Cempaka Hulu, District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	S 2° 5' 31"	E 113° 5' 9"			
	Pelantaran Agro Estate	Pelantaran Village, Sub District of Cempaka Hulu, District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	S 2° 5' 44"	E 112° 58' 3"			
	Pantai Mas Estate	Keruing Village, Sub District of Cempaka Hulu, District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	S 2° 3' 25"	E 113° 03' 21"			
1.5	Description of Area Statement						
1.5.1	Tenure						
	• State		11.565,84 Ha				
	• Community		- Ha				
1.5.2	Area Statement						
	• Total area		11,565.84 Ha				
	• Mature area		7,235.24 Ha				
	• Immature area		976.68 Ha				
	• Mill		25.07 Ha				
	• Emplishment		77.31 Ha				
	• Infrastructure		335.02 Ha				
	• Nursery		10.28 Ha				
	• Settlement		7.08 Ha				
	• HCV		182.71 Ha				
	• Swamp		120.90 Ha				
	• Others area		2,595.56 Ha				
	*Area Statement 2015						
1.6	Planting Year and Cycles						
1.6.1	Age profile of planting year						
	Planting Year	Hectarage (Ha)					
		PNBE	PMSE	KAGE	PAGE	TOTAL	
		1998	888.82	0.00	0.00	0.00	888.82
		1999	594.93	0.00	0.00	0.00	594.93

	2003	331.34	331.10	35.13	0.00	697.57	
	2004	45.95	682.78	1,182.98	173.64	2,085.35	
	2005	0.00	109.52	557.71	358.32	1,025.55	
	2006	0.00	102.70	212.90	423.26	738.86	
	2007	0.00	120.05	28.21	394.24	542.50	
	2008	11.11	224.82	183.06	37.97	456.9	
	2009	44.39	130.74	29.57	0.00	204.70	
	2010	11.14	185.06	60.57	0.00	256.77	
	2011	9.49	122.00	109.91	0.00	241.40	
	2012	11.48	158.62	90.19	0.00 0.00	260.29	
	2013	1.15	125.48	91.59	0.00	218.22	
	TOTAL	1,949.80	2,292.87	2,581.82	1,387.43	8,211.92	
1.6.2	New Planting area after January 2010			719.91 Ha			
1.6.3	Planting Cycle			1 st Cycle 25 Years			
1.7	Description of Mill and Supply Base						
1.7.1	Description of Mill						
	Name of Mill	Capacity (tonnes/ hour)	FFB Processed (tonnes/ year)	CPO		Palm Kernel	
				Out put (tonnes)	Extraction (%)	Out put (tonnes)	Extraction (%)
	Pundu Nabatindo Mill	90	443,928.86	100,704.87	22.68	9,480.61	4.39
	*Source: Mill Production Data on April 2014 – March 2015						
1.7.2	Description of Certified Estate(s)						
	Name of Estates	Total Area (Ha)	Planted Area (Ha)	FFB (tonnes/ year)	Yield (tonnes/ha/ year)	Supplied to Mill	
						FFB (tonnes/year)	%
	Pundu Nabatindo Estate (PNBE)	2,814.17	1,949.80	49,074.22	25.17	47,162.84	96.11
	Pantai Mas Estate (PMSE)	3,239.54	2,292.87	38,593.65	16.83	2,099.61	5.44
	Plantaran Estate (PAGE)	1,934.86	1,387.43	26,447.54	19.06	2,679.81	10.13
	Katari (KAGE)	3,577.28	2,581.82	47,328.17	18.33	827.64	1.75
	TOTAL	11,565.84	8,211.92	161,443.58	19.66	52,769.90	32.69
	*Source: Mill Production Data on April 2014 – March 2015						
1.7.3	FFB description from other source						
	Name of source	Member	Location			Supplied to Mill FFB (tonnes/year)	
	PT GSM (non certified)	BGA	Sub District of Cempaka Hulu, District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia			6,135.70	

PT WNL – Smalholder (non certified)	BGA	Sub District of Cempaka Hulu, District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	65,493.43
PT WNL – Smalholder (non certified)	BGA	Sub District of Cempaka Hulu, District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	47,521.89
PT WNL – Smalholder (non certified)	BGA	Sub District of Cempaka Hulu, District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	572.03
PT WNL – Smalholder (non certified)	BGA	Sub District of Cempaka Hulu, District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	1,397.60
PT WNA (non certified)	BGA	Sub District of Cempaka Hulu, District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	12,681.84
PT WNA (non certified)	BGA	Sub District of Cempaka Hulu, District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	28,026.19
PT WNA (non certified)	BGA	Sub District of Cempaka Hulu, District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	18,731.48
PT WNA (non certified)	BGA	Sub District of Cempaka Hulu, District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	14,505.26
PT WNA (non certified)	BGA	Sub District of Cempaka Hulu, District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	409.87
PT NKU (non certified)	BGA	Sub District of Cempaka Hulu, District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	189.90
PT NKU (non certified)	BGA	Sub District of Cempaka Hulu, District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	15.41
PT. Hampalit Jaya (non certified)	-	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	224.40
PT. Sinar Citra Cemerlang (SCC) (non certified)	-	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	34,820.14
Koperasi Parit Sakti (non certified)	-	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	1,391.41
KUD. Tridaya (non certified)	-	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	5,645.10
CV. Keluarga Mandiri (non certified)	-	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	1,246.33
PT.Borneo Lancar Abadi (non certified)	-	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	9,640.60
CV. Kaldera International trade (non certified)	-	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	1,986.92
CV.Alam tenera (non certified)	-	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	15,745.10

	PT Mulia Sawit (non certified)	-	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia		183.12		
	Independent Supplier (non certified)	-	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia		124,595.24		
	TOTAL				391,158.96		
*Source: Mill Production Data on April 2014 – March 2015							
1.7.4	Product categories			FFB, CPO, PK			
1.8	Estimate Tonnage of Certified Product						
1.8.1	Past Annual Claim Certified Product		Previous Certificate Claim (tonnes/year)		Actual certified product (tonnes/year)		
	• FFB Production		207,829.98		40,440.65		
	• CPO Production		50,918.00		8,780.52		
	• Palm Kernel (PK) Production		10,391.50		2,066.13		
	** Certificate Claim period June 19 th , 2014 – June18 th , 2015						
	** Actual Claim periode June 19 th , 2014 – May 17 th , 2015						
1.8.2	Estimate of Certified FFB Claim						
	Name of Estates	Total Area (Ha)	Planted Area (Ha)	FFB (tonnes/year)	Yield (tonnes/ha/year)		
	Pundu Nabatindo Estate (PNBE)	2,814.17	1,949.80	53,619.50	27.50		
	Pantai Mas Estate (PMSE)	3,239.54	2,292.87	41,271.66	18.00		
	Plantaran Estate (PAGE	1,934.86	1,387.43	29,136.03	21.00		
	Katari (KAGE)	3,577.28	2,581.82	51,636.40	20.00		
	TOTAL	11,565.84	8,211.92	175,663.59	21.39		
1.8.3	Estimate of Certified Palm Product Claim						
	Name of Mill	Capacity (tonnes/ hour)	FFB Processed (tonnes/year)	CPO Out put (tonnes)	Extraction (%)	Palm Kernel Out put (tonnes)	Extraction (%)
	Pundu Nabatindo	90	175,663.59	40,402.63	23.00	8,783.18	5.00
1.9	Other Certifications						
	ISO 9001:2008		-				
	ISO 14001: 2004		-				
	OHSAS 18001:2007		-				
	ISCC		-				
	Others		-				
1.10	Time Bound Plan						
1.10.1	Time Bound Plan for Other Management Units						

Management Unit		Estate (Supply Base)	Time Bound Plan	Location	Status
MILL	Time Bound Plan				
Pundu Nabatindo (PT WNL)	2014	Pundu Nabatindo	2014	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	Certified
		Katari Agro	2014		Certified
		Pelantaran Agro	2014		Certified
		Pantai Mas Estate	2014		Certified
Katari Agro PT WNL)	2016	-	-	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	ST-01
Gunung Makmur (PT KMB)	2014	Gunung Makmur	2014	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	Certified
		Bukit Kecubung	2014		Certified
		Bukit Makmur	2014		Certified
		Sungai Mentaya	2014		Certified
Bukit Makmur (PT KMB)	2018	-	2018	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	ST-01
Kendawangan (PT GKG)	2016	Mekar Utama (PT GKG)	2016	District of Ketapang Kalimantan Barat Province, Indonesia	ST-02
		Kendawangan (PT GKG)			
		Sungai Tapah (PT GKG)			
		Membuluh Jaya (PT GKS)			
		Seriamjaya (PT GKS)			
		Banjarsari (PT GKS)			
Selucing Agro (PT WNA)	2018	-	2018	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	2018
Kotawaringin (PT BGB)	2020	Sepantaian,	2020	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	ST-01
		Danau Merah			
		Kotawaringin			
		Tonam Raya			
Suka Damai (PT RSI) & (PTMCM)	2020	-	2020	Rokan Hulu, Riau Province, Indonesia	2020
Pembangunan Raya Mill (PT ASM)	2016	-	2016	District of Ketapang Kalimantan Barat Province, Indonesia	2016
Bukit Tunggal Jaya (PT LSM)	2020	-	2020	District of Ketapang Kalimantan Barat Province, Indonesia	2020
-	-	PT NKU	-	Kalimantan Tengah Province, Indonesia	NPP
-	-	PT KML	-	District of Ketapang, Kalimantan Barat Province	NPP

	-	-	PT AMS	-	District of Ketapang, Kalimantan Barat Province	NPP
	-	-	PT ASMR	-	District of Kotawaringin Lama, Kalimantan Tengah Province, Indonesia	NPP
	-	-	PT KBSA	-	District of Ketapang, Kalimantan Barat Province	NPP
	-	-	PT LGI	-	District of Ketapang, Kalimantan Barat Province	NPP
1.10.2	Progress of Associated Smallholders and Outgrowers for Certifiable Standard					
	The smallholder estate shall be assessed on 2017 or 3 years after the mill has achieved. Until now management unit that send TBS to Pundu Nabatindo is still on the progres (RSPO standart compliance).					

2.0	ASSESSMENT PROCESS
2.1	Certification Body
	PT Mutuagung Lestari Jl. Raya Bogor Km 33,5 No. 19, Cimanggis - Depok 16953 Telp. +62-21-8740202; Fax +62-21-87740745/46 Website: www.mutucertification.com Email : agri@mutucertification.com
2.2	Assessment Team
ASA-1	<ol style="list-style-type: none"> Ardiansyah (Lead Auditor). Bachelor of Forest Resources Conservation, Department of Forestry, Bogor Agricultural University. He has followed several activities for identified environmental impact such as preparing EIA document for plantation and plantation forest. He has followed several trainings namely: Management System Certification (ISO 9001-2008/SNI 19011-9001:2008), Environmental Management System (ISO 14001-2004), SMK3 based on OHSAS, RSPO Lead Auditors Training Course endorsed by Proforest and Diameter, Indonesian Sustainable Palm Oil (ISPO) Lead Auditor training course and mapping for land cover analysis. During the assessment the auditor verified legality and supply chain. Moh. Arif Yusni (Auditor). A bachelor of Agriculture, majoring of Plant Pest and Diseases (Plant Protection). He has a working experience for 2 (two) years in oil palm Plantation Company in Indonesia. Trainings attended namely: Indonesian Sustainable Palm Oil (ISPO) Lead Auditor training course and Auditor/Lead auditor Management System Certification (ISO 9001-2008), now he worked at Professional Certification Body. He has been several times following audit related to sustainable palm oil certification system as an auditor. During the assessment the auditor verified safety and health, worker welfare and best agricultural practices. Sofyan Hadi Lubis (Auditor). Master's Program in Environmental and Natural Resource Management, Institut Pertanian Bogor (IPB) and Bachelor of Social Economic Agriculture, Gadjah Mada University (UGM). Participated in several environmental management workshops, climate change mitigation training and adaptation for agricultural productivity in Southeast Asia, Carbon Forum Asia Update and EIA. He has also been involved as a research team at the Centre for Research, Development and Climate Change Policy Ministry of Forestry of Indonesia – Bogor and Research Team in cooperation program IPB – ETH Zurich Switzerland – NUS Singapore. He has followed Auditor training for Indonesian Sustainable Palm Oil (ISPO), ISO 9001-2008, Awareness RSPO and ISPO GHG Calculation. Furthermore, he also worked as a staff environmental in consulting firm. During the assessment the auditor verified environment and GHG aspects. Panggading Hariara (Auditor). Bachelor of Social and Political Science. Experience as a social activist in Indonesia and the Common wealth Commission on Child Protection. Attended training including ISO 9001:2008 Auditor, Social Accountability 8000, Indonesian Sustainable Palm Oil (ISPO) Auditor and has attended five (5) times there later audit system of sustainable palm oil certification as an auditor. During the assessment the auditor verified social, social welfare and manpower aspect. Brigitta Prita (Auditor). Bachelor of Forestry, Department of Forest Resources Conservation and Ecotourism, Bogor Agricultural University. Attended training ISPO Auditor training, certification of ISO 9001:2008 Quality Management System (QMS), Training IHT Awareness RSPO, Training QMS 19011, IHT Awareness 17011 and 17065 and Training HCV. During the assessment the auditor verified the transparency, waste management and high conservation value.
2.3	Assessment Methodology, Assessment Process and Locations of Assessment
2.3.1	Figure of person days to implement assessment
ASA-1	Number of auditors : 5 auditor Number of days for ASA-1 at site : 4 days Number of working days for ASA-1 at site : 20 Working days

2.3.2	Detail process of assessment
ASA-1	<p>The assessment was conducted by measuring the sufficiency of implementation with the consistency done by the PT Windu Nabatindo Lestari - Bumitama Agri Ltd to the requirements of Principle and criteria for Sustainable Palm Oil Production on April 2013 and supply chain Requirement for CPO Mill, November 2014.</p> <p>The assessment was conducted in three methods: (1) document review, aiming to observe the sufficiency of types or substances from required documents; (2) interview, aiming to obtain more detailed information and cross check the information; and (3) field observation, aiming to observe directly the sufficiency of implementation on site.</p> <p>Some opportunities for improvement of the results ASA-1 delivered by the MUTU auditor to the management unit and the results are the subject will be verified at the next assessment phase (ASA-2).</p> <p>Improvement of findings from main assesment findings were observed by auditors at this ASA-1 assessment. All information obtained was recorded in Check List of PT Mutuagung Lestari (MUTU) and part of ASA-1.</p> <p>The assessment program please find Appendix 2</p>
2.3.3	Locations of Assessment
ASA-1	<p><u>Pundu Nabatindo Mill</u></p> <p>Location 01. Hazardous waste storage Pundu Nabatindo POM. According to the result of observation on mill hazardous waste storage, it has complied the permitted coordinate, away from the flood potential area, away from settlement, equipped with hazardous waste symbol, fire extinguisher, <i>showereye wash</i>, has had oil trap and waste water treatment pond. According to the result of interview with the hazardous waste storage officer, the officers have been facilitated with PPE, they have received well salary (referring the minimum wage standard), they have been also facilitated with housing complex, clean water, electricity, medical center and health insurance.</p> <p>Location 02. Workshop. According to the result of observation, the hazardous waste has been dispatched on the licensed hazardous waste storage. The officers have been facilitated with PPE, they have received well salary (referring the minimum wage standard), they have been also facilitated with housing complex, clean water, electricity, medical center and health insurance.</p> <p>Location 03. Boiler & Engine Room. According to the result of observation on the engine room and boiler at mill, the workers have used <i>ear plug</i> and they have received regular medical check up. Furthermore, there is a smoke density meter on the boiler. The officers have been facilitated with PPE, they have received well salary (referring the minimum wage standard), they have been also facilitated with housing complex, clean water, electricity, medical center and health insurance.</p> <p>Location 04. Fiber and Shell. According to the observation to the mill, the fiber and shell are used as alternative fuel.</p> <p>Location 05. Waste Water Treatment Plant. According to the result observation, the WWTP condition is well maintained, the electric <i>flowmeter</i> is well functioned and there is an effluent debit monitoring in m³, there is no leakage and overflow the environment such as to trench and river, the effluent quality test is regularly tested. The officers have been facilitated with PPE, they have received well salary (referring the minimum wage standard), they have been also facilitated with housing complex, clean water, electricity, medical center and health insurance.</p> <p>Location 06. WTP. According to the result of field observation to WTP, the <i>flowmeter</i> of the inlet and outlet water debit is well functioned. According to the result of interview with the officer in WTP, they mill water usage recording is conducted with the monitoring of the flowmete data (early and final). The officers have been facilitated with PPE, they have received well salary (referring the minimum wage standard), they have been also facilitated with housing complex, clean water, electricity, medical center and health insurance.</p> <p><u>Pundu Nabatindo Estate</u></p>

- Location 01. Division III, Block G-16. Spraying program.** The sprayers have been facilitated with PPE, they have received well salary (referring the minimum wage standard), they have been also facilitated with housing complex, clean water, electricity, medical center and health insurance
- Location 02. Division II. Harvesting program.** The harvesters have been facilitated with PPE, they have received well salary (referring the minimum wage standard), they have been also facilitated with housing complex, clean water, electricity, medical center and health insurance.
- Location 03. Division II, Block H4. EFB application.** According to the field observation to Block H-14 of division 2, the EFB has been used for application referring the SOP of process. The EFB applicators have been facilitated with PPE, they have received well salary (referring the minimum wage standard), they have been also facilitated with housing complex, clean water, electricity, medical center and health insurance.
- Location 04. BBC census, Division III.** The census officers have been facilitated with PPE, they have received well salary (referring the minimum wage standard), they have been also facilitated with housing complex, clean water, electricity, medical center and health insurance
- Location 05. Division II, Block E-20. Land Application.** According to the result of observation on the land application area on block E-20, the utilization of effluent refers to the permitted block and there is no overflow and leakage to trench and river.
- Location 05. Division II, Block H004:** Observation on the Land Use Title (HGU) boundary pole condition.
- Location 06. Pundu central hazardous waste.** Observation on the storage in term of the hazardous waste management and the facilities at the storage.

Pelantara Estate

- Location 01. Main emplacement:** Observation and interview in term of the provided facilities, land fire extinguishers, hazardous waste storage, hazardous material storage, water source and employees welfare.
- Location 02. Emplacement of Division II:** Observation and interview in term of the provided facilities, land fire extinguishers and employees welfare.
- Location 03. Division I, Block A1.** Interview in term of the discrimination based on race, caste, nationality, religiousity, disability, gender, sexual orientation, labour union membership, political affiliation or age.
- Location 04. Division II, Block F10-11:** Observation over the area claimed by the locals.
- Location 05. Division II, Block G12:** Observation over the "no animal hunting" signboard.
- Location 06. Division II, Block E11:** Observation on the Land Use Title (HGU) boundary pole condition.
- Location 07. Division II, Block F11:** Observation on the Land Use Title (HGU) boundary pole condition.
- Location 08. Division IV, Block B12.** Observation on the subsidence pole and surface water level.
- Location 09. Division II, Block F9/10. Manuring program.** Observation and interview with the manurer. The manurers have been equipped with proper PPE (masker, gloves and boots), the foreman is equipped with first aid kit. The foreman also has aware of the first aid technique. The women workers have aware of the term of minimum daily wage, existence of gender committee, labour social assurance and routine medical check up.
- Location 10. Division III, Block F11, harvesting program.** Observation and interview with harvesters and foreman. The harvesters have aware of the FFB maturity standard, minimum wage calculation, labour social assurance (Jamsostek) and the medical service. The workers have been equipped with proper PPE (helmet, boots, sicle cover, gloves).
- Location 11 Division III Block A1 Chemist program;** Observation and interview with sprayers and foreman. The sprayers have been equipped with proper PPE (masker, helmet, apron, gloves and boots), the foreman is equipped with first aid kit. The foreman also has aware of the first aid technique. The workers have aware of the term of minimum daily wage, existence of gender committee, labour social assurance and routine medical check up.

	<p><u>Pantai Mas Estate</u></p> <p>Location 01. Division III, Block A43: Observation on the Land Use Title (HGU) boundary pole condition.</p> <p>Location 02. Division III, Block A41: Observation on the Land Use Title (HGU) boundary pole condition.</p> <p>Location 03. Division IV, Block H41: Observation on the Land Use Title (HGU) boundary pole condition.</p> <p>Location 04. EFB application in Division II, Block H-14. According to the field observation to Block H-14 of division 2, the EFB has been used for application referring the SOP of process. The EFB applicators have been facilitated with PPE, they have received well salary (referring the minimum wage standard), they have been also facilitated with housing complex, clean water, electricity, medical center and health insurance.</p> <p>Location 05. Water level. According to the result of observation on the water outlet gate to Bengkuang River, the water level still lies on the normal level (60 cm).</p> <p>Loaksi 06. Land of the community in Block C2 41, 42 & 43. Observation on the community-cultivated area planned as conservation area by the company.</p> <p>Location 07. Riparian of Cempaga Buang, Bengkuang and Kruing. Observation in term of the riparian area management.</p> <p>Location 08. Katari Riparian, Block 50, Division 3. Observation on the riparian area management.</p> <p>Location 09. Division III, Block E45. Observation on subsidence pole and surface water level.</p> <p>Location 10. Division II, Block 33, manuring program. Observation and interview with the manurer. The manurers have been equipped with proper PPE (masker, gloves and boots), the foreman is equipped with first aid kit. The foreman also has aware of the first aid technique. The women workers have aware of the term of minimum daily wage, existence of gender committee, labour social assurance and routine medical check up.</p> <p>Location 11. Division III, Block D43, harvesting program. Observation and interview with harvesters and foreman. The harvesters have aware of the FFB maturity standard, minimum wage calculation, labour social assurance (Jamsostek) and the medical service. The workers have been equipped with proper PPE (helmet, boots, sicle cover, gloves).</p> <p>Location 12 Division III, Block E42/E43 Chemist program; Observation and interview with sprayers and foreman. The sprayers have been equipped with proper PPE (masker, helmet, apron, gloves and boots), the foreman is equipped with first aid kit. The foreman also has aware of the first aid technique. The workers have aware of the term of minimum daily wage, existence of gender committee, labour social assurance and routine medical check up.</p> <p><u>Stakeholders</u></p> <ol style="list-style-type: none"> 1. East Kotawaringin District Agencies (Environment Agency; Manpower Agency; National Land Agency). Interview in term of the reporting obligation, waste management, environment contamination issues, social manpower and land acquisition legality. 2. Villages nearby company area (Katari Hamlet – Kruing Village; Pantai Harapan Village; Pundu Village). Interview in term of CD/CSR program, social interaction between the company nearby estate area and prograss of land dispute resoulution and the environment contamination issues. 3. The board of Harapan Abadi Cooperative Unit and local contractor. Interview inter of the company obligation over the cooperative agreement with the local business and the contribution over the locals.
2.4	Stakeholder Consultation and Stakeholders Contacted
2.4.1	Summary of stakeholder consultation process.
ASA-1	<p>Summary of stakeholder consultation process</p> <p>Consultation of stakeholders for PT Windu Nabatindo Lestari - Bumitama Agri Ltd was held by:</p> <ul style="list-style-type: none"> Public Notification at web mutucertification.com on April 02th, 2015 Public consultation meeting with local stakeholders conducted by visits to villages (Katari Village, Pantai Harapan

	<p>Village dan Pundu Village) on April 21th, 2015</p> <ul style="list-style-type: none"> Public consultation with goverment agency Kotawaringin Timur District (National Land Agency; Plantation Agency; Enviroment Agency, Manpower Agency) on April 21th, 2015 Public consultation with Harapan Abadi Cooperative Unit, Bipartit Cooperative Institution and Local Contractor on April 21th, 2015 Public consultation with NGO (Sawit Watch, Walhi dan WWF Indonesia) by email on April 13st, 2015 <p>Numbers of input from stakeholders were clarified by PT Windu Nabatindo Lestari - Bumitama Agri Ltd</p>
2.4.2	Stakeholder contacted
	<i>Please find appendix1</i>
2.5	Determining Next Assessment
	The next visit (ASA-2) will be determined one year after this ASA-1 (April – June 2016).

3.0. ASSESSMENT RESULT

3.1. Summary of Assessment Report of the RSPO Certification

MUTUAGUNG LESTARI has conducted an assessment of Pundu Nabatindo Mill – PT Windu Nabatindo Lestari - Bumitama Agri Ltd operation consisting of one (1) mill and four (4) oil palm estates.

During the assessment, there were no Nonconformity were assigned against Major Compliance; three (3) nonconformity were assigned against Minor Compliance and two (2) nonconformance(s) against supply chain requirement for CPO mill and six (06) opportunity(s) for improvement were identified.

Further explanation of the non-conformities raised and corrective actions taken by the company are provided in section 3.5. The company has already prepared and implemented the corrective action(s) that had been reviewed and accepted by Auditor(s) in form of documentation evidence(s) e.g. (document record/photographic/etc). Those corrective action(s) taken that consist of three (3) nonconformity were assigned against Minor Compliance and two (2) nonconformance(s) against supply chain requirement for CPO mill had been closed out shall be verified during next assessment.

MUTUAGUNG LESTARI found that Pundu Nabatindo – PT Windu Nabatindo Lestari - Bumitama Agri Ltd complied with the requirements of RSPO Principle And Criteria For Sustainable Palm Oil Production On April 2013 And Supply Chain Requirement For CPO Mill, November 2014.

Therefore MUTUAGUNG LESTARI Recommends RSPO Certification of compliance is **continued**.

Ref Std.	VERIFICATION RESULT of MUTU-Certification	
PRINCIPLE 1: COMMITMENT TO TRANSPARENCY		
1.1	Growers and millers provide 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>PT WNL has provided proper information to the stakeholders as written on the procedure of <i>Transparency and Mechanism</i> (Document number BGA/WNL-SOC/PRO-29/09/2012). It has been legalized by Area Controller 3 on August 28th 2012. The procedure describes each information request via email, mail, telephone, Fax or directly come to regional office or central office. The request shall be responded within 10 days once the company receive the request.</p> <p>During period of January 2013 to April 2015, the company does not information request but the request for using palm oil land, funds, complaints, etc. for example, letter from Central Kalimantan Province Plantation Agency in letter number 525/1095/Bddy/IV/Disbun on April 13th 2015 in term of the request to use palm oil land for the simulation of the estate revitalization assessment program. It has been responded by the company via phone on April 13th 2015. The responded was received by Mr Feby (Division of Estate Cultivation).</p> <p>According to the result of interview with the locals (Katari Hamlet, Pantai Harapan Village and Pundu Village), the company has provided proper and transparent information such as job opportunity, scholarship to Pantai Harapan and Pundu Village. Furthermore, according to the result of interview with the government agencies (East Kotawaringin District Environment Agency, Manpower Agency, etc), the aspect of environment, social, manpower, legality and others has been informed to the associated agencies.</p>	

PT WNL is encouraged to documents all information requests and responses referring the procedure owned by the company (OFI Number 1)

Status: Comply

1.2

Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.

The publicly-accessed document is written on the document of BGA/WNL-SOC/PRO-29/09/2012. It was legalized by Area Controller on August 28th 2012. The type of the publicly-accessed documents are:

1. Type of the publicly-accessed and stakeholder-accessed documents.

- a. Document of Permits → EIA, Land Use Title (HGU) and other related permits, the company registration ID and others.
- b. Document of Company Report → Annual Report of Company, Monthly Report of Estate and Mill Production.
- c. Document of Work Process or Standardization → SOP, Company Policy, Procedure of Estate and Mill Operationals, Policy of Quality and OHS, Environment and Social of Company.
- d. Document of Physical Effort and Document of General Term → The company organization structure, the company employee data, foreign workers employment data, hectare of estate and mill operational area including the Soil Map and others.

2. Type of the nonpublic document and accessible by the approval of the Head of Departement /Area Controller. For example: Official letter of establishment and changes, profit/loss of the company, balance sheet of the company, list of the company's asset, list of the plantation land, plan of community development, data of the land compensation payment, complaint and disgruntle, map of the endanger animal distribution in HCV area and data of scheme smallholder fund allocation.

3. Type of the nonpublic document and accessible by the approval of the Head of Group Departement /GM Level. For example: Salary of employee class, identity of shareholders and the board of company, identity of the manager of operational staff and employees and donation of the third party.

4. Type of the nonpublic document and accessible by the approval of Management Level. For example: Official letter of establishment and changes, profit/loss of the company, balance sheet of the company, list of the company's asset, list of the plantation land, plan of community development, data of the land compensation payment, complaint and disgruntle, map of the endanger animal distribution in HCV area and data of scheme smallholder fund allocation donation of the third party.

Status: Comply

1.3

Growers and millers commit to ethical conduct in all business operations and transactions.

PT WNL has Code of Conduct (BGA-COC-HC-333.1-R0). It was legalized by the management on October 28th 2014. The document describes:

- **Chapter III. The Company Ethic Standard over the Stakeholders.**
 - 3.5: Ethic of the company relation with the business partner. Prioritizing the aspect of mutual understanding and benefit (avoiding any type of corruption, bribery and its association).
 - 3.6: Ethic of the company relation with the supplier/contractor/vendor. Prioritizing the aspect of mutual understanding and benefit (avoiding any type of corruption, bribery and its association).
- **Chapter IV. Guideline of BGA Group Employees:**
 - 4.12: Bribery and gift receipt and others. The company is not allowed to give and receive gifts as an attempt to influence the decision or policy compilation.

Code of Conduct has been socialized to the workers. For example, the socialization which was attended by 8 staff/employees of Pantai Mas Estate in office of PMSE on March 11th 2015. The documentation, attendance list, event minutes of meeting is available.

Status: Comply

PRINCIPLE 2: COMPLIANCE WITH APPLICABLE LAWS AND REGULATIONS

2.1

There is compliance with all applicable local, national and ratified international laws and regulations.

PT WNL has shown the evidence of the compliance over the applied regulations. For example:

- PT WNL has Land Use Title (HGU)
- PT WNL has plantation business permit
- PT WNL has environment document (EIA/environmental management and monitoring effort) for all operational area.
- PT WNL gives PPE to the workers
- PT WNL reports the environmental management and monitoring plan implementation routinely (each semester).
- PT WNL has effluent utilization permit
- PT WNL reports the effluent management routinely (each quarter).
- PT WNL has hazardous waste storage permit
- PT WNL reports the hazardous waste management routinely (each quarter)

PT WNL has had the documented system in term of the must-complied law and regulation requirements on the documents as follow:

- List of the law and regulations and statutes in term of OHS number LAW-WNL-001, Revision 01. It valid since April 1st 2015. It describes 5 type of statutes, 2 Government Regulations, 1 President Decree, 21 Ministry Regulations, 9 Ministry Decree, 1 Decree of Director General.
- List of the law and regulations and statutes in term of plantation number LAW-WNL-003. It valid since April 1st 2015. It describes 12 type of statutes, 7 Government Regulations, 1 President Decree, 8 Ministry Regulations, 2 Ministry Decrees. There is new regulation such as statute number 39 year 2014.
- List of the law and regulations and statutes in term of manpower number LAW-WNL-004, Revision 02. It valid since April 1st 2015. It describes 16 type of statutes, 2 Government Regulations, 1 President Decree, 11 Ministry Regulations, 7 Ministry Decrees, 1 Regional Government Regulation. The list includes the ratification of ILO convention.
- List of the law and regulations and statutes in term of environment number LAW-WNL-002, Revision 02. It valid since April 1st 2015. It describes 9 type of statutes, 18 Government Regulations, 22 Ministry Regulations, 11 Ministry Decrees, 3 decree of the Head of Environment Contamination Control Agency, 1 Regional Government Regulation. The list of the regulation includes the ratification of convention of UN work program in term of climate change such as Government Regulation number 101 Year 2014.

However, PT WNL is not able to show all information of legal requirements associated with plantation such as Environment Ministry number 5 year 2014 and ratification of international convention. **NC number 2015.01 as Minor category.**

In order to ensure the implementation of the compliance over the regulation, the management unit evaluates the document of the list of law and regulation and statute assessment. According to the result of evaluation, the management unit has complied the compliance over regulations in term of estate and mill operationals. However, PT WNL is not able to show all information of legal requirements associated with plantation such as Environment Ministry number 5 year 2014 and ratification of international convention. **NC number 2015.02 as Minor category.**

PT WNL has adjusted the regulation changes such as minimum wage standard changes referring the decree of Central Kalimantan Governor number 43 year 2014 dated October 28th 2014 in term of the district minimum wage standard and sectoral minimum wage standard. According to the attachment, the district minimum wage standard is determined for IDR 2,008,254/month and the sectoral minimum wage standard (agriculture sector) is determined for IDR 2,108,920/month. According to the result of document review and interview, the company has paid basic salary for IDR 2,108,920/month.

Auditor Verification

May 19th 2015

PT WNL has shown the list of the updated regulations referring the document number LAW-WNL-002, Revision 03, dated May 1st 2015. The list of law requirements associated with plantation and its evaluation. According to the update, the Environment Ministry number 5 year 2014 is considered not applicable. **NC number 2015.01 and 2015.02 are closed.**

2.1.2	Status: NC number 2015.01 as Minor category is closed	
2.1.3	Status: NC number 2015.02 as Minor category is closed	

2.2

The right to use the land is demonstrated, and is not legitimately contested by local people who can demonstrate that they have legal, customary or user rights.

PT WNL has had Land Use Title and Building Use Title (HGU and HGB) for 11,565.85 Ha. It was issued by East Kotawaringin District National Land Agency, Central Kalimantan Province. In order to border the Land Use Title (HGU) area with the area beyond it, the company shows the evidence of Land Use Title (HGU) pole maintenance. The result of monitoring on 2014 shows that:

- Pundu Nabatindo Estate (41 National Land Agency Poles): 30 poles are well maintained and 11 poles are cannot be installed due to the location of pole coordinate is at the river.
- Pantai Mas Estate (34 National Land Agency Poles): 16 poles are well maintained and 18 poles are cannot be installed due to the location of pole coordinate is at the floody and the uncompensated area.
- Katari Estate (41 National Land Agency Poles): 16 poles are well maintained, 19 poles are missing, 6 poles are cannot be installed due to the location of pole coordinate is at the floody area.
- Pelantaran Estate (66 National Land Agency Poles): 55 poles are well maintained and 11 poles are cannot be installed due to the location of pole coordinate is at the floody area.

The management unit has composed the program to reinstall the pole to replace the missing pole. The pole installation is planned to be installed on October. According to the result of field visit, the National Land Agency pole number 32 and 34 at Pelantaran Estate, National Land Agency pole number 31, 80 and 81 at Pantai Mas Estate and National Land Agency pole number 107 at Pundu Nabatindo Estate are well maintained.

When the land dispute occurred, PT WNL management unit shall solve the land dispute based on the procedure of land dispute resolution number BGA-SOP-GL-901.5-RO. During ST-2 to ASA-1, there were 16 land claims conducted by the locals. The process of land dispute involves all impacted-parties (land claimer, former land owner, village apparatus and others). All the claimed area have been mapped by involving all the impacted-parties. 14 land claims have been solved. The rest 2 claims are on progress of resolution.

PT WNL is encouraged to conduct legal boundary pole monitoring based on the procedure applied by the company (*OFI Number 2*).

Status: Comply

2.3

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.

According to the result of document review and interview with the stakeholders, there is no traditional area within company operational area in form of communal land. The compensated land were used to be the transmigration land, individual land.

PT WNL is not able to compensate nor acquire all the land due to the land compensation process is conducted voluntarily and involves several parties such as chief of customary, village representatives and sub-district representative. There is a map to show the acquired and the non-acquired area. PT WNL is able to show the copies of agreements in term of the agreement to lease the land as described on ST-2. All information in term of land compensation is written on "Bahasa Indonesia" and it is stored by Public Affair Dept (PAD) Division.

Status: Comply

PRINCIPLE 3: COMMITMENT TO LONG-TERM ECONOMIC AND FINANCIAL VIABILITY

3.1

There is an implemented management plan that aims to achieve long-term economic and financial viability.

PT WNL has shown the company work plan for period of 2012 to 2016 on the document of *Strategic Plan Strive For Excellence and Sustainable Five years Business Plan*. It describes SWOT analysis (Strength, Weakness, Opportunity and Threat).

PT WNL has document of the short term plan for period of 2012 and for period of 2012 to 2016 on the document of *Strategic Plan Strive For Excellence and Sustainable Five years Business Plan* for each region and estate. There is a plan of operational funding for each estate and POM. It covers:

- Production forecast 2012-2016, yield production (ton/ha), administration cost, workers cost, mature and immature plan cost, manuring cost, harvesting and transport cost, nursery cost, etc.
- Allocation of FFB to mill receipt / mill intake (FFB), workers cost, CPO extraction, kernel extraction, processing stage cost, administration cost, training cost, environment cost, health cost, transportation cost, etc.
- In order to manage environment, the company allocates the budget for funding employee infrastructures and facilities, etc.

PT WNL is not planning the replanting program for next 5 years. The first planting was conducted by PT WNL on 1998.

Status: Comply

PRINCIPLE 4: USE OF APPROPRIATE BEST PRACTICES BY GROWERS AND MILLERS

4.1

Operating procedures are appropriately documented, consistently implemented and monitored.

PT WNL has had procedure as the guideline for estate and mill operational. According to the result of field visit to Pundu Nabatindo Estate, Pelantaran Agro Estate and Pantai Mas Estate, the procedure has been implemented. For example, according to the field visit and interview with the harvesters, they have aware of the harvesting program procedure and they also have aware of the standard of mature FFB, frond arrangement, FFB arrangement and have used PPE as well. According to the result of field visit, the employee have aware of the work technical, have used proper PPE and the foreman has aware of the first aid action as well.

In order to ensure the company operational runs effectively, the company has procedure of monitoring. It is conducted by Quality Control team routinely (monthly) for operational such as (Harvest, Chemist, Manuring and etc)

Record of the operational are written on the program of SAP (Product and Processing application system). It is input by the foreman based on the foreman work report. The SAP has written all daily must-do operational such as HK usage, production, material usage, pesticide usage, work achievement, the cost and others.

Pundu Nabatindo Mill has recorded all FFB suppliers. There are 45 FFB suppliers in Pundu Nabatindo Mill. 12 FFB

suppliers are under one group and the rest suppliers (33 FFB suppliers) are the third party.

Status: Comply

4.2

Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.

According to the previous assessment (ST-02), the company has document of soil sampling in palm oil planting area from the Research Department. It describes that the soil analysis shall be conducted in every 5 years. However, there is no enough authentic evidence that the soil analysis is conducted by referring the document (the latest soil analysis was conducted on 2008). According to the result of document verification and interview during ASA-01 assessment, PT WNL is able to show the soil survey program on 2014 in Pundu Nabatindo Estate, Pelataran Estate and Pantai Mas Estate. It describes the status of the soil nutrient and fertility. **NC No. 2014.02 as minor category is closed.**

According to the result of document verification and field visit, the stages conducted by the company to manage the soil fertility are by conducting routine soil analysis each 5 years, leaf analysis annually, visual analysis to recognize the pest and disease attack and soil nutrient deficiency. Furthermore, the company also conducts water level monitoring at peatland area.

Record of the manuring program has been well documented by the company. Management unit is able to show the record of the conducted manuring program. The record shows the manuring program on 2012, 2013 and 2014. According to the document review, the manuring program for period of 2013 and 2014 in Pantai Mas Estate and Pelataran Agro Estate has been 100% realized. According to the result of field visit to Pantai Mas estate, Plantaran Agro Estate and Pundu Nabatindo Estate, the manurer have aware of the proper manuring technique. According to the interview with the employees, the foreman and assistant has given guidance over the manuring program.

The attempts conducted by the company to maintain and improve soil fertility are by giving anorganic and organic fertilizer (EFB and compost), effluent application, planting soil layer plants (*Mucuna bractetata*) and conducting selective weeding by letting the soft weed and soil mechanical programs such as management of drainage, trench construction, terrace.

Minor 4.2.1 Status: NC Number 2014.01 as minor category is closed

4.3

Practices minimise and control erosion and degradation of soils.

Definition of marginal land according to Staff of Department of BGA research is the soil with many boundary factors such as drainage, topography (slope, etc), texture (sandy), structure (hard soil, massive, etc), chemical soil (Acid pH).

There is a map of marginal land within PT Windu Nabatindo lestari BGA Plantation estate in scale 1:80,000. It describes the poor drainage area (1,532 ha), spodic area (730 ha), deep sandy and lateritic area (934 ha), flat land with kaolin (397 ha), unconserved hilly area (111 ha).

In order to manage area with specific slope, the company develop Project E. It describes the package of management of unconserved hilly area which has boundary factors such as high-potential erosion, high surface flows, low water infiltration, low top soil, low organic ingredient. The strategy of the management are conducted by constructing siltpit (if needed), individual siltpit, pocket system manuring, EFB application, planting *Mucuna bracteta*, planting *Neprolepis sp*, arranging frond in U-shapped formation, constructing evacuation road for FFB.

According to the map of soil type, the type of soil at PT WNL area are Tropudult (8,706 Ha or 21 %), Throphemist (6,200 ha or 14.9 %), Dystropepts (13,290 or 32.0 %) and Plancaquods (13,330 Ha 32.1%). According to the report of soil survey which was conducted by Andy Ardiyanto on January 1st – 10th 2014, it was found that:

- *Tropudult* (category of proper) is recommended to be area for planting program. The improvement conducted by the company are the reduction of erosion rate by planting soil layer plants after land clearing.
- *Dystropepts* (category of marginal) is recommended to be area for planting program. The improvement conducted by the company is by improving the area with shallow solum, drainage (peatland).
- *Placaquods* (category of N-1) is recommended to be area for planting program in condition of several improvements by constructing *drainase discontinue trench* to penetrate lapisana spodik, especially shallow spodic depth (<60 cm), adding organic ingredient to the soil surface to minimize the erosion on top soil during land clearing.

According to the previous assessment (ST-2), the company cannot show peat subsidence monitoring result and evaluation in KAGE and PNBE. According to document verification and observation that PT WNL has installed subsidence poles at peatland area in Pantai Mas Estate, Katari Agro Estate, Pelantaran Estate. Those subsidence poles are regularly monitored (monthly). According to the result of document review in Pelantara Agro Estate, there are 3 subsidence pole in Pelantaran Agro Estate (2 poles in Block B012; and 1 poles in Block B013, meanwhile in Pantai Mas Estate at Block D037. **NC Number 2014.02 as minor category is closed.**

The company has had map of drainage system of Pundu Nabatindo Eestate for regional 2. It describes the direction of infield trench, direction of trench, infield collecting, main collecting, outlet, main outlet, and main river. The swamp is managed by keeping the water level at 70 cm above the soil surface.

The availability of soil map which informs the soil classification, texture, depth, drainage, boundary factor, rocks and suitability information to develop estate. The company has composed program of road maintenance to ensure the logistic supply arrives as soon as possible. There are programs of road maintenance. For example:

- Budget of manual road maintenance (sample: work program on 2015)
- Budget and map of road hardenning (road hardening budget on 2014 and map of road hardening on 2015)
- Monitoring and realization of road hardening and map of location routinely (monthly).

The management unit has map of drainage system at Pelantaran Agro Estate. It describes the direction of trench flow, infield collecting, main collecting, trench next to embankment, main river, the unfunctioned trench, plan of new water gate construction, plan of water gate replacement for 12 units. According to the field observation, the company has conducted drainage monitoring by inspecting the condition of water gate at inlet and outlet. The water level at the outlet water gate is still normal (60 cm above the soil surface).

Minor 4.3.4	Status: NC Number 2014.02 as minor category is closed
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4.4

Practices maintain the quality and availability of surface and ground water.

Plan of water quality and availability of PT WNL is written on document of environmental management and monitoring plan. For example, utilization of effluent for land application, testing the effluent quality, monitoring well, clean water, water biodiversity, prohibition to apply chemicals on riparian area and efficiency of water usage for processing FFB.

According to the field observation to Pundu Nabatindo Lestari Mill, there is no overflow nor leakage on the WWTP ponds, the effluent quality is tested routinely (monthly), water surface water quality is tested routinely (each semester), the effluent is utilized on the permitted block and there are "no chemicals application) signboard on riparian area.

According to the field observation to Riparian area of Cempaga Buang, Bengkuang and Kruing, the attempts to protect riparian area conducted by installing buffer zone boundary signboard, making boundary mark for 50 meter of the left and right of the river, installing "no chemicals application" signboards, planting woody plants at riparian area, testing river water quality, etc. according to the result of interview with East Kotawaringin District Environment Agency, the company has protected

riparian area and wetarea by testing the water quality, planting woody plants, installing "no chemicals application signboards on riparian area.

Pundu Nabatindo Lestari Mill has conducted effluent testing on the inlet and outlet ponds. It is recorded on the monthly report of the effluent test result. The monitored parameters are BOD₅, COD, pH, oil and fats, reciprocal, chopper, Kadmium and Zinc. According to the result of the effluent quality test, it still complies the quality threshold. According to the result of interview with staff of sustainability and the agency, the company has tested the effluent quality and has it reported to the Environment Agency routinely. It is recorded on the official record of effluent test result handover in 4th quarter of 2014 (October to December 2014). Furthermore, there is no issue nor report in term of the negative impacts over the environment caused by mill operational.

According to the field observation to Pundu Nabatindo Lestari Mill, the company has monitored the water usage on mill based on the monitoring at WTP. Average of the water usage for period of January to December 2014 was 1.4 m³/ton of FFB and the average of water usage budget was 1.5 m³/ton of FFB. According to the data, the water usage to process the FFB was referring the budget plan.

According to the field observation to WTP, the flowmeter of the inlet and outlet water debit is well functioned. According to the interview with the WTP Officers, the mill water usage recording is conducted by monitoring the data of the early and final flowmeter. The Officers have been facilitated by PPE (masker, gloves, etc), they have received wage based on minimum wage standard, they have been facilitated with housing complex, clean water, electricity, medical center and health insurance.

	Status: Comply	
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4.5

Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management techniques.

PT WNL has had annual work plan for the IPM program in estate. The well trained team for handling pest and disease attack is placed on each estate. The team is led by the botanist. The team has responsibility to detect pest and disease attack routinely (monthly). The pest handling emphasizes on the early warning attack system. The early warning is informed by the plant maintenance workers and harvester. For example:

- Early detection from harvester foreman, harvesters, field assistant, harvester clerk, maintenance workers.
- Census of pest and disease attack is conducted by census team (botanist & 5-10 census workers)
- The result of the census recapitulation and percentage of the attack per type of pest and disease.
- Evaluation of pest and disease attack. It is evaluated by the botanist, field assistant and research staff.
- Pest and disease control is conducted when the attack exceeds economy threshold.
- Evaluation over the effectivity of pest and disease attack control.

According to the result of document review, field visit and interview with the management unit, there was no pest and disease exceeding economy threshold during period of 2015. Therefore, no pest and disease control that should be conducted. In order to anticipate the attack of palm oil leaf eater, the company plants beneficial plants (*Turnera Subulata* and *Antigonon leptosus*). Furthermore, in order to prevent rat attack, the company implements biological controlling by using Barn owl (*Tyto alba*).

	Status: Comply	
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4.6

Pesticides are used in ways that do not endanger health or the environment

The management unit is able to show the list of pesticide used by the company referring the book of pesticide for agriculture and forestry on 2014. It was issued by directorat of fertilizer and pesticide of directorat general of facility provision of Agriculture Ministry on 2014. According to the book, all pesticides used by the company have been allowed and registered.

The pesticide usage is recorded by the company in each estate. It describes the pesticide usage quantity, work items (circle chemist, harvesting path and interrow), usage quantity per hectare and number of application.

According to the result of field visit to Pelantaran Agro Estate and Pantai Mas Estate, the pesticide used is based on its purpose. According to the result of interview with the sprayer foreman, the foreman conducts survey to recognize the type of the must-handled weed and the type of the must-used herbicide before the spraying program.

The management unit has had MSDS (Material Safety Data Sheet) for each agrochemicals (Pesticide). It describes the manual of its storing and handling, must-taken first aid action, danger identification, action to handle the leakage and spillage, PPE< physical and chemical property, reactivity and stability, toxicology information, ecology information, waste dispose and transport. The pesticide is used based on the dosage recommendation written on its label and the planned budget.

All pesticides are stored in each estate chemicals storage. According to the field visit to chemicals storage of Pantai Mas Estate and Pundu Estate, there are symbols of hazardous waste, MSDS, and Oil Trap. Meanwhile, the pesticide waste is stored at the licensed hazardous waste (license from East Kotawaringin District Environment Agency number 660/34/BLH-LB3/VIII/2012 dated August 30th 2012. The permit is valid for 5 years.

PT WNL has had work instruction of the waste management generated by pesticide used. For example all the ex pesticide containers must be well controlled and managed and it should not be used for any consumption. The unused box must be holed and delivered to the hazardous waste storage. The waste water and work outfit are flowed and accommodated at the tank with under flow system.

PT WNL has had policy in term of the protection for the women workers (reproduction rights protection). According to the policy, the breastfeeding and pregnant women workers are not allowed to work with chemicals based on the statute number 13 year 2003 in term of the manpower. The women workers who do so shall be mutated to other station away from chemicals. According to the result of interview with the sprayers in block E42 and 43 of division 3 of Pantai Mas Estate, there is no pregnant nor breastfeeding women workers whom are working with chemicals.

Status: Comply

4.7

An occupational health and safety plan is documented, effectively communicated and implemented.

The management unit has had policy in term of the OHS program to create healthy and safety workplace. The management unit has had procedure in term of OHS such as SOP of OHS, SOP of regular medical check up, etc. furthermore, the estate and mill management unit has had work program in term of OHS.

The management unit has had document of risk analysis for OHS program. The document is composed to conduct identification and analysis of dangers potentials that are probably happened at workplace and the recommendation to reduce the potential of work accident. According to the result of document review and field visit to mill and estate, the management unit has socialized the risk analysis document to all workers.

The management unit of mill and estate give training for the workers. For example, the first aid action training. All workers must attend the training. Furthermore, the emergency response training is also routinely held. There is also procedure of emergency response.

The people in charge on the OHS program have been identified. The management unit has formed OHS Guiding Committee which responsible to handle the OHS program in each work unit (mill and estate). According to the result of interview with Kotawaringin District Manpower Agency, the management unit has informed the OHS Guiding Committee report routinely

(each quarter). The OHS Guiding Committee report covers all OHS programs such as OHS Guiding Committee Recommendation, the result of work accident, recapitulation of work accident, report of OHS Guiding Committee program, report of employees health, minutes of meeting of the OHS Guiding Committee assembly is conducted routinely (monthly).

According to the result of field visit and interview with the workers of Pelantaran Agro Estate and Pantai Mas Estate Estate, the management unit has provided PPE for the employees. For example, the harvesters are given boots, helmet, glasses and gloves. According to the field visit, the foreman also has been equipped with first aid. Furthermore, the foreman has aware of the first aid action.

The management unit has provided work accident insurance based on the government regulation. The insurance is the Manpower BPJS insurance which is routinely paid to BPJS. However, PT WNL is not able to show that all employees whether temporary nor permanent employees have been registered to the work accident insurance program. **NC number 2015. 03 as Minor category.**

There is no medical check up for the boiler operator during ST-2 Assessment on 2013. According to the document verification and interview with employees, PT WNL is able to show the evidence of the medical check up for boiler operator. The latest boiler operator medical check up was held on January 31st 2015. **NC Number 2014.03 as minor category is closed.**

The company has held routine medical check up for the high-risk workers. According to the result of medical check up, the company found zero medical problem experienced by its employees.

The management unit has consistently conducted work accident monitoring. It informs the month of the work accident, number of cases, location of work accident, type of accident, missing work day/workhour, causes, follow up and result. The work accident monitoring is conducted routinely (monthly). The evaluation of the accident is also conducted monthly and it is discussed on the OHS Guiding Committee assembly (monthly).

Minor 4.7.2	Status: NC Number 2014.03 as minor category is closed
4.7.6	Status: NC Number 2015.03 as minor category

4.8 All staff, workers, smallholders and contract workers are appropriately trained.

The training programs for employees and staff are written on the work program for period of 2015. The training program for mill operational area are the socialization of PPE usage; socialization of hazardous waste SOP; socialization of emergency response; training for fire extinguisher team; training of SOP for processing stages in all stations at mill; socialization of HIRARC; Mill internal training and others. Meanwhile, the training for estate operational area are the PPE usage training; socialization of SOP of OHS; simulation of fire extinguishing; socialization of prohibition to manure and spray at conservation area; training of administration and agronomy; training of hazardous waste management and others. Furthermore, there is a matrix of the employees need for period of 2015 for each estate and mill.

PT WNL has had record of employees training in PT WNL. For example, training of *Nurturing Culture* program on September 12th 2014; training of socialization of HCV and buffer zone area on February 16th 2013; training of MSDS of *Glyphosat* poison on March 4th 2015; training of fire prevention for all employees whom are using stake on March 19th 2015; socialization and training of KAGM emergency response on February 18th 2015 and others.

Furthermore, there is a result of training evaluation for each estate and mill. It describes the type of training; program and realization of training; and training effectiveness. According to the result of training evaluation, 24.89 % is considered "remarkable" and 57.76 % is considered well played.

Status: Comply

PRINCIPLE 5: ENVIRONMENTAL RESPONSIBILITY AND CONSERVATION OF NATURAL RESOURCES AND BIODIVERSITY

5.1

Aspects of plantation and mill management, including replanting, that have environmental impacts are identified, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.

Document of environment analysis owned by PT WNL are:

- EIA document based on the decree of East Kotawaringin Regent number 16/komisi-Kotim/VI/2008 dated June 28th 2008 in term of the environment suitability for the estate and mill establishment of PT. Windu Nabatindo Lestari in East Kotawaringin District, Central Kalimantan Province. The scope of EIA is the estate hectareage for 9,616.28 Ha and POM with capacity of 90 Ton of FFB/Hour.
The must-managed and monitored aspects are the soil fertility, surface water quality, benthos abundant, population number and distribution, job opportunity and business opportunity, income rate, community restlessness and work accident and disease potential.
EIA document is composed by Petak Danom Pambelum Foundation (the compilation team member have been certified).
- Document of environmental management and monitoring effort for Pundu Nabatindo Mill with capacity of 120 Ton of FFB/Hour and the supporting facilities, office and the housing complex based on the recommendation of the Head of Environment Agency number 660/26/Rkm/UKL-UPL/BLH/V/2013 dated May 22nd 2013 and the environment permit referring the decree of East Kotawaringin Regent number 188.45/294/Huk-BLH/2013 dated May 30th 2013.
The must-managed and monitored aspects are the negative perception, more job opportunity and business opportunity and community income, work accident, noise caused by POM operational, air quality caused by generator and boiler, waste quality, type of fish, solid waste, clean water quality generated by WTP process, hazardous waste, domestic waste, soil quality, monitoring well quality and surface water quality.
- Document of environmental management and monitoring effort for Pelantaran Agro Estate for 1,934.58 Ha based on the recommendation from the Head of Environment Agency number 660/27/Rkm/UKL-UPL/BLH/V/2013 dated May 22nd 2013 and environment permit referring the decree of East Kotawaringin Regent number 188.45/297/Huk-BLH/2013 dated May 30th 2013.
The must-managed and monitored aspects are the work accident, water quality, reduction of specific type of fish, community restlessness, hazardous waste, air quality, noise and community health.

The company has conducted environment management and monitoring to prevent the negative impact as written on the report of environmental management and monitoring in 2nd semester of 2014. The company also has it reported to East Kotawaringin District Environment Agency on April 20th 2014. According to the document, the company has managed the environment referring the EIA and environmental management and monitoring effort. For example:

- **Soil Quality Management.** For example, planting soil layer plants, utilizing EFB for mulsa, conducting manuring by referring to recommendation, using the government-allowed pesticide, testing soil quality for LA program annually and reporting to the result of the test to the East Kotawaringin District Environment Agency.
- **Water Quality Management.** For example, creating WWTP ponds, utilizing effluent on the land, testing effluent quality, monitoring well quality and river water quality
- **Air Quality Management.** For example, installing speed limit signboard, watering soil, planting woody plants at area of housing complex and office, maintaining the mill's machines and equipments regularly, installing dust collector on boiler and installing filter on generator & boiler chimney, testing the air quality regularly. According to the result of air quality test in 2nd semester of 2014 (ambient and emission), the ambient and emission still complies the quality threshold. However, Boiler, Engine Room, Kernel and Thresher (>85 dBA) are still exceeding the quality threshold. In order to anticipate the impacts, the company has provided PPE in form of Ear Plug and Ear Muff for operator whom are working at the noisy station.

According to the field observation to Block H-14 of division 2, the EFB has been used for application referring the SOP of process. The EFB applicators have been facilitated with PPE, they have received well salary (referring the minimum wage standard), they have been also facilitated with housing complex, clean water, electricity, medical center and health insurance. Furthermore, according to the result of field observation of division II of block E20, the effluent utilization is conducted at the permitted block and there is no leakage nor overflow.

According to the result of river water quality at Cempaka, Cempaka buang and Bengkuang, there are still paramaters which exceeding the quality threshold such as BOD₅, COD, DO, dan Fe. The company has evaluated the exceeding parameters to conduct good management on it such as inspecting the effluent regularly. The evaluation is recorded on the report of environmental management and monitoring plan implementation in 2nd semester of 2014.

According to the result of observation on the engine room and boiler at mill, the workers have used ear plug and they have received regular medical check up. Furthermore, there is a smoke density meter on the boiler. The officers have been facilitated with PPE, they have received well salary (referring the minimum wage standard), they have been also facilitated with housing complex, clean water, electricity, medical center and health insurance.

Status: Comply

5.2

The status of rare, threatened or endangered species and other High Conservation Value habitats, if any, that exist in the plantation or that could be affected by plantation or mill management, shall be identified and operations managed to best ensure that they are maintained and/or enhanced.

PT WNL has had record of HCV identification. It was composed by PT WNL by cooperating with Forestry Faculty of IPB for 2 months (September to October 2010). The HCV compilation team has been approved by RSPO and the document is also reviewed by Dr, Kunkun Jaya Gurmaya.

Furthermore, the company has had record of HCV identification for 206.42 Ha such as Bengkuang Riparian for 63.8 Ha in PNBE (HCV 1.1;1.2;1.3;2.3), Cempaga Buang Riparian for 43.22 Ha in PMSE (HCV 1.1;1.2;1.3;2.3;4.1), Katari Riparian for 34 Ha in KAGE and PMSE (HCV 1.1;1.2;1.3;2.3;4.1), Keruing Riparian for 50.67 Ha in PAGE (HCV 1.1;1.3;4.1), Sacred Stone for 0.01 Ha (HCV 6), Sacred Tree for 0.02 Ha (HCV 6) and Kerangas Forest for 14.7 Ha (HCV 2.3).

PT WNL also has several animals categorized as endanger, rare, threatened, nearly extinct species or RTE (rare, threatened or endangered). For example, Orang Utan (*Pongo pygmaeus wurmbi*), Gibbon (*Hylobates agilis*), Proboscis monkey (*Nasalis Larvatus*), Sunbear (*Ursus Malayanus*), Stork-billed kingfisher (*Pelargopsis capensis*), Blue-eared kingfisher (*Alcedo meninting*), Hornbill (*Buceros rhinoceros*), Brahmini kite (*Haliaeetus indus*) and others.

The plan of the management unit to protect HCV area and its wildlifes in 2015 are by planting woody plants at the buffer zone (5,000 plants), planting woody plants at buffer zone for 23 Ha, repairing buffer zone poles (200 poles), conducting socialization of the "no spraying and manuring program" at HCV area to the employees, creating and installing the signboard, managing bufferzone area routinely (monthly) and patrolling and monitoring the endanger wildlifes. There were implementations of the HCV monitoring and management on 2014. For example, HCV socialization on August 23rd 2014, installation of bufferzone poles (25 poles) on April 15th 2014, official record of the "no hunting" signboard on October 14th 2014, planting 1,885 woody plants during period of March – December 2014 and etc.

The programs to educate the workforce in term of the species status at RTE and HCV area on 2015 are by conducting socialization in term of the HCV area and its management; prohibition to spray, hunt and cut the tree down within HCV area. The one who catch, harm, collect or kill the wildlife at RTE (*rare, threatened or endangered*) shall be sanctioned based on the statute number 5 year 1990 clause 21 in term of the sanction for capturing, taming/raising and or trading the endanger wildlife. The one who violate the law shall be jailed for 5 years nor fined for IDR 100 million.

According to the result of interview with the sprayers, harvesters and manurers of Pantai Mas Estate, Plantaran Estate and Pundu Nabatindo Estate, the employees have aware of the type of RTE wildlife (*rare, threatened or endangered*) and HCV area. There is also signboards in term of the type of wildlife and HCV area within PT WNL. Furthermore, according to the result of interview with the community, there is no conflict caused by the future-planned area for consercation area.

Status: Comply

5.3

Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner.

PT WNL has had identification of waste sources on 2015 for estate and mill operationals such as loading ramp station, kernel station, press station, boiler station, water treatment station, *engine room*, laboratory, office, housing complex, mess, *workshop*, office, and clinic. The generated waste are the used oil, used battery, used filter, rag, used drum, tin can, used gloves, used bulb, pesticide containers, medical waste and etc.

PT WNL has had permit letter of the hazardous waste storing from East Kotawaringin District Environment Agency in number 660/34/BLH-LB3/VIII/2012 dated August 30th 2012. The permit is valid for 5 years. There are 3 storing points such as in Central Traction, Pundu Nabatindo POM and Pelantaran Agro Estate.

The hazardous waste is routinely transported by PT Nazar (the third party). PT Nazard has achieved permit from Environment Ministry in decree number 122 year 2010 in term of the permit for collecting hazardous waste. The permit is valid for 5 years. There is manifest of the hazardous waste delivery to PT Nazar in manifest number MI 0006421 dated March 3rd 2015. There were 8 used batteries. It was transported by using truck (Vehicle Police Number: DA 9739 AQ). The Ministry of transportation also has allowed the truck to pass through the road in decree number SK.3983/A.I.309/DJPD/2014/630710494BE-0005. The permit is valid for August 25th 2015.

Plan of waste dispose and management has been documented and implemented by the company. For example:

Effluent

The effluent shall be processed at WWTP pond to comply the quality threshold before the land application. The result of effluent report is written on the report of environmental management and monitoring plan implementation in 2nd semester of 2014 (July – December 2014). It has been informed to the East Kotawaringin District Environment Agency.

Solid Waste

The generated solid waste in form of shell and fiber. The result of solid waste report is written on the report of environmental management and monitoring plan implementation in 2nd semester of 2014. It has been informed to the East Kotawaringin District Environment Agency

Domestic Waste

According to the interview with employees in Plantaran Agro Estate, Pundu Nabatindo Estate, Katari Agro Estate, Pantai Mas Estate. The domestic waste is separated between the organic and anorganic and it is transported twice a week to land fill. Each estate has landfill away from housing complex (more than 1 km).

Medical Waste

Official record of the medical waste of each estate that has been sent to Hospital of Sari Mulia in cooperative agreement letter number 022/EXT/WNL/VIII/2012. It is valid since July 14th 2012. For example, the medical waste transport to Hospital of Sari Mulia on March 28th 2015 in form of 1,672 pieces of spuilt; and 36 kg of kassa, vial and ampul.

Hazardous Waste

There is logbook and balance sheet of hazardous waste for estate and mill. For example, official record of the hazardous waste dispatch to Pundu Nabatindo POM during period of August 2014 to April 2015. There were 1,500 liter of used oil, 55 pieces of used oil filter, 27 kg of rag, 46 pieces of used jerry can and 21 pieces of chemicals bucket. The company has

reported to the report of hazardous waste in 1st quarter of 2015 (January – March 2015) to East Kotawaringin District Environment Agency on April 14th 2015.

According to the interview with East Kotawaringin District Environment Agency, there is no issue of environment contamination. The company also has reported the implementation of environmental management and monitoring plan, hazardous waste handling and other programs regularly.

Status: Comply

5.4

Efficiency of fossil fuel use and the use of renewable energy is optimised.

The company has analyzed the renewable energy usage (fiber and shell) as boiler fuel. The analysis is written on the document of the renewable energy usage monitoring and analysis for period of 2014. According to the document review, there are several facts. For example:

- The processed FFB was 3,167,910.92 ton.
- The shell usage was 149,946.72 ton
- The fiber usage was 468,643.30 ton
- The gained Kwh was 9,432.10

According to the data, the energy efficiency generated from the renewable energy resource usage was 0.0030 Kwh/ton of FFB. According to the result of field visit to mill, the shell and fiber are used as fuel.

Status: Comply

5.5

Use of fire for preparing land or replanting is avoided, except in specific situations as identified in the ASEAN guidelines or other regional best practice.

PT WNL has had policy in term of the burning prohibition as written on technical guideline number BGAAGRKS-PTKS-PLH. It was legalized on May 27th 2011. According to the policy, the land clearing is conducted mechanically (zero burning). The policy has been implemented. For example, the land clearing at Pelantaran Agro Estate on 2008. It was conducted by using stacking for 236.5 ha (there are records of land clearing program photographs and cooperative agreement letter number 152-SAB/WNLL-KAGE/AGR-JKT/07/2013 in term of the heavy equipment leasing for stacking program. Meanwhile, Pantai Mas Estate was conducting land clearing on 2013 by using stacking for 71.2 ha.

Status: Comply

5.6

Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.

Pundu Nabatindo Lestari Mill has identified the pollution/contamination source. There are 11 (eleven) contamination sources such as Enginee Room, Loading Ramp Station, Workshop, Kernel Station, Press Station, Office, Housing Complex and Mess, Boiler Station, Water Treatment Station, Laboratory and Station. For example, the used oil, used battery, rag are identified on the workshop. Those waste shall be stored at the hazardous waste storage and shall be delivered to the licensed hazardous waste collector. The air pollution is identified at the engine room. It will be managed and monitored regularly. The management unit has identified the environment emission source. There are 7 (seven) emission sources such as vehicle operational, generator, boiler, incinerator, waste management, boiler operational and PKO processing stage. The control is conducted by monitor and test the vehicle emission, generator emission, boiler emission, the effluent also shall be applied to the land and the workers are ordered to use PPE.

Management unit has identified the pollution and contamination source. There are 5 contamination sources such as generator house, manuring program, workshop, chemicals warehouse and office. The used oil, rage, air pollution emission and others

are generated by generator. Those kind of waste are managed and stored at the hazardous waste and are delivered to the licensed hazardous waste collector. The used knapsack, gloves are generated by manuring program. Thos kind of waste are managed by keep it stored at the secondhand warehouse. Meanwhile, the water for washing is aplyed to the land. According to the field observation to Pundu Nabatindo Lestari Mill and Estate, the hazardous waste has been stored at the licensed hazardous waste storage. The hazardous waste storage has been facilitated with fire extinguisher, first aid kit, hazardous waste symbol, eyewash and others.

The management unit (Pundu Nabatindo Lestari Mill) has identified the GHG emission sources at estate and mill (CO₂) at mill and estate as recorded on the document of the pollution and emission source identification including the efforts to reduce the emission and pollution. It was legalized by Mill Managerr on April 22nd 2015. For example, the FFB transport generates CO₂, steam processing at boiler chimney generates CO₂, CH₄, and N₂O, electric lighting generated by generator generates CO₂, CH₄, and N₂O and waste processing generates CO₂, and CH₄.

The management unit has identified the GHG emission sources at estate and mill (CO₂) as recorded on the document of palm green house gas (GHG) estimation of PT WNL for period of 2014. It was legalized by Sustainability System & Management on April 17th 2015. The estate GHG emission sources are the Land use change, Fertilizer, Pesticide and Diesel used for transport and generator. The mill GHG emission sources are the Methane POME in open pond system, EFB Mulching, and Diesel used in oil mill dansumber emisi Transport yaitu Transport of Kernel to KCP and transport of CPO to Refenery.

The company also has conducted emission quality monitoring referring the work program on the environment document. The result of emission monitoring was then reported to East Kotawaringin District Environment Agency on April 20th 2014. The conducted tests are the air quality test (generator and boiler) and ambient air quality test. According to the result of the test, the parameters are still complying the quality threshold. Furthermore, the company also conducts noise quality on Boiler, Engine Room, Kernel and Thresher referring the decree of Environment Ministry number 48 year 1996. According to the result, seveal parameters which are exceeding the quality threshold are Boiler (87.1 dBA), Engine Room (95.9 dBA), Kernel (93.6 dBA) and Thresher (88.9 dBA). The company has conducted management mitigation by providing ear muff and ear plug for the machine operator, the machine maintenance and reforestration nearby mill have also been conducted. According to the observation on the boiler and engne room, the operators have used ear plug and ear muff and they have received regular medical check up.

The company has calculated the GHG on 2014. The total GHG during that period was 1,305.5 kgCO₂ per ton Palm Product and the calculation was reported to the RSPO secretariat.

Status: Comply

PRINCIPLE 6: RESPONSIBLE CONSIDERATION OF EMPLOYEES AND OF INDIVIDUALS AND COMMUNITIES AFFECTED BY GROWERS AND MILLERS

6.1

Aspects of plantation and mill management that have social impacts, including replanting, are identified in a participatory way, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.

The company has document of Social Impact Assesment (SIA). It was conducted by the third party (IPB) for 2 months (July 26th – August 6th 2010). Location of the SIA assessment are Villages of Pundu, Pelantaran, Keruing, Bukit Raya, Pantai Harapan, Bukit Batu, Sudan and Sei Ubar Mandiri. The SIA document describes the general condition and characteristic of the locals, strategic issue, manpower issue and relation among the parties, impact of PT WNL, social impact management of PT WNL and the conclusion and the recommendation. There is an evidence of the record of the meeting with the locals, there are 11 respondents of Kruing Village, 17 respondents of Bukit Raya Village, 17 respondents of Pundu Village, 7 respondents

of Bukit Batu Village, 12 respondents of Sudan Village, 29 respondents of Pantai Harapan Village, 9 respondents of Sei Ubar Mandiri Village, 3 respondents of Pelantaran Village.

There is a record of implementation of social impact monitoring for period of 2014 to 2015. Several programs have been conducted by the company. For example, training of baby and maternal clinic officer Cempaga Hulu Sub-District, arhtesian well digging for Pundu Village villagers, provision of school logistics in MI Nordiyah of Pundu Village, guidance of the Nile tilapia fish in Pantai Mas Village, Katari Hamlet, guidance of the poultry farm in Katari Hamlet and guidance of vegetable farm in Pelantaran Village.

PT WNL has social management plan for period of 2014 to 2015. For example, improving the nearby community economy, improving education quality of the nearby community, socialization and improvement on the community health, establishing the communication and network with all stakeholders, improving employee facilities and conducting census to measure community satisfaction level and the success of the company work program.

According to the impact assessment over the smallholders on the EIA 2008 document and SIA 2010 document, the company has commitment to improve community welfare. PT WNL manager the estate area using scheme smallholder system (full manage partnership). PT WNL should review the social management plan by involving the impacted parties (*OFI Number 4*)

Status: Comply

6.2

There are open and transparent methods for communication and consultation between growers and/or millers, local communities and other affected or interested parties.

Procedure of communication (SOP-WNL-KOM-01). It was legalized by Area Controller 3 on August 29th 2013. The external communication in form of official letter sent to the company such as information request and complaint is responded by the company within 15 days once the letter received by the company.

PT WNL has person in charge to communicate and consult with the locals on behalf of Mr Anang, Mr Januardi, Mr Martono (coordinator). Furthermore, the company has a list of stakeholders consisted of Central Kalimantan Province, East Kotawaringin District Government, Sub-District Government, Village Administration Government, community figures, contractor, supplier, hospital and others.

Status: Comply

6.3

There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.

PT WNL has Procedure of communication (SOP-WNL-KOM-01). It was legalized by Area Controller 3 on August 29th 2013. The external communication in form of official letter sent to the company such as information request and complaint is responded by the company within 15 days once the letter received by the company. According to the procedure, there is a flowchart of the consultation with the locals. For example, the company informs the plan to consult with the locals in writing to the chief of village/chief of customary/community figure. It will be then responded by the chief of village, chief of custom/the community figure or mediator (government), Management Head Office/the associated parties give positive respond within 15 days. The forum of the dialogue is facilitated by PAD/CSR/Unit Management. The result of the consultation is distributed to the associated parties by the management unit. The follow up the result shall be considered by the PAD/CSR/ Management Unit.

PT WNL has document of Code Of Conduct B-COC-HC-333.1-RO chapter V Justice Implementation and Reporting 5.3 Procedure of Code Violation via complaint box and hotline phone. The company needs to follow up all materially loss-causes

report and could harm the company goodwill caused by manipulation, malfunction and others. The reporter needs to attach the identity and the report receivers must keep the identity of the complainer on the box. The company shall protect the victim referring the applied law.

Several documentations of the dispute resolution are:

Pundu Nabatindo Estate

Land claims in Block K.002-003 of Division II of PNBE. It has been responded by the estate management by conducting land claim resolution agreement between Darham and the company representative dated May 6th 2014 along with the declaration letter for not cultivating the land.

Pantai Mas Estate

Land claims in Division II of Block B. 28-29-30 and C.30 for 54.41 Ha dated August 14th 2014 and it was followed up by holding land claim resolution on January 6th 2015 along with the declaration letter for not cultivating the land.

Status: Comply

6.4

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.

PT. WNL has document of the procedure of the crops compensation number SOP-PAD-001. It describes the standard of the crops and land compensation in all BGA operational area. There are procedure to process the compensation in order to save the company's asset. For example:

1. Determine annual work plan for establishing estate. It is determined by the department in charge (Partnership and Development of Central and Regional, Estate Manager, Head of Regional, GM Plantation).
2. Inspection of the properness in aspect of agronomy technical and recommendation over the area by the department in charge representatives (Research, PAD, GIS, Agronomy).
3. Conducting inventory, initiation, measurement. The inventory team is formed by the department in charge representatives (Central and Regional PAD, GIS, Research, Village Administration Government, Sub-District Government, community figures and land owner).
4. Conducting socialization to the land owners based on the result of inventory. It is socialized by the department in charge (Regional PAD, inventory team and land owner).
Confession over the land on the cultivated area and witnessed by village apparatus.
 - It should has ownership information from at least village administration government.
 - Evidence of ownership (SKT/others) for maximum for 5 Ha or referring the applied regulations.
 - The compensated land is free from any dispute
 - Recommendation from the Research Department as suitable land for planting program.
 - The crops compensation agreement can be composed for land under the name of group.
5. Negotiation with the land owner by offering the price agreed by the company management.
6. Preparing to pay crops compensation (document of legality of crops and land, time and place, documentation and photographs).
7. Crops compensation payment to the land owner.
8. Composing official record of the crops and land compensation.
9. Crops compensation handover.

Furthermore, there is also procedure of land conflict resolution number BGA-SOP-GL-901.5-RO. The procedure is recognized by the company (PAD, Supporting Manager, Agronomy Controller, Deputy General manager) and the community representatives (Chief of Pundu Police Sector, Commander of Sub-District Military Sector, Customary Board of Dayak/DAD, Demang of customary, head of Sub-District). It describes the procedure. For example:

- Collecting information in term of the land conflict caused by PT WNL.
- Conducting negotiation and agreement to determine the process of conflict resolution in forum.

- When the negotiation process is agreed, it will be followed up with the land compensation.
- The compensation is witnessed by all impacted parties and the official record for the event is composed.

The company has several documented records. For example:

Pundu Nabatindo Estate

Land claims in Block K.002-003 of Division II of PNBE. It has been responded by the estate management by conducting land claim resolution agreement between Darham and the company representative dated May 6th 2014 along with the declaration letter for not cultivating the land.

Pantai Mas Estate

Land claims in Division II of Block B. 28-29-30 and C.30 for 54.41 Ha dated August 14th 2014 and it was followed up by holding land claim resolution on January 6th 2015 along with the declaration letter for not cultivating the land.

Status: Comply

6.5

Pay and conditions for employees and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages.

PT WNL has had Internal Office Memo for the Head of Human Capital Group number 010/IOM/HC-BGA/I/2015 in term of the minimum wage standard determined by Central Kalimantan Governor number 43 year 2014. The minimum wage standard is determined for IDR 2,108,920 or IDR 84,357/day.

The company has document of recapitulation of the employees wage payment (mill and estate) per March 2015. The evidence of the wage implementation based on the document permanent daily labour receive IDR 2,108,920 for main wage and according to the result of interview with a harvester of Division IV of PMSE (temporary worker) for IDR 84,357/day

PT WNL has company regulation for period of 2014 – 2016 referring the decree of the directorat general of industrial relation and labour social assurance in decree number KEP.343/PHIJSK-PKKAD/PP/IV/2014 dated April 7th 2014, the company regulation covers the rights and obligations including workhour (clause 8), overtime (clause 9), day off right (clause 28 and 29), excuse of work termination (clause 54 – 58), labour social assurance (clause 23), religious feast allowance (clause 24) and others. The company regulation has been socialized to the manager and staff (93 employees) on February 26th 2015 in Metro Pundu Learning Centre. However, the company regulation is not socialized to workers yet.

The company has had data of facilities for employees. For example:

Pundu Nabatindo Estate: G1 house for Manager (1), G1 house for Staff (4), G2 house for Staff (1), G6 Permanent house (32), G6 semi-permanent house (12), generator station (4), Clinic (1), Mosque (1), water pump (3 units).

Pelantaran Estate: G1 house for Manager (1), G1 house for Staff (5), G2 house for Staff (1), G6 Permanent house (43), generator station (3), Clinic (1), Mosque (1), water pump (2 units), school bus (1 unit).

Pundu Nabatindo Mill: G1 house for Manager (1), G1 house for Staff (7), G6 Permanent house (10), Clinic (1), Mosque (1), water pump (2 units), school bus (1 unit).

According to the field observation, all workers have received settlement, clean water source, profil tank. Meanwhile, the drinkable water is received by the employee by buying the water at the employee cooperative unit. The employee children use education facility provided by the company including the school bus (1 bus 1 estate). Furthermore, the company provides employee cooperative unit facilities to sell the domestic needs and the company allows the vegetable and protein source food seller to enter the area of employee housing complex. The company always monitors the price of main commodities.

PT WNL (Pantai Mas Estate) needs to reconsider the use of profil tank as fuel tank and its location nearby public facilities (OFI Number 6)

Status: Comply

6.6

The employer 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.

The policy of the freedom for the workers to unite is documented on the company policy. It was legalized by Area Controller on March 2nd 2012. According to the policy, the company gives full freedom for the employees to unit and join union referring the statute number 21 year 2000 in term of the freedom to unite.

There is an evidence of socialization in term of the internal memorandum to unite in region 3. It was held on September 9th 2012 at division I of PNBE. It was attended by manager, assistant of manager, 1 harvester foreman, harvester, BSS team and BMS team. Record of Bipartite cooperative institution assembly on December 20th 2014 in meeting room of Metro Pundu Region. It was discussing: 1) provision of fire extinguisher at employees housing complex, 2) procedure of the unaccommodated employee internal complaint, attendance list for 6 members.

Status: Comply

6.7

Children are not employed or exploited.

PT WNL has policy in term of the fair and equal treatment in aspect of job opportunity, freedom to unite, workers age requirements and protection for the women workers. It was legalized by Area Controller 3 and 4 on March 2nd 2012. According to point 2, the company does not employ underage workers (< 18 years old) referring the decree of Manpower Ministry number 235/Men/2003 and statute number 13 year 2003 in term of manpower.

According to the list of employee on March 2015, the youngest employee employed by the company is 18 years old (harvesting clerk). The youngest employee was born on May 28th 1996. He started to work on March 1st 2014. According to the result of interview and field visit to Block E42 & E43 Division 3 of Pantai Mas Estate, there is no underage workers. Furthermore, the employees have aware of the policy.

Status: Comply

6.8

Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited.

Policy in term of the equal opportunity is written on the company regulation. It was legalized by Area Controller on March 2nd 2012. According to the policy, the company gives equal opportunity regardless race, caste, nationality, religiousity, disability, gender, sexual orientation, labour union membership, political affiliation or age.

According to the interview with the sprayer team in block A1 of division 1 of Pelantaran Agro Estate, the sprayers have gotten job opportunity regardless race, tribes, religion, caste, nationality, disability, sexual orientation, labour union membership, political affiliation or age. Furthermore, the company has selected, recruited and promoted the workers based on the worker's competence. For example:

- Promotion of temporary worker to the monthly employee as a Kernel operator with Decree number 384/SK/WL-BLN/HR-WIL3/II/2014.
- New employee registration on Pelantaran Estate as a harvester has been equipped with Formulir of new employee registration; result of skill and capability evaluation; letter of recommendation from the company doctor and the collective labour agreement number 02/PT.WNL-PAGE/SPK-PTH/III/2015.

Status: Comply

6.9
There is no harassment or abuse in the work place, and reproductive rights are protected.

PT WNL has policy to prevent sexual harassment and violation. It was legalized by Area Controller on March 2nd 2012. According to the policy, the company shall protect all the workers from all kind of violation and sexual harassment. According to the interview with the women workers at mill and estate operational unit, they have aware of the procedure. There is no sexual harassment nor other case of violence practice within company area so far.

Furthermore, PT WNL has had policy to protect the women reproduction rights as written on the company regulation. For example, there is a leave proposal for cleaning service of division office of PMSE Division 4 getting day off for 3 months (H2) from December 15th 2014 to March 15th 2015. There is a recommendation from Clinic of Metro Pundu BGA Agro group regions II & XI. It was recommended by the clinic doctor.

PT WNL has document of Code Of Conduct B-COC-HC-333.1-RO chapter V Justice Implementation and Reporting 5.3 Procedure of Code Violation via complaint box and hotline phone. The company needs to follow up all materially loss-causes report and could harm the company goodwill caused by manipulation, malfunction and others. The reporter needs to attach the identity and the report receivers must keep the identity of the complainer on the box. The company shall protect the victim referring the applied law.

PT WNL has socialized the procedure by installing the procedure of Whistle Blowing in each front page of the estate and division office.

Status: Comply

6.10
Growers and millers deal fairly and transparently with smallholders and other local businesses.

The applied FFB price in Pundu Nabatindo Lestari Mill is can be seen by the public referring the FFB purchase price determined by Central Kalimantan Governor. For example:

- Decree number 188.44/80/2015 dated February 12th 2015, planting year between 10 to 20 years and planting year < 2005 was determined for IDR 1,463.97.
- Decree number 188.44/164/2015 dated March 12th 2015, planting year between 10 to 20 years and planting year < 2005 was determined for IDR 1,532.39.
- Decree number 188.44/222/2015 dated April 20th 2015, planting year between 10 to 20 years and planting year < 2005 was determined for IDR 1.576,62.

The FFB price is determined by Central Kalimantan Governor based on the result of the meeting with the estate stakeholders. For example, the official record of the meeting to determine FFB price for Central Kalimantan province for period of March 2015. It was attended by 45 participants. The meeting for determining FFB price for period of April 2015 was attended by 41 participants including the village cooperative units at Central Kalimantan.

Twelve (12) suppliers have aware of the content of the agreed contract as written on the cooperative agreement letter for trading local FFB. It was signed by suppliers and the company. For example, supplier on behalf of Anak Agung Gede Darma Adnyana (cooperative agreement letter number 40/SPKL/WNL-PNBM/TBS/XII/2014 dated December 1st 2014) and supplier on behalf of Borneo Lancar Abadi (cooperative agreement letter number 035/SPKL/WNL-PNBM/TBS/XII/2014 dated December 1st 2014). It has been carefully read before the suppliers sign on it.

According to the observation on the FFB supplier cooperative agreement letter, the company shall pay via transfer to the account of the supplier within 10 days. According to the observation on the payment receipt, the payment has been conducted by PT WNL on time.

Status: Comply

6.11

Growers and millers contribute to local sustainable development where appropriate.

The company has contributed to the local development. For example:

- Assistance of heavy equipment to construct foundation of high school building at Hampalit Village on March 2015.
- Assistance of fund to repair Pantai Mas Musholla at Katari Hamlet on January 30th 2015.
- Assistance and construction of Al-Mujahidn Mosque at Sungai Ubar Mandiri Village of April 7th 2015.
- Assistance of the heavy equipment for the road grader for they yard of mullah education center of Al-Khoirut on March 25th 2015.
- Assistance of building materials to construct Ampung Church in Keruing Village on February 28th 2014.
- Assistance of building materials to construct Church at Bukit Raya Village on October 14th 2014.
- Payment of property tax of PT. WNL Estate for period of 2014 for 14,982.1 Ha.
- Payment of property tax of PT. WNL Pundu Mill for period of 2014 for 5,025 Ha.

According to the result of interview with the community of Katari Hamlet, the company gives fund assistance to construct Musholla and poultry farm. The assistance is adjusted with the community needs.

PT WNL has cooperative agreement letter between PT WNL with Harapan Abadi Cooperative Unit in term of the estate establishment and management in scheme of partnership number 01/PKS-WNL//2015 dated January 4th 2005. According to the document of the company operational budget for period of 2015, the fund for the recruiting and employing the workers for scheme smallholders program for 1,735 Ha has been allocated.

Status: Comply

6.12

No forms of forced or trafficked labour are used.

The company shows the evidence for employing legal workers, for example:

- Collective Labour Agreement (Temporary) Number 028/PT. WNL-PMSE/SPK-PTT/II/2015 as plant maintenance workers of PMSE for period of March 1st 2015 to June 1st 2015.
- Collective Labour Agreement (Temporary) Number 030/PT. WNL-PNBE/SPK-PTT/III/2015 as harvester of Division III PNBE for period of March 9th 2015 to July 9th 2015.
- Collective Labour Agreement (Temporary) 001/EM.PNBE/PKWT/II/2015 as plant maintenance workers of Division I PNBE for period of January 1st 2015 to January 1st 2016.

Status: Comply

6.13

Growers and millers respect human rights.

PT WNL has company regulation which contain the employee rights (human rights). The company has socialized the company regulation on February 26th 2015 in Pundu Nabati Learning Centre. It was attended by 95 employees (manager and staff).

PT. WNL shall socialize the company regulation on 2014 – 2016 and code of conduct including the distribution of the company regulation document to all workers immediately. (OFI number 5)

Status: Comply

PRINCIPLE 7: RESPONSIBLE DEVELOPMENT OF NEW PLANTINGS

7.1

A comprehensive and participatory independent social and environmental impact assessment is undertaken prior to establishing new plantings or operations, or expanding existing ones, and the results incorporated into planning, management and operations.

PT WNL does not expand not open new estate since they achieve RSPO certificate (June 19th 2015) till ASA-1 (April 5th 2015). Document of the social and environment impact assessment owned by PT WNL is described on the criteria 5.1 and 6.1.

Status: Comply

7.2

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.

According to the map of soil type, the type of soil at PT WNL area are Tropudult (8,706 Ha or 21 %), Throphemist (6,200 ha or 14.9 %), Dystropepts (13,290 or 32.0 %) and Plancaquods (13,330 Ha 32.1%). According to the report of soil survey which was conducted by Andy Ardiyanto on January 1st – 10th 2014, it was found that:

- *Tropudult* (category of proper) is recommended to be area for planting program. The improvement conducted by the company are the reduction of erosion rate by planting soil layer plants after land clearing.
- *Dystropepts* (category of marginal) is recommended to be area for planting program. The improvement conducted by the company is by improving the area with shallow solum, drainage (peatland).
- *Placaquods* (category of N-1) is recommended to be area for planting program in condition of several improvements by constructing drainase discontinue trench to penetrate lapisana spodik, especially shallow spodic depth (<60 cm), adding organic ingredient to the soil surface to minimize the erosion on top soil during land clearing.

The management unit has map of drainage system at Pelantaran Agro Estate. It describes the direction of trench flow, infield collecting, main collecting, trench next to embankment, main river, the unfunctioned trench, plan of new water gate construction, plan of water gate replacement for 12 units. According to the field observation, the company has conducted drainage monitoring by inspecting the condition of water gate at inlet and outlet. The water level at the outlet water gate is still normal (60 cm above the soil surface).

Status: Comply

7.3

New plantings since November 2005 have not replaced primary forest or any area required to maintain or enhance one or more High Conservation Values.

PT WNL has had conducted palm oil plants planting since 1998 to 2013. PT WNL has conducted HCV identification on 2012. It was conducted by RSPO Approve Assessor. The identification was involving the locals as respondents. According to the document review and field visit, there is no plan nor realization of land clearing on the determined HCV area. PT WNL also conduct RSPO New Planting Procedure (NPP) on November 25th 2013.

According to the HCV identification document, the area of PT WNL is a secondary forest (ex logging activity of PT Inhutani). Meanwhile, according to the map of landsat on June 20th 2008, the land is dominated by secondary forest, bushes, plantation, settlement and palm oil plants. There is also a map of land layer referring the image of landsat TM5 on June 2005 (scale of 1:100,000). It describes the land layer within PT WNL which consisted of agroforestry/combined plantation, bushes, secondary forest, plain, palm oil plants.

PT WNL has shown evidence of delivery of report of Diclosure of liability and LUCC for the cleared area since November 1st 2005 to December 31st 2009 without HCV identification to RSPO (Compensation Executive RSPO).

Status: Comply

7.4

Extensive planting on steep terrain, and/or marginal and fragile soils, including peat, is avoided.

PT WNL has:

- Map of soil type for region II of each estate (PNBE, KAGE & PAGE) in scale 1: 80,000. For example, unit of PNBE: Ultisol (2,841 Ha), Inceptisol (1,484 Ha), Hitosol/peat (656 Ha), Entisol 913 Ha (reference: GIS Region 2&6-BGA/OKT.10).

<ul style="list-style-type: none"> Map of slope class of region 3 in scale 1:80,000. For example, slope of 0-8% for 2,211 ha, slope of 8-15% for 9,197 ha and slope of 15-30% for 142 ha with total area for 11,550 Ha. Map of slope class of PT WNL written on EIA document in scale 1:85,000 categorize 3 slope class: flat (0-8%), declivous (8-15%) and nearly-like cliff (15-25%). 		
	Status: Comply	
7.5 No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their free, prior and informed consent. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.		
PT WNL does not expand and does not open new estate since they achieve RSPO certificate (June 19 th 2015) till ASA-1 (April 5 th 2015). PT WNL does no extend the operational area nor establish new estate. PT WNL also has conducted RSPO NPP on November 25 th 2013.		
	Status: Comply	
7.6 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 free, prior and informed consent and negotiated agreements.		
PT. WNL has had document of the procedure of plant compensation number SOP-PAD-001. It describes the compilation of the plant and land compensation process standard in all BGA operational area. In order to reduce the mistake of the land and plant compensation to keep company asset safe, there are procedure as follows: <ol style="list-style-type: none"> Determine annual work plan for establishing estate. It is determined by the department in charge (Partnership and Development of Central and Regional, Estate Manager, Head of Regional, GM Plantation). Inspection of the properness in aspect of agronomy technical and recommendation over the area by the department in charge representatives (Research, PAD, GIS, Agronomy). Conducting inventory, initiation, measurement. The inventory team is formed by the department in charge representatives (Central and Regional PAD, GIS, Research, Village Administration Government, Sub-District Government, community figures and land owner). Conducting socialization to the land owners based on the result of inventory. It is socialized by the department in charge (Regional PAD, inventory team and land owner). <ul style="list-style-type: none"> Confession over the land on the cultivated area and witnessed by village apparatus. It should has ownership information from at least village administration government. Evidence of ownership (SKT/others) for maximum for 5 Ha or referring the applied regulations. The compensated land is free from any dispute. 		
PT WNL does not extend the operational area nor establish new estate once they achieve RSPO certificate (June 19 th 2015) until ASA-1 assessment (April 2015). PT WNL also has conducted RSPO NPP on November 25 th 2013		
	Status: Comply	
7.7 No use of fire in the preparation of new plantings other than in specific situations, as identified in the ASEAN guidelines or other regional best practice.		
PT WNL has had policy in term of the burning prohibition as written on technical guideline number BGAAGRKS-PTKS-PLH. It was legalized on May 27 th 2011. According to the policy, the land clearing is conducted mechanically (zero burning). The policy has been implemented. For example, the land clearing at Pelantaran Agro Estate on 2008. It was conducted by using stacking for 236.5 ha (there are records of land clearing program photographs and cooperative agreement letter number 152-SAB/WNLL-KAGE/AGR-JKT/07/2013 in term of the heavy equipment leasing for stacking program. Meanwhile, Pantai Mas Estate was conducting land clearing on 2013 by using stacking for 71.2 ha.		
	Status: Comply	

7.8
New plantation developments are designed to minimise net greenhouse gas emissions.

Calculation of the carbon stock is conducted when the new estate is developed after August 1st 2014. According to the observation on the area statement of PT WNL, there is no new estate development after August 1st 2014. However, the company has calculated the estimation of GHG and has had plan to reduce GHG emission as recorded on the SOP of Palm Green House (GHG) Estimation PT WNL for period of 2014. It has been legalized by Sustainability System & Management on April 17th 2015. Program untuk mengurangi emisi gas rumah kaca (CO₂), antara lain: Composting plant, Diesel usage monitoring, Shell dan Fibre usage monitoring, Implementation water management in peat land by adjusting the depth of groundwater between 40-60 with GHG emission targets by 5-10 % in a period of 2-3 years, optimizing the use of fertilizers to increase production and N₂O emission reduction Mulch Application, Applied of Zero Burning policy etc.

Status: Comply

PRINCIPLE 8: COMMITMENT TO CONTINUAL IMPROVEMENT IN KEY AREAS OF ACTIVITY
8.1
Growers and millers regularly monitor and review their activities, and develop and implement action plans that allow demonstrable continual improvement in key operations.

Environment impact management. For example:

- **Soil Quality Management:** for example, planting soil layer plants, utilizing EFB for mulsa, conducting manuring by referring to recommendation, using the government-allowed pesticide, testing soil quality for LA program annually and reporting to the result of the test to the East Kotawaringin District Environment Agency.
- **Water Quality Management:** for example, creating WWTP ponds, utilizing effluent on the land, testing effluent quality, monitoring well quality and river water quality.
- **Air Quality Management:** for example, installing speed limit signboard, watering soil, planting woody plants at area of housing complex and office, maintaining the mill's machines and equipments regularly, installing *dust collector* on boiler and installing *filter* on generator & boiler chimney, testing the air quality regularly.
- **Greenhouse Gas (GHG).** The company has had attempt to mitigate the GHG emission. For example by composting plant, conducting diesel fuel monitoring and Shell dan Fibre usage monitoring, Implementating water management in peat land by adjusting the depth of groundwater between 40-60 with GHG emission targets by 5-10 % in a period of 2-3 years, optimizing the use of fertilizers to increase production and N₂O emission reduction Mulch Application, Applied of Zero Burning policy etc.

PT WNL has social management plan for period of 2014 to 2015. For example, improving the nearby community economy, improving education quality of the nearby community, socialization and improvement on the community health, establishing the communication and network with all stakeholders, improving employee facilities and conducting census to measure community satisfaction level and the success of the company work program.

PT WNL always monitors and reviews the operationals with RSPO internal audit, agronomy internal audit, air and emission quality monitoring (boiler and generator).

Status: Comply

3.2 Summary of Assessment Report of Supply Chain Requirement

Clause	(Module E) CPO Mills - Mass Balance Requirements
E.1	Definition
E.1.1	<p>Certification for CPO mills is necessary to verify the volumes of certified and uncertified FFB entering the mill and volume sales of RSPO certified producers. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own certified land base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p> <p>Procedure of SCCS has described the definition of the supply chain system used by PT WNL.</p>
	Status: Comply
E.2	Explanation
E.2.1	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill must be recorded by the CB in the public summary of the P&C certification report. This figure represents the total volume of certified palm oil product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced should then be recorded in each subsequent annual surveillance report.</p> <p>CB has recorded the CPO dan PK produced by Pundu Nabatindo Mill</p>
	Status: Comply
E.2.2	<p>The mill must also meet all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization (RSPO IT platform or book and claim).</p> <p>Pundu Nabatindo Mill has registered on RSPO IT platform.</p>
	Status: Comply
E.3	Documented procedures
E.3.1	<p>The site shall have written procedures and/or work instructions to ensure the implementation of all the elements specified in these requirements. This shall include at minimum the following:</p> <ol style="list-style-type: none"> Complete and up to date procedures covering the implementation of all the elements in these requirements; The name 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 site procedures for the implementation of this standard. <p>Procedure of product identification and traceability number BGA-SOP-SSM-LO-405.1, R1. It was signed on April 23rd 2015. The procedure describes:</p> <ul style="list-style-type: none"> Definition of POM, FFB, CPO, OER, FFA, Mass Balance, Supply Chain. Mass balance system allows the RSPO certified and non-certified FFB mixing in all processing stage. The implementation is controlled by the company. Responsibility: Area Controller, Mill Manager, certification & compliance dept; OQC Departemen, Commercial & Logistic Group Departeen Head. The responsibility of Area Controler is to ensure that the procedure of product identification and traceability shall be socialized and implemented on all operational units of PT WNL. 7.1: identification of raw material (FFB) from the RSPO-certified estate is marked with the usage of RSPO logo in each FFB covering letter.

- 7.1: the estimation of the FFB processing and the RSPO-certified product is conducted by calculating the daily production and dispatch report based on the weighbridge data. It is marked on each weighbridge ticket.
- 6.1: The retention time of all the documents and report of FFB receipt at POM, CPO processing stage, CPO and PK storing, CPO and PK dispatch to the buyers is 5 years.
- 7.3: CCD shall inform the RSPO certification body if the overproduction occurred.

Status: Comply

E.3.2

The site shall have documented procedures for receiving and processing certified and non-certified FFBs.

Procedure of product identification and traceability has described the procedure of the RSPO-certified and non-certified FFB receipt and processing. The FFB from the RSPO-certified estate is stamped with RSPO logo.

Status: Comply

E.4 Purchasing and goods in

E.4.1

The site shall verify and document the volumes of certified and non-certified FFBs received.

Documentation of the certified and non-certified FFB separation is started from FFB covering letter inspection. The FFB from the certified estate is stamped with RSPO stamp and vice versa. For example:

- FFB covering letter number 02174S0415-PAGE Division 04; Block B15 (285 FFB, 100 kg); Block B16 (431 FFB, 100 kg); the destination is Katari Mill. Not stamped as RSPO.
- FFB covering letter number 0506S0315-PAGE Division 03; Block A02 (149 FFB, 70 kg); Block A01 (431 FFB, 100 kg); the destination is Katari Mill. Stamped as RSPO.
- FFB covering letter number 04324S0215-PAGE Division 2; Block F08 (279 FFB, 150 kg); Block F09 (167 FFB, 80 kg); the destination is Pundu Nabatindo Mill. Not stamped as RSPO.
- FFB covering letter number 04334S0215-PAGE Division 02; Block F08 (152 FFB, 90 kg); Block F09 (313 FFB, 170 kg); the destination is Katari Mill. Stamped as RSPO.

However, Pundu Nabatindo Mill is not documenting the receipt of the certified and non-certified FFB. **NC number 2015.04 as Major category.**

Auditor Verification

May 19th 2015

Pundu Nabatindo Mill has shown the data of the RSPO certified and noncertified FFB receipt for period of June 19th 2014 – April 22nd 2015. **NC number 2015.04 is closed.**

Month	FFB Receipt (Ton)		
	Certified	Non-Certified	Total
June 19 th – 30 th 2014	1,944.950	36,100.350	38,045.300
July 2014	4,061.432	27,952.988	32,014.420
August 2014	3,834.670	31,822.490	35,657.160
September 2014	3,398.646	31,554.814	34,953.460
October 2014	4,355.718	38,202.842	42,558.560

November 2014	4,684.625	33,328.285	38,012.910
December 2014	5,197.508	30,543.952	35,741.460
January 2015	3,850.920	27,704.110	31,555.030
February 2015	2,895.770	29,615.500	32,511.270
March 2015	3,486.618	27,525.872	31,012.490
April 2015	2,729.790	28,960.610	31,690.400
May 1 st – 17 th 2015	1,134.260	15,822.510	16,956.770
Total	40,440.647	343,311.813	383,752.460

SC E.4.1 | Status: NC number 2015.04 is closed

E.4.2

The site shall inform the CB immediately if there is a projected overproduction of certified tonnage.

According to the document verification the produced CPO and PK in Pundu Nabatindo Mill once they achieve the certificate to ASA-1 is not exceeding the projection on RSPO certificate:
CPO production: 8,780.52 Ton; projection: 50,918 Ton
PK production: 2,066.13 Ton; projection: 10,391.50 Ton

Status: Comply

E.5 | Record keeping

E.5.1

- The site shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a three-monthly basis.
- All volumes of palm oil and palm kernel oil that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.
- The site can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three months. However, a site is allowed to sell short.(ie product can be sold before it is in stock.)

Pundu Nabatindo Mill is not documenting the receipt of the RSPO-certified FFB and the sales of the RSPO-certified products (CPO and PK) for period of June 19th to April 22nd 2015. NC number 2015.05 as Major category.

Once Pundu Nabatindo Mill achieve RSPO certificate on June 19th 2014 till ASA-1 (April 22nd 2015), they never sell the RSPO-certified product (CPO and PK) physically.

Auditor Verification

May 19th 2015

Pundu Nabatindo Mill has shown the data of the RSPO-certified product sales via greenpalm for period of June 19th 2014 – April 22nd 2015. NC number 2015.05 is closed.

Month	Dispatch of the RSPO-Certified Product via Etrace (Ton)		Sales of the RSPO-Certified Product (Ton) via Green Palm	
	CPO	PK	CPO	PK
June 19 th – 30 th 2014	-	-	-	-
July 2014	-	-	-	-

August 2014	-	-	-	-
September 2014	-	-	-	-
October 2014	-	-	-	-
November 2014	-	-	-	-
December 2014	-	-	-	-
January 2015	-	-	-	245
February 2015	-	-	1,810	8,103
March 2015	-	-	-	-
April 2015	-	-	-	-
Total			1,810	8,348

	Status: Comply
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E.5.2 In cases where a mill outsources activities to an independent (not owned by the same organization) palm kernel crush, the crush still falls under the responsibility of the mill and does not need to be separately certified. The mill has to ensure that the crush is covered through a signed and enforceable agreement.	
Pundu Nabatindo Mill (PNBM) does not outsource to the independent KCP.	

	Status: Comply
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3.3. Conformity Checklist of Certificate and Logo Use

1.	Evidence of permission or approval certificate and logo from Certification Body which submitted by Client	X or√
ASA-1	PT WNL does not use RSPO logo.	√
2.	Implementation of certificate and logo used by Client comply with size and type (shape) against Guideline of Logo Use	X or√
ASA-1	PT WNL does not use RSPO logo.	√
3.	Implementation of Certificate and Logo is not used on product	X or√
ASA-1	PT WNL does not use RSPO logo.	√
4.	Controlling of Certificate and Logo, including withdrawing inappropriate logo.	X or√
ASA-1	PT WNL does not use RSPO logo.	√

3.4. Summary of RSPO Partial Certification.

The Management Unit name, under subsidiaries:		
1. PT Bumitama Gunajaya Abadi 2. PT Karya Makmur Langgeng		
2.1	There is compliance with all applicable local, national and ratified international laws and regulations.	
	<p>PT Bumitama Gunajaya Abadi The management unit shows the evidence of the compliance over all law associated with the estate operationals. For example:</p> <ul style="list-style-type: none"> • Location permit from West Kotawaringin Regent for ± 26,900 Ha. • Plantation business permit from the West Kotawaringin Regent for 18,000 Ha of land and mill with capacity for 90 Ton of FFB/Hour. • Land Use Title (HGU) for 5,632.835 Ha. • Hazardous waste storing permit from the West Kotawaringin Regent. <p>PT Karya Makmur Langgeng The management unit shows the evidence of the compliance over all law associated with the estate operationals. For example:</p> <ul style="list-style-type: none"> • Location permit from Ketapang Regent for ± 19,000 Ha on 2006. • The extension of the location permit from Ketapang Regent for ± 19,000 Ha on 2010. • Plantation business permit from the Ketapang Regent for 16,700 Ha and mill with capacity for 60 Ton of FFB/Hour on 2013. • Environment permit from West Kalimantan Governor on 2013. 	√
	Status: Comply	
2.2	The right to use the land can be demonstrated, and is not legitimately contested by local communities with demonstrable rights.	
	<p>PT Bumitama Gunajaya Abadi PT Bumitama Gunajaya Abadi has shown the evidence of the record of the right achievement over the land. The document describes the declaration letter of land handover; the agreement letter of the land and crops compensation; ownership letter from the Chief of village; receipt of the land compensation payment and map of land handover. For example:</p> <ul style="list-style-type: none"> ➤ Area for 20 Ha in Block M-39 of Tonam Raya Estate: <ul style="list-style-type: none"> - Declaration letter of the land handover which was signed by the company and the compensated party on June 26th 2013 and was witnessed by the Chief of Kotawaringin Hulu Village. - Payment receipt which was given by the company to the land owner and was witnessed by the Chief of Kotawaringin Hulu Village and the company GIS Staff, TRYE Manager, Coordinator of Public Affair Department and the Head of Company Administration on June 26th 2013. - Agreement letter of the nucleus estate land acquisition (land and crops compensation) by both parties which states that the land owner grant the land to be managed by the company in scheme smallholder program. - Information letter number 593/131/Pem from the Chief of Kotawaringin Hulu Village dated June 21st 2013 which describes the land ownership and hectareage. - Map of land handover in participative mapping by the company. It is approved by the land owner and is witnessed by the Chief of Kotawaringin Hulu Village. - Declaration letter on behalf of Gusti Baret on June 25th 2013. It describes that they have received payment from the company, the landowner and the family shall not sue the company at the compensated location. ➤ Area for 5.43 Ha in Block R-46 of Kotawaringin Estate: 	√

	<ul style="list-style-type: none"> - Agreement letter number 008/RGN-KTWE/06/2012 dated June 27th 2012 by both parties and it was witnessed by the Head of Kotawaringin Lama Sub-District and was witnessed by the Chief of Rungun Village. - Declaration letter of the land handover which was signed by the company and the compensated party on June 27th 2013 and was witnessed by the Chief of Rungun Village. - Payment receipt which was given by the company to the land owner and was witnessed by the Chief of Rungun Village, the company GIS staff, KTWE Manager, Coordinator of Public Affair Department and the Head of Company Administration. - Agreement letter of the nucleus estate acquisition with the land and crops compensation signed by both parties. It describes that the land owner grants the land to the company to be managed in scheme smallholder program (50:50). <p>PT Karya Makmur Langgeng</p> <p>The management has shown the evidence of the record of the land acquisition. There was a process of the land compensation for the operational area of PT KML which was conducted on April 19th 2013 to September 19th 2013. There are 154 location hotspot within 2,522.85 ha. All evidence of the land compensation documentations are available. (Documentation of all land acquisition is available).</p> <ul style="list-style-type: none"> • Data of land acquisition. • ID. • Official record of the land measurement. • Map of the compensated location. • Official Record of the price agreement. • Declaration letter of the land lease. • Cultivation Information letter (SKGR) of the land ownership. • Supporting letter over the rights origins. • Information letter over the land origins. • Brief summary of the land acquisition. • Information letter over the approval of the land heir. • Information letter from the land heir. 	
	Status: Comply	
6.3	There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all parties.	
	<p>PT Bumitama Gunajaya Abadi dan PT Karya Makmur Langgeng</p> <p>The management unit has procedure of the land and crops compensation number SOP-BGB-GRTT-PAD-001 dated October 12th 2012. It was approved by the Area Controller 5. It describes the stages on the land and crops compensation for stocktaking the future-compensated land, socialization to the landowners, negotiation on land and crops compensation, management approval, conducting payment, land handover and documentation. According to the result of the document review, all the process of the compensation have been documented and the company does not force the community.</p>	√
	Status: Comply	
6.4	Any negotiations concerning compensation for loss of legal or customary 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.	
	<p>PT Bumitama Gunajaya Abadi dan PT Karya Makmur Langgeng</p> <p>The management unit has procedure of the land and crops compensation number SOP-BGB-GRTT-PAD-001 dated October 12th 2012. It was approved by the Area Controller 5. It describes the stages on the land and crops compensation for stocktaking the future-compensated land,</p>	√

	socialization to the landowners, negotiation on land and crops compensation, management approval, conducting payment, land handover and documentation. According to the result of the document review, all the process of the compensation have been documented and the company does not force the community.	
	Status: Comply	
7.3	New plantings since November 2005, have not replaced primary forest or any area required to maintain or enhance one or more High Conservation Values.	
	<p>PT Bumitama Gunajaya Abadi PT Bumitama Gunajaya Abadi has identified HCV on 2012. According to the landsat image of 2003, the condition of the land layer on the area of PT Bumitama Gunajaya Abadi is consisted of the bushe (1,187.74 ha), small bushes (1,706.73 ha), secondary forest (66.83 ha), tersier forest 1,886.95 ha), mix land (252.51 ha) and the enclave (552.24 ha).</p> <p>PT Karya Makmur Langgeng PT Karya Makmur Langgeng has identified HCV before the land clearing program. The HCV was identified on 2012. Meanwhile, the land clearing was conducted after NPP program on 2013.</p>	√
	Status: Comply	
7.5	No new plantings are established on local peoples' land without their free, prior and informed consent, dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.	
	<p>PT Bumitama Gunajaya Abadi The management unit has procedure of the land and crops compensation number SOP-BGB-GRIT-PAD-001 dated October 12th 2012. It was approved by the Area Controller 5. It describes the stages on the land and crops compensation for stocktaking the future-compensated land, socialization to the landowners, negotiation on land and crops compensation, management approval, conducting payment, land handover and documentation. According to the result of the document review, all the process of the compensation have been documented and the company does not force the community. There is evidence of the compensation over the land acquisition. For example, the payment receipt in Tonam Raya Estate, Block M-39 for 20 Ha on June 26th 2013. It was given to the land owner and witnessed by the Chief of Kotawaringin Hulu, the company GIS staff, TRYE Manager, Coordinator of the Public Affair Department and the Head of the Company Administration.</p> <p>PT Karya Makmur Langgeng The management unit has socialized the estate establishment to achieve the community's approval. There are minutes of meeting of the estate establishment socialization of PT.Karya Makmur Langgeng in Simpang Dua and Simpang Hulu Sub-District, Ketapang District on:</p> <ol style="list-style-type: none"> Dated March 5th 2012 in the Church of Pantan Hamlet, Kampar Sebomban Village, Simpang Dua Sub-District. It was attended by TP3K (Team of the District Estate Establishment Guidance) Ketapang, The Forum of the Sub-District Head of Simpang Dua, the Head of Dayak Customary Board of Simpang Dua, the Chiefs of Villages and Village Supervising Board (BPD) of Kampar Sebomban, the Chief of Pantan Hamlet, the Chief of Mentawa Hamlet, the Chief of Semandang Kanan Village, the Chief of Sekucing Baru Hamlet, the Chief of Sei Tontang Hamlet, the Chief of Selantak Hamlet. Dated March 6th 2012 in the Hall of the Elementary School of Kek Lipur Hamlet, Paoh Concong Village, Simpang Hulu Sub-District. It was attended by TP3K (Team of the District Estate Establishment Guidance) Ketapang, The Forum of the Sub-District Head of Simpang Dua, the Head of Dayak Customary Board of Simpang Hulu, the Chiefs of Paoh Concong Village, the Chief of Kek Lipur Hamlet, Chief of Baram Hamlet and the community representatives. 	√

	The management has shown the evidence of the record of the land acquisition. There was a process of the land compensation for the operational area of PT KML which was conducted on April 19 th 2013 to September 19 th 2013. There are 154 location hotspot within 2,522.85 ha.	
	Status: Comply	
7.6	Local people are compensated for any agreed land acquisitions and relinquishment of rights, subject to their free, prior and informed consent and negotiated agreements.	
	<p>PT Bumitama Gunajaya Abadi</p> <p>The management unit has procedure of the land and crops compensation number SOP-BGB-GRTT-PAD-001 dated October 12th 2012. It was approved by the Area Controller 5. It describes the stages on the land and crops compensation for stocktaking the future-compensated land, socialization to the landowners, negotiation on land and crops compensation, management approval, conducting payment, land handover and documentation. According to the result of the document review, all the process of the compensation have been documented and the company does not force the community. There is evidence of the compensation over the land acquisition. For example, the payment receipt in Tonam Raya Estate, Block M-39 for 20 Ha on June 26th 2013. It was given to the land owner and witnessed by the Chief of Kotawaringin Hulu, the company GIS staff, TRYE Manager, Coordinator of the Public Affair Department and the Head of the Company Administration. It was supported by the evidence of the payment receipt.</p> <p>PT Karya Makmur Langgeng</p> <p>The management has shown the evidence of the record of the land acquisition. There was a process of the land compensation for the operational area of PT KML which was conducted on April 19th 2013 to September 19th 2013. There are 154 location hotspot within 2,522.85 ha. All evidence of the land compensation documentations are available. (Documentation of all land acquisition is available).</p> <ul style="list-style-type: none"> • Data of land acquisition. • ID. • Official record of the land measurement. • Map of the compensated location. • Official Record of the price agreement. • Declaration letter of the land lease. • Cultivation Information letter (SKGR) of the land ownership. • Supporting letter over the rights origins. • Information letter over the land origins. • Brief summary of the land acquisition. • Information letter over the approval of the land heir. • Information letter from the land heir. 	√
	Status: Comply	

3.5 Identification of Findings, Corrective Action, Observations, Opportunity for Improvement and Noteworthy Positive Components.

3.5.1 Identification of Findings, Corrective Actions and Observations at Stage-2 Assessment

CAR No	Ref Std	Finding	Area	Grade	Time Limits	Corrective Action	Observation	Status	Closed Date
2014.01	Minor 4.2.1	Records of Periodic Soil Analysis The company has a guidance document of soil sampling in the oil palm planting area from Research Department, which stipulates that periodic soil analysis is conducted every 5 years. The latest analysis was carried out in 2008. There is not enough evidence that the soil analysis carried out is in accordance with the period in the guidelines.	Estate	NC	ASA-1	The company must demonstrate the result of periodic soil analysis in accordance with the guidelines held.	Root Cause: The sticky schedule. Therefore, the soil sample is only based on the soil map not the detail analysis of the detail soil survey. The technical guidance is applied. Corrective Action: The schedule to take sampling of soil shall be composed. Preventive Action: Improving the function of monitoring to improve the soil analysis. The schedule of sampling has been composed (Referring the IOM Research Number 14/IOM/RSC/I/2014) Auditor Verification April 23rd 2014 PT WNL is able to show	Closed	April 24 th 2015

CAR No	Ref Std	Finding	Area	Grade	Time Limits	Corrective Action	Observation	Status	Closed Date
							the result of soil survey in 2014 at Pundu Nabatindo Estate, Plantaran Agro Estate and Pantai Mas Estate. NC number 2014.01 is closed.		
2014.02	Minor 4.3.4	<p>Management program of peat water level to minimize the subsidence of peat soil surface.</p> <p>The company has not been able to demonstrate the result of peat subsidence monitoring along with the measurement result evaluation in KAGE and PNBE.</p>	Estate	NC	ASA-1	The company demonstrates the result of peat subsidence monitoring along with the measurement result evaluation.	<p>Root Cause: Dept of research thinks that the fire level monitoring is conducted at only one estate (PAGE) and not at other estate.</p> <p>Corrective Action: Program of subsidence piezometer installation for each estate with peatland within shall be conducted on 2014, Referring IOM Number: 15/IOM/RSC/II/14</p> <p>Preventive Action: Improving control and monitoring function on the water level monitoring referring the applied technical guidance.</p> <p>Auditor Verification April 23rd 2014 PT WNL has installed the subsidence pole at</p>	Closed	April 24 th 2015

CAR No	Ref Std	Finding	Area	Grade	Time Limits	Corrective Action	Observation	Status	Closed Date
							peatland area in Pantai Mas Estate, Katari Agro Estate, Plantaran Estate. It is monitored routinely (monthly). NC number 2014.02 is closed.		
2014.03	Minor 4.7.2	Periodic Medical Screening for High-Risk workers. There is a boiler operator who has not received periodic medical screening in 2013.	PKS	NC	ASA-1	The company must ensure all high-risk workers receive periodic medical screening.	<p>Root Cause: Schedule management to ensure the night shift boiler operator to be examined.</p> <p>Corrective Action: Operator Boiler who is no yet examined shall be examined on June 2014.yang belum (2nd Semester)</p> <p>Preventive Action: Fixing the schedule management and staff control function to ensure that all workers are examined medically.</p> <p>Auditor Verification April 23rd 2014 PT WNL is able to show the medical check up for the boiler operator. For example, medical check up on January 31st 2015. NC</p>	Closed	April 24 th 2015

CAR No	Ref Std	Finding	Area	Grade	Time Limits	Corrective Action	Observation	Status	Closed Date
							number 2014.03 is closed.		

3.5.3.1 Finding Identification, Corrective Action and Observation during *Surveillance-01* Assessment

NCR No	Ref Std	Finding	Area	Grade	Deadline	Corrective Action	Observation	Status	Closed Date
2015.01	2.1.2	Information of Legal Requirements PT WNL is not able to show all information of legal requirements associated with plantation such as Environment Ministry number 5 year 2014 and ratification of international convention.	Estate and Mill	Minor	ASA-2	PT WNL must be able to show all information of legal requirements associated with plantation	<p>Root Cause: PT WNL does not review and update the statute referring the SOP of regulation identification and evaluation.</p> <p>Corrective Action: PT WNL should update the most updated statute regulation.</p> <p>Preventive Action: PT WNL should Review the statute referring the SOP of regulation identification and evaluation</p> <p>Auditor Verification May 19th 2015 PT WNL has shown the list of the updated regulations referring the document number LAW-WNL-002, Revision 03, dated May 1st 2015. The list</p>	Closed	May 19 th 2015

3.5.3.1 Finding Identification, Corrective Action and Observation during *Surveillance-01* Assessment

NCR No	Ref Std	Finding	Area	Grade	Deadline	Corrective Action	Observation	Status	Closed Date
							of law requirements associated with plantation such as Environment Ministry number 5 year 2014. NC number 2015.01 is closed.		
2015.02	2.1.3	Evaluation on compliance over legal requirements PT WNL is not able to show evaluation over all legal requirements associated with plantation such as Environment Ministry number 5 year 2014 and ratification of international convention.	Estate and Mill	Minor	ASA-2	PT WNL must be able to show evaluation over all legal requirements associated with plantation	Root Cause: PT WNL does not review and update the statute referring the SOP of regulation identification and evaluation Corrective Action: PT WNL should update the most updated statute regulation Preventive Action: PT WNL should Review the statute referring the SOP of regulation identification and evaluation Auditor Verification May 19th 2015 PT WNL has shown the list of the updated regulations referring the document number LAW-WNL-002, Revision 03, dated May 1 st 2015. The list of law requirements associated with plantation such as Environment Ministry number 5 year 2014. NC number 2015.02 is closed.	Closed	May 19 th 2015

3.5.3.1 Finding Identification, Corrective Action and Observation during *Surveillance-01* Assessment

NCR No	Ref Std	Finding	Area	Grade	Deadline	Corrective Action	Observation	Status	Closed Date
2015.03	4.7.6	Work Accident Insurance PT WNL is not able to show that all employees whether temporary nor permanent employees have been registered to the work accident insurance program.	Estate	Minor	ASA-2	PT WNL must be able to show that all employees whether temporary nor permanent employees have been registered to the work accident insurance program	<p>Root Cause: The policy in term of Manpower BPJS issued by the Head Office is not implemented by Regional HRD Personnel</p> <p>Corrective Action: PT WNL should compose the program of BPJS registration to employees.</p> <p>Preventive Action: PT WNL should evaluate the compliance over regulation regularly. NC number 2015.03 is closed.</p>	Open	
2015.04	SC E.4.1	Verification and documentation of the received certified and non-certified FFB volume Pundu Nabatindo Mill is not able to show the documentation of the RSPO certified and non-certified FFB volume.	Mill	Major	May 23 rd 2015	Pundu Nabatindo Mill must able to show the documentation of the RSPO certified and non-certified FFB volume	<p>Root Cause: Lack of control from the mill assistan on the recording of the incoming FFB receipt.</p> <p>Corrective Action: PT WNL should separate the RSPO certified and non certified FFB in Pundu Mill.</p> <p>Preventive Action:</p> <ul style="list-style-type: none"> - PT WNL should improve the control function of the Mill Assistant. - PT WNL should conduct briefing 	Closed	May 19 th 2015

3.5.3.1 Finding Identification, Corrective Action and Observation during *Surveillance-01* Assessment

NCR No	Ref Std	Finding	Area	Grade	Deadline	Corrective Action	Observation	Status	Closed Date
							<p>on the weighbridge operator in term of the control function of the Mill Assistant over the recording of the incoming RSPO certified and the noncertified FFB.</p> <p>Auditor Verification May 19th 2015 Pundu Nabatindo Mill has shown the data of the RSPO certified and noncertified FFB receipt for period of June 19th 2014 – April 22nd 2015. NC number 2015.04 is closed.</p>		
2015.05	SC E.5.1	<p>Documentation of the balancing (<i>mass balance</i>) the receipt of the RSPO certified FFB and the delivery of RSPO certified products (CPO and PK)</p> <p>Pundu Nabatindo Mill is not able to show the documentation of the balancing between the volume of the RSPO-certified FFB and RSPO-certified product dispatch (CPO and PK).</p>	Mill	Major	May 23 rd 2015	Pundu Nabatindo Mill must able to show the documentation of the balancing between the volume of the RSPO-certified FFB and RSPO-certified product dispatch (CPO and PK)	<p>Root Cause: Lack of knowledge of the staff in term of the supply chain requirements.</p> <p>Corrective Action: PT WNL should provide the data of CSPO and Certified PK sales via greenpalm</p> <p>Preventive Action:</p> <ul style="list-style-type: none"> - PT WNL should give the information of the sales information to the Mill Unit over the sales conducted by Commercial Dept. - PT WNL should compose and socialize the SOP of delivery order 	Closed	May 19 th 2015

3.5.3.1 Finding Identification, Corrective Action and Observation during *Surveillance-01* Assessment

NCR No	Ref Std	Finding	Area	Grade	Deadline	Corrective Action	Observation	Status	Closed Date
							& claim including the RSPO logo usage. Auditor Verification May 19th 2015 Pundu Nabatindo Mill has shown the data of the RSPO-certified product sales via greenpalm for period of June 19 th 2014 – April 22 nd 2015. NC number 2015.05 is closed.		

3.5.3.2 Opportunity for Improvement during *Surveillance-01* Assessment

No	Ref Std	Descriptions
1.	Major 1.1.2	PT WNL is encouraged to document all information requests and responses referring the applied procedure. (Observation)
2	Minor 2.2.2	PT WNL is encouraged to conduct legal boundary pole monitoring (pole of Land Use Title/National Land Agency) referring the applied procedure (Observation)
3.	Major 4.3.4	PT WNL is encouraged to realize piezometer installation referring the determined plan (Observation)
4.	Minor 6.1.4	PT WNL should review the Social Management Plan by involving the participation of the impacted parties
5.	6.5.2 Major 6.13.1 Major	PT. WNL should immediately socialize the company regulation for period of 2014-2016 and <i>code of conduct</i> including the company regulation document distribution to all workers.

6	6.5.3 Minor	PT WNL (Pantai Mas Estate) needs to re-consider: <ul style="list-style-type: none"> - The usage of profil tank as fuel tank - The placement of fuel tank close to the public facilities
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3.5.3.3 Noteworthy Positive Components during *Surveillance-01* Assessment

No	Ref Std	Descriptions
1		Commitment to implement sustainable palm oil estate management and the company shows the commitment to achieve RSPO certificate with the corrective action over the previous NC.
2	Minor 6.1.4	PT. WNL has realized the scheme smallholder establishment in form of KKPA for $\pm 50\%$ of the total of the company operational area.
3	Minor 6.11.1	PT. WNL has participated on the community empowerment by implementing productive CSR program and it has been recognized by the government.

3.6 Summary of Arising Issues from Public, Management and Auditor Response

Implementation : Tuesday, April 21 st 2014 (interview)		
Issues from Public	Management Response	Auditor Response
<p>East Kotawaringin District Environment Agency (The Head of sub-division of environment restoration and maintenance)</p> <ul style="list-style-type: none"> - The company has had environment document (EIA for PT Windu Nabatindo Lestari, environmental management and monitoring effort for Pundu Nabatindo Lestari POM and environmental management and monitoring effort for Katari POM). It has been legalized by East Kotawaringin Regent. - The environment document compilation has involved the locals (representatives of village, sub-district, NGO and the associated agency). - The company has hazardous waste storage. It has been legalized by East Kotawaringin Regent. - PT Windu Nabatindo Lestari has had land application permit. It has been legalized by East Kotawaringin Regent. - Katari Mill has had land application permit. It has been legalized by East Kotawaringin Regent. - The company has tested the effluent quality routinely (monthly) and also has reported the result of effluent quality test routinely (each quarter). - The company has reported the hazardous waste handling (balance sheet and manifest) routinely (each quarter). - The company has reported the result of ambient air and emission quality routinely (each semester). - The company has reported the implementation of environmental management and monitoring plan per semester. 	<p>Positive issue. PT WNL shall consistently report the environment aspect referring the regulations and terms.</p>	<p>The auditor team has observed the requirement met with criteria 1.1; 2.1; 4.4; 5.1 and 5.3.</p>

Implementation : Tuesday, April 21st 2014 (interview)

Issues from Public	Management Response	Auditor Response
<ul style="list-style-type: none"> - The company has protected water and riparian area. - The company respond the information request which is requested by Environment Agency. - There is no issue nor report in term of the negative impacts over the environment caused by estate and mill operationals. <p>Suggestion:</p> <ul style="list-style-type: none"> - The company need to consider to achieve the information letter from East Kotawaringin District Environment Agency in term of the conservation area within company area. - The company need to consider to report of flora and fauna monitoring to East Kotawaringin District Environment Agency. 	<ul style="list-style-type: none"> - The company shall coordinating with the Environment Agency in term of conservation area within PT WNL - The company shall coordinating with the Environment Agency in term of the reporting of flora and fauna monitoring within PT WNL operational area.. 	
<p>East Kotawaringin District Manpower Agency (The Head of Inudstrial and Manpower Relation)</p> <ul style="list-style-type: none"> - The company has implemented wage standard for period of 2014/2015 by referring to the minimum wage standard. - The company has registered all employees to the labour social assurance program (Jamsostek). - The company provided proper housing complex facilities. - The company regulation for period of 2014 to 2015 has been legalized by East Kotawaringin District Manpower Agency. - The obligation of routine reporting has been informed by the company. For example, the quarter-based report of the OHS Guiding Committee and the annual manpower reporting. - The company has had bipartite cooperative institution. - The company has had permits of boiler and generator. The boiler and generater are also in good condition. - There is no issue nor report in term of the underage workers 	<ul style="list-style-type: none"> - Positive issue. PT WNL shall consistently report the manpower and OHS referring the applied regulations and terms. 	<p>The auditor team has observed the requirement met with criteria 1.1; 2.1; 4.7; 5.6 and 6.5</p>

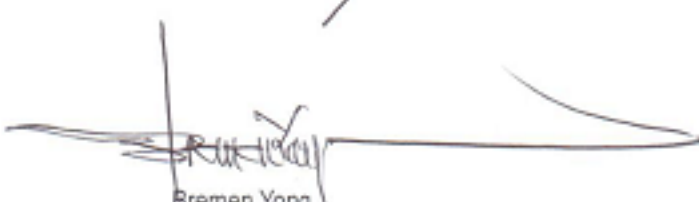

Implementation : Tuesday, April 21 st 2014 (interview)		
Issues from Public	Management Response	Auditor Response
<p>employed by the company nor the discrimination conducted by the company.</p> <ul style="list-style-type: none"> - The company is no responding the letter sent by Manpower Agency in term of the permit of training center yet. <p>Suggestion:</p> <ul style="list-style-type: none"> - The company needs to consider the socialization of information in term of the recruitment of workers. - The contractor must comply the OHS requirements. 	<ul style="list-style-type: none"> - The company shall coordinating with the Manpower Agency in term of the permit of training center (PNLC). - The company shall coordinating with the Manpower Agency in term of the employee recruitment. - The company has socialized the OHS policy to the contractors. According to the cooperative agreement letter, the contractors must provide the PPE by themselves. 	
<p>East Kotawaringin District National Land Agency (The Head of National Land Agency)</p> <ul style="list-style-type: none"> - Legality of the land ownership of PT Windu Nabatindo Lestari is Land Use Title (HGU) certificate. - PT Pundu Nabatindo Lestari operational area is beyond the forest area and mining complex. - The company respond the information request which is requested by National Land Agency immediately. 	<p>The positive issue shall be maintained and improved and the good relation with the agencies shall be improved.</p>	<p>The auditor team has observed the requirement met with criteria 1.1; 2.1 and 2.2</p>
<p>Katari Hamlet, Keruing Village</p> <p>Positive Issues</p> <ul style="list-style-type: none"> - In general, the relation between the company and the community runs well. There are positive impacts caused by the company existence. For example, CSR assistance in form of mushola construction fund assistance, provision of fry and poultry farm 	<ul style="list-style-type: none"> - The positive issue shall be maintained and improved and the good relation with the locals shall be improved. 	<p>The auditor team has observed the requirement met with criteria 1.1; 5.2; 6.1 and 6.11</p>

Implementation : Tuesday, April 21st 2014 (interview)

Issues from Public	Management Response	Auditor Response
<p>assistance.</p> <ul style="list-style-type: none"> - The locals have aware of the procedure of information request. All information are immediately responded by the company. - The locals have aware of the HCV area including the endanger flora and fauna. - The company has given CSR assistance to the locals in form of the provision of fry, construction of mushola and others. <p>Negative Issues</p> <ul style="list-style-type: none"> - The area of the community in block C 42 & 43 of Division 3 of Pantai Mas Estate has been planned as conservation area. However, there is no evidence of the agreement between the company and the locals. - The distance of the school is too far away from Katari Hamlet. There is no transportation that could reach Katari Hamlet. <p>Aspiration:</p> <ul style="list-style-type: none"> - Arthesian well digging for the villagers of Katari Hamlet (Pantai Mas). - Realization of scheme smallholder establishment. 	<ul style="list-style-type: none"> - Socialization of HCV, conservation area and other environment aspect to the locals regularly. - PT WNL shall dismantle the conservation area signboards at the community-cultivated land. - PT WNL has provided transportation in form of school bus to accommodate the student. There is a halte where all the students must wait for the pick up. - The request has been received by PT WNL. PT WNL is checking the arthesian well future site. The project is being tendered. - The mentioned scheme smallholders is not the area of scheme smallholders of PT WNL. It will be coordinated with the management of PT FBI & GSM - Budget of road maintenance in Katari Hamlet at the 	

Implementation : Tuesday, April 21 st 2014 (interview)		
Issues from Public	Management Response	Auditor Response
- Hamlet road repairment.	end of 2015.	
Pantai Harapan and Pundu Village In general, the relation between the company and the community runs well. There are positive impacts caused by the company existence. For example, CSR assistance in form of road repairment, local workforce absorption, mass circumcision, welfare improvement (scheme smallholder cooperative unit).	The positive issue shall be maintained and improved and the good relation with the locals shall be improved.	The auditor team has observed the requirement met with criteria 6.1 and 6.11
Harapan Abadi Cooperative Unit The internal problem on the cooperative unit has been solved by the assistant of the company management. Therefore, the partnership is no longer stopped.	Positive issue. PT WNL shall maintain and improve the good relation with the scheme smallholders cooperative unit cooperating with the company.	The auditor team has observed the requirement met with criteria 6.1 and 6.11
Bipartite Cooperative Institution All terms in term of employees rights and obligations have been written on the company regulation on 2014 – 2016. The aspiration of the workers can be accommodated by Bipartite cooperative institution. For example, allowance to the 3 rd child of the workers.	The positive issue shall be maintained and improved.	The auditor team has observed the requirement met with criteria 6.6 and 6.11
Local Contractor (Civil Contractor) - The contractor has had cooperating with the company during period of 2011 to 2012. - The contractor has good relation with the company. - The cooperative agreement letter has been well understood by both parties.	- The positive issue shall be maintained and improved.	It complies criteria 6.1; 6.10 and 6.11

Implementation : Tuesday, April 21 st 2014 (interview)		
Issues from Public	Management Response	Auditor Response
<ul style="list-style-type: none"> - According to the agreement, the obligation to pay tax and to provide PPE has been described. - The evaluation shall be conducted approaching the end of the project by both parties. - The company monitor the work of contractor. - The payment refers to what is written on the agreement. - Complying the regulations complied by the company. <p>Negative Issue</p> <ul style="list-style-type: none"> - The contractor is not involved on the training held by the company. 	<ul style="list-style-type: none"> - It will be followed up by sending the contractor on the training of OHS and environment and the building quality improvement. 	
<p>Gender Committee</p> <p>Positive Issues:</p> <ul style="list-style-type: none"> - PT WNL has had the committee and member structure in POM and estate area. - Socialization in term of gender committee policy and reproduction rights has been held. - Gender committee has programs in aspects of education, health, religiosity, environment and etc. - The head and the member of gender committee have aware of the procedure of sexual harasshment complaint and others. It has been socialized to the employees. - There is no sexual harasshment and other complaints so far. <p>Aspiration:</p> <ul style="list-style-type: none"> - The employees wive need to be involved on the gender committee programs. 	<p>The positive issue shall be maintained and improved.</p>	<p>The auditor team has observed the requirement met with criteria 6.3; 6.8 and 6.9</p>

4.0	CERTIFIED ORGANISATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY
4.1	Formal Sign-off of Assessment Findings
	<p>Hereunder sign by management representative from inspected company to acknowledge a field assessment and agree for all content explained in this assessment report, included of non-compliance findings.</p> <p>Signed on behalf of:</p> <div style="display: flex; justify-content: space-around; align-items: flex-end;"> <div style="text-align: center;"> <p>PT Windu Nabatindo Lestari Management Representative</p>  <p>Bremen Yong Monday, 08 June 2015</p> </div> <div style="text-align: center;"> <p>Mutuagung Lestari Lead Auditor</p>  <p><u>Ardiansyah</u> Monday, 08 June 2015</p> </div> </div>

Appendix 1. List of Stakeholder Contacted in the RSPO Certification Process

No	Institusi/LSM/Masyarakat	Alamat	Telepon/ Email	Bentuk komunikasi	Tanggal	Respon	
						Ya	Tidak
1	Environment Agency	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	-	Direct consultation	21 April 2015	✓	
2	Manpower Agency	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	-	Direct consultation	21 April 2015	✓	
3	National Land Agency	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	-	Direct consultation	21 April 2015	✓	
4	Plantation Agency	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	-	Direct consultation	21 April 2015		✓
5	Katari Hamlet Community Figure	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	-	Direct consultation	21 April 2015	✓	
6	Community Figure of Pantai Harapan and Pundu Village.	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	-	Direct consultation	21 April 2015	✓	
7	Harapan Abadi Cooperative Unit	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	-	Direct consultation	21 April 2015	✓	
8	Local Contractor	District of Kotawaringin Timur, Kalimantan Tengah Province, Indonesia	-	Direct consultation	21 April 2015	✓	
8	Sawit Watch	-	-	Email	13 April 2015		✓
9	Walhi	-	-	Email	13 April 2015		✓
10	WWF Indonesia	-	-	Email	13 April 2015		✓

Appendix 2. Assessment Program

Tanggal	20 s/d 22 and 24 April 2015					
PROGRAM	PROSES / HAL YANG DIAUDIT	AUDITOR				
		ARD	MAY	PH	BP	SH
Senin, 20 April 2015						
08.00 – 10.00 10.00 – 14.00 15.00 – 16.00 16.00 – 17.00	JAKARTA → PALANGKARAYA PALANGKARAYA → SITE OPENING MEETING Verification finding ST-2 RSPO	√	√	√	√	√
Selasa, 21 April 2015						
08.00 – 12.00	<ul style="list-style-type: none">Stakeholders consultation to Related Government Institution (Kotawaringin Timur District Government)Stakeholders consultation to Nearest village and community leaderDocument Review of Legal Requirement and Review of Previous Visit Non-conformance (ST-2 RSPO)	√	√	√	√	√
12.00 – 14.00	BREAK	√	√	√	√	√
14.00 – 17.00	Clarification of Public Consultation and field observation Stakeholders consultation to Labour union (SPSI), Gender Committee and local contractor	√	√	√	√	
Rabu, 22 April 2015						
08.00 – 12.00	Field Observation PLANTARAN ESTATE					
	<ul style="list-style-type: none">Manuring, Spraying, Harvesting, best agricultural practicesWorker Welfare (payments, complaint mechanism)Hazardous Waste Material (LB3) and Hazardous Material (B3) management , Land Aplication, etcWorker facilities (housing, health clinic, clean water, etc) andLand Fire facilities, Storage, ect..Legal operational and Conservation Area	√	√	√	√	√
12.00 – 14.00	BREAK					
14.00 – 17.00	Continue Field Observation to PLANTARAN ESTATE and field observation clarification	√	√	√	√	√
Jumat, 24 April 2015						
08.00 – 12.00	Continue field observation and clarification of PUNDU NABATINDO POM, PANTAI MAS ESTATE, PLANTARAN ESTATE	√	√	√	√	√
12.00 – 14.00	BREAK	√	√	√	√	√
14.00 – 15.30	Continue checklist and audit finding preparation	√	√	√	√	√
15.30 – 17.00	CLOSING MEETING	√	√	√	√	√
Sabtu, 25 April 2015						
08.00 – 12.00	SITE → PALANGKARAYA	√	√	√	√	√
13.00 – selesai	PALANGKARAYA → JAKARTA	√	√	√	√	√

Appendix 3. Glossary		
BGA	:	Bumitama Gunajaya Abadi
BLH	:	<i>Badan Lingkungan Hidup</i> (Environment Bodies)
BOD	:	Biological Oxygen Demand
CPO	:	Crude Palm Oil
EFB	:	Empty Fruit Bunch
GHG	:	Green House Gass
HCV	:	High Conservation Value
HGB	:	<i>Hak Guna Bangunan</i> (Building Use Tittle)
HGU	:	<i>Hak Guna Usaha</i> (Land Use Permit)
HIRARC	:	Hazard Identification Risk Assessment and Risk Control
IPM	:	Intergrated Pest Management
JAMSOSTEK	:	<i>Jaminan Sosial Tenaga Kerja</i> (Social Assurance of Labor)
KAGE	:	Katari Agro Estate
LUCC	:	Land Use and Cover Change
NPP	:	New Planting Procedure
NC	:	Non Comformance
OER	:	Oil Extraction Rate
PAGE	:	Pelantaran Agro Estate
PKO	:	Palm Kernel Oil
PKS	:	<i>Pabrik Kelapa Sawit</i> (Palm Oil Mill)
PMSE	:	Pantai Mas Estate
PNBE	:	Pundu Nabatindo Estate
PNBM	:	Pundu Nabatindo Mill
PPE	:	Personal Protection Equipment
UKL/UPL	:	<i>Upaya Kelola Lingkungan/ Upaya Pemantauan Lingkungan</i> (Environmental Management Efforts/ Environmental Monitoring Efforts)
WNL	:	Windu Nabatindo Lestari
WWTP	:	Waste Water Treatment Plant