

**Roundtable on Sustainable Palm Oil Certification
R S P O**

Stage-1 Stage-2 Surveillance Re-Certification

Name of Management Organisation : **Rimba Harapan Sakti Palm Oil Mill, PT Rimba Harapan Sakti – Subsidiary of Wilmar International Ltd**

Plantation Name : **Rimba Harapan Sakti -1 Estate & Rimba Harapan Sakti-2 Estate**

Location : **Village of Pematang Limau, Sub District of Seruyan Hilir, District of Seruyan, Province of Central Kalimantan, Indonesia**

Certificate Code : **MUTU-RSPO/082**

Date of Certificate Issue : 8 December 2015

Date of License Issue : 8 December 2017

Date of Certificate Expiry : 7 December 2020

Date of License Expiry : 7 December 2018

Assessment	Assessment Date	PT. Mutuagung Lestari Auditor	Reviewed by	Approved by
ASA-2	25 – 29 September 2017	Sandra Purba (Lead Auditor), Moh. Arif Yusni, Naila Karima, Briyogi Shadiwa	Octo HPN Nainggolan	Toni Arifiarachman

Assessment	Approved by MUTUAGUNG LESTARI on:
ASA-2	29 October 2017

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on March 12th, 2014 with registration number **ASI-ACC-055**

TABLE OF CONTENT

FIGURE

Figure 1. Location Map of RHS POM & Plantation Area of PT Rimba Harapan Sakti 02
 Figure 2. Operational Map of PT Rimba Harapan Sakti 03

Abbreviations Used 04

1.0 SCOPE of the CERTIFICATION ASSESSMENT

1.1 Assessment Standard Used 06
 1.2 Organisation Information 06
 1.3 Type of Assessment 06
 1.4 Location of Mill and Plantations 06
 1.5 Description of Area Statement 07
 1.6 Planting Year and Cycles 07
 1.7 Description of Mill and Supply Base 07
 1.8 Estimate Tonnage of Certified Product 08
 1.9 Other Certifications 09
 1.10 Time-Bound Plan 09

2.0 ASSESSMENT PROCESS

2.1 Assessment Team 12
 2.2 Assessment Methodology, Assessment Process and Locations of Assessment 12
 2.3 Stakeholder Consultation and Stakeholders Contacted 15
 2.4 Determining Next Assessment 15

3.0 ASSESSMENT FINDINGS

3.1 Summary of Assessment Report of the RSPO Certification 16
 3.2 Summary of Assessment Report of Supply Chain Requirement 42
 3.3 Conformity Checklist of Certificate and Logo Use 48
 3.4 Summary of RSPO Partial Certification 49
 3.5 Identification of Findings, Corrective Actions, Observations, Opportunity for Improvement and Noteworthy Positive Components 53
 3.6 Summary of Arising Issues from Public, Management and Auditor Responses 60

4.0 CERTIFIED ORGANISATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY

4.1 Formal Signing of Assessment Findings 63

APPENDICES

1. List of Stakeholders Contacted in the RSPO Certification Process 64
 2. Assessment Program 66
 3. Assessment Checklist for ST1, ST2, ASA-1, ASA-2, ASA-3, ASA-4 and Re-certification
 4. Assessment Checklist for Supply Chain Requirement

Figure 1. Location Map of RHS POM & Plantation Area of PT Rimba Harapan Sakti

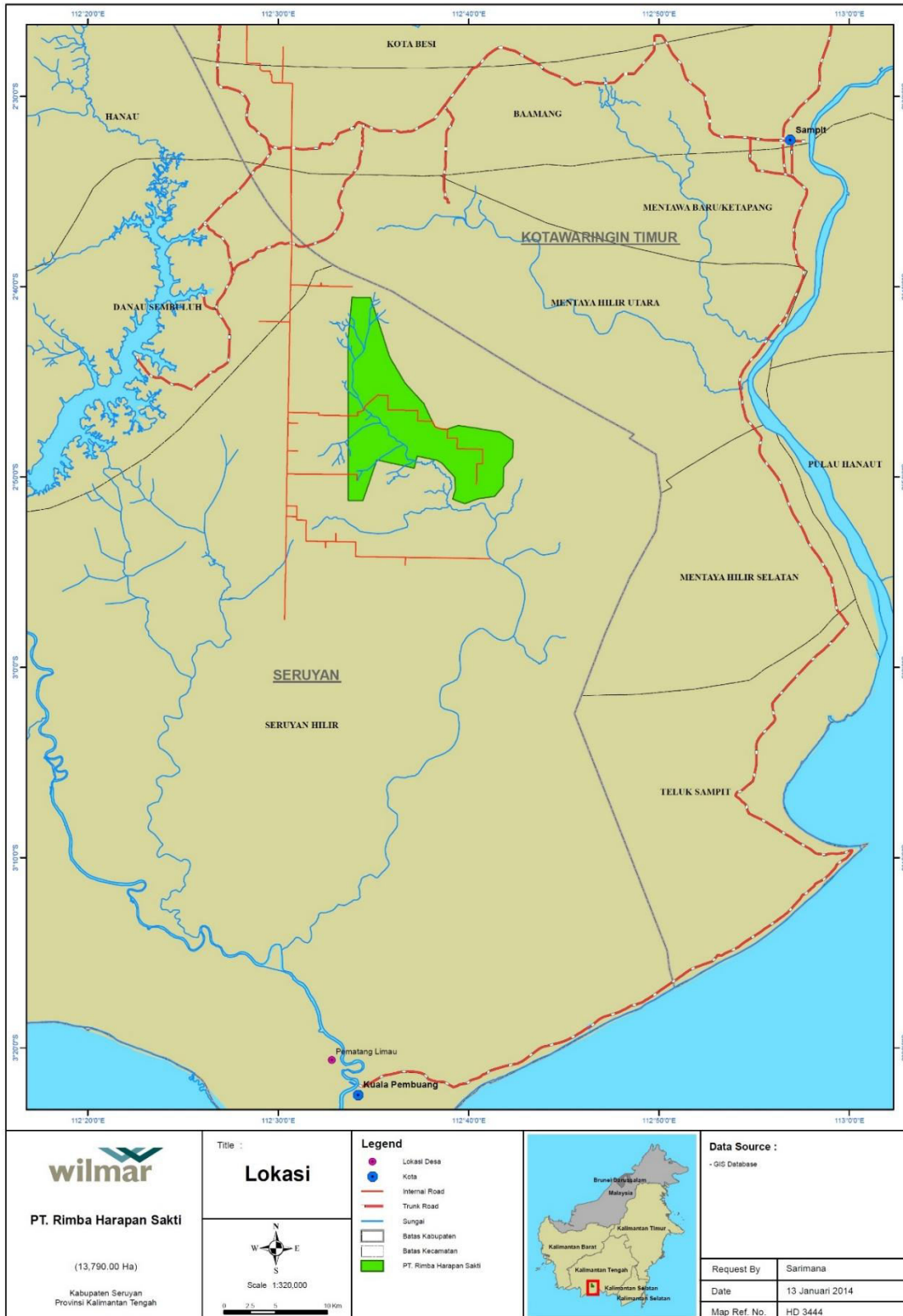
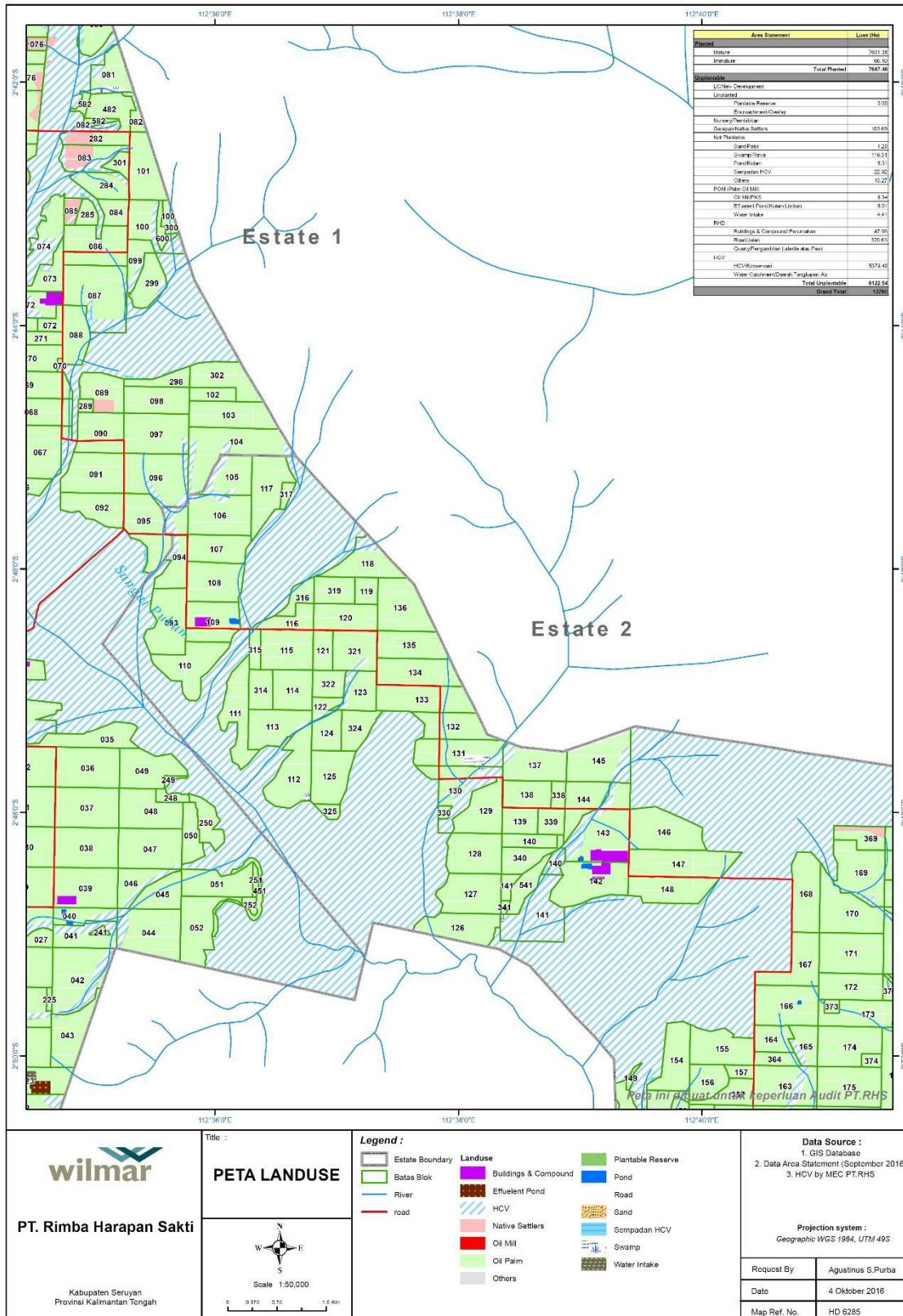


Figure 2. Operational Map of PT Rimba Harapan Sakti



Abbreviations Used	
ASA	: Annual Surveillance Assessment
BPJS	: Badan Penyelenggara Jaminan Sosial (<i>Social Assurance of Labor</i>)
BPN	: Badan Pertanahan Nasional (<i>National Land Agency</i>)
BKSDA	: Badan Konservasi Sumber Daya Alam (<i>Natural Resource Conservation Body</i>)
BM	: Bina Mitra (<i>community development department</i>)
BOD	: Biological Oxygen Demand
CD	: Community Development
CH	: Certificate Holder
CKP	: Central Kalimantan Project
CPO	: Crude Palm Oil
CSR	: Corporate Social Responsibility
EFB	: Empty Fruit Bunches
EHS	: Environment Health and Safety
EIA	: Environmental Impact Assessment
FFB	: Fresh Fruit Bunches
FGD	: Focus Group Discussion
FPIC	: Free, Prior, Informed and Consent
FR	: Frequency Rate
GAP	: Good Agricultural Practice
GIS	: Geographic Information System
HCV	: High Conservation Value
HIRAC	: Hazard Identification Risk Assessment and Control
IUCN	: International Union for Conservation of Nature and Natural Resources
KAN	: Komite Akreditasi Nasional (<i>National Accredited committee</i>)
KUD	: <i>Koperasi Unit Desa (Village Cooperative)</i>
LCC	: Legume Cover Crop
LUCA	: Land Use Change Analysis
MSDS	: Material Safety Data Sheet
NGO	: Non-Government Organization
OER	: Oil Extraction Rate
OHS	: Occupational Health and Safety
OHSE	: Occupational Health, Safety and Environment
OFI	: Opportunity For Improvement
P2K3	: <i>Panitia Pelaksana Keselamatan and Kesehatan Kerja (Occupational Health and safety Guiding Committee)</i>
PGA	: Personal General Affairs
PIC	: Person In Charge
PK	: Palm Kernel
POM	: Palm Oil Mill
POME	: Palm Oil Mill Effluent
PPE	: Personal Protective Equipment
PR	: Public Relations
PT	: Perseroan Terbatas (<i>limited liability company</i>)
QAMS	: Quantitative Agronomy Management System
RHS	: Rimba Harapan Sakti
RO	: Regional Office
RSPO	: Roundtable Sustainable Palm Oil
RTE	: Rare, Threatened or Endangered
SCCS	: Supply Chain Certification System

SH	:	Smallholder
SIA	:	Social Impact Assessment
SDC	:	System Development Control
SMS	:	Short Message Service
SOP	:	Standard Operating Procedure
SR	:	Severity Rate
RKL	:	<i>Upaya Pengelolaan Lingkungan</i> (Environmental Management Plan)
RPL	:	<i>Upaya Pemantauan Lingkungan</i> (Environmental Monitoring Plan)
WTP	:	Water Treatment Plant
WWTP	:	Waste Water Treatment Plant

1.0	SCOPE of the CERTIFICATION ASSESSMENT		
1.1	Assessment Standard Used		
	<ul style="list-style-type: none"> • RSPO Principles and Criteria (P&C) for for the Production of Sustainable Palm Oil - April 25th, 2013. • 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) 		
1.2	Organisation Information		
1.2.1	Organisation name listed in the certificate	PT. Rimba Harapan Sakti subsidiary of WILMAR International Limited.	
1.2.2	Contact person	Simon Siburiat	
1.2.3	Organisation address and site address	<ul style="list-style-type: none"> • RSPO registered company: 56 Neil Road Singapore Singapore 088 030. • Liaison Office: Multivison Tower Lt. 15 Jl. Kuningan Mulya Blok B9, Kuningan, Jakarta 12980 – Indonesia. • <u>Site Address:</u> Village of Pematang Limau, Sub District of Seruyan Hilir, Seruyan Regency, Province of Kalimantan Tengah, Indonesia. 	
1.2.4	Telephone	(62-21) 2938 0777	
1.2.5	Fax	(62-21) 2938 0115	
1.2.6	E-mail	simon.siburat@my.wilmar-intl.com	
1.2.7	Web page address	www.wilmar-international.com	
1.2.8	Management Representative who completed the application for certification	Simon Siburiat	
1.2.9	Registered as RSPO member	2-0017-05-000-00, 16 th August 2005	
1.3	Type of Assessment		
1.3.1	Scope of Assessment and Number of Management Unit	Palm Oil Mill and supply base <ul style="list-style-type: none"> • Rimba Harapan Sakti Mill, Rimba Harapan Sakti-1 Estate, Rimba Harapan Sakti-2 Estate. 	
1.3.2	Type of certificate	Single	
1.4	Locations of Mill and Plantation		
1.4.1	Location of Mill		
	Name of Mill	Location	Coordinate
			Latitude Longitude
	Rimba Harapan Sakti	Pematang Limau Village, Sub District of Seruyan Hilir, Seruyan Regency, Province of Kalimantan Tengah, Indonesia	S 02° 50' 09" E 112° 34' 20"
1.4.2	Location of Certification Scope of Supply Base		
	Name of Supply Base	Location	Coordinate
			Latitude Longitude

	Rimba Harapan Sakti-1	Pematang Limau Village, Sub District of Seruyan Hilir, Seruyan Regency, Province of Kalimantan Tengah, Indonesia	S 02° 51' 15"	E 112° 37' 09"			
	Rimba Harapan Sakti-2	Pematang Limau Village, Sub District of Seruyan Hilir, Seruyan Regency, Province of Kalimantan Tengah, Indonesia	S 02° 51' 24"	E 112° 42' 21"			
1.5	Description of Area Statement						
1.5.1	Tenure						
	• State		13,789.75	Ha			
	• Community		-	Ha			
1.5.2	Area Statement						
	• Total area		13,789.75	Ha			
	• Mature area		7667.14	Ha			
	• Immature area		24.59	Ha			
	• Mill		16.76	Ha			
	• Road, Emplacement, Drainage		367.75	Ha			
	• Enclave (Permanent Occupied)		169.32	Ha			
	• Not Plantable Area		165.01	Ha			
	• HCV		5,395.58	Ha			
	*Some HCV Area is included in planted Area (15.73 Ha) and road control or inspection as 0.67 Ha						
1.6	Planting Year and Cycles						
1.6.1	Age profile of planting year						
	Planting Year	Hectarage (Ha)					
		RHS-1	RHS-2	Total			
	2009	2,609.45	693.30	3,302.75			
	2010	639.24	2,559.62	3,198.86			
	2011	173.11	247.79	420.90			
	2012	438.15	132.53	570.68			
	2013	129.80	44.15	173.95			
	2016	24.59	-	24.59			
	TOTAL	4,014.34	3,677.39	7,691.73			
1.6.2	New Planting area after January 2010		4,388.98	Ha			
1.6.3	Planting Cycle		1 st Cycle				
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)	Extracti on (%)	Out put (tonnes)	Extraction (%)

	Rimba Harapan Sakti	45	228,942.58	50,390.262	22.01	9,615.59	4.20
	<i>*Production data source from September 2016 – August 2017</i>						
1.7.2	Description of Certification Scope of Supply Base						
	Name of Estate	Total Area (Ha)	Planted Area (Ha)	FFB (tonnes/year)	Yield (tonnes/ha/year)	Supplied to Mill	
						FFB (tonnes/year)	%
	Rimba Harapan Sakti-1	7,043.40	4,014.34	80,596.90	20.20	72,597.42	90.07
	Rimba Harapan Sakti-2	6,746.35	3,677.39	62,147.46	16.90	56,142.97	90.34
	TOTAL	13,789.75	7,691.73	142,744.36	18.62	128,740.39	90.19
	<i>*Production data source from September 2016 – August 2017</i>						
1.7.3	FFB description from other source						
	Name of sources/Organisation (RSPO certified / non-certified)	Type of Organisation	number of smallholders	Production Area (Ha)	Supplied to Mill		
					FFB (tonnes/year)		
	STP-1	PT Sarana Titian Permata (certified associated outgrower)	-	5,311.09	23,272.57		
	STP-2	PT Sarana Titian Permata (certified associated outgrower)	-	6,330.48	23,631.44		
	STP-3	PT Sarana Titian Permata (certified associated outgrower)	-	5,288.48	42,596.78		
	KSY-3	PT Kerry Sawit Indonesia (certified associated outgrower)	-	2,878.23	10,701.40		
	TOTAL					100,202.19	
	<i>*Production data source from September 2016 – August 2017</i>						
	<i>*During the previous 12 month the RHS POM are received certified FFB, the uncertified FFB supplied to mill are since 1 September 2017 from KSY Smallholder..</i>						
1.7.4	Product categories			FFB, CPO, PK			
1.8	Tonnage of Product						
1.8.1	Past Annual Claim Certified Product		Previous Certificate Claim 08 Dec 2016 to 7 Dec 2017 (tonnes/year)		Actual certified product 8 Dec 2016 to 25 Sep 2017 (tonnes/year)		
	• FFB Production		251.563		175,961.010		
	• CPO Production		55,344.11		38,801.493		
	• Palm Kernel (PK) Production		10.839.7		7,415.833		
1.8.2	Product selling						
	Tonnage of selling product		Actual selling product period September 2016 until August 2017				
	• CSPO		38,393.769 MT				
	• CSPK		7,189.78 MT				
	• CPO under other scheme trading (e.g		-				

	ISCC, RFS)																																																															
	• CPO under conventional trading (if any)	-																																																														
	• PK under other scheme	-																																																														
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		Indonesia 2, Sarana Titian Permata 1, Sarana Titian Permata 2, Sarana Titian Permata 3			
PT Mustika Sembuluh 2	2015	Mustika Sembuluh 3, Bumi Sawit Kencana 1	2015	Central Kalimantan	Certified
PT Kencana Sawit Indonesia	2010	Kencana Sawit Indonesia, Koperasi Swamata	2010	West Sumatra.	Certified
PT. Kerry Sawit Indonesia 1	2010	Kerry Sawit Indonesia 2, Kerry Sawit Indonesia 3	2010	Central Kalimantan	Certified
PT. Kerry Sawit Indonesia 2	2015	Kerry Sawit Indonesia 1, Kerry Sawit Indonesia 2, Mustika Sembuluh 2,	2015	Central Kalimantan	Certified
PT. Tania Selatan	2010	Burnai Barat, Burnai Timur	2010	South Sumatra	Certified
Sri Kamusan	2010	Hibumas 1, Hibumas 2, Sri Kamusan, Jebawang, Sekar Imej, Sapi Sugut	2010	Sandakan, Sabah	Certified
PT. AMP Plantation	2011	AMP I, AMP II, AMP III, AMP, Primatama Mulia Jaya, Karya Agung Megah Utama, Perkebunan Anak Negeri, Koperasi Tompek Tapian Kandis	2011	West Sumatra	Certified
PT. ANI (Sambas)	2012	ANI Estate	2012	West Kalimantan	Certified
PT. Buluh Cawang Plantation	2012	Bumi Arjo, Dabuk Rejo, Sukamulya, Bambu Kuning	2012	South Sumatra	Certified
PT. Bumi Sawit Kencana	2012	Bumi Sawit Kencana 1, Bumi Sawit Kencana 2, Karunia Kencana Permaisejati 1	2012	Central Kalimantan	Certified
PT. Sarana Titian Permata	2012	Sarana Titian Permata 1, Sarana Titian Permata 2, Sarana Titian Permata 3	2012	Central Kalimantan	Certified
PT. Sarana Titian Permata 2	2018	Sarana Titian Permata 1, Sarana Titian Permata 2	2018	Central Kalimantan	-
PT. Gersindo Minang Plantation	2013	Gersindo Minang Plantation, Permata Hijau Plantation-1, Permata Hijau Plantation-2	2013	West Sumatra	Certified
PT. Daya Labuhan Indah	2013	Wonosari, Sei Deras, Cabang Dua	2013	North Sumatra	Certified
PT. Milano (Cabang Dua Estate)	2013	(Supply base DLI-2)	2013	North Sumatra	Certified
PT. Agro Palindo Sakti	2014	PT Agro Palindo Sakti Estate	2014	South Sumatra	Certified
PT. Mentaya Sawit Mas	2014	Mentaya Sawit Mas 1, Mentaya Sawit Mas 2, Bumi Sawit Kencana 2	2014	Central Kalimantan	Certified
PT. Sinarsiak Dianpermai	2018	PT Sinarsiak Dianpermai Estate	2018	Riau	Stage 1

BBPOP (Benso Plantation)	2015	Benso, Benso Smallholder	2015	Ghana	Certified
PT. Murini Sam Sam	2015	Murini Sam Sam Estate	2015	Riau	Certified
PT Bumi Pratama Khatulistiwa	2016	Bumi Pratama Khatulistiwa Estate	2016	West Kalimantan	Final Audit
		Buluh Cawang Estate	2017		Not Certified
PT Karunia Kencana Permaisejati	2015	PT. Karunia Kencana Permaisejati 1, PT. Karunia Kencana Permaisejati 2, PT. Karunia Kencana Permaisejati 3	2015	Central Kalimantan	Final Audit
PT Rimba Harapan Sakti	2015	PT. Rimba Harapan Sakti 1, PT. Rimba Harapan Sakti 2, , Sarana Titian Permata 1, Sarana Titian Permata 2, Sarana Titian Permata 3	2015	Central Kalimantan	Certified
PT Agronusa Investama Pahauman	2018	PT ANI Pahauman estate PT Pratama Procentindo	2018	West Kalimantan	-
PT. Agro Palindo Sakti 2	2018	PT. Agro Palindo Sakti estate, PT. Indo resin Putra Mandiri, PT. Daya Landak Plantation, PT. Putra Indotropical	2018	West Kalimantan	-
PT. Agroindo Indah Perkasa 2	2017	PT Agroindo Indah Perkasa Estate	2017	Bangko – Jambi	-
PT. Musi Banyuasin Indah	2018	PT MBI Sei Jarum estate PT MBI Sei Selabu estate	2018	South Sumatera	-
1.10.2	Progress of Associated Smallholders and Outgrowers for Certifiable Standard				
	The smallholder under PT RHS currently on obtaining legality and permit.				

2.0	ASSESSMENT PROCESS
2.1	Assessment Team
ASA-2	<ol style="list-style-type: none"> Sandra Purba (Lead Auditor). Graduated from Forestry Faculty Bachelor Degree, majored in Forest Product Technology. Have experience working in industrial forest company, mining and oil palm plantations company for 6 (six) years as EHS and Sustainability Assistant. Has been certified as General OHS Expert, attend and passed the several trainings of management system (OHS, environment and quality management), has been attend the training of waste management, GHG verifier and validator training, and conflict resolution and mapping training. Have been successfully passed the Indonesian Sustainable Palm Oil (ISPO) Lead Auditor training course, RSPO lead auditor training course and auditor of RSPO Next. Involve in many audit activities of similar scheme (ISPO) since April 2013 covering the Legal Aspect, Environmental aspect, Social Aspect, Health and Safety Aspect, conservation and Worker Welfare. During the assessment she assigned to verify legal, compliance of regulation, social, land dispute and HCV Moh. Arif Yusni. Indonesian citizen, bachelor of Agriculture, majoring of Plant Pest and Diseases (Plant Protection) Faculty of Agriculture. He has a working experience for 2 (two) years since 2010 as Operational staff in oil palm Plantation Company in Indonesia. Trainings attended namely: Indonesian Sustainable Palm Oil (ISPO) Lead Auditor training course. Now he worked at Professional Certification Body. He has been several times following audit related to sustainable palm oil certification system as an observer and auditor. Training attended: ISO 19011, ISO 9001; ISPO 14001, RSPO Lead Auditor, ISPO Lead Auditor, OHS Expert, OHS Auditor based on National Government No. 50/2012. Since 2012 has been following many audit as auditor for ISPO and RSPO Scheme for several aspects, such as Best Management Practices, Best Manufactures Practices, land Legality, Worker Welfare, OHS, Social, Environment, conservation, Integrated pest management, transparency, long term economic aspect and Supply chain for palm oil mill. During the assessment he assigned to verify SCCS, GAP, and public consultation. Naila Karima. Bachelor of Public Health, Department of Occupational Health and Safety. Faculty of Public Health, University of Indonesia. She has experience working in private oil palm plantation companies in Indonesia. Who had attended the training including training understanding the RSPO certification system, ISPO Lead Auditor, and certified Integrated Management System (Occupational Health and Safety Management System OHSAS 18001:2007, Environmental ISO 14001:2004, Quality ISO 9001:2008). At the time of audit, she assessed on environmental aspect, worker welfare, transparency, and OHS. Briyogi Shadiwa. (Observer)
2.2	Assessment Methodology, Assessment Process and Locations of Assessment
2.2.1	Figure of person days to implement assessment
ASA-2	<p>Number of auditors : 3 auditors Number of days for ASA-2 at site : 5 days Number of working days for ASA-2 at site : 15 Working days</p>
2.2.2	Assessment Process
ASA-2	<p>The assessment was conducted by measuring the sufficiency of implementation with the consistency done by the PT Rimba Harapan Sakti to the requirements of National Interpretation of Principles and Criteria RSPO 2013 for Indonesia Juli 2016, approved RSPO Governors 30 September 2016 and RSPO Supply Chain Certification Standard For organizations seeking or holding certification Adopted by the RSPO Board of Governors on 21 November 2014 (Module E for CPO Mill).</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-2 delivered by the MUTU auditor to the management unit and the results are the subject will be verified at the next assessment phase ASA-3</p>

Improvement of findings from main assesment findings were observed by auditors at this assessment. All information obtained was recorded in Check List of PT Mutuagung Lestari (MUTU) and part of **ASA-2 report**

The assessment program please find Appendix 2

2.2.3 Locations of Assessment

ASA-2 Location of Assessment

RHS – 1 Estate

- **Block 069 Division IIA (Pesticide Applicator).** Observation on safe working practices and interview with the spraying workers related type of pesticides use according to the procedure and also worker welfare.
- **Block 036 Division 1A.** Observation on empty bunch application as organic fertilizer.
- **Block 024 Division IA (Fertilizer Applicator).** Observation on safe working practices and interview with the fertilizer workers related type of fertilizer use according to the procedure and also worker welfare.
- **Block 045 Division IB (harvesting).** Observation of procedure application related fruit ripeness, safe working practices and interview about worker welfare
- **Block 045 Division IB (Loading FFB process).** Interview with field officer of FFB about loading FFB prosedure, administration, FFB sortation in platform, safety and health and worker welfare.
- **Workshop.** Observation on implementation of OHS and waste management aspect, as well as interview regarding to training and procedures.
- **Pesticide Storage.** Observation on implementation of OHS and waste management aspect, as well as interview regarding to training and procedures.
- **Fertilizer Storage.** Observation on implementation of OHS and waste management aspect, as well as interview regarding to training and procedures.
- **Fires emergency preparedness and equipment.** Observation on fires emergency preparedness
- **Licensed scheduled waste storage.** Observation and interview with store keeper regarding to waste management
- **Fuel Tank.** Observation on OHS and waste management aspect
- **Land Fill.** Observation on domestic waste management
- **Mixing area and sprayer PPE storage.** Observation on implementation of OHS and waste management aspect, as well as interview regarding to training and procedures
- **Employee housing and daycare.** Observation and interview regarding to the facility of workers
- **Clinic.** Observation on infectious waste management and interview with paramedic
- **HCV area Block 275, block 092, block 065 and block 076.** Observation on HCV management
- **Riparian area of Pukun river.** Observation on riparian and HCV management
- **Eclave area in block 083.** Observation on enclave area management activities
- **HGU boundary no.: RHS 03, block 079.** The HGU pole are available in field, readable and well maintained
- **HGU boundary no.: RHS 01, block 053.** The HGU pole are available in field, readable and well maintained
- **HGU boundary no.: RHS 06, block 280.** The HGU pole are available in field, readable and well maintained

RHS – 2 Estate

- **Chemical store.** Observation the store condition, emergency facility, procedure, material in store, availability of MSDS. Interview with store officer related to medical surveillance, training and PPE used.
- **Fertilizer store.** Observation the store condition, material in store, and availability of MSDS.
- **Housing of Spraying and PPE.** Field observations related storage of PPE and handling hazardous materials and toxic waste.
- **Hazardous waste temporary warehouse.** Field observations related to the fulfillment of the attributes health and safety, recording, and the implementation of compliance requirements hazardous waste temporary warehouse.
- **Workshop.** Observation and interview with mechanic related personnel understanding over the applicable

SOP, the implementation of occupational health and safety, trainings and competencies.

- **Generator Room.** Field observations and interviews related worker welfare, operational generators, and others.
- **Housing Division II.** Field observations and interviews related facilities and infrastructure facilities, the management of domestic waste, and others.
- **Landfill.** Field observations related to the management of domestic waste.
- **Daycare.** Observations and interviews related to the facilities provided to workers such as employee housing, clean water, daycares, school, employment and interview related complaint mechanism.
- **Clinic Satellite RHS 2.** Field observations related to facilities and infrastructure facilities, medical waste management and others.
- **Block 129 Division IB (Pesticide Applicator).** Observation on safe working practices and interview with the spraying workers related type of pesticides use according to the procedure and also worker welfare.
- **Block 141 Division 1B.** Observation on empty bunch application as organic fertilizer.
- **Block 145 Division IB (Fertilizer Applicator).** Observation on safe working practices and interview with the fertilizer workers related type of fertilizer use according to the procedure and also worker welfare.
- **Block 155 Division IIB (harvesting).** Observation of procedure application related fruit ripeness, safe working practices and interview about worker welfare
- **Block 180 Division IIB (Manual Upkeep),** Observation on safe working practices and interview with the workers related to the procedure and also worker welfare
- **Block 127 Division IB,** observation about erosion control using erosion pole
- **HCV1, 2, 3, Block 541 Division 1.** Observation on HCV management
- **HGU boundary pole no.: RHS78, block 125, division 1.** The HGU pole are available in field, readable and well maintained
- **HGU boundary pole no.: RHS69, block 349, division 1.** The HGU pole are available in field, readable and well maintained
- **HGU boundary pole no.: RHS70, block 149, division 1.** The HGU pole are available in field, readable and well maintained

RHS POM

- **Security.** Observation and interview with key personnel related to implementation of Supply Chain Requirement
- **Weighbridge.** Observation and interview with key personnel related to implementation of Supply Chain Requirement
- **Chemical material warehouse.** Field observations related to the fulfillment of health safety as well as interviews with a warehouse clerk of safety health.
- **Workshop.** Observation and interviews related to the competence of workers, medical checkup, and implementation OHS and waste management.
- **Hazardous Waste Storage.** Observed the hazardous waste storage licensed and completeness of the building such as waste balance sheets, symbols and labels, the availability of fire extinguisher and emergency wash.
- **Hydrant.** Simulate the facility of emergency.
- **Laboratorium.** Observation and interview related to OHS implementation, chemical handling and waste handling
- **Loading Ramp.** Observation and interview related to implementation of FFB sortation/grading.
- **Boiler Station.** Observation and interview with relevant operator related to SOP, implementation of OHS, medical checkup, and training which has been given by company.
- **Engine Room.** Observation and interview with relevant operator related to SOP, Medical checkup, suggestion and complaint mechanism, implementation of OHS and facilities provided by company.
- **Land Application in STP2 (PT STP) block I2, I3, J2, J3, J4.** The location are in accordance with the license owned
- **WWTP.** Observation on effluent management activities, no found any leakage

	<p>Stakeholder Consultation</p> <ul style="list-style-type: none"> • Gender Committee • Bipartite Cooperation Institution • Local Contractor • Plantation agencies of Seruyan Regency • Enviromental agency of Seruyan Regency • Labor and transmigration agency of Seruyan Regency • Head and customary leader of Pematang Limau Village
2.3	Stakeholder Consultation and Stakeholders Contacted
2.3.1	Summary of stakeholder consultation process.
ASA-2	<p>Summary of stakeholder consultation process Consultation of stakeholders for PT Rimba Harapan Sakti was held by:</p> <ul style="list-style-type: none"> - Public Notification on Website PT Mutuagung Lestari (7 Days before assessment conducted) - Public consultation meeting with internal stakeholders by interviews and local stakeholders conducted by visits to villages and interviews with local peoples on 26 September 2017 and interviews with government institution on 26 September 2017. <p>Numbers of input from stakeholders were clarified by PT Rimba Harapan Sakti</p>
2.3.2	Stakeholder contacted
	Please find appendix 1
2.4	Determining Next Assessment
	The next visit ASA-3 will be determined one year after this ASA-2 (September - 2018).

3.0. ASSESSMENT FINDINGS

3.1. Summary of Assessment Report of the RSPO Certification

MUTUAGUNG LESTARI has conducted an assessment of Rimba Harapan Sakti POM – PT. Rimba Harapan Sakti (Wilmar Intl Ltd) operation consisting of one (1) mill and two (2) oil palm estates.

During the assessment, there were one (1) nonconformity were assigned against Minor Compliance Indicators and seven (7) opportunities for improvement were identified.

Further explanation of the non-conformities raised in section 3.5. The effectiveness of corrective action prepared and taken will be verified during next assessment.

MUTUAGUNG LESTARI found that Rimba Harapan Sakti POM – PT. Rimba Harapan Sakti (Wilmar Intl Ltd) complied with the requirements of National Interpretation of Principles and Criteria RSPO 2013 for Indonesia Juli 2016, approved RSPO Governors 30 September 2016 d 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>1.1.1 Management of Rimba Harapan Sakti has list of stakeholders (latest update) which consist of contractor/supplier, government district, security forces and village. PIC which is appointed to respond the stakeholders is CD staff (Bina Mitra). There are type of information that can be given to the relevant stakeholders include land rights, SIA document, HCV document, HSE document, pollution preventive plan document, assessment results document, suggests and complain document etc. The list are updated periodically every 6 Months. Based on interview with caretaker of Pematang Limau village, local contarctor, and chairman of Village Copperative Unit, PT RHS already socialized mechanism to access the information and its type.</p> <p>1.1.2 CH already had SOP on response to stakeholders in SOP of Provision of Information to Related Parties (Transparency) No. Doc.: SOP47/PR/6/0516 dated May 1, 2016. The time to respond of information requested is given a maximum 14 days. The company records all request of informtion in the logbook, document check on logbook found that there is no submission of information request to the company during 2017, it similar to result of interview with relevant agenices (Labor Office, Environmental Agency, Department of Food and Fishery Resilience, National Land Agency).</p>	
	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.	
<p>1.2.1 As mentioned in the C1.1, the company has established the SOP of transparency (o. Doc: SOP47/PR/6/0516 dated May 1, 2016) as well as the type information that is accessible/publicly. Type of document which is available to the public such as : certificates / land rights, health and safety plan document, social and environmental impacts document, HCV documentation,</p>	

detailed pollution reduction and prevention plans, complaints and complaints, negotiation procedures, continuous improvement plans. And, type of documents that can be accessed with the approval from general manager such as : company profit / loss, company balance, staff/employees salary, identity of shareholders and company management, identity of operational leadership, staff and employees, list of the company's assets, list soil / land plantation business, community development plan (community development), payment data for land acquisition, complaints, distribution map of rare animals in the conservation area. Based on interview with relevant agencies (Labor Office, Environmental Agency, Department of Food and Fishery Resilience, National Land Agency) and caretaker of Pematang Limau, local contractor, and Head of Village Cooperative Unit mentioned that they have been understood regarding this procedure and mechanism.

Status: Comply

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

Company already had policy related to code of ethics, stated in Company Code of Ethics document (No. Doc: 003/DIR-KP/IV/2016) dated 20 April 2016 approved by Top Management. The policy informs: code of conduct principles, conflict of interest, bribery and illegal or unethical practices, entertainment and gifts, misuse of position, insider trading, confidentiality, restriction on solicitation, media relations, trade union, political and social activities, installation of illegal computer software, anti money laundering, trade compliance & export controls and sanctions, and commitment to human rights. Based on Interview with 6 Employee in placement of RHS employee that they know about company code of ethics. And based on letter of agreement observation (No. contract: C&A 1608.15/2017/RHS1-450) between company and PT Fortuna Farmino related to Mounding Palm activities it confirmed that contractor must obey company code of ethic (based on point no 11).

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.

2.1.1
The company has a complete list of regulations (No. Doc: Form 02/SOP 08/CKP/(3)/0416) that includes local regulations and national regulation in 2nd Semester 2017 (update on 1 May 2017). The list is updated every six months. During audit, the company has showed compliance for the regulations, for example:

Environmental aspect

- Has been implements the requirement of environment aspect such as EIA management and monitoring in routinely (refer to criteria 5.1).
- The company has hazardous waste storage license approved by local government in accordance with government regulation (Government Regulation No. 101 / 2014).

Employment Aspect

- There is no child labor (under 18 years) in accordance with government regulation (Law no. 13/2003).
- The company have provided the minimum wage in accordance with applicable regulations (Central Kalimantan Governor Regulation no. 24 of 2016 concerning Provincial Minimum Wage and Province Sectoral Minimum Wage in 2017 Central Kalimantan Province). (refer to indicator 6.5.1)
- The company has been Company Regulations period 2017 – 2019 has referred to the regulation of the minister of labor number 28 years 2014 (refer to indicator 6.5.2)
- The company has included all workers in the Social Security Program (BPJS Kesehatan and BPJS Ketenagakerjaan) in accordance with applicable regulations.

Legal Aspect

- Compliance to Plantation Act 39/2014 on plantation and Law No. 5 of 1960 on Main Agrarian Regulations evidenced by the company through HGU certificate for the entire operation area (13,789.745 Ha) and has plantation permit for

area of ± 13,800 Ha and mill capacity of 45 ton/jam.

OHS Aspect

- The company has endeavored to protect workers from hazards and risks as the requirements on OHS Act No 1/1970, namely by providing PPE for high noise areas such as earplugs and earmuffs, and for areas with potential dangers of dust, smoke and ash in the form of masks. In addition to the provision of PPE, protection for workers is done by performing regular health checks in the form of cholinesterase, audiometry and spirometry. As well as testing the air quality in the factory environment to ensure that the working environment in a safe condition in accordance with requirement (refer to indicator 4.7.3)
- Workers at specific station have completed with license in accordance with requirement (refer to indicator 4.7.3). For example OHS License for Boiler man No. 1926-OPK3-PUBT/B-II/VIII/2013 valid until 13 November 2018, OHS License for Static Crane operator No. 71178-OPK3-LT/PAA/VI/2016 valid until 09 June 2021, certificate welder No. 573/JL/PNK3/V/14 and Electrical Safety training will be conducted in December 2017.
- Already has an organizational structure of Guiding Committee of Occupational Safety & Health and reporting Guiding Committee of Occupational Safety & Health regularly every three months (refer to indicator 4.7.4).

2.1.2 , 2.1.3 & 2.1.4

As described at the indicator 2.1.1 that company has a complete list of regulations in 2nd semester of 2017. There's procedure related to the regulation on SOP of identification of Rules and Legal Requirements ((No. Doc: SOP 08/CKP/(3)/0416, revision 03, effective date April 1,2016). The procedure tells that Legal officer responsible for identifying, creating, updating, and conducting periodic audits (2 times a year) for list of legislation. The latest review was in 10 September 2017 attended by 24 company staff (including Estate & Mill Manager, Legal Officer, and Legal Officer Staff)

Status: Comply

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.

2.2.1

No changes since ASA-1. Copy of land use title sighted and legally owned by the company, namely decree of Head of Indonesia National Land Agency no.: 26/HGU/BPN RI/2011 dated 13 June 2011, located in Seruyan Regent, Central Kalimantan. As well as HGU certificate no.: 25 issued on 4 August 2011 valid until 12 June 2046, for area of **13,789.745 Ha**. Area of PT RHS are forest area that has been released through decree of forestry ministry no.: SK.100/Menhut-II/2005, on 21 April 2005 for an area of 16,702.26 Ha. The compensation process of other rights in the HGU has been conducted since 2009 to 2016.

Confirmed during the interview with communities of Pematang Limau Village that the entire cultivated area has been compensated. There is area within the HGU that is designated as HCV area which has not been compensated. The company is currently developing plans and strategies for compensating the area, its raised as OFI to ensure the preparation of the plan.

#OFI

Based on the statement area document and operational map of PT RHS, known that the company has cultivated the area in accordance with the permit owned.

2.2.2

Based on document of "*peta patok boundary*" scale of 1:70000 issued on 20 Nov 2015, there is as much as 138 boundaries pole of PT RHS, the document also informs the coordinates of each poles. The company has a guidance for monitoring and maintaining the boundary poles namely in the SOP of "*pemasangan dan monitoring patok batas*" no.: 001/SOP/GIS/2014 valid since 1 July 2014. The implementation of the SOP has been showed in the form of boundaries monitoring report completed with the map. For example the report for semester 1 period of 2017.

Field observation was conducted to poles no.: RHS01, RHS03 and RHS06, all the poles are available in field and maintained well.

2.2.3, 2.2.4

PT RHS has established the mechanism for conflict resolution and land dispute in the document of "SOP penyelesaian sengketa pertanahan" document no.: 30/BM/(0)/0409.

PT RHS has no significant land dispute / conflict, however there is an area of 169.10 Ha squatter dispute which is divided into areas that has been previously compensated and reclaimed (by other parties) as much as 64.8 ha and areas that have not been at all (the land owner not willing to compensate) as much as 103.46 ha.

To the reclaimed area, the company has made a settlement by meeting between the affected parties (the parties who is receiving compensation and the complainant) the meeting involving local goverment. For example, the claim on area in block C19-C20 RHS1 an area of 6.69 Ha by Mr Ubit (complainant who has bought the area to the receipt of compensation on 15 May 2012), compensation for the area has been done on 31 May 2014 on behalf of Group Suwester. The conflict are being handled in accordance with SOP, and has resulted in an agreement between both parties.

Field observation to block 076 RHS1 (areas that are not willing to compensate), currently the area is controlled and managed by the community (land owner).

Sighted the company policy issued on 5 Dec 2013 which explained that WILMAR Group are committed to prevent any violence, do not use paramilitaries and do not intimidate in maintaining security and orderliness within the its operational area.

2.2.5, 2.2.6

The entire land dispute has been mapped by plotl, for example a map scale of 1:3000 issued on 28 Sept 2016 for area of 4.72 Ha in block B07 and B08 RHS1. In addition there is recapitulation map of land dispute in the map scale of 1:65000.

Status: Comply

2.3 Use of the land for oil palm does not diminish the legal rights, or customary rights, of other users, without their free, prior and informed consent.

2.3.1, 2.3.2, 2.3.3, 2.3.4

PT RHS has SOP no.: SOP 30/BM/(0)/0409 issued on 1 July 2010 on FPIC. Procedures explaining the land compensation process through FPIC begin from identification of landowners, Input data (soil mapping), Negotiating compensation (according to the agreement and witnessed by a competent witness), payment of compensation, documentation.

In addition, there is SOP no.: 43/PR/(2)/0510 on recognition and company commitment to customary rights and community legal rights, issued on 17 May 2010.

No customary rights in the company's HGU, the entire area is forest area which has been released trough decree of Indonesian Forestry Ministry. The individual rights within the area has been compensated in accordance with FPIC principles. Compensation process for all cultivated area has been done since 2009 to 2016, sighted the recapitulation of compensation as much as 148 persils (8664.480 Ha).

All the compensation document are written in Bahasa including map, agreement and others letters. Document and agreement shows that compensation process are done directed to the land owner and/or represented group. All document are known by local goverment namely Head of Pematang Limau village.

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.

3.1.1

The company has had a work plan for the period of 5 (five) years as the Financial Projection from 2016 to 2021 containing FFB Price (Rp/Mt), CPO Price (Rp/Mt) and PK Price (Rp/Mt), CPO revenue, PK revenue, FFB revenue, Mature upkeep (Rp), Manuring (Rp), FFB dispatch (Rp), estate Overhead (Rp) and Depreciation, total plantation cost and cost (Rp)/ha, Processing cost, direct labor, factory overheads and, indirect labor, general and admin, Total operation cost, Gross operating cost, Selling and distribution expenses, management fee and sustainability implementation and Profit/(loss) before tax and Profit/(loss) after tax.

The company has Internal audit procedure (SOP No.65/CKP/(0)/0811, dated August, 1 2011 approved by General Manager. The procedure manage of internal audit operational and certification each year, which is done by internal audit team. If there is new information, based on interview with management and worker, known that it has been communicated to woker through mustered morning before work and informations board.

3.1.2

Replanting program has not been planned up to five (5) years due to the oldest planting year is 2009. Based on the procedures, the indicator of replanting is Yield / ha (<14 tons of FFB / ha), plant age (> 25 years), plant height (> 13 meters).

Status: Comply

PRINCIPLE #4 Use of appropriate best practices by growers and millers

4.1

Operating procedures are appropriately documented and consistently implemented and monitored.

4.1.1

There is no change on procedure by the certified unit since the last assessment until this assessment (ASA-2) covered in "Agricultural Manual and Standard Operating Procedure For Oil Palm". The document contains about the procedure for pre-development survey, assessment and planting, nurseries, land clearing and preparation, legume cover crop, oil palm planting, upkeep and maintenance of oil palm, harvesting of Fresh Fruit Bunches, plant protection, pest, and disease management, oil palm to oil palm replanting, EFB mulching, quantitative agro management system (QAMS) and oil palm thinning technique.

Meanwhile, with regard to the processing in the mill, the company has had the document of processing job execution procedures (SOP of mills). The SOP consists of: Volume I (FFB Grading, Laboratory Sampling and testing procedures, general and security, weighbridge, loading ramp, sterilization station, threshing station, pressing station, clarification station, kernel recovery station and boiler house). Volume II consists of power plant, water treatment plant, waste management, land application and solid waste, EFB utilization, workshops, electricity system, quality, storage and delivery of CPO and kernel, laboratory, procedure for producing CPO with low FFA.

That's procedure is available on audit site and written in Bahasa that is easily understandable for workers. Based on a field visit of harvesting Block 045 Division IB RHS 1Estate; Blocks 155 Division 2B RHS 2 Estate and spraying in Block 069 Division IIA RHS1 Estate; Blocks 129 Division IB RHS 2 Estate and FFB processing in RHS POM, the activities have complied with the related procedures. The harvester can explain well on correct harvesting procedures that particularly relevant to the criteria for fruit ripeness. Harvesters and workers in mill also explained about payment mechanism and obligation to use personal protective equipment (PPE) according to the HIRAC.

The entire procedure both of plantation and mill has been included of safe working instruction, other than those described in the HIRAC document.

4.1.2

To ensure consistency of procedures implementation, company has a monitoring inspection mechanism that was carried out regularly through the internal audit activities. Internal audit conducted twice a year or if needed which the scope of the inspection includes estate and mill operational activities. There are several types of audits which are conducted routinely by the company. For example: (1) QAMS Audit (Quantitative Agronomy Management System). Carried out routinely once every two weeks by the Department of Ecological Management Unit (EMU) to monitor the activities of best management practice. The last audit in September 2017. Some of the findings among others relating to the rotten loose fruits in the path and circle of plant; (2) SDC

Audit (System Development Control) which is aimed to audit the administration of the estate. Conducted every month. All non-compliance records of internal audit has corrected and verified by the company.

4.1.3

Each unit has documented the operations of the estate and mill production such as daily reports, supervisor workbooks, etc. The field visit at the mill shows that the unit has been documenting the daily activities in a daily production report that documented by using computerized systems (SAP).

4.1.4

PT Rimba Harapan Sakti received FFB from other wilmar group estate(PT Sarana Titian Permata & PT Kerry Sawit Indonesia) and scheme smallholder of PT Kerry Sawit Indonesia. PT RHS not receiving FFB from independent outgrower. However the CH can identified each of the FFB sources

Status: Comply

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

4.2.1; 4.2.2

The company has had a procedure to manage and maintain soil fertility (SOP No. SA 05 / EMU / (1) / 0811), on that's procedure described to maintain soil fertility the company conducted manuring activities accordance with recommendation from research, POME applications, and maintain cover plant meanwhile there is procedure for soil sampling ((SA 12/EMU/2/0916 rev 02) as a guidance for soil sampling analysis. Based on field observations in RHS 1 Estate and RHS 2 Estate that's procedure has been well implemented such as conducted FFB mulching with the doze 40 Tones/ha in Blocks 141 Division IB RHS 2 Estate and Manuring activities in accordance with the fertilizer dosage recommendation.

4.2.3

To find out the soil fertility, RHS routinely been conducting of soil and leaf analysis periodically that conducted by Ecological Management Unit (EMU) as follows:

1. **Soil Analysis Activities** - Laboratory analysis about the condition and soil nutrient content in the soil samples to determine the fertilizer recommendation in maintaining and improving the balance of nutrients in the soil. Parameters measured among others: Texture, acidity (pH), content of C, N, P, K, Mg, Ca, Na, BS, CEC, Al and H. Soil analysis activity conducted with a 15 years period in accordance with the Agronomy SOP of soil sample taking for the soil fertility status (SA 09 / EMU / 0/0115).
2. **Leaf Analysis Activities** - The results of leaf analysis annually published the recommendations of fertilizer dosage to produce the optimal palm fruit. The principle of fertilization is the provision of treatment on the soil to produce the nutrients required by the palm oil with optimum results. Indicator Major elements namely N, P, K, Mg and Ca and Indicator Minor elements namely B, Cu, Zn and F
3. **Visual Analysis Activities** - Visual observations performed every year at the time of leaf analysis activities. Visual observation is a consideration in determining the fertilizer recommendations, deficiency of nutrients and analyze the potential of disease which is likely to become endemic of a particular disease.

Result of soil and leaf analysis results published recommendation on fertilizer doses to produce an optimal production of palm fruit. Principles of fertilization are giving treatment on the ground to produce the nutrients required by palm and generating optimal results.

4.2.4

The Company has a strategy of recycling nutrients, such as the use of the frond (pruning), application of effluent and FFB Mulching. Overall, the certificate holder has made efforts to maintain and improve soil fertility. Visually, there is no symptom of nutrient deficiency at the blocks that have been visited.

Status: Comply

4.3

Practices minimize and control erosion and degradation of soils.

4.3.1, 4.3.2; 4.3.4

The company has conducted semi-detailed soil survey based on a survey of Param Agriculture June 2007, which describes the distribution maps of slope and type of soil in the operational area. Semi detailed soil survey indicated There are areas were classified as marginal land with soil type Sandy and the limitation factor are drainage. Moreover there is no peat area in PT RHS. Based on the identification result in the slope map of SRTM3 in 2012 known that the company area is located in the area with a slope of 0-12% with a flat classification so that the company does not perform specific management strategy in areas with a certain slope.

4.3.3

Road maintenance program has planned in management plan 2017 consist of manual and mechanic. The realization of road maintenance has been recorded by management unit, for example plan and realization until august 217 are:

Estate	Type of road	Plan	Realization
RHS 1	Main road	65,600 M	28,199 M
	Collection road	327,520	149,640
RHS 2	Main road	36,700	36,037
	Collection road	76,200	28,019

Field visit in estate shows that the road in good condition and well maintained.

4.3.6

Semi detailed soil survey indicated There are areas were classified as marginal land with soil type Sandy and the limitation factor are drainage. Field observation in RHS 2 Estate Block 141 Division IB, certificate holder implemented several strategy such as EFB mulching application with a dose of 40 ton/ha/year, furthermore selective weeding and soft weed management such as *Neprolephis bisserata* to maintain soil mousturiser and minimising the evaporation.

Status: Comply

4.4

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

4.4.1, 4.4.2

The identification of the water bodies and wetlands is contained in the company's HCV report document, in addition there is a map of identification of water flow and wetlands scale of 1: 70000 issued by GIS Dept, based on the map there is a stream of Pukun river and its tributary that cross the operational area of PT RHS . The river border management guidelines have been prepared in SOP no .: 20 / HCV / 1/2015 effective January 2015 approved by Plantation Head.

Has been established and implemented the specified management plan and program for riparian area and water catchment, among others:

- Setting the border of spraying area in the form of stakes or yellow marking on the stem of palm
- Sampling has been conducted routinely to monitor the quality of surface water based on PP 82/2001, testing is done in collaboration with an accredited laboratory.
- The company planted and enriched in the riparian area by planting woody plants.

During the field observation to riparian of Pukun river it is seen that the riparian area is maintained, there is no indication of spraying to the river bank. Marking has been done and there are signboard ban to disrupt the riparian, sighted that the company has set the sampling point and there is planting of local plant species.

4.4.3

RHS POM wastewater is treated in a series of ponds with a total is 14 pond namely : cooling pond (1 pond), mixing pond (2 ponds), anaerobic ponds (10 ponds) and bacterial pond (1 pond between pond number 8 and 9). Wastewater quality test are

done in monthly basis as required by national regulation (KepmenLH No 29 Tahun 2003). Sighted the report of wastewater quality test, for e.g. period of Jan – Aug 2017 done by KAN accredited lab (acreditation no.: LP-195-IDN), the result shows that the entire parameters tested are below of specified threshold (BOD < 5000 and pH 6-9).

At present, RHS POM discharging its effluent through the land application. Sighted the license of wastewater utilization by decree of Seruyan Regent No.: 188.45/512/2015, valid for 5 years since 16 December 2015.

Based on field visit known that the mill has been applied the effluent in accordance with its license both location as well as the daily debit that is applied.

4.4.4

The mill has been monitored the water usage for FFB processing, during the field observation to the WTP shows that the company has installed flow meter as a tool to measure water utilization, all tools are functioning and recording done every day. Sighted the report of water usage monitoring on document “laporan data pemakaian air 2017”, informs: month, actual FFB processed, budget of water, actual of water usage and water usage on m³/ton. Based on the report there is water consumption that exceeds the budget in some period of months, it has been evaluated and justified by the mill that its due to the there is additional supplying of FFB from other estates (other plantation under wilmar).

Status: Comply

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

4.5.1

Procedure of Observation and Control of Disease set in the Agriculture Manual & Standard Operating Procedure For Palm Oil Plant, Chapter 8 Plant protection- Pest and Disease Management. In the procedure explained about the types of pests and diseases, the detection period (1 or 2 months), threshold control of pests and diseases, methods for sampling at the time of detection or the census, as well as the control recommendations. In this procedure was explained that the pest detection activities are conducted every one or two months

Also available Procedures of Detection and census of Pests and Diseases for Palm Oil which aimed to ensure the pest and disease control program can be performed regularly and sustainable. In the procedure explained the description of activities, namely Detection of Pests and Diseases; Census of Pests And Diseases, planting the beneficial plants, reporting and documentation. IPM programs are conducted by the company, among others Pest Detection Program carried out periodically every two months and in case of attack symptom is held every month and Beneficial plant maintenance activities performed every month.

Routinely, the company always performs the detection of pests and diseases regularly every two months, in accordance with established procedures. It has been shown the sample documents of detection which held in January – September 2017 in RHS 1 and RHS 2 The results of the detection of pests and diseases showed that there was no Oil Palm Leaf Eaters Caterpillar attack which is above the economic threshold. Based on field visit at RHS1 Estate and RHS 2 Estate it’s known that no indication of pest infestation and diseases symptoms. Integrated pest management program was implemented by the company are monitored and evaluated every month. The evaluation is in the form of a Matrix of pest infestation that describes the type of pest; average; analysis of the infestation level to the threshold; conclusion to determine control techniques if needed. As anticipation to prevent Palm Oil Leaf Eating Caterpillar infestation, the company cultivates and maintain beneficial plants (*Turnera Subulata* and *Antigonon leptosus*) based on Field observations in RHS2 has been found planting and maintenance of host plants with the types of *Turnera subulata* and *Casia tora* along the main road and collection road. For example, in blocks 091 and 105. Moreover, in order to prevent rat infestation, company has monitored owl barn every four month.

4.5.2

Company has Records of the training implementation for staff who are involved in the implementation of integrated pest management, for example, Integrated Pest Management training on 04 July 2017 with the number of participants are 35 employees consisting of census operators, supervisors, and field assistants. Based on interview with the worker revealed that

the worker understand the method of plant pest and diseases census or detection.

Status: Comply

4.6

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

4.6.1;

The company has a procedure in using pesticides contained in Agronomy guidance and SOP of oil palm plantation on 2015 ratified by Group Head of Plantation. In the SOP showed the rotation of circle spraying and harvesting path, weed controls spot/selective weeding as other special grass and weeds by using pesticides in accordance with the target in the field for example grass controls by selective using *glyphosate*. In the SOP also not allowed using pesticide with active ingredient of *paraquat*.

Based on documents verifications and observation to chemical storage has shown evidence that the used pesticides have received permission from the government, but the company must Following up the extension process of the pesticide distribution permit (glysat) used. To ensure pesticide used are in accordance with the target the company conducted identification the type of weed found in operational area. Based on document verification and field observation at spraying activity in Block 069 Division IIA RHS1 Estate; Blocks 129 Division IB RHS 2 Estate its known that that the herbicide being used is appropriate for the target or type of weed.

4.6.2, 4.6.3, 4.6.4

The use of pesticides has been documented by each estate that explains the name of the active ingredient, LD50, % active ingredients, the number of applications, the total active ingredients used, the total FFB production, pesticides units / Hectare, application hectare and the amounts of pesticide / hectare. Based on documents verification obtained information if the company has had implemented the program to reduce the use of pesticide, for Example In RHS 1 Estate the total pesticide reduced in period 2017 are 63.55% than the period of 2016 for pesticide with active ingredients of Isopropilamina gliposat 486 g/l and in RHS 2 Estate the total pesticide reduced in period 2017 are 54.47% than the period of 2016 for pesticide with active ingredients of Isopropilamina gliposat 486 g/l.

The company has been minimizing the use of pesticides such as by controlling pests and diseases in an integrated manner by implementing pest control using biological, mechanical and chemical as well as the use of an early warning system. The company also not using pesticides with the ingredients of *paraquat* and *prophylactic* for the prevention of crop pre-grown pesticides and it is in line with the results of interviews with sprayers in the field. The implementation of pest control biologically showed by the planting of beneficial plant and development of owl as a predator for rat. The use of pesticides is minimized as in the weed control selectively and adjusted to the target of weed types in the field. This is also evidenced during a field visit to the circle spraying activities and harvesting path by using pesticide with active ingredients of glyphosate in accordance with the target of existing weed that is narrow-leaved weeds. The results of document review and field visit in the warehouse of pesticides in RHS 1 estate and RHS 2 Estate showed that all units of the estate does not use pesticide in categories WHO 1A, 1B and paraquat.

4.6.5

The company has the SOP of safety work , in the procedure has ensured all workers have understood the MSDS, equipment is ascertained in safe and good, clean water supplies are available, PPE is available and the spraying technical is good. The Company also identified the needs of PPE for each job in accordance with the level of risk. List of personnel sprayers can be shown in the document of foreman workbook, the document informing such as day/date activities, sprayers name, location of activities (block and division), and types of pesticide.

Handling, usage or application of pesticides have been done by worker who have received training in handling pesticides, OHS in handling pesticides, and first aid training. The anual training 2017 of RHS 1 and RHS 2 Estate have been conducted for example in RHS 1 on 25 March 2017 and RHS 2 Estate on 19 June 2017. Field obsrevation of spraying activity in Block 069 Division IIA RHS1 Estate; Blocks 129 Division IB RHS 2 Estate it is known that there are workers understood the spraying methode in accordance with procedures, the importance of using PPE when working, also conveyed an understanding of the

RSPO. Pesticides have been applied according to the label on the MSDS. The worker use PPE's in accordance with MSDS. Based on field observation its known if the company provided facility for chemical mixing, cleaning/washing after work and space for PPE keeping are provided in the each estate. Chemical mixing are conducted in the mixing area. All precautions have been implemented to reduce the possibility of pollution and risks to workers, such as provide the chemical trap and bund-wall.

4.6.6

The company has the SOP of storage of pesticides (SOP 17/EHS/(0)/0409, dated April 2009) , In that procedure explaining about the mechanism of the pesticide storage in special warehouses including the mixing place of pesticides to be used in the field in the isolated special place so that does not potentially exposure to chemicals outside the warehouse. As for the storage of old pesticide containers are stored in the Hazardous Waste Temporary Warehouse then sent to the licensed collector. Based on the results of field visits in pesticide warehouses and hazardous waste temporary warehouse known the pesticide warehouse is managed properly, provided oil trap, enough air ducts and isolated so that there is no potential of pesticide to exposure outside the warehouse. Pesticide waste like old pesticide containers are classified as hazardous waste is also stored in the hazardous waste temporary warehouse which is monitored well and then collected to the licensed collectors

4.6.7, 4.6.8

The results of field visits and interviews with workers in Block 069 Division IIA RHS1 Estate; Blocks 129 Division IB RHS 2 Estate is known that the employees have been given training in safe work practices. This was evidenced by the employee can demonstrate the correct way to work in accordance with the procedures including how use and handling the risks in accordance with material safety sheets. The sprayer also using personal protective equipment in accordance with specified hazard identification and material safety data sheet such as mask, gloves, safety shoes, apron and googles. Based on field observation known that the company provided facility for chemical mixing, cleaning/washing after work and space for PPE keeping d in the each estate (RHS 1 estate and RHS 2 Estate). Chemical mixing are conducted in the mixing area. All precautions have been implemented to reduce the possibility of pollution and risks to workers, such as provide the chemical trap and bund-wall. In addition, employees are also informed about the steps of secure work in each roll call in the morning (before work). Results of interviews and field visits it is known the company did not apply the pesticide spraying by air.

4.6.9

The company has conducted training annually related to handling technic/OHS of pesticides, and first aid training for the workers. The annual training of 2016 has been documented into minutes of meeting, list of attendees, and activity photos. Based on interview with the spraying worker, they understand the technic in conducting spraying. Company already had MSDS (Material Safety Data Sheet) for each agrochemical substance (Pesticide) that describes handling and storage guidance, treatment when accident occurs (First Aid Measures), hazard identification, measures against spillage and leakage, personal protection equipment, physical and chemical characteristics, reactivity and stability, Toxicology information, Ecology information, waste disposal and transport. Related to pesticide usage doses, company refers to recommended doses which are described on the label of each pesticide type. Result of document inspection reveals that usage doses applied by company is in accordance with its recommendation

4.6.10

Based on interviews with warehouse officer was submitted that the packaging of pesticide used was washed in a special tub of three times repetition in accordance with the procedure (SOP 51/EHS/(0)/0909, September 2009, revisi 0) to ensure there is no residual toxin on the pesticide used packaging. Furthermore, the used packaging is dried and carried out the plunger and stored in the hazardous waste temporary warehouse licensed at the Estate (Seruyan Regent's Decree No. 188.45/355/2014). From there, the used pesticide packaging is handed over to the transporter and collector licensed for further management.

Result of field visit to the hazardous waste temporary warehouse in RHS 1 Estate and RHS 2 Estate known company has done waste management of pesticide packaging in accordance with established procedure, such as waste of washed packing and chopped packaging placed on the drum which has been given symbol and label of waste toxic, the amount of incoming and

outgoing waste is recorded on the information boards, and the hazardous waste temporary warehouse is in well maintained condition.

Waste of pesticide packaging after being stored in the hazardous waste temporary warehouse in accordance with the time of the permitted storage shall then be submitted to the transporter and collector of hazardous waste licensed (PT Maju Asri Jaya Utama, Decree of the Minister of Environment and Forestry of the Republic of Indonesia No. SK.571/Menlhk/Setjen/PLB.3/7/2016) for further management. For the year 2017 the delivery of waste of pesticide packaging has been done on March 15, June 19, and September 19, 2017 with evidence of minute's letter of delivery and transportation waste and manifest documents.

4.6.11

Certificate holder regularly have a medical examination (every six months) for pesticide operator. The company can show a list of spraying workers in each of the RHS-1 division and RHS-2 Estate divisions. All workers spray has examined health through inspection types of cholinesterase, to ascertain the condition of workers in good health. This semester examination was conducted in 16 and 19 May 2017 for all units. Examination results stating that all pesticide operators are in a healthy condition (normal result).

The results of interviews with pesticide operators in Blok 069 Division IIA RHS 1 Estate (11 workers, 1 foreman, 1 field officer), submitted that all pesticide operators have been checked health periodically six months and workers have known the results of the examination. No worker has an indication of exposure to chemicals such as itching, skin irritation, poisoning or anything else.

4.6.12

Same with ASA-1 activity, at point 2.4.2 in Standard Procedure for Safety of Spraying and Fogging (PSKK 2/CKP/(2)/1111, November 2011, revision 02) it is stated that no pregnant/breastfeeding women conduct mixing and spraying of agrochemicals or other activities related to the handling of agrochemicals

Certificate holder has a policy that prohibits pregnant and breastfeeding personnel working with chemical material. Based on interview with spraying personnel, it is known that there was neither pregnant nor lactating female personnel who work with pesticide. Moreover, company conducts pregnancy test and examination every month. Audit team also got information that the personnel have understood that female personnel cannot work with chemical material if they are pregnant or lactating.

The results of interviews with company doctors were submitted that female workers who work with chemicals are examined for their health every six months accompanied by pregnancy tests. Furthermore, interviews with pesticide operators in Blok 069 Division IIA RHS 1 Estate (11 female workers) submitted that workers have known the prohibition of female workers in pregnant conditions working with chemicals, if any female workers experience signs of pregnancy then the concerned will report to the foreman or field officer and immediately went to the clinic. If correct in pregnant conditions then the worker is immediately transferred to work that is not related to chemicals. For example, the company shows evidence of a work mutation certificate due to pregnancy on April 28, 2017 which explains that the concerned is pregnant ± 7 weeks. Recommended by midwife and known by doctor company, for work mutations to the lighter parts and avoid harmful chemical substances from pregnant until give birth.

Status: Comply

4.7

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

4.7.1:

Policy related to OHS still the same as previous assessment, namely OHS policy issued by Country Head dated May 22, 2015. Based on interview with workers known that they have been known about the OHS policy, for example workers are required use PPE while working and safe working practices. They also said that Field Officer perform morning briefing every day before starting work and ensure the completeness of the PPE of all workers. The plan related OHS has been prepared in the OHS program PT RHS of 2017, and the company has realized activities in accordance with the program created, for example socialization of OHS contractor dated May 18, 2017 submitted to contractor worker of CV Awa Raya Pratama for work of trench construction in employee housing.

4.7.2:

The Company shows the document Risk Assessment Estate (review of March 2017) and Environmental & Safety Aspects in POM for the period January 1 - December 31, 2017 covering the entire process and operational activities. For example Risk Assessment on spraying activity with odor chemical hazard with risk/impact in the form of respiratory disorders and risk analysis result set moderate level. The risk control that has been done is to conduct regular medical checks, feeding milk as nutritional intake, and use of PPE.

4.7.3:

The Company has established the OHS training program for the period of 2017. Up to August 2017 the training has been conducted for example training and certification of boiler operator on 08 - 15 March 2017 and genset operator on 18 - 20 July 2017. Companies are encouraged to monitor the progress of the issuance of Operator License or OSH License for boiler operators and genset operators. (OFI)

As for the training and certification of electrical safety is planned in December 2017 and sterilizer operators are planned in 2018 in accordance with the budget set in August 2017. Based on this, the company is encouraged to be able to realize the training in accordance with the established training program (OFI)

Based on field visit in Estate and Mill, all workers have been using PPE according to risk analysis made and PPE is in good condition and in accordance with its function. Boiler operators at mill using PPE kinds of helmets, ear muff, gloves, mask, and safety shoes. Workers also can explain how to work safely for example in the boiler station, workers can explain the PPE to be used, how to monitor the boiler in order to operate safely, has been given training related firefighters. Boiler operator have attended training and certification OHS, as evidenced by the availability OHS Licensed No. 1926-OPK3-PUBT/B-II/VIII/2013 valid until 13 November 2018. During field visit in Block 069 Division IIA RHS-1 Estate on spraying activity and pesticide storage RHS-2 Estate were known to PPE type of mask used in the form of particulate respirator it has been in accordance with MSDS.

4.7.4:

Certificate holder has identified those responsible for implementation of OHS program formed in P2K3 structure Estate and Mill. P2K3 that owned has been approved by Labour Agency of Kalimantan Tengah Province with No. KEP.560.566/112/WAS-KK.II/P2K3/VIII/2017 dated August, 15 2017 for Estate and No. No. 560/682/KEP/Disnakertranspar/VI/2016 dated June, 6, 2017 for mill.

Secretary of P2K3 who is an OHS Expert in accordance with the applicable regulation has certificate of OHS Expert, but the Certificate of Appointment as OHS Expert has expired since 23 September 2017. The Company has endeavored to make an extension process by showing minutes of handover of the Certificate of Appointment as OHS Expert on August 26, 2017 to PT Alfa Dynamic Indonesia (OHS Company Service). Therefore, the company must monitor the progress of that. (OFI)

Besides that, meeting related OHS has been done monthly by P2K3, example meeting on June 2017 in Estate with the agenda of discussion is OHS issue in the field namely found apron that was not washed and kept in the PPE storage. The effort to overcome the problems of OHS in field by improving the field supervision and applied sanctions to employees who do not keep work tools and PPE at PPE storage.

4.7.5:

Certificate holder has made efforts to prevent emergencies and accidents. CH has procedures related to the handling of emergencies and accident investigation, the procedure is still the same as the previous assessment. CH has emergency facilities and infrastructure such as fire extinguisher, first aid kit, hydrant, water tank, and other supporting equipment. CH has been conducted the training of emergency, example emergency response training in Estate on March 22, 2017. Based on field visits in mill for e.g. at kernel station known that hydrant are functioned properly and the fire extinguishers there check and monitored every month (checklist of inspection provided in each fire extinguisher).

As well as interviews with foreman in Block 045 Division IB RHS-1 Estate (harvesting activity), foreman in Block 069 Division IIA RHS-1 Estate (spraying activity), foreman in Block 024 Division IA RHS-1 Estate (manuring activity), foreman in Block 046 Division IA RHS-1 Estate (Application EFB activity), it is known that the foreman had been equipped with first aid kit and can explain the functions of each of contents in first aid kit and can explain the handling of occupational accidents. Monitoring first aid kit has been conducted regularly every month, if there is use of it must be noted on the form provided, and first aid kit that is used it must be replenished and reported to OSH officer.

4.7.6:

Medical Check-Up of Mill workers was conducted in August 2017 with type of audiometric and spirometri examination. The results of the examination indicated that there was four worker indicated to have decreased hearing or had hearing loss. The doctors recommendation is done further examination to specialis ENT (Ear, Nose and Throat) for workers. The Company presented examination results from referral hospital dated September 23, 2017, the workers experienced a mild conductive hearing loss, it is recommended when the work area noise/engine must wear earplug/earmuff, if treated early cold cough and evaluation six months (adjusted for the company's program).

Certificate holder has provided the employees with insurance to cover occupational accident in accordance with the provision set by the government (BPJS). Such insurance is named BPJS Ketenagakerjaan (Worker Social Security Agency for employment), which is routinely paid every month. Based on interview with worker in Estate and Mill, explained that all employees have been registered in accident insurance.

4.7.7:

Certificate holder had recorded of work accidents in Work Accident Monitoring Reports that inform date, name of victim, site of accident, number of accidents, loss of work days, and category of an accident and cause of the accident. Based Monitoring accident period July 2016-May 2017 note that in Estate and mill there are no accidents.

The company has been monitoring statistic work accidents until August 2017 and analyze the lost time due to accidents.

- Total cases of work accidents (Lost Time ≥ 3 days) in the Estate as many as 15 cases of work accident and (Lost Time <2 days) on the Estate as many as 17 cases of work accident with total Lost Time 89 working days lost. (Frequency Rate 19.03 and Severity Rate 11)
- Total cases of work accidents (Lost Time ≥ 3 days) in POM as much as 1 case of work accident with total Lost Time 3 working days lost (Frequency Rate 34 and Severity Rate 20)

Monitoring of work accidents performed every month and reported to the relevant agencies in conjunction with regular reports of P2K3

Status: Comply

4.8

All staff, workers, smallholders and contractors are appropriately trained.

4.8.1

The Company has been showed a program training for period 2017, such as First Aid Kit Training, Steam Engine Operator Training, GAP Training (Harvesting, Manuring, Spraying), OHS training, Fire Extinguisher Training, Hazardous Waste Hazard Management training, MSDS awareness training, Company Policy socialization, Minimum wage of 2017 Socialization. Based on minute of letter observation, there's a list of attendees and documentation related to employee training. And based on interview with 10 sprayer worker and 2 Harvester worker at RHS-2 describe that they had attended the training course.

4.8.2

Based on observation document, the training program has been well maintained for example like:

- Minutes of letter "Training and Certification of OHS operator of Class I Steam Engine" on March 8, 2017 to March 15, 2017, attended by 32 Employees.
- Minutes of letter "Socialization of the Use of Fire Extinguisher" on May 3, 2017, attended by 20 employees.
- Minuters of letter "MSDS awareness Socialization" on May 31, 2017, attended by 10 employees.
- Mintues of letter "First Aid Kit Training" on July 13, 2017, attended by 34 employees.

The documents equipped with documentation and attendant list and available in every unit company (POM and Estate).

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 negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continuous improvement.

5.1.1.

Up to ASA-2 activities there is no change in the environmental documents of PT RHS with the scope of the study in accordance with the land rights owned and the Mill capacity. PT RHS has a document of Environmental Impact Assessment (EIA) with covered area of 13,800 Ha and mill Capacity 45 ton FFB/hours. Structure and content of those EIA documents have met the requirement and regulations and have been approved by the authorities. Those EIA documents provided evidence of public consultation processes with the interested parties to identify impacts and formulating necessary mitigation measures.

5.1.2 & 5.1.3

The Company has consistently doing the environmental management and monitoring as outlined in the Report of the Environmental Management and Monitoring. This report is made every six months and reported to the Environment Bodies of Seruyan District, the Environment Bodies of Kalimantan Tengah Province and Ministry of Environment and Forestry of the Republic of Indonesia. In the report described realization of monitoring and management of the environment in accordance with environmental parameters in the Environmental Management Plan – Environmental Monitoring Plan and ordered by regulations, among others Micro Climate Management., Gas and dust management, Noise management, Management of soil physical and chemical properties, Management of river water quality, Groundwater quality management, Management of river water discharge, management of aquatic biota, Community attitude and perception management, Management of community unrest, Quality management and public health. The results of a public consultation with the Environment Bodies of Seruyan District indicate that the company has made environmental management and there is no issue of pollution caused by the company's operational activities.

The Company has reviewed the environmental management and monitoring plan, period of 2016-2017. In addition, the company sends the report to the Environment Bodies of Seruyan District, the Environment Bodies of Kalimantan Tengah Province and Ministry of Environment and Forestry of the Republic of Indonesia dated on 10 and 17 May 2017 with letter No. 002/RHS/ADM/BM/IV/2017.

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

5.2.1

The HCV assessment was conducted in 2009 by Malaysian Environmental Consultants Sdn Bhd, a total HCV area identified is 4,960.57 ha, the assessment team is RSPO approved assessor (Dr. Kishokumar jeyaraj, Dr. Sarinder Kaur, Dr. Lim Meng Tsai). In the report attachment sighted the evidence of stakeholder involvement such as local government, oil palm plantation company bordering to PT RHS, representatives of surrounding villages and NGOs in the form of attendance list, FGD and interview documentation. The community involved is Tanjung Rangas village (currently is village of Pematang Limau).

The Company shows the report of the change of HCV area (after re-delineation) on 28 December 2013, there was the initial HCV & HCV recommended for conservation an area of **148.84 ha** which has been opened and planted, it has been compensated by replaced 2.5 multiplied by the open area. The total area of HCV after re-delineation is **5,395.58 Ha**.

HCV assessment has included biodiversity assessment using standardized scientific methods. The report has been completed with an identification map with scale 1: 70000, issued by GIS Dept.

5.2.2, 5.2.3

Available SOP Regarding Orang-utans protection and action against Orang-utans found in HGU in SOP 60 / EHS / 0/0111 and SOP Wildlife protection with SOP 18 / HCV / 1/0615 document valid on June 1, 2015 authorized by General Manager.

The Company regularly monitors HCV and/or RTE species, as described in the report of Rapid Survey HCV PT RHS for 2016 there are 12 species of fauna (eg. Orangutans, Sun-bears, Gibbons, Pangolins) and 8 types of flora (eg : Keruing/Apitan, *Eusideroxylon zwageri*, *Shorea leprosula* and *Shorea palembanica*) in the RTE category. Rapid survey results have been

reported to BKSD in accordance with the requirements of Government Regulation No 7/1999 for example the report dated 25 May 2017 and responded by BKSDA through field verification on 22-26 August 2016. In addition, consultation and communication with local government and BLH carried out in associate with the implementation of PerBup of Seruyan Regent No. 65 of 2015 on guidelines of value areas for biodiversity conservation in oil palm plantations.

HCV management and monitoring plans are prepared per 2 years period, sighted the plans for 2015-2017, among others: HCV and RTE socialization to communities and employees, installation of warning-sign, restoration activity, monthly monitoring, survey of flora and fauna, monitoring of Orang Utan population (the transect of monitoring has been installed) and HCV patrol in daily and monthly basis.

The realization report of monitoring and management for the period of 2016 is contained in the document “*laporan realisasi pelaksanaan pengelolaan dan pemantauan kawasan HCV dan riparian tahun 2016*”.

In addition, there is evidence of management activities during 2017, among others: report of monitoring and survey of wildlife posters and HCV signboard per month, set-up the monitoring transect of flora and fauna, restoration of riparian area by planting woody plants (eg, planting of *Syzygium leucoxylon* in blocks 131-132 RHS2 on 6-10 Feb 2017), monitoring of orangutan populations conducted quarterly (no encounters), and socialization of HCV, RTE species and sanctions if there were violations to the surrounded villages (in Pematang Limau village on 22 September 2017 and socialization to PT RHS employees during morning muster). Based on field visit to employee housing in RHS 1 and RHS 2, no found any employees who capture, harm and collect the fauna which categorized RTE. The employee has been well understand to the saction regarding to this matter.

5.2.4, 5.2.5

Based on field observations to HCV areas in RHS1 (eg HCV in block 076, block 092 and riparian of Pukun river) there is a potential for disruption to the presence of HCV (the permanent and un-permanent community buildings and HCV areas which cultivated by the communities). It has been identified by the company in June 2017, there were as many as 18 locations (78.83 Ha) disruption to the area HCV describes in the HCV disturbances maps issued by the company (scale 1: 70000, No. HD7330, dated 15 Sept 2017). HCV protective measures and to reduce the threat had been carried out by socialization and communication to the communities and involving the relevant agencies. However, the company has not been able to show any follow-up plan for improvement and further management plan based on the result of identification and communication with various parties. **It has been raised as NCR No 2017.1**

There were no HCV set-aside within the plantation area.

Minor 5.2.4	Status: NCR No 2017.1	
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**5.3
Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner.**

5.3.1; 5.3.2 and 5.3.3.

Consistently up with the activities of previous assessment, CH has identified the sources of waste and pollution which explains the source / activity and types of waste / pollution generated (Hazardous Waste / Non Hazardous or GHG emissions).

Seruyan Regent's Decree No. 188.45/355/2014 concerning Hazardous Waste Storage Permit to PT Rimba Harapan Sakti, dated on 03 November 2014 and a validity period of 5 years (up to 25 September 2019). In the permit stated that the storage is located in the coordinates, among others:

- Soild hazardous waste RHS Estate 1: S 02° 46' 73,0" E 112° 34' 23,2"
- Liquid hazardous waste RHS Estate 1 : S 02° 46' 71,7" E 112° 34' 28,2"
- Infeksius hazarodus waste RHS Estate 1 : S 02° 46' 66,8" E 112° 34' 27,0"
- Soild hazardous waste RHS Estate 2: S 02° 48' 20,4" E 112° 39' 16,7"
- Liquid hazardous waste RHS Estate 2 : S 02° 48' 19,8" E 112° 39' 20,3"
- Solid and Liquid hazardous waste RHS Pabrik : S 02° 50' 11,1" E 112° 34' 22,3"

The duration of storage of hazardous waste that is allowed is 180 days, considering that hazarodus waste is produced less than 50 kg per day.

All waste including chemicals and their containers have been disposed in accordance mechanisms set in SOP Hazardous Waste Management (SOP 22/EHS/(4)/0816). Chemicals containers used in the mills primarily for water treatment and boiler chemicals and stored in hazardous waste warehouse specially equipped with standard equipment such as: shelf and pallet, organized by

category, first aid equipment, symbols and label, the rooms were enclosed and protected.

Observation results at Warehouse Temporary Hazardous Waste RHS-1 and RHS-2 Estate, waste can be concluded that the technical storage has been implemented in accordance with the procedures held (SOP 51/EHS/(0)/0909, September 2009, revisi 0), ie pesticide containers after use must be washed first with rinsing at least 3 times and packaged perforated before being stored in Warehouse Temporary Hazardous Waste. Water cleaning rinsing should be accommodated and can be used again in the field. Waste of pesticide packaging after being stored in the hazardous waste temporary warehouse in accordance with the time of the permitted storage shall then be submitted to the transporter and collector of hazardous waste licensed (PT Maju Asri Jaya Utama, Decree of the Minister of Environment and Forestry of the Republic of Indonesia No. SK.571/Menlhk/Setjen/PLB.3/7/2016) for further management. For the year 2017 the delivery of waste of pesticide packaging has been done on March 15, June 19, and September 19, 2017 with evidence of minute's letter of delivery and transportation waste and manifest documents.

Of processing activities at the Mill, the waste generated in the form of empty bunch, effluent (POME), fiber and shells. For each such waste forms of management include: bunch empty applied directly to the land, and liquid waste generated from the production process RHS Mill managed at WWTP before it is applied to the land (for example in block I STP Estate 2) in accordance with the Decree of the Seruyan Regent No. 188.45/512/2015 on Permit for the Use of Wastewater mills In the Land of Oil Palm Plantations PT RHS. As for the waste in the form of fiber and shells are used to fuel the boilers as the company's efforts in the efficiency of fossil fuel use and optimizing use of renewable energy.

Status: Comply

5.4

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

5.4.1

CH has consistently implemented efficiency of fossil fuel efforts through renewable energy usage by using shell and fiber. It efforts has documented and monitored well. For example, in monitored renewable energy usage and efficiency analysis document recorded as follows:

- Daily monitoring of the use of solid waste for boiler fuel.
- Daily monitoring on fossil fuels use in each unit.

Total FFBs processed up to August 2017 were 133,578.26 tonnes. The average usage of diesel is 22.984 liters, the use of diesel is 0.17 liters / FFB processed, the use of the shell is 0.053 ton / FFB processed, the use of fiber is 0.15 Tons / FFB processed. The efficiency of electricity usage of generator is 0,23 liter / kwh and turbine is 0,22 liter / kwh.

Status: Comply

5.5

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

5.5.1, 5.5.2

Its clearly stated in the Wilmar Policy on zero burning policy which is updated on 16 Jan 2016. It also has explained in the company's environmental policy to support the non-burning land clearing technique for replanting activities.

Observed through document verification and field visit that the company has been implementing the policy, there is no found burning activities both the during the land clearing process as well as to the current operational activities. Confirmed during the interview with communities in the Pematang Limau village mentioned that the land clearing are conducted by mechanical. The company has installed fire warning boards at strategic locations such as in HCV areas, planted areas and in employee housing.

Status: Comply

5.6

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

5.6.1

CH has made inventory on activities that generate pollution and waste, and conducts periodic monitoring on air quality on regular basis (every 6 months). Measurement carried out by the accredited Environmental Laboratory namely PT Unilab Perdana (KAN No. LP-195-IDN). Pollution monitoring including ambient air quality test, generators emission quality, boiler emissions, odor and noise. The latest test results available for the first half of 2017 showed paramater of ambient air quality and emissions met the

national requirement. According to the noise level test report, known that the noise level in the mill station not exceed than 85dBA. To reduce the noise exposure, the mill has provide PPE (earplug and ear-muff) and routinely monitored the PPE use by workers. Training and socialization related to the noise risk are given during roll-call activity. During the field visit to mill, sighted that boiler operators using PPE kinds of helmets, ear muff, gloves, mask, and safety shoes.

5.6.2 and 5.6.3

In addition to pollution, CH has also conducted an inventory on greenhouse gas (GHG) emissions from the mill and estate activities. All relevant documentation for inventory has been collected such as use of fertilizers, fossil fuel use, the use of alternative fuels (fiber and shell), documentation of land use change, map of soil types, tree planting data.

PT RHS has been calculate the GHG using RSPO PalmGHG Calculator version 3.0.0, the summary shown below:

Emissions per product	tCO ₂ e/tProduct	Extraction	%	Production	ton/year
CPO	0.85	OER	22.4	FFB Processed	162665.65
PK	0.85	KER	4.35	CPO Produced	7078.87

Land Use	Ha
OP planted area	33962.04
OP Planted on peat	808.0013
Conservation Area	1208.81

Summary of Field Emissions and Sinks

	Own Crop			Group			3 rd Party		
	tCO ₂ e	tCO ₂ e/ha	tCO ₂ e/FFB	tCO ₂ e	tCO ₂ e/ha	tCO ₂ e/FFB	tCO ₂ e	tCO ₂ e/ha	tCO ₂ e/FFB
Emissions									
Land conversion	39689.09	5.79	0.42	26241.21	6.92	0.37	0	0	0
*CO ₂ emissions from fertilizer	6712.15	0.98	0.07	3792.56	0.97	0.05	0	0	0
**N ₂ O emissions	6305.26	0.9	0.07	4117.32	1	0.05	0	0	0
Fuel consumption	1701.65	0.25	0.02	1003.01	0.25	0.01	0	0	0
Peat Oxidation	0	0	0	8256.01	1.68	0.09	0	0	0
Sinks									
Crop sequestration	-64300.3	-9.36	-0.68	-35696.17	-9.36	-0.5	0	0	0
Conservation Sequestration	0	0	0	0	0	0	0	0	0
Total	-9892.15	-1.44	-0.1	7713.94000000002	1.47	0.08	0	0	0

Summary of Mill Emissions and Credits

	tCO ₂ e	tCO ₂ e/tFFB
Emissions	38515.61	0.24
POME	618.46	0
Fuel consumption	0	0
Grid Electricity Utilization		
Credits	0	0
Export of Grid Electricity	0	0
Sales of PKS	0	0

Sales of EFB	39134.07	0.24
Total	38515.61	0.24
Palm oil Mill Effluent (POME) Treatment		
Divert to compost	0	
Divert to anaerobic digestion	100	
POME Diverted to Anaerobic Digestion:		
Divert to anaerobic pond	100	
Divert to methane capture (flaring)	0	
Divert to methane capture (electricity generation)	0	
Status: Comply		
PRINCIPLE #6 Responsible consideration of employees and of individuals and communities affected by growers and mills		
6.1 Aspects of plantation and mill management, including replanting, that have social impacts 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 the continuous improvement.		
6.1.1 and 6.1.2		
<p>As has been observed during ST-2 to ASA-1, Social impact assessment of PT RHS has been done in Jan 2014, conducted by AFI ERFOLG-Bogor. Sighted the report of SIA which describes the negative and positive impact caused by plantation operational activities, the negative impact which need to be managed among others: squatter dispute, smallholders scheme, employments aspect and potential of pollution to Pukun river. There is evidence that assessment has been involved the affected parties such as the land owners and the people residing in villages around the plantation area. Based on information from the public consultation to the communities in Pematang Limau village and SIA document, that participatory assessment carried out by using method of Focus Group Discussion and distributing the questionnaire to the affected parties. The report presents a matrix of social management plans and social monitoring plans as well as attachments of participants' attendance lists in the data collection process in Pematang Limau Village and the PT RHS Employees', for e.g. FGD attendance list on 21 Jan 2014 (49 participants) and 24 Jan 2014.</p>		
6.1.3		
<p>Five-years (2014-2019) social impact management and monitoring plans has identified contains on measures to reduce negative impacts and maintain a positive impact. The plan informs the description of social aspects, impact parameters, sources of impact, impact benchmarks, management objectives, management plans, success indicators, management periods, management locations, PICs and reporting.</p> <p>Some evidence of implementation sighted, for e.g.: the local community health and monitoring program in the Pematang Limau, scheduled for every 6 months has been realized on 30 Nov 2016 in the form of supplementary feeding of milk for infants, pregnant women and the elderly and implementation of "posyandu".</p>		
6.1.4, 6.1.5		
<p>The latest review of social management plan are conducted in 10-25 July 2017, evidence of participatory sighted in the form of interview documentation, FGD' attendance list and questionnaire, as confirmed to the communities of Pematang Limau during the public consultation. Based on the results of the review set out several programs and new monitoring plan of social impact, for example related to the implementation of the MoU on HCV management area, training of the community about the values of HCV management and monitoring of community involvement in the management of HCV area.</p> <p>Currently, the smallholder scheme under PT RHS still in the process of fulfilling the legality and permit. Sighted the MoU document between Company and Makmur Sejahtera Cooperative Unit.</p>		
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.		

6.2.1 & 6.2.2

A list of stakeholders which informs stakeholders name, job title/department, contact number, and mailing address provided as has been described in C1.1 and procedure related to communication/consultation on SOP communication and Consultation with Community No. SOP 35 / PR / (1) / 0614. That procedure described about:

- Conduct analysis on suggestions, responses, complaints and even community demands.
- Establish company policy in addressing it.
- Coordinate with the community.
- Delivering the company's policy to the community in order to preserve the interests of both parties.
- Conduct analysis and make conclusions with the community to be submitted to top management.
- Conducting socialization and follow-up of discussion results.

PIC related to the procedure is PR department with coordinance to Operating unit or related estate. Based on interviews with caretaker village heads of Pematang Limau, explained that they already know about the mechanism.

6.2.3

Certificate holder shows record of incoming and outgoing mail documents that describe the activities of communication with the surrounding community. For examples the minute of letters "Annual Meeting at Pematang Limau Village" on 22 September 2017, attended by Head of Village Cooperative and Village Head of Pematang Limau, Head of Village Community Board, Farmers and Fishermen Representative, CD & Plasma Staff, PR Staff, HCV Staff, EHS Staff, Land Staff, and HRD Staff. The meeting discussed about relationships between company and stakeholders and absorption of communities aspirations.

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.

6.3.1

Business Unit has a mechanism for dealing with complaints and dissatisfaction in the SOP of grievances and Employee complaints (SOP 42 / HRD / 0/0609), The responsible PIC is their direct supervisor, HRD (RO & Industrial Complex), Field Officer (estate), and PGA (Mill). The Company has a policy to protect the identity of the Whistle Blowing that stated in the Whistleblowing Policy Version 3 No. KP: 042/DIR-KP/VII/2015. Based on the interview with 10 Sprayer worker, 2 Harvester worker, and 2 Workers at POM explained that they already know about the procedure.

6.3.2

Based on Observation document of suggestion box & complaint grievances registration book, it is explained that company already responded well to complaints. There's some complaints from employees such as complaint Letter about employee complaints due to the Generator Genset is broken. The Company had responded on April 15, 2017 by repairing by mechanic from RO. The response has been equipped with the minute of letter and documentation.

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.

6.4.1, 6.4.2

PT RHS has the Standard Operating Procedure of Land Acquisition (SOP 29 / BM / (0) 0409). This procedure is the company' technical guide to ensure that the decisions and actions in the process of land acquisition is done properly and correctly according to the provisions and the applicable legislation. In the procedure has also informed the stage of the process involving the Village Head, "Demang", Head of District and National Land Agency (BPN).

Based on interviews with communities in Pematang Village Limau stated that SOP has been socialized. There are no grievance and complaints related to the land compensation process that has been done by the company.

6.4.3

No customary rights in the company's HGU, the entire area is forest area which has been released through decree of Indonesian Forestry Ministry. The individual rights within the area has been compensated in accordance with FPIC principles. Compensation process for all cultivated area has been done since 2009 to 2016, sighted the recapitulation of compensation as much as 148 persils (8664.480 Ha).

Status: Comply

6.5

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

6.5.1

CH has a document from Decree Governor of Kalimantan Tengah No. 24 year 2016 dated November 21, 2016 concerning about Minimum Wage of Sectoral District/City in Kalimantan Tengah Province 2017. In the appendix of regulatory stated that for District Seruyan Sector Plantation and Industrial Plantation Forest set wage of IDR. 2,477,829. Minimum wage is only applicable for workers who have working period of less than 1 year.

Based on the list of employee wages and interviews with employees in mind that employees Estate and Mill have earned wages in accordance with the provisions of the sectorial minimum wage of Seruyan District and get paid overtime in accordance with the applicable legislation.

6.5.2

Company Regulations PT Rimba Harapan Sakti - POM and Company Regulations PT Rimba Harapan Sakti - Estate period 2017 - 2019 describes company policies, employment relations, leave and work permits, remuneration, employee benefits and social security, official travel, disciplinary sanctions, employee mutations, layoffs, employee grievance and complaints. The Company Regulation has referred to the provisions of the applicable employment regulations and has been authorized by the Seruyan District Office of Manpower and Transmigration (No. 560/297/DISNAKERTRANS/III/2017 and No. 560/298/DISNAKERTRANS/III/2017) on March 09, 2017 with a validity of two years.

Article 5 The Company Regulations PT RHS stated that the working day of six days in a week with time or hours of work 7 hours a day or 40 hours a week and rest periods are not counted as working hours. If more work from the provisions of the hour and there is a work order the excess of working hours is calculated overtime with wages paid according to applicable regulations (Kepmenaker No. 102 Tahun 2004).

6.5.3

The certificate holder has consistently provides facilities for the welfare of workers, such as housing, clean water tested periodically, electricity form genset, places of worship, educational facilities, clinics, daycare, sports grounds. A field visit in workers housing complex at RHS-1 Divisi I and RHS-2 Divisi II show that the facilities and infrastructure provided by the company has adequate and decent. Based on the interview with workers mentioned that the infrastructures provided by company has been adequate and feasible.

6.5.4

Based on interviews with workers and committee gender, it is known that it easier for workers to get decent, sufficient, and affordable food. For example the company supports the establishment of cooperative employees and facilities of the building to run the operations of cooperatives providing basic needs. Based on the results of field visits to housing and interviews with the wives of workers, it is known that the company allowed to open stall in the housing and allowed if there are outsiders who sell. It is recognized facilitate access of employees to meet their basic needs.

Status: Comply

6.6

The employer respects the right 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.

6.6.1

Certificate holder has policy about the right to freedom of form and join worker union which is stated in Internal Memorandum

No. 026/WIP-HRD/INT-VIII /2009. Until ASA-2 activity in PT RHS has not yet formed a worker union, but the company established Bipartite Cooperation as an existing industrial relations settlement and related to the compliance of the prevailing regulations. Bipartite Cooperation has been reported to the relevant agencies, as a forum for the settlement of the existing industrial relations and related to the compliance with the applicable regulations. Based on interview with the worker in estate and POM, it is known that they already know and understand the function of bipartite cooperation for worker.

6.6.2

The bipartite cooperation meeting is documented in minutes of meeting, list of attendees, and photo activity. One of the meeting is conducted in 09 and 14 June 2017, with employee complaints regarding the payment of Allowance Feast Day to different RHS Estate contract workers with permanent workers. The follow-up on this matter is conducted socialization to contract employees regarding the calculation of Allowance Feast Day has been in accordance with the regulations by HRD RHS.

Status: Comply

6.7

Children are not employed or exploited.

6.7.1

The certificate holder has consistently apply the conditions set out in the Internal Memorandum No 026/WIP-HRD/INT-VIII/2009 point 2 states that the company upholds applicable legislation by not employing children under 18 years of age. The Company prohibits the acceptance or employment of children, if found child labor, the chairman of the unit will be given sanctions in accordance with applicable regulations.

The results of document review and employee data in August 2017 is not found employees aged less than 18 years old at the time of recruitment, and interview with workers in RHS-1 Estate and RHS-2 Estate it is known that workers understand the provisions of the minimum age requirements are allowed to work and are not allowed to bring children under age at the time of work in the field. Based on the observation of harvest activities in Block 045 Division IB RHS-1 Estate and RHS-2 Estate, no harvest workers were found to bring their children to help work in the field. If it violates the matter then the workers may be given sanction by the company.

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.

6.8.1, 6.8.2, 6.8.3

Certificate Holder has consistently documented and implemented the policy related to against discrimination is stated in Internal Memorandum No. 026/WIP-HRD/INT-VIII/2009 about the provision of employment. It explains that certificate holder is upholds the value of professionalism and ensure there is no discrimination in race, skin color, sex, religion, political beliefs, national and social origin. This policy can be accessed publicly.

Interviews with Bipartite Cooperation stated that no intimidation by the company for workers from migrants (Java, Sumatera, Flores, etc) and local workers. It also conducted interviews with Committee Gender in Mill and Estate of PT RHS, submitted that there was no reporting of discrimination especially women workers conducted by the company. Company has provided the opportunity and the chance to work without distinction of sex.

Certificate holder kept the workers personal file in each unit estate and POM. In the process of selection and recruitment workers PT RHS refers to ethical recruitment processes, including prohibiting the practice of charging workers to recruitment and holding identity documents. The stages of the process of acceptance of prospective workers, among others, administrative selection, interviews, medical examination, and the decision of the results of selection, until the candidate is accepted.

Status: Comply

6.9

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

6.9.1; 6.9.2 and 6.9.3

The certificate holder has consistently documented and implemented policy to prevent all forms of abuse and sexual violence, as well as a policy to protect the reproductive rights of all workers. Additionally, related to specific complaints mechanisms that protect the complainant has been provided in the document SOP Handling Complaints and Dissatisfaction (SOP

42/HRD/0/06.09, June 2009). Wilmar Whistleblowing Policy No. KP 042/DIR-KP/VIII/2015 version 3 dated 05 August 2015. This policy aims to provide guarantees to reporters who already have good intentions of reporting allegations of abuse or misuse practices, reporters will be protected against retaliation or harmful action reporter. In the policy also stated that all forms of reporting irregularities will be guaranteed confidentiality by the company.

Furthermore, to implement policies related to the above, the Committee Gender has been formed on Mill and Estate of PT RHS which is the organization responsible for ensuring the policy is applied across all operational units. To ensure that policies and procedures have been applied to the operational activities of the Mill and Estate then conducted public consultations through interviews with the Committee Gender in RHS-1 Estate. RHS-2 Estate and RHS POM. In the period 2016-2017 there are no reports of sexual abuse, violence against women and violations of workers' reproductive rights policy.

Interviews with members of the gender committee RHS-1 Estate. RHS-2 Estate and RHS POM found that they were aware of menstruation leave, maternity leave, and the prohibition of working in chemistry-related sites for pregnant and breastfeeding women. Besides that, interview with Personal General Affair RHS POM submitted that the concerned is still breastfeeding her child and Manager give special break time outside normal time to be able to breastfeed her child.

The company has consistently implemented a policy of protection of reproductive rights through the provision of menstruation leave for female workers who experience pain on the first/second during menstruation and maternity leave for pregnant women workers who give birth (1.5 months prior to giving birth and 1.5 months after birth) or who had a miscarriage given time off for 1.5 months.

For the menstruation leave mechanism it is submitted that female workers who are menstruating are allowed to take a 2-day leave that paramedics need to be checked beforehand to ensure the actual condition and on the recommendation of a doctor, nurse or midwife. The determination for the start date of maternity leave should be on the recommendation of the company doctor based on the ultrasound examination of the obstetrician. The gender committee stated that there is no reporting of violations related to the rights of women workers for menstruation leave and maternity leave, with evidence of the wages of workers being fully paid.

Status: Comply

6.10

Growers and mills deal fairly and transparently with smallholders and other local businesses.

6.10.1 & 6.10.2

Based from interview with company staff it explained that up to ASA-2 audit activities conducted, there's no FFB from 3rd party supplier / community.

6.10.3 & 6.10.4

There's available document contract between the companies with the local contractors for certain types of jobs. It has been shown examples of Work Agreement (document contract), such as No. contract: C&A 1608.15/2017/RHS2-438 between company and local contractor named Juliansyah about FFB transporting.

Based on interview with local contractor named PT Awa Raya Pratama, it explained that contractor had copy of work agreement and never had issues about late payment. The payment will process via Bank transfer. Before payment will process, the company will verification and preparing several document like monitoring of work results, minutes of letter, and documentation.

Status: Comply

6.11

Growers and millers contribute to local sustainable development wherever appropriate.

6.11.1

The company has contributed to local development based on the results of consultation with local communities in accordance with the SOP communication and Consultation with Community No. SOP 35 / PR / (1) / 0614 (look indicator 6.2.1). Based on documents verifications, company had realization of CSR program 2017 worth Rp. 62,285,000 which covers: infrastructure, education, civic, religious, health, arts and culture and the productive economy. . Based on interview with caretaker of Head Village of Pematang Limau and Head of Village Copperative Unit Head that villagers had felt the support CSR and Community Development of the company.

6.11.2

Until ASA-2, the company not yet have Smallholder Scheme. Based on MOU document between Company and Makmur Sejahtera Cooperative dated march 20, 2017 it explained that both parties have mutually agreed related to the development of oil palm plantation smallholder scheme business. Based on observation of minutes of letter of Makmur Sejahtera Cooperative Plasma Potential Checking on September 14, 2017, it described that development progress is still in the process of fulfilling the permit location of the land.

There are examples local sustainable development on minute of letters of “administration bookkeeping training and technical cooperative financial statement” dated October 3, 2016 in PT Mustika Sembuluh, attended by 40 participants representing the village around the company Central Kalimantan Project, Wilmar.

Status: Comply

6.12

No forms of forced or trafficked labour are used.

6.12.1; 6.12.2; 6.12.3

Interviews with Personal General Affair in Estate and Mill explained that PT RHS does not hire workers with AKAD system (Inter-City Inter-regional) or outsourcing system, but the workers themselves must come to apply for jobs at companies both local workers and migrant workers from outside the area.

The results of observations document a list of employees in August 2017 working on the operational activities of the Mill and Estate with the status of permanent workers and contract workers came from various regions in Indonesia for example, from Java, Sumatra, Flores, etc.

Interviews with Personal General Affair in Estate and Mill, the worker status of in Mill and Estate of PT RHS are daily non-permanent workers, daily permanent workers and monthly workers or staff. For permanent employees the company shows Employee Appointment Letter, while for daily non-permanent workers workers bound in the Letter of Employment Agreement between the companies with the workers, which the agreement has complied with labor laws. The new workers entering the status of daily non-permanent workers with a trial period of three months, then performed performance appraisal if in accordance with the requirements set company then the worker appointed to daily permanent workers. While for daily permanent workers and monthly workers every year is evaluated for each employee whose results are used to determine the career/promotion of the employees concerned. Letters of employment agreements are read in advance by the respective employees before being signed so that positions/duties and responsibilities have been understood and executed in accordance with agreed terms.

In addition to the management also conducted interviews with the workers in Mill and Estate. The worker said there was no compulsion for employees to do certain jobs and positions, employees understand their rights and obligations in the work in accordance with labor agreements are made.

Article 5 The Company Regulations PT RHS stated that the working day of six days in a week with time or hours of work 7 hours a day or 40 hours a week and rest periods are not counted as working hours. If more work from the provisions of the hour and there is a work order the excess of working hours is calculated overtime with wages paid according to applicable regulations (Kepmenaker No. 102 Tahun 2004).

Based on interviews with Bipartite Cooperation Institution and labor agency, there are no issues of employing child labor, illegal or forced worker. The worker has the freedom for resign, there is no threat for family members and no financial penalties. Daily non-permanent workers has been equipped with the Working Agreement that has been agreed together. Based on the observation of harvesting activities in Block 045 Division 1B RHS-1 Estate and RHS-2 Estate, there is no found any harvesters who bring their wives or children to help work in the field. The results of interviews with harvest workers were submitted that the company had prohibited workers from bringing their wife or children away while working in the field. If there is violation then the workers may be given sanction by the company. Piece rate payment system are applied to the harvester, and the exceeding of basic productivity paid in the premium wages which has been converted from the overtime payment. Interview with random harvester mentioned that there is no force to work in Sunday and/or national holidays.

Status: Comply

6.13

Growers and millers respect human rights

6.13.1

The company respect the human rights set out in the Human Right Policy published on June 2014 by top management. The Policy committed to freedom of association, no forced labor, no child labor, conducive working condition, respect land tenure rights, Commit to obtaining free prior and informed consent from local communities before commencing new operations, Commit to Open, Transparent, Fair and Equitable Conflict Resolution.

Based on the results of interviews with 4 employees of fertilizer and 2 harvest worker explained that on the morning circle got socialization related to Human Rights and there's no issues related to human rights.

Status: Comply

PRINCIPLE #7 Responsible development of new plantings

7.1

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

7.1.1, 7.1.2, 7.1.3

Social impact assessment of PT RHS has been done in Jan 2014, conducted by AFI ERFOLG-Bogor. Sighted the report of SIA which describes the negative and positive impact caused by plantation operational activities, the negative impact which need to be managed. The assessment has been involved the affected parties such as the land owners and the people residing in villages around the plantation area. Based on information from the public consultation to the communities in Pematang Limau village and SIA document, that participatory assessment carried out by using method of Focus Group Discussion and distributing the questionnaire to the affected parties. The report presents a matrix of social management plans and social monitoring plans as well as attachments of participants' attendance lists in the data collection process in Pematang Limau Village and the PT RHS Employees', for e.g. FGD attendance list on 21 Jan 2014 (49 participants) and 24 Jan 2014.

Five-years (2014-2019) social impact management and monitoring plans has identified contains on measures to reduce negative impacts and maintain a positive impact. The plan informs the description of social aspects, impact parameters, sources of impact, impact benchmarks, management objectives, management plans, success indicators, management periods, management locations, PICs and reporting.

Currently, the smallholder scheme under PT RHS still in the process of fulfilling the legal standing. Sighted the MoU document between Company and Makmur Sejahtera Cooperative Unit.

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.

7.2.1

Available document of Soils surveys of PT Rimba Harapan Sakti, Central Kalimantan province, Indonesia by Param Agricultural Soil Surveys (M) SDN. BHD-Selangor, Malaysia conducted on June 2007. The information contained in the documents are related to geology and geomorphology, topography and drainage, climate, soil types and soil managements.

7.2.2

Based on identification in the slope map from SRTM3 in 2006 known that the area of the company is located in the area with a slope of 0 – 6° with a flat classification so that the company does not perform specific management strategy in the areas with a certain slope. However, the company continues to monitor the erosion in areas with sandy soil category to install the erosion pole in each division, it refers to the SOP of Manual measurement of soil erosion document No. SA 08/EMU/(0)/0911 in August 2011 ratified by the General Manager. Based on the field observation and monitoring results of the erosion pole in block 127 division IB RHS 2 Estate known there is no erosion.

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.

7.3.1, 7.3.2, 7.3.3

The Company has conducted HCV assessment in 2007 prior to planting, land preparation process conducted from 2008 to 2009. HCV assessment conducted by Malaysian Environmental Consultant Sdn. Bhd. There is a HCV map with a scale of 1: 65000 issued on 19 Sept 2017 No Map: HD6023.

WILMAR has reported Disclosure of Liability for PT. RHS to RSPO on July 31, 2014, where there is a raw liability of 935 Ha with zero liability status. Submission of Land Use Change analysis according to RSPO format has been sent by email to RSPO secretariat on April 8, 2015. Based on communication with RSPO through rs pocompensation@rspo.org dated March 2, 2017 stating that against PT RHS is declared as zero non-compliant land clearance. There is a new planting in 2016 of 24.59 Ha which is still within the scope of certification.

7.3.4, 7.3.5

HCV management and monitoring plans are prepared per 2 years period, sighted the plans for 2015-2017. The realization report of monitoring and management for the period of 2016 is contained in the document "laporan realisasi pelaksanaan pengelolaan dan pemantauan kawasan HCV dan riparian tahun 2016". In addition, there is evidence of management activities during 2017 as has been explained in C5.2

Status: Comply

7.4

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

7.4.1

The company has conducted semi-detailed soil survey based on a survey of Param Agriculture June 2007, which describes the distribution maps of slope and type of soil in the operational area. Semi detailed soil survey indicated There are areas were classified as marginal land with soil type Sandy and the limitation factor are drainage. Moreover there is no peat area in PT RHS. Based on the identification result in the slope map of SRTM3 in 2012 known that the company area is located in the area with a slope of 0-12% with a flat classification so that the company does not perform specific management strategy in areas with a certain slope.

7.4.2

Semi detailed soil survey indicated There are areas were classified as marginal land with soil type Sandy and the limitation factor are drainage. Field observation in RHS 2 Estate Block 141 Division IB, certificate holder implemented several strategy such as EFB mulching application with a dose of 40 ton/ha/year, furthermore selective weeding and soft weed management such as *Neprolephis bisserata* to maintain soil mousturiser and minimising the evaporation.

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.

7.5.1, 7.5.2

No customary rights in the company's HGU, the entire area is forest area which has been released trough decree of Indonesian Forestry Ministry. The individual rights within the area has been compesated in accordance with FPIC priciples. Compesation process for all cultivated area has been done since 2009 to 2016, sighted the recapitulation of compensation as much as 148 persils (8664.480 Ha).

PT RHS has the Standard Operating Procedure of Land Acquisition (SOP 29 / BM / (0) 0409). This procedure is the company' technical guide to ensure that the decisions and actions in the process of land acquisition is done properly and correctly according to the provisions and the applicable legislation. In the procedure has also informed the stage of the process involving the Village Head, "Demang", Head of District and National Land Agency (BPN).

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.

No customary rights in the company's HGU, the entire area is forest area which has been released trough decree of Indonesian Forestry Ministry. The individual rights within the area has been compesated in accordance with FPIC priciples. Compesation

<p>process for all cultivated area has been done since 2009 to 2016, sighted the recapitulation of compensation as much as 148 persils (8664.480 Ha).</p> <p>All the compensation document are written in Bahasa including map, agreement and others letters. Document and agreement shows that compensation process are done directed to the land owner and/or reperedented group. All document are known by local goverment namely Head of Pematang Limau village</p>	
<p>Status: Comply</p>	
<p>7.7 Use of fire in the preparation of new plantings is avoided other than in specific situations, as identified in the ASEAN guidelines or other regional best practice.</p>	
<p>Its clearly stated in the Wilmar Policy on zero burning policy which is updated on 16 Jan 2016. It also has explained in the company's environmental policy to support the non-burning land clearing technique for replanting activities. Observed through document verification and field visit that the company has been implementing the policy, there is no found burning activities both the during the land clearing process as well as to the current operational activities. Confirmed during the interview with communities in the Pematang Limau village mentioned that the land clearing are conducted by mechanical. The company has installed fire warning boards at strategic locations such as in HCV areas, planted areas and in employee housing.</p>	
<p>Status: Comply</p>	
<p>7.8 New plantation developments are designed to minimise net greenhouse gas emissions.</p>	
<p>7.8.1; 7.8.2 Since ASA-1 until ASA-2 there were planting of oil palm for an area of 24.59 Ha in PT RHS. Planting areas are carried out in 2016-2017 are still included in the land use title that owned by PT RHS. Within the scope of the ASA-2 audit, No areas with high carbon opened to plantations and CH has identified the source of greenhouse gases emission. PT RHS has been calculate the GHG using RSPO PalmGHG Calculator version 3.0.0 (refers to criteria 5.6).</p>	
<p>Status: Comply</p>	
<p>PRINCIPLE #8 Commitment to continuous improvement in key areas of activity</p>	
<p>8.1 Growers and millers regularly monitor and review their activities and develop and implement action plans that allow demonstrable continuous improvement in key operations.</p>	
<p>The RSPO Internal Audit PT RHS was conducted in August 2017 with the audit results of several non-conformances. However, based on the results of verification by internal auditors in September 2017 declared all non-conformances have been followed up by the Estate and Mill units.</p> <p>PT RHS is in the process of implementing barcode system in the implementation of its operational activities as evidence of continuous improvement in best management practices. The company has had implemented the program to reduce the use of pesticide, for Example In RHS 1 Estate the total pesticide reduced in period 2017 are 63.55% than the period of 2016 for pesticide with active ingredients of Isopropilamina gliposat 486 g/l and in RHS 2 Estate the total pesticide reduced in period 2017 are 54.47 % than the period of 2016 for pesticide with active ingredients of Isopropilamina gliposat 486 g/l.</p> <p>The continuous improvement on HCV aspect namely the involve the relevant agencies in the implementation of HCV area management.</p> <p>The company has implemented home-trip allowances to workers which is currently applied to harvest workers, as evidence of continuous improvement in employment aspect.</p> <p>The company continually implement program of re-use of the generated waste, such as re-use of EFB for mulching, solid waste for boiler and effluent is applied to the land. Regular environmental management reporting has been submitted to Environmental Agency in District and Provincial.</p>	
<p>Status: Comply</p>	

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>RHS POM applied supply chain model Mass Balance due to it still received FFB from uncertified sources. FFB's suppliers to RHS POM are:</p> <ul style="list-style-type: none"> - RSPO Certified FFB <table border="1"> <thead> <tr> <th>Company</th> <th>Estates</th> <th>RSPO certificate number</th> <th>Validity</th> <th>Status</th> </tr> </thead> <tbody> <tr> <td rowspan="2">PT. Rimba Harapan Sejati</td> <td>RHS-1</td> <td rowspan="2">MUTU-RSPO/083</td> <td rowspan="2">8/12/2015 – 7/12/2020</td> <td>Certified</td> </tr> <tr> <td>RHS-2</td> <td>Certified</td> </tr> <tr> <td rowspan="3">PT. Sarana Titian Permata</td> <td>STP-1</td> <td rowspan="3">MUTU-RSPO/022</td> <td rowspan="3">30/11/2012 – 29/11/2017</td> <td>Certified</td> </tr> <tr> <td>STP-2</td> <td>Certified</td> </tr> <tr> <td>STP-3</td> <td>Certified</td> </tr> <tr> <td rowspan="3">PT. Kerry Sawit Indonesia</td> <td>KSY-1</td> <td rowspan="3">824 502 14013</td> <td rowspan="3">18/06/2016 – 17/06/2021</td> <td>Certified</td> </tr> <tr> <td>KSY-2</td> <td>Certified</td> </tr> <tr> <td>KSY-3</td> <td>Certified</td> </tr> </tbody> </table> <ul style="list-style-type: none"> - Non Certified FFB RHS POM received non certified FFB From scheme smallholders of PT Kerry Sawit Indonesia <p>Status: COMPLY</p>	Company	Estates	RSPO certificate number	Validity	Status	PT. Rimba Harapan Sejati	RHS-1	MUTU-RSPO/083	8/12/2015 – 7/12/2020	Certified	RHS-2	Certified	PT. Sarana Titian Permata	STP-1	MUTU-RSPO/022	30/11/2012 – 29/11/2017	Certified	STP-2	Certified	STP-3	Certified	PT. Kerry Sawit Indonesia	KSY-1	824 502 14013	18/06/2016 – 17/06/2021	Certified	KSY-2	Certified	KSY-3	Certified
Company	Estates	RSPO certificate number	Validity	Status																											
PT. Rimba Harapan Sejati	RHS-1	MUTU-RSPO/083	8/12/2015 – 7/12/2020	Certified																											
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	KSY-2			Certified																											
	KSY-3			Certified																											
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>Estimated volume of certified products for RHS POM is listed in the certificate appendix. The auditor teams conduct verification on the actual volume of certified products produced at the time of Surveillance activities. Information of certified products volume and were sold with a certificate claim, will be attached to the report as well as the renewal (update) data on the system eTrace.</p> <p>Annex 1 Certificate RSPO RHS POM period 8 December 2016 – 7 December 2017:</p> <ul style="list-style-type: none"> - CSPO: 28,848 MT and additional volume 26,496.11 MT; Total : 55,344.11 MT. - CSPK: 5,409 MT and additional volume 5,430.7 MT; Total : 10,839.7 MT <p>While, the actual certified production of RHS POM period 8 December 2016 – 25 September 2017:</p> <ul style="list-style-type: none"> - CSPO: 38,801.493 MT. - CSPK: 7,415.833 MT. <p>Against excess production companies have proposed additional production quotas to the certification body on 26 June 2017, and CB has been extension the additional volume.</p>																														

	Status: COMPLY
E.2.2 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).	
RHS POM has been submitted in the RSPO e-Trace system with details: Member ID: RSPO_PO1000003486. License ID: CB34490. With the person responsible are Sustainability Departement and Supply chain	
	Status: COMPLY
E.3	Documented procedures
E.3.1 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: a. Complete and up to date procedures covering the implementation of all the elements in these requirements; b. 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.	
RHS POM has had written procedures/work instructions to ensure the implementation of supply chain requirements. a. SOP Mass Balance (SOP/RHS POM-log-006, dated 28 April 2016). Procedures include: Data Input of FFB (Certified & Non Certified); Data Input of FFB process become CPO (Certified & Non-Certified); Data Input of CPO Dispatch (Technical dispatch, Seals mounting, Delivery of certified products need to be approved by Head of Administrator and Mill Head); Logistics of quantity data input of sustainable and non-sustainable product delivery; Every three months the condition of the stock balance should not be negative; Transactions of certified products, logistic parts inputting data in the e-trace system after all commodities are shipped by POM and accepted by consumers. Data input is done after all the transaction details are correct. b. Responsible person in the whole process of supply chain RHS POM: Security (registrar of all FFB expeditions and dispatch of CSPO / CPO), Weigh operators (weighing in all received FFB and shipping products), Logistics (calculation results of CSPO / CPO production, dispatch, reports of the products delivery and traceability report), Head of Administrator (acceptance control of FFB and CSPO / CPO, FFB acceptance report, dispatch, product delivery reports and traceability reports), Mill Head.	
	Status: COMPLY
E.3.2 The site shall have documented procedures for receiving and processing certified and non-certified FFBs.	
Documented procedures regarding FFB receiving from its sources is refer to SOP Mass Balance (D SOP/RHS POM-log-006, dated 28 April 2016) 6.1.1 FFB Data Input (Materials Acceptance) <ul style="list-style-type: none"> - Security guard records all FFB trucks that enter / leave the POM. - Weigh Operators ensure the Delivery Order Letter of certified and non-certified FFB is still valid and complete. - Weigh Operators should know the incoming FFB is came from certified or non-certified FFB based on the number of supplier/estate DO listed in the Delivery Order listed in the suppliers list. - Weigh Operators are reported the recapitulation of FFB acceptance to the logistic for input to the Mass Balance Calculation Format. - Logistic data input of acceptance FFB to the Mass Balance. 8. Data Input of FFB process became CPO <ul style="list-style-type: none"> - Depart. FFB process became CPO and report of processed FFB submitted to the logistic parts in the form of Daily Production Report. - Logistic officers calculate CPO production and reported to the Mill Head. - Logistic data input of FFB process and CPO production to the Mass Balance form in accordance with the report of Daily Production Report. While, the FFB processing is refer to the owned Mill Processing of Rimba Harapan Sakti POM. Due to RHS POM applied Mass	

Balance supply chain model, then the FFB processing are still mixed between Certified and Non-Certified FFB's. The company has been conducted SCCS training on 11 April 2017 with the participants are Mill Manager, head of administration, logistic staff. Base on interview with security, weighbridge operator and logistic staff known if they are aware and know about their requirements of SCCS.

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.

RHS POM has verified and recorded the volumes of certified and non-certified FFB's received by using their own data sheet format. Data input was applied by Logistic section based on Weighbridge System record. The entire data are recorded in the report of Daily CPO/PK Production Record Rimba Harapan Sakti POM, such as:

Months	RSPO Certified (Tones)							Non Certified (Tones)
	RHS 1	RHS 2	STP 1	STP 2	STP3	KSY 2	KSY 3	Smallholders of PT KSY
08 – 31 December 2016	4,667.22	3,394.28	2,417.97	1,058.81	1,486.70	-	-	-
End Of Q4 2016	4,667.22	3,394.28	2,417.97	1,058.81	1,486.70	-	-	-
January 2017	5,760.35	4,939.05	1,026.71	1,045.66	1,483.58	-	-	-
February 2017	5,442.43	4,797.26	1,360.16	1,327.57	1,037.40	-	-	-
March 2017	6,631.64	5,512.15	2,594.10	2,264.69	4,830.85	-	904.15	-
End Of Q1 2017	17,834.42	15,248.46	4,980.97	4,637.92	7,351.83	-	904.15	-
April 2017	6,527.07	5,718.38	1,923.76	2,468.66	4,192.18	-	1,201.33	-
May 2017	7,652.94	6,758.31	1,467.11	2,821.60	4,659.04	-	2,501.31	-
June 2017	6,310.86	4,506.07	1,718.41	2,506.94	3,524.11	-	1,914.57	-
End Of Q2 2017	20,490.87	16,982.76	5,109.28	7,797.20	12,375.33	-	5,617.21	-
July 2017	5,339.88	3,266.46	2,626.07	2,342.72	3,932.08	-	2,894.68	-
August 2017	4,101.67	2,336.95	2,694.33	1,705.73	2,072.02	-	1,285.36	-
01 – 25 September 2017	3,528.28	2,712.61	567.39	343.51	326.34	107.93	1,421.62	889,74
End Of Q3 2017	12,969.83	8,316.02	5,887.79	4,391.96	6,330.44	107.93	5,601.66	107.93
TOTAL	55,962.34	43,941.52	18,396.01	17,885.89	27,544.30	107.93	12,123.02	107.93

Status: COMPLY

E.4.2

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

The estimated tonnage of CPO and PK certified products that produced by RHS POM is attached in the Assessment Report and Certificate Annexes.

Annex 1 Certificate RSPO RHS POM period 8 December 2016 – 7 December 2017:

- CSPO: 28,848 MT and additional volume 26,496.11 MT; Total : 55,344.11 MT.
- CSPK: 5,409 MT and additional volume 5,430.7 MT; Total : 10,839.7 MT

While, the actual certified production of RHS POM period 8 December 2016 – 25 September 2017:

- CSPO: 38,801.493 MT.
- CSPK: 7,415.833 MT.

against excess production companies have proposed additional production quotas to the certification body on 26 June 2017, and CB has been extension the additional volume are

- CSPO additional volume 26,496.11 MT; Total : 55,344.11 MT.
- CSPK additional volume 5,430.7 MT; Total : 10,839.7 MT

Status: COMPLY

E.5 Record keeping

E.5.1

- a. 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.
- b. 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.
- c. 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.)

- a. RHS POM has recorded and create data verification of FFB's receiving, processed and production of CPO, PK as well as deliveries of certified product within the report of Daily CPO/PK Production Record Rimba Harapan Sakti POM. This report also informed the actual volume stock of CSPO and CSPK at each storage tank.
- b. Material accounting system of certified product volume has using conversion ratios stated by RSPO, RHS POM using proportion rates for Mass Balance input.
- c. Record of deliveries/selling on certified product as follows:

Month	CSPO Produced (Kg)	CSPO Sales (Kg)	CSPK Produced (Kg)	CSPK Sales (Kg)
Beginning Balance (period 08 Dec 2015 – 07 Dec 2016)	5,209,648		1,526,198	
8 -31 Dec - 16	3,017,623	4,499,680	601,045	838,940
Total	8,227,271	4,499,680	2,127,243	838,940
Beginning balance	3,727,591		1,288,303	
January 2017	3,208,533	3,031,180	618,998	601,550
February 2017	3,101,668	3,013,660	660,801	680,350
March 2017	4,763,431	4,211,200	908,567	895,290
Total	14,801,223	10,256,040	3,476,669	2,177,190
Beginning balance	4,545,334		1,299,479	
April 2017	4,901,240	5,691,770	901,941	832,590
May 2017	5,812,194	5,606,350	1,141,410	1,113,480
June 2017	4,512,958	4,119,380	759,105	876,040
Total	19,771,726	15,417,500	4,101,935	2,822,110
Beginning balance	4,354,226		1,279,825	
July 2017	4,364,936	4,927,800	857,475	816,600
August 2017	3,084,881	3,292,900	572,905	534,940
01 – 25 September 2017	2,034,029	-	393,586	-
Total	13,838,072	8,220,700	3,103,791	1,351,540
Total Sales	-	38,393,920	-	7,189.78

Final Stock	5,617,372	1,752,251
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Companies can show a transaction record RSPO certified CPO and PK are:

- CPO

Dated	DO Number	Destination	Volume (MT)
Dec-16	8095105162, 5166, 5168, 5169, 5174, 5175, 5187, 5203, 5236, 5265	PT Wilmar Nabati Indonesia - Sampit	4,499.68
Jan-17	8095105265, 5283, 5297, 5311, 5313, 5315, 5319	PT Wilmar Nabati Indonesia - Sampit	3,031.18
Feb-17	8095105319, 5322, 5340, 5343, 5344, 5348, 5350, 5354	PT Wilmar Nabati Indonesia - Sampit	3,013.66
Mar-17	8095105348, 5354, 5358, 5357, 5380, 5464, 5472, 5473, 5495, 5515, 5522	PT Wilmar Nabati Indonesia - Sampit	4,211.20
Apr-17	8095105522, 5515, 5564, 5565, 5577, 5582, 5610, 5676, 5731, 5752, 5781, 5864, 5945, 5962	PT Wilmar Nabati Indonesia - Sampit	5,691.77
May-17	8095105945, 5962, 5963, 5964, 6012, 6052, 6081, 6124, 6138, 6172, 6180, 6202	PT Wilmar Nabati Indonesia - Sampit	5,606.35
Jun-17	8095106202, 6227, 6237, 6241, 6294, 6341, 6378	PT Wilmar Nabati Indonesia - Sampit	4,119.38
Jul-17	8095106378, 6395, 6401, 6405, 6406, 6463, 6467	PT Wilmar Nabati Indonesia - Sampit	4,927.80
Aug-17	8095106467, 6469, 6471, 6473, 6477, 6479, 6481, 6488	PT Wilmar Nabati Indonesia - Sampit	3,292.90
TOTAL			38,393.92

- PK

Dated	DO Number	Destination	Volume (MT)
Dec-16	8095105151, 5163, 5163-1, 5167, 5157, 5170, 5157-1, 5170-1, 5172, 5179, 5179-1, 5188, 5188-1, 5227, 5255-2, 5255, 5255-1	PT Wilmar Nabati Indonesia - Sampit	838.94
Jan-17	8095105282, 5188-1, 5255, 5255-1, 5284, 5312-1, 5312, 5314, 5316, 5317, 5320, 5321	PT Wilmar Nabati Indonesia - Sampit	601.55
Feb-17	8095105317, 5321, 5323, 5320, 5342, 5341, 5345, 5346, 5349, 5352, 5355, 5356, 5351	PT Wilmar Nabati Indonesia - Sampit	680.35
Mar-17	8095105351, 5356, 5359, 5360, 5355, 5381, 5381-1, 5413, 5414, 5441, 5451, 5465, 5474, 5500, 5516-1, 5516	PT Wilmar Nabati Indonesia - Sampit	895.29
Apr-17	8095105516, 5516-1, 5566, 5474, 5578, 5579, 5605, 5675, 5730, 5803, 5804, 5805, 5414, 5865, 5866	PT Wilmar Nabati Indonesia - Sampit	832.59
May-17	8095105947, 5805, 6010, 5865, 5866, 6009, 6013, 6053, 6054, 5804, 6082, 6084, 6083, 6108, 6109, 6130, 6140, 6144, 6130-1, 6178, 6204	PT Wilmar Nabati Indonesia - Sampit	1,113.48
Jun-17	8095106140, 6181, 6204, 6228, 6229, 6238, 6287, 6287-1, 6324, 6325, 6379	PT Wilmar Nabati Indonesia - Sampit	876.04
Jul-17	8095106379, 6394, 6396, 6325, 6396-1, 6402, 6404, 6403, 6238, 6287-1, 6433, 6433-1, 6468, 6466, 6470	PT Wilmar Nabati Indonesia - Sampit	816.6
Aug-17	8095106468, 6470, 6466, 6472, 6476, 6476-1, 6478, 6478-1, 6480-1, 6480, 6482	PT Wilmar Nabati Indonesia - Sampit	534.94

TOTAL	7,189.78
Status: COMPLY	
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.	
All the Palm Kernel that produced from RHS POM are delivered to Bagendang Bulking Station, located in Seruyan Regency. There is no installation of Kernel Crushing Plant (KCP) in WILMAR Group Central Kalimantan Project.	
Status: COMPLY	

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-2	PT RHS has logo and certificate approval/permit from MUTU,	√
	Status: Comply	
2.	Implementation of certificate and logo used by Client comply with size and type (shape) against Guideline of Logo Use	X or√
ASA-2	The Company does not use the logo on-product and off-product in the scope of PT RHS	√
	Status: Comply	
3.	Implementation of Certificate and Logo is not used on product	X or√
ASA-2	The Company does not use the logo on-product and off-product in the scope of PT RHS	√
	Status: Comply	
4.	Controlling of Certificate and Logo, including withdrawing inappropriate logo.	X or√
ASA-2	The Company does not use the logo on-product and off-product in the scope of PT RHS	√
	Status: Comply	

3.4. Summary of RSPO Partial Certification.

Compliance of the uncertified management units of Wilmar International Ltd against the rules for partial certification was determined through Self Assessment in accordance with RSPO Certification System clause 4.2.4. A summary of findings is as stated below.

Wilmar International Ltd Time Bound Plan (TBP) is explained in point 1.10. Wilmar International Ltd has informed the TBP progress, MUTU has considered that Wilmar International Ltd is complied with the RSPO requirement for TBP. The Time Bound Plan was revised and declared by Wilmar International Ltd on September 2016.

MUTU has verified partial certification for un-certified unit's subsidiary of Wilmar International Ltd based on their Time Bound Plan. There are seven (7) uncertified mills and sixteen (16) uncertified estates of Wilmar International Ltd. MUTU Auditor verified positive assurance against the company internal audit and supporting evidence as well as any information from others sources.

MUTU Auditor has verified company partial certification and concludes that:

- There are no significant land conflicts which have not been declared above.
- The company has follow RSPO requirement related to New Planting Procedure and Remediation and Compensation Procedure.
- There are no labour disputes that are not being resolved through an agreed process.
- All plantations established since 2005 have been done so in accordance with the applicable laws of the country and that there is no evidence of non-compliance with law in any of the non-certified holdings which has not been declared above.

2.1 Un-Certified Units or Holdings		
Section	Requirement	Concerns to Discuss, if any
2.1.1	Did the company conduct an internal audit? If so, has a positive assurance statement been produced?	<p>Yes and positive assurance is produced for these units.</p> <p>Auditor verification</p> <p>There is internal audit produced for</p> <ul style="list-style-type: none"> - PT Agronusa Investama Pahauman - PT Karunia Kencana Permaisejati - PT Bumipratama Khatulistiwa - PT Agro Palindo Sakti 2 - PT Musi Banyuasin Indah - PT Sinarsiak Dianpermai - PT Agroindo Indah Perkasa 2 <p>And positive assurance is produced for these units.</p>
2.1.2	<p>No replacement after dates defined in Nis Criterion 7.3 of:</p> <ul style="list-style-type: none"> • Primary forest. • Any area identified as containing High Conservation Values (HCVs). • Any area required to maintain or enhance HCVs in accordance with RSPO criterion 7.3. 	<p>WILMAR International Ltd has submitted liability disclosure to RSPO on 31 July 2014 and LUCA template on 3-8 March 2015</p> <ul style="list-style-type: none"> - PT Agronusa Investama Pahauman, LUCA document was verified by RSPO on 1 Sept 2015. The 2nd LUCA verification document was on 2nd Nov 2015 with result of PASS WITH CLARIFICATION. - PT Karunia Kencana Permaisejati, The final RSPO endorsement from RSPO compensation on 11 November 2015 with result of pass with clarification. And at current still on process on fulfil the clarification. - PT Bhumi Pratama Khatulistiwa, Submitted liability disclosure to RSPO on 8 Dec 2015 and LUCA template on August 2015. The final RSPO endorsement from RSPO compensation on 29

		<p>September 2016 is 0 ha therefore there is no compensation plan required</p> <ul style="list-style-type: none"> - PT Agro Palindo Sakti 2, LUCA doc was verified by RSPO on 1 Sept 2015. The 2nd LUCA review was on Dec 2016 with result of PASS - PT Musi Banyuasin Indah, 0 liability confirmed by RSPO Compensation. There is no planting after 1 November 2005 - PT Sinarsiak Dianpermai, 0 liability confirmed by RSPO Compensation. There is no planting after 1 November 2005 - PT Agroindo Indah Perkasa 2, 0 liability confirmed by RSPO Compensation. There is no planting after 1 November 2005 <p>Auditor verification Auditor has verified the supporting evidence of above the company statement. The above statement in accordance with the supporting evidence provided.</p>
2.1.3	Any new plantings since January 1 st 2010 must comply with the RSPO New Plantings Procedure.	<p>No new planting/land clearing after 1st January 2010.</p> <p>Auditor verification</p> <ul style="list-style-type: none"> - PT Agronusa Investama Pahauman, The first planting year was in 1999. The lastest land clearing was in 2009 based on: LUCA analysis 2009 where the area was already bare land area. LUCA has been submitted to RSPO as part of company disclosure requirement. - There is no new planting after 1st January 2010 for PT Karunia Kencana Permaisejati, PT Bumipratama Khatulistiwa, PT Agro Palindo Sakti 2, PT Musi Banyuasin Indah, PT Sinarsiak Dianpermai, PT Agroindo Indah Perkasa 2
2.1.4	Any Land conflicts are being resolved through a mutually agreed process, e.g. RSPO Grievance procedure or Dispute Settlement Facility, in accordance with RSPO criteria 6.4, 7.5 and 7.6.	<p>There is no land conflicts.</p> <p>Auditor verification There is no information from public source and RSPO website on any land conflict for uncertified unit of the group subsidiaries.</p> <p>Based on the company record there is documentation on land compensation recapitulation updated on 1 October 2007, participatory mapping, agreement letter on compensation between company and land owner, land owner identity and procedure on compensation technical guidance SOP 001/WIP-KB/(0)/0610 dated June 2010.</p>
2.1.5	Any Labour disputes are being resolved through a mutually agreed process, in accordance with RSPO criterion 6.3.	<p>There is no labor disputes.</p> <p>Auditor verification There is no information from public source and RSPO website on any labour conflict for uncertified unit of the group subsidiaries.</p> <p>The company has mechanism to handle employee complaint and grievance that is stated in SOP 005/WIP-KB/(0)/0610 for communication and consultation with community and SOP 004/WIP-KB/(0)/ 0610 on complaint and grivance mechanism and solving any dispute out off court.</p>

		<p>There is no list of employee and stakeholder complaint and grievance.</p>
<p>2.1.6</p>	<p>Any Legal non-compliance is being resolved in accordance with the legal requirements, with reference to RSPO criteria 2.1 and 2.2.</p>	<p>Yes, there is process for land legality.</p> <p>Auditor verification</p> <p>PT Agronusa Investama Pahauman</p> <ul style="list-style-type: none"> - The continues changing on PIPIP map. In accordance to PIPIP 10 there is no area of the company (based on location permit) that is in the moratorium area. When PIP 11 released, some area of the company is in the updated peat moratorium map. <p>PT Karunia Kencana Permaisejati</p> <ul style="list-style-type: none"> - Overlapping HGU with Another plantation. The verification information is referred to 2.1.3 (legal document on operational and land ownership owned by the company) <p>PT Agro Palindo Sakti 2</p> <ul style="list-style-type: none"> - There is an obstacle on processing HGU is before continuing the HGU process, the company has to complete the requirement for 20% area allocation for smallholder. Based on BupatiSanggau Decree No. 137 year 2011 dated 25 March 2011 for 623 ha of smallholder scheme for 2 koperasi of Batu Ceramin and and Maju Bersama. Later, koperasi Maju Bersama split into Koperasi Maju Bersama and Koperasi Harapan Baru. And Koperasi Harapan Baru wants to take about 136 ha within company proposed HGU area. The company needs to resolve this issue first before be able to continue HGU process. <p>PT Musi Banyuasin Indah</p> <ul style="list-style-type: none"> - Overlay the map of land use with attachments Ministerial Decree No. SK.822/Menhut-II/2013 PT MBI entered in production forest area. - Planting outside HGU Kebun Sei Selabu (block 010, 024 and 027). <p>Explanation management unit following the legal department still perform continuous coordination with the government while waiting for a change of government decisions regarding the status of the area.</p> <p>PT Sinarsiak Dianpermai</p> <ul style="list-style-type: none"> - HGU 1,002 Ha on process - Status Areal Penggunaan Lain berdasarkan Lampiran SK 878/Menhut-II/2014 tanggal 29 September 2014 dan Surat No. S.160/BPKH.XIX-3/2016 tanggal 31 Maret 2016 <p>Explanation management unit as follows:</p> <ul style="list-style-type: none"> - Disagreement between the ministry of forestry by the Riau provincial government on the status of land PT SSSDP (between the status of forest and APL), which led to the process of making the concession inhibited. - There are some estate areas around the Mill that does not have permission locations. The process of acquiring a location permit was hampered due to the reasons in point 1 as well.

		<ul style="list-style-type: none">- The legal department is still doing continuous coordination with the government while waiting for a change of government decisions. <p>PT Agroindo Indah Perkasa 2</p> <ul style="list-style-type: none">- There is HGU on propose.
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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 *ASA-1* Assessment

NCR No.	: 2016.01	Issued by	: Rudi Ramdani
Date Issued	: October, 14th 2016	Time Limit	: Next Surveillance
NC Grade	: Minor	Closing Date	: December, 9th 2016
Standard Ref. & Requirement	1.1.1. There must be an available evidence that the planters and the businessmen of palm oil mill have been provided the adequate information regarding to the issues (environmental, social, and/or legal) which is relevant due to the criteria of RSPO to all stakeholders for the creation of effective participation in the decision making process.		
Non-Conformance Description & Evidence observed: <i>The Periodic Report</i> Based on the document study and the interview with the management party, it's obtained the information that the company has owned Bipartite Cooperation Institution at each estate and has been done the periodically meeting. However, the result of interview with stakeholder (labour agency, transmigration, and tourism of Seruyan District) and based on the verification of document, it's obtained the information that the company still not yet providing the information due to the activity of Bipartite Cooperation Institution periodically.			
Root Cause Analysis <i>(completed by the organization that to be audited):</i> The monitoring of delivery report of the Bipartite Cooperation Institution's result activity is not yet done every six months (January to June and July to December) to the Labour Agency due to the lack of socialization of enviromental minister regulation No. 32 in 2008, either from the related agency nor human resource department of the company in regard to the reporting of Bipartite Cooperation Institution activity, so the mandatory report in the regulation is unmonitored.			
Corrective Action <i>(completed by the organization that to be audited) :</i> <ul style="list-style-type: none"> - The Human Resource Department of Representative Office is issuing the IOM to PGA in order to create the activity report of Bipartite Cooperation Institution periodically (every six months). - PGA of Rimba Harapan Sakti are reporting the activity of Bipartite Cooperation Institution on the first semester of January to June 2016 to the Labour Agency of Seruyan. 			
Preventive Action <i>(completed by the organization that to be audited):</i> Preventive Measures that must be done by the company, such as: <ol style="list-style-type: none"> 1. The availability of IOM in regard to the reporting of Bipartite Cooperation Institution which is explaining that every six months, the activity of it has been reported to the Labour Agency and Transmigration by the PIC namely HRD and PGA. 2. The obligation of reporting of Bipartite Cooperation Institution of PT Rimba Harapan Sakti has been included into the list of monitoring report to the agency (PT RHS-2016), so it will be followed up in every semester from the Sustainability Department due to the reporting in order to keep it done routinely in accordance with the determined schedule for every six months (enclosed). 			
Assessor Evaluation and Conclusion <i>(completed by the auditor):</i> The certificate holder has been shown the corrective evidence, in the form of: <ul style="list-style-type: none"> - Inter office memo from Senior HRR Manager in September, 1st 2016 in regard to the reporting of Bipartite Cooperation Institution which is explaining that by periodically in six months, the activity of Bipartite Cooperation Institution has been reported to the Labour Agency and Transmigration. 			

- The receipt of reporting document of Bipartite Cooperation Institution's activity of PT RHS which is addressed to the office of labour, transmigration, and tourism agency of Seruyan District in October, 26th 2016.

Based on the corrective evidence which has been sent, so the team of auditor declared that the non conformity for this indicator is closed with observation.

Verified by : **Moh. Arif Yusni**

NCR No.	2016.02	Issued by	Afiffuddin
Date Issued	October, 14th 2016	Time Limit	December, 13th 2016 (60 days)
NC Grade	Major	Closing Date	December, 9th 2016
Standard Ref. & Requirement	RSPO 4.6.11 Specific annual medical supervision for the operator of pesticides, and the action must be documented in order to addressing the health condition, must be able to be shown.		
Non-Conformance Description & Evidence observed: Special Medical Examination The company has been shown the result of special medical examination in August 2015 and the planning for it has been planned in November 2016. However, the company still can not yet shown the justification and the basic planning program for special medical examination.			
Root Cause Analysis (completed by the organization that to be audited): <ul style="list-style-type: none"> - Monitoring stock of reagent (mix material for blood quality examination) for the examination of CHE is not going well. - Justification of mandatory schedule of special medical check up based on the reference of environmental minister regulation No. 02 in 1980 which is mentioned in standard operational of procedure of periodical medical check up (07/EHS/(1)/0410). 			
Corrective Action (completed by the organization that to be audited): <ul style="list-style-type: none"> - Do the evaluation for the procurement of reagent and preparing for the minimum stock of reagent to keep the availability of it. - Do the special examination due to the worker of pesticides. - Do the revision of SOP of MCU based on the reference of environmental minister regulation No. 03 in 1986. 			
Preventive Action (completed by the organization that to be audited): <ul style="list-style-type: none"> - There is a medical check up programme for the worker of pesticides in accordance with the standard operational of procedure of medical check up which has been revised. - There's a result of medical check up for the worker of pesticides for the period of 2016. 			
Assessor Evaluation and Conclusion (completed by the auditor): The certificate holder can be shown the corrective evidence, in the form of: <ul style="list-style-type: none"> - The revised procedure of special and periodic medical examination (SOP 07/EHS(2)/1116, second revision in December, 5th 2016). Based on the procedure, it's explained that the special examination for the employee who manage the pesticides, must be done at least once in six months. - Minutes of reagent procurement evaluation (mix material for the blood quality examination) in December, 7th 2016 due to the change of medical examination activity which is more than once in a year to be twice in a year, in accordance with the standard operational of procedure of periodic and special medical examination. - Do the identification of workers who work with pesticides for 70 employees at RHS 1 and 77 employees at RHS 2. - Minutes of special medical examination (cholinesterase) for the worker in November 14th-16th 2016 for the manuring worker, spraying, and poison mixing at RHS 1 estate and in November, 16th 2016 for the manuring worker, spraying, 			

and poison mixing at RHS 2 estate. Based on the result of medical examination, it's known that all employees who were attended the medical check up of cholinesterase have been declared as within normal limit condition.

- The programme of medical examination in 2017, where the special examination of CHE will be scheduled on May and November of 2017.

Based on the corrective evidence which has been sent, so the team of auditor declared that the non conformity for this indicator is closed with observation.

Verified by : **Moh. Arif Yusni**

NCRNo.	2016.03	Issued by	Afiffuddin
Date Issued	October, 14th 2016	Time Limit	December, 13th 2016 (60 days)
NC Grade	Major	Closing Date	December, 9th 2016
Standard Ref. & Requirement	<p>RSPO 4.7.3 All workers who are involving into the operation, must be given the training of safety practice (look at the criteria of 4.8). Protective equipment which is proper must be prepared for all workers at work location in order to handle all operations with high risk, such as the application of pesticides, the operation of machine, land clearing, the process of harvesting, and if it's implemented, the land fire.</p>		
<p>Non-Conformance Description & Evidence observed : Handover of Personal Protective Equipment Based on the result of observation field, interview with worker and the verification evidence of personal protective equipment hand over is still not yet provided the sufficient evidence that the company doesn't prepare the proper of PPE for all workers in accordance with risk analysis which has been identified. Such as, the personal protective equipment in the form of shoes for manuring activity (Block 090 of Division 2), the application of empty fruit bunch (block 073), the maintenance of harvesting path (block 080) at RHS-1 Estate and the application of empty fruit bunch (block 174 of Division 2) at RHS-2 Estate.</p>			
<p>Root Cause Analysis (completed by the organization that to be audited):</p> <ul style="list-style-type: none"> - The company has just been done the review due to the assessment of risk whereas identified in the impacted activities in regard to the safety of manuring worker, the application of EFB, and slashing. - The PPE in the form of boot, is still on procurement process. 			
<p>Corrective Action (completed by the organization that to be audited):</p> <ul style="list-style-type: none"> - Giving the PPE in the form of boot for manuring worker, application of EFB, and slashing. - do the identification of PPE needs in the form of boot and the procurement process of boot. 			
<p>Preventive Action (completed by the organization that to be audited):</p> <ul style="list-style-type: none"> - The evidence of handover of PPE for the worker is available. - Checklist of PPE completeness monitoring. 			
<p>Assessor Evaluation and Conclusion (completed by the auditor): The certificate holder has been shown the corrective evidence, such as:</p> <ul style="list-style-type: none"> - Inter office memo in regard to the demand of provision and replacement (life time) of PPE from the manager of Group Estate (October 2016) - The identification evidence of PPE which is explaining in regard to kind of work and PPE that must be used. - Minutes of Socialization Control and Use of Personal Protective Equipment at Work in June, 11th 2016 at PT RHS-1 of Division-2 that was attended by 174 employees. - Document of risk assessment in 2016, in the document described that one kind of risk control is by using the personal protective equipment. 			

- Monitoring document the using of PPE for the period of November at PT RHS-1.
 - The receipt evidence of PPE for employee, such as:
 - In November, 17th 2016 for the employee of empty fruit bunch application at RHS-2 of Division 1A in the form of shoes, fabric gloves, and mask.
 - In November, 23rd 2016 for the employee of empty fruit bunch application at RHS-2 of Division 2A in the form of shoes.
 - In June, 20th 2016 for the employee of manuring at RHS-2 of Division 2A and 2B in the form of gloves combination and shoes.
 - In October, 29th 2016 for the application of manual row maintenance at RHS-1 of Divison 2B in the form of fabric gloves and shoes.
- Based on the corrective evidence which has been sent, so the team of auditor declared that the non conformity for this indicator is closed with observation.

Verified by : **Moh. Arif Yusni**

NCR No.	: 2016.04	Issued by	: Afiffuddin
Date Issued	: October, 14th 2016	Time Limit	: Next Surveillance
NC Grade	: Minor	Closing Date	: December, 9th 2016
Standard Ref. & Requirement	RSPO 4.7.5 There must be some procedures in case of accident and emergency situation along with its instruction which must be understood clearly by all workers. The procedure in case of accident, must be available in the language that can be understood by workers. The worker who has been trained for giving the first aid ought to be attended either at the field nor at other operation, and the equipment for the first aid must always be available at work place. The record of all accidents must be saved and reviewed periodically.		
Non-Conformance Description & Evidence observed : Monitoring of equipment for the first aid Based on the result of observation field on the activity of harvesting, spraying, manuring, maintenance of manual row and the infrastructure at RHS-1 and RHS-2, the company has been preparing the facilitie of first aid at work place (box and bag of first aid). Based on the examination result by the team of auditor at some locations, such as : daycare at RHS-1 and RHS-2, rinse house, storage place of personal protective equipment at RHS-1 estate and the bag of supervisor at work field, known that: <ul style="list-style-type: none"> • There are some components of first aid box which have been expired. (As for the exampel : Rivanol, Povidon Lodine) • The completeness for the content of first aid box still not yet accordance with the list that has been established (21 items). • There's no information on the usage form during the using of the component. <p>Based on this matter, the company still can not yet shown the mechanism of controlling and monitoring of the equipment for the first aid.</p>			
Root Cause Analysis <i>(completed by the organization that to be audited):</i> 1. Monitoring of box or bag of first aid been done by the PIC of occupational, health, and safety, which is the staff of EHS. Due to there're some boxes/bags of first aid that must be monitored by one person as the staff of EHS, so it's caused there're some boxes/bags that have been missed from the monitoring.			

2. The PIC of box/bag of first aid during the socialized/training in regard to the way of using of the content of first aid box and the way to do the first aid in accident, and not yet socializing due to the numbers of content and the expired time from some contents of boxes/bags of first aid which have the limit time of usage (expired time).

Corrective Action (completed by the organization that to be audited):

- Do the evaluation due to the monitoring system which has been running.
- Do the checking of the completeness for all boxes/bags of first aid.
- Provide the training in regard to the content of box/bag of first aid to the holder/PIC of box/bag of first aid.

Preventive Action (completed by the organization that to be audited):

- There's a checklist of completeness for the content of box/bag of first aid which has been accordance with the applicable regulation.
- There's an information of using of first aid medicine.

Assessor Evaluation and Conclusion(completed by the auditor):

The certificate holder has been shown the corrective evidence in the form of :

- Minutes of the changes of monitoring system for box/bag of first aid in December, 8th 2016 of previously held by the staff of EHS, changed into under the responsibility of FO/FC of each PIC of first aid box.
- Minutes of checking for the bag of first aid of supervisor and operator in November, 2nd 2016 and October, 20th 2016 which is aim to ensure the completeness of medicine inside of the bag and also to ensure that there's no medicine which has been expired or more than the life time.
- Minutes of training activity of first aid in November, 3rd 2016 at RHS-1 and in December, 6th 2016 at RHS-2 which is aim to exercise the PIC of either bag nor box of first aid in the field regarding the way of first aid and the using of appropriate medication. The training activity was attended by 24 people at RHS-1 and 24 people at RHS-2.
- Monitoring checklist of the completeness of first aid box's content in November of 2016 which is explaining in regard to the PIC, location (place/unit) and the completeness of first aid box's content.
- The example of usage record of first aid box's content.

Based on the corrective evidence which has been sent, so the team of auditor declared that the non conformity for this indicator is closed with observation.

Verified by : **Moh. Arif Yusni**

3.5.2 Identification of Findings, Corrective Actions and Observations at ASA-2 Assessment

NCR No.	: 2017.01	Issued by	: Sandra Purba
Date Issued	: 29 September 2017	Time Limit	: ASA-3
NC Grade	: Minor	Date of Closing	:
Standard Ref. & Requirement	: 5.2.4 Once the management plan is prepared, continuous monitoring documentation and report regarding the status of the RTE and HCVs are affected by the operations of the plantation and palm oil mill shall be available, and the results of monitoring are to be used to follow-up on the improvement of the management plan.		
Non-Conformance Description & Evidence observed:			
<p>Based on field observations to HCV areas in RHS1 (e.g. HCV in block 076, block 092 and riparian of Pukun river) there is a potential for disruption to the presence of HCV (the permanent and un-permanent community buildings and HCV areas which cultivated by the communities). It has been identified by the company in June 2017, there were as many as 18 locations (78.83 Ha) disruption to the area HCV describes in the HCV disturbances maps (scale 1: 70000, No. HD7330, dated 15 Sept 2017). HCV protective measures and to reduce the threat had been carried out by socialization and communication to the communities and involving the relevant agencies.</p> <p>However, the company has not been able to show any follow-up plan for improvement and further management plan based on the result of identification and communication with various parties.</p>			
Root Cause Analysis <i>(filled by organization audited):</i>			
Correction <i>(filled by organization audited):</i>			
Corrective Action <i>(filled by organization audited):</i>			
Assessor Evaluation and Conclusion <i>(filled by auditor):</i>			
Verified by	:		

3.5.2 Opportunity for Improvement

No	Ref Std	Descriptions
1	2.2.3	Compensation settlement plan for land designated as HCV area
2	4.6.1	Following up the extension process of the pesticide distribution permit (glysat) used
3	4.6.6	Evaluate pesticide storage according to its type and characteristics
4	4.7.3	- Realization of training for certification of sterilizer and power house operator and electrician (Observation) - Progress of boiler operator licensing who have attended the training on 8 - 15 March 2017 Progress of power house operators licensing who have attended training on 18 - 20 June 2017
5	4.7.4	Progress of extension of OHS general expert appointment decree which has been filed on August 26, 2017
6	5.3.3	- Realization of permanent scheduled waste storage construction in RHS2 - Evaluate the placement of solid waste (shell and fiber).
7	8.1.1	Effectiveness of socialization of company policies to employees

3.5.4 Noteworthy Positive Components

No	Ref Std	Descriptions
1		PIC and auditor companion has good knowledge about Oil Palm Sustainable standarts.
2		Implementation of home trip allowance for harvester every 2 years.
3		Implementation of barcode system for FFB harvesting.

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

Public Issues (Institution/ NGO/Community)	Auditor Responses
<p>Bipartite Cooperation Instution RHS 1 Estate, RHS 2 Estate and RHS POM</p> <ul style="list-style-type: none"> Up to ASA-2 activities, employees have no plans to form unions. Associated with employment issues can be submitted through Bipartite Cooperation Instution. Bipartite consists of representatives from workers and companies, and has been registered in the labor agency. The company has given workers freedom to organize, and there are no reports of intimidation or discrimination by the company against workers. Bipartite meetings have been held regularly every month with the results of the discussion made in the minutes of the event. In general, the discussion on Bipartite meetings is related to complaints submitted by workers and has been responded by the company. The Company has applied the minimum wage provisions in accordance with applicable regulations All workers have been enrolled in the Social Insurance program (BPJS Ketenagakerjaan and BPJS Kesehatan). Estate working hours in the field valid for 7 working hours (Monday - Thursday, Saturday) and 5 working hours (Friday). Working hours at the Estate and Factory Office valid for 7 working hours (Monday - Friday) and 5 working hours (Saturday). The company prohibits especially harvest workers from bringing unemployed wives to help with the harvesting work. If it violates the matter then it will be sanctioned. Companies prohibit workers from carrying children while working in the field. Workers come from local and migrants from various regions and tribes in Indonesia, there is no inter-ethnic discrimination. The company does not specifically import workers from areas with an AKAD system. Migrant workers generally come to apply themselves to the company with information obtained from family or friends who first worked in the company. 	<p>There is no significant industrial issue for 2016 to 2017. CH has shown the evidence of compliance to RSPO standard criteria 1.1; 4.7; 6.2; 6.3; 6.6; 6.8, 6.9 and 6.12.</p>
<p>Local Contractor (CV Awa Raya Pratama)</p> <ul style="list-style-type: none"> Contractor has been working with the company since 2013/2014. For now the work being handled is the construction of hpusing type G6 and G10 in RHS POM with contract number of each Contract C & A 1608.15/2017/RS11-088 and Contract C & A 1608.15/2017/RS11-090. Preparation of Work Agreement has been agreed upon by both parties, with the term of the agreement depending on the type of work. For example construction of housing type G10 with a period of 180 days of work. In the Work Agreement has been required related to the type of work, pricing, employment conditions, OHS, rights and obligations of each party. The calculation of payments is transparent and mutually agreed upon, in general, payments are made on time. PPE Workers (helmets and shoes) are provided by the contractor, in the event of an work accident borne by the contractor. Contractor workers have been registered on the BPJS program which is a 	<p>The management unit has demonstrated evidence of compliance with the RSPO P & C i.e Criterion 6.10 and 6.11</p>

Public Issues (Institution/ NGO/Community)	Auditor Responses
<p>requirement in the Work Agreement</p> <ul style="list-style-type: none"> Contractor worker is 16 people with wage payment system. 	
<p>Gender Committee in RHS 1 Estate, RHS 2 Estate and RHS POM</p> <ul style="list-style-type: none"> Socialization of sexual harassment prevention policies and the protection of women's rights has been communicated to all workers as well as guaranteed protection for complainants or victims and witnesses. Within 2016/2017 there were no reports of incidents of sexual harassment, violence against women workers or violations of reproductive rights policies. The Company has consistently implemented a policy to protect reproductive rights through the provision of menstrual leave for women who suffered from illness on the first day/second at the time of menstruation, and maternity leave for pregnant women workers who will give birth (1.5 months before giving birth and 1.5 months postpartum) or who have a miscarriage is given a rest period of 1.5 months. There is no reporting of discrimination especially on women workers conducted by the company. The company has provided equal opportunities and opportunities in working without discriminating gender. The Company has demonstrated an effort to improve workers' access to adequate and adequate food by providing vehicles to deliver workers to meet basic needs to the city at the time of receiving wages for POM and Non-Permanent Market also Cooperative in Estate. The company provides special rest periods for female workers still in the breastfeeding period. 	<p>There were no negative issues from stakeholder. The management unit has demonstrated evidence of compliance with the RSPO P & C i.e Criterion 6.8 and 6.9</p>
<p>Forestry and Plantation Agency of Seruyan Regency</p> <ul style="list-style-type: none"> The relationship between the company and the Forestry and Plantation Agency of East Kotawaringin is good enough and often coordinated. There is no issue about land conflicts or tenurial conflicts The implementation of regular reporting is running smoothly and on time. For example; Plantation Business Activity Report (LKUP). The assessment results of the plantation business showed the estate received a title / third class estate. CSR to the public has been carried out and conducted by coordination with agency and community around the company There were no fires and environmental pollution issues. 	<ul style="list-style-type: none"> Company can show the certification of plantation class. It is in accordance with criteria 2.1 Company has CSR implementation document for the year of 2016. It is in accordance with criteria 6.11
<p>Environmental Agencies</p> <ul style="list-style-type: none"> The company has a good relationship with Regional Environmental Agency of Seruyan regency The management unit provides effluent compulsory report regularly (quarterly) The Company has obtained permission of Hazardous Waste Temporary Warehouse and land applications The management unit provides Environmental Management Plan - Environmental Monitoring Plan reports regularly There is no pollution issues related to the company's operations from the community. 	<p>Auditors have been verified the aspects related to agronomic and processing, environmental permits and monitoring. All of them have been comply in accordance with criterion 1.1, 2.1,5.1, 5.3, 5.4, and 5.5.</p>

Public Issues (Institution/ NGO/Community)	Auditor Responses
<ul style="list-style-type: none"> The company has owned a good routine reporting system and timely, such as routine report of Environmental Management Plan / Environmental Monitoring Plan in each semester. there are no report related to environmental pollution caused by the company's operational activities. 	
<p><u>Labor and Transmigration Agency of Seruyan Regency</u></p> <ul style="list-style-type: none"> The relationship between the company with Labor and Transmigration Agency has been established very well. The Company has implemented Management System of Occupational Health and Safety in mills and estates. The company has had a good working procedure, involving the employees in the employment guarantee program (employment Social Insurance Agency). There has never been a report related to a dispute between the company and its employees. The Company has a system of reporting to the Labor and Transmigration Agency properly and timely. For example, reports of Guiding Committee of Occupational Safety & Health and Compulsory Labor Report. The Company has implemented the Estate Sectoral Minimum Wage in accordance with applicable regulations. The Department also routinely conducted an examination on the work machines in RHS POM. PT RHS does not have worker unions, but the company has a Bipartite Cooperation Institution which are quite active There is no issue of labor or discriminatory treatment of workers (ethnic, racial, gender). Provisions of working hours have already implemented overtime salary There is no migrant workers in PT RHS 	<p>Auditors have been verified the aspects related to worker welfare and OHS. They have been comply in accordance with criterion 1.1; 2.1; 4.6; 4.7; 4.8; 6.5; 6.6; 6.7; 6.8; 6.9; and 6.12.</p>
<p>Local Communities</p> <p>1. Pematang Limau</p> <p><u>The contents of the meeting:</u></p> <p>In general, the relationship between the company and the communities around the plantations and smallholders cooperative are quite good and harmonious, communication between the communities and the company are pretty well. Based on the results of communities recognition obtained information, among others:</p> <ul style="list-style-type: none"> There are no issues related to environmental pollution from local communities The Collective Labor Agreement between the cooperative and the company for the development of the estates are quite transparent and fair. There is a direct aid to village communities in the form of religious facilities, teacher incentives, road maintenance, etc. There are no conflicts related to land issues in the planting area The estates are facilitated the formation of communities cooperative and 	<p>Auditors have been verified the aspects related to land legality, cooperation legality, land dispute, CSR and community empowerment. They have been comply in accordance with criterion 1.1; 2.1; 2.2 ; 2.3; 6.5; 6.10; and 6.11. Its relevants with criteria 6.1; 6.2 and 6.11</p>

Public Issues (Institution/ NGO/Community)	Auditor Responses
<p>the maintenance of the smallholdings legality.</p> <ul style="list-style-type: none"> • There is no land of communal forest or customary in the estate area. • Socialization for protection of flora and fauna have been conducted by the company 	

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 style="text-align: center;">Signed on behalf of:</p> <div style="display: flex; justify-content: space-around; align-items: flex-end;"> <div style="text-align: center;"> <p>PT Harapan Rimba Sakti Head of Sustainability</p>  <p>Simon Siburat Friday, 29 September 2017</p> </div> <div style="text-align: center;"> <p>Mutuagung Lestari Lead Auditor</p>  <p>Sandra Purba Friday, 29 September 2017</p> </div> </div>

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

No	Institution/NGO/Community	Address	Phone/Email	Form of Communication	Date of Contact	Response	
						Yes	No
1	Bipartite Cooperation Institution - 2 people Bipartite members RHS 1 Estate - 2 people Bipartite members RHS 2 Estate - 2 people Bipartite members RHS POM	PT RHS	-	Visits and Interviews	26 September 2017	√	-
2	Environmental Agencies Seruyan District.	Seruyan District	-	Visits and Interviews	26 September 2017	√	-
3	Plantation And Forestry Agency	Seruyan District	-	Visits and Interviews	26 September 2017	√	-
4	Labour and Transmigration Agency Seruyan District.	Seruyan District	-	Visits and Interviews	26 September 2017	√	-
5	Local Contractor: 1 people (CV Awa Raya Pratama)	PT RHS	-	Visits and Interviews	26 September 2017	√	-
6	Pematang Limau village (Local Communities)	Pematang Limau Village	-	Visits and Interviews	26 September 2017	√	-
7	Gender Committe ✓ people members Gender Committee RHS 1 Estate ✓ orang members Gender Committee RHS 2 Estate ✓ 3 orang members Gender Committee perempuan RHS POM	PT RHS	-	Visits and Interviews	26 September 2017	√	-
8	18 harvester RHS-1 Estate	PT RHS	-	Visits and Interviews	28 September 2017	√	-
9	2 loader RHS-1 Estate	PT RHS	-	Visits and Interviews	28 September 2017	√	-
10	11 operator pesticide RHS-1 Estate	PT RHS	-	Visits and Interviews	28 September 2017	√	-
11	10 manuring workers RHS-1 Estate	PT RHS	-	Visits and Interviews	28 September 2017	√	-
12	8 workers EFB Application	PT RHS	-	Visits and Interviews	28 September 2017	√	-
13	1 Head of Warehouse RHS-2 Estate	PT RHS	-	Visits and Interviews	27 September 2017	√	-
14	2 Warehouse officer RHS-2 Estate	PT RHS	-	Visits and Interviews	27 September 2017	√	-
15	1 Head of Mechanic RHS-2 Estate	PT RHS	-	Visits and Interviews	27 September 2017	√	-
16	1 Operator Genset RHS-2 Estate	PT RHS	-	Visits and Interviews	27 September 2017	√	-
17	1 doctor company	PT RHS	-	Visits and Interviews	26 September 2017	√	-
18	1 nurse in clinic RHS-2 Estate	PT RHS	-	Visits and Interviews	27 September	√	-

				Interviews	2017		
19	1 safety officer Estate	PT RHS	-	Visits and Interviews	28 September 2017	√	-
20	1 safety officer Mill	PT RHS	-	Visits and Interviews	28 September 2017	√	-
21	1 Personal General Affair Mill	PT RHS	-	Visits and Interviews	28 September 2017	√	-
22	1 Personal General Affair Estate	PT RHS	-	Visits and Interviews	28 September 2017	√	-
23	WWF Indonesia	Jakarta	media@wwf.or.id	Email	18 September 2017	-	√
24	Borneo Orangutan Survival Foundation	Jakarta	Bos_komunikasi@orangutan.co.id	Email	18 September 2017	-	√
25	Orangutan Land Trust	Jakarta	info@forests4orangutans.org	Email	18 September 2017	-	√
26	Save Our Borneo	Jakarta	info@saveourborneo.org	Email	18 September 2017	-	√
27	Borneo Nature Foundation	Jakarta	info@borneonature.org	Email	18 September 2017	-	√

Appendix 2. Assessment Program

DATE / TANGGAL		25 – 29 September 2017	
PLANNED TIME RENCANA WAKTU	ACTUAL DURATION DURASI AKTUAL	PROCESSES / CLAUSES TO BE AUDITED PROSES / HAL YANG DIAUDIT	AUDITOR
Monday, 25 September 2017			
11.30 – 15.00	11.30 – 15.00	JAKARTA → Sampit → PT. RHS	• SP / MAY / NK / BYS
15.00– 15.30	15.00– 15.30	Opening meeting <ul style="list-style-type: none"> Presentasi Auditee (Perkenalan PIC, Profil Perusahaan) // <i>Auditee Speech (Introduction of PIC, Profile of Certified Management Unit)</i> Presentasi Tim Auditor (Perkenalan, Penjelasan Tujuan Audit, Ruang Lingkup Audit, Pembahasan Rencana Audit, Penentuan Sampel Audit, Penyampaian Transparansi dan Kerahasiaan) // <i>Auditor Team Speech (Introduction, Audit Objective, Audit Scope, Audit Plan Discussion, Determine of Audit Sample, Transparency and Confidentiality Clarification)</i> 	• SP / MAY / NK / BYS
15.30– 17.00	15.30– 17.00	Documents Review <ul style="list-style-type: none"> Verifikasi Informasi Dasar (PKS dan Kebun) // <i>Verification of Basic Information Mill and Estate</i> 	
Tuesday, 26 September 2017			
08.00 – 17.00	08.00 – 17.00	<ul style="list-style-type: none"> Stakeholders consultation to related agencies in Seruyan Regency / <i>Konsultasi Publik ke Intansi terkait di Kabupaten Seruyan</i> Konsultasi publik ke masyarakat terdampak sekitar kebun // <i>Stakeholder consultation to affected communities surrounding the plantations.</i> 	• MAY
08.00 – 12.00	08.00 – 12.00	<ul style="list-style-type: none"> Wawancara dengan Komite Gender, Serikat Pekerja, Koperasi Karyawan (jika ada), Kontraktor Lokal Mill dan Kebun, Supplier Pihak Ketiga // <i>Interview with Gender Committee, Worker’s Union, Worker’s Cooperative (if any), Local Contractor (for Mill and Estate), Third Party Supplier</i> Review hasil temuan penilaian sebelumnya // <i>Review of previous (Initial assessment) findings</i> Klarifikasi Time Bound Plan // <i>Confirmation of Time Bound Plan</i> Verifikasi Partial Certification // <i>Review of Partial Certification</i> 	• NK • SP / BYS
12.00 – 14.00	12.00 – 14.00	Break	
14.00 – 17.00	14.00 – 17.00	Field observation to RHS POM : <ul style="list-style-type: none"> Alur Rantai Pasok / Supply Chain (Penerimaan TBS, Penimbangan TBS, Sortasi TBS, Observasi Proses Pengolahan, Despatch CPO) // <i>Supply Chain verification (FFB Receiving, Weighbridge, FFB Sorting, Processing Activity, Despatch CPO)</i> Aspek Keselamatan dan Kesehatan (Inspeksi Gudang Bahan Kimia, Gudang Limbah B3, Workshop, Simulasi Fasilitas Pengendali Kebakaran, Pengelolaan Limbah Pabrik / IPAL) // <i>Occupational Health & Safety Aspect (Inspection to Chemical Storage, Hazardous Waste Storage, Fire Control Simulation, POME Pond)</i> 	• SP / BYS • NK

DATE / TANGGAL		25 – 29 September 2017	
PLANNED TIME RENCANA WAKTU	ACTUAL DURATION DURASI AKTUAL	PROCESSES / CLAUSES TO BE AUDITED PROSES / HAL YANG DIAUDIT	AUDITOR
Wednesday, 27 September 2017			
08.00 – 12.00	08.00 – 12.00	Field Observation to RHS 1 Estate Aspek yang akan diverifikasi // <i>Aspect to be verified</i> : <ul style="list-style-type: none"> - Implementasi Aspek Legal (Legalitas Kepemilikan Lahan, Tata Batas), HCV; // <i>Implementation of Legal Aspect (Land Ownership, Legal Boundaries), HCV</i>; - Implementasi Aspek Agronomi (Panen & Transportasi, Pemupukan, Aplikasi Pestisida, Perawatan Jalan, Monitoring Pengendali Hayati, Aplikasi Janjang Kosong) // <i>Implementation of Agronomy Aspect (Harvesting & Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application)</i> - Implementasi Aspek Lingkungan, dan Pengelolaan Limbah (Inspeksi Gudang Bahan Kimia, Pupuk, Gudang Limbah B3, Workshop, Fasilitas Pengendali Kebakaran, Pengelolaan Sampah dan Limbah) // <i>Implementation of Environmental, and Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management)</i> - Implementasi Keselamatan dan Kesehatan Kerja // <i>Implementation of Occupational Health & Safety Aspect</i> - Implementasi Prosedur dan mekanisme Aspek Ketenagakerjaan // <i>Implementation of Employment Procedure and Mechanism Aspect</i> - Observasi Fasilitas Pekerja (Perumahan, Sekolah, Sarana Ibadah) // <i>Observation of Workers Facilities (Housing, School, Worship Place)</i>. 	<ul style="list-style-type: none"> • SP • MAY • NK / BYS • NK / BYS
12.00 – 14.00	12.00 – 14.00	Break	
14.00 – 17.00	14.00 – 17.00	<ul style="list-style-type: none"> • Melanjutkan Kunjungan lapangan dan Klarifikasi Hasil Kunjungan Lapangan // <i>Continue Field Observation and field observation clarification</i> • Melengkapi checklist // <i>Verification of field visit and completing checklist</i> 	<ul style="list-style-type: none"> • SP / MAY / NK / BYS
Thursday, 28 September 2017			
08.00 – 11.00	08.00 – 11.00	Field Observation to RHS 2 Estate Aspek yang akan diverifikasi // <i>Aspect to be verified</i> : <ul style="list-style-type: none"> - Implementasi Aspek Legal (Legalitas Kepemilikan Lahan, Tata Batas); // <i>Implementation of Legal Aspect (Land Ownership, Legal Boundaries)</i>; - Implementasi Aspek Agronomi (Panen & Transportasi, Pemupukan, Aplikasi Pestisida, Perawatan Jalan, Monitoring Pengendali Hayati, Aplikasi Janjang Kosong) // <i>Implementation of Agronomy Aspect (Harvesting & Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application)</i> - Implementasi Aspek Lingkungan, Konservasi/HCV dan Pengelolaan Limbah (Inspeksi Gudang Bahan Kimia, Pupuk, Gudang Limbah B3, Workshop, Fasilitas Pengendali Kebakaran, Pengelolaan Sampah dan Limbah) // <i>Implementation of Environmental, Conservation/HCV and</i> 	<ul style="list-style-type: none"> • SP • MAY / BYS • NK

DATE / TANGGAL		25 – 29 September 2017	
PLANNED TIME RENCANA WAKTU	ACTUAL DURATION DURASI AKTUAL	PROCESSES / CLAUSES TO BE AUDITED PROSES / HAL YANG DIAUDIT	AUDITOR
		<p><i>Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management)</i></p> <ul style="list-style-type: none"> - Implementasi Keselamatan dan Kesehatan Kerja // <i>Implementation of Occupational Health & Safety Aspect</i> - Implementasi Prosedur dan mekanisme Aspek Ketenagakerjaan // <i>Implementation of Employment Procedure and Mechanism Aspect</i> - Observasi Fasilitas Pekerja (Perumahan, Sekolah, Sarana Ibadah) // <i>Observation of Workers Facilities (Housing, School, Worship Place).</i> 	<ul style="list-style-type: none"> • NK
11.00 – 14.00	11.00 – 14.00	Break	
14.00 – 17.00	14.00 – 17.00	<ul style="list-style-type: none"> • Verifikasi hasil konsultasi para pihak dan kunjungan lapangan // <i>Verification of stakeholder consultation result and field visit.</i> • Tinjauan dokumen dan melengkapi daftar periksa // <i>Document review and completing audit checklist.</i> 	<ul style="list-style-type: none"> • SP / MAY / NK / BYS
Friday, 29 September 2017			
07.00 – 09.00	07.00 – 09.00	<ul style="list-style-type: none"> • Diskusi internal tim auditor untuk persiapan Closing Meeting // <i>Internal discussion by auditor team preparing for Closing Meeting</i> 	<ul style="list-style-type: none"> • SP / MAY / NK / BYS
09.00 – 10.00	09.00 – 10.00	<p>Closing Meeting:</p> <ul style="list-style-type: none"> • Penyampaian hasil audit (Catatan Komponen Positif, Ketidaksesuaian, OFI, Batas Waktu Perbaikan dan Kesimpulan) // <i>Presentation of audit findings (Noteworthy Positive Component, Non Conformities, OFI, Timelie of CAR's, Conclusion)/</i> • Komentar, Tanggapan dan Diskusi // <i>Comments, Responses and Questions</i> 	
11.00 – 13.00	11.00 – 13.00	PT Rimba Harapan Sakti – Sampit	
13.30 -	13.30 – 14.20	Sampit - Jakarta	