

Roundtable on Sustainable Palm Oil Certification R S P O

[✓] Surveillance

Name of Management Organisation : Angsana Factory, PT Ladangrumpun Suburabadi subsidiary of Sime Darby Plantation, Bhd
 Plantation Name : PT Ladangrumpun Suburabadi (Angsana Estate and Gunung Sari Estate)
 PT Sajang Heulang (Pantai Bonati) and Scheme Smallholders of PT Sajang Heulang (KKPA 1 and KKPA 4)
 Location : Sebampan Village, Sub District of Sei Loban, District of Tanah Bumbu, Province of Kalimantan Selatan, Indonesia
 Certificate Code : **MUTU-RSPO/006**
 Date of Initial Registration : 06 July 2011
 Date of Last Issued : 09 November 2016 Date of License Issue : 06 October 2019
 Date of Certificate Expiry : 05 July 2021 Date of License Expiry : 05 July 2020

Assessment	Assessment Date	PT. Mutuagung Lestari Auditor	Reviewed by	Approved by
ASA 1.3	17 to 21 June 2019	Moh Arif Yusni, Arif Faisal Simatupang, Radytio Puspanjana, Yudhi Yuniarto Tallutondok	Ardiansyah	Octo H.P.N. Nainggolan

Assessment	Approved by MUTUAGUNG LESTARI on:
ASA 1.3	20 September 2019

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Figure 1. Location Map of Angsana Factory – PT Ladangrumpun Subur abadi

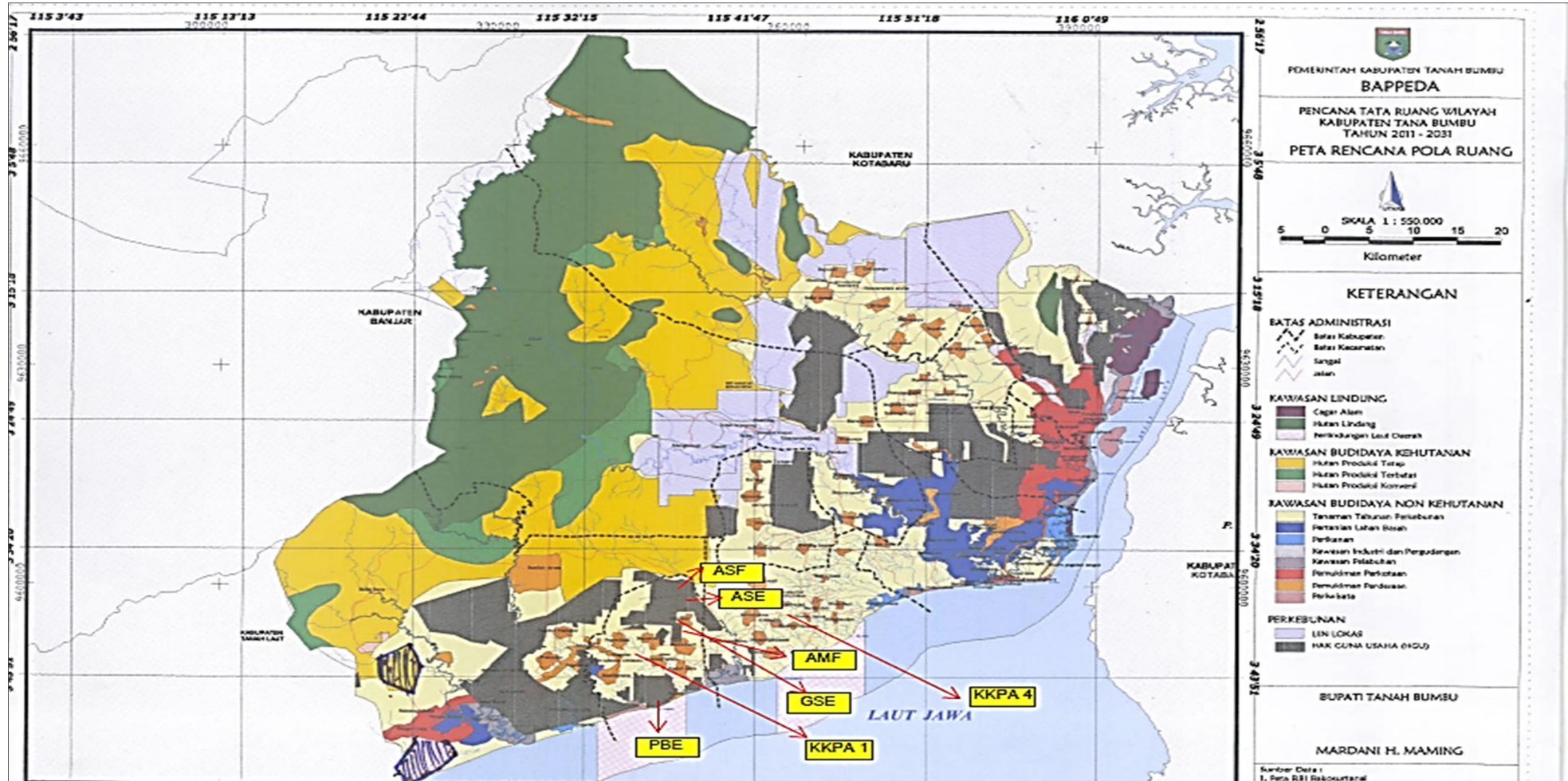


Figure 2. Operational Map of PT. Ladangrumpun Suburabadi – Angsana Estate and Gunung Sari Estate

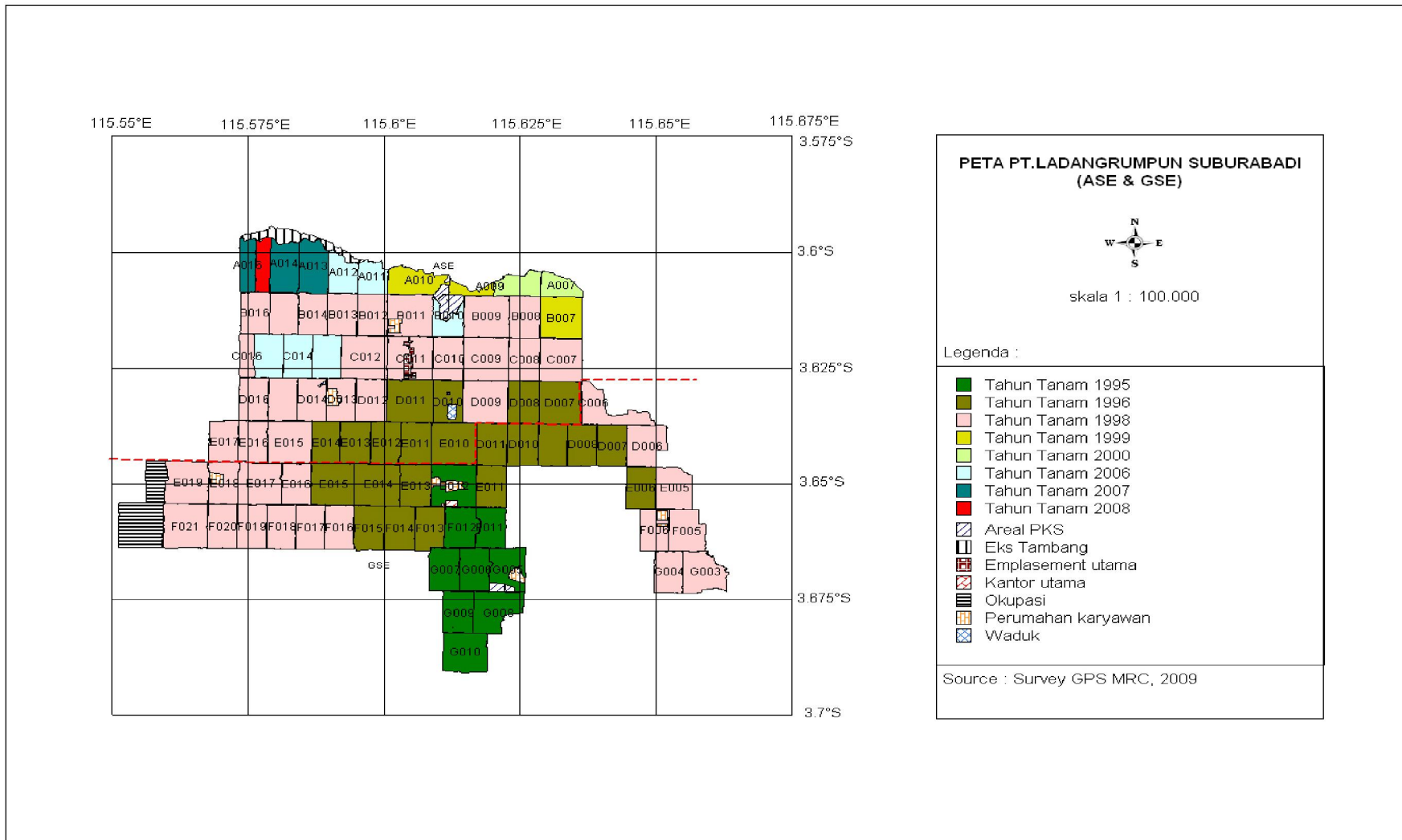
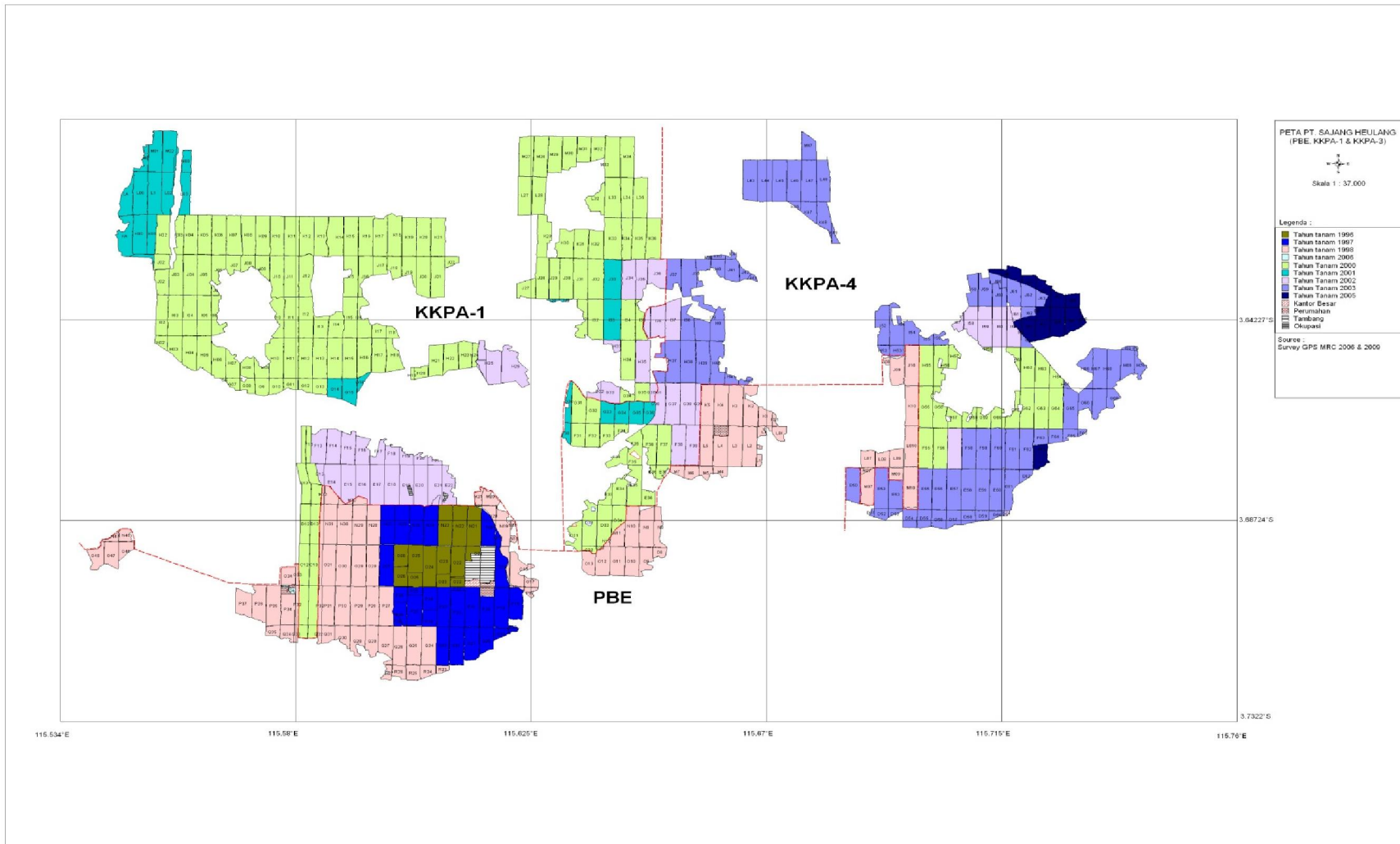


Figure 3. Operational Map of PT. Sajang Heulang – Pantai Bonati Estate, KKPA-1 and KKPA-4



Abbreviations Used

ACKKS	:	Area Controller Kalimantan Selatan Sebanan
AMDAL (SEIA)	:	<i>Analisis Mengenai Dampak Lingkungan</i> (Social and Environmental Impact Assessment)
APD (PPE)	:	<i>Alat Pelindungan Diri</i> (Personal Protective Equipment)
ARM	:	Area Manager (Abbreviation for number code of Manual Policy or Letter)
ASE	:	Angsana Estate
ASF	:	Angsana Factory
BOB	:	Barn Owl Box
BOD	:	Biological Oxygen Demand
BMP	:	Best Management Practices
BPJS	:	<i>Badan Penyelenggara Jaminan Sosial</i> (Social Insurance Organisation)
BSS	:	Block Spraying System
CEC	:	Cation Exchange Capacity
CH	:	Certificate Holder
CFO	:	Chief Finance Officer
CPO	:	Crude Palm Oil
CSR	:	Corporate Social Responsibility
EFB	:	Empty Fruit Bunch
EIA	:	Environment Impact Assessment
ESH	:	Environment Safety and Health
FFB	:	Fresh Fruit Bunch
GAPKI	:	<i>Gabungan Pengusaha Kelapa Sawit Indonesia</i> (Indonesian Palm Oil Association)
GHG	:	Greenhouse Gas
GHPI	:	Group Head Plantation Indonesia
GSE	:	Gunung Sari Estate
GM	:	General Manager
HCV	:	High Conservation Value
HGU	:	<i>Hak Guna Usaha</i> (Land Use Permit)
HIRADC	:	Hazard Identification Risk Assessment Determining Control
HPO	:	Head Plantation Officer
HWS	:	Hazardous Waste Storage
IOM	:	Inter Office Mail
GOR	:	<i>Gedung Olahraga</i> (Sport Hall)
IPAL (WWTP)	:	<i>Instalasi Pengelolaan Air Limbah</i> (Wastewater Treatment Plant)
KER	:	Kernel Extraction Rate
KKPA	:	Cooperative Credit Scheme
KSS	:	Kalimantan Selatan – Sulawesi
K3 (OHS)	:	<i>Keselamatan dan Kesehatan Kerja</i> (Occupational Health and safety)
LA	:	Land Application
LCC	:	Legume(s) Cover Crop
LB3	:	Hazardous Waste
LTIFR	:	Lost Time Accident Frequency Rate
MC	:	Medical Certificate
MRC	:	Minamas Research Center
MCM	:	Management Committee Meeting
MSDS	:	Material Safety Data Sheet
MRC	:	Minamas Research Centre
NGO	:	Non-Government Organization
OER	:	Oil Extraction Rate
OHS	:	Occupational Health and Safety

OJT	:	On Job Training
P&D	:	Pest & Disease
POME	:	Palm Oil Mill Effluent
PK	:	Palm Kernel
PIC	:	Person In Charge
PJS	:	<i>Pejabat Sementara</i> (Temporary Official)
POM	:	Palm Oil Mill
POME	:	Palm Oil Mill Effluent
PHT (IPM)	:	<i>Pengendalian Hama Terpadu</i> (Integrated Pest Management)
PSD	:	Plantation Service Department
PSQM	:	Plantation Sustainable Quality and Management
PT LSI	:	PT Ladangrumpun Suburabadi
PT SHE	:	PT Sajang Heulang
PT	:	<i>Perseroan Terbatas</i>
P2K3	:	Occupational Health and Safety Committee
RKL / RPL	:	<i>Rencana Kelola Lingkungan/Rencana Pemantauan Lingkungan</i> (Environmental Management Plan / Environment Monitoring Plan)
RSPO	:	Roundtable on Sustainable Palm Oil
RTD	:	Recruitment Training Department
SAP	:	System Application Product and Processing
SBA	:	Sinar Bintang Akbar (name of company for Schedule Waste Collector & Transporter)
Sawit Watch	:	LSM yang fokus pada komoditas kelapa sawit
SEIA	:	Social Environment Impact Assessment
SGM	:	Senior General Manager
SOP	:	Standard Operating Procedure
SOU	:	Strategic Operating Unit
UKL/UPL	:	<i>Upaya Kelola Lingkungan/Upaya Pemantauan Lingkungan</i> (Environmental Management Efforts / Environmental Monitoring Efforts)
UMK	:	<i>Upah Minimum Kabupaten</i> (District Minimum Salary)
WALHI	:	Wahana Lingkungan Hidup Indonesia
WHO	:	World Health Organization
WTP	:	Water Treatment Plant
WWTP	:	Waste Water Treatment Plant
VP	:	Vice President

1.0	SCOPE of the CERTIFICATION ASSESSMENT		
1.1	Assessment Standard Used	<ul style="list-style-type: none"> • Indonesian National Interpretation of RSPO P&C 2013 by INA-NITF (Indonesian National Interpretation Task Force) July 2016, endorsed by the RSPO BoG 30th September 2016. • RSPO Supply Chain Certification Standard For organizations seeking or holding certification Adopted by the RSPO Board of Governors on 21 November 2014 revised on 14 June 2017 (Module D / E for CPO Mill) • RSPO Certification System for Principles and Criteria, 14 June 2017 	
1.2	Organisation Information		
1.2.1	Organisation name listed in the certificate	PT Ladangrumpun Suburabadi subsidiary of Sime Darby Plantations Berhad	
1.2.2	Contact person	Alagendran Maniam	
1.2.3	Organisation address and site address	RSPO registered company: No 2, Plantation Tower, PJU 1A/7Street Petaling Jaya, Malaysia 47301 Liaison Office: The Plaza Office Tower, 36 th Floor Jl. MH Thamrin Kav. 28-30, Jakarta 10350	
1.2.4	Telephone	+62-21-29926000	
1.2.5	Fax	+62-21-29922686	
1.2.6	E-mail	alagendran.maniam@sime-darbyplantation.com	
1.2.7	Web page address	http://www.sime-darbyplantation.com/	
1.2.8	Management Representative who completed the application for certification	Alagendran Maniam (Head Sustainability Minamas)	
1.2.9	Registered as RSPO member	1-0008-04-000-00 – 6 September 2004	
1.3	Type of Assessment		
1.3.1	Scope of Assessment and Number of Management Unit	Angsana POM and supply bases: Angsana Estate & Gunung Sari Estate (PT LSI); Pantai Bonati Estate, Scheme Smallholders (KKPA-1 & KKPA-4 Estate) PT SHE.	
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
	Angsana Factory	Village of Sebamban Baru, Sub District of Sei Loban, District of Tanah Bumbu, Province of Kalimantan Selatan, Indonesia	S 03° 36' 49" E 115° 36' 38"
1.4.2	Location of Certification Scope of Supply Base		

	Name of Supply Base	Location	Coordinate				
			Latitude	Longitude			
	Angsana	Village of Bayansari, Sub District of Angsana, District of Tanah Bumbu, Province of Kalimantan Selatan, Indonesia.	S 03 ⁰ 31' 56"	E 115 ⁰ 40' 11"			
	Gunung Sari	Village of Bayansari, Sub District of Angsana, District of Tanah Bumbu, Province of Kalimantan Selatan, Indonesia.	S 03 ⁰ 34' 59"	E 115 ⁰ 41' 15"			
	Pantai Bonati	Village of Angsana, Sub District of Angsana, District of Tanah Bumbu, Province of Kalimantan Selatan, Indonesia.	S 03 ⁰ 44' 51"	E 115 ⁰ 34' 39"			
	KKPA1	Village of Purwodadi, Sub District of Angsana, District of Tanah Bumbu, Province of Kalimantan Selatan, Indonesia.	S 03 ⁰ 40' 38"	E 115 ⁰ 34' 45"			
	KKPA 4	Viillage of Sebanban Lama, Sub District of Sungai Loban, District of Tanah Bumbu, Province of Kalimantan Selatan, Indonesia.	S 03 ⁰ 40' 29"	E 115 ⁰ 40' 45"			
1.5	Description of Area Statement						
1.5.1	Tenure						
	• State		8,611.00 Ha				
	• Community		6,540.19 Ha				
1.5.2	Area Statement						
	Description	Hectarage (Ha)			Total (Ha)		
		PT Ladangrumpun Suburabadi	PT Sajang Heulang	Scheme Smallholders			
	• Total area	6,077.00	2,534.00	6,540.19	15,151.19		
	• Mature area	3,278.91	907.43	6,017.50	10,203.84		
	• Immature area	738.61		-	738.61		
	• Mill	43.08		-	43.08		
	• Emplacement	60.44	16.56	8.46	85.46		
	• Infrastructure	193.37	157.84		351.21		
	• Nursery	15.00			15.00		
	• Others area (Mining, Kampong/public facilities)	1,531.79	1412.17	423.03	3,366.99		
	• HCV	95.80		83.33	179.13		
	• Occupation	120.00	40	7.87	167.87		
1.6	Planting Year and Cycles						
1.6.1	Age profile of planting year						
	Planting Year	Hectarage (Ha)					
		Angsana Estate	Gunung Sari Estate	Pantai Bonati Estate	KKPA 1	KKPA 4	Total
	1995		35.14				35.14
	1996	237.6	313.89				551.49
	1998	1,049.01	987.99	907.43			2,944.43
	1999	41.1					41.10

2000	75.12			2,389.78	733.82	3,198.72
2001				372.65	89.2	461.85
2002				595.21	341.1	936.31
2003					1430.91	1,430.91
2006	320.54				64.83	385.37
2007	181.9					181.90
2008	36.62					36.62
Sub Total Mature	1,941.89	1,337.02	907.43	3,357.64	2,659.86	10,203.84
2016	133.16	167.60				300.76
2017		220.65				220.65
2018		63.87				63.87
2019	153.33					153.33
Sub Total Immature	286.49	452.12				738.61
TOTAL	2,228.38	1,789.14	907.43	3,357.64	2,659.86	10,942.45

1.6.2 New Planting area after January 2010 - Ha

1.6.3 Planting Cycle 2nd 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)	Extraction (%)	Out put (tonnes)	Extraction (%)
Angsana	60	249,944.76	54,259.92	21.54	11,975.69	4.75

**Production data source from 12 months before assessment (June 2018 – May 2019)*

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)	%
Angsana	3,250.06	2,228.38	33,624.09	15.09	33,569.18	99.84
Gunung Sari	2,826.94	1,789.14	26,509.19	14.82	26,495.56	99.95
Pantai Bonati	2,534.00	907.43	17,078.63	18.82	17,065.79	99.92
KKPA 1 (2424 SH)	3,864.00	3,357.64	75,691.61	22.54	75,582.40	99.86
KKPA 4 (1904 SH)	2,676.19	2,659.86	54,485.33	20.48	53,857.64	98.85
TOTAL	15,151.19	10,942.45	207,388.85	18.95	206,570.57	99.61

**Production data source from 12 months before assessment (June 2018 – May 2019)*

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)
KKPA-5 (RSPO Certified)	PT Sajang Heulang – Mustika POM	1863	2,656	37,663.79
KKPA-2	PT Sajang Heulang – Mustika	2459	3792	5,710.40

	(RSPO Certified)	POM						
	TOTAL				43,374.19			
	*Production data source from 12 months before assessment (June 2018 – May 2019)							
1.7.4	Product categories			FFB, CPO, PK				
1.8	Tonnage of Product							
1.8.1	Past Annual Claim Certified Product	Last Year Projected Certified Volume (MT)		Last Year Actual Certified Volume				
	FFB Processed (Own Estate)	90,513		77,130.53				
	FFB Processed (Scheme Smallholders)	161,269		172,814.23				
	CPO Production	65,117		54,259.92				
	Palm Kernel (PK) Production	13,904		11,975.69				
1.8.2	Product selling							
	Type of selling product	Actual selling product for last year (MT)						
	CSPO sold as RSPO certified product	10,659.26						
	CSPK sold as RSPO certified product	3,749.06						
	CSPO sold under other scheme	0						
	CSPK sold under other scheme	0						
	CSPO sold as conventional	42,625.33						
	CSPK sold as conventional	8,101.39						
	*during audit ASA 1.3 conducted the CH can not show documentation related - Volume of CPO and CSPK that's sold conventional or other scheme. Its became Non Conformity no 2019.03 in indicator SCCS COC 5.7.1							
1.8.3	Estimate of Certified FFB Claim							
	Name of Estate(s)	Total Area (Ha)	Planted Area (Ha)	FFB (tonnes/year)	Yield (tonnes/ha/year)			
	Angsana	3,250.06	2,228.38	36,650	16.45			
	Gunung Sari	2,826.94	1,789.14	28,895	16.15			
	Pantai Bonati	2,534.00	907.43	18,616	20.51			
	KKPA 1 (2424 SH)	3,864.00	3,357.64	82,504	24.57			
	KKPA 4 (1904 SH)	2,676.19	2,659.86	59,389	22.33			
	TOTAL	15,151.19	10,942.45	226,054	20.66			
	*Projected FFB production for 12 months of certificate (06 July 2019 to 05 July 2020).)							
1.8.4	Estimate of Certified Palm Product Claim							
	Name of Mill	Capacity (tonnes/ hour)	FFB Processed (tonnes/year)	CPO Out put (tonnes)	CPO Extraction (%)	Palm Kernel Out put (tonnes)	Palm Kernel Extraction (%)	Supply Chain Module
	Angsana	60	226,054	51,992	23	10,738	4.75	IP
	*Projected CSPO and CSPK production for 12 months of certificate (06 July 2019 to 05 July 2020).)							
1.9	Other Certifications							
	ISO 9001:2008		-					
	ISO 14001: 2004		-					
	OHSAS 18001:2007		-					
	ISCC		-					

ISPO

TNI-ISPO-L-1508 dated 23 December 2015 until 22 December 2020
from TUV Nord Indonesia

1.10	Time Bound Plan					
1.10.1	Time Bound Plan for Other Management Units					
	Management Unit		Estate (Supply Base)	Time Bound Plan	Location	Status
	Mill	Time bound				
	INDONESIA					
1	Sekunzir. PT. Indotruba Tengah	2010	Sekunzir	2010	Seruyan and West Kotawaringin District – Central Kalimantan	Certified
			Seruyan	2010		Certified
2	Manggala. PT. Tunggal Mitra Plantations	2010	Manggala 1	2010	Rokan Hilir District – Riau	Certified
			Manggala 2	2010		Certified
			Manggala 3	2010		Certified
3	Bukit Ajong PT. Sime Indo Agro	2010	West	2010	Sanggau District – West Kalimantan	Certified
			West (HGU on process)	2019		-
			East	2010		Certified
			East (HGU on process)	2019		-
			East Plasma	2010		Certified
			West Plasma	2010		Certified
			Sei Mawang	2019		-
4	Teluk Siak. PT Aneka Inti Persada	2011	Teluk Siak	2011	Siak District – Riau	Certified
			Pinang Sebatang	2011		Certified
			Aneka Persada	2011		Certified
5	Sungai Pinang. PT. Bina Sains Cemerlang	2012	Sungai Pinang	2012	Musi Rawas District – South Sumatera	Certified
			Sungai Pinang (HGU on process)	2020		-
			Bukit Pinang	2012		Certified
			Bukit Pinang (HGU on process)	2020		-
6	Pematang. PT. Teguh Sempurna	2011	Pematang	2011	Seruyan and East Kotawaringin District – Central Kalimantan	Certified
			Kawan Batu	2011		Certified
			Hatan Tiring	2011		Certified
			Batang Garing	2011		Certified
7	Alur Dumai. PT Lahan Tani Sakti	2011	Alur Dumai	2011	Rokan Hilir District – Riau	Certified
8	Teluk Bakau. PT. Bhumireksa Nusa Sejati	2011	Teluk Bakau	2011	Indra Giri Hilir District – Riau	Certified
			Nusa Perkasa	2011		Certified
			Nusa Lestari	2011		Certified
9	Mandah	2014	Mandah	2011	Indra Giri Hilir District	Certified

	PT. Bhumireksa Nusa Sejati				– Riau	
			Rotan Semelur	2011		Certified
10	Angsana. PT Ladangrumpun Suburabadi	2011	Angsana	2011	Tanah Bumbu District – Kalimantan Selatan	Certified
			Gunung Sari	2011		Certified
			Pantai Bonati	2011		Certified
			KKPA-1 PT.SHE	2013		Certified
			KKPA-4 PT.SHE	2013		Certified
11	Mustika. PT Sajang Heulang	2013	Mustika	2013	Tanah Bumbu District – Kalimantan Selatan	Certified
			KKPA-2 PT.SHE	2013		Certified
			KKPA-3 PT.SHE	2013		Certified
			KKPA-5 PT.SHE	2013		Certified
			SAP 1	2020		-
12	Gunung Aru. PT Bersama Sejahtera Sakti	2011	Gunung Aru	2011	Kotabaru District – Kalimantan Selatan	Certified
			Gunung Kemasari	2011		Certified
			Laut Timur	2011		Certified
			Pantai Timur	2011		Certified
			KKPA BSS	2020		-
13	Bebunga. PT. Langgeng Muaramakmur	2011	Bebunga	2011	Kotabaru District – Kalimantan Selatan	Certified
			Bakau	2011		Certified
			Sungai Cengal	2011		Certified
14	Sukamandang PT Kridatama Lancar	2011	Sukamandang	2011	Seruyan and East Kotawaringin District – Central Kalimantan	Certified
			Sapiri	2011		Certified
			Barasdanum	2011		Certified
			Kuala Kuayan	2011		Certified
15	Pondok Labu. PT Paripurna Swakarsa	2012	Binturung	2012	Kotabaru District – Kalimantan Selatan	Certified
			Pondok Labu	2012		Certified
			Rampa	2012		Certified
			Sesulung	2012		Certified
16	Rantau. PT Laguna Mandiri	2012	Rantau	2012	Kotabaru District – Kalimantan Selatan	Certified
			Matalok	2012		Certified
			KKPA Sungai Cengal (1,382 SH)	2014		Certified
			Selabak (PT SAA)	2012		Certified
			Randi (PT SAA)	2012		Certified
			Sangkoh (PT SAA)	2012		Certified
			Lanting (PT LMR)	2012		Certified
17	Betung. PT Laguna Mandiri	2014	Betung	2012	Kotabaru District – Kalimantan Selatan	Certified
			Sekayu	2012		Certified
18	Ungkaya.	2012	Ungkaya	2012	Morowali District –	Certified

	PT Tamaco Graha Krida		Plasma TGK	2020	Sulawesi Tengah	-
19	Ladang Panjang. PT Bahari Gembira Ria	2012	Ladang Panjang	2012	Muaro Jambi District - Jambi	Certified
			Ladang Panjang (HGU on process)	2020		-
			Plasma BGR	2020		-
20	Rantau Panjang. PT Guthrie Pecconina Indonesia	2012	Rantau Panjang	2012	Musi Banyuasin District – South Sumatera	Certified
			Rantau Panjang (HGU on process)	2020		-
			Bumi Ayu	2012		Certified
			Karang Ringin	2012		Certified
			Napal	2012		Certified
			Napal (HGU on process)	2020		-
			Mangun Jaya	2012		Certified
			Mangun Jaya (HGU on process)	2020		-
			Sungai Jernih	2020		-
			GPI KKPA	2020		-
21	Blang Simpo. PT Perkasa Subur Sakti	2013	Tamiang (PT PPP)	2013	Aceh Tamiang and East Aceh District – Aceh	Certified
			Batang Ara (PT PSK)	2013		Certified
			Blang Simpo-01	2013		Certified
			Blang Simpo-02	2013		Certified
23	Lembiru. PT Sandika Nata Palma	2014	Lembiru	2014	Ketapang District – West Kalimantan	Certified
			Awatan	2014		Certified
			Karya Palma	2019		-
			KKPA SNP	2020		-
			Pelanjau (PT BAL)	2019		IC
			Sungai Putih (PT BAL)	2019		-
			Baturus (PT BAL)	2019		-
			KKPA BAL	2020		-
	MALAYSIA					
1	Sg Dingin SOU 1	2010	Bukit Hijau	2010	Kerangan, Kedah	Certified
			Padang Buluh	2010		Certified
			Bukit Selangor	2010		Certified
			Sg Dingin	2010		Certified
			Jentayu	2010		Certified
			Anak Kuli	2010		Certified
			Somme	2010		Certified
2	Chersonese SOU 2	2011	Chersonese	2011	Kuala Kurau, Perak	Certified
			Holyrood	2011		Certified
			Kalumpang	2011		Certified

			Tali Ayer	2011		Certified
3	Elphil SOU 3	2011	Kinta Kellas	2011	Sg Siput, Perak	Certified
			Elphil	2011		Certified
			Kamuning	2011		Certified
4	Flemington SOU 4	2011	Flemington	2011	Teluk Intan, Perak	Certified
			Bagan Datoh	2011		Certified
			Sabak Bernam	2011		Certified
			Sg Samak	2011		Certified
5	Seri Intan SOU 5	2011	Seri Intan (Main Division)	2011	Teluk Intan, Perak	Certified
			Sabrang	2011		Certified
			Sg Wangi	2011		Certified
			Sogomana (Main Division)	2011		Certified
6	Selaba SOU 5	2011	Seri Intan (Selaba Division)	2011	Teluk Intan, Perak	Certified
			Sogomana (Cashwood & Sg Beruas Division)	2011		Certified
			Bikam	2011		Certified
			Clumy	2011		Certified
7	Tennamaram SOU 6	2011	Tennamaram	2011	Bestari Jaya, Selangor	Certified
			Sungei Buloh	2011		Certified
			Bkt Talang	2011		Certified
8	Bkt Kerayong SOU 7	2011	Bkt Kerayong	2011	Kapar, Selangor	Certified
			Bkt Cherakah	2011		Certified
			Bkt Rajah	2011		Certified
			Bkt Lagong	2011		Certified
			Elmina	2011		Certified
9	East SOU 8	2010	East	2010	Carey Island, Selangor	Certified
			Dusun Durian	2010		Certified
			Sepang	2010		Certified
10	West - SOU 9	2010	West	2010	Carey Island, Selangor	Certified
11	Bukit Putri - SOU 10	2011	Bukit Putri	2011	Raub, Pahang	Certified
12	Kerdau SOU 11	2011	Kerdau	2011	Temerloh, Pahang	Certified
			Jentar	2011		Certified
			Mentakab	2011		Certified
			Sg Mai	2011		Certified
			Chenor	2011		Certified
13	Jabor - SOU 12	2011	Jabor	2011	Kuantan, Pahang	Certified
14	Labu	2011	Labu	2011	Nilai, Negeri Sembilan	Certified

	SOU 13		New Labu	2011		Certified
			Bradwall	2011		Certified
15	Tanah Merah SOU 14	2010	Tanah Merah	2010	Port Dickson, Negeri Sembilan	Certified
			Sua Betong	2010		Certified
			Bukit Pelandok	2010		Certified
16	Sua Betong SOU 15	2014	Salak	2014	Port Dickson, Negeri Sembilan	Certified
			Sengkang	2014		Certified
			Siliau	2014		Certified
			PD Lukut	2014		Certified
			Sungai Baru	2014		Certified
			Tampin Linggi	2014		Certified
17	Kok Foh SOU 16	2011	Bukit Pilah	2011	Bahau, Negeri Sembilan	Certified
			Kok Foh	2011		Certified
			Muar River	2011		Certified
			St. Helier	2011		Certified
			Pertang	2011		Certified
			Sg Gemas	2011		Certified
			Sg Sebalang	2011		Certified
			Sg Senarut	2011		Certified
18	Kempas SOU 17	2010	Kempas	2010	Jasin, Melaka	Certified
			Kemuning	2010		Certified
			Tangkah	2010		Certified
19	Diamond Jubilee SOU 18	2011	Bukit Asahan	2011	Jasin, Melaka	Certified
			Diamond Jubilee	2011		Certified
			Serkam	2011		Certified
20	Pagoh SOU 19	2014	Pagoh	2014	Muar, Johor	Certified
			Lanadron	2014		Certified
			Pengkalan Bukit	2014		Certified
			Welch	2014		Certified
21	Chaah SOU 20	2010	North Labis	2010	Chaah, Johor	Certified
			Cha'ah	2010		Certified
			Sg Simpang Kiri	2010		Certified
22	Gunung Mas SOU 21	2010	Gunung Mas	2010	Kluang, Johor	Certified
			Kempas Klebang	2010		Certified
			Bukit Paloh	2010		Certified
			Yong Peng	2010		Certified
23	Bukit Benut SOU 22	2011	Bukit Benut	2011	Kluang, Johor	Certified
			CEP Niyor	2011		Certified
			Lambak / Elaeis	2011		Certified

24	Ulu Remis SOU 23	2011	Pekan	2011	Layang-layang, Johor	Certified
			Sembrong	2011		Certified
			Tun Dr. Ismail	2011		Certified
			Ulu Remis	2011		Certified
			Bukit Badak	2011		Certified
			Cenas	2011		Certified
25	Hadapan SOU 24	2011	CEP Rengam	2011	Layang-layang, Johor	Certified
			Kulai	2011		Certified
			Layang	2011		Certified
			Seri Pulai	2011		Certified
26	Sandakan Bay SOU 26	2008	Tun Tan Siew Sin	2008	Sandakan, Sabah	Certified
			Tunku	2008		Certified
			Tigowis	2008		Certified
			Sentosa	2008		Certified
			Saguliud	2008		Certified
27	Melalap SOU 27	2011	Melalap	2011	Tenom, Sabah	Certified
			Sapong	2011		Certified
28	Binuang SOU 28	2009	Tingkayu	2009	Kunak, Sabah	Certified
			Sungang	2009		Certified
			Jelata Bumi	2009		Certified
			Binuang	2009		Certified
29	Giram SOU 29	2009	Mostyn	2009	Kunak, Sabah	Certified
			Giram	2009		Certified
30	Merotai SOU 30	2009	Imam	2009	Tawau, Sabah	Certified
			Merotai	2009		Certified
			Table	2009		Certified
			Tiger	2009		Certified
31	Lavang SOU 31	2011	Belian	2011	Bintulu, Serawak	Certified
			Kelida	2011		Certified
			Lavang	2011		Certified
			Lavang (SE)	2011		Certified
			Rasan	2011		Certified
			Chartquest	2011		Certified
			Dulang	2011		Certified
			Peroh	2011		Certified
			Pekaka	2011		Certified
			Ruai	2011		Certified
32	Rajawali SOU 32	2011	Rajawali	2011	Bintulu, Serawak	Certified
			Samudera	2011		Certified

			Semarak	2011		Certified
			Bayu	2011		Certified
33	Derawan SOU 33	2011	Takau	2011	Bintulu, Serawak	Certified
			Damai	2011		Certified
			Derawan	2011		Certified
			Sahua	2011		Certified
LIBERIA						
1	Grand Cape Mount	2018	Matambo	2018	Grand Cape Mount, Liberia	IC
			Grand Cape Mount	2018		IC
			Zodua	2018		IC
			Bomi	2018	Bomi, Liberia	IC
			Lofa	2018		IC
P & G (New Britain Palm Oil)						
1	Poliamba	2012	Kara	2012	Kevieng, New Ireland Province, P&G	Certified
			West Coast	2012		Certified
			Nalik	2012		Certified
			Noatsi	2012		Certified
			Madak	2012		Certified
			North (Smallholders)	2012		Certified
			South (Smallholders)	2012		Certified
			West (Smallholders)	2012		Certified
2	Tetere	2011	Tetere	2011	Gudaicanal, Slomon Island	Certified
			Ngalimbiu	2011		Certified
			Mbalisuna	2011		Certified
			West Zone (Smallholders)	2011		Certified
			Central Zone (Smallholders)	2011		Certified
			MBA East (Smallholders)	2011		Certified
			MBA West (Smallholders)	2011		Certified
3	Sangara, Sambiripa & Mamba	2013	Sangara	2013	Higaturu, Popondetta, Oro, P&G	Certified
			Sumberipa	2013		Certified
			Ambogo	2013		Certified
			Embi	2013		Certified
			Mamba	2013		Certified
			Sorovi (smallholders)	2013		Certified
			Igora (smallholders)	2013		Certified
			Saiho (smallholders)	2013		Certified

4	Gusap	2010	Aeka (smallholders)	2013	Madang, P&G	Certified
			Ilimo (smallholders)	2013		Certified
			Dumpu	2010		Certified
			Surinam	2010		Certified
			Jephcott	2010		Certified
			Gusap	2010		Certified
			Paddox	2010		Certified
			Ngaru	2010		Certified
			Madang VOP (smallholders)	2010		Certified
			Morobe VOP (smallholders)	2010		Certified
5	Hagita	2013	Giligili	2013	Milne Bay, P&G	Certified
			Hagita	2013		Certified
			Waigani	2013		Certified
			Sagarai	2013		Certified
			Padipadi	2013		Certified
			Mariawatte	2013		Certified
			East Gurney	2013		Certified
			West Gurney	2013		Certified
			East Sagarai	2013		Certified
			West Sagarai	2013		Certified
6	Mosa Kumbango Kapiura Namumdo Waraston	2008	Bebere	2008	West New Britain	Certified
			Kumbango	2008		Certified
			Togulo	2008		Certified
			Dami	2008		Certified
			Waisisi	2008		Certified
			Kautu	2008		Certified
			Karaus	2008		Certified
			Moroa	2008		Certified
			Bilomi	2008		Certified
			Loata	2008		Certified
			Haella	2008		Certified
			Garu	2008		Certified
			Daliavu	2008		Certified
			Sapuri	2008		Certified
			Malilimi	2008		Certified
			Rigula	2008		Certified
			Nomundo	2008		Certified
			Navarai / Karato ME	2008		Certified

		Volupai . Lotomgam / Natupi / Goruru	2008	Certified
		Lolokoru	2008	Certified
		Silovoti	2008	Certified
		LSS Hoskin (1,877 Smallholders)	2008	Certified
		VOP East (1,815 Smallholders)	2008	Certified
		VOP Central (1,958 Smallholders)	2008	Certified
		VOP West (1,277 Smallholders)Kaulong / Akamie / Pusiki / Repamira / Sakapei / KDC ME (21 large smallholders)	2008	Certified
		LSS Kapiura (847 Smallholders)	2008	Certified
		VOP Kapiura (551 Smallholders)	2008	Certified
	<p>Sime Darby has achieved 34 management units in Malaysia, 25 management units in Indonesia, 10 management units in P&G that RSPO certified. Total management unit in Sime Darby Plantation Bhd are 34 in Malaysia, 25 in Indonesia and 10 in P&G. In the year of 2016 & 2017 there are three Mill that are no longer operating, and for the supplying base (Estate) is diverted to a mill that is still operating and has been certified RSPO. The mills are:</p> <ol style="list-style-type: none"> 1. Angsana Mini Mill, PT Sajang Heulang: Mill stop operate since 2016 and the supply bases is transfer to Angsana POM, PT Ladangrumpun Subur Abadi. 2. Selabak Mill, PT Swadaya Andhika: Mill stop operate since.2017 and the supply bases is transfer to Rantau POM, PT Laguna Mandiri 3. Pekaka, SOU 34: Mill stop operate since 2017 and the supply bases is transfer to Lavang, SOU 31 <p>A new mill will be set up in Liberia and planned for commissioning in February 2016. Preparation to undergo the RSPO Certification process is in progress and Sime Darby Plantation Bhd targets to undergo RSPO Certification by end 2017. RSPO NPP process has been completed in 2011. Internal assessment against the draft Liberia NI has been completed on 2018.</p> <p>. Sime Darby has informed the Time Bound Plan progress, MUTU has consider that Sime Darby still comply with the RSPO requirement for partial certification.</p>			
1.10.2	Progress of Associated Smallholders and Outworkers for Certifiable Standard			
	The scheme of smallholders are under manage of PT Sajang Heulang and has been obtained RSPO Certificate since 2013			

2.0	ASSESSMENT PROCESS
2.1	Assessment Team
ASA 1.3	1. Moh Arif Yusni (Lead Auditor) . Indonesian citizen. Bachelor of Agriculture, majoring in Plant Protection. Has

experience as an operational staff at a private oil palm plantation company in Indonesia on 2010 to 2012. Has attended several trainings, i.e.: ISO 19011, ISO 9001; ISO 14001, SA 8000, RSPO lead auditor, ISPO lead auditor, OHS expert, OHS auditor based on National Government No. 50/2012, SCCS, etc. Has conducting ISPO, RSPO and MSPO audit as an auditor and lead auditor with expertise on best management practices for estate and mill, legality, worker welfare, safety, social, environment, conservation, transparency, long term economic management plan and supply chain for palm oil mill aspects. During the audit, he verified OHS, Best Management Practices for mill and estate, long term business plan and transparency.

2. **Arif Faisal Simatupang (Auditor).** Bachelor of Agriculture, from Department of Agriculture Agronomy, Faculty of Agriculture, University of Gadjah Mada. He has successfully completed an RSPO endorsed P&C Lead Auditor Training, RSPO SCCS endorsed Lead Auditor Training, Indonesian Sustainable Palm Oil (ISPO) Lead Auditor Training, Management System Certification ISO 9001-2008 Lead Auditor Training, Environmental Management System ISO 14001 Lead Auditor Training, ISO 17021 and ISO 17065 Awareness Training, Management of High Conservation Value (HCV) Training, Social Accountability SA 8000 Training. He has four years of working experience as a Field Assistant on oil palm Plantation Company in Indonesia. Since 2014, he works as an auditor of RSPO and ISPO in the aspects of legal, social, best management practices of mill and estate, OHS, employment, and environmental. In this audit he is responsible for assessing the aspects of best practices for mill and estate, SCCS, long term business plan and transparency.
3. **Radytio Puspanjana (Auditor).** Indonesian Citizen. Bachelor of agriculture, majoring in Soil Science. Agriculture Faculty. He was working as honorarium Officer at the Riau Province Plantation Agency in the division of huge estate for 1 year. The participated trainings are Survey and Mapping (GIS) Training which was held by National GMT, ISPO auditor training, ISO 9001/2008 auditor training, ISO 14001/2004 auditor training, IHT Geospatial Information System, IHT High Conservation Value, IHT Environmental Impact Assessment, IHT Green House Gas and RSPO Lead Auditor Course by Checkmark Training. Since 2015 has been following many audit as auditor base on Best Management Practice and Environment. Aspect audit: Environment, HCV, GHG.
4. **Yudhi Yuniarto Tallutondok (Auditor).** Indonesian citizen, Bachelor of Fisheries, Padjadjaran University. Have experience of working over three years since 2013 as plantation operations staff in private palm oil plantation companies in Indonesia. Training have been followed including Auditor of Indonesian Sustainable Palm Oil (ISPO), Lead Auditor of Roundtable on Sustainable Palm Oil (RSPO) P&C, Lead Auditor of ISO 9001:2015, ISO 14001:2015, ISO 22000:2009, ISO 19011:2011, Social Accountability 8000, Basic Management Development Program Agronomy, Fire Anticipation on Land and Forest, Potential Mapping and Conflict Resolution in Production Forests, Awareness ISO 17021 and ISO 17065. Has participated in audit activities for the ISPO and RSPO scheme since 2017 for agronomy, OHS, and worker welfare. In this audit he is responsible for assessing the aspects OHS, and worker welfare

2.2 Assessment Methodology, Assessment Process and Locations of Assessment

2.2.1 Figure of person days to implement assessment

ASA 1.3	Number of auditors : 4 auditor Number of days for ASA 1.3 at site :4.5 days Number of working days for 1.3 at site :18 Working days
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2.2.2 Assessment Process

ASA 1.3	<p>The assessment was conducted by measuring the sufficiency of implementation with the consistency done by the PT Ladangrumpun Subur Abadi to the requirements of Indonesian National Interpretation of RSPO Principles and Criteria 2013, endorsed September 2016 and Supply Chain Certification Standard For organizations seeking or holding certification Adopted by the RSPO Board of Governors on 21 November 2014, Revised June 2017 (Module D for CPO Mill).</p> <p>The audit program is included as Appendix II. The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. Mill was audited together with the sample estates. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas and local communities.</p> <p>The assessment was conducted in three methods: (1) document review, aiming to observe the sufficiency of types or</p>
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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.

Team of auditor started their trip from Jakarta to Banjarmasin and continued to site. Once arrived, team auditor conducted Opening Meeting in the Meeting Room of Angsana Estate and this was attended by Area Controller Sebampan Sulawesi, Mill Manager, Estate Manager of Angsana Estate, Gunung Sari Estate, KKPA 1 Estate, KKPA 4 Estate and Pantai Bonati Estate, Senior Assistant, the Assistant, the Head of Administration, Sustainability staff and the other related personnel.

Public Stakeholder Notification was made on 29 May 2019 in Mutu Website and No written negative feedback receive. Stakeholder consultation involved internal and external stakeholders.

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

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal meetings at their housing. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Appendix III.

Commonly, the audit activities went smoothly with good support from the unit management. The presentation of documents is presented quite well by involving related personnel. The problem encountered occurred on Wednesday 19 June 2019 where field visits at Pantai Bonati Estate and KKPA 4 were due to rainy days starting at 3:00 - 11:00 Local time, with 88 mm rainfall. So that the auditor's team does not make observations related to agronomy, HCV or boundaries pole. Auditors only make observations about public facilities and interviews with related personnel.

Closing Meeting conducted the Meeting Room of Angsana Estate and this was attended by Area Controller Sebampan Sulawesi, Mill Manager, Estate Manager of Angsana Estate, Gunung Sari Estate, KKPA 1 Estate, KKPA 4 Estate and Pantai Bonati Estate, Senior Assistant, the Assistant, the Head of Administration, Sustainability staff and the other related personnel.

Some opportunities for improvement of the results [ASA 1.3](#) delivered by the MUTU auditor to the management unit and the results are the subject will be verified at the next assessment phase ASA 1.4. Improvement of findings from ASA 1.2 findings were observed by auditors at this [ASA 1.3](#) assessment. All information obtained was recorded in Check List of PT Mutuagung Lestari (MUTU) and part of [ASA 1.3](#)

2.2.3	Locations of Assessment
ASA 1.3	<p>The sampling location consider the issue arose from the review documents and stakeholder's consultation that are fundamental and crucial. On this assessment sample locations that visited and respondent that interviewed by team auditor are:</p> <p>ANGSANA FACTORY</p> <ul style="list-style-type: none"> - Security Post and Weighbridge. Observation and interview related FFB receiving, recording in accordance with SCCS requirements. - Sterilizer Station. Observation and interviews with sterilizer operator related employment aspect, OHS aspect and working procedures specified. - Press, Kernel, Clarification Stations. Observation and interviews with operator Press regarding employment aspect, OHS aspect and working procedures specified.

- **Power House Station.** Observation and interviews with power house station operator regarding employment aspect, OHS aspect and working procedures specified.
- **Boiler Station.** Observation and interviews with Boiler operator regarding employment aspect, OHS aspect and working procedures specified.
- **Fire Fighter Simulation on boiler station's hydrant.** Observation on simulation of fire fighter emergency respond, and readiness of hydrant on boiler station.
- **Water Treatment Plant (WTP).** Observation and interview related to water consumption, OHS implementation, checking flow meter condition.
- **WWTP.** Based on field observation in WWTP pond, was not found leaks and overtopping to ditch and rivers
- **Empty Bunch Area (EBA).** Observations and interviews related to the management of EFB.
- **Chemical Store.** Observation related to hazardous material handling, environment, and including OHS implementation.
- **Schedule Waste Storage.** Observation related to hazardous waste management, and including OHS implementation.
- **General Storage.** Observation related to stock material and PPE.
- **Workshop.** To observe and interview with Foreman and 1 Welder towards technical, maintenance, manpower, OHS and environment aspects
- **Agrochemical Storage.** Observation and interview with security related personnel understanding over the applicable SOP, the implementation of occupational health and safety, medical examination, trainings from company and worker welfare
- **Housing.** Field observations the facilities and infrastructure provided for employee welfare, environmental hygiene and sanitation

ANGSANA ESTATE

- **Spraying Circle and Path, Block A26.** Observation and interview with supervisor and applicators related to safe working practices, OHS and worker welfare aspects.
- **FFB Harvesting, Block C27.** Observation and interviews with harvester related employment aspect, OHS aspect and working procedures specified.
- **Barn Owl Box, Block C27.** Observation of biological treatment of rats infestation by installing and monitoring barn owl boxes.
- **Replanting area of 2019, Block D26, D27, D28.** Observation of replanting activity by mechanical land preparation, soil and water conservation by planting LCC.
- **Boundary Poles Number 59 block C36.** Observation of availability and maintenance of boundary poles.
- **Boundary Poles Number 58 block D38.** Observation of availability and maintenance of boundary poles.
- **Boundary Poles Number 57 block D38.** Observation of availability and maintenance of boundary poles.
- **Monitoring Wells Block B27 (Non La) and Block B30 (LA).** Observations related to the implementation water management and water quality.
- **Land Application, Block B38.** Observations regarding the reuse of palm oil mill effluents as additional nutrients.
- **Block D21/22.** Observation the implementation of management of HCV area in Sebanan lama River.
- **Block E21.** Observation the ex-planting area for mining area.
- **Housing Division I and II.** Observation and interview regarding facilities and infrastructure housing area.
- **Daycare.** Observation and interview with babysitter related activities in daycare
- **Central warehouse.** Observation and interview related management in central warehouse.
- **Fuel tank.** Observation and interview related management of fuel tank.
- **Oil Store.** Observation and interview with officer related management of oil.
- **Chemical Store.** Observation and interview related management of chemical.
- **Fertilizer Store.** Observation and interview related management of fertilizer.
- **Fire Fighting.** Observation related management of fire extinguisher.
- **Block Spraying System and Block Manuring System.** Observation and management of spraying and manuring system.
- **Workshop.** Observation and interview related activities in workshop

GUNUNG SARI ESTATE

- **Oil Palm Nursery.** Field verification of closing NCR 2018.03 Minor on indicator 4.5.7 related spraying tools (knapsack sprayer) that placed on nursery's storeroom.
- **Replanting area of 2018, Block F13.** Observation of replanting activity by mechanical land preparation, soil and water conservation by planting LCC.

PANTAI BONATI ESTATE

- **Housing Complex division II.** Observation of employee housing, management of domestic waste, emergency response facilities, provision of clean water, etc.
- **Clinic.** Observation and interviews related medical facilities and management of infectious hazardous waste.
- **Diesel fuel tank.** Observation for OHS and material handling.
- **Chemical Warehouse.** Observation and interviews related to chemical and pesticide storage area, hazardous waste management, and OHS.
- **Generator Set station.** Observation on OHS and hazardous waste management.
- **Interview with Pesticide Applicator.** Observation on safe working practices and interview with the spraying workers related type of pesticides according to the procedure and also worker welfare.
- **Central Warehouse.** Observation and interviews with workers related to management of hazardous waste and hazardous material, MSDS, training, implementation of OHS, emergency response facilities and worker welfare.
- **Workshop.** Observation and interviews related to training of workers, implementation OHS, medical check up, employment, waste management and complaint mechanism.
- **Fire Fighting Equipment Storage.** Simulation the function of fire extinguishers and team readiness.
- **Fertilizer warehouse.** Observations regarding fertilizer storage, MSDS, Hazardous and Toxic Material symbols, and handling of chemicals.

KKPA 4

- **Hazardous waste temporary warehouse transit.** Field observations related to the fulfillment of the attributes health and safety, recording, and the implementation of compliance requirements hazardous waste temporary warehouse.
- **Daycare.** Observation and interview related daycare facility.
- **Diesel fuel tank.** Observation for OHS and material handling.
- **Agrochemical storage, Observation** for OHS and material handling.
- **Fire fighter storage,** observation about emergency preparedness
- **Workshop,** Observation for OHS and worker welfare
- **Fertilizer Storage,** Observation for OHS and material handling.
- **Interview with 3 Pesticide Operator,** interview related OHS, worker welfare and working procedures specified.

Stakeholder Consulted

- Local Contractor of CPO and PK transport of PT Ho Sarana Lestari
- Village Official of Sumber Baru
- Sei Bamban Village Officials.
- Sei Loban Sub-district office.
- Angsana Sub-district office.
- Plasma Cooperative Officials of KUD Tuwuh Sari
- Member of Plasma Cooperative Officials of KUD Tuwuh Sari
- Gender Committe KKPA IV PT SHE
- Lembaga Pengembangan Masyarakat Adat Borneo Selatan
- Yayasan Cakrawala Hijau Indonesia
- Kompas Borneo Unlam
- Save Our Borneo
- Lestari Hutanku
- Walhi Kalsel
- Labor union of PT Ladangrumpun Suburabadi
- Gender Committee of PT Ladangrumpun Suburabadi
- Local Contractor (FFB Transporter) at KKPA 4 Estate

2.3	Stakeholder Consultation and Stakeholders Contacted
2.3.1	Summary of stakeholder consultation process.
ASA 1.3	<p>Summary of stakeholder consultation process</p> <p>Consultation of stakeholders for PT Ladangrumpun Suburabadi was held by:</p> <ul style="list-style-type: none"> • Public Notification on website PT Mutuagung Lestari on 29 May 2019 (https://bit.ly/321s1g1) • Public consultation meeting with government institution on 18 June 2019 • Public consultation meeting with community(s) including previous land owner on 18, 19 and 20 June 2019 • Public consultation meeting with internal stakeholders and contractor 18 June 2019 • Public consultation with email to NGO on 12 June 2019 <p>Numbers of input from stakeholders were clarified by PT Ladangrumpun Suburabadi as a part of this report</p>
2.3.2	Stakeholder contacted
	<i>Please find appendix 1</i>
2.4	Determining Next Assessment
	The next visit ASA-1.4 will be determined 8-12 month after date of certificate.

3.0 ASSESSMENT FINDINGS

3.1 Summary of Assessment Report of the RSPO Certification

MUTUAGUNG LESTARI has conducted an assessment of Angsana POM - PT Ladangrumpun Suburabadi – Subsidiary of Sime Darby Plantation Berhad operation consisting of one (1) mill and five (5) oil palm estates.

During the assessment, there were three (3) Nonconformities were assigned against Major Compliance Indicators and Two (2) opportunities for improvement were identified.

Further explanation of the non-conformities raised and corrective actions taken by the company are provided in section 3.5. The company has already prepared and implemented the corrective actions that had been reviewed and accepted by Auditors in form of documentation evidences e.g. (document record/photographic/etc). Those corrective actions taken that consist of Four (4) Major non-conformities had been closed, Two (2) Minor non-conformities still open and two (2) opportunities for improvement shall be verified during next assessment.

MUTUAGUNG LESTARI found that Angsana Pom – PT Ladangrumpun Subur Abadi, subsidiary of Sime Darby Plantation Berhad. complied with the requirements of Indonesian National Interpretation of RSPO Principles and Criteria 2013, Endorsed by BOG on September 2016 and RSPO Supply Chain Certification Standard for Organization seeking or holding certification. Adopted by the RSPO Board of Governors on 21st November 2014, revised on June 2017 (General COC & Module D for CPO Mill).

Therefore MUTUAGUNG LESTARI Recommends RSPO Certification of compliance is continue.

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.	
1.1.1	<p>The CH shown list of information related criterion 1.2 that can be accessed by relevant stakeholders, as well as the mechanism to request and responses, within SOP of Information Request dated 1st February 2016, that are Area Land Clearing, mature / immature area, Infrastructure List, IUP, AMDAL, Land Use Certificate, OHS Plan, Plan and Review of Environmental and Social Impact Assessments, HCV, Pollution Reduction and Prevention Plans, etc.</p> <p>Based on consultations with contractor of CPO/PK, Village Head of Sei Bamban, and Sub-District Head of Angsana, it is known that the CH has carried out socialization regarding the information that can be accessed and mechanism of information request.</p>	
1.1.2	<p>Record of information is stored in the logbook on each management unit. In the book shows that all information request has been responded by CH, for instance request of information from Senior Highschool No. 1 of Kusan Hilir dated 11 March 2019, related request of internship work of it students in the CH's company. The CH responded within three days after the letter received. Other than that the CH had submitted mandatory reports regularly to the related agencies such as employment and OHS report, environmental management report, and plantation development report. The CH also shown evidence of delivering report to KKPA Officials (plasma) that covered detail of production, cost, as well as debt balance.</p>	

In consultation with Sub-District Head of Angsana, Villages Head of Sei Bamban and Sumber Baru, as well as local contractor of CPO and PK transport, it is known that the procedure of communication and request of information has been socialized to the stakeholders. Stakeholders already known the communication PIC, and no obstacles in dealing with the company.

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.

1.2.1

In accordance with the SOP of Information Request (No. 02 dated 1st February 2016), the company has a list of information that can be accessed by relevant stakeholders namely land clearing area, mature/immature area, infrastructure list, IUP, AMDAL, Land Use Certificate, OHS Plan, Plan and Review of Environmental and Social Impact Assessments, HCV, Pollution Reduction and Prevention Plans, etc. In addition, Sime Darby Plantation has a website that informs public documents.

Based on consultations with Sub-District Head of Angsana, Village Heads of Sei Bamban and Sumber Baru, as well as local contractor of CPO/PK transport, it is known that the stakeholders already know the information that can be accessed in accordance with the authority.

Status: Comply

1.3

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

1.3.1

The CH's commitment of ethical conduct stipulated in SOP of Code of Conduct (No. 440/HRM-COC/07 dated 24 May 2007). In the procedure stated that the CH has a continuous commitment to building long-term, mutually beneficial relationships with stakeholders, such as optimally increasing shareholder value, treating employees equally, does not distinguish ethnicity, religion and race in all aspects. Providing products and services with the best standards, honest and ethical, paying attention to customer complaints. Make a positive and beneficial contribution to improving the quality of life of the community. Do not carry out political activities and not affiliated with political parties, as well as not contribute anything to political activities and not allowed to give, offer or accept anything of value that can be categorized as bribery to or from customers, angry providers & services or government officials and other parties so that they can influence the desired decision.

Based on consultations to stakeholders (Sub-District Head of Angsana, Village Heads of Sei Bamban and Sumber Baru, local contractor of CPO/PK transport, Labor Union, Gender Committee, as well as workers in sampling unit) it is known that the stakeholders already know the CH's code of ethical conduct and have been socialized by the company every year.

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 CH shown evidences over its compliance toward the applicable regulation related to the aspects of land legality, plantation business permit, employment, OHS, environmental, good agricultural practices and good manufacturing practices. For example there were evidences of compliance toward the land and plantation legality (HGU and IUP), Mill's stations certificates that are still valid and routinely inspected by the relevant agency, compliance toward the environment regulation such as POME land application permit, hazardous waste temporary warehouse permit, and report of environmental management and monitoring plan, and compliance toward employment such as minimum payment in according Governor Regulation.

Employment

The Company has implemented the Kalimantan Selatan Governor Decree No. 188.44/6598/KUM/2018 dated November 19, 2018 concerning the Establishment of the Kalimantan Selatan Province Minimum Wage in 2019 which stipulates the minimum wage amounting to IDR 2,600,000 per month for work hours of seven hours a day and forty hours of work a week.

2.1.2 and 2.1.3

The CH has a mechanism to assess compliance with the law and regulation, in accordance with the Legal Requirements Procedure (No. Policy 301/PSQM-ESH/11 dated 1 February 2016), starting with inventorying and make a list of the applicable rules. The list updated annually by EHS Department through Internal Audit of Regulation Compliance. CH have shown List of Regulation updated 2019 that arranged by Internal Audit of Compliance dated 13 June 2019, covered the aspects of employment, environment, HCV, OHS, and legality of land use. Those list were include of regional, national, and ratified international regulations.

2.1.4

The latest regulatory compliance audit has been carried out at 13 June 2019. The results of the audit have inventoryed in the List of Regulation of 2019. Some regulation updated were Regulation of Agriculture Minister No. 5 of 2018 concerning developing of plantation land without burning, and Regulation of Manpower Minister No. 5 of 2018 related OHS on workplace.

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

The company showing legal permits of land ownership from Government that issued by National land Agency. PT. Ladangrumpun Suburabadi (PT.LSI: Angsana Estate and Gunung Sari Estate) with Land Use Rights is 6,077 Ha and PT Sajang Heulang (Pantai Bonati Estate) with Land Rights is 2,534 Ha.

Land ownership status of smallholder scheme is individual land ownership rights (SHM) granted by the government. Scheme smallholders of PT. Sajang Heulang from KUD Tuwuh Sari (as a main organization that engaged for scheme smallholders): KKPA-1 is **3,864 Ha** and KKPA-4 is **2,676.19 Ha**. Total managed area for Smallholders under the scope certificate is: **6,540.19 Ha**. **Based on that's explanation the total certification area of Angsana Mill and its supply base is 15,151.19 Ha.**

2.2.2

The Certificate Holder has boundary poles monitoring report periodically. The monitoring of poles is based on the procedures "SOP Pemeliharaan Patok Batas ((LGL-LSI/06/17). These procedure as guidance for maintenance all of boundaries stones periodically. Auditor verifies the 3 poles (pole No 57, 58 and 59) in Angsana Estate boundaries by using GPS tool; it was clearly the sighted poles are in well maintained and appropriate with coordinate points. Reference document to compare the coordinate's positions is based on boundaries pole The monitoring results for 2018 and 2019 showed that some boundary stones are not available due to mining area.

2.2.3; 2.2.4 and 2.2.5

In order to conflict resolution, the company using procedure of "*Pembebasan Lahan Okupasi* No. 343/PSD-OKUP/11 dated 23 February 2012", where the process for resolution available in flow chart. FPIC process is described in the procedure. The land acquisition from communities has been compensated prior to HGU certificate issued. Currently, the communities surrounding the company is transmigration community from Java, Bali and others area. During stakeholder consultation with communities (Village Official of Sumber Baru, Sei Bamban Village Officials, Angsana Sub-district office and Plasma Cooperative Officials of KUD Tuwuh Sari, its known if there is no previous land owner or customary rights in their village. Company areal has been compensated prior to HGU certificate issued. Interview with managements obtained information if land compensation has been done since previous owner and no more local people in village surrounding the company.

Land disputes between company and community is absence since 2013. Land claim occurred in Pantai Bonati Estate (PT. SHE) on 27th March 2015 with title the community of Sumber Sari and Dwi Marga Utama Village claims the nucleus estate as the substitution over the unfinished scheme smallholder's establishment for both villages. Currently, the company has solved the dispute by holding dialogue and by accelerating the scheme smallholder's establishment. According to the field visit, there is no significant conflict which disturbs the estate operational.

Besides that in the operational area of the company there is coal mining that located in Pantai Bonati (PT. SHE), Angsana Estate and Gunung Sari Estate (PT. LSI). The case overlapping with coal mining area have resolved through a land use agreement. The company has mapped the operational area which is currently a mining area. In 2013 there was a dispute with a mining company at the PBE estate. The dispute was caused by the mining area being evicted by the mining company. Related to the dispute based on information from PSD staff currently still in court.

2.2.6

During stakeholder consultation with communities (Village Official of Sumber Baru, Sei Bamban Village Officials, Angsana Sub-district office and Plasma Cooperative Officials of KUD Tumbuh Sari, it clearly stated the company is never using contracted security forces to maintaining peace in their current operations

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. Ladangrumpun Suburabadi is one of long-established plantations company. During stakeholder consultation with surrounding villages (Village Official of Sumber Baru, Sei Bamban Village Officials, Angsana Sub-district office and Plasma Cooperative Officials of KUD Tumbuh Sari) stated there is no customary right within the plantation area and There is no new land acquisition process.

In order to conflict resolution, the company using procedure of "Pembebasan Lahan Okupasi No. 343/PSD-OKUP/11 dated 23 February 2012", where the process for resolution available in flow chart. FPIC process is described in the procedure. Own estates area (Angsana Estate; Gunung Sari Estate – PT. LSI; and Pantai Bonati Estate – PT. SHE) has had land use right (HGU) as legal permit to use the land. The land acquisition from communities has been compensated prior to HGU certificate issued. Meanwhile, KKPA-1 and KKPA-4 as scheme smallholders that fully managed by PT. SHE has an agreement with KUD Tumbuh Sari. All of smallholder area is owned by communities so that no compensation made for land acquisition.

Currently, the communities surrounding the company is transmigration community from Java, Bali and others area. During stakeholder consultation with communities (Village Official of Sumber Baru, Sei Bamban Village Officials, Angsana Sub-district office and Plasma Cooperative Officials of KUD Tumbuh Sari, its known if there is no previous land owner or customary rights in their village. Company areal has been compensated prior to HGU certificate issued. Interview with managements obtained information if land compensation has been done since previous owner and no more local people in village surrounding the company.

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

Certificate holder has conducted an analysis of the long term economic viability on minimum three years for all unit. Factory long-term program has covers FFB processed, production (CPO, OER, PK, KER), processing cost (manpower, maintenance, machine operational, WTP, WWTP, laboratory, etc.), by products (EFB, mill effluent or POME), administration cost, products (CPO and PK) price projection and revenue. Furthermore, estate long-term program has covers hectarages, crop production estimation, administration cost, estate operational cost (harvesting, manuring, upkeep, road maintenance, etc.), conservation, replanting cost, maintenance cost, transportation cost, as well as

manpower cost.

The Certificate Holder stated that those long-term business plan mentioned above are subjected to be changed and reviewed annually by the respective management such as Mill or Estate Manager, General Manager (GM), Senior GM (Head Region), Head Plantation Officer (HPO) and Chief Finance Officer (CFO) through considering actual trends and dynamic situation which predicted could be changed in the future. Furthermore, management unit stated that there were no presence of peat areas, further plan for estate expansion or new planting and processing capacity, as well as smallholder development project. Department of PSQM together with Estate and Factory Management has responsibility to ensure that all technical implementation has in accordance with procedure, which aims to reach optimum output for budget fulfillment purposes through monitoring, training and socialization.

3.1.2

Angsana Estate and KKPA 4 have plans for replanting from 2015 to 2033, while for Pantai Bonati Estate plans for replanting will begin from 2021 to 2028. Long-term replanting plans have been made gradually to maintain economic resilience and financial viability, avoid pest outbreaks, including employment for workers in the Estate and Mill.

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

Certificate holder have operational procedures consist of agricultural and processing procedures. Agricultural procedure in document of Agricultural Reference Manual Policy (No. 110/EST-ARM/13 dated 1st September 2013), covering planting material, nursery, replanting, land preparation, planting density, maturity age, field upkeep, manuring, canopy management, ablation, standard ripeness, harvesting interval, traceability, plant protection.

The procedure of processing on Minamas Plantation Palm Oil Mill Guidelines Part I and Part II (No. 130/POD-FAC/07 and No. 110/POD-FAC/07) covering from reception of FFB, about the basics of palm oil processing such as reception of FFB, boiling (sterilization), striping, digesting, pressing, clarification, separation of seed and fiber, kernels stations, stockpiling oil and palm kernel, laboratory management, boiler, engine power, the types of plant machinery, security and safety works, and dispatch.

Based on observations and interviews with workers at Mill and Estate, it is known that these procedures are well implemented in the field, workers can explain and demonstrate their work in accordance with the procedure.

4.1.2

Certificate holder has had several methods to monitor the implementation of procedures, which applies to internal or external, such as contractors. Among others conducted regularly Internal Audit of RSPO, Internal Audit of Operational/Financial, Internal Audit of PSQM for Mill and Estate, Financial Audit by Public Accountant, as well as Plantation and Mill Advisory Visit. Furthermore, the management representative (Assistant, Manager, and related Superiors) routinely conduct inspectorate visit to control the implementation of the procedures. Compliance for contractors has been verified, for example based on observations of CPO transportation by contractors, drivers using helmets and safety shoes when entering the Mill.

4.1.3

The CH had records of monitoring such as monthly report of each unit, as well as report of operational internal audit on 10 May 2019, and RSPO internal audit on 17 May 2019. All nonconformities has been followed up by the management units.

4.1.4

Until ASA 1.3, the Angsana POM did not receive FFB from noncertified sources. The FFBs was process was supplied from own estate consist of Angsana & Gunung Sari Estate (under manage of PT Ladangrumpun Suburabadi), Pantai Bonati Estate and KKPA 1, KKPA 2, KKPA 4 and KKPA 5 (under manage of PT Sajang Heulang).

	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.		
<p>Procedure of soil fertility management was presented in document of Agriculture Reference Manual (ARM) No. 110/EST-ARM/13 Part 8 related manuring. SOP mentioned that manuring recommendation must be based on leaf and soil sampling analysis. Leaf sampling and soil sampling analysis should be carried out once and every five years, respectively. Both analysis has carried out by Minamas Research Centre (MRC) in Pekanbaru, Riau. Parameter measured on leaf analysis are macronutrient (N, P, K, Ca, Mg and Mn) and micronutrient (Fe, B, Zn and Cu) content (in %) while in soil analysis are nutrient retention (pH, % organic-C, CEC), available nutrient (N-total, P-total, available-P, K-dd and Mg-dd), soil properties (texture, drainage class, rooting depth), etc. Visual assessment of palm vigor land field condition by Agronomist was also carried out every 6 months to monitoring nutrient status change.</p>		
4.2.2		
<p>The company has been recording fertilization activities in the document of Recapitulation of Fertilization. The record covers fertilizer used, program and actualization as well as percentage of progress. All fertilizer that apply are based on the fertilizer recommendation that set by MRC. For instance in Pantai Bonati Estate for first semester of 2019, has been applied Kieserite, ZA, NK, and MOP with all 100 % progress..</p>		
4.2.3.		
<p>The fertilization recommendation has been arranged based on soil, leaf, and visual analysis report. The record of those analysis for each unit has been documented. Leaf and visual analysis conducted simultaneously, based on report of PT Sajang Heulang (covers Pantai Bonati Estate and KKPA4) date 29 March 2019, and report of PT Ladang Rumpun Suburabadi (covers Angsana Estate and Gunung Sari Estate) date 29 March 2019. The soil analysis for PT Ladang Rumpun Suburabadi (covers Angsana Estate and Gunung Sari Estate) conducted based on Semi Detil Soil Survei Report of PT LSI 2016 – 2021 dated February 2016, meanwhile for KKPA 4 based on Semi Detil Soil Survei Report of PT SHE 2018 – 2023 dated May 2018. For soil analysis of Pantai Bonati Estate of PT SHE, latest conducted on 2013, the next analysis will be conducted in the end of 2019 based on proposal of soil survei No. 018/PBE/VI/2019/S dated 21 June 2019. This is become OFI.</p>		
4.2.4		
<p>During the audit, the nutrient recycling strategy has been observed by document review and field observation, such as controlled fertilization based on soil and leaf analysis, maintenance of cover crops, EFB mulching applications, POME land application (Angsana Estate Block B38), selective weeding/spraying (Angsana Estate Block A26), making terrace on slope area, etc. On replanting area (Angsana Estate BlockD26 to D28, Gunung Sari Estate Block F13), the CH chopped palm oil stalks to accelerate decomposition.</p>		
	Status: Comply	
4.3		
Practices minimize and control erosion and degradation of soils.		
4.3.1		
<p>The company has able to shows semi detail soil survey map with scale 1:45,000 for PT LSI and PT SHE which derived from soil survey report, conducted by MRC team in February 2016 and 2018, respectively. The report informed that there were no presence of peat soil and fragile soils within PT LSI and PT SHE operational areas. Main limitation of soil properties for oil palm cultivation were due to low fertility, soil drainage properties and soil erosion. To overcome this situation, several strategy had been implemented by estate management such as fertilizer application has follows MRC agronomist recommendation, adopting EFB mulching application on replanting areas and low fertility areas, land application by POME, frond stacking parallel to the contour line or U-shape on the flat to undulating areas, to maintain soft grasses and selective weeding which aims to retain soil moisture. Company implementation towards soil limitation has explained in Criteria 4.2.</p>		

4.3.2

According to semi detail soil survey report, it was informed that there were no presences of steep slope (>40 %) or fragile soil in CH's operational area. In order to minimize land erosion, surface run-off and leaching on rolling to hilly area, MRC has recommend some agronomy input such as maintaining LCC or soft grasses, vertiver grass planting, selective weeding, terraces planting system, silt pit installation and frond stacking parallel to the slope. This recommendation had applied on EFB mulching application on Angsana Estate Block D26.

4.3.3

The CH shown annual mechanical and manual road maintenance programs for each estate, which include monthly programs, block details, plans and actualization. Based on document review and field observation, road maintenance has been conducting well, allowing to be used well for operational activities.

4.3.4, 4.3.5

Based on Semi Detail Soil Survey, as well as field observations, there is no presence of peat soils within PT LSI and PT SHE operational areas.

4.3.6

Based on Semi Detail Soil Survey as well as field observations, main limitation of soil properties due to low fertility, soil drainage properties and soil erosion. To overcome those limitations mentioned above, several strategy had been conducted and oserved such as:

- To suppress surface run-off and leaching through U-shape and parallel to the contour line pruned fronds placement on flat to undulating and hilly contour areas, respectively.
- Selective weeding which aims to enhance organic matter and retaining soil moisture.
- Soil texture and nutrient recovery through by-products (EFB and POME) application.
- Manuring management through leaf and soil nutrient analysis, which recommended by Agronomist from MRC team, maximizing fertilizer use efficiency (to choose suitable fertilizer type, time of application and placement).

For soil and water conservation, planting of land cover crop such as *Mucuna bracteata* has already implemented on immature areas.

	Status: Comply
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4.4

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

4.4.1

The CH has water management plans contained in:

1. The hydrological impact and water quality management plan covers the management of erosion and runoff, water management and monitoring of surface water quality contained in environmental documents (AMDAL 2000 and UKL-UPL 1999).
2. Management of swamps, springs, streams, wells and reservoirs contained in the HCV identification document, 2009 and HCV identification document, 2012 for KKPA scope. The Management Activities consist of a ban on chemical applications in established HCV areas, installation of HCV signboards, planting and maintenance of tree species in the HCV area as well as socialization of HCV area management to employees and surrounding communities.
3. Wastewater treatment with WWTP and utilize it in licensed application areas.
4. Monitoring the use of water for palm oil processing.

CH has implemented water management plans for example;

1. Based on document verification and field visit at Sebamban lama River Angsana Estate block D12/22, observation boundary shows that there is no indication of chemical application in the area, does not conduct replanting activity in designated HCV areas
2. Based on the document review, the Company has consistently monitored the quality of surface water, wastewater, erosion rates in locations specified in AMDAL documents and Land Application Permits. For example monitoring the water quality of Sebamban River and water source.
3. Based on the results of interviews with workers stating that the Company gives full access to the utilization of water from the water source of the Observer especially during the dry season.

4. The Company has conducted daily monitoring of water by using Flow meter and determining the target of water use.
5. Water quality parameter test in housing complex accordance to Healthy Minister Regulation No 416 year of 1990.

In addition, briefly also explained that the water used must meet the criteria set and if it does not meet the criteria then there must be special processing. The certificate holder has implemented the plan for example the protection of river border by not applying the chemicals at a distance of 50 meters from the side of the trench, monitoring the use of water every month for processing, monitoring water quality every 6 months and submitted to the Agency Environment by conducting surface water quality testing.

Based on field visit audit ASA 1.2 the company already done water source management accordance with SOP for Watershed Protection, such as:

- Signboard prohibition chemical application on riparian.
- Signboard of HCV area, prohibition of hunting, and poisoning fish.
- Determination of river buffer zone with a distance of 50 meters left-right of riparian.
- Natural vegetation.

4.4.2

The company has shown procedure No. PM 0300 February 2, 2010 concerning watershed protection. There should be no chemical treatment of the watershed, maintenance is done manually, when replanting the palm oil at the river boundary (50 meters left and right) can not be replanted. Gradually, woody plants were planted in the riparian river, such as *Mahoni*, *Tengkawang*, *Meranti*, *Ulin*, *Jalindtung*, etc.

Based on field visits to Angsana Estate block D12/22 Sebampan lama River, it is known that the company has carried out river border maintenance including in the replanting area by marking the border area of the river (yellow paint), installation of signboard /notification boards for river border areas and planting of plants woody.

4.4.3

The CH has carried out the management of POME in the WWTP. The WWTP is equipped with an aerobic and anaerobic pool (a total of 8 ponds) so that the wastewater flowing into the flatbed (land use in the form of land applications) is in accordance with the standard quality standards set by the government (BOD <5000 mg / l).

Utilization of POME on land in the form of land applications has received permission from the Regent, Head of BLH Tanah Bumbu District with Decree No. 660.4 / 10 / LCPKS / 2018 dated 28 August 2018 (the permit period is valid for 3 years).

The CH has periodically tested POME in the inlet and outlet ponds. The test results are recorded in the report on the implementation of the semester RKL/RPL and the monthly Test Results Report. The parameters tested were pH, BOD5, COD, Oil & Fat, Cadmium, Copper, Lead and Zinc. Based laboratory testing, it could be concluded that testing results from January to March 2019 were accordance with regulation of the environment minister Number. 28/2003.

Based on observation to WWTP, it was found that flow meter was well functioned and there were no spills to the land. Furthermore, the certification also has had land application permit and there is no issues from stakeholders related to land application.

4.4.4

The CH has recorded its actual water use. The average water use per ton FFB for period of January – May 2019 still accordance with budget standard 1.8 m3/ton FFB, actual is 1.5 m3/ton FFB. Base on field visit at the WTP indicates the water usage meter (Flow meter) is functioning, the water record used is performed by the WTP operator daily and recapitulated on the monthly report by Clerk Administration of Process.

Status: Comply	
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4.5

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

4.5.1, 4.5.2

An integrated strategy for pest and disease management has been established in Agriculture Reference Manual (ARM) No. 110/EST-ARM/13 Chapter 15 related plant protection. The strategies covers early warning system (cencus), the planting of beneficial plants (*Turnera subulata*, *Cassia cobanensis*, and *Antigonon leptosus*), selective weeding to establish soft weeds to suppress leaf eater caterpillar, build and monitoring barn owl boxes to suppress infestation of rats. In addition, on replanting area the oil plam thrunk chipped to accelerate in order to suppress oryctes infestation.

Early warning system is conducted in regularly to monitor the infestation of potential pests and diseases such as leaf eater caterpillar, rats, ganoderma, termites, and oryctes. The worker involved in IPM has been trained annually based on record of the training. The last training of 2019 has been conducted in period of February and April.

Based on data and summary of cencus every Estate on period of January to May 2019, it is known that there were no pest and disease infestation that exceed the economic threshold, except on several block in immature area of Angsana Estate. Control has been carried out by increasing the installation of pheromone traps.

Field observation verified that visually there is no symptoms of leaf eater caterpillar infestation on the canopy, or the rats infestation on the FFB collected in the FFB platform at the harvesting area. The pesticide monitoring for the period of January to May 2019 also shows no usage for pest and disease control, but only for routine weed control in the circle and harvesting path. Furthermore beneficial plants such as *Turnera subulata* and *Antigonons leptosus* have been planted in main and collection road, as well as barn owl boxes indicates the occupation barn owl.

Status: Comply

4.6
Pesticides are used in ways that do not endanger health or the environment
4.6.1

The company has identified recommended pesticides, active ingredients, justified the intended use, and has been registered with the Pesticide Commission, Ministry of Agriculture based on verification on the pestisida.id website. The pesticides used indicate specific targets, and the minimum impact on species outside the target. The application method has been arranged in the SOP of Block Spraying, which aims to guide the use of pesticides that are safe for workers and the environment.

4.6.2

Each unit has documentation of pesticide utilization that record product name, active ingredients, LD50, percentage of active ingredients, total application, total active ingredients, hectare application and active ingredients per ton FFB production. For instance for KKPA 4 in period of January to May 2019, the utilization of all Kenlon™ 480 EC (a.i Triklampir Butoksil Etil) are 134 kg of active ingredients per hectare.

4.6.3

In line with the explanation of criterion 4.5 that IPM has been carried out quite effectively, so that there is no chemical use for pest control, but for routine weed control. The pesticides used are also not preventive pesticides. Based on observation of spraying activities, the application method is not a preventive application, but rather selective for locations that have weeds.

4.6.4

The company has shown a policy to minimize and eliminate the use of paraquat pesticides listed in Memorandum (No. POD-UM-0110/X2008 dated 16 October 2008) regarding recommendations for substituting the active application of Paraquat, state that all business units to always evaluate and control the use of IA and IB class pesticides seriously and sustainably, so that finally can be zero use of class IA and IB pesticides. Has been verified based on document review and field observation in chemical warehouse and praying activity, that the company no longer use paraquat or WHO IA and IB pesticides.

4.6.5, 4.6.7 & 4.6.9

During the audit ASA 1.2, there was a fact that six pcs hand knapsack stored in the nursery warehouse, then the company showed documentation that it has transferred to the chemical house. The company has not been able to show evidence

that the method of pesticide handling has minimized the risks and negative impacts in accordance to the BSS procedure (PM 0800). **It was raised as nonconformity No. 2018.03, in indicator 4.6.7**

Observation on June 20, 2019.

The CH shows documentation of the root cause analysis, corrections and corrective actions as well as photos of the transfer of the knapsack sprayer from the nursery warehouse to the BSS warehouse at Gunung Sari Estate. The results of field observations in the nursery warehouse, it was known that there were no knapsack stored in nursery warehouses. **This nonconformity is stated to be complied.** However the CH has opportunity for improvement to ensure all PPE of spraying workers are stored in a PPE storage that has been provided in accordance with the applicable procedures, as there are few workers who bring PPE to home and they have been given a socialization related safe working practice. **OFl.**

Based on observation and interview with spraying worker in every unit, they have received internal training related handling pesticide and spraying technic annually. The training of 2019 has been planned in second semester. The workers can demonstrate safe working practices in accordance with the existing procedures, including prohibition of spraying on river or water bodies, and understanding emergency response in the event of an accident. Knapsack sprayers are in good condition, personal protective equipment has been used according to MSDS and HIRAC such as boots, apron, rubber gloves, mask, and safety goggles. Pesticide solutions are mixed in pesticide warehouses and transported by special vehicles. After work, knapsack sprayer and PPE are stored in a special storehouse at the Estate.

4.6.6

Based on the field visit to the agrochemical warehouse of KKPA-4, Pantai Bonati Estate and Angsana Estate, it is known that agrochemical storage has been conducted in accordance with the procedure. Pesticides or chemicals have been neatly arranged, there are Hazardous Material symbols, Hazardous Material label, MSDS, and Fire Extinguisher. Pesticides or chemicals storage operator have been wearing PPE while working. Based on field visit to Hazardous Waste Storage in KKPA-4 unit, pesticides or chemicals container was found, later on sent to transporter licensed.

Training for workers and staff regarding hazardous and agrochemical waste material handling have been conducted on November 2018. Based on interview with sprayer team found that workers recognized how to properly disposed waste materials and workers have been trained by CH about waste and hazardous materials handling. Field visit during audit on housing in Pantai Bonati Estate and Angsana Estate there is no found that ex agrochemical containers are used for other household purposes (for example flower pots and potable water container).

4.6.8

Based on document review and field observation, as well as stakeholder consultation, the company did not perform the pesticides application from the air.

4.6.10

The CH has procedures for managing hazardous waste and non-hazardous waste. PT SHE-KKPA No. Documents: dated RA021 04-01-2012 which were ratified by the Senior Manager and Estate Manager KKPA. In the procedure, it is explained about the procedures for managing hazardous waste, hazardous storage, hazardous building, and hazardous submission to the collecting party. Hazardous waste such as former agrochemical packaging drums and plastic containers it's washing or rinsing water rinsed 3 times or one time in a way sprayed with pressurized water. As for the water used washing / rinsing may not be directly discharged into the environment but can be reused as water mixing agrochemicals. Based on document review and field observation in temporary storage hazardous waste, old pesticide containers are collected into temporary storage hazardous waste and sent to the licensed hazardous waste transporter.

4.6.11

The company shows the results of the employee health examination conducted on September 12, 2018 by Simpang Batu Clinic. Examination was carried out for 73 employees from Angsana Estate, 16 employees from Pantai Bonati Estate and 70 from KKPA4 Estate who were chemical workers and high-risk workers. Examination includes *spirometry* and *cholinesterase*. From the results of the examination it was found that all employees were in good health and ready to work.

4.6.12

The company's commitment not to employ pregnant and lactating women has been outlined in the Circular No: 066/RSPO-BSSPSS/2011 dated January 2, 2011, stating that the company banned female workers from carrying out spraying work.

The company already has a checklist of spray workers who are not pregnant or breastfeeding, which is conducted once a month by medical officers at the clinic. For example, in the June 2019 period it was discovered that no spray female employees were pregnant and breastfeeding.

Based on interviews with workers in spraying activities in Angsana and KKPA4 Estate, known that workers have understood the prohibition of pregnant and lactating women to work in spray activities, if any are pregnant or lactating workers transferred to manual care activities and not related to agrochemicals.

Status: Comply

4.7

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

4.7.1

Policy on OHS of CH has issued by the President Director on December 2011. The policy indicates company commitment towards OHS implementation through:

- To communicate policy and OHS procedures to all employees and stakeholders which have interest.
- To comply with government OHS related regulations.
- To ensure implementation of OHS as a part of operational process.
- To identify, appraising, and control of continuous improvement in order to avoid work accident.
- To manage and monitor OHS indicators and conducting a continuous improvement.

The results of field observations and interviews with estate and mill employees are known that the company has routinely conducted socialization regarding the company's OHS policy. The employee explained that the socialization was carried out during the morning briefing before work and the installation of OHS warning boards in several strategic places that were easily seen by employees.

The work plan of the OHS Program for January to December 2019 covers the areas of extension & training, supervision field, evaluation field; Field of research, Health Sector; PIC; Cost Forecast, Timeline of completion (Jan - Dec 2019) and description. Based on interview result the workers are given guidance through socialization, warning boards and morning briefings before the work. Based on the above explanation, the workers has known about OHS policy.

Evidence of OHS work program implementation has recorded in training report, medical check-up report, records of purchasing of OHS related equipment's (PPE, first aid kit, fire extinguisher, hydrant, etc.), OHS Committee monthly meeting notes and three-monthly OHS Committee reports. Furthermore, Evaluation of OHS program, achievements and its monitoring was presented in OHS Committee monthly meeting notes and three-monthly OHS Committee reports. Based on observation Pantai Bonati Estate, Angsana Estate and Angsana Factory, it was found first aid box, and fire extinguishers stations were satisfactory maintained. Regular checklist monitoring were also available. Moreover, simulation of hydrant were considered satisfactory.

4.7.2.

Certificate holder has showed the document of Hazard Identification, Risk Assessment and Control (HIRAC) for the period of January-December 2019. The HIRAC has covers all working activities on the mill and estates. The analysis has covers risk hazard identification, sources of hazard risk, frequency (routine, non-routine, emergency), potential risk identification (sources and impacts), control management, risk analysis of severity level and value level. Crosscheck to the field, the compliance of application of product requirements which presented in MSDS and HIRADC document. For example, based on observation towards pesticide applicator in Angsana and Pantai Bonati Estate, it was found that respirator used by applicators were in accordance with MSDS and HIRADC requirement.

4.7.3

The Company has conduct several training and socialization related to OHS, for example as follows:

- Risk Management Training held on December 3, 2018 took place at the Mill Office. Training by Secretary of OHS

Committee and attended by employees as many as 30 employees. Material, documentation and attendance list are available during audit activities.

- Safe spray and handling toxic and hazardous material waste training held on April 19, 2019 took place at the Angsana Estate Office. Training by Secretary of OHS Committee and attended by employees as many as 13 people. Material, documentation and attendance list are available during audit activities

The company has included every employee in a training program to improve employee skills in accordance with the applicable legal requirements. during the audit activity, the company can show mill and estate training certificates and licenses.

The company has shown document of PPE distribution to all workers in estates and mill, which signed by Assistants, Chief of OHS Committee and the respective workers. Based on field observations and interviews with harvesters, pesticide applicators and mill operators, they have been equipped with PPE in accordance with procedures owned by the company for example, PPE for harvesters such as helmets, glasses and boots. Further explained that, workers can apply for the replacement by providing the damaged PPE to the foreman and the foreman will check and apply to Assistant to provide new PPE for the workers.

4.7.4

- PT Ladangrumpun Suburabadi

The company has an OHS Committee that has been ratified by the relevant agency based on the Head of the Decree of the Department of Manpower and Transmigration of Kalimantan Selatan Number 566/435/Was-NKT/2018 dated September 10, 2018. In the decree it was explained that the company already had a secretary who was an OHS Expert on behalf of Gusti Bayu Hariady who has had an appointment letter based on the Indonesian Minister of Manpower Decree number KEP.P.1253/NAKER-BINWASK3/X/2016 dated October 24, 2016. In the decree, it was explained that the decision was valid for 3 years from the date of stipulation.

- PT Sajang Heulang

The company has an OHS Committee that has been ratified by relevant agencies based on the Decree of the Head of the Department of Manpower and Transmigration of Kalimantan Selatan Province Number 566/437/Was-NKT/2018 dated September 10 2018. In the decree it was explained that the company already had a secretary who was an OHS Expert on behalf of Sudarsono who has had an appointment letter based on the Indonesian Minister of Manpower Decree number KEP.14119/M/DJPPK/VI/2015 dated June 19, 2015. In the decision it was explained that the decision was valid for 3 years from the date of stipulation. The company shows a letter from PT Kautsar Inti Prima with number 172/SP/KIP/VI/2019 dated June 11, 2019 which explains that the extension of the OHS Expert certificate on behalf of Sudarsono is still in process at the Indonesian Ministry of Manpower. **OFI**

Minutes of Guiding Committee of Occupational Safety & Health meetings were held on February 23, 2018 (PT Sajang Heulang), and May 11, 2019 (PT Ladangrumpun Suburabadi), the materials discussed were among others: inventory of OHS issues, application of OHS norms, OHS inspections, work accident investigations and analyzes, training and counseling, emergency response, job risk analysis in 2018, risk analysis and OHS program preparation in 2019, preparation of National OHS months, and preventive maintenance at several stations at Mill. The meeting of OHS committee has been conducted every month.

4.7.5.

Certificate holder already has procedures in case of accident and emergency along with its instructions, CH show the following documents:

- No. SOP-01 dated July 1st 2014 about emergency reporting. Procedure has describes accident classification, PIC, reporting to stakeholder, investigation, time of reporting, insurance, etc.
- No. 724/TQEM-ESH/10 dated April 1st 2010 about identification and evaluation of hazardous potential evaluation.
- No. 730/TQEM-ESH/10 dated April 1st 2010 about fire emergency (prevention and handling).

Based on interview with mill and estate workers are known that the company already know the procedure about OHS. To facilitate evacuation in the event of an emergency, the company has established an evacuation route. The evacuation route is available in offices, housing and mill. Besides that, it has been equipped with maps and other markers and adequate sign boards. To the visitors who come will be socialize safety induction as a guide health and safety in the visit

process.

The auditor did not meet the First Aid Officer in the field, but the auditor conducted interviews with first aid officers who were also clinical nurses. The results of the interviews indicate that the company always provides periodic internal training to first aid workers in each unit with the aim that officers can understand the use of each item in the first aid kit and the actions taken if there are employees who experience work accidents. Furthermore, it was explained that the monitoring carried out on the contents of the first aid kit covers the life and cleanliness of first aid kits.

4.7.6

During the audit ASA 1.2, The company has not been able to show that all workers have provided health services and are protected by work accident insurance, its supported by some evidence as follows:

- Based on the results of document verification, it is known that all employees (SKU and PKWT) have been registered and in the Employment and Health Insurance program. In addition, there is also proof of August 2018 Employment and Health Insurance contributions.
- The company is currently collaborating with several contractors, for example: CPO transport activities with the number of employment agreement 016 / Jasapengangkut / LSI-HSL / 2012 PT Ho Sarana Lestari. In one of the work agreement clauses, it was explained that the contractor must comply with OHS regulations.
- Based on the results of interviews with contractors PT Ho Sarana Lestari, it was explained that all this time if there were sick employees, all costs would be borne by the contractor. However, the company has not been able to show evidence that all contractor employees have been registered in work accident insurance and health insurance

It was raised as nonconformity No. 2018.04.

Verification June 21, 2019

The company shows proof of improvement as follows:

- The employment insurance membership certificate on behalf of PT HO Sarana Lestari under number 190000000737165 dated June 19, 2019.
- Employment insurance membership card for 19 employees of PT HO Sarana Lestari.
- Proof of employment insurance payment for May 2019 for 19 employees of PT HO Sarana Lestari with a value of Rp 4,885,660

In addition, based on the results of interviews with contractors PT Ho Sarana Lestari, it was explained that during this time if there were sick employees, all costs would be borne by the contractor. Based on the above, the auditor concluded that nonconformities were stated to have been fulfilled. However, the company has the opportunity to ensure the consistency of all contractors in the payment of employment and health insurance for their employees. **OFI**

The company has registered all of its employees as member of government scheme on health and workforce insurance (*BPJS Ketenagakerjaan* and *BPJS Kesehatan*). Permanent worker daily and/or monthly basis got Insurance on work accident (*JKK*), old age benefit (*JHT*), dead insurance (*JKM*), retirement insurance (*JP*) and health insurance (*JKS*). Meanwhile for piece-worker, the company has only responsible for work accident insurance and dead insurance. However, most of non-permanent workers were family member of permanent workers (as wife). Hence, its health insurance was under their husband. Record of insurance payment for example:

- Employment insurance for 105 permanent worker of Angsana Factory period of May 2019, has been paid on June 10, 2019. Payment receipt has been verify by auditor.
- Employment insurance for 377 permanent worker of Angsana Estate period of May 2019, has been paid on May 29, 2019. Payment receipt has been verify by auditor.
- Employment insurance for 223 contract worker of KKPA4 Estate period of May 2019, has been paid on May 30, 2019. Payment receipt has been verify by auditor.
- Employment insurance for 428 permanent worker of Pantai Bonati Estate period of January 2019, has been paid on February 2, 2019. Payment receipt has been verify by auditor.
- Employment insurance for 19 worker of PT Ho Sarana Lestari period of May 2019, has been paid on June 8, 2019. Payment receipt has been verify by auditor

Based on the results of verification of work accident monitoring documents in 2018 and interviews with employees at mill and estate it is known that in 2018 there are only accidents with minor categories in workplace so that there are no claims

for workplace accidents in 2018.

4.7.7

The company has records of work accidents for estate and mill for the period January - December 2018. Records of work accidents use the LTA method. From the results of document verification, it was found that there was 5 work accident in Angsana Estate with values of FR 15; SR 15 and 28 work accidents in KKPA 4 Estate with value of FR 119; SR 132.

Status: Comply

4.8

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

4.8.1 and 4.8.2

The company has compiled a training program for company employees for the 2019 period as follows:

- Training in crop rotation, transport management, fertilization, weed control and pest control.
- Training on FFB processes, controlling losses, FFB grading, sample analysis techniques, maintenance systems, operation and maintenance of heavy equipment, etc.
- General training which includes training in quality management systems, OSH management systems, environmental management systems, RSPO, ISPO, ISCC and Supply Chain.
- Operator training which includes certification of welders, lifters, boilers, first aid workers, electric K3 experts and chemical safety and health workers.
- Training for foremen that includes training foremen, middle foremen, and admin.
- Training for assistants which includes training in work mindset, leadership, problem solving, and work productivity management

During the audit activity, the company showed evidence of employee training in 2018 as follows:

- Integrated pest management training on February 18, 2019 at the KKPA 4 Estate office and was attended by 7 employees. During the audit, the company can show documentation, attendance lists and training materials.
- Integrated pest management training on April 22, 2019 at the Pantai Bonati Estate office and was attended by 6 employees. During the audit, the company can show documentation, attendance lists and training materials.
- Training on the use of pesticides on September 24, 2018 took place at the KKPA 4 Estate office and was attended by 10 employees. During the audit, the company can show documentation, attendance lists and training materials.
- Training on the use of pesticides on October 8, 2018 took place at the Pantai Bonati Estate office and was attended by 12 employees. During the audit, the company can show documentation, attendance lists and training materials.

Based on field observations and interviews with mill, estate employees and scheme smallholder farmers known that each employee has been given regular training in accordance with their duties and responsibilities, this is evidenced by the explanation of the harvester can explain the criteria for fresh fruit bunches, cutting and arranging fronds, preparation of FFB at the fruit collecting point. While for mill employees in the engine room section can explain monitoring and checking tools and functions of generators and turbines, employees can also explain the time of use between turbines and generators.

Most contractors that work with companies are FFB and CPO transportation service providers, so companies are more focused on providing OHS related training to contractors, for example OHS training is safe driving with maximum payload scheduled by the company every 1 semester.

The results of interviews with the contractor and his work in the field are known that the company always provides training related to driving safety. Furthermore, it was explained that the training provided by the company was very useful and became a guideline for driving safety every day.

Safe driving training with maximum payload held on 7 January 2019 at the factory office and attended by 8 contractor employees.

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

The CH has presented an AMDAL document in 2000, approved by the Minister of Forestry and Plantation, Secretary General as the Center No. EIA Commission. 154 / Menhut - II / 2000 dated 26 December 2000 with an area of \pm 26,000 ha and a mill Capacity of 2 x 60 Ton FFB / Hour.

Besides that, the company has shown UKL / UPL document in 1999, approved by the Head of the Center for Standardization and Environment of the AMDAL Commission No.191 / II / DAR-3/1999, September 22, 1999 with a land area of 6,095 and a capacity of 30 tons of FFB / Hour PT Ladangrumpun Suburabadi.

The 2013 UKL / UPL document, approved by the Head of the Regional Environment Agency, District of Tanah Bumbu No. 660/89 / IL / PDL-BLHD / 2013 dated June 21, 2013 with the addition of a capacity of 30 Tons of FFB / Hour to 60 Tons of FFB / Hour at PT Ladangrumpun Suburabadi.

Based on the AMDAL document on the method of data collection, it was stated that the data used in the preparation of the ANDAL consisted of Primary data (from direct survey, observation and sampling, information and interviews with initiators, employees and surrounding residents) and Secondary. In addition, based on EIA data, it is known that it has covered all areas and activities. The replanting activities has been cover on EIA document Land, consist of management and land Preparation, Drainage, and erosion potential monitoring. Based on EIA data, it is known that it has covered all areas and activities.

5.1.2; 5.1.3

The CH shown the environmental management plan documents to prevent negative impacts such as Air quality and noise, soil fertility and erosion, overflow, water quality, waste, social aspect, public health, labor recruitment, and smallholder scheme and others listed in the Environmental Management Plan / Environmental Monitoring Plan Implementation Report. The Environmental Management Plan / Environmental Monitoring Plan Implementation Report is routinely reported every semester to the Environment Department of Tanah Bumbu District, such as Environmental Management Plan / Environmental Monitoring Plan Implementation Report of Semester 2 2018 Angsana Factory submitted to Environment Agency February 12, 2019.

Based on the document of Environmental Management Plan / Environmental Monitoring Plan Report of Semester 2 2018, monitoring procedures have been incorporated in the plan. Implementation of environmental management & monitoring was described in RKL-RPL implementation report. Based on the RKL-RPL implementation report of semester 2 of 2018 known there isn't negative impact caused by CH.

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 CH shown the PT LSI HCV Identification document dated 30 March 2009 stating that the PT LSI HCV area consists of 2 rivers, namely the Sebambaru River 1 (31.51 Ha) and Sebambaru 2 River (64.29 Ha) with the total HCV area (PT. LSI) covering 95.8 ha (HCV 1.1 and HCV 4.1). In addition, the company has also shown HCV Identification documents for PT Sajang Heulang's KKPA 1-5 Estate in 2012 which stated that the area of KKPA 1 HCV was 54.32 Ha and the area of KKPA 4 was 29.01 Ha. For total HCV area in PT SHE (KKPA 1, KKPA 4 and Pantai Bonati) and PT LSI (Gunung Sari Estate and Angsana Estate) is 179.87 ha.

Based on the statement area in the 2018 period, it is known that the total area of HCV PT SHE (KKPA 1, KKPA 4 and Pantai Bonati) is 83.33 ha. There is a deferent in the HCV area base previous assessment, because the coal mining area as already explained in indicator 2.2.3, Related to land status, based on information from PSD staff currently still in court, Monitoring and re-digitizing HCV areas on PT LSI and PT Sajang Heulang. **OFl**.

5.2.2, 5.2.3 and 5.2.4

The company has HCV management plan document period of 2018, the program consist of :

- Riparian area management (HCV boundaries marking and maintaining, marking of chemicals application borders, HCV socialization to surrounded community and workers, planting of erosion control plants and HCV area patrols)
- Management and monitoring of RTE species.
- To conduct species identified protection.
- Implementation of company procedure related to HCV management, such as CH has procedure No. AI 0900 April 1, 2010 concerning handling wildlife. The procedure explains that workers and contractors are not permitted to capture, maintain, kill protected animals; not allowed to trade protected or unprotected animals. If it is proven that there is involvement in buying and selling animals, severe penalties will be given, including dismissal / cancellation of the contract.
- HCV monitoring (monitoring of HCV attribute, monitoring of HCV in three monthly basis and monitoring of HCV rehabilitation).

Programs to socialize the status of protected, rare, threatened or endangered (RTE) to all workers, including records of appropriate sanction disciplinary measures to any individual working for the company who is found to capture, harm, collect or kill these species was conducted periodically. The certificate holder shows evidence related to employee socialization and training, including:

- Socialization document of RTE species Gunung Sari Estate to nearest Village and workers September, 2018.
- Socialization document of RTE species KKPA- 1 to workers May, 2018.

Based on field visit on riparian Sebampan lama river block D21.22 Angsana Estate known that the HCV area has been managed well and in accordance with the management plan. CH was able to shows monthly monitoring of fauna and monitoring/maintenance of marking HCV poles which conducted monthly. It was reported that there were no conflict between human and wildlife.

Based on interview with workers known that the socialization related to protected species and HCV has been done. There's HCV signboard, RTE information signboard and marking of chemicals application riparian.

Monitoring of RTE species has been conducted routinely (every semester), the monitoring result will be the input in the next monitoring plan. CH was able to shows evidence of receipt note document of flora and fauna identified in implementation monitoring and management HCV semester 2 2018.

HCV management plan which is integrated with HCV identification documents, explained: management activities, period of management and monitoring, PIC (HCV officer), and enhancement review for next HCV program. For example evaluation monitoring HCV signboard will be increased in the next program.

The results of previous HCV monitoring in 2018 for Angsana has been implemented, the monitoring results are taken into consideration in the preparation of the next period program after evaluation, for example Repairing HCV signboard September 2018 has not been fully completed and has been programmed in September 2019.

5.2.5

Consistent with Surveillance 1.2 assessment, Based on the HCV identification document and field visits in the HCV area, there were no identified areas of local community rights on HCV area.

Status: Comply

5.3

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

5.3.1; 5.3.2 & 5.3.3

The certificate holder has identified waste sources, documented and managed. The document covers the source of the waste, the name of the waste, the type of waste, the classification and storage area. For example housing produces a type of solid waste such as plastic, food waste and paper / leaf that belongs to the classification of nonhazardous waste, then the storage place in the trash can or landfill. Other examples such as workshops produce solid and POME types such as used oil, used batteries, used fuel filters included in the hazardous waste classification, then their storage at hazardous waste temporary warehouse.

Hazardous waste generated from operational activities such as Mill and Estate likes used filters, used oil, cotton waste fabric scrap, battery scrap, pesticides used containers, used lamp, etc, are stored in the Hazardous Waste Temporary Storage licensed PT LSI and PT SHE. Permit form by Tanah Bumbu Regent's Decree, number 660.4/97DLH/2014, August 8 2017 valid 5 years related Temporary Hazardous and Toxic Hazardous Storage Permit to PT LSI.

Base on field visit at the Hazardous Waste Temporary Storage Angsana Factory note that storage in accordance with the capacity and roofed to protect from rain, has an air circulation, has a lighting system, fire extinguisher, eyewash/shower, secondary containment, first aid boxes, alarm, SOP emergency response, log book, balance hazardous waste boards, labels and symbols hazardous waste.

Based on the results of field observations in the hazardous waste temporary warehouse at Angsana Estate and Pantai Bonati (KKPA-4) (temporary hazardous waste storage prior to hazardous waste temporary warehouse licensed), there are SOPs installed SOP Management of hazardous waste & Nonhazardous waste, document number PLB3 & BB3, dated August 8, 2010, point 5.1.2 j. explained that the period of transit of hazardous waste from the transit (estate) is 15 days, the estate must immediately send hazardous waste to the hazardous waste temporary warehouse Licensed. A evaluate the monitoring system for hazardous waste management for operational area produced hazardous waste. **OFI number 05.**

Record management Hazardous Waste, included in reporting management hazardous waste quarter period January to March 2019 addressed to environment agency. The Training And socialization to spraying workers, about ex pesticide container disposal. All discarded containers of chemicals generated by Estate and Mill, placed in hazardous waste warehouse. The CH represents Agreement letter Hazardous Waste management PT LSI – Angsana Factory and PT. Sinar Bintang Albar, number 029/ASE-SBE/IX/2018 September 13, 2018 valid 1 years.

Clinical Waste.

The CH shown the last shipping manifest of medical waste to Hospital dr H. Andi Abdurrahman Noor no March 14, 2019 as much as 14 kg.

Domestic waste.

The domestic waste generated is collected in front of the house and delivered to the landfill. Based on interview with resident of Housing complex Angsana Factory and Housing complex Division I and II Angsana Estate known domestic waste is separated between organic and inorganic, then transported every 2 times a day to landfill.

Solid waste.

Empty fruit bunch (EFB) is used for mulch on oil palm crops. EFB is an organic material is an organic material that serves to produce nutrients needed for oil palm plantation on a rather sandy soil type. EFB application is effective to reduce the use of chemical fertilizers. Base on field visits in the boiler station any a fiber and shell is used as fuel. Remaining fiber shell and placed so did not result in pollution and potential fire.

POME

POME is produced in Mill and then processed in WWTP, having managed to produce a parameter below the quality standard, especially for BOD, COD and pH then flowed into the Land Application. Based on field visit, no leachate from replanting activities to the river.

The implementation of waste management has been accordance with management plan.

Status: Comply					
5.4					
Efficiency of fossil fuel use and the use of renewable energy is optimised.					
5.4.1					
<p>The Company already maximizing the use of renewable energy (fiber & shell) as boiler fuel. For example use of shells and fiber in January to June 2019 was 28,342 ton, which produces 1,233,437 kWh of electricity from turbine. Renewable energy use per ton of palm product in the mill is 0.08 kwh / kg FFB. Result Direct fossil fuel used is 117,563.10 liter/ ton CPO.</p>					
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					
<p>Company policy regarding zero burning during land clearing were presented in document of procedure No. 110 / EST-ARM / 13 Chapter 4 about land preparation and No. 724 / TQEM-SPMS / 09 point 5.7.2 about zero burning technique which mentioned that land clearing should be carried out by mechanics and zero burning methods (ex. Push felled, chipping, stacking, etc.).</p> <p>Based on letter of agreement with (SPK) review for replanting works with contractor namely PT Central Pratama Property, it was mentioned that the land clearing in Angsana Estate was carried out through a zero burning method.</p> <p>Based on field observation on Angsana Estate Replanting area 2019, Block D26, D27, D28 at replanting area, it is known that replanting programs using manual handling such as chipping. The basis, based on the fire incident report (Semester 2 2018), was not a fire incident at PT LSI area.</p>					
Status: Comply					
5.6					
Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.					
5.6.1; 5.6.2					
<p>As explained in the indicator 5.3.1, CH has identified source of waste including emissions from plantation and activities, as indicated in the EIA document and Waste Identification document. In the mill, the major emission source is from POME and the use of diesel fuel for generators and vehicles. Some of the main sources of pollution in palm oil mills are as follows: liquid waste from processing, generator / engine emissions, boiler emission of combustion of renewable fuel, dust from road transportation, emission from CPO and FFB transportation. Greenhouse gas emissions source in plantation are mostly from the use of chemical fertilizers, fossil fuel for transportation, and N2O emission.</p> <p>Fossil fuel reducing have been implemented by fiber and shell usage. Realization of renewable energy have been monitored on monthly report for fiber and shell usage. The monitoring every months and the last monitoring periods January to June 2019.</p> <p>Monitoring for emission and pollutants (air emission, air ambient, odor, noise, and vibration) from estate and mill was done periodically every 6 month, covered on RKL/RPL implementation report and reported to environmental agency periodically. 2nd Semester 2018 testing result indicates all parameters related to emission are still comply with standard quality. Such as, CH conducts noise level testing according to decision of environment minister number 48 year 1996.</p>					
5.6.3					
<p>Base on document verification, CH has been done calculations emission with RSPO Palm GHG Calculator Version 3.0.1 with data input correctly. Calculation option apply full version.</p> <p>Summary of Net GHG Emissions period January – December 2018 i.e. :</p>					
Emissions per product	tCO2e/tProduct	Extraction	%	Production	ton/year

CPO	1.56	OER	21.37	FFB Processed	255846.17
PK	1.56	KER	4.54	CPO Produced	54684.804

Land Use	ha
OP planted area	17417.8188
OP Planted on peat	0
Conservation (forested)	155.8812

Summary of Field Emissions and Sinks

	Own Crop		Group		3rd Party		Total	
	tCO ₂ e	tCO ₂ e/ha	tCO ₂ e	tCO ₂ e/ha	tCO ₂ e	tCO ₂ e/ha	tCO ₂ e	tCO ₂ e/ha
Emissions								
Land conversion	147552	13.42	26531.04	5.21	-	-	-	-
*CO ₂ emissions from fertilizer	10409.7	0.95	483.39	0.17	-	-	-	-
**N ₂ O emissions	6532.9	0.59	171.41	0.03	-	-	-	-
Fuel consumption	2976.34	0.27	67.84	0.05	-	-	-	-
Peat Oxidation	0	0	0	0	-	-	-	-
Sinks								
Crop sequestration	-	-9.23	-24014.9	-9.36	-	-	-	-
Conservation Sequestration	-1019.97	-0.09	-162.75	-0.06	-	-	-	-
Total	65003.76	5.91	3076.03	-3.96	-	-	-	-

Summary of Mill Emissions and Credits

	tCO ₂ e	tCO ₂ e/tFFB
Emissions		
POME	34375.87	0.13
Fuel Consumption	1225.19	0
Grid Electricity Utilization	0	0
Credits		
Export of Grid Electricity	0	0
Sales of PKS	0	0
Sales of EFB	0	0
Total	35601.06	0.14

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

Emissions from Palm Kernel Crusher

Emissions Source	tCO ₂ e
PK from own mill	18151.22
PK from other sources	0
Fuel consumption	0
Total crusher emissions	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; 6.1.2; 6.1.3; 6.1.4 & 6.1.5.

The CH has document of Social Impact Assessment. The assessment process was done on November 2009 and the scope of study are impact of plantation and mill operation to workers and community adjacent of plantation area. The assessment and reported was carry out by POLLITO Consultant on November 2009. These document was explained of negative and positive impact of plantation and mill operation to social aspect and the recommendation for negative impact reduction and increasing of positive impact. There was showed also the minutes meeting of consultation process with community surround. The evidence was consist of Attendant List of village member on Focus Group Discussion as phase of data gathering for Social Impact Assessment Report. The Certificate Holder also has document of Social and Environment Impact of Replanting period 2015 till 2018 in Angsana Estate and (133.16 Ha) and Period of 2016 till 2019 in Gunung Sari Estate (529.17 Ha). The assessment process was done by AKSENTA Consultant and aim to knowing of environment and social impact of replanting.

The Implementation social management and monitoring plans are explained on document RKL / RPL Semester 2 2018. The management plan still the same with the previous one, document has explained the social impacts monitored and managed, including: Public Concerns & impact of replanting. The CH has been implemented social management plan

Based on interview with representative Sumber Baru Village and Sei Bamban Village, there is no negative social impact from operational company, and it is known that they have participated in social impact assessment. Besides, representative of PT LSI for communication and consultation with stakeholder also actively involving stakeholders in identified the existing social issues, Community Development and CSR needs.

The social monitoring is effectively, explained by recapitulation of socio-economic questionnaire for period 2018 by conducting interviews and giving questionnaires to the Sebambar Baru Village Community, Bayansari, Banjarsari, Purwodadi and Pantai Bonati Village. The company evaluates the results of social impact monitoring, and is included in the next period of social management programs, for example the preparation of CSR programs by the last social monitoring data.

The conclusion is public unrest over coal mining in PT LSI & PT SHE plantations, based on surveys 70% of respondents thought there will be reduction of workers. To anticipate public anxiety about the existence of coal mining, it can be ascertained that the company will not make workers reduction. Addition of workers for harvest will be allocated for maintenance or work at the replanting. The CH has been implemented social management plan effectively.

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

The company maintains the communication with affected stakeholders is listed in company's stakeholders. The company has had SOP of Information Request (No. SOP-02 dated 28 April 2015). The procedure of the internal and external communication are described on the document. Another regulated things are the restriction for the sensitive information such as company secret. Those document explain of the list of publicly available document, recording of information request, responses and duration of responses. PIC appointed for communication were Unit Manager and Chief of Administration. The ob description is to maintain good relation between concerned parties and its particular company to support company program.

Based on interview with stakeholders (workers in Mill and Estate, Labor Union, Gender Committee, Village Official, local contractor, plasma cooperatives) known that the company has been socialized the prosedure and PIC related communication.

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 and 6.3.2

The company has an SOP for handling complaints and grievance from various parties, namely in the SOP no: 006/LSI-PKK/14 (for employee), and 005/LSI-PKK/14 (for community) dated January 1, 2014. In the SOP describes the handling of complaints starting from the stage of receiving complaints from internal and external, Verification and ranking of complaints, preparation of treatment plans, implementation of handling, monitoring of implementation, and documentation to completion through legal channels. Guarantee anonymity of the whistle-blower of the case has been maintained since from first stage. In the SOP it is stated that the settlement of complaints is made no later than 1 month after receipt.

Confirmed to sample stakeholders during the public consultation, namely village communities, government agencies, local contractors and FFB suppliers who stated that the SOP was understood by all parties.

All complaints conveyed to the mill and estates have been recorded and followed up by the company in accordance with the SOP. During the 2018, there were no complaints from external parties, while complaints from internal parties were mostly related to repairs to residential facilities. Based on the results of document verification and interviews with mill and estate employees it is known that every employee complaint has been responded to well by the company.

The problem of leachate from replanting activities to the river is not included in the complaining book. But based on the results of interviews with management, these problems were immediately resolved through deliberations between the two parties.

The company has the opportunity to record all issues and complaints from the surrounding community regarding the company's operational activities even though the problem has been resolved by consultation of both parties. **OFI**

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 & 6.4.3.

Occupational Land Acquisition Procedure (No. 343 / PSD-OKUP / 10), is through the stages of negotiation between the company and the party claiming the land by Manager Plantation Services Region and Manager Estate and witnessed by village officials or relevant stakeholders.

The mapping process of land that has been compensated was carried out in the early opening of the plantation and at the time of HCV Identification and Social Impact Assessment, mapping was also an activity carried out by the POLLITO Consultant team and attached to both reports.

PT. Ladangrumpun Suburabadi is one of long-established plantations company. During stakeholder consultation with

surrounding villages (Village Official of Sumber Baru, Sei Bamban Village Officials, Angsana Sub-district office and Plasma Cooperative Officials of KUD Tuwuh Sari) stated there is no customary right within the plantation area and There is no new land acquisition process.

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

The company has a wage system above 7 working hours specified in:

- a. Company Regulation Period 2019-2021 in Article 17 concerning overtime wage rates which state that
 - If overtime is done on a normal working day, for the rest of the overtime work must be paid overtime wages of 2 times 1 hour wages.
 - If overtime is carried out on weekly rest days and / or official holidays for workdays of 6 working days and 40 hours a week then the calculation of wages for overtime work for the first 7 hours is paid twice an hour's wages and the eighth hour is paid 3 times an hour's wages and overtime ninth and tenth 4 times an hour's wages.
- b. Sebban Kalimantan Selatan Core Area / KKPA Provisions that have been approved by the CEO of the KSS (Kalimantan Selatan – Sulawesi) Region in effect since 1 April 2018. In the premium stipulation, it is explained that the premium for security guards with 3 work shifts is IDR. 14,000 / day.

Based on the results of document verification, the list of wages for security guards in the estate in the May 2019 period is known that the wages paid by security guards after 7 hours of work use the Core Area Premium Assessment / KKPA Sebban Kalimantan Selatan

The auditor conducted a simulation of the calculation of security guard overtime along with management representatives in accordance with Minister of Manpower and Transmigration Regulation No. 102 of 2004 and compared with premium wages received by security unit employees in May 2019 as follows:

1. Pantai Bonati Estate
 - Employees with the initials BJ
 - Overtarget premium : IDR 888,369
 - Simulation results : Rp. 1,611,004
 - Difference : IDR 722,635
 - Employees with the initials JM
 - Overtarget premium : Rp. 947,432
 - Simulation results : IDR 1,657,073
 - Difference : IDR 709,641
2. KKPA4 Estate
 - Employees with initials MN
 - Overtarget premium : IDR 784,000
 - Simulation results : IDR 1,705,529
 - Difference : IDR 921,529
 - Employees with AD initials
 - Overtarget premium : IDR 677,600
 - Simulation results : IDR 1,705,529
 - Difference : Rp 1,027,929

Based on the above, it is known that the system of payment of wages exceeds working hours (premiums) that have been set by the company not in accordance with the Minister of Manpower and Transmigration Regulation No. 102 of 2004. **Based on that's explanation raised non conformity no 2019.01 with major category.**

Based on field observations, verification of employee salary payment documents for the period of May 2019, as well as interviews with mill and estate employees. It is known that the company has paid employee wages in accordance with applicable regulations.

Based on interviews with local contractors at the factory and KKPA 4 Estate are known that workers have been given wages in accordance with applicable regulations and also given social security facilities in the form of Employment and Health

6.5.2

The Company has a company regulation with worker union 2019-2021 based on the Decree of the Head of the Labor and Transmigration Agency, Tanah Bumbu Regency dated June 14, 2019. The validity period of the company regulation is 2 years after it was signed. If a new company regulation has not been established on the expiration date of this company regulation, then this collective labor agreement will all be valid until a new company regulation comes into force.

Work agreement (contract) between worker and company describes about type of work and salary, duty and responsibility, work hour, health and medical, work termination, and others. Contract is written in Indonesian Language and workers are understood the substance of the contract

The results of interviews with operational employees in the estate and mill are known that employees have understood the rights of employees listed in the company regulation, for example: the right to get in kind, the right when employees are sick, reproductive rights for female employees, and the right to get wages feasible in accordance with applicable regulations. In addition, the employee also explained that the union regularly held socialization related to the contents of the company regulation to employees who did not understand.

Based on interviews with the management, known that the company never deducts wages from employees. The company pays employee wages in accordance with applicable regulations. During the audit activity, the company shows sample salary payment for estate and mill worker period of May 2019. From the results of document review, known that employees have received basic wages in accordance with the minimum wage stipulated by the local government.

6.5.3 and 6.5.4

The company has provided facilities and infrastructure to support the worker welfare in each management unit, such as permanent housing, electricity sources through generator sets available in each housing, clean water through the provision of bore wells and the provision of clean water tanks in each unit, clinics available in each unit, there is a place for kindergarten, elementary school and junior high school. Based on field visits in the housing area are known that there are several stalls belonging to employees that provide basic daily necessities at affordable prices.

The results of field observations and interviews at the employees of mill and estate housing are known that the company has provided adequate housing facilities for employees. Family-owned employees are given 1 house while single employees are given 1 house for 3 people. Further explained by the employee that damage to the house can be reported to housing supervision for further corrective action in accordance with the applicable mechanism.

Major 6.5.1	Status: non conformity no 2019.01 with major category.
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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 and 6.6.2

The union policy for workers is still the same as before, which is stated in the Social Policy issued in December 2011, in point 5 it is explained that "the company respects the right of every staff / employee to form and join within the labor Union according to their choice as well as for collective bargaining".

Based on document verification, worker union has attended the meeting regularly. During audit activities, the company shows minutes of meetings between Worker Union and companies in the 2018 – 2019 period as follows:

- The minutes of the meeting of the **PK – SBSI Angsana Factory** were held on April 15, 2019 with discussion related to the improvement of employee leave.
- The minutes of the meeting of the **PK – SBSI Angsana Factory** were held on September 12, 2018 with discussion related to setting overtarget premium system for administrative employees.

Based on interviews with Worker Union in each unit known that the company always support work programs of Worker Union, companies give rights to Worker Union in accordance with applicable regulations, while for election of Worker Union officials is carried out through member voting and no intervention from the company.

Based on interviews with labor unions are known that until now the relationship between companies and labor unions is still well established and there has never been a conflict between the two parties, this is because the company always supports each union work program and always maintains communication between the two parties.

Status: comply

6.7

Children are not employed or exploited.

6.7.1

Available SOP Employee recruitment at PT Ladangrumpun Suburabadi and PT Sajang Heulang. That was explain about prohibits to employ children and make a prevention the use of child labor in our operations. Take a corrective action, if founded the child labor and ensuring that the appropriate follow up and provide safety to them. According to interviews with worker union, filed visit in mill and estate, there was no child labor usage has found.

Based on interviews with workers on estate and mill, known that each employee knows the minimum age at work, which is 18 years, further explained that this is routinely delivered at the morning briefing and through the installation of appeal boards in several places. This is in line with the results of verification of the employee list document which is known that the company does not employ under 18 year old workers.

Based on field observations of harvesting activities at Angsana Estate, Pantai Bonati Estate and KKPA 4 Estate known that there are special worker to collect loose fruit, there are no children found on the harvesting areal. All harvester are registered as company employees.

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 and 6.8.3

The policy of non discrimination is written in point 1 of 6 of social policy (number 724/TQEM-SPMS/09, dated April1 2010). That was explain about the company will give equal opportunities to all workers and embrace diversity, regardless of ethnicity, religion, disability, gender, political affiliation, sexual orientation and or worker union.

During the audit activity, the company can show a record of the identity of the worker when applying for an employee. Available copies of ID cards, educational certificates, family cards, biography, marriage certificates and good conduct certificates from the police.

Based on field observations at Mill office and Estate Office known that the policy is installed on the front office wall so that it is easily known to stakeholders and employees. Further explained by the management representative that the company routinely provides socialization regarding equality of rights to employees during the morning briefing. Whereas the results of field observations and interviews with employees in estate and mill operational areas were not identified as complaints related to discrimination.

The company shows a list of employees for the period 2019 which describes the age, gender, religion, ethnicity, place and date of birth. Based on the document, known that workers come from various ethnicities, religions, regions of origin, ages, sexes and companies also do not have migrant workers. Based on interviews with Worker Union and Workers, it was explained that the company did not discriminate against workers from admission to promotion.

Status: comply

6.9

There is no harassment or abuse in the work place, and reproductive rights are protected.
6.9.1

The certificate holder has social policy number 724/TQEM-SPMS/09 dated April 1 2010. The policy explained that the company strongly opposed acts of sexual harassment and was committed to creating and ensuring a work environment free of acts of sexual harassment. The policy is communicated by means of information dissemination from company representatives and policies installed in offices and clinics. Based interviews with workers, known that the policy has been disseminated to employees, especially women who are aware of the policy on protecting women's rights.

The company has formed a Gender Committee in management unit. Based on interviews with the Gender Committee and female workers known that breastfeeding workers are not permitted to work using chemicals. Workers who are breastfeeding are also given the opportunity to breastfeed their children.

6.9.2

The certificate holder commitment on reproduction right is written in social policy number 724/TQEM-SPMS/09 dated April 1 2010. The policy explains that female worker during menstruation who feel pain and notify employers, are not obliged to work on the first and second days of menstruation by getting full wages if accompanied by a letter of recommendation from a doctor or paramedic company.

The interview results with the management known that the policy is communicated by socialization to employees and the installation of banners in offices and clinics. Based on interviews with the Gender Committee and female workers, known that workers can explain the reproductive rights of women who are given such leave for 2 days of menstruation and maternity leave for 3 months.

6.9.3

The certificate holder has procedure of handling complaint mechanism for all stakeholder No.Policy 301/SNP-ENV-03/11. The SOP explains the flowchart and handling of internal and external complaints and dissatisfaction processes. Responses to complaints and dissatisfaction are given as soon as possible and no later than 1 month after the problem is received. In the SOP, there is also an explanation of the process of handling complaints and internal disregard that states that the company guarantees the whistleblower.

Based on interviews with workers in the estate and mill, it is known that each worker knows the mechanism for submitting complaints. Complaints can be submitted to the Worker Union, Gender Committee or direct supervisor of the workers (foreman / assistant).

Based on interviews with Worker Union and the Gender Committee, known that there were no complaints especially related to immoral act, If there is a complaint, it will be recorded in the complaint book and a complaint resolution will be sought and the results submitted to the workers.

Status: comply

6.10
Growers and mills deal fairly and transparently with smallholders and other local businesses.
6.10.1; 6.10.2; 6.10.3; and 6.10.4.

During Surveillance 1.2 RSPO, all of the FFB supplied to Angsana Factory was supplied from two own estate consist of Angsana & Gunungsari Estate (under manage of PT Ladangrumpun Suburabadi), Pantai Bonati Estate and KKPA 1 & 4 Estate (under manage of PT Sajang Heulang, under the same holding of Minamas Plantation and was certified) and KKPA 5.

Based on data verification, its known that pricing mechanisms for FFB from KKPA is according with Plantation Department of Tanah Bumbu District Province of South Borneo. Besides that, the company has made payments in accordance with the FFB pricing set by the government. The company shows evidence of FFB payment for the Tuwuh Sari Cooperative (Scheme Smallholder) April 2019 period with a profit sharing system through BRI Bank in the amount of IDR 7,152,146,669 and May 2019 period in the amount of IDR 5,188,863,962

The company does not accept FFB from outside, but there are contractors for other activities such as: Work agreement

with number KKPA-4/SPK-LKL/III/19/006 between PT Ladangrumpun Suburabadi and contractor for transporting FFB from KKPA 4 Estate to Angsana Factory. Time period is valid from March 1, 2019 – May 31, 2019. There is payment for contractor on April 2019 through checking account in the amount of IDR 18,711,582

Based on interview with CPO & PK Transport (PT Ho Sarana Lestari) the payment has been made in a timely manner and there is no delays.

Status: comply

6.11

Growers and millers contribute to local sustainable development wherever appropriate.

6.11.1 and 6.11.2

The CSR plan for period of 2019 is defined by each unit, the program preparation is adjusting to the outcome of the district meeting (Musrenbang Kecamatan), which is focused on religious aspect, social and public facilities development. Can be shown the realization of CSR for the period 2018, Angsana Estate with total 26 activities, Pantai Bonati Estate with total 10 activities and Angsana Factory 6 activities.

In addition, the company has also provided a budget for incidentally CSR that will be realized based on the proposals submitted by surrounding communities.

Status: comply

6.12

No forms of forced or trafficked labour are used.

6.12.1; 6.12.2 and 6.12.3

Listed in the social policy approved by Head Plantation Upstream Indonesia December 2011, in section 5 mentioned that Plantation Upstream Indonesia is not allowed to use forced labor or labor under age. All data related to the selection of initial recruitment, saved in the office area and some copies (copy) recorded in each unit respectively. Companies can also show the work agreement signed by both parties to prove that the workers are employed in accordance with the agreement of both parties. Each worker has a copy of the employment agreement. In the work agreement there is no statement that the worker will be charged when an employee resigns before the contract ended

Based on verification document of employee, work agreements, employment mandatory report and the results of interviews with local government, community and employees during field observations, there were several things, for example: no identification of contract substitutions, companies not using migrant workers, companies not trading labor or forms of forced labor because all workers already have work agreements with companies.

Based on interviews with Mill and Estate employees it was found that there was no indication of forced labor. Employees explain that all rules in working at the company have been regulated in a Collective Labor Agreement that has been agreed upon between the company and the Workers' Union as representatives of workers.

Status: comply

6.13

Growers and millers respect human rights

The company's human right policy contained in Social Policy dated 1 May 2015, stated prohibition of the discrimination based on race, degrees, ethnicity, gender, skin color, physical (defective/imperfect) , a membership organization, political views, religious and/or age, prohibition of sexual harassment, and prohibition of forced labor and child labor.

Socialization was carried out during the morning briefing and through notifications on information boards in the Estate and Mill. Based on interviews with workers in Estates and Mill, Labor Union, and Gender Committee, there was no issue related to violations of workers' 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		
There was no new planting on the Gunung Sari Estate, Angsana Estate, Pantai Bonati Estate and KKPA-1. While, in KKPA-4 Estate there was a new planting of 64.83 Ha after November 2005.		
The CH already has environmental management and monitoring documents for all estate units (see indicator 5.1.2 and 5.1.3).		
	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 7.2.2		
The company has had semi detail soil survey map with scale 1:45,000 for PT LSI and PT SHE which derived from soil survey report, conducted by MRC team in February 2016 and 2018, respectively. According to the report, it was informed that there were no presences of steep slope (>40 %) or fragile soil in CH's operational area. In order to minimize land erosion, surface run-off and leaching on rolling to hilly area, MRC has recommend some agronomy input such as maintaining LCC or soft grasses, vertiver grass planting, selective weeding, terraces planting system, silt pit installation and frond stacking parallel to the slope. This recommendation had applied on EFB mulching application on Angsana Estate Block D26.		
	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; 7.3.4; 7.3.5		
Based on the statement of the KKPA-4 area, identified new plantings since after November, 2005 on KKPA-4 (December 2006) area of 65 ha. Meanwhile, Sime Darby is the Phase 1 (2014) and Phase 2 (2015) of the RSPO Land Use Change Analysis (LUCA).		
PT LSI has been submitted LUCA on August 28, 2015, until the audit ASA-1.3 concept note is not yet approval by RSPO.		
Based on the email from the Head of Sustainability on May 9, 2019 to the RSPO secretariat, explained the results of the meeting the SDP and the RSPO secretariat which explained that SDP was given 1 year for all nonconformity in the indicator 7.3.1, so that this discrepancy is given until ASA-1.4. Based on that's explanation raised non conformity no 2019.02 with major category.		
Major 7.3.1	Status: non conformity no 2019.02 with major category.	
7.4		
Extensive planting on steep terrain, and/or on marginal and fragile soils, is avoided.		
7.4.1, 7.4.2		
The company has able to shows semi detail soil survey map with scale 1:45,000 for PT LSI and PT SHE which derived from soil survey report, conducted by MRC team in February 2016 and 2018, respectively. The report informed that there were no presence of peat soil and fragile soils and presences of steep slope (>40 %) within PT LSI and PT SHE operational areas. Main limitation of soil properties for oil palm cultivation were due to low fertility, soil drainage properties and soil erosion.		
To overcome this situation, several strategy had been implemented by estate management such as fertilizer application has follows MRC agronomist recommendation, adopting EFB mulching application on replanting areas and low fertility areas, land application by POME, frond stacking parallel to the contour line or U-shape on the flat to undulating areas, to		

maintain soft grasses and selective weeding which aims to retain soil moisture. Company implementation towards soil limitation has explained in Criteria 4.2.

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.

During Surveillance 1.2 RSPO, PT Ladangrumpun Suburabadi has not carried out plantation expansion or land clearing. There is replanting activities at Angsana Estate have been held since 2015 and at Gunung Sari Estate since 2016.

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.

7.6.1; 7.6.2; 7.6.3; 7.6.4; 7.6.5; & 7.6.6.

During Surveillance 1.2 RSPO, PT Ladangrumpun Suburabadi has not carried out plantation expansion or land clearing. There is replanting activities at Angsana Estate have been held since 2015 and at Gunung Sari Estate since 2016.

Status: comply

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.

7.7.1, 7.7.2

Company policy regarding zero burning during land clearing were presented in document of procedure No. 110/EST-ARM/13 Chapter 4 about land preparation and No. 724/TQEM-SPMS/09 point 5.7.2 about zero burning technique which mentioned that land clearing should be conducted by mechanics and zero burning methods (ex. push felled, chipping, stacking, etc.).

Status: Comply

7.8

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

7.8.1; 7.8.2

Based on area statement 2018 period, the company did not open the land on January 2015. However, the company has showed the GHG calculations using Palm GHG Version 3.0.1 described in Criteria 5.6.

Status: Comply

PRINCIPLE #8 Commitment to continuous improvement in key areas of activity

8.1

Growers and millers regularly monitor and review their activities and develop and implement action plans that allow demonstrable continuous improvement in key operations.

Based on field observation known that in term of best management practices implementation, several new technology and improvement has been adopted such as mechanization for upkeep activities (EFB mulching, manuring and pesticide spraying, as well as C1R2 harvesting system (1 cutter, 1 carrier and 1 picker) to increase productivity.

The CH had records of monitoring such as monthly report of each unit, as well as report of operational internal audit on 10 May 2019, and RSPO internal audit on 17 May 2019. All nonconformities has been followed up by the management units. The monitoring has cover for contractor workers.

An implement action plans and continuous improvement for environmental aspects, such as:

- Effluent management and monitoring. WWTP pond management, effluent quality test and report it to Tanah Bumbu

District Environment Agency.

- Air quality management and monitoring. Road maintenance, air quality test and report it to Tanah Bumbu District Environment Agency.
- Ground water management and monitoring. Testing ground water quality and report it to Tanah Bumbu District Environment Agency.
- Hazardous waste management. Storing hazardous waste at the permitted hazardous waste, managing and monitoring hazardous waste (conducted by Tanah Bumbu District Environment Agency).

Ensure not to use contract worker for core work in accordance with the RSPO 6.2.7 indicator Principles and Criteria 2018

	Status: Comply	
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3.2 Summary of Assessment Report of Supply Chain Requirement

3.2.1. General chain of custody requirements for the supply chain

Clause	Requirement
5.1	Applicability of the general chain of custody requirements for the supply chain
5.1.1	<p>The General Chain of Custody requirements of the RSPO Supply Chain Standard shall apply to any organization throughout the supply chain that takes legal ownership and physically handles RSPO Certified Sustainable oil palm products at a location under the control of the organization including outsourced contractors. After the end product manufacturer, there is no further requirement for certification.</p> <p>The certificate holder shows registration and reporting requirements for the appropriate supply chain through the organization that manages the RSPO supply chain with the following details: Sub License ID: CB60153. Member Name: Sime Darby Plantation – Angsana POM – PT LSI. Member ID: RSPO_PO1000000325 RSPO Membership Number: 1-0008-04-000-00 (Sime Darby Plantation Berhad).</p> <p>Transportation service agreement with number 016 / Transportation Services / LSI-HSL / 2012 between the Company and PT HO Sarana Lestari located at Palajau Street, Tanah Bumbu Regency, Kalimantan Selatan Province. The third party in charge of providing the transport services to take and send a palm oil from Angsana Factory to PT Smart - Tarjun. The term of the agreement is from October 23rd, 2012 to September 30th, 2019.</p>
	Status: Comply
5.1.2	<p>Traders and distributors require a license obtained from RSPO Secretariat to sell RSPO certified product but do not themselves require certification. When selling RSPO certified products, a licensed trader and/or distributor shall pass on the certification number of the product manufacturer and the applicable supply chain model.</p> <p>The certificate holder does not buy product certified from RSPO licensed traders, every product of CPO & PK is produced from own estate and sold to the buyer.</p>
	Status: Comply
5.1.3	<p>Either the operator at site level or its parent company seeking certification shall be a member of the RSPO and shall register on the RSPO IT platform.</p> <p>The certificate holder shows registration and reporting requirements for the appropriate supply chain through the organization that manages the RSPO supply chain with the following details: Sub License ID: CB60153. Member Name: Sime Darby Plantation - Angsana POM - PT LSI. Member ID: RSPO_PO1000000325 RSPO Membership Number: 1-0008-04-000-00 (Sime Darby Plantation Berhad).</p>
	Status: Comply
5.1.4	<p>Processing aids do not need to be included within an organization's scope of certification.</p> <p>There is no processing aids in Angsana Factory.</p>
	Status: Comply
5.2	Supply chain model

5.2.1	<p>The site can only use the same supply chain model as its supplier or go to a less strict system. Declassification/downgrading can only be done in the following order: Identity Preserved -> Segregated -> Mass Balance.</p>
	<p>Angsana POM is certified palm oil mill which implement Identity Preserved using Module D-CPO Mill for its supply chain, because this Mill is received FFB's from certified sources only.</p>
	<p>Status: Comply</p>
5.2.2	<p>The site can use one (1) or a combination of supply chain models as audited and certified by the CB.</p>
	<p>The Certificate Holder just use 1 module of supply chain such as Module D – Identity Preserved.</p>
	<p>Status: Comply</p>
5.3	<p>Documented procedures</p>
5.3.1	<p>The site shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified.</p>
	<p>The certificate holder showed the manual document of RSPO SCCS with document number SCCS-std / RSPO / PSQM / 03 revised 02 the date of approval on May 11th, 2018 by Mill Manager ASF. This procedure describes the CPO Mills module: Identity Preserved.</p> <p>According to point 5, the people in charge of the supply chain system are:</p> <ul style="list-style-type: none"> • Factory Manager: the mill manager is responsible for maintaining and storing all documents, records and notes of the raw material usage; verification of the product status to the vendee; holding proper SCCS training. • Assistant of PSQM: checking the FFB quality and the raw materials as well as monitoring the product delivery and load/unload. • Foreman/ assistant of Lab: analyzing and testing the quality; maintaining and distributing the result of product and raw material analysis and test. • Assistant/Senior Assistant/Manager of Bulking: Ensuring the transport of CPO and PK product from POM to bulking. • Production clerk: recording the administration of the receipt certified FFB and the non-certified one. <p>Based on interview with office clerk, PSQM Assistant, and production clerk in Mill, they have been know related SCC Procedure.</p>
	<p>Status: Comply</p>
5.3.2	<p>The site shall have a written procedure to conduct annual internal audit</p>
	<p>In the RSPO SCCS Manual (RSPO Supply Chain Certification Standard) document No. SCCS-std / RSPO / PSQM / 03 revised 02 the date of approval on May 11th, 2018 that's described if:</p> <ol style="list-style-type: none"> 1. The unit must perform internal audits at least annually to ensure: <ul style="list-style-type: none"> • The organization has complied with the requirements of RSPO SCCS and RSPO Document Market Communication and Claim. • Effectiveness of implementation and maintenance of standards within the organization. 2. Internal audit is performed at least 2 (two) months prior to the external audit carried out. Non conformity that's founds during internal audits should be included in the issue of corrective action. Internal audit results and all corrective actions in correction should be included in the managementt review which is conducted at least annually. 3. Internal audits are scheduled and implemented by the PSQM department <p>The last internal audit activity was conducted on 3-12 September 2018 conducted by PSQM staff, with the results bellows: Major SCCS D.4.2 → related information about over production of Certified product</p>
	<p>Status: Comply</p>

5.4	Purchasing and goods in
5.4.1	<p>The receiving site shall ensure that purchases of RSPO certified oil palm products are in compliance and the following minimum information for RSPO certified products is made available by the supplier</p> <p>Angsana POM does not purchase RSPO certified oil palm products. Angsana POM is the producer of RSPO certified oil palm products.</p> <p>Angsana Factory just use 1 module D – Identity Preserved. The sources of material input is comes From FFB certified (Angsana Estate, Gunung Sari Estate, Pantai Bonati Estate, KKPA 1, KKPA 2, KKPA 4 and KKPA 5 PT SHE (has been certified by RSPO)).</p>
	Status: Comply
5.4.2	<p>The site shall have a mechanism in place for handling non-conforming oil palm products and/or documents</p> <p>Based on document verification and field visit in Angsana POM to verify the process from FFB received in mill, CPO and PK produced, the Certificate Holder can demonstrate the process was related IP Module D. The administration of weight bridge has been know related FFB certified comes from 4 estate and 1 estate KKPA -5 (PT SHE). Angsana POM does not purchase RSPO certified oil palm products. Angsana POM is the producer of RSPO certified oil palm products.</p> <p>Angsana Factory showed the Manual RSPO SCCS (RSPO Supply Chain Certification Standard) document No SCCS-Std/RSPO /PSQM/02 dated 02 January 2018 for the implementation on Mill. All elements of the applicable supply chain model specified within the procedure.</p>
	Status: Comply
5.5	Outsourcing activities
5.5.1	<p>In cases where an operation seeking or holding certification outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the operation seeking or holding certification shall ensure that the independent third party complies with the requirements of the RSPO Supply Chain Certification Standard. A CPO mill and independent mill cannot outsource processing activities like refining or crushing.</p> <p>In the RSPO SCCS Manual (RSPO Supply Chain Certification Standard) document No. SCCS-std / RSPO / PSQM / 03 revised 02 the date of approval on May 11th, 2018 point 4.5.3 it is explained that if the unit cooperates with CSPO / CSPK transport with third parties, the following:</p> <ul style="list-style-type: none"> • Third parties must guarantee no contamination of IP and MB products from other contaminants (CPO / PK certified or non-certified residue from outside Supplier), by: <ul style="list-style-type: none"> - Provide a separate transport tool for transporting CSPO IP (commitment set forth in Agreement). - Wash transport tank and make sure the tank is completely clean every time it will carry CSPO IP / MB). - The security guard and the dispatch supervisor must verify the transport tank prior to charging, in a way that ensures all tank contents have been removed and the tank is completely empty. - After filling, the upper manhole is sealed and the bottom valve, and every expenditure hole exists. - The security guard must always verify the seal, and record the data in and out of the means of transportation in accordance with applicable procedures. <p>After processed the FFB, facility only sell their certified product (CPO and PK) to the buyer directly. Angsana Factory only using contractor for transporting the CPO and Palm Kernel. Currently Angsana POM have procedure to ensure the certified material (CSPO and CSPK) not being mixed with non-certified product. Based on field observation and interview with security in ASF the efforts made by the company to ensure that the independent third party / contractors complies with the requirements of the RSPO Supply Chain Certification Standard as follows:</p> <ul style="list-style-type: none"> • security and the dispatch foreman must verify the transport tank before filling in, ensuring that all tank contents have been removed and the tank is completely empty

- after filling it is done sealing the upper manhole and bottom valve and each existing outlet
- security must ensure seals and record transportation data in accordance with existing procedures

Transportation service agreement with number 016 / Transportation Services / LSI-HSL / 2012 between the Company and PT HO Sarana Lestari located at Palajau Street, Tanah Bumbu Regency, Kalimantan Selatan Province. The third party in charge of providing the transport services to take and send a palm oil from Angsana Factory to PT Smart - Tarjun. The term of the agreement is from October 23rd, 2012 to September 30th, 2019.

Status: Comply

5.5.2

Sites which include outsourcing within the scope of their RSPO Supply Chain certificate shall ensure the following:

- The site has legal ownership of all input material to be included in outsourced processes;
- The site has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the site to ensure that certification bodies (CBs) have access to the outsourcing contractor or operation if an audit is deemed necessary.
- The site has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.
- d) The site seeking or holding certification shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and any and all information, when this is announced in advance

Transportation service agreement with number 016 / Transportation Services / LSI-HSL / 2012 between the Company and PT HO Sarana Lestari located at Palajau Street, Tanah Bumbu Regency, Kalimantan Selatan Province. The third party in charge of providing the transport services to take and send a palm oil from Angsana Factory to PT Smart - Tarjun. The term of the agreement is from October 23rd, 2012 to September 30th, 2019. in the agreement is stated that certification bodies (CBs) have access to the outsourcing contractor or operation if an audit is deemed necessary

Status: Comply

5.5.3

The site shall record the names and contact details of all contractors used for the processing or physical handling of RSPO certified oil palm products.

Based on Document review the company has the name of contractors such :

- PT HO Sarana Lestari with the address Palajau Street Gang Anda No 186, Batulicin, Tanah Bumbu Regency, Kalimantan Selatan Province

Name and contact detail of contractor has been listed in document of list of Contractor PT Ladangrumpun Suburabadi.

Status: Comply

5.5.4

The site shall at its next audit inform its CB of the names and contact details of any new contractor used for the processing or physical handling of RSPO certified oil palm products

Based on document verification and interview with PSQM Assistant, until ASA-1.3 there are no new outsources (transporters).

Status: Comply

5.6

Sales and goods out

5.6.1

The supplying site shall ensure that the following minimum information for RSPO certified products is made available in document form: The name and address of the buyer

Documentation for the Sustainable Palm Kernel (Sustainable PK), consist of: FFB dispatch record, which further will be counted the daily production of the Sustainable PK, daily production record of the PK, which classified as the Sustainable PK, monthly recapitulation of the Sustainable PK's sale, stock record, which has been reconciliation with the FFB acceptance record, monthly sale production and annual recapitulation.

- **CPO**

Documents verifications its known if there is of Certified Palm Oil Mill sold with buyers PT Golden Hope Nusantara (Kota Baru Kalimantan Selatan) Refinery has been registered and met the requirement for reporting supply chain through RSPO IT Platform, describes below:

- Member name : PT Golden Hope Nusantara
- Member ID: RSPO_PO1000000829
- Category : Refinery

- PK

Documents verifications its known if there is of Certified Palm Kernel sold with buyers-PT Laguna Mandiri – Rantau Kernel Crushing Plant (with the address in Bepara Village, Sub district of Pamukan Utara, Kotabaru Kalimantan Selatan - 72167) Kernel Crushing Plant has been registered and met the requirement for reporting supply chain through RSPO IT Platform, describes below:

- Member name : PT Laguna Mandiri – Rantau Kernel Crushing Plant
- Member ID: RSPO_PO1000002787
- Category : Kernel Crushing Plant

Documents verifications and field observation in Angsana Mill its known the CSPK that delivered to PT Golden Hope Nusantara are from positive stock and can be traced. For example Shipping announcement on 14 October 2018 with product CSPO, program IP, volume 1000 MT, Buyer reference number P/GHN/1018/CPO02720. Related with that the company can show the documents of

- Sales contract No 00412/LSI/KTR-MKS/LOK/X/2018, with volume 1000 MT
- Delivery order No 00499/0412/10/18/L-LSI- MKS
- CSPK shipping who described volume of shipping, type of car and remaining volume

Status: Comply

5.7 Registration of transactions

5.7.1

Supply chain actors who:

- are mills, traders, crushers and refineries; and
- take legal ownership and/or physically handle RSPO Certified Sustainable oil palm products that are available in the yield scheme of the RSPO IT Platform (Figure 2 and 3, refer Annex 1) shall register their transaction in the RSPO IT platform and confirm upon receipt where applicable

PT Ladangrumpun Suburabadi, subsidiary of Sime darby plantation Bhd has registered in RSPO membership 1-0008-04-000-00 since 8 September 2004

The certificate holder shows registration and reporting requirements for the appropriate supply chain through the organization that manages the RSPO supply chain with the following details:

Sub License ID: CB60153.

Member Name: Sime Darby Plantation - Angsana POM - PT LSI.

Member ID: RSPO_PO1000000325

RSPO Membership Number: 1-0008-04-000-00 (Sime Darby Plantation Berhad).

Status: Comply

5.7.2

The involved supply chain actors mentioned in 5.7.1 shall do the following actions in the RSPO IT Platform:

- Shipping Announcement / Announcement: When RSPO certified volume is sold as certified, the volumes of products that are in the yield scheme (Figure 2 and 3, refer Annex 1) shall be registered as a Shipping Announcement / Announcement in the RSPO IT Platform. The declaration time to do Shipping announcement / Announcement is based on members' own standard operating procedures.
- Trace: When RSPO certified volumes are sold as RSPO certified to actors in the supply chain beyond the refinery, the volume shall be traced at least annually. Tracing triggers the generation of a trace document with a unique traceability number. Tracing can be done in a consolidated way at least annually.

- Remove: RSPO certified volumes sold under other scheme or as conventional, or in case of underproduction, loss or damage shall be removed.
- Confirm: Acknowledge the purchase of RSPO certified volume by confirming Shipping Announcements / Announcements.

Based documents that presented, during June 2018 – May 2019 there is 3,749.06 MT PK and 10,659.26 CPO sold as RSPO certified product. Meanwhile, the certificate holder can't show the documentation related:

- Volume of CPO and CSPK that's sold conventional or other scheme
- Remove stock against CSPO or CSPK sold under other scheme or as conventional, or in case of underproduction, loss or damage

Based on explanation above, the certificate holder cannot show evidence that all transactions of RSPO certified products are in accordance with the provisions in the RSPO IT Platform. **Based on the explanation, raised the non-conformance no 2019.03 with Major category**

5.7.2 **Status: non-conformance No 2019.03 with Major category**

5.8 **Training**

5.8.1

The organization shall have a training plan on RSPO Supply Chain Standards requirements, which is subject to on-going review and is supported by records of the training provided to staff

The Certificate Holder showed program training for SCCS on period 2018-2019. The next program on September 2018. There is identification matrix program SCCS for Grading Team, Office, Store operator, laboratories officer, security and Mill staff.

Based on field visit on Angsana Mill, acquired information that PIC for SSCS implementation (for examples weight bridge operators, security, and "Kepala tata usaha") that training and refreshment (awareness) of supply chain management system were carried out annually. Results of field visits and interview with weighbridge operator obtained information if there is no FFB supplier from third parties. All FFB process are from certified area.

Status: Comply

5.8.2

Appropriate training shall be provided by the organization for personnel carrying out the tasks critical to the effective implementation of the supply chain certification standard requirements. Training shall be specific and relevant to the task(s) performed

The certificate holder shows SCCS training conducted on September 4th, 2018 is located in the ASF Meeting Room, participants who attend Staff & Mill Manager, PSQM Staff, Production Administration, dispatch operators, security, safety officers, laboratories, grading with total 22 employees (evidence of attendance documentation).

The company showed that the SCCS training conducted on May 30th, 2018 was located at the ASF Meeting Room, the participants who were present consisted of 14 participants (Mill manager, Staff, PSQM / ESH Staff, Security, safety officer and supervision / employees.

Based on field visit on Angsana Mill, acquired information that PIC for SSCS implementation (for examples weight bridge operators, security, and "Kepala tata usaha") that training and refreshment (awareness) of supply chain management system were carried out annually. Results of field visits and interview with weighbridge operator obtained information if there is no FFB supplier from third parties. All FFB process are from certified area.

Status: Comply

5.9 **Record keeping**

5.9.1

The organization shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of these RSPO Supply Chain Certification Standard requirements

In the RSPO SCCS Manual (RSPO Supply Chain Certification Standard) document No. SCCS-Std / RSPO / PSQM / 03 dated 11 May 2018 at Point 4.9 it is mentioned that:

- The organization shall maintain accurate, complete, up to date and properly accessible reports and records covering all aspects of this RSPO SCCS requirement.
- Retention times for all records are minimum 10 years for financial documents and minimum 2 years for the other than financial documents.

Angsana Factory has had maintain accurate, complete and up-to-date for the FFB receives, process and CPO & PK production from its supply bases (certified sources only). Within this record, the certificate holders maintain the FFB's sources based on monthly bases

Month	FFB (Kg)		
	RSPO Certified	Non-Certified	Total
Jun-18	21,824,240	0	21,824,240
Jul-18	32,029,480	0	32,029,480
Aug-18	29,464,590	0	29,464,590
Sep-18	28,033,510	0	28,033,510
Oct-18	32,090,420	0	32,090,420
Nov-18	30,580,640	0	30,580,640
Dec-18	19,786,930	0	19,786,930
Jan-19	16,221,910	0	16,221,910
Feb-19	10,170,230	0	10,170,230
Mar-19	9,949,340	0	9,949,340
Apr-19	9,531,400	0	9,531,400
May-19	10,262,070	0	10,262,070
Total	249,944,760	-	249,944,760

Furthermore, Angsana has record and balance of all RSPO CSPO and CSPK, non-certified products produced, as well as its dispatch on a monthly presented in the Table bellows:

- **CSPO**

Period	CPO production (KG)		Total	Cert CPO Dispatch (MT)		
	Cert	Non Cert		RSPO	Other scheme	Non Cert
Opening Stock	417,415		417,415			
Jun-18	4,355,262	-	4,355,262	5,968,430		
Jul-18	6,316,364	-	6,316,364	197,110		
Aug-18	6,540,270	-	6,540,270			
Sep-18	5,968,994	-	5,968,994			
Oct-18	7,128,699	-	7,128,699	1,996,310		

Nov-18	6,762,148	-	6,762,148	2,497,410		
Dec-18	4,311,103	-	4,311,103			
Jan-19	3,567,673	-	3,567,673			
Feb-19	2,384,100	-	2,384,100			
Mar-19	2,159,317	-	2,159,317			
Apr-19	2,133,060	-	2,133,060			
May-19	2,215,524	-	2,215,524			
Total	54,259,929		54,259,929	10,659,260		

- CSPK

Period	PK production (KG)		Total	Cert PK Dispatch (KG)		
	Cert	Non Cert		RSPO	Other scheme	Non Cert
Opening Stock	107,591		108			
Jun-18	964,910	-	964,910	499,980		
Jul-18	1,473,229	-	1,473,229	299,500		
Aug-18	1,362,380	-	1,362,380			
Sep-18	1,268,260	-	1,268,260	450,640		
Oct-18	1,460,491	-	1,460,491			
Nov-18	1,391,715	-	1,391,715			
Dec-18	938,889	-	938,889			
Jan-19	861,508	-	861,508			
Feb-19	580,750	-	580,750	1,806,990		
Mar-19	550,435	-	550,435	280,150		
Apr-19	539,233	-	539,233	411,800		
May-19	476,308	-	476,308			
Total	11,975,699		11,868,216	3,749,060	-	-

Based documents that presented, during June 2018 – May 2019 there is 3,749.06 MT PK and 10,659.26 CPO sold as RSPO certified product. Meanwhile, the certificate holder can't show the documentation related:

- Volume of CPO and CSPK that's sold conventional or other scheme
- Remove stock against CSPO or CSPK sold under other scheme or as conventional, or in case of underproduction, loss or damage

Based on explanation above, the certificate holder cannot show evidence that all transactions of RSPO certified products are in accordance with the provisions in the RSPO IT Platform. **Based on the explanation, raised the non-conformance no 2019.03 with Major category on Clausal 5.7.2**

	Status: Comply
5.9.2	Retention times for all records and reports shall be a minimum of two (2) years and shall comply with legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock
	In the RSPO SCCS Manual (RSPO Supply Chain Certification Standard) document No. SCCS-Std / RSPO / PSQM / 03 dated 11 May 2019 at Point 4.9 mentioned that Retention times for all records are minimum 10 years for financial documents and minimum 2 years for the other than financial documents. Auditor has verified the document in 2017, for example FFB weighbridge ticket.
	Status: Comply
5.9.3	The organization shall be able to provide the estimate volume of palm oil / palm kernel oil content (separate categories) in the RSPO certified oil palm product and keep an up to date record of the volume purchased (input) and claimed (output) over a period of twelve (12) months.
	In the RSPO SCCS Manual (RSPO Supply Chain Certification Standard) document No. SCCS-Std / RSPO / PSQM / 03 dated 11 May 2018 at Point 4.9 it is mentioned organization shall be able to provide the estimate volume of palm oil / palm kernel oil content (separate categories) in the RSPO certified oil palm product and keep an up to date record of the volume purchased (input) and claimed (output) over a period of twelve (12) months.
	Status: Comply
5.10	Conversion factors
5.10.1	Where applicable a conversion rate shall be applied to provide a reliable estimate for the amount of certified output available from the associated inputs. Organizations may determine and set their own conversion rates which shall be based upon past experience, documented and applied consistently. Guidance on conversion rates is published on the RSPO website (www.rspo.org); RSPO Rules for Physical Transition of Oleochemicals and its Derivatives. This is relevant for derivatives of Palm Oil and Palm Kernel Oil, as used in the oleochemical and personal care industries
	In the RSPO SCCS Manual (RSPO Supply Chain Certification Standard) document No. SCCS-std / RSPO / PSQM / 03 revised 02 the date of approval on May 11 th , 2018 at Point 4.10 described if <ul style="list-style-type: none"> - If available a conversion rate must be applied to provide a reliable estimate of the availability of the number of certified product outputs from the associated inputs. Organizations can set their own conversion values that should be based on prior experience, documented and applied consistently - Conversion value determined by marketing jakarta based on data submitted by POM on the basis of FFB processing result, so that the conversion value obtained equal to actual POM and conversion reference by marketing following monthly report period of POM - Conversion values must be updated to ensure accuracy of actual or industry level achievements where appropriate. <p>During assestment conducted Angsana POM only received and processed of FFB's as material input form estate under scope of certification. This factory did not purchase FFB, CPO and/or PK from others. Therefore, this mill did not using conversion factors.</p>
	Status: Comply
5.10.2	Conversion rates shall be periodically updated to ensure accuracy against actual performance or industry average if appropriate.
	Facility did not using conversion rate.
	In the RSPO SCCS Manual (RSPO Supply Chain Certification Standard) document No. SCCS-std / RSPO / PSQM / 03 revised 02 the date of approval on May 11 th , 2018 at Point 4.10 described if Conversion values must be updated to ensure accuracy of actual or industry level achievements where appropriate.

During assessment conducted Angsana POM only received and processed of FFB's as material input from estate under scope of certification. This factory did not purchase FFB, CPO and/or PK from others. Therefore, this mill did not use conversion factors.

Status: Comply

5.11

Claims

5.11.1

The site shall only make claims regarding the use of or support of RSPO certified oil palm products that are in compliance with the RSPO Rules on Market Communications and Claims.

No. Facility did not use logo during communication with stakeholder / customer. The CH never used RSPO symbol or logos. A unique identification number, certificate number and supply chain model are available on relevant documents. Also, the CH used RSPO Palm Trace for communication, transaction, confirmation status and shipping announcement.

In the RSPO SCCS Manual (RSPO Supply Chain Certification Standard) document No. SCCS-std / RSPO / PSQM / 03 revised 02 the date of approval on May 11th, 2018 described if the claim has been referred to RSPO Rules on Market Communications and Claims.

Status: Comply

5.12

Complaints

5.12.1

The organization shall have in place and maintain documented procedures for collecting and resolving stakeholder complaints.

The Certificate Holder showed the RSPO SCCS manual with the revised number SCCS-Std / RSPO / PSQM / 03 revised 02 date on May 11th, 2018 by Mill Manager on point 4.12 related Complaint that explains:

- ✓ Stakeholders can complain by making a letter in writing or in the form of an email addressed to MR or verbally by facing MR.
- ✓ Complaints from stakeholders must be followed up by MT either verbally, written letters or emails no later than 1 month after the complaint is received.
- ✓ Complaints related to the appropriate in the form of salaries, benefits, incentives, product compliances, payments must be followed up no later than 14 days after complaints are received.
- ✓ Discussion on the issue of compilation was completed by holding a meeting session between the Manager, head of administration, and Manager Representative.
- ✓ All complaints received and answers given must be recorded and well documented.

Based on document, there is no complaint from stakeholders, buyers or transporter related the implementation of SCCS

Status: Comply

5.13

Management review

5.13.1

The organization is required to hold management reviews annually at planned intervals, appropriate to the scale and nature of the activities undertaken

In the RSPO SCCS Manual (RSPO Supply Chain Certification Standard) document No. SCCS-std / RSPO / PSQM / 03 revised 02 the date of approval on May 11th, 2018 at Point 4.13 described if

1. The organization should establish a management review plan implemented:

- After internal audit.
- Before external audit.
- Minimum once in 12 months (1 year).

2. Input for management review should include the following information:

- Internal audit results of SCCS requirements
- Achievement of production.

- Feedback from customers.
- Status of preventive and corrective actions.
- Follow up on prevention and improvement.
- Changes that can affect the management system.
- Recommendations for improvement.

Status: Comply
5.13.2

The input to management review shall include information on:

- Results of internal audits covering RSPO Supply Chain Certification Standard.
- Customer feedback.
- Status of preventive and corrective actions.
- Follow-up actions from management reviews.
- Changes that could affect the management system.
- Recommendations for improvement.

The company showed management review was conducted on 7 September 2018 by Head of Administration with details bellows:

1. Internal audit SCCS
 - Management PT LSI-ASF has not yet showed Training SCCS.
 - Management has not yet showed production estimates IP.
2. Performance of process and ASF Product.
 - Target: CPO 22.09 %, FFA: 4.31 % and PK 4.66%.
3. Status of improvement and compliance NC or finding
 - Finding internal audit SCCS.
4. Follow up from management review
5. Impact and changing of system.
6. Improvement recommendation.

Status: Comply
5.13.3

The output from the management review shall include any decisions and actions related to:

- Improvement of the effectiveness of the management system and its processes.
- Resource needs.

The company has been showed action plan for finding, on 7 September 2018. This management review has explain point management review, finding, action plan, PIC and time schedule. With details bellows :

1. The CH has conducted SCCS training.
2. The CH has conducted estimate projection IP.
3. Status of improvement and compliance NC or finding.
4. Finding internal audit SCCS.
5. Follow up from management review.
6. Impact and changing of system.
7. Improvement recommendation.

Status: Comply

3.2.2. Module D – CPO Mills: Identity Preserved Requirements

Clause	Requirement																									
D1	Definition																									
D.1.1																										
A mill is deemed to be Identity Preserved (IP) if the FFB used by the mill are sourced from plantation/ estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme. Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Module E is applicable.																										
Angsana POM only receive FFB from certified sources as follows Angsana Estate, Gunung Sari Estate, Pantai Bonati Estate, KKPA 1 & 4 (Smallholders of PT SHE) and KKPA 5 Division 1 From PT SHE. All CPO Certified products are form estate that already RSPO Certified. Angsana POM didn't buy CPO from others sources.																										
According to the document of FFB receipt period of June 2018 – May 2019, all FFB supplied to the mill are from certified units and there is no FFB from non-certified source. Based on explanation above, Angsana POM apply the requirements of SCCS Module D (IP).																										
	Status: Comply																									
D.2	Explanation																									
D.2.1																										
The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill must be recorded by the certification body (CB) in the public summary of the P&C certification report. For an independent mill, the estimated tonnage of CPO and PK products must be recorded in the RSPO IT platform, supply chain certificate and public summary audit report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report																										
The certificate holder shows estimates of certified CPO & PK products with the following details:																										
<table><tr><th>Products</th><th>Last Year Projected Certified Volume (MT)</th><th>Last Year Projected Certified Volume (MT) (After Ext.Volume)</th><th>Actual (MT)</th><th>Projected Certified Volume (MT) of 06 July 2019 to 05 July 2020).</th></tr><tr><td>FFB Own Estate</td><td>79,137</td><td>90,513</td><td>77,130.53</td><td>84,161</td></tr><tr><td>FFB Smallholder</td><td>112,677</td><td>161,269</td><td>172,814.23</td><td>141,893</td></tr><tr><td>CPO</td><td>42,199</td><td>65,117</td><td>54,259.92</td><td>51,992.38</td></tr><tr><td>PK</td><td>9,590</td><td>13,904</td><td>11,975.69</td><td>10,738</td></tr></table>		Products	Last Year Projected Certified Volume (MT)	Last Year Projected Certified Volume (MT) (After Ext.Volume)	Actual (MT)	Projected Certified Volume (MT) of 06 July 2019 to 05 July 2020).	FFB Own Estate	79,137	90,513	77,130.53	84,161	FFB Smallholder	112,677	161,269	172,814.23	141,893	CPO	42,199	65,117	54,259.92	51,992.38	PK	9,590	13,904	11,975.69	10,738
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CPO	42,199	65,117	54,259.92	51,992.38																						
PK	9,590	13,904	11,975.69	10,738																						
	Status: Comply																									
D.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).																										

The certificate holder shows registration and reporting requirements for the appropriate supply chain through the organization that manages the RSPO supply chain with the following details:

Sub License ID: CB60153.

Member Name: Sime Darby Plantation – Angsana POM – PT LSI.

Member ID: RSPO_PO1000000325

RSPO Membership Number: 1-0008-04-000-00 (Sime Darby Plantation Berhad).

Based documents that presented, during June 2018 – May 2019 there is 3,749.06 MT PK and 10,659.26 CPO sold as RSPO certified product that's described below:

- CSPO

Transaction ID	Buyer	Product	Program	Volume (MT)	Shipping/BL Date
TR-ed9c1d22-43ff	PT. Laguna Mandiri - Rantau Kernel Crushing Plant	CSPK	IP	411.8	30-04-2019
TR-bb3ef225-e2d3	PT. Laguna Mandiri - Rantau Kernel Crushing Plant	CSPK	IP	599.49	28-02-2019
TR-baf1e746-6627	PT. Laguna Mandiri - Rantau Kernel Crushing Plant	CSPK	IP	280.15	31-03-2019
TR-f3346412-6c5d	PT. Laguna Mandiri - Rantau Kernel Crushing Plant	CSPK	IP	509.05	02/09/2019
TR-cf549c56-3c89	PT. Laguna Mandiri - Rantau Kernel Crushing Plant	CSPK	IP	698.45	02/09/2019
TR-438a1ac0-35cc	PT. Laguna Mandiri - Rantau Kernel Crushing Plant	CSPK	IP	450.64	30-09-2018
TR-1dfcee85-6ca3	PT. Laguna Mandiri - Rantau Kernel Crushing Plant	CSPK	IP	299.5	31-07-2018
TR-c8622b60-62bc	PT. Laguna Mandiri - Rantau Kernel Crushing Plant	CSPK	IP	499.98	30-06-2018
TOTAL				3749.06	

- CSPK

Transaction ID	Buyer	Product	Program	Volume (MT)	Shipping/BL Date
TR-5a50ea64-8a8f	Sime Darby Oils Pulau Laut Refinery (PT GHN)	CSPK	IP	2,497.41	19-11-2018
TR-59bb76e3-09a2	Sime Darby Oils Pulau Laut Refinery (PT GHN)	CSPK	IP	998.62	14-10-2018
TR-af98dc86-0a8f	Sime Darby Oils Pulau Laut Refinery (PT GHN)	CSPK	IP	997.69	14-10-2018
TR-6fbdc6f6-803e	Sime Darby Oils Pulau Laut Refinery (PT GHN)	CSPK	IP	1,989.26	27-06-2018
TR-be98f6f1-931a	Sime Darby Oils Pulau Laut Refinery (PT GHN)	CSPK	IP	197.11	14-07-2018
TR-88d6520c-	Sime Darby Oils Pulau Laut Refinery (PT GHN)	CSPK	IP	1,987.44	14-06-2018

7c06	Laut Refinery (PT GHN)				
TR-81e81fe6-b3e2	Sime Darby Oils Pulau Laut Refinery (PT GHN)	CSPO	IP	1,991.73	04-06-2018
TOTAL				10,659.26	

	Status: Comply
D.3	Documented procedures
D.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	
a. Complete and up to date procedures covering the implementation of all the elements in these requirements;	
b. The role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the site's procedures for the implementation of this standard.	
The certificate holder showed the manual document of RSPO SCCS with document number SCCS-std / RSPO / PSQM / 03 revised 02 the date of approval on May 11 th , 2018 by Mill Manager ASF. This procedure describes the CPO Mills module: Identity Preserved.	
According to point 5, the people in charge of the supply chain system are:	
<ul style="list-style-type: none">• Factory Manager: the mill manager is responsible for maintaining and storing all documents, records and notes of the raw material usage; verification of the product status to the vendee; holding proper SCCS training.• Assistant of PSQM: checking the FFB quality and the raw materials as well as monitoring the product delivery and load/unload.• Foreman/assistant of Lab: analyzing and testing the quality; maintaining and distributing the result of product and raw material analysis and test.• Assistant/Senior Assistant/Manager of Bulking: Ensuring the transport of CPO and PK product from POM to bulking.• Production clerk: recording the administration of the receipt certified FFB and the non-certified one.	
During the audit conducted auditor have interviewed the responsible personnel in charge for (clarification operator, storage tank operator, mill assistant and mill manager). From the interview all the personnel's can demonstrate and explain about SCCS.	
	Status: Comply
D.3.2	
The site shall have documented procedures for receiving and processing certified FFBs	
Procedures for receiving and processing certified FFBs described in RSPO SCCS Manual (RSPO Supply Chain Certification Standard) document No. SCCS-Std / RSPO / PSQM / 03 dated 11 May 2019. The SOP contains complete and up-to-date procedures that include certified and non-certified acceptance and processing procedures for FFB.	
According to the document of FFB receipt period of June 2018 – May 2019, all FFB supplied to the mill are from certified units and there is no FFB from non-certified source. Based on explanation above, Angsana POM apply the requirements of SCCS Module D (IP).	
	Status: Comply
D.4	Purchasing and goods in
D.4.1	
The site shall verify and document the tonnage and sources of certified FFBs received.	

In the RSPO SCCS Manual (RSPO Supply Chain Certification Standard) document No. SCCS-Std / RSPO / PSQM / 03 dated 11 May 2018 at Point 4.9 it is mentioned that:

- The organization shall maintain accurate, complete, up to date and properly accessible reports and records covering all aspects of this RSPO SCCS requirement.
- Retention times for all records are minimum 10 years for financial documents and minimum 2 years for the other than financial documents.

Angsana Factory has had maintain accurate, complete and up-to-date for the FFB receives, process and CPO & PK production from its supply bases (certified sources only). Within this record, the certificate holders maintain the FFB's sources based on monthly bases

Month	FFB (Kg)		
	RSPO Certified	Non-Certified	Total
Jun-18	21,824,240	0	21,824,240
Jul-18	32,029,480	0	32,029,480
Aug-18	29,464,590	0	29,464,590
Sep-18	28,033,510	0	28,033,510
Oct-18	32,090,420	0	32,090,420
Nov-18	30,580,640	0	30,580,640
Dec-18	19,786,930	0	19,786,930
Jan-19	16,221,910	0	16,221,910
Feb-19	10,170,230	0	10,170,230
Mar-19	9,949,340	0	9,949,340
Apr-19	9,531,400	0	9,531,400
May-19	10,262,070	0	10,262,070
Total	249,944,760	-	249,944,760

Status: Comply

D.4.2

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

In procedure for the implementation of supply chain in the identification procedure and Traceability. This procedure states that in case the projection is exceeding the claim of certified product, then company should perform: informs related RSPO certification body

The company shows estimates of certified CPO & PK products with the following details:

Products	Last Year Projected Certified Volume (MT)	Last Year Projected Certified Volume (MT) (After Ext. Volume)	Actual (MT)	Projected Certified Volume (MT) of 06 July 2019 to 05 July 2020).
FFB Own Estate	79,137	90,513	77,130.53	84,161
FFB Smallholder	112,677	161,269	172,814.23	141,893
CPO	42,199	65,117	54,259.92	51,992.38

PK	9,590	13,904	11,975.69	10,738
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Based on the table above, it is known that CPO and PK Production is excess then projected. The company has been informed to CB on 20 June 2019 related extension volume but the extension volume has not considered the acceptance of FFB from other certified units so that there is still excess production of CPO and PK from projections. Based on the explanation, and the Company has the opportunity to inform the addition of a quota to CB before the actual production exceeds the projection

	Status: OFI No.2.
D.5	Record keeping

D.5.1

The site shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.

In the RSPO SCCS Manual (RSPO Supply Chain Certification Standard) document No. SCCS-Std / RSPO / PSQM / 03 dated 11 May 2018 at Point 4.9 it is mentioned that:

- The organization shall maintain accurate, complete, up to date and properly accessible reports and records covering all aspects of this RSPO SCCS requirement.
- Retention times for all records are minimum 10 years for financial documents and minimum 2 years for the other than financial documents.

Angsana Factory has had maintain accurate, complete and up-to-date for the FFB receives, process and CPO & PK production from its supply bases (certified sources only). Within this record, the certificate holders maintain the FFB's sources based on monthly bases

Month	FFB (Kg)		
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Sep-18	28,033,510	0	28,033,510
Oct-18	32,090,420	0	32,090,420
Nov-18	30,580,640	0	30,580,640
Dec-18	19,786,930	0	19,786,930
Jan-19	16,221,910	0	16,221,910
Feb-19	10,170,230	0	10,170,230
Mar-19	9,949,340	0	9,949,340
Apr-19	9,531,400	0	9,531,400
May-19	10,262,070	0	10,262,070
Total	249,944,760	-	249,944,760

Furthermore, Angsana has record and balance of all RSPO CSPO and CSPK, non-certified products produced, as well as its dispatch on a monthly presented in the Table bellows:

- **CSPO**

Period	CPO production (KG)	Total	Cert CPO Dispatch (MT)
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	Cert	Non Cert		RSPO	Other scheme	Non Cert
Opening Stock	417,415		417,415			
Jun-18	4,355,262	-	4,355,262	5,968,430		
Jul-18	6,316,364	-	6,316,364	197,110		
Aug-18	6,540,270	-	6,540,270			
Sep-18	5,968,994	-	5,968,994			
Oct-18	7,128,699	-	7,128,699	1,996,310		
Nov-18	6,762,148	-	6,762,148	2,497,410		
Dec-18	4,311,103	-	4,311,103			
Jan-19	3,567,673	-	3,567,673			
Feb-19	2,384,100	-	2,384,100			
Mar-19	2,159,317	-	2,159,317			
Apr-19	2,133,060	-	2,133,060			
May-19	2,215,524	-	2,215,524			
Total	54,259,929		54,259,929	10,659,260		

- **CSPK**

Period	PK production (KG)		Total	Cert PK Dispatch (KG)		
	Cert	Non Cert		RSPO	Other scheme	Non Cert
Opening Stock	107,591		107,591			
Jun-18	964,910	-	964,910	499,980		
Jul-18	1,473,229	-	1,473,229	299,500		
Aug-18	1,362,380	-	1,362,380			
Sep-18	1,268,260	-	1,268,260	450,640		
Oct-18	1,460,491	-	1,460,491			
Nov-18	1,391,715	-	1,391,715			
Dec-18	938,889	-	938,889			
Jan-19	861,508	-	861,508			
Feb-19	580,750	-	580,750	1,806,990		
Mar-19	550,435	-	550,435	280,150		

Apr-19	539,233	-	539,233	411,800		
May-19	476,308	-	476,308			
Total	11,975,699		11,975,699	3,749,060	-	-

Based on explanation above, the certificate holder cannot show evidence that all transactions of RSPO certified products are in accordance with the provisions in the RSPO IT Platform. **Based on the explanation, raised the non-conformance no 2019.03 with Major category on Clausal COC 5.7.2**

	Status: Comply
D.6	Processing
D.6.1	The site shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm product including during transport and storage to strive for 100% separation.
ASF has ensured that on its SOP and its implementation that the certified FFB and CPO and PK storing and dispatch are conducted by avoiding the product contamination. According to the document review on the document of FFB receipt and processing report, ASF only receive and process the FFB from its own certified estates (ASE, GSE, PBE, KP1, KP4 and KP5). It is supported by the result of interview with the weighbridge Operator and security Officer.	
	Status: Comply

3.3 Conformity Checklist of Certificate and Trademark Use

1.	Evidence of permission or approval certificate and logo from Certification Body which submitted by Client	X or√
ASA-1.3	Sime Darby Plantation Bhd as parent company of PT LSI has had trademark license with number RSPO-1106024 During field observation and documents review PT LSI does not use RSPO logo/trademark.	√
	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-1.3	Sime Darby Plantation Bhd as parent company of PT LSI has had trademark license with number RSPO-1106024 During field observation and documents review PT LSI does not use RSPO logo/trademark.	√
	Status: Comply	
3.	Implementation of Certificate and Logo is not used on product	X or√
ASA-1.3	Sime Darby Plantation Bhd as parent company of PT LSI has had trademark license with number RSPO-1106024 During field observation and documents review PT LSI does not use RSPO logo/trademark.	√
	Status: Comply	
4.	Controlling of Certificate and Logo, including withdrawing inappropriate logo.	X or√
ASA-1.3	Sime Darby Plantation Bhd as parent company of PT LSI has had trademark license with number RSPO-1106024 During field observation and documents review PT LSI does not use RSPO logo/trademark.	√
	Status: Comply	

3.4 Summary of RSPO Partial Certification.

Compliance of the uncertified management units of Sime Darby Plantation Bhd 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

Sime Darby Plantation Bhd Time Bound Plan is explained in table section 1.10. Sime Darby has achieved 34 management units in Malaysia and 24 Management Units in Indonesia that RSPO certified. Total management unit in Sime Darby Plantation Bhd are 34 in Malaysia, 25 in Indonesia and 1 in Liberia. Sime Darby Plantation Bhd has informed the Time Bound Plan progress through representative's office in Indonesia. MUTU has considered that Sime Darby Plantation Bhd is comply with the RSPO requirement for Time Bound Plan. The Time Bound Plan was revised and declared by the Sime Darby Plantation Bhd Indonesian representative on June 16th, 2016 by the Head of PSQM.

MUTU has verified partial certification for un-certified unit's subsidiary of Sime Darby Plantation Bhd based on their Time Bound Plan. 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:

- PT Budidaya Agro Lestari waiting for land title process.
- The company has follow RSPO requirement related to New Planting Procedure and Remediation and Compensation Procedure.
- There is 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
2.2.1	Did the company conduct an internal audit? If so, has a positive assurance statement been produced?	<p>Company Group/Holding Statement: Companies are already doing internal audits. There are internal audit reports for each company.</p> <p>Auditor Verification: Internal Audit report available for uncertified management unit for example PT Sandika Natapalma – Karya Palma Estate on 10 February 2017.</p>
i.	<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>Company Group/Holding Statement: HCV assessment has been conducted for uncertified units for Sime Darby Plantation Liberia operations (by RSPO approved assessors – Dr SK Yap in 2011).</p> <p>Auditor Verification: Sime Darby Plantation Bhd sent disclosure of liability including LUCA analysis to RSPO Secretariat on 2 December 2014 and 2nd revision on 24 June 2016. The companies ensuring reporting of disclosure of liability progress to RSPO and according to the CB's correspondence with RSPO Remediation and Compensation.</p>

i.	Any new plantings since January 1 st 2010 must comply with the RSPO New Plantings Procedure.	<p>Company Group/Holding Statement: A new mill will be set up in Liberia and planned for commissioning in February 2016. Preparation to undergo the RSPO Certification process is in progress and SDP targets to undergo RSPO Certification by end 2017. RSPO NPP process has been completed in 2011. Internal assessment against the draft Liberia NI has been completed and closing of gaps is in progress. *Note: RSPO NPP Announcements for SDP can be found at http://www.rspo.org/certification/new-planting-procedures/public-consultations/page/14</p> <p>Auditor Verification:</p> <ul style="list-style-type: none"> • Karya Palma Estate (PT Sandika Natapalma) and Baturus Estate (PT Budidaya Agro Lestari) any new planting after January 1st 2010 and due to not conduct NPP. • RSPO NPP process has been completed in 2011 for a new mill in Liberia.
ii.	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>Company Group/Holding Statement: Sime Darby (Liberia) Plantation Inc. Status: Box G - Close for Monitoring Further details please refer to: http://www.rspo.org/members/complaints/status-of-complaints/view/46</p> <p>Auditor Verification: Auditor has verified the supporting evidence of above the company statement. There are land conflict in :</p> <ul style="list-style-type: none"> • PT Bina Sains Cemerlang, this issue was raise on 22 April 2017 and still being process to resolve.
iii.	Any Labour disputes are being resolved through a mutually agreed process, in accordance with RSPO criterion 6.3.	<p>Company Group/Holding Statement: No stakeholder comments or complaints received.</p> <p>Auditor Verification: Auditor has verified the supporting evidence of above the company statement. There are no labour dispute in company unit.</p>
iv.	Any Legal non-compliance is being resolved in accordance with the legal requirements, with reference to RSPO criteria 2.1 and 2.2.	<p>Company Group/Holding Statement: None noted. No stakeholder comments or complaints received.</p> <p>Auditor Verification: Auditor has verified the supporting evidence of above the company statement. There is any legal non-compliance for company under SDP waiting for land title process, ie:</p>

		<ul style="list-style-type: none"> • PT Sime Indo Agro 1,652 Ha • PT Aneka Inti Persada 421.31 Ha • PT Bina Sains Cemerlang 308.25 Ha • PT Bersama Sejahtera Sakti 765 Ha • PT Langgeng Muaramakmur 1,162 Ha • PT Paripurna Swakarsa 1,120 Ha • PT Swadaya Andika 63 Ha • PT Bahari Gembira Ria 1,639 Ha • PT Guthrie Pecconina Indonesia 4,133 Ha • PT Perkasa Subur Sakti 1,286 Ha
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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 1.2

NCR No.	:	2018.01	Issued by	:	Bayu Yogatama
Date Issued	:	21 September 2018	Time Limit	:	20 December 2018
NC Grade	:	Major	Date of Closing	:	17 December 2018
Standard Ref. & Requirement	:	1.1.2 Records of information requests and responses to requests for information must be available.			
Evidence observed (filled by auditor): <ul style="list-style-type: none">- The results of a public consultation with the Head of the Environmental Planning Section, the Department of Environment of Tanah Bumbu Regency, found that there was a Letter from DLH dated 08 August 2018 to PT LSI containing responses to complete the requirements for making the DELH document at PT LSI.- The results of the study of the incoming mail register and PT LSI outgoing mailings have not recorded any incoming letters and responses from management.- The results of interviews and management's responses stating a letter from the DLH of Tanah Bumbu Regency that has not been responded to will immediately be responded to as soon as possible.-					
Non-Conformance Description (filled by auditor): <p>PT LSI has an Information Request Procedure Revised 02 effective date 01 February 2016 which describes the procedure for responding to stakeholders properly. The SOP explains that the time period for responding to requests for information from stakeholders, if it does not require approval from the Head of Department is 7 days. Meanwhile, if you need approval from the Head Department, the time period to respond is 30 days. However, not all requests and responses to information requests have been responded to in accordance with the procedures owned.</p>					
Root Cause Analysis (filled by organization audited): <p>The process of collecting data from mill units and estate to complete the draft Environmental Evaluation Document (DELH) is being compiled by consultants. The process of collecting data requires time.</p>					
Correction (filled by organization audited): <p>Has been given a response through Letter Number 033 / CEO-KSS / IX / 2018 about the Response to the Completeness Administration DELH of PT. Ladangrumpun Suburabadi</p>					
Corrective Action (filled by organization audited): <p>Communicate both directly and e-mail with Estate Managers and Mill so that data or documents can be obtained and compilation of DELH can be finalized by consultants.</p>					
Assessor Evaluation and Conclusion (filled by auditor): Verification 17 December 2018 <p>The company has shown proof of improvement including:</p> <ul style="list-style-type: none">- Letter of response to the administrative completeness of PT Sajang Heulang DELH with Number 032-033 / CEO-KSS / IX / 2018 dated September 25, 2018 to the Office of Environment Agency of Tanah Bumbu which explains that the response to the Letter of Environmental Agency of Tanah Bumbu Regency No. 660.1 / 908 / TALING-DELH / DLH / 2018 stated that the draft Environmental Evaluation (DELH) document was being drafted by the consultant, the technical data of PT SHE and PT LSI in the compilation process from plantations and factories and the DELH draft will be reported to DLH immediately Tanah Bumbu Regency.- Introduction Letter No. 7 / SP-CEO KSS / 09/2018 dated 26 September 2018 from PSD Region KKS and was received by the Tanah Bumbu Environmental Agency regarding the response to the administrative requirements of DELH PT SHE and PT LSI.					

Based on evidence of improvements that have been given, the non-conformity No. 2018.01 stated to have been fulfilled.

Verified by : **Satria Adi Putra**

NCR No.	2018.02	Issued by	Brigitta Prita
Date Issued	21 September 2018	Time Limit	20 December 2018
NC Grade	Major	Date of Closing	17 December 2018
Standard Ref. & Requirement	2.2.1 Documents that indicate ownership or leasing must be available, history of the tenure of ownership / ownership of land and legal land concession rights		

Evidence observed (filled by auditor):

The company has land legality documents which include:

PT Ladangrumpun Suburabadi

- No. HGU Certificate 19, July 8, 1999 covering 5,909 Ha.
- No. HGU Certificate 43, June 25, 2004 covering an area of 45.50 Ha.
- No. HGU Certificate 44, June 25, 2004 covering 112 Ha.
- No. HGU Certificate 45, June 25, 2004 covering an area of 10.50 Ha.

The total area which has Land Rights of PT Ladangrumpun Suburabadi is 6.077 Ha.

Pantai Bonati Estate - PT Sajang Heulang, documents on land rights owned consist of:

- No. HGU Certificate 26, 4 December 2000 covering 150 Ha.
- No. HGU Certificate 27, 4 December 2000 covering 56 Ha.
- No. HGU Certificate 28, 4 December 2000 covering 200 Ha.
- No. HGU Certificate 35, 4 May 2002 covering 2,128 hectares.

The total area that has Land Rights is 2,534 Ha.

While the legal rights for full managed Plasma

- KKPA-1 (2,501 farmers) 3,864 Ha

- KKPA-4 (2,740 farmers) 2,676.19 Ha

The KKPA 1 and KKPA-4 sub total is 6540.19 ha

The total scope of certification is 15151.19 ha

Based on the statement area document for the period of 2018 it is known that there are differences in the area of land legality with details as follows:

Location	Area Statement Period 2018	Area in Certificate (Legal rights)	Differences
KKPA 1 Estate	4,073.60 ha	3,864 ha	-209.60 ha
KKPA 4 Estate	2,667.73 ha	2,676.19 ha	+8.46 ha
PT LSI	6,082.59 ha	6,077 ha	-5.59 ha
Pantai Bonati	2,534.00 ha	2,534 ha	0
Total	15,357.92	15,151.19	-206.73 ha

Non-Conformance Description (filled by auditor):

The company has not been able to show documents of ownership of a land area of 206.73 ha.

Root Cause Analysis *(filled by organization audited):*

There is no validation of checking basic data according to the legality of the land, resulting in a difference.

Correction *(filled by organization audited):*

Validation of examination and approval of basic data on statement area information have been carried out, which data is in accordance with the scope of RSPO certification PT. LSI

Corrective Action *(filled by organization audited):*

Basic info will be validated by the Head of Administration and approval by the Estate Manager before being given to the auditor.

Assessor Evaluation and Conclusion *(filled by auditor):*
Verification, 14 October 2018.

The company shows the statement area data for the 2018 period that was signed by the company representative (Estate of each plantation) with the following details:

Area Statement	Angsana Estate	Gunung Sari Estate	Pantai Bonati	KKPA 1	KKPA 4	Total
Mature Area	2,159.45	1532.21	907.43	3440.97	2659.86	10,699.92
Immature Area	133.16	452.13	-	-	-	585.29
Mill	34.51	8.57	-	-	-	43.08
Emplacements	29.95	36.907	16.56	-	8.46	91.88
Infrastructure	82.02	107.807	157.84	-	-	347.67
Nursery	-	15	-	-	-	15.00
Mining	755.71	513.714	1,412.17	423.03	-	3,104.62
HCV	55.2	40.6	-	-	-	95.80
Occupation	-	120	40	-	7.87	167.87
Total	3,250.00	2,826.94	2,534.00	3864.00	2,676.19	15,151.13

Based on the data, it was known that there was a change in the HCV area for the previous KKPA 1 area covering 54.32 ha (HCV document) and KKPA 4 covering an area of 29.01 ha (HCV document). Related to this, the company has not been able to show basic info regarding HCV areas in accordance with HCV documents owned by the company in accordance with the RSPO certification system Principle & criteria June 2017, point 4.1.3 " the P & C in the order for a certificate to be awarded. The mill shall develop and implement a plan to ensure that 100% of the scheme for outgrowers are complaint with the standard ".

Based on the explanation above, this non-conformity is stated to have not been fulfilled.

Verification 17 December 2018

The company has shown proof of improvement including:

- Acres of basic info (2018) statement that PT LSI's HCV area is 179.13 Ha (spread in Angsana Estate with an area of 55.2 Ha, Gunung Sari Estate with an area of 40.6 Ha and KKPA1 and KKPA 4 covering 83.33 Ha).
- Results of scan of hectare statements that have been approved by local leaders such as Angsana Estate Manager, Gunung Sari Estate Manager, PJS Manager Pantai Bonati Estate, KKPA 1 Manager and KKPA 4 Senior Manager.
- Based on basic data, it is known that the total area for the scope of PT LSI certification is 15,151.19 ha, this is in accordance with the full manage and land legality documents for the core and plasma.

Based on evidence of improvements that have been given, the non-conformity No. 2018.02 is stated to have been fulfilled.

Verified by : **Brigitta Prita and Satria Adi Putra**

NCR No.	: 2018.03	Issued by	: Trismadi N
Date Issued	: 21 September 2018	Time Limit	: ASA-1.3
NC Grade	: Minor	Date of Closing	: 20 June 2019
Standard Ref. & Requirement	: 4.6.7. Application of pesticides shall be by proven methods that minimize risk and negative impacts.		
Evidence observed (filled by auditor): <p>The company has a Block Spraying System (BSS) Procedure No. PM 0800 dated April 1, 2010, in which it was explained that to minimize the risks and negative impacts, all work tools and PPE must be washed and stored in the BSS house.</p> <p>However during the audit activity dated 19 September 2018, there was a fact that six pcs hand knapsack stored in the nursery warehouse, then the company showed documentation that it has transferred to the chemical house.</p>			
Non-Conformance Description (filled by auditor): <p>The company has not been able to show evidence that the method of pesticide handling has minimized the risks and negative impacts in accordance to the BSS procedure (PM 0800).</p>			
Root Cause Analysis (filled by organization audited): <p>The lack of understanding of supervision that the warehouse in Nursey is not a place for storing sprayers and agrochemicals.</p>			
Correction (filled by organization audited): <p>Transfer all spray equipment and agrochemical to BSS Gunung Sari Estate.</p>			
Corrective Action (filled by organization audited): <p>Socialization and supervision related to the prohibition of storing chemical working tools in nursery warehouses.</p>			
Assessor Evaluation and Conclusion (filled by auditor): <p>Observation on June 20, 2019. The CH shows documentation of the root cause analysis, corrections and corrective actions as well as photos of the transfer of the knapsack sprayer from the nursery warehouse to the BSS warehouse at Gunung Sari Estate. The results of field observations in the nursery warehouse, it was known that there were no knapsack stored in nursery warehouses. This nonconformity is stated to be complied.</p>			
Verified by	: Arif Faisal Simatupang		

NCR No.	: 2018.04	Issued by	: Trismadi N
Date Issued	: 21 September 2018	Time Limit	: ASA-1.3
NC Grade	: Minor	Date of Closing	: 21 June 2019
Standard Ref. & Requirement	: 4.7.6. All workers shall be provided with medical care, and covered by accident insurance (see criterion 6.5.3).		

Evidence observed (filled by auditor):

- Based on the results of document verification, it is known that all employees (SKU and PKWT) have been registered and in the Employment and Health Insurance program. In addition, there is also proof of August 2018 Employment and Health Insurance contributions.
- The company is currently collaborating with several contractors, for example: CPO transport activities with the number of employment agreement 016 / Jasapengangkut / LSI-HSL / 2012 PT Ho Sarana Lestari. In one of the work agreement clauses, it was explained that the contractor must comply with OHS regulations.
- Based on the results of interviews with contractors PT Ho Sarana Lestari, it was explained that all this time if there were sick employees, all costs would be borne by the contractor. However, the company has not been able to show evidence that all contractor employees have been registered in work accident insurance and health insurance.

Non-Conformance Description (filled by auditor):

The company has not been able to show that all workers have provided health services and are protected by work accident insurance.

Root Cause Analysis (filled by organization audited):

The contractor does not understand the Government Regulation No. 24 of 2011 concerning the employment insurance membership.

Correction (filled by organization audited):

Provide understanding and socialization to contractors regarding Government Regulation No. 24 of 2011 concerning the obligation of employers to register their workers as employment insurance participants.

Corrective Action (filled by organization audited):

Conduct employment insurance registration for contractor workers PT HO Sarana Lestari.

Assessor Evaluation and Conclusion (filled by auditor):
Verification June 21, 2019

The company shows proof of improvement as follows:

- The employment insurance membership certificate on behalf of PT HO Sarana Lestari under number 190000000737165 dated June 19, 2019.
- Employment insurance membership card for 19 employees of PT HO Sarana Lestari.
- Proof of employment insurance payment for May 2019 for 19 employees of PT HO Sarana Lestari with a value of Rp 4,885,660

In addition, based on the results of interviews with contractors PT Ho Sarana Lestari, it was explained that during this time if there were sick employees, all costs would be borne by the contractor.

Based on the above, the auditor concluded that nonconformities were stated to have been fulfilled.

Verified by : **Yudhi Yuniarto Tallutondok**

NCR No.	: 2018.05	Issued by	: Satria Adi Putra
Date Issued	: 21 September 2018	Time Limit	: 20 December 2018
NC Grade	: Major	Date of Closing	: 17 December 2018
Standard Ref. &	: 5.2.1		

Requirement	Records of HCV assessment results must be available that cover both the planting area and the wider relevant landscape (such as wildlife corridors).
Evidence observed (filled by auditor): <ul style="list-style-type: none"> The company has shown the PT LSI HCV Identification document dated March 30, 2009 stating that the PT LSI HCV area consists of 2 rivers, namely the Sebambar Baru River 1 (Covering 31.51 Ha) and the River Sebambar 2 (Covering 64.29 Ha) with the total HCV PT area LSI covering an area of 95.8 Ha. In addition, the company has also shown HCV Identification documents for PT Sajang Heulang's KKPA 1-5 in 2012 stating that the area of KKPA 1 HCV is 54.32 Ha and the area of KKPA 4 is 29.01 Ha. This is not in accordance with the statement area document for the 2018 period which states that the total HCV area is 83.60 Ha. In the statement area in ASA 1.1 it is known that the total HCV area in PT SHE (KKPA 1, KKPA 4 and Pantai Bonati) and PT LSI (Gunung Sari Estate and Angsana Estate) is 137.55 ha Based on the statement area in the 2018 period, it was found that the total area of HCV PT SHE (KKPA 1, KKPA 4 and Pantai Bonati) and PT LSI (Gunung Sari Estate and Angsana Estate) was 83.60 ha 	
Non-Conformance Description (filled by auditor): The company has not been able to show the total management of HCV area in accordance with HCV identification documents owned by the company.	
Root Cause Analysis (filled by organization audited): 1. There is no validation of the examination of basic data according to the legality of the land, so that there is a difference.	
Correction (filled by organization audited): <ol style="list-style-type: none"> Validation of checks and approval of basic data on statement area information has been carried out, which data is in accordance with the scope of RSPO certification PT. LSI The adjustment of the area of HCV of PT. LSI has been adjusted to an area of 95.8 ha. This is in accordance with the HCV Pollito document PT LSI. An adjustment to the area of HCPA KKPA 1 and KKPA 4 has been made covering an area of 83.33 ha. This is in accordance with the HCV Pollito document PT SHE. 	
Corrective Action (filled by organization audited): Basic info will be validated by the Head of Administration and approval by the Estate Manager before being given to the auditor	
Assessor Evaluation and Conclusion (filled by auditor): Verification, 14 October 2018 The company has shown improvement documents including: <ul style="list-style-type: none"> - Basic Info - Justification of HCV between HCV assessors and KKPA Based on these data, it is known that there was a change in the HCV area for the previous KKPA 1 area covering 54.32 ha (HCV document) and KKPA 4 covering an area of 29.01 ha (HCV document). Related to this, the company has not been able to show basic info regarding HCV areas in accordance with HCV documents owned by the company in accordance with the RSPO certification system Principle & criteria June 2017, point 4.1.3 " the P & C in the order for a certificate to be awarded. The mill shall develop and implement a plan to ensure that 100% of the scheme for outgrowers are complaint with the standard ". Regarding this, the non-conformity No. 2018.05 stated not yet fulfilled. Verification 17 December 2018 The company has shown proof of improvement including: <ul style="list-style-type: none"> - Acres of basic info (2018) statement that PT LSI's HCV area is 179.13 Ha (spread in Angsana Estate with an area of 55.2 Ha, Gunung Sari Estate with an area of 40.6 Ha and KKPA1 and KKPA 4 covering 83.33 Ha). - Results of scan of hectare statements that have been approved by local leaders such as Angsana Estate Manager, 	

Gunung Sari Estate Manager, PJS Manager Pantai Bonati Estate, KKPA 1 Manager and KKPA 4 Senior Manager.
Based on evidence of improvements that have been given, the non-conformity No. 2018.05 is stated to have been fulfilled.

Verified by : **Satria Adi Putra**

3.5.2. Identification of Findings, Corrective Actions and Observations at ASA 1.3

NCR No.	: 2019.1	Issued by	: Yudhi Yuniarto Tallutondok
Date Issued	: June 21, 2019	Time Limit	: September 20, 2019
NC Grade	: Major	Date of Closing	: August 28, 2019
Standard Ref. & Requirement	6.5.1 Documentation of pay and conditions for employees based on the existing manpower regulations shall be available.		

Non-Conformance Description & Evidence observed (filled by auditor):

The company has a wage system of more than 7 working hours which has been determined in:

- Company Regulation Period 2019 - 2021 in Article 17 regarding overtime wage rates which states that
 - If overtime is done on an ordinary work day, for each overtime work the rest must be paid overtime twice as much as 1 hour.
 - If overtime is done on weekly rest days and or official holidays for 6 working days and 40 hours a week, the calculation of overtime wages for the first 7 hours is paid 2 times an hour's wages and the eighth hour is paid 3 times an hour's wages and overtime hours ninth and tenth 4 times an hour's wage.
- The stipulation of the Premium Wage at Company Area / KKPA Sebampan in South Kalimantan, which was approved by the CEO of the KSS Region, which took effect on April 1, 2018. The premium stipulation explained that the premium for security guards with 3 work shifts was Rp 14,000 / day.

However, based on the results of verification of the security staff's wage register document in the estate for the period of May 2019, it is known that the security payments of security guards after 7 hours of work use the stipulation of the Company Area / KKPA Sebampan, South Kalimantan.

The auditor simulates the overtime calculation of security guards employees together with management representatives in accordance with Kepmenakertrans No. 102/2004 and compares with the premiums received by security guards employees in May 2019 as follows:

- Pantai Bonati Estate
 - Employees with the initials BJ

Premium wage	: IDR 888,369
Simulation results	: IDR 1,611,004
Difference	: IDR 722,635
 - Employees with the initials JM

Premium wage	: IDR 947,432
Simulation results	: IDR 1,657,073
Difference	: IDR 709,641
- KKPA 4 Estate
 - Employees with the initials MN

Premium wage	: IDR 784,000
Simulation results	: IDR 1,705,529
Difference	: IDR 921,529
 - Employees with the initials AD

Premium wage	: IDR 677,600
Simulation results	: IDR 1,705,529
Difference	: IDR 1,027,929

Non-Conformance Description (filled by auditor):

The payment system for wages exceeds the working hours (premiums) set by the company is not in accordance with Kepmenakertrans No. 102 of 2004

Root Cause Analysis *(filled by organization audited):*

The company has not yet implemented a wage system for security guards members in accordance with government regulations, so that the realization of wages for security guards employees is still below the provisions, and no evaluation has been carried out in this regard.

Correction *(filled by organization audited):*

1. Arrangement of a new security guard shift schedule that is 3 shifts with an off time of one day each week
2. Determination of a new premium system to security guards, which is in accordance with calculations from the Ministry of Manpower and Transmigration no.102 in 2014
3. Eid picket and PBE wage arrangements, for KKPA4 Estate there is no Eid picket (all security guards are closed)

Corrective Action *(filled by organization audited):*

1. Administration monitors and evaluates wage systems in accordance with regulatory updates from PSD and PSQM departments
2. In accordance with the Memo from the Area Controller that the schedule and payment of security guards must be adjusted to the applicable regulations, then attendance will be checked every day by each Senior Assistant and remuneration monitored by Administration.
3. Proof of awarding the actual premium in June 2019

Assessor Evaluation and Conclusion *(filled by auditor):*

Auditor Verification:

The company sends proof of repairs as follows:

1. Inter-Office Mail from the Area Controller to the CEO of KSS Region and the A-CEO of KSS Region dated June 22, 2019. The letter explains the provisions regarding the "Security Premium System" which refers to Kepmenakertrans No. 102 of 2004 dated June 1, 2019. The letter was approved by the CEO of the KSS Region on the same date.
2. Inter-Office Mail from the Area Controller to Sr. Manager / Estate Manager / Mill Manager dated June 27, 2019. In the letter explained the related "Security System Premium Stipulation" where the 2 shift system and the day off system are implemented.
3. Simulation and schedule of Pantai Bonati Estate security shifts for July 2019.
4. Simulation and schedule for Pantai Bonati Estate security shift for August 2019.
5. Simulation and schedule of Pantai Bonati Estate security shifts for September 2019.
6. Calculation of overtime employees at Pantai Bonati Estate security.
7. Payroll security employees for the period June 2019.
8. Register for overtime for the June 2019 period.
9. Inter Office Mail from EM PBE with the number PBE-intrn/ istimewah/V/2019/S dated 31 May 2019 regarding security picket working hours. In the letter, it was explained related to security working hours from 4 - 8 June 2019.
10. Schedule of Eid picket at Pantai Bonati Estate.
11. Security salary slips for the period June 2019.
12. Calculation of security premiums during duty on Eid holidays.

Based on the calculation results of employee salary simulations, known that the salaries paid by the company during the Eid holidays are in accordance with the provisions in force so that non-conformities are stated to be fulfilled with the notes to be observed in the following assessment.

Verified by : **Yudhi Yuniarto Tallutondok**

NCR No.	:	2019.2	Issued by	:	Radytio Puspanjana
Date Issued	:	24 May 2019	Time Limit	:	ASA-1.4
NC Grade	:	Major	Date of Closing	:	
Standard Ref. & Requirement	:	7.3.1 A There shall be evidence that no new plantings have replaced primary forest, or any area required to maintain or enhance one or more High Conservation Values (HCVs), since November 2005. New plantings shall be planned and managed to best ensure the HCVs identified are maintained and/or enhanced (see Criterion 5.2).			
Evidence observed (filled by auditor): PT LSI has been submitted LUCA on August 28, 2015, until the audit ASA-1.3 concept note is not approval by RSPO. Based on the email from the Head of Sustainability on May 9, 2019 to the RSPO secretariat, explained the results of the meeting the SDP and the RSPO secretariat which explained that SDP was given 1 year for all nonconformity in the indicator 7.3.1, so that this discrepancy is given until ASA-1.4.					
Non-Conformance Description (filled by auditor): No evidence concept note is not approval by RSPO.					
Root Cause Analysis (filled by organization audited):					
Correction (filled by organization audited):					
Corrective Action (filled by organization audited):					
Assessor Evaluation and Conclusion (filled by auditor):					
Verified by	:				

NCR No.	:	2019.3	Issued by	:	Moh Arif Yusni
Date Issued	:	24 Mei 2019	Time Limit	:	20 September 2019
NC Grade	:	Major	Date of Closing	:	17 August 2019
Standard Ref. & Requirement	:	5.7.2 The involved supply chain actors mentioned in 5.7.1 shall do the following actions in the RSPO IT Platform: <ul style="list-style-type: none"> Shipping Announcement / Announcement: When RSPO certified volume is sold as certified, the volumes of products that are in the yield scheme (Figure 2 and 3, refer Annex 1) shall be registered as a Shipping Announcement / Announcement in the RSPO IT Platform. The declaration time to do Shipping announcement / Announcement is based on members' own standard operating procedures. Trace: When RSPO certified volumes are sold as RSPO certified to actors in the supply chain beyond the refinery, the volume shall be traced at least annually. Tracing triggers the generation of a trace document with a unique 			

	<p>traceability number. Tracing can be done in a consolidated way at least annually.</p> <ul style="list-style-type: none"> • Remove: RSPO certified volumes sold under other scheme or as conventional, or in case of underproduction, loss or damage shall be removed. • Confirm: Acknowledge the purchase of RSPO certified volume by confirming Shipping Announcements / Announcements. 																														
<p>Evidence observed (filled by auditor):</p> <p>Based documents that presented, during June 2018 – May 2019 there is 3,749.06 MT PK and 10,659.26 CPO sold as RSPO certified product. Meanwhile, the certificate holder cant show the documentation related:</p> <ul style="list-style-type: none"> - Volume of CPO and CSPK that's sold conventional or other scheme - Remove stock against CSPO or CSPK sold under other scheme or as conventional, or in case of underproduction, loss or damage <p>Based on explanation above, the certificate holder cannot show evidence that all transactions of RSPO certified products are in accordance with the provisions in the RSPO IT Platform</p> <p>Non-Conformance Description (filled by auditor): the certificate holder cannot show evidence that all transactions of RSPO certified products are in accordance with the provisions in the RSPO IT Platform</p>																															
<p>Root Cause Analysis (filled by organization audited): Palmtrace update process is late because there is a process by the Global Trade Marketing Department and PSQM in determining the status of certified product / conventional</p>																															
<p>Correction (filled by organization audited): Palmtrace updates follow the latest CSPO and CSPK sales</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th>Product</th> <th>Program</th> <th>Certified Volume*</th> <th>Volume Sold/Removed*</th> <th>Volume Allocated as Credits*</th> <th>Remaining Volume</th> </tr> </thead> <tbody> <tr> <td>CSPK</td> <td>IP</td> <td>11,716</td> <td>3,585.06</td> <td>0</td> <td>8,130.94</td> </tr> <tr> <td>CSPO</td> <td>IP</td> <td>53,466</td> <td>5,038.76</td> <td>0</td> <td>48,427.24</td> </tr> <tr> <td>FFB_scheme_or_associ...</td> <td>IP</td> <td>130,692</td> <td>0</td> <td>0</td> <td>130,692</td> </tr> <tr> <td>FFB_estates</td> <td>IP</td> <td>79,137</td> <td>0</td> <td>0</td> <td>79,137</td> </tr> </tbody> </table>		Product	Program	Certified Volume*	Volume Sold/Removed*	Volume Allocated as Credits*	Remaining Volume	CSPK	IP	11,716	3,585.06	0	8,130.94	CSPO	IP	53,466	5,038.76	0	48,427.24	FFB_scheme_or_associ...	IP	130,692	0	0	130,692	FFB_estates	IP	79,137	0	0	79,137
Product	Program	Certified Volume*	Volume Sold/Removed*	Volume Allocated as Credits*	Remaining Volume																										
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CSPO	IP	53,466	5,038.76	0	48,427.24																										
FFB_scheme_or_associ...	IP	130,692	0	0	130,692																										
FFB_estates	IP	79,137	0	0	79,137																										
<p>Corrective Action (filled by organization audited): Update the latest CSPO and CSPK product sales at Palmtrace following the latest status, and coordinate with Global Trade Marketing regarding its updates.</p>																															
<p>Assessor Evaluation and Conclusion (filled by auditor): Verification 28 July, 2019</p> <p>The Certificate Holder can presented the corrective evidence as credit allocation for CSPO of 42,625 MT and Remove From Certified Stock for PK of 8000 MT on 24 July, 2019</p> <p>Based on corrective evidence that presented by the company the non conformity on this indicator not yet closed. the company needs to complete with sales data of CSPO and CSPK products that sold conventional or other schemes that used as a basis for allocation for credit or remove stock.</p> <p>Verification 17 August 2019 The company can presented the the sales data of CSPO and CSPK products that are sold conventionally or other schemes that are used as a basis for allocations for credit or remove stock.</p> <p>Based on the corrective evidence that presented by the company, the non conformity on this indicator has been closed</p>																															
Verified by	: Moh Arif Yusni																														

3.5.3. Opportunity for Improvement

No	Ref. Std.	Description
1	4.2.3 Minor	Ensure the implementation the latest period of soil analysis of Pantai Bonati Estate in 2019.
2	4.6.7 Minor	Ensure that PPE of spraying workers are stored in a safe place in accordance with the applicable procedures.
3	4.7.4 Major	Ensuring the progress of the extension of the PT Sajang Heulang OHS Expert Decree
4	4.7.6 Minor	Ensuring the consistency of contractors in the payment of employment and health insurance for each of their employees.
5	5.2.1 Major	Monitoring and re-digitizing HCV areas on PT LSI and PT Sajang Heulang.
6	5.3.3 Minor	A evaluate the monitoring system for hazardous waste management for operational area produced hazardous waste.
7.	6.3.2 Major	The company has the opportunity to record all issues and complaints from the surrounding community regarding the company's operational activities even though the problem has been resolved by consultation of both parties.
8.	Major 8.1	Ensure not to use contract worker for core work in accordance with the RSPO 6.2.7 indicator Principles and Criteria 2018.

3.5.4. Noteworthy Positive Components

No	Description
1	Good motivation from the company to implement and fulfill RSPO standards.
2	The company's commitment in building community smallholders
3	Award from the Ministry of Environment and Forestry (Corporate Performance Rating Program in Environmental Management - Blue PROPER, 2017 - 2018) and ISPO certificate
4	Zero Accident Award from the Ministry of Manpower of the Republic of Indonesia and the Governor of Kalimantan Selatan to Angsana Factory for the period of January 1, 2018 - December 31, 2018.

3.6 Summary of Arising Issues from Public and Auditor Verification

Public Issues (Institution/ NGO/Community)	Auditor Responses
<p>Village Official of Sumber Baru</p> <p>There is no negative issues, land dispute issues or environmental pollution.</p> <p>The company has made efforts to develop the surrounding community through CSR programs, development and partnership with plasma, the use of local labor and local contractors.</p>	<p>The results of document review and field observations have not found issues of land disputes, environmental pollution, and social issues. This has been explained in criteria 2.2, 5.3, 6.1</p>
<p>Local Contractor of CPO and PK transport of PT Ho Sarana Lestari</p> <p>The company continues to improve business and empower local communities by cooperating with local contractors. The making of agreement is done in a participatory way. The Contractor understands the provisions in agreement such as volume, price, duration, payment method, aspect of OHS (BPJS for workers) and environmental. Dispute settlement methods available. Payment has been made on time in accordance with the provisions in the agreement. No obstacles related to cooperation with the company, because the company is open to consulting related work issues.</p>	<p>The company has demonstrated its commitment to develop local communities. In addition documentation has been shown that the payment of the contractor's results has been paid according to the agreement and on time. Described in detail in criteria 6.10 and 6.11.</p>
<p>Gender Committee of KKPA IV PT Sajang Heulang</p> <p>The gender committee representatives in each Estate have also been determined. The program has been written and implemented such as the socialization of sexual harassment and its mechanism.</p> <p>Until now there has been no harassment of female employees or violations of reproductive rights in the company's operational area.</p>	<p>The results of interviews with female workers in the company's operational area, it is known that each employee already knows the gender committee, responsible personnel and procedures carried out when there is abuse and violation of women's reproductive rights in the company. Described in Criteria 6.9..</p>
<p>Cooperative Officials of KUD Tuwuh Sari (scheme smallholder)</p> <p>Good cooperation between company and smallholders. Clear and transparent about debt loan. The development and maintenance of smallholdings has been done well. FFB payments are made according to the pricing mechanism from Plantation Agency. Administration is carried out transparently and there is annual meeting between company and plasma to discuss the operational and financial aspects. There are no negative issues.</p>	<p>The company has shown documentary evidence regarding payment transparency, price accuracy according to pricing mechanism from Plantation Agency, and timely payment methods. Described in Criteria 6.10.</p>

Public Issues (Institution/ NGO/Community)	Auditor Responses
<p>Sei Bamban Lama Village Officials</p> <p>There are no negative issues, land dispute issues or environmental pollution.</p> <p>The company has made efforts to develop the surrounding community through CSR programs, development and partnership with plasma, the use of local labor and local contractors.</p> <p>Management social that conducted by the company is very weak, The village community hopes that this will be improved structured community economic development, etc.</p>	<p>The results of document review and field observations have not found issues of land disputes, environmental pollution, and social issues. This has been explained in criteria 2.2, 5.3, 6.1</p>
<p>Sei Loban Sub-district office.</p> <ul style="list-style-type: none"> No Land conflict by villager of Banjarsari and Bayansari. (Cooperative unit Tuwah Sari). Develop CRS program period 2018-2019, Sei Bamban lama, Banjarsari and Bayansari village has involved namely "musreimbang". No land fire on 1 year ago. The company has employed the villagers on the company's operational activities 	<p>The results of document review and field observations have not found issues of land disputes, environmental pollution, and social issues. This has been explained in criteria 2.2, 5.3, 6.1</p>
<p>Angsana Sub-district office.</p> <ul style="list-style-type: none"> No Land conflict by villager of Banjarsari and Bayansari. (Cooperative unit Tuwah Sari). Develop CRS program period 2018-2019, Sei Bamban lama, Banjarsari and Bayansari village has involved namely "musreimbang". No land fire on 1 year ago. The representative Sub-district office mentioned if they need information they will submit a letter to the company. According to them, the company always responds each letter submitted. 	<p>The results of document review and field observations have not found issues of land disputes, environmental pollution, and social issues. This has been explained in criteria 2.2, 5.3, 6.1</p>
<p>Labour Union Of PT Ladangrumpun Suburabadi</p> <ul style="list-style-type: none"> The term of office of the board of directors in 2017 - 2020 and the selection of administrators there is no intervention from the company but rather the results of the selection of members. There are workers with PKWT status whose contracts letter is made after the worker works first. The wage scale has been applied in the mill and estate. Damaged PPE can be replaced by showing evidence of damaged PPE. 	<p>The points issues have been verified and describe to the criteria 1.2, 2.1, 4.7, 6.3, 6.5, 6.6, 6.7, 6.8, 6.9, 6.12, 6.13</p>

Public Issues (Institution/ NGO/Community)	Auditor Responses
Gender Committee of PT Ladangrumpun Suburabadi <ul style="list-style-type: none"> There is no issue related to sexual harassment, reproductive rights, and discrimination. Routine activities <i>posyandu</i>, socialization of committee gender. Women worker give menstruation leave by recommendation paramedic for maximum 2 days. Women workers also has rights of maternity leave for 45 day before and 45 days after. 	<p>The results of interviews with female workers in the company's operational area, it is known that each employee already knows the gender committee, responsible personnel and procedures carried out when there is abuse and violation of women's reproductive rights in the company. Described in Criteria 6.9..</p>
Local Contractor of FFB Transport at KKPA 4 Estate <ul style="list-style-type: none"> The contractor has a copy of the agreement with the company Payments to contractors accordance with the agreement. Contractor workers have been provided with PPE and already have BPJS The company has provided socialization regarding the code of ethics and human rights. 	<p>The company has demonstrated its commitment to develop local communities. In addition documentation has been shown that the payment of the contractor's results has been paid according to the agreement and on time. Described in detail in criteria 6.10 and 6.11.</p>

4.0	CERTIFIED ORGANISATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY
4.1	<p>Formal Sign-off of Assessment Findings</p> <p>Hereunder sign by management representative from inspected company to acknowledge a field assessment and agree for all content explained in this assessment report, included of non-compliance findings.</p> <p>Signed on behalf of:</p> <div style="display: flex; justify-content: space-around; align-items: flex-end;"> <div style="text-align: center;"> <p>PT Ladangrumpun Suburabadi Head of Sustainability – Minamas Plantation</p>  <p><u>Alagendran Maniam</u> Wednesday, 28 August 2019</p> </div> <div style="text-align: center;"> <p>Mutuagung Lestari Lead Auditor</p>  <p><u>Moh. Arif Yusni</u> Wednesday, 28 August 2019</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.	Sei Bamban Lama Village Officials	Tanah Bumbu Regency	-	Direct Interview	18 June 2019	✓	
2.	Sei Loban Sub-district office.	Tanah Bumbu Regency	-	Direct Interview	18 June 2019	✓	
3.	Angsana Sub-district office.	Tanah Bumbu Regency	-	Direct Interview	18 June 2019	✓	
4.	Local Contractor of CPO and PK transport of PT Ho Sarana Lestari	Tanah Bumbu Regency, Province of Kalimantan Selatan	-	Direct Interview	18 June 2019	✓	
5.	Village Official of Sumber Baru	Tanah Bumbu Regency, Province of Kalimantan Selatan	-	Direct Interview	19 June 2019	✓	
6.	Gender Commite KKPA IV PT SHE	PT Sajang Heulang	-	Direct Interview	19 June 2019	✓	
7.	Plasma Cooperative Officials of KUD Tuwuh Sari	PT Sajang Heulang	-	Direct Interview	20 June 2019	✓	
8.	Smallholder Member of KUD Tuwu Sari	PT Sajang Heulang	-	Direct Interview	19 June 2019	✓	
9.	Walhi Kalsel	Kalimantan Selatan, Indonesia	kalselwalhi@gmail.com	Questionnaire by email	12 June 2019		✓
10.	Lestari Hutanku	Kalimantan Tengah, Indonesia	Info@lestari-hutanku.com	Questionnaire by email	12 June 2019		✓
11.	Save Our Borneo	Kalimantan Tengah, Indonesia	info@saveourborneo.org	Questionnaire by email	12 June 2019		✓
12.	Kompas Borneo Unlam	Kalimantan Selatan, Indonesia	lembagakompasborneo@gmail.com	Questionnaire by email	12 June 2019		✓
13.	Yayasan Cakrawala Hijau Indonesia	Kalimantan Selatan, Indonesia	Ychi.kalsel@gmail.com	Questionnaire by email	12 June 2019		✓
14.	Lembaga Pengembangan Masyarakat Adat Borneo Selatan	Kalimantan Selatan, Indonesia	Balai@indo.net.od	Questionnaire by email	12 June 2019		✓
15.	Angsana Factory - 3 security - 2 weighbridge operator - 3 sterilizer operator - 6 worker at process stations - 1 operator at power house - 2 boilerman - 2 operator LA and 1 foreman - 1 WTP operator. - 1 EBA operator. - 1 warehouse clerk. - 1 officer at schedule waste storage. - 5 housing residents. - 2 workshop workers.	PT Ladangrumpun Suburabadi	-	Field observation and direct interview	18 June 2019	✓	
16.	Pantai Bonati Estate	PT Ladangrumpun Suburabadi	-	Field observation	19 June 2019	✓	

	<ul style="list-style-type: none"> - genset operator - 1 storage chemical - 3 pesticide applicator and foreman. - 2 workshop workers - 1 resident 			and direct interview			
17.	KKPA 4 <ul style="list-style-type: none"> - 3 Pesticide Applicator - 1 Mechanics - 2 store keeper 	PT Ladangrumpun Suburabadi	-	Field observation and direct interview	19 June 2019	✓	
18.	Angsana Estate <ul style="list-style-type: none"> - 9 spraying worker - 6 harvester - 5 housing residents. - 2 officers at daycare. - 1 warehouse clerk. - 1 officer at BSS and BMS. - 1 officer at fire fighting. - 2 workshop workers. 	PT Ladangrumpun Suburabadi	-	Field observation and direct interview	20 June 2019	✓	
19.	Gunung Sari Estate <ul style="list-style-type: none"> - 2 nursery worker 	PT Ladangrumpun Suburabadi	-	Field observation and direct interview	20 June 2019	✓	

Appendix 2. Assessment Program

DATE	17 – 22 June 2019	
PROGRAM	PROCESSES / CLAUSES TO BE AUDITED	AUDITOR
Monday, 17 June 2019		
05.40 - 08.35 09.00 – 13.00	Jakarta → Banjarmasin Banjarmasin → PT LSI	All Auditor
15.00 – 15.30	Opening meeting <ul style="list-style-type: none">Auditee Speech (Introduction of PIC, Profile of Certified Management Unit)Auditor Team Speech (Introduction, Audit Objective, Audit Scope, Audit Plan Discussion, Determine of Audit Sample, Transparency and Confidentiality Clarification)	All Auditor
15.30 – 17.00	Documents Review <ul style="list-style-type: none">Review of previous (Initial assessment) findingsVerification of Basic Information Mill and EstateConfirmation of Time Bound PlanReview of Partial Certification	
Tuesday, 18 June 2019		
08.00 – 14.00	Stakeholders consultation to Sub district of Sei Loban, Angsana Stakeholder consultation to affected communities surrounding the plantations and previous land owner	<ul style="list-style-type: none">RPJRPJ
09.00 – 12.00	Field Observation to ANGSAFA FACTORY Aspect to be verified : <ul style="list-style-type: none">Supply Chain verification (FFB Receiving, Weighbridge, FFB Sorting, Processing Activity, Despatch CPO)Occupational Health & Safety Aspect (Inspection to Chemical Storage, Hazardous Waste Storage, Fire Control Simulation, POME Pond)Implementation of Employment Procedure and Mechanism Aspect	<ul style="list-style-type: none">MAYAFSYTT
12.00 – 14.00	Break	All Auditor
14.00 – 17.00	Interview with Gender Committee, Worker's Union, Worker's Cooperative (if any), Local Contractor (for Mill and Estate), Third Party Supplier Verification of stakeholder consultation result and field visit. Document review and completing audit checklist.	All Auditor
Wednesday, 19 June 2019		
08.00 – 12.00	Field Observation to KKPA 4 and Pantai Bonati Estate Aspect to be verified : <ul style="list-style-type: none">Implementation of Legal Aspect (Land Ownership, Legal Boundaries);Implementation of Agronomy Aspect (Harvesting & Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application)Implementation of Environmental, Conservation/HCV and Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management)	All Auditor

	<ul style="list-style-type: none"> Implementation of Occupational Health & Safety Aspect Implementation of Employment Procedure and Mechanism Aspect Observation of Workers Facilities (Housing, School, Worship Place). 	
12.00 – 14.00	Break	All Auditor
14.00 – 17.00	<ul style="list-style-type: none"> Verification of stakeholder consultation result and field visit. Document review and completing audit checklist. 	All Auditor
Thursday, 20 June 2019		
09.00 – 12.00	Stakeholder consultation to affected communities surrounding the plantations and previous land owner	MAY
08.00 – 12.00	Field Observation to Angsana Estate Aspect to be verified : <ul style="list-style-type: none"> Implementation of Legal Aspect (Land Ownership, Legal Boundaries); Implementation of Agronomy Aspect (Harvesting & Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application) Implementation of Environmental, Conservation/HCV and Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management) Implementation of Occupational Health & Safety Aspect Implementation of Employment Procedure and Mechanism Aspect Observation of Workers Facilities (Housing, School, Worship Place). 	<ul style="list-style-type: none"> • RPJ • AFS • RPJ • YTT • YTT • AFS
12.00 – 14.00	Break	All Auditor
14.00 – 17.00	<ul style="list-style-type: none"> Verification of stakeholder consultation result and field visit. Document review and completing audit checklist. 	All Auditor
Friday, 21 June 2019		
08.00 – 11.30	<ul style="list-style-type: none"> Continue Field Observation to Estate; Mill and Public Consultation to Company surrounded village and community leader (if needed) Completion of checklist and RSPO Document Review 	All Auditor
11.30 – 13.00	Break	
13.00 – 15.00	Internal discussion by auditor team preparing for Closing Meeting	All Auditor
15.30 – 16.30	Closing Meeting: <ul style="list-style-type: none"> Presentation of audit findings (Noteworthy Positive Component, Non Conformities, OFI, Timelie of CAR's, Conclusion)/ Comments, Responses and Questions 	All Auditor
Saturday, 22 June 2019		
08.00 – 12.00	PT LSI → Banjarmasin	
14.30 –	Banjarmasin → Jakarta	All Auditor