

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

[✓] Re-Certification

Name of Management Organisation : Rimba Harapan Sakti Palm Oil Mill - PT Rimba Harapan Sakti, subsidiary of Wilmar International Ltd.
 Plantation Name : PT Rimba Harapan Sakti - Rimba Harapan Sakti-1 Estate and Rimba Harapan Sakti-2 Estate
 Location : Village of Pematang Limau, Sub District of Seruyan Hilir, District of Seruyan, Province of Kalimantan Tengah, Indonesia
 Certificate Code : **MUTU-RSPO/083**
 Date of initial registration : 08 December 2015
 Date of Certificate Issue : 08 December 2020 Date of License Issue : 22 January 2021
 Date of Certificate Expiry : 07 December 2025 Date of License Expiry : 07 December 2021

Assessment	Assessment Date	PT. Mutuagung Lestari Auditor	Reviewed by	Approved by
RC	7-10 September 2020	Arif Faisal Simatupang (Lead Auditor), Satria Adi Putra, Radytio Puspanjana, & Nurdin Chaeriana	Ganapathy Ramasamy	Octo Nainggolan

Assessment	Approved by MUTUAGUNG LESTARI on:
RC	22 October 2020

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

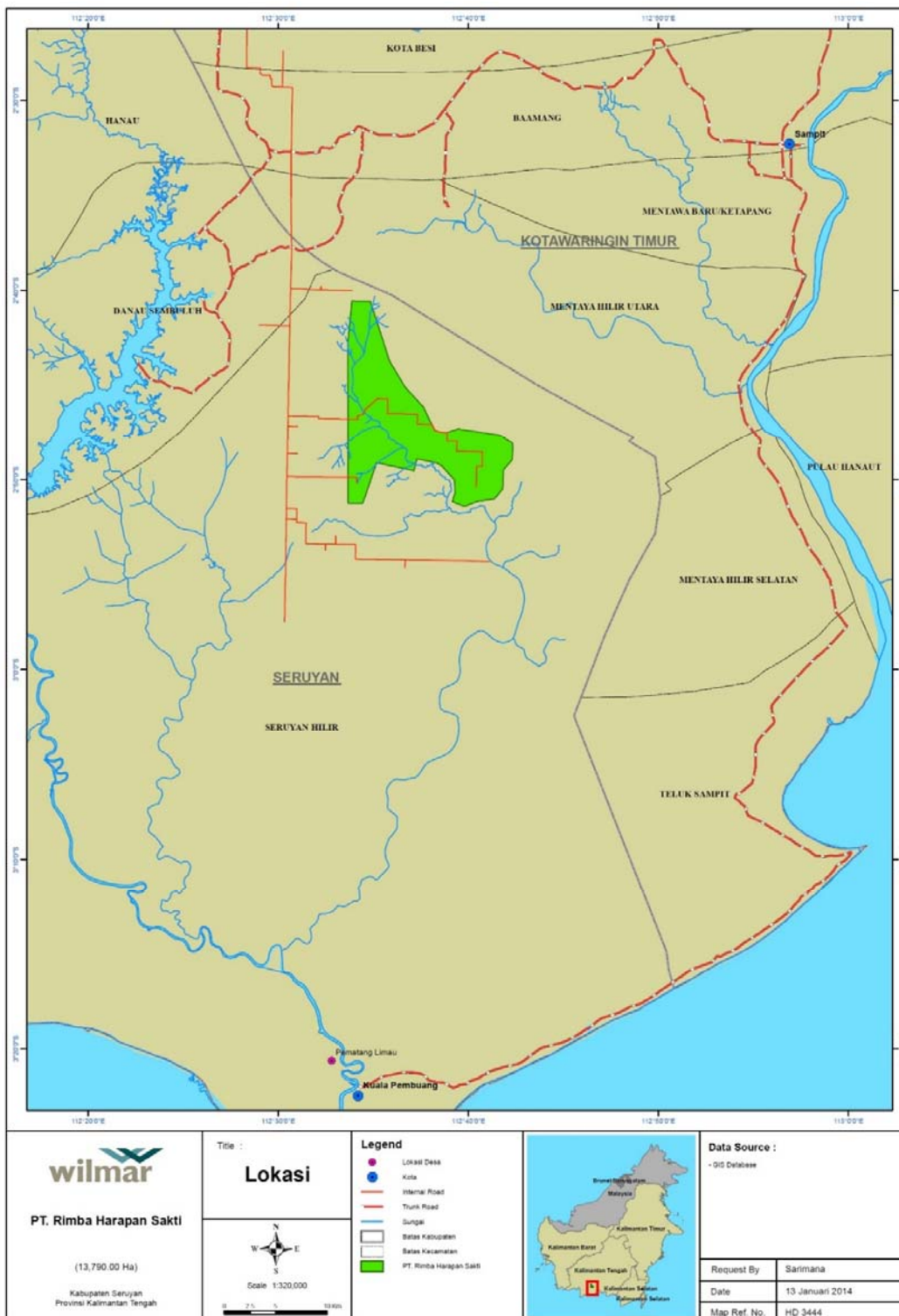
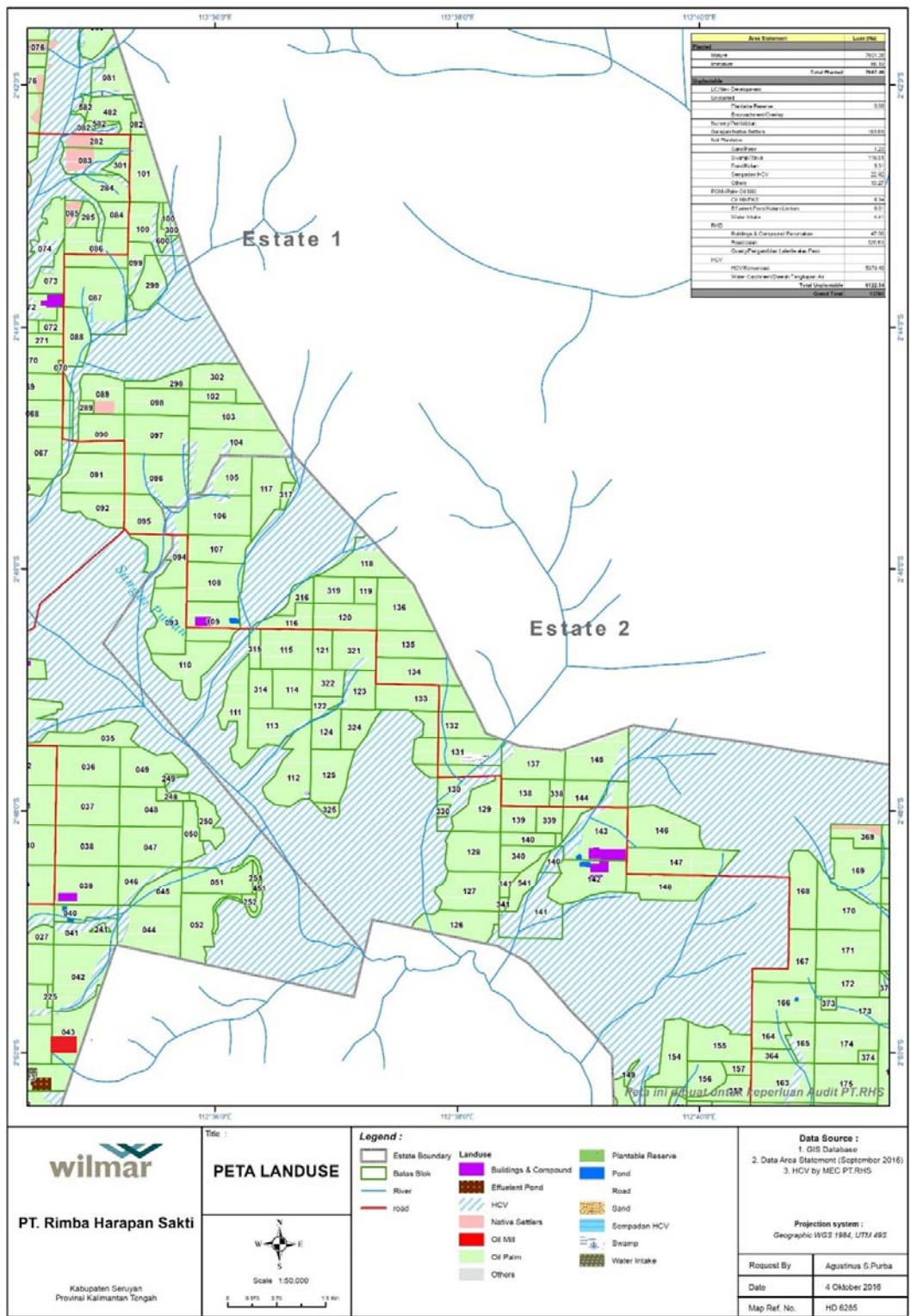


Figure 2. Operational Map of Operational Map of PT Rimba Harapan Sakti



Abbreviations Used

ASA	:	Annual Surveillance Assessment
BOD	:	Biological Oxygen Demand
BPJS	:	<i>Badan Penyelenggara Jaminan Sosial</i> / Social Security Agency
BKSDA	:	<i>Badan Konservasi Sumber Daya Alam</i> (natural resource conservation agency)
BPPRD	:	<i>Badan Pengelola Perpajakan dan Retribusi Daerah</i> (Regional Tax and Retribution Management Agency)
CH	:	Certificate Holder
CKP	:	Central Kalimantan Project
CPO	:	Crude Palm Oil
CSPK	:	Certified Sustainable Palm Kernel
CSPO	:	Certified Sustainable Palm Oil
CSR	:	Corporate Social Responsibility
EFB	:	Empty Fruit Bunch
EHS	:	Environment Health and Safety
EIA	:	Environmental Impact Assessment
EMU	:	Ecological Management Unit
FFA	:	Free Fatty Acid
FFB	:	Fresh Fruit Bunch
FPIC	:	Free, Prior, Informed and Consent
FGD	:	Focus Group Discussion
GHG	:	Green House Gas
GIS	:	Geographic Information System
GRIT	:	<i>Ganti Rugi Tanam Tumbuh</i>
HCV	:	High Conservation Value
HGU	:	<i>Hak Guna Usaha</i> / Land Use Title
IPM	:	Integrated Pest Management
IUCN	:	International Union for Conservation of Nature and Natural Resources
KAN	:	<i>Komite Akreditasi Nasional</i> (National Accredited committee)
KER	:	Kernel Extraction Rate
KPHP	:	<i>Kesatuan Pengelolaan Hutan Produksi</i>
KUD	:	<i>Koperasi Unit Desa</i> (Village Cooperative)
KWH	:	Kilo Watt per hour
LUCA	:	Land Use Change Analysis
MSDS	:	Material Safety Data Sheet
NGO	:	Non-Government Organization
OER	:	Oil Extraction Rate
OHS	:	Occupational Health and Safety
P2K3	:	<i>Panitia Pembina Keselamatan dan Kesehatan Kerja</i> / OHS Committee
PIC	:	Person in Charge
PK	:	Palm Kernel
POM	:	Palm Oil Mill
POME	:	Palm Oil Mill Effluent
PPE	:	Personal Protective Equipment
PR	:	Public Relation
RHS	:	Rimba Harapan Sakti
RSPO	:	Roundtable Sustainable Palm Oil
RTE	:	Rare, Threatened or Endangered
SCCS	:	Supply Chain Certification System
SOP	:	Standard Operating Procedure

STP		Sarana Titian Permata
RKL	:	<i>Upaya Pengelolaan Lingkungan</i> (Environmental Management Plan)
RPL	:	<i>Upaya Pemantauan Lingkungan</i> (Environmental Monitoring Plan)
WHO	:	World Health Organization
WTP	:	Water Treatment Plant
WWTP	:	Waste Water Treatment Plant

1.0	SCOPE of the CERTIFICATION ASSESSMENT		
1.1	Assessment Standard Used	<ul style="list-style-type: none"> Principles and Criteria for Sustainable Palm Oil Production 2018, The Indonesia National Interpretation, Endorsed by the RSPO Board of Governors on 20 April 2020. RSPO Certification System for Principles and Criteria, 14 June 2017 	
1.2	Organisation Information		
1.2.1	Organisation name listed in the certificate	PT Rimba Harapan Sakti subsidiary of Wilmar International Limited.	
1.2.2	Contact person	Jules Sonny Parapat	
1.2.3	Organisation address and site address	<ul style="list-style-type: none"> RSPO registered company: 56 Neil Road Singapore, Singapore 088 030. Liaison Office: Multivision Tower Lt. 15 Jl. Kuningan Mulya Blok B9, Kuningan, Jakarta 12980 – Indonesia. 	
1.2.4	Telephone	(62-21) 2938 0777	
1.2.5	Fax	-	
1.2.6	E-mail	jules.parapat@id.wilmar-intl.com	
1.2.7	Web page address	www.wilmar-international.com	
1.2.8	Management Representative who completed the application for certification	Jules Sonny Parapat (Indonesia Certification Lead)	
1.2.9	Registered as RSPO member	2-0017-05-000-00, 16 th August 2005	
1.3	Type of Assessment		
1.3.1	Scope of Assessment and Number of Management Unit	Palm Oil Mill and supply base: Rimba Harapan Sakti Mill, Rimba Harapan Sakti-1 Estate, Rimba Harapan Sakti-2 Estate.	
1.3.2	Type of certificate	Single	
1.4	Locations of Mill and Plantation		
1.4.1	Location of Mill		
	Name of Mill	Location	Coordinate
			Latitude Longitude
	Rimba Harapan Sakti	Pematang Limau Village, Sub District of Seruyan Hilir, Seruyan District, Province of Kalimantan Tengah, Indonesia	S 02° 50' 09" E 112° 34' 22"
1.4.2	Location of Certification Scope of Supply Base		
	Name of Supply Base	Location	Coordinate
			Latitude Longitude
	Rimba Harapan Sakti-1	Pematang Limau Village, Sub District of Seruyan Hilir, Seruyan District, Province of Kalimantan Tengah, Indonesia	S 02° 46' 39" E 112° 34' 14"
	Rimba Harapan Sakti-2	Pematang Limau Village, Sub District of Seruyan Hilir, Seruyan District, Province of Kalimantan Tengah, Indonesia	S 02° 48' 23" E 112° 39' 21"

1.5	Description of Area Statement						
1.5.1	Tenure						
	• State	13,789.75 Ha					
	• Community	- Ha					
1.5.2	Area Statement						
	• Total area	13,789.75 Ha					
	• Planted area	7,711.79 Ha					
	• Housing	370.78 Ha					
	• Mill	17.36 Ha					
	• HCV	5,379.40 Ha					
	• Occupation	145.41 Ha					
	• Unplantable	165.01 Ha					
1.6	Planting Year and Cycles						
1.6.1	Age profile of planting year						
	Planting Year	Hectarage (Ha)					
		RHS 1 Estate	RHS 2 Estate	Total			
	2009	2,607.76	692.44	3,300.20			
	2010	639.24	2,559.62	3,198.86			
	2011	171.35	247.79	419.14			
	2012	438.03	132.53	570.56			
	2013	129.80	44.15	173.95			
	2016	24.09	-	24.09			
	Sub Total Mature	4,010.27	3,676.53	7,686.80			
	2018	-	6.20	6.20			
	2019	18.79	-	18.79			
	Sub Total Immature	18.79	6.20	24.99			
	TOTAL	4,029.06	3,682.73	7,711.79			
1.6.2	New Planting area after January 2010		- Ha				
1.6.3	Planting Cycle		2 nd 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 (%)
	RHS Mill	45	169,788.04	35,340.00	20.81	7,850.11	4.62
	<i>*Production data source from 12 months before assessment</i>						
1.7.2	Description of Certification Scope of Supply Base						
	Name of Estate	Total Area (Ha)	Production Area (Ha)	FFB (tonnes/year)	Yield (tonnes/ ha/year)	Supplied to Mill	
						FFB (tonnes/year)	%
	RHS 1 Estate	7,043.40	4,010.27	82,200.91	20.50	77,368.09	94

	RHS 2 Estate	6,746.35	3,676.53	66,163.27	18.00	65,322.80	99
	TOTAL	13,789.75	7,686.80	148,364.18	19.30	142,690.89	96
<i>*Production data sourced from 12 months before assessment</i>							
1.7.3	FFB description from other source						
	Name of sources/Organisation	Type of Organisation	Number of smallholders	Production Area (Ha)	Supplied to Mill FFB (tonnes/year)		
	KSY 2 Estate	PT Kerry Sawit Indonesia (Wilmar)	-	4,788.81	1,160.40		
	KSY 3 Estate	PT Kerry Sawit Indonesia (Wilmar)	-	2,514.83	3,134.42		
	Total Certified				4,294.82		
	KSY 3 Plasma (KUD SB)	KSY Scheme Smallholder	435	856.67	517.22		
	KSY 3 Plasma (KUD SUD)	KSY Scheme Smallholder	568	1,031.38	3,723.50		
	Sarana Titian Permata 1 Estate	PT Sarana Titian Permata (Wilmar)	-	6,304.25	5,792.06		
	Sarana Titian Permata 2 Estate	PT Sarana Titian Permata (Wilmar)	-	5,251.46	3,631.92		
	RHS Plasma	PT Rimba Harapan Sakti (Wilmar) Scheme Smallholder	355	364.54	9,137.63		
	Total Uncertified				22,802.33		
	TOTAL				27,097.15		
<i>*Production data sourced from 12 months before assessment</i>							
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 (September 2019 to August 2020) (MT)		
	FFB Processed		160,000		146,985.71		
	CPO Production		36,000		31,570.45		
	Palm Kernel (PK) Production		8,000		6,891.84		
1.8.2	Product selling						
	Type of selling product		Actual selling product for last year (September 2019 to August 2020) (MT)				
	CSPO sold as RSPO certified product		28,924.94				
	CSPK sold as RSPO certified product		6,887.97				
	CSPO sold under other scheme		555.55				
	CSPK sold under other scheme		-				
	CSPO sold as conventional		-				
	CSPK sold as conventional		-				
1.8.3	Estimate of Certified FFB Claim						
	Name of Estates	Total Area (Ha)	Production Area (Ha)	FFB (tonnes/year)	Yield (tonnes/ha/year)		
	RHS 1 Estate	7,043.40	4,010.27	86,311	21.52		

	RHS 2 Estate	6,746.35	3,676.53	69,471	18.90			
	TOTAL	13,789.75	7,686.80	155,782	20.27			
<i>*Projected FFB production for 12 months of certificate (8 December 2020 to 7 December 2021)</i>								
1.8.4	Estimate of Certified Palm Product Claim							
	Name of Mill	Capacity (tonnes/ hour)	FFB Processed (tonnes/year)	CPO		Palm Kernel		Supply Chain Module
				Out put (tonnes)	Extraction (%)	Out put (tonnes)	Extraction (%)	
	RHS Mill	45	155,782	32,714	21.00	7,789	5.00	MB
<i>*Projected CSPO and CSPK production for 12 months of certificate (8 December 2020 to 7 December 2021)</i>								
1.9	Other Certifications							
	Others		Italian Scheme for Biofuels and Bioliquids					
1.10	Time Bound Plan							
1.10.1	Time Bound Plan for Other Management Units							
	Management Unit		Estate (Supply Base)	Time Bound Plan	Location	Status		
	Mill	Time Bound Plan						
I	Indonesia – Kalimantan Region							
	Mustika Sembuluh 1 POM	2010	Mustika Sembuluh 1	2010	Central Kalimantan	Certified		
			Mustika Sembuluh 2	2010	Central Kalimantan	Certified		
			Mustika Sembuluh 3	2010	Central Kalimantan	Certified		
	Mustika Sembuluh POM 2 (PT Mustika Sembuluh)	2015	KUD Bitu Maju Bersama	2014	Central Kalimantan	Certified		
			Kerry Sawit Indonesia 1 POM	2011	Central Kalimantan	Certified		
			Kerry Sawit Indonesia 2 POM	2011	Central Kalimantan	Certified		
			Kerry Sawit Indonesia 3 POM	2011	Central Kalimantan	Certified		
	(PT Kerry Sawit Indonesia)	2015	KUD Karya Bersama	2023	Central Kalimantan	Re Audit, initial certification to process after land title process		
			KUD Sejahtera Bersama	2023	Central Kalimantan			
			KUD Tabiku Makmur	2023	Central Kalimantan			
			KUD Kosudra	2023	Central Kalimantan			
	Bumi Sawit Kencana POM (PT Bumi Sawit Kencana)	2013	Bumi Sawit Kencana 1	2013	Central Kalimantan	Certified		
			Bumi Sawit Kencana 2	2013	Central Kalimantan	Certified		
	POM 1 and POM 2 (PT Sarana Titian Permata)	2023	Sarana Titian Permata 1	2023	Central Kalimantan	-		
Sarana Titian Permata 2			2023	Central Kalimantan	-			
Sarana Titian Permata 3			2023	Central Kalimantan	-			
Mentaya Sawit Mas POM (PT Mentaya Sawit Mas)	2015	Mentaya Sawit Mas 1	2015	Central Kalimantan	Certified			
		Mentaya Sawit Mas 2	2015	Central Kalimantan	Certified			
		KUD Karya Makmur Pahrangan	2023	Central Kalimantan	Land title issue			

Rimba Harapan Sakti POM (PT Rimba Harapan Sakti)	2015	Rimba Harapan Sakti 1	2015	Central Kalimantan	Certified
		Rimba Harapan Sakti 2	2015	Central Kalimantan	Certified
		KUD Makmur Sejahtera	2023	Central Kalimantan	Land title issue
Karunia Kencana Permaisejati POM (PT Karunia Kencana Permaisejati)	2017	Karunia Kencana Permaisejati 1	2017	Central Kalimantan	Certified
		Karunia Kencana Permaisejati 2	2017	Central Kalimantan	Certified
		Karunia Kencana Permaisejati 3,	2017	Central Kalimantan	Certified
Agro Nusa Investama POM (PT Agro Nusa Investama (Sambas))	2019	Agro Nusa Investama (Sambas) Estate	2019	West Kalimantan	Certified
		KUD Cempaka Biru	2019	West Kalimantan	Certified
		KUD Sentama Lestari	2019	West Kalimantan	Certified
Bumipratama Khatulistiwa POM (PT Bumi Pratama Khatulistiwa)	2016	Bumi Pratama Khatulistiwa Estate	2016	West Kalimantan	Certified
		PT Buluh Cawang Plantation	2023	West Kalimantan	-
		KUD Tuah Jubata	2023	West Kalimantan	-
Agro Nusa Investama (Landak) POM (PT Agronusa Investama (Landak))	2023	Agro Nusa Investama (Landak) Estate	2023	West Kalimantan	-
		Pratama Procentindo Estate (PT Pratama Procentindo)	2023	West Kalimantan	-
Agro Palindo Sakti POM (PT Agro Palindo Sakti 2)	2023	Agro Palindo Sakti Estate	2023	West Kalimantan	-
		Putra Indotropical Estate (PT Putra Indotropical Estate)	2023	West Kalimantan	-
		Daya Landak Plantation Estate (PT Daya Landak Plantation)	2023	West Kalimantan	-
		Indoresin Putra Mandiri (PT Indoresin Putra Mandiri)	2023	West Kalimantan	-
Indonesia – Sumatera Region					
Pinang Awan POM (PT Perkebunan Milano)	2009	Sei Daun	2009	North Sumatra	Certified
		Batang Saponggol	2009	North Sumatra	Certified
		Marbau	2009	North Sumatra	Certified
Tania Selatan POM (PT Tania Selatan)	2010	Burnai Barat	2010	South Sumatra	Certified
		Burnai Timur	2010	South Sumatra	Certified
Kencana Sawit Indonesia POM (PT Kencana Sawit Indonesia)	2020	Kencana Sawit Indonesia	2020	West Sumatra	Certified
		KUD Swamata	2023	West Sumatra	-
	2011	AMP I	2011	West Sumatra	Certified

AMP Plantation POM (PT AMP Plantation)		AMP II	2011	West Sumatra	Certified
		AMP III	2011	West Sumatra	Certified
		AMP IV	2011	West Sumatra	Certified
		Primatama Mulia Jaya	2011	West Sumatra	Certified
		Koperasi Tompek Tapani Kandis	2014	West Sumatra	Certified
		Koperasi AWM	2014	West Sumatra	Certified
		Koperasi BST,	2014	West Sumatra	Certified
		Koperasi MSJ	2014	West Sumatra	Certified
Buluh Cawang Plantation POM (PT Buluh Cawang Plantation)	2012	Bumi Arjo	2012	South Sumatra	Certified
		Dabuk Rejo	2012	South Sumatra	Certified
		Sukamulya	2012	South Sumatra	Certified
		Bambu Kuning	2012	South Sumatra	Certified
Gersindo Minang Plantation POM (PT Gersindo Minang Plantation)	2012	Gersindo Minang Plantation	2012	West Sumatra	Certified
		Permata Hijau Plantation 1	2012	West Sumatra	Certified
		Permata Hijau Plantation 2	2012	West Sumatra	Certified
		PT Permata Hijau Pasaman (block 22)	2023	West Sumatra	-
Daya Labuhan Indah POM (PT Daya Labuhan Indah)	2013	Wonosari	2013	North Sumatra	Certified
		Sei Deras	2013	North Sumatra	Certified
		Cabang Dua (PT Milano)	2013	North Sumatra	Certified
Agro Palindo Sakti POM (PT Agro Palindo Sakti)	2014	Agro Palindo Sakti Estate	2014	South Sumatra	Certified (POM has been closed down)
Murini Samsam POM (PT Murini Sam Sam)	2015	Murini Sam Sam Estate	2015	Riau	Certified
		Part of PT Murini Samsam areas (466 ha)	2023	Riau	-
Musi Banyuasin POM (PT Musi Banyuasin Indah)	2023	Sei Selabu	2023	South Sumatera	-
		Sei Jarum	2023	South Sumatera	-
		KUD Karya Gatra	2023	South Sumatera	-
		KUD Karya Makmur Sriwijaya	2023	South Sumatera	-
		KUD Panca Karya Jaya	2023	South Sumatera	-
		KUD Sumber Makmur	2023	South Sumatera	-
		KUD Tri Tunggal Karya	2023	South Sumatera	-
Sinarsiak Dianpermai POM (PT Sinarsiak Dianpermai)	2023	Sinarsiak Dianpermai Estate	2023	Riau	-
Agro Indah Persada 2 POM (PT. Agroindo Indah Persada)	2023	-	2023	Bangko – Jambi	NPP Audit

Malaysia					
Sapi POM (PPB Oil Palms Berhad)	2008	Sapi 1	2008	Sandakan, Sabah, Malaysia	Certified
		Sapi 2	2008	Sandakan, Sabah, Malaysia	Certified
		Kiabau	2008	Sandakan, Sabah, Malaysia	Certified
Reka Halus POM (PPB Oil Palms Berhad)	2008	Reka Halus	2008	Sandakan, Sabah, Malaysia	Certified
Sabahmas POM (PPB Oil Palms Berhad)	2008	Sabahmas	2008	Lahad Datu, Sabah, Malaysia	Certified
Saremas 1 POM (PPB Oil Palms Berhad)	2010	Saremas	2010	Bintulu, Serawak, Malaysia	Certified
		Saremas 2 (Div D)	2010	Bintulu, Serawak, Malaysia	Certified
		Suai	2010	Bintulu, Serawak, Malaysia	Certified
Saremas 2 POM (PPB Oil Palms Berhad)	2010	Saremas 2 (exclude Div D)	2010	Bintulu, Serawak, Malaysia	Certified
		Kaminsky	2010	Bintulu, Serawak, Malaysia	Certified
		Segarmas	2010	Bintulu, Serawak, Malaysia	Certified
Ribubonus (PPB Oil Palms Berhad)	2010	Ribubonus	2010	Sandakan, Sabah, Malaysia	Certified
Terusan POM (PPB Oil Palms Berhad)	2010	Terusan 1 + 2	2010	Sandakan, Sabah, Malaysia	Certified
		Rumidi	2010	Sandakan, Sabah, Malaysia	Certified
Sri Kamusan POM (PPB Oil Palms Berhad)	2011	Sri Kamusan	2011	Sandakan, Sabah, Malaysia	Certified
		Hibumas 1	2011	Sandakan, Sabah, Malaysia	Certified
		Hibumas 2	2011	Sandakan, Sabah, Malaysia	Certified
		Jebawang	2011	Sandakan, Sabah, Malaysia	Certified
		Sekar Imej	2011	Sandakan, Sabah, Malaysia	Certified
		Sapi Sugut	2011	Sandakan, Sabah, Malaysia	Certified
Suburmas POM (PPB Oil Palms Berhad)	2021	Suburmas	2021	Bintulu, Serawak, Malaysia	-
Africa					
BOPP POM, Biase Plantation Limited	2014	Adum Bansa	2014	Western Region, Ghana	Certified
		Scheme Smallholder	2014	Western Region, Ghana	Certified
Biase Plantation Limited	2020	Calaro	2020	Cross River State, Nigeria	Mill under construction

Biase Plantation Limited	2022	Calaro extension	2022	Cross River State, Nigeria	Mill none planned
Biase Plantation Limited	2020	Ibiae	2020	Cross River State, Nigeria	Mill construction not started
Eyop Industries	2021	Ibad	2021	Cross River State, Nigeria	Mill construction not started
Eyop Industries	2020	Kwa Falls	2020	Cross River State, Nigeria	Mill none planned
Eyop Industries	2021	Oban	2021	Cross River State, Nigeria	Mill none planned

Time bound plan on June 2020

The revision of time bound plan because there is the change of certification time plan from year 2020 to year 2023 for some uncertified management units with reason is still in process to get land use right (Hak Guna Usaha). Some uncertified management units which changed from year 2020 to year 2023 are PT Agro Nusa Investama (Landak) and its supply based (PT Agronusa Investama 2 and PT Pratama Procentindo), PT Buluh Cawang Plantation in West Kalimantan (one of supply base from PT Bumipratama Khatulistiwa), PT Permata Hijau Pasaman (block 22), PT Agro Palindo Sakti in Sanggau District, West Kalimantan and its supply based (PT Agro Palindo Sakti, PT Putra Indotropical, PT Daya Landak Plantation and PT Indoresin Putra Mandiri), PT Sinarsiak Dian Permai in Riau and PT Musi Banyuasin Indah in South Sumatera.

The revision of time bound plan because some scheme smallholders has paid all costs relate of develop of scheme smallholder areas so that it has excluded from the time bound plan. It are KUD Damai Sejahtera (DASTRA) I & II (scheme smallholder under PT AMP Plantation and PT Primatama Mulia Jaya), KSU Mutiara Bosa Sikilang, KUD Permata Sawit Maligi, KUD Rantau Pasaman – Sasak and KUD Kapar (its supply based from PT Gersindo Minang Plantations POM)

The revision of time bound plan because two companies (PT Karya Agung Megah Utama & PT Perkebunan Anak Negeri Pasaman) has terminated the management agreement with PT AMP Plantation as stated in the termination agreement letter on 31 May 2019.

The result of internal discussion referring RSPO P&C Certification System, 2017 and communicating with auditee that Auditor has not accepted the revision of time bound plan for some cooperatives (KUD Karya Bersama, KUD Sejahtera Bersama, KUD Tabiku Makmur & KUD Kosudra) as supply base from PT Kerry Sawit Indonesia be year 2023 because it is not compliance with RSPO Certification System clause 4.1.3 so auditor has issued final decision as seen on table 8 above.

1.10.2 Progress of Associated Smallholders and Outgrowers for Certifiable Standard

The company currently has associated smallholders since 2017, based on the following agreements:

- Agreement of 377.24 Ha dated 7 November 2017 with Makmur Sejahtera cooperation sub district of Seruyan Hilir, district of Seruyan
- Agreement of 224 Ha dated 7 November 2017 with Makmur Sejahtera cooperation sub district of Seruyan Hilir, district of Seruyan

The members of smallholders are 355 members according to decree of Seruyan district head No. 188.45/428/2015. The area of 377.24 currently are hand over areas from PT. Kerry Sawit Indonesia (subsidiary of Wilmar), which the FFB have been sent to RHS POM since July 2018 in the name of Makmur Sejahtera cooperation.

The legally process of smallholder’s areas, currently in location permit process:

- Approval of principle and location map from Head of Seruyan District No. 500/340/EK/III/2018 dated 13 February 2018 for ± 377 Ha.

- Approval of principle and location map from Head of Seruyan District No. 500/1787/EK/XI/2016 dated 30 November 2016 for ± 224.06 Ha
- Letter of application for technical consideration from Makmur Sekahtera cooperation No. 02/KSU-MS/PL/I/2017 dated 20 January 2017 to land agency of Seruyan district.
- Letter of application for location permit from Makmur Sekahtera cooperation No. 02/KSU-MS/PL/I/2017 dated 20 January 2017 to Head of Seruyan District.

Plasma area are directly managed by PT RHS and plan to be certified on timebound plan at 2023.

2.0	ASSESSMENT PROCESS
2.1	Assessment Team
	<ol style="list-style-type: none"> 1. Arif Faisal Simatupang (Lead 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 was assessing the aspects of best management practices of agronomy and processing. During this assessment he Plantation Legality, Supply Chain, TBP and Partial Certification. 2. Satria Adi Putra (Auditor). Indonesian citizen, Diploma III majoring in Palm Oil Plantation. Have experience of work more than six years since 2009 as the operational staff of private oil palm plantations in Indonesia. Training have been followed including Occupational Health and Safety Expert, Orang Utan and Wildlife Management, ISPO Auditor Training, ISCC Auditor, IHT Potential Mapping and Conflict Resolution in Production Forests, OHSAS 18001, SA 8000, RSPO Lead Training, Lead Auditor Training for ISO 9001, ISO 14001, ISO 17021, ISO 17065, ISO 19011, ISO 22000. During this assessment he was verified best management practices, OHS and worker welfare aspect. 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. During the audit, he verified Best Management Practices, Environment, Waste Management, GHG and Conservation. 4. Nurdin Chaeriana (Observer). Indonesian Citizen. Diploma of Forest Management, Faculty of Forestry, has 5 years working experience in Industrial Plantation Forest Companies as Environment, Health and Safety staff and worked for 5 years in plantations as Assistant Manager of Sustainability. Training attended was ISPO Auditors, General OHS Expert, Hazardous and toxic waste material Management Technical Guidance, Fundamentals of Forest and Land Fire Control, Training of Trainer Fire Fighting Course, Basic Fire Fighting Course, Fire Management, Fire Fighting Technique Prevention & Control, ISO 14001:2004 Internal Auditor. During this audit, he conducted as Observer.
2.2	Assessment Methodology, Assessment Process and Locations of Assessment
2.2.1	Figure of person days to implement assessment
	<p>Number of auditors: 3 auditors Number of days for RC at site: 4 days Number of working days for RC at site: 12 Working days.</p>
2.2.2	Assessment Process
	<p>The assessment was conducted by measuring the sufficiency of implementation with the consistency done by the PT Rimba Harapan Sakti to the requirements of Principles and Criteria for Sustainable Palm Oil Production 2018, The Indonesia National Interpretation, Endorsed by the RSPO Board of Governors on 20 April 2020 and RSPO Certification System for Principles and Criteria, 14 June 2017.</p> <p>The assessment was conducted in three methods: (1) document review, aiming to observe the sufficiency of types or substances from required documents; (2) <i>interview</i>, aiming to obtain more detailed information and cross check the</p>

	<p>information; and (3) field observation, aiming to observe directly the sufficiency of implementation on site.</p> <p>Some opportunities for improvement of the results RC delivered by the MUTU auditor to the management unit and the results are the subject will be verified at the next assessment phase (ASA 1.1).</p> <p>Improvement of findings from ASA 4 findings were observed by auditors at this RC assessment. All information obtained was recorded in Check List of PT Mutuagung Lestari (MUTU) and part of RC.</p> <p>The assessment program please find Appendix 2</p>
<p>2.2.3</p>	<p>Locations of Assessment</p>
	<p>Number of unit in this certification activity is 1 (one) Mill and 2 (two) Own Estates. The auditor team determined that the sampling locations are one palm oil mill (RHS POM) and two estate (RHS-1 Estate and RHS-2 Estate).</p> <p>Rimba Harapan Sakti POM</p> <ul style="list-style-type: none"> • Chemical warehouse. Field observations and interview related chemical management, OHS, and environmental aspect. • Workshop. Field observations and interview related workshop activity, OHS, environmental and worker welfare aspect. • Waste water treatment plant. Observation about WWTP condition and interview with WWTP operator about his job description and WWTP management • WTP. Observations and interviews related to water management, recording of water use, health checks, PPE and waste management. • Hazardous waste temporary warehouse. Field observations related to the fulfilment of the attribute's health and safety, recording, and the implementation of compliance requirements hazardous waste temporary warehouse. • Solid Waste. Observation of the management of Solid waste consist of EFB, fibre and shell from the production process of mill • Land application in Block J5 STP 2 Estate (Note: the LA located in PT Sarana Titian Permata – Wilmar Group). Observation about land application condition. The location is in accordance with the permit owned. • Security Post. Observation and interview related FFB receipt, training and labour aspect. • Weighbridge. Observation and interview related SCCS implementation and employment. • Grading Station. Observations and interviews related to criteria for EFB grading, wages, sampling techniques, and PPE. • Engine room. Observations and interviews related to medical check-up, PPE, and operator understanding of emergencies • Boiler. Observations and interviews related to OHS, understanding of emergency response, and operator licenses • Sterilizer. Observations and interviews related to the duties and responsibilities of daily work • Kernel Station. Observations and interviews related to medical check-up, PPE feasibility, and operator responsibility. <p>Rimba Harapan Sakti 1 Estate</p> <ul style="list-style-type: none"> • Land demarcation and HGU stones No. 85 (Block 044), No. 86 (Block 044), No. 87 (Block 052). Observation of aspect of land demarcation and maintenance of HGU stone, and land dispute potency. • Pheromone trap application, Block 087. Observation of IPM, related to supress <i>Oryctes rhinoceros</i> infestation by installing and monitoring pheromone traps. • FFB Harvesting, Block 087. Observation and interview with harvesters related to FFB harvest activities, fruit quality, OSH aspects and employment. • Fertilizing, Block 044. Observation and interview with the workers related fertilizer best practice, environmental, OSH and employment. • Chemical Weeding/Pesticide Spraying, Block 097. Observation and interview with the workers related spraying best practice, environmental, OSH and employment. • Settled land dispute and new planting, Block 559. Field observation the condition of land dispute that has been settled as well as new planting of 2020 on this area.

- **Immature Area (replanting of 2018), Block 18A. I and Block 18I. II.** Observation related immature oil palm management and upkeep, soil and water conservation, cover crop.
- **Empty Bunch Application on immature area, Block 18I . II.** Observations and interviews related EFB application as nutrient cycle, dosage and method of applications.
- **Housing Complex I.** Observation and interview with residents about housing facilities, domestic waste management.
- **Domestic Waste Landfill, Block 99A. I.** Observation related domestic waste management.
- **Land Clearing Area of 2019, Block K20.** Observation related zero burning land clearing method, soil and water conservation.
- **FFB Harvesting, Block 05B.** Observation and interviews with foreman and harvester related FFB quality, harvesting round, OHS, and employment.
- **Global Telling of Pests and Diseases, Block 07B. I.** Observation and interview with the census officer regarding technical work, employment and K3.
- **HCV Simpang Balai River Riparian Area, Block 033.** Observation the implementation of management in HCV of riparian area.
- **Fire Fighting Facilities.** Observation and simulation the emergencies response facilities.
- **Day-care.** Observation and interview with worker related labour aspect and OHS.
- **Spare part and PPE warehouse.** Observation minimum stock of PPE's.
- **Diesel Tank.** Observation of OHS, environment aspect, emergency response and fire facilities.
- **Lubricant and Agrochemicals Warehouse.** Observation related to management of oil and agrochemical material and waste, MSDS, emergency response facilities and the types of pesticides used.
- **Hazardous Waste Warehouse (Temporary).** Field observations related to the fulfilment of the attribute's health and safety, recording, and the implementation of compliance requirements hazardous waste temporary warehouse, wages and complaint mechanism.
- **Workshop.** Observations and interviews related to wages and overtime, waste management activities, OHS implementations and health inspections.
- **Fertilizer warehouse.** Observation related to management of agrochemical material and waste, MSDS, emergency response facilities and the types of fertilizer used.
- **Pesticide warehouse.** Observation related to management of agrochemical material and waste, MSDS, emergency response facilities and the types of fertilizer used.
- **Generator (Electricity).** Observation for waste management, and interviews related to workers facility, electricity, domestic waste, sources of fresh water, socialization of company policy and complaint mechanism.
- **Housing Complex.** Observation and interview with residents about housing facilities, domestic waste management, and complaint mechanism.
- **Clinic.** Observation related to medical facility and medical waste.
- **Used sack rinse facility.** Observation about management Used sack storage.
- **Pesticide applicator PPE rinse room.** Observation related to management of agrochemical material and waste, MSDS, emergency response facilities and the types of fertilizer used.
- **Landfill block 087 Division 2A.** Observation about domestic waste management.

Rimba Harapan Sakti 2 Estate

- **Immature Area (replanting of 2019), Block 19A . III.** Observation related immature oil palm management and upkeep, soil and water conservation, cover crop.
- **Empty Bunch Application on immature area, Block 19B . III.** Observations and interviews related EFB application as nutrient cycle, dosage and method of applications.
- **Pheromone trap application in immature area, Block 19H . III.** Observation of IPM, related to supress *Oryctes rhinoceros* infestation by installing and monitoring pheromone traps.
- **Oil Palm Nursery, . I.** Observation and interview with workers related oil palm nursery, preparation of replanting, OHS and employment.
- **HGU stones and land demarcation No. 156 J (. IV Blok 95AQ), No. 150 (. IV Blok 19H).** Observation of aspect of land demarcation and maintenance of HGU stone, and land dispute potency.
- **FFB Harvesting, Block 94 G. I.** Observation and interview with harvesters related to FFB harvest activities, fruit

	<p>quality, OSH aspects and employment.</p> <ul style="list-style-type: none"> • Woody Growth spraying, Block 94L I. Observation and interview with spray workers related to spraying activities, K3 aspects and employment and the impact on the environment • Global Telling of Pests and Diseases, Block 94H I. Observation and interview with the census officer regarding technical work, employment and K3 • FFB Transport, Block 96 AG. II. Observation and interviews with clerk related FFB transport, traveling time to mill, OHS, and employment. • Housing Complex. Observation and interview with residents about housing facilities, domestic waste management. • Domestic Waste Landfill, Block 94P. I. Observation related domestic waste management. • Day-care. Observation and interview with worker related labour aspect and OHS. • Fire Fighting Facilities. Observation and simulation the emergencies response facilities. • Spare part and PPE warehouse. Observation minimum stock of PPE's. • Diesel Tank. Observation of OHS, environment aspect, emergency response and fire facilities. • Oil and Agrochemicals Warehouse. Observation related to management of oil and agrochemical material and waste, MSDS, emergency response facilities and the types of pesticides used. • Hazardous Waste Warehouse (Temporary). Field observations related to the fulfilment of the attributes health and safety, recording, and the implementation of compliance requirements hazardous waste temporary warehouse, wages and complaint mechanism. • HGU Pole and land demarcation No. RHS 027 block 136, No. RHS 028 block 136, No. RHS 029 block 136, No. RHS 030 block 134 No. RHS 31 block 133 and No.032 block 132. Observation the conditions and position of legal boundary. • HCV area Kerangas (Block 125 Div 1B). Observation the implementation of management in HCV area and HCV legality. • Solid Application, Block 133 division 1B. Observation and interview with PIC related to solid waste management by application as mulching in the field, especially in low nutrient area. • Harvesting, Block 138. Interview with 3 workers observation regarding work procedures, wages, and safe working methods. • Manuring, Block 140 Division 2. Interview with 3 workers about worker welfare, understanding of job description, OHS implementation, medical check-up, and complaint mechanism. • Pesticide spraying Block 133 Division 1B: Interviews and Observations with pesticide applicators related work safely for themselves and the environment. • Clinic. (1 paramedic). Observation First aid rooms reasonably clean condition, medical waste recording, labour medical check-up and work accident. • Agrochemical material, lubricant, fuel and spare-part warehouse (2 Clerk). Field observations related to the fulfilment of health safety as well as interviews with a warehouse clerk of safety health. • PPE storage. (1 worker) Observation and interview with worker about activities in PPE storage, waste management, and OHS implementation. • Housing complex K72. Observation about waste management, drainage, and other facilities such as worship place, sport venues, and others. • Workshop (2 mechanic). Observations and interviews with workers related to the management and implementation of health safety, and social worker. • Generator room (1 operator). Observation and interview with clerk related to generator system, engine capacity, and possible occurrence of spills to environment, PPE dan Health safety and labour management. • Hazardous waste temporary warehouse. (1 worker) Field observations related to the fulfilment of the attributes health and safety, recording, and the implementation of compliance requirements hazardous waste temporary warehouse. • Fire Fighting Equipment Storage. Simulation the function of fire extinguishers and team readiness.
2.3	Stakeholder Consultation and Stakeholders Contacted
2.3.1	Summary of stakeholder consultation process.

	<p>Summary of stakeholder consultation process</p> <p>Consultation of stakeholders for PT Rimba Harapan Sakti was held by:</p> <ul style="list-style-type: none"> • Public Notification on PT Mutuagung Website and RSPO website on August 6, 2020. • Public consultation with government institutions of Seruyan Regency by phone (National Land Agency or BPN, Plantation Agency, Manpower Agency, Environment Agency) September 09, 2020. • Consultation with NGO (Sawit Watch, Walhi, AMAN and WWF) via email on 31 August 2020. • Public consultation meeting with locals of the nearby village by phone (Pematang Limau Village) on September 9, 2020. • Consultation meeting and interview with internal stakeholder such as bipartite cooperative, gender committee & local contractor on 8-9 September 2020. <p>Numbers of input from stakeholders were clarified by PT Rimba Harapan Sakti</p>
2.3.2	<p>Stakeholder contacted</p> <p><i>Please find appendix 1</i></p>
2.4	<p>Determining Next Assessment</p> <p>The next visit 1.1 will be conducted eight (8) months to twelve (12) month date of certificate.</p>

3.0 ASSESSMENT FINDINGS

3.1 Summary of Assessment Report of the RSPO Certification

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

During the assessment, there were no Nonconformities were assigned against Major Compliance Indicator raised; no nonconformity was assigned against Minor Compliance Indicators raised; and no nonconformance against supply chain requirement for CPO mill raised and two (2) opportunities for improvement were identified.

MUTUAGUNG LESTARI found that Rimba Harapan Sakti POM – PT Rimba Harapan Sakti, Wilmar International Ltd complied with the requirements of Principles and Criteria for Sustainable Palm Oil Production 2018, The Indonesia National Interpretation, Endorsed by the RSPO Board of Governors on 20 April 2020 and RSPO Certification System for Principles and Criteria, 14 June 2017.

Therefore MUTUAGUNG LESTARI Recommends RSPO Certification of compliance is continued.

Ref Std.	VERIFICATION RESULT of MUTU-Certification	
PRINCIPLE #1 BEHAVE ETHICALLY AND TRANSPARENTLY		
1.1	The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.	
1.1.1	<p>Mechanism for consultation is listed in Transparency Procedure (SOP47/PR/6/0516) dated May, 1st 2016. The procedure explain that all the information request will be responded by company in 14 days after the incoming letter. The procedure also states the document which can be accessed by stakeholder, such as legal document, OSH plan, environmental and social document, HCV document, detail of complaint and grievance, company's policies and procedure, and so on. Based on interview with statutory bodies in Seruyan Regency, it is known that they don't have difficulties to communicate with the company for information request and understand the mechanism to access public document.</p> <p>Environment The company has shown evidence of submission of reports related to environmental aspects to the government as follows:</p> <ul style="list-style-type: none"> - Receipt of Management and Monitoring Report (RKL RPL) for semester 2 of 2019 by Seruyan Regency DLH on 9 July 2020 - Proof of submission of Management and Monitoring reports (RKL RPL) for semester 2 of 2019 via PCP Express account no. SMQ8071703000200 dated May 14, 2020 to the Environment Agency of Central Kalimantan Province - Receipt of report on fire prevention activities at workplaces for the 2nd quarter of 2020 by the Head of the Environment Agency of Central Kalimantan Province on 21 July 2020 - Receipt of report on fire prevention activities at workplaces for the 2nd quarter of 2020 by the Head of the Environmental Service of Seruyan Regency dated 21 July 2020 - Receipt of report on temporary storage of Hazardous and Toxic Waste for Quarter 2 2020 by the Head of the Environment Agency of Central Kalimantan Province on July 21, 2020 - Proof of sending PCP Express account number SMQ1121604002500 dated July 21, 2020 to the Kalimantan Ecoregion Management Center, a report on temporary storage of Hazardous and Toxic Waste, Quarter 2 2020 - Receipt of the report on the temporary storage of Hazardous and Toxic Waste for the 2nd Quarter of 2020 by the Head of the Environmental Service of Seruyan Regency dated 27 July 2020 - Electronic Receipt (ID: 1599481116-1963 for PT RHS POM's Hazardous and Toxic Waste Management data for 2nd quarter of 2020 (April - June 2020) Ministry of Environment and Forestry 	

- Electronic Receipt (ID: 1599480871-1963 for PT RHS POM's Hazardous and Toxic Waste management data for the 1st quarter of 2020 (January-March 2020) Ministry of Environment and Forestry
- Electronic receipt of electronic environmental reporting information system of the Ministry of Environment and forestry TTE ID: 1599529590-2400 for the period 1-1-2020 to 30-06-2020 dated September 8, 2020.
- Receipt of the waste water quality monitoring report for the second quarter of 2020 (April-June 2020) by the Seruyan Regency Environment Agency on July 21, 2020
- Report on PT RHS LB3 storage activities for the second quarter of 2020 (April-June 2020) to the Head of the Kalimantan Ecoregion Management Center, Head of the Environmental Service of Central Kalimantan Province, Head of the Central Kalimantan Environmental Service on June 6, 2020

Plantation Legality

- The latest plantation progress report (LPUP) period of Trimester II of 2020 has been sent to Plantation Agency on 09 July 2020.
- The latest HGU Usage annual report of 2019 has been sent to Land Agency on 27 November 2020. For the report of 2020 will be sent in the end of 2020.

1.1.2

Mechanism for consultation is listed in Transparency Procedure (SOP47/PR/6/0516). This document explains communication and consultation and information request procedures from the stakeholders. All the information request will be responded by company in 14 days after the incoming letter. The person in charge for communication and consultation is Community Development Officer. The information request from stakeholders is about assistance proposal and mandatory reporting information and has been documented by company.

Base on verification document and interview with external stakeholder the communication to respond to stakholder already was in Bahasa Indonesia that is understood by all surrounding communities. The responsible person for receiving and responding any communication and inquiries is Unit Head / Estate Manager.

1.1.3 & 1.1.4

There is a procedure for appointment a PIC for consultation and communication with the community No SOP 44 / PR / 8/02018 August 21 2020, based on this procedure, the PIC is responsible for responding to requests for information, for licensing and government relations it is carried out by the senior manager, community by the assistant manager, plasma and land acquisition by the manager and CSR by the assistant manager.

The records of requests for information and responses noted on logbook, based on document verification for period January to August 2020 no found information request only request funds, for example the letter request funds for House renovation January 12 2020 Pematang Limau Village and it has been responded by PT RHS accordance financing receipts July 29 2020.

The procedure of consultation and communication has socialized March 2, 2020 involving the government, Pematang Limau village, banks, police, external schools and other internal stakeholders.

1.1.5

The company has a stakeholder list of PT RHS update July 01 2020 which informs the name of the institution / agency, the name of the contact person, position, cell phone number, and address. The list of stakeholders consists of indigenous peoples and community leaders, institutions (officials), NGO member RSPO, suppliers, Bank, school and related institutions, relevant government agencies.

	Status: Comply	
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1.2

The unit of certification commits to ethical conduct in all business operations and business transactions.

1.2.1; 1.2.2

The company has a code of ethics policy with document number 003 / DIR-KP / IV / 2016 for example the principles of the code of ethics; conflict of interest; accurate report; bribery & illegal acts or unethical trade practices; entertainment and gifts; abuse of office; insider trading; confidentiality; limitation of application; media relations; and others.

Besides that, records regarding code of ethics procedure socialization to employee, plasma employee and stakeholders. The socialization was conducted on 16 June 2020 to employees and stakeholders. The socialization was delivered by Personal General Affair and approved by the Mill Manager.

Beside that the company has shown a contractor socialization (code of ethics) given on 08 August 2020 for PT Sumber Teknik Berdikari.

Every local contractor has received a socialization regarding the policy of the code of ethics given at the time of signing the workers agreement stated in Article 1.3 which states that the unit management provider will carry out the work in accordance with the procedure and comply with all applicable codes of ethics in the company. The system for monitoring compliance and implementation of the policy already listed in the procedure.

Status: Comply

PRINCIPLE #2 OPERATE LEGALLY AND RESPECT RIGHTS

2.1

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

2.1.1.

The company already has permits in the environmental aspect, including:

- The company has an environmental document in the form of an Environmental Impact Analysis (AMDAL) for PT. Rimba Harapan Sakti compiled in 2009 which was approved by the Governor of Central Kalimantan through Decree No. 18844/285/2009 concerning Environmental Feasibility of Plantation Development Activities and Oil Palm Processing Factory of PT. Rimba Harapan Sakti covering an area of 13,800 hectares, with a palm oil mill capacity of 45 tons FFB / hour in Sembuluh I and Sembuluh II Villages, Danau Sembuluh District, Seruyan Regency, Central Kalimantan Province.
- The company has a permit to utilize waste water from the palm oil industry to PT RHS on the ground in accordance with the decision of the Seruyan Regent Number 188.45 / 512/2015, valid for 5 years from 16 December 2015.
- The company already has a temporary storage area for hazardous and toxic waste in oil palm plantations and mills, according to the Decree of the Head of the One Stop Investment Service, Seruyan Regency No. 503/977 / DPMPSTSP / XII / 2019 dated 17 December 2019, valid for 5 year, as for the licensed temporary storage of waste hazardous and toxic materials is located at:
 - Solid hazardous waste RHS estate 1
 - RHS estate liquid hazardous waste 1
 - RHS estate medical hazardous waste 1
 - RHS estate hazardous waste 2
 - RHS estate liquid hazardous waste 2
 - Temporary storage area for hazardous and toxic solid and liquid waste for Palm Oil Mill.
- The company has a surface water extraction permit based on the Decree of the Head of the Investment Service and One Stop Services of Central Kalimantan Province Number: 570/03 / DPUPR-IPAP / I / DPMPSTSP-2018 concerning the Granting of Surface Water Concession Permits on the Pukun River in Pematang Limau Village, District Seruyan Hilir Seruyan Regency, Central Kalimantan Province by PT Rimba Harapan Sakti January 8, 2018 and valid for 3 years. In this permit, there is an obligation to report the extraction / exploitation of water to the governor of Central Kalimantan every 3 months. The withdrawal of discharge for Mill and domestic operations must not exceed the agreed provisions of 0.013 m³ / second or the equivalent of 32,500 m³ / month.

The company has been shown the legal compliance toward Indonesia law such as HGU and IUP that described in more detail in indicator 4.4.1

In term of best management practices, it was known that estate and mill management has implementing several pursuance with Indonesia laws and regulations, for example has conducting mechanical or zero burning method during land clearing, palms planted were derived from seeds (DxP) producers, recognized by the government of Indonesia. Furthermore, estate (each unit management) has implementing integrated pest management, biological control and only used pesticides listed on government website pesticide.id.

The contractor worker has provide with all the benefit under the labor laws such as giving a minimum wage according to the Central Kalimantan Governor Decree No. 188.44 / 546/2019 and giving a PPE according to the law No.1/1970.

The company has compliance with the requirements of the Factories and Machinery, such as inspection routinely of machine by done by a third party OHS Superintendent of Region IV Regional Labor Inspection Center, South Kalimantan Province, the last inspection on 24 February 2020 concluded the steam turbine mechine on feasible condition.

2.1.2

The company shows the List of Regulations and Regulations as follows, for example:

List of Regulations and Legislation related to Occupational Safety and Health including Law No. 36 of 2009 concerning Health, Government Regulation Number 50 concerning the application of *SMK3*, Presidential Regulation Number 7 of 2019 concerning diseases arising from work relations and Minister of Manpower, Transmigration and Cooperative Regulation Number 01 of 1976 concerning the obligation to practice hyperkes for company doctors.

For the renewal of regulations concerning labor aspects, for example, the Central Kalimantan Governor Decree No. 188.44 / 546/2019 concerning Regency / City Minimum Wages in Central Kalimantan Province.

2.1.3

The company has a procedure maintenance and monitoring of HGU poles, the monitoring and maintenance was conducted every year. There is land title map issued by National Land Agency. Based on field observation to poles in RHS 1 Estate (No. 85 Block 044, No. 86 Block 044, No. 87 Block 052) and RHS 2 Estate (No. RHS 027 block 136, No. RHS 028 block 136, No. RHS 029 block 136, No. RHS 030 block 134 No. RHS 31 block 133 and No.032 block 132) the HGU stones are maintained properly.

Status: Comply

2.2

All contractors providing operational service and supplying labour, and Fresh Fruit Bunch (FFB), comply with relevant legal requirements.

2.2.1

RHS Mill

The company shows a list of contractors at RHS Mill consisting of CV Agung Sejahtera Abadi, PT Grentek Eco Energy and PT Sumber Teknik Berdikari. Beside that the RHS mill has list of transporter consisting of CV Rayhan (PK Transport), PT Marga Dinamik Perkasa (CPO Transport) and CV Tri Mitra Sejahtera (PK Transport).

Based on list contractor (mill) state that CV Agung Sejahtera Abadi a contractor for the type of work making the fence, PT Grentek Eco Energy as contractor for fiber optic network and PT Sumber Teknik Berdikari as a installation of new housing complex. The list of contractors indicated by the company contained the PIC, contact number, company address and email address of each company.

PT Rimba Harapan Sakti (Estate)

The company shows a list of contractors for work PT RHS (Estate) consisting of PT Mahameru Citra Perkasa, PT Sabindo and PT Randu Mas. All of these companies are for construction construction. In the list of contractors there is PIC information, contact numbers, number of workers and company addresses of each company.

The company shows work contracts with contractors at the Mill and Estate, for example:

- Work contract number C&A 1608.15/2020/RHS1-557 dated 14 February 2020 concerning Work Contracts for the laterite transport.
- Work contract number 8096000109 dated June 25, 2020 concerning the Work Contract Agreement for CPO transport from RHS POM to *Bagendang*.

2.2.2

The company has a list contractor for mill and estate. List contractor for estate was including 3 member namely PT Mahameru Citra Perkasa, PT Sabindo and PT Randu Mas. Beside that, list contractor for mill including 3 member namely CV Agung Sejahtera Abadi, PT Grentek Eco Energi and PT Sumber Teknik Berdikari.

The contract has a special clause related regarding the fulfilment of applicable legal requirements such as:

- Contract Letter No. C&A 1608.15/2020/RHS1-557 between PT RHS and PT Sabindo on February, 2020 was state that PT Sabindo do the contract has a legality from the agency which rule by the rules/legal requirement (article 6).
- The company has a FFB supplier from own estate and cooperative/plasma. There is no FFB supply from third parties/independent smallholder.

2.2.3

The company shows work contracts with contractors at the Mill and Estate, for example Contract Letter No. C&A 1608.15/2020/RHS1-557 between PT RHS and PT Sabindo on February, 2020 was state that PT Sabindo). The contract concerning compliance with permits from the competent authority in accordance with applicable laws and regulations as well as guarantees that there are no child laborers, forced laborers or human trafficking (article 6).

In connection with the description above, the Company has conducted socialization to contractors, for example, socialization to PT Mahameru Citra Perkasa on May 12, 2020 with discussion material including OHS policy, environment policy, first aid management, High Risk Work Condition and RSPO Principle.

To ensure contractor compliance with agreed regulations, the Company evaluates contractors. In this case, the Contractor Performance Evaluation Form has been shown (document number: FRM / SOP96 / CKP / (1) / 0518) which includes several parameters that are evaluated, among others, evaluation of company regulations, discipline in the use of PPE and environmental awareness. Evaluation results contractor that has been done, for example Contractor Performance Evaluation for CV Randu Mas conducted on August 31, 2020.

The company also shows proof of payment of social security for labor (*BPJS TK*), for example: payment of Construction Services Dues to *BPJS TK* for CV Randu Mas amounting to 1,540,000 rupiah on September 3, 2020.

Status: Comply

2.3

All FFB supplies from outside of the unit of certification are from legal sources.

2.3.1

The Mill receive FFB directly from scheme smallholder and other company under Wilmar Group. The company has had document of identification cover the information of the name of suppliers, address, geo coordinate, land title status, plantation permit, certification status, and management representative and contact number. The FFB supplier can be seen in the report part 1.7.3 FFB description from other sources.

2.3.2

The company do not receive FFB from indirect sources.

Status: Comply

PRINCIPLE #3 OPTIMISE PRODUCTIVITY, EFFICIENCY, POSITIVE IMPACTS AND RESILIENCE

3.1

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

3.1.1

The company has documents on the long-term plan contained in the Financial Projection period 2018 - 2023 which contains:

- Financials (FFB production, total FFB processed, OER, KER, CPO production, PK production, own FFB sales to related-co, FFB price (Rp/mt), CPO price (Rp/mt), PK price (Rp/mt), CPO revenue, PK revenue, Gross operating profit, Profit after and before taxation, total operating cash surplus (deficit), Taxation, servicing of finance and cumulative cash after servicing of finance).
- Area Statement (mature, immature, total plantable area, unplanted group, total area, FFB production).
- Planning for management of smallholders
- Crop and Estate Cost (Maintenance, harvesting, and total cost).
- Plantation Development Cost.
- Capital Expenditure Estate and Mill (Processing cost, direct labour, factory overheads and, indirect labour, general and admin).
- Sustainability Implementation Costs (Environment, Social, Health and Safety also Other Related Compliance Expenses).

- Plan for management of scheme smallholders / Cooperative

3.1.2

Replanting program has not been planned up to five (5) years due to the oldest planting year in PT RHS is 2009. Based on the procedures, the indicator of replanting is yield/ha (<14 tons of FFB / ha), plant age (> 25 years), and plant height (> 13 meters). Meanwhile Plasma replanting program for planting years 2006 planned 2026.

3.1.3

Annual planning also evaluated at the end of year and compared with realization. Its annual planning can be adjusted based on field condition, financial condition or another reason. Based on information from representative management (estate manager), the long-term plan has been planned well with top management (company directors) and sufficient or feasible as a management plan for achieving the long term economic and financial.

Status: Comply

3.2

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

3.2.1

Environment

The company has implemented commitments to reduce environmental impact to regular action plans. As an example:

- Management and monitoring of the quality of factory wastewater. Through the management of the Waste Water Treatment Plant pond, testing the quality of liquid waste and reporting it to the Environmental Service of Seruyan Regency and Central Kalimantan Province.
- Air quality management and monitoring unit. Maintenance of roads, test air quality and report it to Environmental Service of Seruyan Regency and Central Kalimantan Province.
- Groundwater management and monitoring. Test the quality of ground water and report it to Environmental Service of Seruyan Regency and Central Kalimantan Province.
- Hazardous waste management. Storing hazardous waste in permitted hazardous waste, managing and monitoring hazardous waste Service of Environmental Service of Seruyan Regency and Central Kalimantan Province.
- Greenhouse Gas (GHG) mitigation program. Implementing a zero burning policy, utilizing shells and fiber as renewable energy. Regular engine maintenance, regular emission quality tests and GHG calculations using the RSPO palm GHG calculator.

BMP

- Harvest inspection activities to maintain harvest quality, namely for indicators of loose FFB, OHS, pruning (under / over) and raw FFB namely GEMBA.
- Inspection activities for Early Warning System for IPM, consist of census and sampling.

3.2.2

The report template has not been issued by the RSPO, this indicator is not applicable.

Status: Comply

3.3

Operating procedures are appropriately documented, consistently implemented and monitored.

3.3.1

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

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

producing CPO with low FFA.

Based on document verification, the SOP was included related work system and PPE used such as Circle Spray Procedure was regulate the use of masks, aprons, rubber gloves, boots and etc. The copy of SOP was available on site (mill and estate).

Interviews were conducted to harvester, pesticides applicator, and manuring worker in RHS 1 Estate and RHS 2 Estate. Based on the results of interviews can be concluded that the workers understand the duties and responsibilities of their work in accordance with the applicable SOP.

The entire procedure both of plantation and mill has been included of safe working instruction, other than those described in the HIRAC document. Beside that, there is procedure measuring and monitoring mill effluent that include on GHG Procedure.

3.3.2

To ensure consistency of procedures implementation, the company has a monitoring inspection mechanism that was carried out regularly through internal audit activities. An internal audit conducted twice a year or if needed which the scope of the inspection includes estate and mill operational activities. There are several types of audits that are conducted routinely by the company. For example:

- QAMS Audit (Quantitative Agronomy Management System). Carried out routinely once every two weeks by the Department of Ecological Management Unit (EMU) to monitor the activities of best management practice. Some of the findings among others relating to the rotten loose fruits in the path and circle of the plant.
- SDC Audit (System Development Control) which is aimed to audit the administration of the estate. Conducted every 6 months. All non-compliance records of internal audits have corrected and verified by the company. Also, there is an internal audit from the company to check and monitoring the performance of contractors related to compliance to company procedures.
- Harvest inspection activities to maintain harvest quality, namely for indicators of loose fruit, OHS, pruning (under / over), and red fruit namely GEMBA.
- Inspection activities for detection and census of EWS for IPM every week.

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

3.3.3

Meanwhile, consistency of procedures implementation, the company has a management and evaluation regularly internally involve all level key management.

	Status: Comply	
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3.4
A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.

3.4.1, 3.4.2

The company already has an Environmental Impact Analysis (AMDAL) document prepared in 2009 which was approved by the Governor of Central Kalimantan through Decree No. 18844/285/2009 concerning Environmental Feasibility of Plantation Development Activities and Palm Oil Mill of PT. Rimba Harapan Sakti covering an area of 13,800 hectares, a factory capacity of 45 tonnes of FFB / hour in Sembuluh I and Sembuluh II Villages, Danau Sembuluh District, Seruyan Regency, Central Kalimantan Province.

The AMDAL document is composed of three documents, namely: Environmental Impact Analysis (ANDAL), Environmental Management Plan (RKL), and Environmental Monitoring Plan (RPL) containing the following items:

The Environmental Management Plan (RKL) covers the management of: Micro climate, gas and dust, noise, soil physical and chemical properties, river water quality, ground water quality, river water discharge, water biota, community attitudes and perceptions.

Environmental Monitoring Plan (RPL) includes monitoring: microclimate, gas and dust, noise, soil physical and chemical properties, river water quality, groundwater quality, river water discharge, water biota, community attitudes and perceptions, community unrest, and health quality Public.

The company also has a Social Impact Assessment Report for PT Rimba Harapan Sakti, Estate (RHS1 & RHS 2) and POM, Seruyan Hilir District, Seruyan Regency, Central Kalimantan. The assessment process was carried out on 19-26 January 2014 by the AFI ERFOLG Team - Bogor.

The data collection process was carried out by involving the community and workers as sources of information using the interview method, focus group discussions and distributing questionnaires in the village. In the report, there is also a matrix on the Social Management Plan and Social Monitoring Plan and Attachments to the Attendance List of participants in the data collection process in Pematang Limau Village and within the scope of PT RHS employees.

In the attached document, evidence of participatory activities undertaken, for example:

- There is a list of attendees for the Focus group discussion process in Pematang Limau Village on January 21, 2014, attended by 49 participants
- There is a list of attendees for the Focus group discussion process for plantation employees on January 24, 2014

The company has prepared a social impact management and monitoring plan for 3 years from 2019 - 2021. The plan is drawn up to reduce negative impacts and maintain positive impacts based on the results of the SIA assessment that has been carried out. The plan informs a description of social aspects, impact parameters, sources of impact, benchmarks of impact, management objectives, management plans, indicators of success, management period, management location, PIC and reporting.

The company has conducted reviews related to social impact management and monitoring involving village heads, village officials, traditional leaders, village representative bodies (BPD), community and youth leaders, religious leaders and employees / bipartite. For example, the annual meeting held in Pematang Limau village on March 5, 2020, where the meeting was attended by representatives from the company, village government and representatives from the community.

3.4.3

The company shows the Environmental Management and Monitoring Plan report for semester 2 of 2019. Based on the verification results, the Company has carried out an environmental management and monitoring plan in accordance with the Environmental Management and Monitoring Plan matrix in environmental documents.

The Environmental Management Plan for semester 2 of 2019 includes Micro Climate, Gas and Dust, Noise, Physical and Chemical Properties of Soil, Quality of River Water, Quality of Groundwater, Erosion, Potential Fires, Flora and Fauna, Water Biota, Attitudes and Perceptions of the Community, Restlessness community, the quality of public health

Meanwhile, the Environmental Monitoring Plan for semester 2 of 2019 includes micro climate, gas and dust, noise, soil physical and chemical properties, surface water quality, ground water quality, river water discharge, erosion, fire potential, flora and fauna, water biota, attitude and public perception, community unrest, quality of public health.

The report also contains evaluation results, both trend evaluation, critical level evaluation and compliance evaluation.

The company has also submitted a report on the Environmental Management and Monitoring Plan for semester 2 of 2019 to the government, this is indicated by a report receipt, for example as follows:

- Receipt of the Environmental Management and Monitoring Plan Report for semester 2 of 2019 by the Seruyan Regency Environmental Service on July 9, 2020
- Proof of submission of the report on the 2nd semester of 2019 Environmental Management and Monitoring Plan Report through a delivery service account number SMQ8071703000200 dated 14 May 2020 to the Environmental Service of Central Kalimantan Province

The company also showed a report on the realization of the implementation of the CSR program for the January-August 2020 period, including, for example, Corn Cultivation Training for Pematau Limau Village Farmer Group administrators on March 20,

2020, assistance of 200 foodstuff packages to the community in Pematang Limau Village on April 20, 2020 and Assistance to build 1 house unit in Pematang Limau Village on August 13, 2020.

In addition, the Company has conducted reviews related to the management and monitoring of social impacts involving village heads, village officials, traditional leaders, village representative bodies (BPD), community and youth leaders, religious leaders and employees / bipartite. For example, the annual meeting held in Pematang Limau village on March 5, 2020 where the meeting was attended by representatives from the company, village government and representatives from the community.

Status: Comply

3.5

A system for managing human resources is in place.

3.5.1

The certification unit has policy regarding employee recruitment number 023/DIR-KP/IV/2015 dated 1 April 2015. The needed of employees must be approved by management. This process is shall free from discrimination, therefore each prospective employee should be a trial period (probation) for three months.

Besides that, the company has a personal file for each employee. For example, the worker with initial name S (Employee Number RS/RHS1/116/3778) has a personal file with detail of Medical Check Up, Employee Data, Employee Record Maintenance, Employee Biography, Work Agreement/Contract Worker, Job Description and OHS Requirement for employee. The personal file was including selection and promotion.

Based on interview with a labour agency, it is known that there is a labour case between PT RHS and employee related compensation of working termination. The industrial relations settlement process has involved a bipartite cooperation institution and the district environmental service. However, since the agreement has not been reached, the dispute resolution is continued by mediating between the workers and the provincial manpower office. Related to this, the company has the opportunity to settle industrial relations (OFI).

3.5.2

The company already has employment procedures and it has been implemented as follows:

1. Company Regulations

The company has a PT RHS Company Regulation (PP) for the 2018-2020 Period, which was approved by the Head of the Seruyan Regency Manpower and Transmigration Office No. 560/536 / DISNAKERTRANS / IV / 2020 which was ratified on April 20, 2020. The company regulatory document describes company policies, work relations, leave and permits, wages, employee welfare and social security, official travel, discipline and disciplinary sanctions, transfers employees, termination of employment, employee complaints and complaints.

2. Implementation of minimum wages:

Wages and overtime payments are mentioned respectively in Chapter 5 in Articles 14-18 by explaining the wage system, wages during prolonged illness, unpaid wages, workers' family assistance while workers are detained by the authorities and holiday allowances.

For the minimum wage in 2020, company management refers to the Decree of the Governor of Central Kalimantan on November 21, 2019 with number 188.44 / 546/2019 concerning District / City Minimum Wages in Central Kalimantan Province. In the decree, it was stated that the Minimum Wage for Seruyan District was Rp. 3,193,750. In the decree it was explained that the decision came into effect on January 1, 2020.

In addition, the company has indicated Inter Office Memo No. 371 / HRD-RO / XII / 2019 and signed by the General Manager on 13 December 2019 which states that the Regency / City Minimum Wage for the plantation sector that applies to all companies in the Central Kalimantan Project for 2020 is IDR 3,193,750.

Based on the results of interviews with the Labour Agency of Seruyan Regency, it was found that the company had paid wages referring to the stipulated minimum wage. In addition, based on the results of interviews with workers in the Plantation and Mill, it is known that the wages given by the company have referred to the minimum wage and there is a classification of wages.

Status: Comply

3.6

An Occupational Health and Safety (H&S) plan is documented, effectively communicated and implemented.

3.6.1.

Hazard identification risk assessment determining control (HIRADC) for RHS POM with last review on January 2020. Beside that for RHS Estate are presented in document Form No. FRM 01/SOP 11/EHS/(2)/0719 with last review on July 10, 2020. According to document review, it was known that the assessment and analysis has covers all relevant mill and estate operational activities. The HIRADC was prepared by OSH Committee Secretary in POM and Estate with license of OSH Expert (*AK3 Umum*) No. Ser. 17.8689/AK3/U/X/2017 and valid until October 10, 2020 (the license renewal process has also been taken care according to Letter Number 053/SK/DSSMII/2020.

The analysis has covers risk hazard identification, sources of hazard risk, the consequences of risk, early risk (severity, like hood and risk), control management, existing risk (analysis of severity level and like hood). Based on interview with management representatives known that the compliance of product application requirements presented in MSDS and HIRAC document.

Based on field observation and interview with workers in RHS Mill and Estate, known that the company has provide personal protective equipment's (PPE) for workers, in accordance with risk analysis assessment. For example, PPE for chemicals applicators has refers to material safety data sheet (MSDS) of product. Furthermore, based on observation to chemical store in Estate 1 and Estate 2 where located in housing complex area, it was known that estate management has provide a building room for pesticide mixing and storage. MSDS of products and emergency facilities such as alarm, shower, eyewash, first aid kit, fire retardant and suitable hazardous symbols were available onsite.

Beside that, The noise monitoring has conducted on March 16, 2020 for mill area and environment. Based on laboratorium test result, the noise on kernel and boiler station around 92 until 97 dB. Related of noise, the company has a identification risk for employee and giving the PPE such as earmuff. Based on field observation on boiler and sterilizer station, it is known that the employee has provided the earmuff.

3.6.2

The company regularly (every month) holds an internal meeting of the OHS committee to discuss the implementation of OHS in the company operational areas as follows:

- The RHS OHS Committee meeting was held on June 6, 2020. The discussion related safety performance period (May 2020), health performance, OHS issue and documentation attached.
- The RGS Mill OHS Committee meeting was held on May 20 2020. The discussion related safety performance period (April 2020), health performance, OHS issue and documentation attached

Status: Comply

3.7

All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.

3.7.1; 3.7.2 and 3.7.3

In order to retain and improve workers' skills and knowledge, the company has developed a 2020 training program which is presented in the Training and Socialization Program, prepared by EHS Officer and management representative. According to the program, the company has 21 main training activities. The training was conducted for all level of labour.

The CH shows the employee & contractor training realization documents for 2019-2020 as follows:

- MSDS Training was carried on 28 July 2020 at RHS 2. The company can show documentation, attendance lists, training materials and evaluations related to the training.
- HIRADC Training was held on February 10-11, 2020 at Meeting Room of RHS 1. The company can show documentation, attendance lists, training materials and evaluations related to the training.
- RSPO-SCCS, ISPO & ISCC Training conducted on June 17, 2020 at RHS 1. The company can show documentation, attendance lists, training materials and evaluations related to the training.
- The company has a programme and realization training related worker exposed to high noise level such as conducted on February 10, 2020.
- The company has a certificate for operator such as boiler/steam engineer, electrician, welder and etc. The certificated still valid until recertification audit such as 5 operator of boiler (certificate valid until May 29, 2023), 3 sterilizer operator (certificate valid until May 29, 2023), 2 welder operator (trained on January 26, 2020) and etc. Its already comply with article 3 related safety act.

Based on interview with weighbridge operator, it is known that the worker has already get a training related the SCCS. Besides that, the worker can show the simulation related FFB receiving.

Status: Comply

3.8

Supply Chain Requirements for Mills

3.8.1, 3.8.2

The Mill only implement MB module. Based on document verification, the Mill implements the MB Module, which is received FFB both from certified and uncertified sources. Verification of Mass Balance record, the Mill has been recorded well the separation of FFB and products (CPO and PK) from certified and uncertified sources. The Mill only claims certified products from certified sources.

3.8.3

Estimated certified product recorded in the last Assessment Report also Certificate, and has been updated in the RSPO Palm Trace. Actual certified produced has been verified during this assessment, and not exceed the estimate. The estimates of certified production for the next license period also have been set, in reasonable amount considering the last year's production. The data are shown in the following table:

Product	Estimate Production of 12 month (MT)	Actual Production of 12 months previous audit September 2019 to August 2020 (MT)	Estimate Production of next 12 month of license (MT)
FFB	160,000	146,985.71	155,782
CSPO	36,000	31,570.45	32,714
CSPK	8,000	6,891.84	7,789

3.8.4

The Mill has registered as RSPO member under Wilmar International Ltd (No. 2-0017-05-000-00), and also registered in RSPO Palm Trace as PT Rimba Harapan Sakti with License ID CB94322, and Member ID RSPO_PO1000003486. The reporting requirements has been conducted by the Mill through RSPO Palm Trace.

3.8.5

The company has had the SOP of Traceability and Mass Balance (No. RHS-POM-SOP-ADM-4307B-PR Rev. 03 dated 19 June 2020). The procedures established and covering all elements of the supply chain model requirements in the P&C of 2018 such as the announcement in RSPO Palmtrace not later than 3 months after dispatch, receiving and recording that identify the traceability of RSPO certified and uncertified source and products (mass balance record), FFB processing, key persons and job descriptions, internal audit, training, etc.

The dissemination of new supply chain standard in P&C 2018 has been conducted to all staff involved in supply chain on 17 June 2020, 7 August 2020, and 14 August 2020. Based on interview to the key persons such as weight bridge operators and Head of Administration, the key persons understood and can demonstrated the mechanism of supply chain and related the traceability.

3.8.6

The mechanism of supply chain internal audit has been covered in SOP of Traceability and Mass Balance (No. RHS-POM-SOP-ADM-4307B-PR Rev. 03 dated 19 June 2020), set that internal audit will be conducted annually covering supply chain standard and the rules of market and communication and claim.

The last RSPO P&C Internal Audit including supply chain conducted on 13 – 16 July 2020. There are total 40 non-conformity and one non-conformity related supply chain. All non-conformity have been followed up and complied on 13 - 16 July 2020.

Management Review of RSPO implementation including supply chain conducted annually after the internal audit. The latest conducted on 28 July 2020. The management review has covered the discussion on non-conformity of internal audit result, correction and corrective action, as well as the feedback from customer. For instance, the complain from PT WINA Bagendang

on 12 February 2020 related the high rate of dirt in PK, has been followed up by improving FFB transporting quality, and improving the claybath and hydrocyclone.

3.8.7

The Mill has maintain the record of goods in such as in FFB Delivery Note and Mass Balance data, that identify amount and sources of FFB certified and uncertified received, as well as the certified products (CSPO and CSPK), shown as follows :

Month	FFB (MT)		
	RSPO Certified	Non-Certified	Total
Sep-19	12,693.91	1,585.82	14,279.73
Oct-19	13,339.30	1,869.28	15,208.58
Nov-19	11,110.07	996.17	12,106.24
Dec-19	12,664.18	1,876.87	14,541.05
Jan-20	13,735.33	1,305.21	15,040.54
Feb-20	12,359.37	1,911.89	14,271.26
Mar-20	13,278.89	2,693.82	15,972.71
Apr-20	13,885.08	1,976.13	15,861.21
May-20	13,409.03	1,579.14	14,988.17
Jun-20	12,092.70	1,651.90	13,744.60
Jul-20	7,491.45	3,273.93	10,765.38
Aug-20	10,926.40	2,082.19	13,008.59
Total	146,985.71	22,802.33	169,788.04

There is no projected overproduction during 12 months previous the audit.

Product	Estimate Production of 12 month (MT)	Actual Production of 12 months previous audit September 2019 to August 2020 (MT)
FFB	160,000	146,985.71
CSPO	36,000	31,570.45
CSPK	8,000	6,891.84

Based on the table above, know that there is no FFB overproduction of against credit given during one year of license. Related for handling non-conforming oil palm products and to ensure the origin of FFB has been set in SOP of Traceability and Mass Balance (No. RHS-POM-SOP-ADM-4307B-PR Rev. 03 dated 19 June 2020). During the audit, there is no written complaint from stakeholders related to nonconforming products.

3.8.8

The CSPO and CSPK from the Mill were sold has met the requirements of certified product information. Supporting documents shown were contract agreement, delivery order, delivery ticket, report of loading, weighing minutes, weighing card, and delivery note. Those documents cover information of delivery date, description of product and supply chain model, product quantity, identification number, certificate number, sender name and address of the seller.

3.8.9, 3.8.10, 3.8.11

There are no contractors for processing or physical handling of RSPO certified oil palm products. The whole CPO and PK transportation were the responsibility of the buyer based on sales contract.

3.8.12

The Mill has maintained accurate, complete, and up to date records related RSPO Supply Chain implementation that kept at least 2 years in accordance with Mill's procedure. The records variable cover FFB received from certified and uncertified sources, production of CPO and PK (certified, noncertified, total), products dispatch (as RSPO certified, sold in another certified scheme, sold as non-certified, total sold), as well as balance/stock of certified products.

The Mill balancing the certified products and dispatch on a three-monthly basis. Based on the Mass Balance record, the Mill only sells certified products from a positive stock in three monthly periods.

The summary of Mass Balance data 12 months previous the audit can be seen on the table below:

Mass Balance record of CPO

Period	All CPO Production (MT)			CSPO Dispatch (MT)				Stock of CSPO	Non Cert CPO Dispatch
	CSPO	Non Cert CPO	Total	RSPO	Other Scheme (ISCC)	As Non Cert	Total CSPO Dispatch		
Stock from previous month								749.23	173.59
Sep-19	2,710.05	762.98	3,473.03	2,918.59	217.59	-	3,136.18	323.10	650.00
Closing 3 Monthly	2,710.05	762.98	3,473.03	2,918.59	217.59	-	3,136.18	323.10	650.00
Oct-19	2,707.08	994.37	3,701.45	2,656.47	114.29	-	2,770.76	259.42	1,136.89
Nov-19	2,403.81	217.44	2,621.25	2,381.38	77.45	-	2,458.83	204.40	268.72
Dec-19	2,635.18	395.35	3,030.54	2,468.31	146.22	-	2,614.53	225.05	300.00
Closing 3 Monthly	7,746.07	1,607.17	9,353.24	7,506.16	337.96	-	7,844.12	225.05	1,705.61
Jan-20	2,958.22	278.74	3,236.96	2,600.00	-	-	2,600.00	583.27	368.35
Feb-20	2,563.06	127.78	2,690.85	2,421.44	-	-	2,421.44	724.90	181.65
Mar-20	2,776.04	161.13	2,937.18	2,758.45	-	-	2,758.45	742.49	200.00
Closing 3 Monthly	8,297.33	567.65	8,864.98	7,779.89	-	-	7,779.89	742.49	750.00
Apr-20	2,925.17	271.27	3,196.43	2,934.97	-	-	2,934.97	732.69	250.00
May-20	2,723.34	594.69	3,318.03	2,536.05	-	-	2,536.05	919.98	184.72
Jun-20	2,587.82	420.60	3,008.43	2,160.31	-	-	2,160.31	1,347.49	690.28
Closing 3 Monthly	8,236.33	1,286.56	9,522.89	7,631.33	-	-	7,631.33	1,347.49	1,125.00
Jul-20	1,628.50	122.72	1,751.22	1,479.91	-	-	1,479.91	1,496.08	200.00
Aug-20	2,202.94	171.70	2,374.64	1,609.06	-	-	1,609.06	2,089.96	125.00
Closing 3 Monthly	3,831.44	294.42	4,125.86	3,088.97	-	-	3,088.97	2,089.96	325.00
Total	30,821.22	4,518.78	35,340.00	28,924.94	555.55	-	29,480.49	2,089.96	4,555.61

Mass Balance Record of PK

Period	All PK Production (MT)			CSPK Dispatch (MT)				Stock of CSPK	Non Cert PK Dispatch
	CSPK	Non Cert PK	Total	CSPK	Non Cert PK	As Non Cert	CSPK		
Stock from previous month								84.94	34.00
Sep-19	703.34	197.44	900.79	720.51	-	-	720.51	67.77	180.00

Closing 3 Monthly	703.34	197.44	900.79	720.51	-	-	720.51	67.77	180.00
Oct-19	674.25	246.10	920.35	659.11	-	-	659.11	82.91	269.55
Nov-19	534.39	48.57	582.96	541.62	-	-	541.62	75.68	60.45
Dec-19	540.03	79.81	619.84	535.28	-	-	535.28	80.43	50.00
Closing 3 Monthly	1,748.67	374.48	2,123.14	1,736.01	-	-	1,736.01	80.43	380.00
Jan-20	631.81	58.66	690.47	592.12	-	-	592.12	120.12	100.00
Feb-20	643.26	31.35	674.60	664.39	-	-	664.39	98.98	35.16
Mar-20	538.77	29.93	568.69	555.50	-	-	555.50	82.25	26.49
Closing 3 Monthly	1,813.83	119.93	1,933.76	1,812.01	-	-	1,812.01	82.25	161.65
Apr-20	617.16	59.52	676.68	674.89	-	-	674.89	24.52	33.46
May-20	620.42	135.88	756.30	654.72	-	-	654.72	(9.78)	137.91
Jun-20	583.68	100.66	684.33	547.77	-	-	547.77	26.12	166.98
Closing 3 Monthly	1,821.25	296.06	2,117.32	1,877.38	-	-	1,877.38	26.12	338.35
Jul-20	280.25	21.58	301.84	306.00	-	-	306.00	0.38	-
Aug-20	439.55	33.71	473.26	436.06	-	-	436.06	3.87	-
Closing 3 Monthly	719.80	55.30	775.10	742.06	-	-	742.06	3.87	-
Total	6,806.90	1,043.21	7,850.11	6,887.97	-	-	6,887.97	3.87	1,060.00

3.8.13

The conversion rate of production of CPO (OER) and PK (KER) were based on actual production. Then the management will monitor if the rate reasonable. Based on production data 12 months previous audit the certified products average OER is 20.97 %, while KER is 4.63 %.

3.8.14

The conversion rate of production of CSPO (OER) and CSPK (KER) are based on actual production. This 20.97 % OER and 4.63 % KER are reasonable compared to the common ratio.

3.8.15

The Mill only applying RSPO Supply Chain Module of Mass Balance.

3.8.16

Based on delivery and transaction document review, it was known that the announcement was carried out regularly. The supply chain PIC already known that for P&C 2018 (included supply chain standard) the announcement should be conducted within three months after the delivery date.

3.8.17

The products are claimed as mass balance and conventional. The Mill does not use RSPO logo on product or off product.

Status: Comply

PRINCIPLE #4 RESPECT COMMUNITY AND HUMAN RIGHTS AND DELIVER BENEFITS

4.1

The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.

4.1.1.

Company policy towards human rights is presented in Human Rights Policy of Wilmar International, Ltd. which issued by Plantation Head Group and CSR Head Group in October 2018. PT Wilmar Group obey by the principles of International Human Rights and complies with applicable local regulations with guidelines and policies, including:

1. Universal Declaration of Human Rights of the United Nations.
2. ILO Conventions on labor standards.

3. Zero deforestation, zero peat, zero Wilmar exploitation policies.
4. Voluntary guidance of responsible world food and agriculture organizations that are responsible for tenure.
5. Other Wilmar policies that support human rights values and commitments such as policies on child protection, occupational health and safety, equality opportunities, reporting of violations, sexual harassment, violence and abuse and reproductive rights.

This policy applies to all Wilmar subsidiaries and partners including suppliers and contractors in implementing this policy. Beside on that, there is the socialization of human rights policies, including :

- Information socialization on human rights, code of conduct and company policy to RHS 1 workers on March 26, 2020.
- Socialization of Human Rights/company policy to RHS 2 workers on 5-6 June 2020.

Based on an interview with local contractors, employee and committee gender/women working group, it is known that they already understand the policy. Interview with a worker in estate and mill informed that there is no complaint related to violation of human rights.

4.1.2.

Based on an interview with local contractors, employee, committee gender/women working group and previous land owners/head village, sighted that there is no paramilitary uses for all company operational.

Status: Comply

4.2

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

4.2.1.

Procedure of dispute resolution is presented in document No. SOP/34/PR/(1)/0614. Procedure mentioned that problem resolve has focused outside court system. There is also procedure of grievances or complaint which presented in document No. SOP 42/HRD/0/ 0609. Person in charge to handle disputes, grievances and complaints from external and internal were conducted by Bina Mitra Officer, Estate manager and Field Officer, as mentioned in document No. SOP.444/PR/6/1116 Revision 6 dated November 18th 2016. The later procedure mentioned that public relation for resolution has explain into several parts/aspects, as follows:

- Relationship with permit, legality and government institutions.
- Relationship with social communities.
- Relationship with Land release/indemnity compensation.
- Relationship with security.
- Relationship with community development and company social responsibility.

Contact number of every PIC were available on the clinic and information board on the office. Grievances and complaint could be delivered through direct communication and/or by letter which put on "suggestion-box" or "Kotak Saran". RHS Management has ensure anonymity of complainants and whistleblowers. Based on monitoring of grievances record review, it was known that RHS management has response and follow up every complaint and grievances immediately on the same date, or less than one week. Most of grievances were delivered directly through verbal communication.

4.2.2; 4.2.3 dan 4.2.4.

In the procedure of complaints of employees with document number SOP 42 / HRD / 1/1117 revision 1 date on November 1, 2017 approved by the General Manager. The procedure explains that the delivery is done verbally and in writing. In addition, employees cooperate with work representatives in the *LKS Bipartit* or gender committee to socialize the communication and consultation system that applies in the company, including the handling of employee complaints. So, all employees including those who cannot read and write can be assisted by the *LKS Bipartit* and gender committee.

Based on field observation and interview with several workers and worker union board sighted that complaint from workers to the CH has already maintain. All workers also have understood about this mechanism. To ensure that the procedures can be understood by employees who can't reading and writing by regularly socialization on the morning briefing.

Status: Comply

4.3

The unit of certification contributes to local sustainable development as agreed by local communities.

4.3.1

The community development plan has been carried out by conducting prior consultation with the community through an annual meeting between the Company and the community. This is indicated by the Minutes of the Annual Meeting on March 5, 2020 between PT RHS and the community of Pematang Limau Village. Meeting participants consisted of representatives from the Company, the Village Head of Pematang Limau and representatives of the Village community.

The company has also shown the realization of the CD-CSR program in 2019, including funding for the construction of 2 liveable housing units for residents in Pematang Limau Village on January 14, 2019 and financial assistance for the celebration of independence day in Seruyan Hilir sub-district on August 25, 2019

The company also showed a report on the realization of the implementation of the CSR program for the January-August 2020 period, including, for example, Corn Cultivation Training for Pematang Limau Village Farmer Group administrators on March 20, 2020, assistance of 200 foodstuff packages to the community in Pematang Limau Village on April 20, 2020 and Assistance to build 1 house unit in Pematang Limau Village on August 13, 2020.

Status: Comply

4.4

Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their Free, Prior and Informed Consent (FPIC).

4.4.1

The scope of certification covering an area of 13,789.75 ha. This area has had the land title in the form of HGU (*Hak Guna Usaha*) base on decree of Head of Indonesia National Land Agency No. 26/HGU/BPN RI/2011 dated 13 June 2011 for an area of 13,789.745 ha. This area were from forest area that has been released base on Decree of Forestry Minister No: SK.100/Menhut-II/2005, on 21 April 2005 for an area of 16,702.26 Ha. The compensation process of other rights in the HGU has been conducted since 2009 to 2016.

The company also has had plantation business permit in the form of IUP (*Ijin Usaha Perkebunan*) based on Regent Decree No. 188.45/1.6.1/2015, dated 14 April 2015, covering an area of ± 13,800 ha and 45 tons FFB/hour of Mill's capacity.

4.4.2 to 4.4.6

The entire area is forest area which has been released through decree of Indonesian Forestry Ministry. The individual rights within the area has been compensated in accordance with FPIC principles. Compensation process for all cultivated area has been done since 2009 to 2016, sighted the recapitulation of compensation as much as 148 parcels (8,664.480 Ha) as well as participatory mapping. Document and agreement shown that compensation process is done directed to the land owner and/or represented group made in Indonesian language. All documents were known by local government namely Head of Pematang Limau village and based on interview with community and previous land owner it's known that the company conducted land compensation in FPIC manner. There is no customary right surrounding the company area.

CH has SOP No. SOP 30/BM/(0)/0409 issued on 1 July 2010 on FPIC. Procedures explaining the land compensation process through FPIC begin from identification of landowners, Input data (soil mapping), Negotiating compensation (according to the agreement and witnessed by a competent witness), payment of compensation, documentation. In addition, there is SOP No. 43/PR/(2)/0510 on recognition and company commitment to customary rights and community legal rights, issued on 17 May 2010.

Status: Comply

4.5

No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.

4.5.1 to 4.5.8

The company does not implement new planting activities

Status: Comply

4.6

Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a

documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.

4.6.1, 4.6.2

The company Standard Operating Procedure of Land Acquisition (SOP 29/BM /0409). This procedure is the company' technical guide to ensure that the decisions and actions in the process of land acquisition is done properly and correctly according to the provisions and the applicable legislation, also for calculation of compensation. In the procedure has also informed the stage of the process involving the Village Head, Head of Regency and National Land Agency. Based on interviews with communities, stated that SOP has been disseminated.

4.6.3

Based on consultation with surrounding community also land compensation recapitulation, all previous land-owner were male. There is no female previous land-owner.

4.6.4

Compensation process for all cultivated area has been done since 2009 to 2016, sighted the recapitulation of compensation as much as 148 parcels (8,664.480 Ha) as well as participatory mapping. Document and agreement shown that compensation process is done directed to the land owner and/or represented group made in Indonesian language. All documents were known by local government namely Head of Pematang Limau village and based on interview with community and previous land owner it's known that the company conducted land compensation in FPIC manner. There is no customary right surrounding the company area.

Status: Comply

4.7

Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.

4.7.1, 4.7.2

The company has had the Standard Operating Procedure of Land Acquisition (SOP 29/BM /0409). This procedure is the company' technical guide to ensure that the decisions and actions in the process of land acquisition is done properly and correctly according to the provisions and the applicable legislation, also for calculation of compensation. In the procedure has also informed the stage of the process involving the Village Head, Head of Regency and National Land Agency. Based on interviews with communities, stated that SOP has been disseminated.

4.7.3

The company has several policies, as well as SIA management and monitoring plan, that has some purposes to improve livelihoods quality of surrounding communities, includes the previous landowner, such as acceptance of local workers and contractors if needed, economic development program, and any other CSR programs. Those things have been verified through document review, and interview with previous land owner, as well as Village Heads.

Status: Comply

4.8

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.

4.8.1, 4.8.2, 4.8.4

There are two cases within HGU of PT RHS, that are arable land (*lahan garapan*) and land dispute (*sengketa pertanahan*). Arable land is the land since the granting of HGU still owned by the community and not yet compensate by the company. Nowadays within HGU of PT RHS, based on the latest inventory, there are 82.9 ha of arable land consist of 29 plot/land owner. The inventory documents consist of participatory mapping, photograph of the land with the land owner, and the MoU of every land owner with PT RHS. The content of MoU consists of mutual understanding to not interfere each other, the land owner free to hunt animals for food except protected animals by national law, also the prohibition of open burning in land cultivation.

On the other hand, land dispute is the land that officially compensated by the company and claimed by previous land owner's family or other party. The company has made a settlement by meeting between the affected parties (the parties who is receiving compensation and the complainant) the meeting involving local government, including the participatory mapping. The dispute of area that reclaimed has been closed out by compensation show in compensation records that accepted by involved parties and according to interview with community. In ASA 4, there were two land dispute with total 19.48 ha area, and until this RC has

been positively decrease to 1 dispute only (6.04 ha in Block 055 of RHS 1 Estate). If this case cannot be participatory settled, will be brought to the court way.

Nonetheless, the is no significant land dispute that leads to land conflict based on field observation to this area, as well as stakeholder consultation. Because the company perform the settlement in the participatory way and without coercion, based on SOP of Land Dispute and Conflict Resolution (No. 30/BM/(0)/0409 dated 1 July 2010).

4.8.3

Based on field observation, document review, and stakeholder consultation, known that there is no evidence of dispossession and forced abandonment. This matter has been described in previous Criteria 4.4, 4.6, 4.7.

Status: **Comply**

PRINCIPLE #5 SUPPORT SMALLHOLDER INCLUSION

5.1

The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.

5.1.1

Pricing is based on price fixing in Central Kalimantan province every 1 month. The company shows the Minutes of the Results of the Meeting on the Purchase Price of Fresh Fruit Bunches number 527/757 / PPH / DISBUN / 2020. For the month of July 2020 at a price of 3563.31 Rupiah / Kg.

The company shows the Partnership Cooperation Agreement between PT RHS and the Makmur Sejahtera Cooperative in the context of developing and managing a 377.24-hectare partnership scheme for oil palm plantations in Seruyan Hilir District, Seruyan Regency, Central Kalimantan Province on November 7, 2017, known by the Seruyan Regent.

The Cooperation Agreement Letter states that the FFB Plasma price is determined based on a governor or government decision which has the duties and responsibilities in the process of fixing the price of plasma FFB each month which is determined by a letter of determination of the head of the provincial plantation service or applicable government regulations.

5.1.2

Based on the results of interviews with partnership staff, information related to FFB prices is conveyed through communication media (Mobile / Whatsapp) and email. In addition, the Company and the cooperative always participate in the FFB price fixing meeting which is held by the Central Kalimantan Provincial Plantation Office every month.

5.1.3, 5.1.4

In the Partnership Cooperation Agreement that has been agreed, in article 31, the funds from the FFB plasma yield in the investment credit period have not been paid off, then 50% of the net proceeds from the sale of plasma FFB will be deposited with the Bank through PT RHS, and the remaining 50% will be submitted to the plasma farmers through cooperatives. Regarding the proceeds from the sale of FFB, there is an explanation regarding deductions between the company and the cooperative.

5.1.5

In the Partnership Cooperation Agreement in article 5, the period of partnership cooperation applies from the time the agreement is signed until the age of the oil palm plantations reaching the age of approximately 25 years or until the oil palm plantation has no more economic value and can be continued if the first party (cooperative) is still willing to cooperate

5.1.6

In the Cooperation Agreement Letter, article 29 contains the payment procedure / system. Payment of the proceeds from the sale of plasma FFB is regulated and agreed as follows:

- Payment through the fund transfer system at the Bank
- Payments every 3 months
- Payment is made based on an official report on the calculation of the sale and purchase of plasma FFB and an official report on the sale and purchase of plasma FFB signed by the parties.

The company shows an official report on the payment of the sale of FFB for the plasma plantation of the Koperasi Sumber Usaha Makmur Sejahtera, Pematang Limau Village by PT RHS for the period from April 1 to June 30, 2020. In the minutes, the proceeds from the sale of FFB for that period amounted to 3,066,333,500 after being subject to a discount taxes and operating costs, then there is a net result of 1,208,964,699. In accordance with the agreement in the agreement that the instalment of investment costs is 50%, the funds paid to the cooperative are 604,482,350 and will be transferred to the cooperative's bank account. The official report was signed on July 11, 2019 by the cooperative and the company.

The company conducts a quarterly presentation related to yields and explains the costs of plasma plantation products. This is indicated by an official report on the results presentation and an explanation of the operational costs of plasma plantation results in the second quarter of 2019 on July 11, 2019, which was attended by representatives from cooperatives and companies. In this activity, the calculation of the results of the operations of the Makmur Sejahtera cooperative for the second quarter of 2019 amounted to Rp. 604,482,350. with a remaining debt of Rp 12,865,981,843. Payment has been made on July 16, 2019, indicated by a receipt for payment receipt.

The company shows proof of payment made in the 1st quarter, paid on 27 April 2020 amounting to IDR 906,652,008 and 2 in 2020, for example, payment in the 2nd quarter of 2020 was made via bank transfer on 29 July 2020 amounting to IDR 817,490,922

5.1.7

The company has recalibrated its weighbridge. This is proven by showing the Test Result Certificate, among others, as follows:

- Test Result Certificate number 723 / DPP / ML / TJ / I / 2020. Bridge scale (WB2), model / type E 1205 / J 311 serial number 141050374 with a capacity of 50000 kg / 10Kg class III Valid until 26 May 2021. The test was carried out on 20 January 2020 and approved by the Head of Legal Meteorology Service of the East Kotawaringin Regency Government of the Trade Office and Industry on January 21, 2020
- Test Result Certificate number 722 / DPP / ML / TJ / I / 2020. Bridge scale (WB2), model / type E 1205 serial number 113850204, capacity 50000 kg / 10Kg class III Valid until May 26, 2021. The test was carried out on January 20, 2020 and approved by the Head of Legal Meteorology, East Kotawaringin Regency Government, Trade and Industry Office January 21, 2020

5.1.8

The company has carried out socialization related to RSPO certification to cooperatives / plasma farmers through annual meetings between the company and the community. The company shows the Minutes of the annual meeting on March 5, 2020 in Pematang Limau Village which was attended by the company, village government, community representatives and plasma farmers.

5.1.9

Based on the results of interviews with the company's plasma division, that related to the complaint handling mechanism, it still refers to the SOP for the procedure for receiving complaints and settling dispute disputes outside the court document number SOP 34 / PR / (3) / 2017. Community complaints can also be submitted at the annual meeting by filling in the complaint form provided by the company and then set forth in the Minutes of the Annual Meeting.

	Status: Comply	
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5.2

The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.

5.2.1, 5.2.2, 5.2.3

The company has carried out socialization related to RSPO certification to cooperatives / plasma farmers through annual meetings between the company and the community. The company shows the Minutes of the annual meeting on March 5, 2020 in Pematang Limau Village which was attended by the company, village government, community representatives and plasma farmers.

5.2.4

The company has provided pesticide handling training to smallholders. This is indicated by the Minutes of the socialization of Best Practices, Spraying and PnC RSPO 2018 on February 17, 2020 and Minutes of review of law registers, socialization of

policies to contractors, plasma and core on 6 June 2020 related to Occupational Safety and Health, Environment and Employment regulations. This activity was attended by 21 people.

5.2.5

Community reviews regarding plasma activities are always carried out annually through an annual meeting between the company and the community. The company shows the Minutes of the annual meeting on March 5, 2020 in Pematang Limau Village which was attended by the company, village government, community representatives and smallholder.

Status: Comply

PRINCIPLE #6 RESPECT WORKERS' RIGHTS AND CONDITIONS

6.1

Any form of discrimination is prohibited.

6.1.1

The certification unit shows the equal employment opportunity policy review on January 2018, explained that Wilmar International is committed to providing equality in employment opportunities to every employee. Our beliefs and labor standards confirm that we will not discriminate when making decision to employees, promotion or retire works/candidates based on race, colour, sex, age, social class, religion, sexual orientation, politics, or disability-only subject to the conditions attached to the role to be performed. The fundamental aims is to ensure diverse and representative profiles of workers through the promotion equality of labor. The policy has been socialized to all employees such as:

- The socialization related company policy (prohibited discrimination) was held on March 26, 2020 at RHS 1
- The socialization related company policy (prohibited discrimination) was held on June 6, 2020 at RHS 2

6.1.2

Based on document verification of the PT RHS employee registration documents for the July 2020 period reveal that the composition of workers varies in terms of sex, religion, educational background and ethnicity. Although dominated by local residents, every employee has the same opportunity to work with the CH as long as it meets the specified requirements.

Based on interviews with estate and mill employees, local village representatives and the Labor Agency in Seruyan Regency, known that information about recruitment is transparent to the village community and delivered through the Village Head. There have never been any problems or conflicts related to discrimination and the diversity parameters of these employees. Local Work Promotion Letter available.

6.1.3

Based on interviews with workers, representatives from surrounding villages, and representatives from Labor Agency in Seruyan Regency, known that all workers have the same career opportunities, as long as they meet company requirements. Furthermore, workers are dominated by local residents. In addition, in 2019/2020 estate management began a promotion program from temporary workers to permanent workers.

6.1.4

Based on interview with women workers in estate and mill as well as gender committees/woman working group revealed that pregnancy tests were only conducted for pesticide applicators to avoid the employees being exposed to pesticides. Further explained that so far there had never been a pregnancy test which was a discriminatory measure.

6.1.5

The company has formed a gender committee/woman on working group in management unit. Based on interviews with the gender committee/woman on working group 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.

6.1.6

The certification unit showing for the minimum wage in 2020, company management refers to the Decree of the Governor of Central Kalimantan on November 21, 2019 with number 188.44 / 546/2019 concerning District / City Minimum Wages in Central Kalimantan Province. In the decree, it was stated that the Minimum Wage for Seruyan District was Rp. 3,193,750. In the decree it was explained that the decision came into effect on January 1, 2020.

In addition, the company has indicated Inter Office Memo No. 371 / HRD-RO / XII / 2019 and signed by the General Manager on 13 December 2019 which states that the Regency / City Minimum Wage for the plantation sector that applies to all companies in the Central Kalimantan Project for 2020 is IDR 3,193,750.

The certification unit also showing sample of payslip on estates and mill. They payment is according to the minimum wage regulation.

Status: Comply

6.2

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

6.2.1 & 6.2.3

The company has a PT RHS Company Regulation (PP) for the 2018-2020 Period, which was approved by the Head of the Seruyan Regency Manpower and Transmigration Office No. 560/536 / DISNAKERTRANS / IV / 2020 which was ratified on April 20, 2020. The company regulatory document describes company policies, work relations, leave and permits, wages, employee welfare and social security, official travel, discipline and disciplinary sanctions, transfers employees, termination of employment, employee complaints and complaints.

Based on interviews with estate and mill worker found that the company had paid wages in accordance with applicable regulations. Based on interviews with contractor workers revealed that workers were paid based on working days in accordance with applicable government regulations. Further explained that until now there has been no case in payment of contractor employee wages.

6.2.2

Based on document verification sighted that the company only employ permanent workers. All rights of permanent workers has been covered on the Company Regulation, while daily worker rights are contained on each agreements. All daily worker rights is same with permanent worker rights, such as: rice allowance, social security insurance. In the work agreement is explained related to the validity period of the work agreement, company regulation, working hours, wages, work targets and dispute resolution (if any). The work agreement has been agreed by both parties and signed together.

Employee pay slips inform the wages paid if they exceed work hours, exceed work targets and work on holidays.

6.2.4

The company has provide a facilities to their employees which related of housing, healthcare, education, sport and religion activities. Based on interview with workers (from RHS Mill, RHS 1 and RHS 2), as well as with housing occupants, it was known that electricity and water were free. Water quality from artesian wells was considered good. Other facilities such as house, clinic, mosque, cooperative, school, bus, etc. were given for free. Those facilities has considered satisfactory by the workers.

The company has an artesian test result was conducted on September 20, 2019. The Checking is carried out by the Regional Health Laboratory, Health Office of the Kotawaringin Timur Regency.

6.2.5

Based on observations and interviews with residents of the housing, it is known that the company gives permission to sell basic needs in the housing complex. There are also many traders who enter the residential area to sell basic necessities, so that so far, the workers have never had difficulty in obtaining basic necessities and food sources while living in the housing.

6.2.6

The company has conducted prevailing wage calculation in accordance to RSPO formula, such as: RHS POM: Rp 1,317,797/month/worker; RHS 1: Rp 1,202,610/month/worker; and RHS 2: Rp 1,060,227/month/worker.

6.2.7

Based on document verification sighted that the certification unit use permanent workers. There are 1361 workers in PT RHS per July 2020, with detail :

- 730 workers at RHS 1

- 545 workers at RHS 2
- 86 workers at RHS POM

Based on document verification, interview with worker in mill and estate, it is known that the worker had a status as a permanent worker. There is no casual daily worker.

Beside that, based on field visit and interview with worker, there is no children worker or children follow their parents to work during school break.

Status: Comply

6.3

The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.

6.3.1

In the Company Regulation period of 2020 till 2022 (based on letter No.560/536/DISNAKERTRANS/IV/2020 valid from April 20,2020 to April 19, 2020), Article 8 that explained:

1. The company acknowledges that the Bipartite Committee, OHS Committee, Complaints and Cooperative Bureau are legitimate organizations in the company. Other organizations than those above must be known by the managements.
2. The company will not interfere with or obstruct everything related to the development of Bipartite Committee, and others as long as these developments didn't conflict with applicable labor laws.

Based on field observations and interviews with estate and mill worker revealed that the company routinely socializes related freedom of association and the delivery of employee complaints.

6.3.2; 6.3.3

The company has a bipartite cooperation agency (Letter Number 560/760/DISNAKERTRANS/VI/2020 on June 16, 2020 valid from June 16, 2020 until June 15, 2023) with the member is elder member, head, secretary, member from company and member from workers.

Based on interview with bipartite cooperation agency, it is known that there are regularly meeting between company and bipartite cooperation agency, such as: the latest meeting in RHS 1 about worker complain management dated August 14, 2020. In addition, the company also has facilitated the bipartite cooperation agency and If the bipartite cooperation agency board is needed to attend the meeting on the other place.

Status: Comply

6.4

Children are not employed or exploited.

6.4.1. & 6.4.2.

Company policy towards child labour is presented in Company Regulation (No.560/536/DISNAKERTRANS/IV/2020), which mentioned that minimum age for worker shall be more than 18 years old. This policy has in accordance with ILO Convention 138, 1973 and Act No. 13, 2003. Based on workers list document verification sighted that there are no workers with age <18 years old.

6.4.3. & 6.4.4.

Based on field visits to plantation operational activities, such as harvesting, spraying, fertilizers, and mill operational activities, it was found that there were no workers under 18 years of age. The workers encountered were over 18 years old. Workers also know about the minimum age that is allowed to work at the company.

The company has shown the dissemination of minimum age to the contractor that conducted 20 July 2020.

Status: Comply

6.5

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

6.5.1. & 6.5.2.

The Wilmar international has Non-Deforestation, Peat, and Exploitation (NDPE) Policy dated 15 December 2013 and revised on

November 2019. It stated: “other Wilmar Policies that support our human rights values and commitments (i.e. Human Rights Framework, Child Protection Policy, Occupational Health and Safety Policy, Equal Opportunity Policy, and Sexual Harassment, Violence, and Abuse, and Reproductive Rights Policy, Whistleblowing Policy and Women’s Charter”. This policy has been dissemination to all workers dated 20 July 2020.

6.5.3.

Based on interview with workers at the RHS 1 (chemical weeding), it is known that female employees who have just given birth will get *posyandu* facilities and get special time for breastfeeding. The company has an implementation related of reproductive right such as giving the leave (paid leave) for pregnant worker, beside that if there is worker who detected as pregnant, a work mutation will be carried out.

Based on the results of the assessment, the needs of young mothers include postpartum health socialization activities that are routinely carried out by the health team to both working and non-working young mothers, providing breastfeeding time, and providing breastfeeding corner facilities in child care centre.

6.5.4

Based on interview with worker in RHS 1, RHS 2, and RHS POM, it is known that there is no complaint from worker. Workers know the mechanism to submit complaint and the identity of complainant will be protected

Status: Comply

6.6

No forms of forced or trafficked labour are used.

6.6.1.

Company policy towards human right is presented in Human Right Policy of Wilmar International, Ltd. which issued by Group Plantation Head and Group CSR Head in June 2014. The policy has mentioned that Wilmar has support protection of human rights, included force labour, equal opportunity to all workers, OSH, anti-human trafficking, etc. Wilmar International has Non-Deforestation, Peat, and Exploitation (NDPE) Policy dated 15 December 2013 and revised on November 2019. The following requirements are central to successful implementation of this policy:

- Elimination of restriction on workers freedom of movement. Wilmar is committed to upholding the rights to freedom of movement and the right to resign from employment.
- Upholding the rights of workers to freedom of association, collective bargaining, and to form and join trade unions of their choice.
- Ensuring ethical recruitment such that workers do not incur any recruitment fees at any stage

Based on the results of interviews with workers in the hazardous waste warehouse and worker (RHS POM), it is known that there is no compulsion to work. There are no workers who come from human trafficking.

6.6.2.

Based on interview with HRD staff and document verification sighted that there are no temporary workers and migrant workers during last year. Based on the results of interviews with workers at RHS 1, RHS 2, and RHS POM, it was found that there were no migrant workers. For workers who have just entered, these workers have a status as probation period.

Status: Comply

6.7

The unit of certification ensures that the working environment under its control is safe and without undue risk to health.

6.7.1.

Company policy towards occupational safety and health (OSH) has issued by Country Head in Bahasa on May 22nd 2015, described as follows:

- Committed to provide a safe working environment for all employees and strive to facilitate a proper protection for workers and company asset which aims to avoid accident and damage incidence.
- To initiate implementation of OSH procedure and regulation, which propose to minimise identified hazardous risk.
- Working together with employees for OSH program implementation.

The certification unit has a person in charge of OHS in accordance to the Decree Letter from Head of Manpower and Transmigration Agency of Kalimantan Tengah Province number KEP.97/DISNAKERTRANS/VII/2020 about P2K3 of PT Rimba

Harapan Sakti with Chairman: IH and Secretary: SMEA, the secretary has obtained the OHS Expert license from Manpower Ministry of Indonesia and valid for three years. There are also shown last OHS meeting on August 2020 that discuss related evaluation of OHS inspection.

6.7.2.

The company has shown the first aid operator such as :

- 5 first aid operator at RHS 1 with licence valid from 1 February 2017 until 1 February 2022
- 4 first aid operator at RHS 2 with licence valid from 1 February 2017 until 1 February 2022
- 2 first aid operator at RHS 2 with licence valid from 17 December 2018 until 17 December 2023

Based on interviews with OHS PIC and Accident Document at the PT RHS, it was not found the work accidents at RHS POM in this year (January-August 2020) and there are 5 loss time injury at RHS Estate for the same period (January-August 2020). The company then investigates work accidents and has taken corrective actions to prevent the accident from reoccurring. The company has also reported the work accident to work accident insurance.

Based on field visit to the chemical warehouse, Workshop, hazardous waste storage, it was found that there was a first aid kit in the field. Based on interviews with workshop workers and warehouse staff, it was found that they were aware of the use of first aid kits

6.7.3

The company has the PPE identification used in RHS POM. The document informs the PPE used at each station. For example, at the boiler stations, the PPE used is a helmet, earplug and earmuff, safety shoes, masks and gloves.

Based on field visit on Boiler station, it is known that the worker already wear a PPE according to the hazard and risk identification.

6.7.4

The company has registered all employees into work accident insurance, namely employment insurance. This can be proven by paying employment insurance contributions every month, for example employment insurance payments in July 2020 RHS 1, RHS 2 dan RHS POM have been paid

In addition, for health care, the company provides clinical facilities and employees can seek free treatment. In addition, based on interviews with workers, it is known that the company also provides health insurance to employees.

6.7.5.

The Certification unit has record work accident monitoring during last year, such as:

Unit	Frequency Rate	Severy Rate	Fatality	Reportable Accident (more than one loss time/day)	Working hours (actual+overtime)
Estate	10.90	8.34	0	34	3,082,104
Mill	0	0	0	0	20,920

Status: Comply

PRINCIPLE #7 PROTECT, CONSERVE AND ENHANCE ECOSYSTEMS AND THE ENVIRONMENT

7.1

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

7.1.1

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

Also available Procedures of Detection and census of Pests and Diseases for Palm Oil which aimed to ensure the pest and disease control program can be performed regularly and sustainable. In the procedure explained the description of activities,

namely Detection of Pests and Diseases; Census of Pests and Diseases, planting the beneficial plants, reporting and documentation. IPM programs are conducted by the company, among others Pest Detection Program carried out periodically every two months and in case of attack symptom is held every month and beneficial plant maintenance activities performed every month.

According to IPM activity records for July 2020 such as program and realization of rat census, leaf-eating caterpillar census, and ganoderma census, it could be concluded that all the census results were still under its economic threshold. There is no invasive species attack. This may lead to zero use of pesticides for pests and disease control. It could be concluded that IPM techniques implemented by biological methods is effective to control pests and diseases, and also to minimize the use of chemicals. Furthermore, according to the pesticides used to record in 2020, agrochemical uses were only implemented for weeds control purposes.

The company has a good commitment to improve the use of pest natural predator as part of integrated pest control. One of natural predator development is the reproduction and the construction of barn owl box as a mechanism to control rat. The company monitoring barn owl box occupation at least once a month. The monitored parameter is the existing of barn owl in the boxes, left food, and sign of reproduction such as egg or owl. Currently, there are total 213 barn owl boxes in RHS 1 Estate and 184 barn owl boxes in RHS 2 Estate. Based on field observation on harvesting, spraying and manuring activities, it was concluded that there were no significant pest attacks. This is in accordance with the result of the census.

7.1.2

Based on document review and field observations, the Unit of Certification applies several biological control practices to suppress pest and disease attacks such as *Antigonon leptopus* and barn owls (*Tyto alba*) and is well managed for example there are poles at the crossroads of the paths where *Antigonon leptopus* grows. The results of verification on the cabi.org website is known that the species was declared not invasive in Indonesia.

The company also conducted socialization on the management and control of invasive species May 9, 2020, which explained types of invasive species in the company's operational areas.

7.1.3

Based on document reviews, field observations, and interviews with workers and stakeholders, it is known that the company does not use fire to control pests.

Status: Comply

7.2

Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.

7.2.1

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

Based on field visits and interviews with 11 pesticide applicators in block 092 RHS 1 Estate and 8 pesticide applicators in block 128 RHS 2 Estate, it was concluded that workers knew about the function of the chemical used and selective when doing the spraying activity, as for example for glyphosate material used to spray the circle and harvesting path only while the weeds in inter row not sprayed. CH used *Isopropil amina glyphosate*, *Metil metsulfuron*, and *triclophyr*, which have received permission from the government.

7.2.2; 7.2.3; 7.2.4 & 7.2.5

The company has documented records of pesticide toxicity in the document of Monthly Pesticide Toxicity Data. The document is recorded product name, active ingredients, LD50, percentage of active ingredients, total application, total active ingredients, FFB production and pesticide unit/kg FFB. This document is constantly recorded and updated by Estate Sustainability Officer each month.

The company has program to reduce the pesticide usage that covered at SOP Agronomy (No.SA11/EMU/0/1014) by replacing

pesticides with biological controls such as using natural predators to control rat and planting the beneficial plant. Based on document review and field observation, several IPM program with biological approach that has been implemented such as rat control by *Tyto alba*, and nettle eater caterpillar by planting beneficial plant such as *Turnera subulata* and *Casia cobanensis*. Moreover, the company has also conducted early detection routinely listed in the monthly report of early warning system.

The plan minimized pesticide the company apply Pheromontrap for reduce *oryctes rhinoceros* population, there is 238 Pheromontrap on RHS 2 scattered on division IA, IB, 2B and 2B.

There is no prophylactic way of using pesticides carried out by the company. The company controls using pesticides if the pest attack census shows results above the threshold. Whereas for weed control If the conditions of the circle and harvest pathway are still quite standard, weed control will be postponed. Based on observations of spraying activities, the application method is not a preventive application but is more selective for locations that have weeds.

Based on Willmar Policy that released on 5 December 2013 stated that *"Pesticides that are categorized as World Health Organisation Class 1A or 1B, or that listed by the Stockholm or Rotterdam Conventions, are prohibited except in emergency situation. Paraquat usage is prohibited."*

Based on document verification and field visit to pesticide storage, RHS 1 and RHS 2 Estate no longer use paraquat since 2013 and in the last 3 years do not use pesticide with WHO 1A or 1B class.

7.2.6

The company also provided information materials of periodic training on pesticide handling to associated smallholders as evidenced by the minutes of best practice spraying that was held on 20 to 21 February 2020 and was attended by 79 people.

The pesticide applicator also using personal protective equipment in accordance with specified hazard identification and material safety data sheet such as respirator mask, gloves, safety shoes, apron and goggles. In addition, employees are also informed about the steps of secure work in each roll call in the morning before work. Meanwhile, the spraying workers interviewed also claimed that after spraying they will be washing up and drying up the PPE and spraying tools (sprayer tank, jerry, etc), and taking shower/changing clothes in special place near pesticide store of the division office. Therefore, based on field observation to mixing area in RHS 1 and RHS 2 Estate, that known there are storage for keeping all PPE's and spraying tools after use.

7.2.7

The company has the SOP of storage of pesticides (SOP 17/EHS/(0)/0409, dated April 2009). In that procedure explaining the mechanism of the pesticide storage in special warehouses including the mixing place of pesticides to be used in the field in the isolated special place so that does not potentially expose to chemicals outside the warehouse.

7.2.8

The company already has SOP for storing pesticides number SOP 17 / EHS / (1) / 0518 revision 1 on the validity date of May 2018. The SOP describes the mechanism for storing pesticides in a special warehouse, including a place for mixing pesticides to be used in the field in a special isolated place so there is no potential for chemical exposure to outside the warehouse. Storage of used pesticide packaging is stored in a temporary storage area for hazardous and toxic waste materials and then sent to a licensed collector.

Based on field visits in the pesticide warehouse and the temporary storage area for hazardous and toxic waste in the RHS 1 and RHS 2 estate, it was found that the pesticide storage area was well managed, oil traps were available, adequate and isolated airways so there was no potential for pesticide exposure to leave the warehouse. Pesticide waste, such as used pesticide packaging which is classified as hazardous and toxic waste, was also found to be stored in a temporary storage warehouse for hazardous and toxic materials which were properly monitored and then collected to licensed collectors. Before being stored in a temporary storage place for hazardous and toxic waste, the used pesticide packaging in the form of jerry cans is shredded first, this is done by management to avoid reuse of pesticide packaging and make storage efficient.

The company also demonstrated SOP for washing used packaging, contaminated personal protective equipment and management of used washing and rinse water. Document No SOP 51 / EHS / (1) / 0320 revision 1 dated 27 March 2020

Based on interviews with employees and foremen of pesticide application in RHS 1 and RHS 2, it was found that all containers used for pesticide packaging were returned and sent to temporary storage places for hazardous and toxic waste materials that were not used for purposes other than pesticide application activities. All used containers, work tools and work clothes are stored in a special storage area. Thus, there are no contaminated items to be taken home. The results of the employee's home observations show that it is not found that the used pesticide packaging is disposed of at the disposal site and is not used for other purposes such as trash cans, flower pots and so on.

7.2.9

The sprayers workers on circles and path using selective pesticides three times a year. Based on field observations in RHS 1 and RHS 2, it is known if the workers already know the method of selective spraying, for example, only spraying the circle or the existing weeds and if there is no weed, no spraying is carried out. The company also does not apply pesticides by air.

7.2.10

The company have a medical examination for pesticide operator on 18-19 March 2019 that attend by 69 pesticide operators. All workers spray has examined health through inspection types of *cholinesterase* and *spirometri*, to ascertain the condition of workers in good health/normal. The medical examination to spraying worker for 2020 period was delay cause of covid pandemic, and it will be done again when conditions of covid pandemic have been declared safe.

The results of interviews with pesticide operators in Spray Circle & Path, Block 097, RHS 1 that all pesticide operators have been checked health periodically six months and workers have known the results of the examination. No worker has an indication of exposure to chemicals such as itching, skin irritation, poisoning or anything else.

7.2.11

The company had a procedure No. PSKK 2/CKP/(2)/1111 dated November 2011 about procedure of pesticide application through spraying and fogging method. This policy has well implemented by CH, as confirmed to Gender Committee (Woman on Working Group). Based on employee list record and list of spraying members, there are no workers aged 18 years.

Beside that the company also take a detection of pregnancy test for spraying worker that conducted by the company clinic every 3 month (its according to inter office memo No. 02/EHS-Sustainability/XI/2017). The rapid kit test for pregnancy detection and/or directly informed by the employees itself. Furthermore, applicators also stated that those who positively detected will not allowed to works with agro-chemicals and will be transferred into manual upkeep works. For example, there is Information Letter from company paramedic dated 28 March 2020 which informed that applicator initial Ms. B must be transferred to non-chemical works due to pregnant. Estate management has response doctor recommendation through Decree of Estate Manager that explain to mutation appointment for the respective worker from chemist to manual upkeep.

Based on interview with spraying worker Spray Circle & Path, Block 097, RHS 1, it is known that there was neither pregnant nor breast-feeding female worker who work with pesticide. Audit team also got information that the workers have understood that female worker cannot work with chemical material if they are pregnant or breast-feeding.

	Status: Comply	
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7.3

Waste is reduced, recycled, reused and disposed of in ways that are environmentally and socially responsible manner.

7.3.1

The company has identified waste based on the source of waste for all operational activities, for example:

- Generator operation produces hazardous and toxic types of waste such as used filters, used oil, used rags, used batteries and used soil kits
- Chemical Store, factory and plantation operations produce used agrochemical packaging waste, used spilkits and used oil.

For domestic waste identification, it has been regulated in the SOP for Residential Solid Waste Management document number SOP 16 / EHS (2) / 0518 revision 2 of May 2018. Waste separation is separated based on the type of wet and dry waste, garbage transportation is carried out routinely, waste separation organic and inorganic are adjusted to the appropriate tub then put into the final waste disposal and closed periodically.

The company also has SOP for the management of Hazardous and Toxic Materials and Hazardous and Toxic Waste Document number SOP 22 / EHS / (6) / 0320 in effect since March 2020. This SOP contains procedures such as:

- Administration
- Storage
- Management by other parties Emergency Response in Hazardous and Toxic Material Warehouses / Temporary Storage Places for Hazardous and Toxic Waste

Based on field visits at residential locations, warehouse for Hazardous and Toxic Waste and warehouse for fertilizers and chemicals in PT RHS factory and plantation, it was found that the company had carried out management related to Hazardous and Toxic Waste and non-Hazardous and Toxic Waste in accordance with established procedures.

7.3.2

The company has managed Hazardous and Toxic Waste in accordance with applicable regulations by showing the following evidence:

- The company already has a Temporary Storage Permit for Hazardous and Toxic Waste in the Plantation and Palm Oil Mill, according to the Decree of the Head of the Seruyan Regency One Stop Investment Service, No. 503/977 / DPMPSTSP / XII / 2019 dated 17 December 2019, valid for 5 years, the licensed Temporary Storage for Hazardous and Toxic Waste is located at:
 - RHS estate solid hazardous waste 1
 - RHS estate liquid hazardous waste 1
 - RHS estate medical hazardous waste 1
 - RHS estate hazardous waste 2
 - RHS estate liquid hazardous waste 2
 - And Temporary Storage Places for Solid and Liquid Hazardous and Toxic Waste for Palm Oil Mill.
- The company shows the Minutes of Handover of Hazardous and Toxic Waste for the transportation of Hazardous and Toxic Waste carried out by companies that carry hazardous and toxic waste that have a permit from the government, including the following:
 - Minutes of Submission of Hazardous and Toxic Waste on July 8, 2020 to PT Maju Asri Jaya as the licensed transporter of Hazardous and Toxic Waste with the types of waste submitted are used oil filters, used oil and used B3 packaging.
 - Minutes of Handover of LB3 dated July 28, 2020 to PT Maju Asri Jaya as the licensed transporter of Hazardous and Toxic Waste with the types of waste submitted are used oil filters, used oil and used packaging for hazardous and toxic materials.
- The company also shows the manifestation of handling Hazardous and Toxic waste that has been carried out, for example as follows:
 - Manifest number KLH - 7100000014014UF used oil type 2.992 tons (DA 8071)
 - Manifest number KLH - 7100000014014UF type of packaging used Hazardous and Toxic Materials 0.9 tons (DA 8071)
 - Manifest number KLH - 7100000014304UF type of used packaging Hazardous and Toxic Materials 0.7 tons (DA 9284)
 - Manifest number KLH - 7100000014305UF used oil type 0.88 tons (DA 9284)
 - Manifest number KLH - 7100000014306UF filter type used 0.2 tons (DA 9284)
- The company has also regularly reported reports on the management of Hazardous and Toxic Waste to the government, this is shown as follows, for example:
 - Electronic Receipt (ID: 1599481116-1963 for PT RHS POM Hazardous and Toxic Waste management data for 2nd quarter of 2020 (April - June 2020) Ministry of Environment and Forestry
 - Electronic Receipt (ID: 1599480871-1963 for PT RHS POM Hazardous and Toxic Waste management data for the 1st quarter of 2020 (January-March 2020) Ministry of Environment and Forestry
 - Report on the storage activities of PT RHS Hazardous and Toxic Waste for the second quarter of 2020 (April-June 2020) to the Head of the Kalimantan Ecoregion Management Center, Head of the Environment Service of Central Kalimantan Province, Head of the Environmental Service of Central Kalimantan on June 6, 2020.

Based on a field visit at the Temporary Storage for Hazardous and Toxic Waste, it was found that the PT RHS Temporary Storage for Hazardous and Toxic Waste had a permanent design with adequate ventilation and a roof that would not be exposed to rainwater and had a watertight floor. The temporary storage place for hazardous and toxic waste is equipped with SOP for storage of hazardous and toxic waste, SOP for emergency response procedures, logbooks, symbols on buildings, safety signs, fire

extinguishers, first aid facilities, emergency alarms / bells, lighting lamps and facilities. emergency response tool (spillkit) for spills in the form of sawdust / fiber.

7.3.3

The company does not carry out open burning for waste disposal. For domestic waste identification, it has been regulated in the SOP for Residential Solid Waste Management document number SOP 16 / EHS (2) / 0518 revision 2 of May 2018. Waste separation is separated based on the type of wet and dry waste, garbage transportation is carried out routinely, waste separation organic and inorganic are adjusted to the appropriate tub then put into the final waste disposal and closed periodically.

The company also has SOP for the management of Hazardous and Toxic Materials and Hazardous and Toxic Waste Document number SOP 22 / EHS / (6) / 0320 in effect since March 2020. This SOP contains procedures such as:

- Administration
- Storage
- Management by other parties Emergency Response in Hazardous and Toxic Material Warehouses / Temporary Storage Places for Hazardous and Toxic Waste

Based on the results of field visits, both on land and in housing, there was no indication of open burning of hazardous and toxic waste or domestic waste.

	Status: Comply	
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7.4

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

7.4.1

The company has a procedure to manage and maintain soil fertility (SOP No. SA 05 / EMU / (1) / 0811), on that's procedure described to maintain soil fertility the company conducted manuring activities accordance with recommendation from research, POME applications, and maintain cover plant. Meanwhile there is procedure for soil sampling (SA 12/EMU/2/0916, rev 02) as a guidance for soil sampling analysis.

The company shown the program and the realization of fertilization application for period January until June 2020. Based on document review and interview with the staff, the realization of fertilization in RHS 1 Estate and RHS 2 Estate is in accordance to the program. Fertilization programs are ongoing and the company continues to target completion based on fertilizer recommendations. The auditor conducted an interview with the fertilizer workers at RHS 1 Estate and RHS 2 Estate is known fertilization is done manually by workers. Workers can also explain the fertilization procedure well, which is in accordance with the dosage determined based on the recommendations.

7.4.2

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

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

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

7.4.3

The company has a strategy of recycling nutrients, such as the use of the frond (pruning), application of effluent and EFB Mulching. Based on the results of the study of the monthly EFB Application return 2020 document, for Mature plant the use of EFB 40 tonnes of EFB / ha / year, known that the total utilization of EFB on RHS 1 period January to August 2020 is 470.56 tonnes for 19.845 Ha application area. Meanwhile, POME for land application on June 2020 for processed FFB 13,714 tons, the POME discharge utilized is 20,266 m³. Overall, the company has made efforts to maintain and improve soil fertility. Visually, there is no symptom of nutrient deficiency at the blocks that have been visited. Until recertification assessment, the company has not carried out replanting activities, so there was no use of the palm residue after replanting.

Meanwhile, the company has utilized solid resulting from Mill for period i.e January to august 2020 is 1994.75 MT on 194.58 Ha.

7.4.4

The company has recorded inorganic fertilization and organic fertilizing well during 2020 and recorded it in the fertilization month report. The fertilizer NPK used by the company for RHS 1 period 2020 is 2,806 tons and RHS 2 is 1,870 tons. The fertilizer used less compared period 2020 is 81 % for RHS 1 estate and 97 % RHS 2. Overall, the company has made efforts to maintain and improve soil fertility. Visually, there are no symptoms of nutritional deficiencies in the blocks that have been visited.

Status: Comply

7.5

Practices minimise and control erosion and degradation of soils.

7.5.1

The company has conducted semi-detailed soil survey based on a survey of Param Agriculture June 2007, which describes the distribution maps of slope and type of soil in the operational area. Semi detailed soil survey indicated there are areas were classified as marginal land with soil type Sandy and the limitation factor are drainage. Moreover, there is no peat area in PT RHS. This is confirmed during field observation to RHS 1 and RHS 2 Estate.

7.5.2

Until the recertification audit the company did not replanting for operation area. Based on the identification result in the slope map of SRTM3 in 2010 known that the company area is located in the area with a slope of 0-6% with a flat classification, so that the company does not perform specific management strategy in areas with a certain slope.

7.5.3

Until the recertification audit the company did not replanting for operation area. Based on the identification result in the slope map of SRTM3 in 2010 known that the company area is located in the area with a slope of 0-6% with a flat classification, so that the company does not perform specific management strategy in areas with a certain slope.

Status: Comply

7.6

Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.

7.6.1

The company has conducted semi-detailed soil survey based on a survey of Param Agriculture June 2007, which describes the distribution maps of slope and type of soil in the operational area. Semi detailed soil survey indicated there are areas were classified as marginal land with soil type Sandy and the limitation factor are drainage. Moreover, there is no peat area in PT RHS. This is confirmed during field observation to RHS 1 and RHS 2 Estate.

7.6.2

Until the recertification audit the company did not replanting for operation area. Based on the identification result in the slope map of SRTM3 in 2010 known that the company area is located in the area with a slope of 0-6% with a flat classification, so that the company does not perform specific management strategy in areas with a certain slope.

7.6.3

The soil type maps and topographic maps containing information on soil classification, texture, drainage, limiting factors and suitability information for the development of oil palm plantations have helped companies to manage blocks, roads, drainage,

bridges, etc. The Unit of Certification also has a Road Maintenance Program that is equipped with adequate infrastructure and facilities to carry out the work. According to the results of the field visit, roads are in good condition and harvested FFB is transported smoothly to Mill.

Status: Comply

7.7

No new planting on peat, regardless of depth after November 15th, 2018 and all peatlands are managed responsibly.

7.7.1 until 7.7.7

The company has conducted semi-detailed soil survey based on a survey of Param Agriculture June 2007, which describes the distribution maps of slope and type of soil in the operational area. Semi detailed soil survey indicated there are areas were classified as marginal land with soil type Sandy and the limitation factor are drainage. Moreover, there is no peat area in PT RHS. This is confirmed during field observation to RHS 1 and RHS 2 Estate.

Status: Comply

7.8

Practices maintain the quality and availability of surface and ground water

7.8.1

The company has monitored surface water quality in accordance with the obligations in the Environmental Impact Analysis (AMDAL) document every 4 months. The following are the results of surface water analysis, based on the results of testing by an accredited laboratory (LP-195-IDN) on June 3, 2020, testing was carried out at RHS Estate 1 Block 282, Block 250 and Block 034. at downstream and middle locations, based on these tests There are several parameters that pass the quality standard, namely pH, BOD and COD. Testing of the surface water of the Pukun River upstream, middle and downstream as follows:

Parameter	Unit	Sample Location			Threshold value
		282	250	34	
pH	-	6	5	5	6 – 9
BOD	mg/l	4	6	2	3
COD	mg/l	18	28	12	25
Oil and Grease	mg/l	<1,8	<1,8	<1,8	1
TSS	mg/l	<1	4	1	50

Threshold value refers to Government Regulation Number 82 of 2001 for class 2 rivers

There are parameters that are not in accordance with quality standards, namely pH, BOD and COD. Regarding the parameters that pass the quality standard, the management unit has conducted an evaluation, related to the pH, BOD, and COD parameters the values are outside the quality standard, this is because the water quality upstream and midstream of the Pukun river in the 2009 Environmental Impact Analysis (AMDAL) report is already outside the quality standard so that operational activities do not increase the pollution load of the Pukun River.

In addition to testing the water quality of the pukun rivers, the company conducted tests for the depth, the amount of discharge, the wet cross-sectional area of the river and the flow rate. As an example of the test results on June 11, 2020, the following data were obtained:

In the upstream area, a depth of 2 m with a discharge of 41.6 m³ / s and a water velocity of 1.6 m / s as well as a river width of 13 m and a wet cross-sectional area of 26 m.

The company also conducts groundwater quality testing. Results of groundwater quality analysis of PT. Rimba Harapan Sakti on March 4, 2020 with the following results:

Parameter	Unit	Sample Location			Threshold value
		Land Application	Control land	Housing	
Oil and Grease	mg/l	<1.8	<1.8	<1.8	-
Zinc (Zn)	mg/l	0.06	0.1	0,2	15

Lead (Pb)	mg/l	<0.009	<0,009	<0,009	0.05
TSS	mg/l	21	4	3	-
Nitrogen Total	mg/l	11	5	3	-
COD	mg/l	21	11	11	-
BOD5	mg/l	5	2	2	-
DO	mg/l	3	3	3	-
Amonia (NH3-N)	mg/l	0.08	0.2	0.05	-
pH		7	7	7	6.5-9.0
Sulfat (SO4)	mg/l	12	3	3	400
Cuprum (Cu)	mg/l	<0.005	<0.005	<0.005	-
Kadmium (Cd)	mg/l	<0.0006	<0.0006	<0.0006	0.005
Klorida (CL)	mg/l	74	20	11	600
Nitrat (NO3-N)	mg/l	6	0.6	0.7	10

The threshold value refers to the Minister of Health Regulation No. 416 of 1990.

Based on the results of the test, no parameter exceeds the threshold value determined in accordance with the Minister of Health Regulation No. 416 of 1990.

Based on the results of field visits to Aek Moyam river border (Block 19A.III), Bah Balon river (Block 18 A.I and block 18I.II and Simpang Balai river (Blok 033), it is known that the company has managed the river riparian area.

7.8.2

The company shows the SOP for the Management of Watershed and Riparian Belt Areas in the Company's HGU. No: SOP 20 / HCV / 1/2019 revision 4, effective April 1, 2019, approved by the General Manager. Where is contained in the SOP, for example:

1. Preventive Efforts to reduce the carrying capacity of watersheds (DAS)
 - Protecting and maintaining the zone of river boundaries and river water bodies
 - Protecting watersheds that are used by the surrounding community
 - Conducting outreach and warning to operational employees and other parties about protecting river basins
2. Watershed Management
 - Set boundaries
 - Determination of the width of river boundaries and buffer zones (riparian reserves). The minimum width of the buffer zone or river boundaries based on best practice rehabilitation and management of riparian buffer zones is as follows:

River width	Minimum width of the buffer zone or river boundaries
Water flow	5 m
5-10 m	10 m
10-20 m	20 m
20-40 m	40 m
40-50 m	50 m
> 50 m	100 m
Wetlands Permanent Flow	100 m

- Installation of stakes / signs on river boundaries.
- Management measures include making a watershed and / or buffer zone management plan, maintaining and protecting natural vegetation along riverbanks which functions to reduce surface and soil erosion, undertaking planned and gradual efforts to restore riparian.
- Supervision measures. Carry out monitoring and monitoring activities of river areas and / or river border zones based on the management plan,
- Do not spray, fertilize and slash in the river border or buffer zone.

The company has shown the 2019 PT RHS water management document. The document contains the efforts that have been made by the company to maintain and regulate the existing water needed for industrial, plantation and household needs. The water sources in the PT RHS environment are can be utilized is fresh water consisting of rainwater, surface water and ground water.

The source of water availability in PT RHS is divided into 2 sources, namely a reservoir and a borehole, for example as follows:

Estate	Month (M3)					
	Jul	Aug	Sep	Oct	Nov	Dec
RHS 1	6,325	6,131	4,153	5,641	5,375	5,611
RHS 2	5,284	4,742	4,610	4,920	4,550	4,682

Based on the results of field visits to the Kerangas Area and Simpang Balai river riparian, it is known that the company has managed the river riparian area located at the Company's location.

7.8.3

The company shows the results of the waste quality testing for the last 1 year, and it can be seen that the quality of the waste water is still in accordance with the threshold value which refers to the Minister of Environment Decree No. 29 of 2003, the test is carried out by a KAN accredited laboratory (LP-195-IDN). For example, the following test results for the January-June 2020 period:

Parameter	Jan	Feb	Mar	Apr	May	Jun
BOD	778	720	524	2,587	776	284
PH	7.73	7.35	7.64	7.49	7.58	7.10

Based on the results of testing the liquid waste for the January - June 2020 period, as a whole, it is still below the quality standard set by national regulations (BOD <5000 and pH 6-9).

The company showed PT RHS the permit for utilizing wastewater from the palm oil industry on the ground in accordance with the Seruyan Regent Decree No. 188.45 / 512/2015, valid for 5 years from 16 December 2015.

The initiator's obligations and prohibitions:

1. The maximum quality limit for surface water BOD is 5000 mg / l & PH is 6-9.
2. All liquid waste produced is utilized in an area of 245.41 ha located in Tanjung Rangas Village, Seruyan Hilir District, Seruyan Regency, Central Kalimantan Province with details of blocks I-01, I-04, I-05, I-09, I -10, I-11, I-12, I-13, I-14, J-03, J-04, J-05 & J-09.
3. Monitoring the waste water that comes out of the anaerobic pond (last pool) for parameters of daily discharge, BOD, COD, Ph, oil / grease, pb, cu, cd, & zn.
4. Monitoring groundwater in monitoring wells in block I-03 application land, J-01 control land and resident wells of block G-05 with parameters BOD, DO, Ph, No3 as N, NH3-N, cd, cu, pb, zn, cl, & SO4.

Based on document studies and field observations at Block J5 STP Estate 2, it is known that the flow that is carried out is in accordance with the permits that are owned both for the location, area and daily flow rate.

7.8.4

The company has a surface water extraction permit based on the Decree of the Head of the Investment and One Stop Services of Central Kalimantan Province Number: 570/03 / DPUPR-IPAP / I / DPMPSTP-2018 concerning the Granting of Surface Water Concession Permits on the Pukun River in Pematang Limau Village, Seruyan District Downstream Seruyan Regency, Central Kalimantan Province by PT Rimba Harapan Sakti January 8, 2018 and valid for 3 years. In this permit, there is an obligation to report the extraction / exploitation of water to the governor of Central Kalimantan every 3 months. The withdrawal of the debit for Palm Oil Mill operations and domestic cannot exceed the agreed provisions of 0.013 m3 / second or the equivalent of 32,500 m3 / month.

The company has recorded the water discharge used for factory activities every day and is recapitulated every month, for example the usage data for the January-June 2020 period where the total water usage for operational activities, boilers, and domestic needs is 105,350 m3 with a monthly average of 8,779 M3 and the average water use for production to the amount of FFB (m3 / ton RBS) is 1.04.

Based on this, the Company has made use of not more than the allowable use of water in accordance with the surface water utilization permit.

The company shows Proof of Payment Number 973/106 / IV / UTPPD / SRY / 2020 to the Technical Implementation Unit for Regional Revenue Service in Kuala Pembuang amounting to Rp.4,373,600 for the payment of Regional Surface Water Tax for the period January-December 2019 in April 2020.

Based on the results of the field visit to the WTP, it can be seen that the company has installed a flow meter as a measuring tool for water utilization, all of these tools are functioning, recording is done every day. There are 4 flow meters, namely water from the reservoir (water intake), process, and softener and water for domestic.

Status: Comply

7.9

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

7.9.1

The company has carried out documentation related to the use of fiber and shells for boiler fuel. In addition to being reused for fuel, some shells are sold to other parties, while fiber is used entirely for boiler fuel. In the January-August 2020 period for shell production of 685,962 kg and used for boiler fuel of 917,936 kg and sold to other parties for 109,611 kg and fiber production of 1,371.90 tons and usage of 10,697.11 tons.

Based on the results of field visits, shells and fiber have been reused as boiler fuel as a company effort to use fossil fuels efficiently.

Status: Comply

7.10

Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.

7.10.1

Based on the management and monitoring plan document, it is known that the company has an obligation to monitor the quality of air produced per semester. The plan has been implemented by the company by conducting air quality tests per semester at an accredited laboratory. The test results are still in accordance with the regulations.

The company shows identification documents of activities that produce emissions for the period January to December 2019 for Mill and Estate. Sighted the result of identification of emissions and pollution as well as its sources, such as in estate emissions sources are from fossil fuel usage for transportation and generator, emission from fertilizer usage, pesticide usage and electricity usage. Identified the sources of emission and pollution from mill such as fossil fuel usage, electricity usage and WWTP.

Fossil fuel reducing on RHS POM have been implemented by fibre/shell usage for boiler. Waste water has been monitored every months and monitoring periods January to December 2019 shown that all of waste water testing parameters is compliant to the standards quality.

GHG calculation on 2018 shown net emission of GHG are decreasing compared to 2019 net GHG is -0.22 tCO₂e/t Product meanwhile for year 2018 period while period 0.01 tCO₂e/t Product and this indicates reduction. The company has implemented well plan to reduce emission.

GHG emission calculated using RSPO palm GHG calculator 4.0 Summary of GHG emission for Rimba Harapan Sakti POM and its supply base are listed as follows :

Summary Emission

Emmision per product	tCO ₂ e/tProduct
CPO	-0.22
PK	-0.22

Production	t/yr
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FFB processed	195,009.20
CPO produced	41,203.332
PK produced	9,798.256

Extraction	%
OER	21.13
KER	5.02

Land use	Ha
Planted area	31,930.90
Planted on peat	0.00
Conservation Area Forested	4,674.47
Conservation Area Non Forested	1,169.94

Summary of field emission and Sinks

Description	Own crop			Group			Total
	tCO2e	tCO2e/ha	tCO2e/tFFB	tCO2e	tCO2e/ha	tCO2e/tFFB	
Emissions Sources							
Land conversion	41394.81	5.38	0.27	6430.73	0.27	0.30	47825.54
CO2 emissions from fertilizer	8268.44	1.07	0.05	1054.86	0.04	0.05	9323.30
N2O emissions from Peat	0.00	0.00	0.00	0.00	0.00	0.00	0.00
N2O emissions from Fertilizer	4138.25	0.54	0.03	778.41	0.03	0.04	4916.66
Fuel consumption	2586.21	0.34	0.02	337.39	0.01	0.02	2923.60
Peat oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sinks							
Crop sequestration	-66671.81	-8.66	-0.43	-8469.03	-0.35	-0.40	-75140.84
Sequestration in Conservation area	39664.48	-5.15	-0.26	-1.42	-0.00	-0.00	-39665.90
Total	-39664.48	-5.15	-0.26	-1.42	-0.00	-0.00	0.00

Summary Oil Mill Emissions and Credits

Remarks	tCO2e	tCO2e/t FFB
Emissions sources		
POME	49264.08	0.25
Fuel consumption	508.97	0.00
Grid electricity	0.00	0.00
Credits		
Export of grid electricity	0.00	0.00
Sales of PKS	-5178.34	-0.03
Sales of EFB	0.00	0.00
Total	44594.71	0.23

Palm Oil Mill Effluent (POME) Treatment

Divert to compost (%)	0
Divert to anaerobic digestion (%)	100

POME Divert to Anaerobic Digestion

Divert to anaerobic pond (%)	100
Divert to methane capture (flaring) (%)	0
Divert to methane capture (electricity generation) (%)	0

Based on the 2020 statement area data, there is a difference in the area of planting in RHS 1. There was a planting area of 18.79 Ha and there was an Official Report on Change in the statement area (007 / RA21 / AS / VII / 2020) covering an area of 1.76 Ha for the 2011 planting year. based on the area statement in 2019 the area 173.11 becomes 171.35 due to a reduction in planted hectares after the estate verification of the vacant area in block 261.

7.10.2

Based on the statement area map and field visits, the Company did not carry out any new plantings over 2014.

7.10.3

The company has carried out an inventory of greenhouse gas emissions from plantation and mill activities. All documentation required to carry out an investment is available such as: documentation of fertilizer use, documentation of fossil fuel use, documentation of alternative fuel use (fiber and shells), documentation of land use changes, soil type maps to identify the presence of peat, tree planting data. greening.

The company shows the GHG mitigation documents for 2020, including:

- Conducting outreach on SOP for solid waste management, Hazardous and Toxic Waste (use of aerosols) and GHG emissions.
- Carrying out green planting in office areas.
- Implementing a house keeping system in the warehouse area.
- Socializing the SOP for the WWTP.
- Doing greening in the Wastewater Treatment Plant pond area.
- Carry out liquid waste management by adding bacteria.
- Conducting boiler related socialization.
- Perform periodic maintenance for machines in the factory.
- Delivering empty bed applications to the plantation.
- Conduct emission & ambient air testing every 6 months.
- Perform GHG calculations using the RSPO calculator.

Status: Comply

7.11

Fire is not used for preparing land and is prevented in the managed area.

7.11.1

The company demonstrated policies related to burning contained in the policy of zero deforestation, zero peat and zero exploitation on December 5, 2013. There is also an SOP for mitigation and management of forest and land fires document number 001 / SUS-SOP / I / 2019 which came into effect 9 September 2019. The scope of the SOP includes planning, prevention, suppression, post-fire management and reporting and coordination of work for firefighting.

Based on the results of the field visit, there were no signs of burning in the planting operation in the PT Rimba Harapan Sakti plantation area.

7.11.2

The company has demonstrated the plan and realization of the program for preventing land and forest fires in 2020, for example:

- Creation of a fire hazard map available in February 2020
- Dissemination of prevention and control of forest and land fires by disseminating information from the Central Kalimantan Regional Police regarding law enforcement in the prevention and control of forest and land fires in July 2020
- Fire management training and simulations were held in July at each estate.

The company has shown a list of facilities and infrastructure owned by referring to equipment standardization in the Minister of Agriculture Regulation number 5 of 2018. For example, as follows:

- 9 units of back pump

- 14 pump engines
- Fire Tower, 2 units
- Nozzle of 22 units.

Management and monitoring actions related to the prevention of forest and land fires, the company carries out according to what is stated in the management and monitoring plan for semester 2 of 2020, which are described as follows, for example:

- Implementing a zero-burning system by clearing land using heavy equipment.
- Maintaining the river riparian area by carrying out an enrichment program for woody plant species in the riverbank area
- Formation of firefighting teams in each estate and at the factory.
- Hold firefighting training in each for employees
- Carry out routine patrols
- Utilizing water reservoirs or reservoirs in plantation areas and around employee housing estates as natural water sources in the context of forest and land fire prevention
- Installation of signboards prohibiting forest burning in plantation areas

Based on field visits and interviews with several employees, that the company has made fire prevention and control efforts through the installation of signboards related to forest and land fires, socialization to employees and during fire simulations by the RHS 1 and RHS 2 estate firefighting teams, it can be concluded that the team has been trained in the use of firefighting equipment.

7.11.3

The company has conducted training on forest and land fire control with the surrounding community. The evidence shown is the Minutes of training and simulations of forest and land fires on 19-22 August 2019. The training was attended by representatives from the target villages, estate and POM in Central Kalimantan.

The company has also shown a joint commitment between RHS and the community of Pematang Limau village regarding fire control prevention on March 6, 2017. content of commitment:

- Cooperating in activities to prevent and control forest and land fires in the area around the Pematang Limau village area
- Guard each other's land from the possibility of fire
- Not clearing land by burning
- Assisting each other in carrying out activities to prevent and control forest and land fires

This joint commitment document was signed by Assistant GM of PT RHS, Group Estate Manager of PT RHS, Head of LH Seruyan Regency, BPBD Seruyan Regency, Head of Seruyan Hilir Sub-District, Head of Pematang Limau Village. In addition, blackout equipment assistance has also been handed over to Pematang Limau village, Waterpump robin 1 unit, Selang, Nozzle, Fireman jacket.

The company also demonstrated the Decree of Pematang Limau Village No. 18 March 2020 regarding the formation of a fire-care community group (MPA) in Pematang Limau village in 2020.

	Status: Comply	
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7.12

Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.

7.12.1

The company conducted an HCV assessment in June 2008 and the report was published in 2009 Malaysian Environmental Consultant Sdn. Bhd. Before planting. Planting was carried out from 2009 to 2013.

The results of the 2008 HCV identification showed that an area of 4,960.57 Ha was identified as HCV area and management was determined to maintain and increase the HCV value. On December 28, 2013, the company internally re-delineated the HCV area. The results of the reassessment concluded that an area of 148.84 Ha with initial HCV status had been cleared and planted by the company.

This resulted in the company implementing a compensation mechanism for the HCV area that had been cleared 2.5 times the area that had been planted. So that the total identified actual HCV area was 5,395.58 Ha.

WILMAR has reported the Disclosure of Liability for PT. RHS to RSPO on 31 July 2014, wherein the Summary of Raw Liability covering an area of 935 hectares (time clearance period Nov 2005 - 30 Nov 2007) with Zero Liability status. Meanwhile, the submission of Land Use Cover Change according to the RSPO format was sent via email to the RSPO secretariat on April 8, 2015. There is evidence of communication with RSPO via rspocompensation@rspo.org dated March 2, 2017 which states that PT RHS is declared as zero non-compliant land clearance.

7.12.2

The company conducted an HCV assessment in June 2008 and a report was published in 2009 Malaysian Environmental Consultant Sdn. Bhd. Before planting. Planting was carried out from 2009 to 2013. The results of the 2008 HCV identification showed that an area of 4,960.57 Ha was identified as HCV area and management was determined to maintain and increase the HCV value. On December 28, 2013, the company internally re-delineated the HCV area. The results of the reassessment concluded that an area of 148.84 Ha with initial HCV status had been cleared and planted by the company.

This resulted in the company implementing a compensation mechanism for the HCV area that had been cleared 2.5 times that of the planted area. So that the total identified actual HCV area was 5395.79. Ha

The year 2020 saw planting which was preceded by land clearing covering an area of 17.03 ha. On the RHS 1 Estate block 559.

The company shows proof of coordination via email to RSPO regarding this matter, with the following details:

- Email dated 9 December 2019 from the company (syahrial.harahap@id.wilmar-intl.com) to RSPO (khing.suli@rspo.org) which contains:

"I would like to ask the condition in our plantation in Central Kalimantan for land clearing. During the period November 2018- November 2019 if we would like to conduct clearing more than 10 Ha we need LURI.

On February 25th we have the SKL (Land Suitability Survey) same with LURI. Is it possible we submit the SKL / LURI report for you review. Basically all the land use condition is low risk. We hope we can proceed LC soonest after receiving your feedback on the report "

- Email reply dated 9 December 2019 from RSPO (khing.suli@rspo.org) to the company (syahrial.harahap@id.wilmar-intl.com) containing:

"Before i can provide a response, would you be able to provide information on which scenario that we should be referring to ??

a) Existing certified plantation, or

b) New plantation and existing uncertified plantation (new land clearing)

- Email reply from the Company on 9 December stating that the area is an "existing certified plantation)

- Email from RSPO (khing.suli@rspo.org) to the company (syahrial.harahap@id.wilmar-intl.com) on January 2, 2020 containing:

"Based on the clarification that it is an existing certified plantation with new land clearing (more than 10 Ha) in PT RHS, the requirements summarized from the (Interpretation of indicator 7.12.2 and annex 5 (P&C 2018)" for the specific case are follow:

1. HCV Assessment conducted by RSPO approved assessor is accepted
2. LURI shall be conducted for planned areas, which will be verified by the certification body (CB) in the subsequent audit.
3. Only low risk areas may proceed with land clearing. Low risk areas are identified as bare land, pasture, infrastructure, agriculture and monocrop tree plantation that have not been abandoned for more 3 years.
4. Integrated HCV - HCSA or standalone HCSA is required for land clearing of risk areas i.e areas not identified as ("low risk" areas through LURI.

The LURI will be made available on-site and shall be audited by the certification Body (CB) during the subsequent audit. Any nonconformance against the requirements during the audit shall results in heavy penalties which may include but may not be limited to a complaint case being filed and resolution be facilitated via the RSPO complaints system. "

The company also shows the LURI results document in the area to be planted. The identification results state that the area is in the low risk category

7.12.3

Indicator 7.12.3. until now not relevant to Indonesia, until a further decision by the RSPO.

7.12.4

The company shows the 2019 - 2020 HCV monitoring plan and the management and monitoring realization in 2019 and 2020, for example:

- Socialization related to HCV to employees on 26-28 December 2019
- Installation of camera traps was carried out in 2019 in March and July 2019
- Planting trees in block 168 PT RHS 2 on February 20, 2020 in the HCV block 168 area planting 100 trees of bl Pangeran and jinjit types of plants covering an area of 0.5 Ha and in block 168 PT RHS 2 on 20 January 2020 in the HCV area block 168 planting of 200 staples of bl Pangeran, red and white ubar, 0.5 hectares of land
- Monthly HCV monitoring report, July 2020, monitoring results, for example, found 60 encounters with Aves wildlife taxa in 3 different locations and 14 mammals in 4 different locations

The company has also submitted a report related to the biodiversity database of PT RHS to the Natural Resources Conservation Center of Central Kalimantan Province, Central Kalimantan Province on June 15, 2020 (letter no: 96 / BM / RHS / VII / 2020).

The company carried out a management review related to the maintenance of riparian belts and HCV areas on July 28, 2020.

The company has conducted an evaluation of the results of management of riverbanks and HCV areas in 2019, among others as input in the preparation of a management plan for the management and monitoring of HCV in 2020. .

The company has also conducted a joint review with the government and the community in the public consultation on the plan to designate areas of important value for biodiversity conservation on January 19, 2017 which was carried out at the Environmental Service of Kuala Pembuang district attended by village officials, community representatives, and the Environmental Agency

7.12.5

Based on the data in the previous audit, it was found that from the identification results there were 7 people clearing land in the company's HCV area. Then on January 1, 2018, in the HCV encroachment road map report compiled by the HCV sustainability team it was found that the party clearing the land increased to 48 people with a total disturbed area of 179.34 Ha (28.07 Ha of active claim area, open area 130.85 Ha, threatened (there is a cottage building) 48.49 Ha). This is because the company has not compensated the land cultivator.

Related to the existence of land tenure by the community in the area that has been designated as the HCV area of PT Rimaba Harapan Sakti, efforts have been made to resolve it through approaches and mediation to the community. The following are the stages of completion that have been carried out by the company:

- A special report on the PT RHS HCV area clearing area survey conducted on 17-25 July 2013 conducted by the HCV team. There are data of 31 people who conducted a survey in the HCV area. From these activities, 35 people have been identified who have cleared land.
- On 16 August 2018 the company showed the HCV encroachment road map prepared by HCV sustainability. There is a resume of HCV area control data at PT RHS with an explanation:
- There are 48 people clearing HCV land, □ total inactive 28.07 Ha, total cleared area 130.85 Ha, threatened (there are cottage buildings) 48.49 Ha, total disturbance area 179.34 Ha.
- 20 people who have agreed to maintain the most densely populated HCV 20 minutes of agreement on joint management of HCV areas Between communities and companies around PT RHS.

In this Recertification assessment, the company shows the following progress:

- Agreement between PT RHS and the Pukun Lestari Farmers Group in Pematang Limau Village for compensation and joint management of HCV land on April 10 2019, (known to the Head of Pematang Limau village, Village Consultative Body and Head of Seruyan Hilir Sub-district) no 01 / compensation HCV / RHS- SP / IV / 2019
- Minutes of field checks for the HCV area with the Pukun Lestari Farmer Group on May 2 - 4 2019.
- The company has made payment for phase 1 as compensation for land to communities living in HCV areas on November 4, 2019. Payment for phase 1 is IDR. 1, 086,425,000 for 22 land owners with a total area of 434.57 Ha.
- A meeting was held between the company and the community regarding the plan for compensation phase 2 on August 6, 2020.

- The company has conducted field checks for the phase 2 compensation plan on August 14 and 21, 2020. The check involves the company, Poktan SPL and community representatives. An exemption plan. Surianso and Budiansyah still need another stage in the compensation process because there are other controls on the land

The company has made efforts to settle agreements with the community regarding the occupation of the HCV area by making payments for planting growth compensation (GRIT) stage 1 covering an area of 434.57 hectares and collaborating for the development of plantations outside the company's area with farmer groups. The company has the opportunity for improvement related to monitoring the progress of the completion of the agreement, which is still outstanding. (OFI).

7.12.6

The company shows the SOP for the protection of protected animals and plants no 18 / HCV / (2) / 0419 April 2019. The document contains procedures consisting of preventive and repressive measures in efforts to protect protected wild animals and plants.

The company has also conducted socialization related to the protection of flora and fauna, for example as follows:

- Outreach to employees on 26-28 December 2019
- Socialization of HCV (protected animals and forest and land fires to residents in the vicinity of PT RHS 'HCV or HGU. HCV socialization was carried out through field socialization and with media in the form of sign boards and posters. Socialization was carried out in villagers' plantation and cottages around PT RHS gradually on 28-29 July 2020 at RHS 1 and 30 July at RHS 2. This activity included 48 residents.
- Outreach to contractors for plasma and nucleus plantations related to HCV locations and flora and fauna protection on June 6, 2020, attended by 21 people from companies and contractors.
- Socialization of HCV and animal protection areas to contractors on 1 September 2020 with 10 contractor participants.

Based on the results of field visits and interviews with employees, it is known that they have understood the protection of flora and fauna which is socialized by the company.

7.12.7

The company has carried out activities related to the protection of flora and fauna, for example as follows:

- The company shows a report on the results of flora and fauna monitoring carried out from 7 to 12 October 2019 in the HCV area at PT RHS using data from monitoring, patrols, land measurements / community claims and camera trap results.
- Rapid Survey report for 2019. In the 2019 rapid survey, 27 species of mammals were identified in the HCV area, either directly or indirectly (nests, footprints, feces, scratches and food marks) so that there were additional species of species. namely the wild boar that previously only identified as beard hogs. There are 14 types of mammals that have been identified that are included in the protection status based on PermenLHK No.106 of 2018. There are 2 types of plants included in the protected category based on PermenLHK No.106 of 2018, namely Nephentes sp and Pasak Bumi.

The company has also submitted a report related to the biodiversity database of PT RHS to the Natural Resources Conservation Center of Central Kalimantan Province, Central Kalimantan Province on June 15, 2020 (letter no: 96 / BM / RHS / VII / 2020)

The company conducted a management review related to the management of the HCV area on July 28, 2020. The company has evaluated the results of management of river boundaries and HCV areas in 2019, among others, as input in the preparation of a management plan for the management and monitoring of HCV in 2020.

7.12.8

Based on the statement area map and field visits, the Company did not carry out any new plantings over 2005.

WILMAR has reported the Disclosure of Liability for PT. RHS to RSPO on July 31, 2014, where the Summary of Raw Liability covering an area of 935 Ha (time clearance period Nov 2005 - 30 Nov 2007) with Zero Liability status. Meanwhile, the submission of Land Use Cover Change according to the RSPO format was sent via email to the RSPO secretariat on 8 April 2015. There is evidence of communication with RSPO via rspocompensation@rspo.org dated 2 March 2017 which states that PT RHS is declared as zero non-compliant land clearance.

	Status: Comply	
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3.2 Conformity Checklist of Certificate and Trademark Use

1.	Evidence of permission or approval certificate and trademark from Certification Body which submitted by Client	X or ✓
	PT Rimba Harapan Sakti do not use RSPO trademark and CB Logo.	✓
	Status: Comply	
2.	Implementation of certificate and trademark used by Client comply with size and type (shape) against Guideline of Logo Use	X or ✓
	PT Rimba Harapan Sakti do not use RSPO trademark and CB Logo.	✓
	Status: Comply	
3.	Implementation of Certificate and Trademark is not used on product	X or ✓
	PT Rimba Harapan Sakti do not use RSPO trademark and CB Logo.	✓
	Status:	
4.	Controlling of Certificate and Trademark, including withdrawing inappropriate logo.	X or ✓
	PT Rimba Harapan Sakti do not use RSPO trademark and CB Logo.	✓
	Status: Comply	

3.3 Summary of RSPO Partial Certification.

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

Wilmar International Ltd Time Bound Plan (TBP) is explained in point 1.10. Wilmar International Ltd has informed the TBP progress, MUTU has considered that Wilmar International Ltd is complied with the RSPO requirement for TBP. The Time Bound Plan was revised and declared by Wilmar International Ltd on March 2020.

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

MUTU Auditor has verified company partial certification and concludes that:

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

2.1 Un-Certified Units or Holdings		
Section	Requirement	Concerns to Discuss, if any
2.1.1	Did the company conduct an internal audit? If so, has a positive assurance statement been produced?	<p>Yes, and positive assurance is produced for these units.</p> <p>Auditor verification Internal audit conducted on 17 & 24 January 2020 for:</p> <ul style="list-style-type: none"> - PT Agronusa Investama Pahauman - PT Agro Palindo Sakti 2 - PT Musi Banyuasin Indah - PT Sinarsiak Dianpermai - PT Agroindo Indah Perkasa 2 - PT Buluh Cawang Plantation <p>There is some non-conformance find in internal audit and the company has produced the positive assurance for these units.</p>
2.1.2	<p>No replacement after dates defined in Nis Criterion 7.3 of:</p> <ul style="list-style-type: none"> • Primary forest. • Any area identified as containing High Conservation Values (HCVs). • Any area required to maintain or enhance HCVs in accordance with RSPO criterion 7.3. 	<p>Uncertified management units has conducted HCV assessment such as :</p> <ul style="list-style-type: none"> • PT Sarana Titian Permata in June 2008, • 4 unit scheme smallholders under PT Kerry Sawit Indonesia in year 2008, • PT Agronusa Investama - Sambas and their scheme smallholders in year 2011, • PT Agronusa Investama - Landak/Pahauman in year 2011 (re-assessment in year 2014), • PT Buluh Cawang Plantation-West Kalimantan in year 2016,

		<ul style="list-style-type: none"> • PT Agro Palindo Sakti 2 in July 2009, • PT Indoresin Putra Mandiri in March 2009, • PT Daya Landak Plantation in July 2009, • PT Putra Indotropical in November 2008, • PT Putra Procentindo in December 2008, • PT Permata Hijau Plantation (block 22) in year 2012, • PT Kencana Sawit Indonesia in year 2010, • PT Murini Samsam in year 2014, • PT Musi Banyuasin Indah in year 2013, • PT Sinarsiak Dianpermai in year 2014, • PT Agro Indah Persada in year 2011 and • Biase Plantation Limited in year 2011 & September 2014 (Calaro extension) <p>Some management units has carried out land clearing activities since November 2005 without preceded by HCV identification/assessment. Based on RaCP tracker (per November 2019) in RSPO website and the result of correspondence with RSPO compensation panel that the management units under Wilmar International Limited have :</p> <ul style="list-style-type: none"> • 24 management units with potential liability consist of 11 uncertified management units (2 uncertified management units still processing recertificatio) and 13 certified management units • RSPO member has submitted LUCA amount of 24 Management Units • LUCA of 20 management units has passed and 4 management units has reviewed and requiring clarification from RSPO member. • The 11 of 20 Management Units need/required Concept Note (CN). There are the 3 additional Management Units need Concept Note if compared with information of RaCP tracker per January 2019 (8 Management Units need Concept Note (3 uncertified management unit and 5 certified management unit)). Auditor has carried out clarification to the RSPO members and the RSPO secretariat. RSPO member do not know the name of the 3 additional management units because LUCA has been reviewed by RSPO but it is yet incomplete. Whereas, the result of clarification with the RSPO Secretariat that the compensation team is still updating the database so that the addition can occur due to duplicate. RSPO Secretariat will be informing to auditor again after updating finish.
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	<ul style="list-style-type: none"> • 1 Management Units has submitted Concept Note (CN). Based on information from RSPO member that they has submitted Concept Note amount of 2 Management Units but the last of submit is January 2020 so that it not covered on RaCP tracker per November 2019. <p>Following up one of resolution from 35th BHCVWG meeting year 2017 are pushing certified management unit to submit annex 7 & 8 (compensation concept note & compensation plan) to RSPO compensation panel in annual surveillance audit by each certification body according time frame which has decided in meeting. The progress of the concept note approval can be saw in indicator of 7.12</p> <p>Information of LUCA for some uncertified management units as follow as :</p> <ol style="list-style-type: none"> 1. PT Agronusa Investama (Landak/Pahauman) : LUCA and disclosure of non-compliant land clearing was available and it has submit to RSPO secretariat year 2015 and LUCA has passed with the result of liability assessment is presence liability (per 27 February 2017 and total of liability areas is 53.50 ha). The concept note has developing by internal team so it has not been submitted to RSPO secretariat. 2. PT Buluh Cawang Plantation in West Kalimantan : LUCA and disclosure of non-compliant land clearing was available and it has submit to RSPO secretariat year 2015 and LUCA has passed with the result of liability assessment is presence liability (per 13 March 2017 and total of liability areas is 46.62 ha). The concept note has been developing by internal team so that it has not been submitted to RSPO secretariat. 3. PT Agro Palindo Sakti 2 : LUCA and disclosure of non-compliant land clearing was available and it has submit to RSPO secretariat year 2016 and LUCA has passed with the result of liability assessment is zero conservation liability. 4. PT Indonesia Putra Mandiri & PT Daya Landak Plantation : LUCA and disclosure of non-compliant land clearing was available and it has submit to RSPO secretariat year 2015 and LUCA has passed with the result of liability assessment is zero conservation liability. 5. PT Putra Indotropical & PT Pratama Procentindo : LUCA and disclosure of non-
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		<p>compliant land clearing was available and it has submit to RSPO secretariat year 2015 and LUCA has passed (date on 13 March 2017) with the result of liability assessment is zero conservation liability.</p> <p>6. PT Sarana Titian Permata : LUCA and disclosure of non-compliant land clearing was available and LUCA has passed with the result of liability assessment is zero conservation liability.</p> <p>7. Based on the result of communication with RSPO that LUCA on behalf remaining uncertified management units has submitted and passed with the result of liability assessment is zero liability (2 uncertified management units) so not concept note required and presence liability (1 uncertified management unit) so concept note required. It has submitted concept note before November 2019.</p> <p>8. PT Musi Banyuasin Indah, PT Sinarsiak Dianpermai, PT Murini Samsam (466 ha) & PT Permata Hijau Plantation (block 22) : There are no planting after 1 November 2005 so RaCP status is not applicable.</p> <p>Auditor verification Auditor has verified the supporting evidence of above the company statement. The above statement in accordance with the supporting evidence provided.</p>
2.1.3	Any new plantings since January 1 st 2010 must comply with the RSPO New Plantings Procedure.	<p>There are some newly developed plantation areas under Wilmar International and have undergone the New Planting Procedure (NPP). It has announced on RSPO website during 30 days with complete status such as in Jambi Province (PT Agrindo Indah Persada 2) & West Kalimantan Province (PT Agro Nusa Investama (Sambas)) - Indonesia and Nigeria (Biase Plantation Limited & Biase Plantation Limited (Calaro extension).</p> <p>Auditor verification Auditor has verified the supporting evidence of above the company statement. The above statement in accordance with the supporting evidence provided.</p>
2.1.4	Any Land conflicts are being resolved through a mutually agreed process, e.g. RSPO Grievance procedure or Dispute Settlement Facility, in accordance with RSPO criteria 6.4, 7.5 and 7.6.	<p>Uncertified management unit have technical procedure/guidance for land acquisition (SOP 001/WIP-KB/(0)/0610) and procedure of calculation & compensation payments (SOP 01/WIP-KB/(1)/1215). The records and documents of land compensation was available such as list of recapitulation of land compensation/acquisition, minute of</p>

	<p>measurement and their maps, profile/identity of land ownership and minute of agreement/negotiation between company and land ownership regarding handover/release of land. Based on self-assessment report that some uncertified management units (PT Daya Landak Plantation, PT Agronusa Investama – Pahaman, PT Putra Indotropical, PT Pratama Prosentindo, PT Agrindo Indah Persada 2 & PT Sarana Titian Permata – POM 2) has carried out some activities in order land acquisition process such as socialization to stakeholder and land owner, verification of land owner identity, measuring land/area in field together land owner, negotiating and agreeing on the price of land compensation and their plants, paying land compensation appropriate with the result of agreeing together.</p> <p>Community who loses access and land right for plantation areas has given the opportunity to benefit (direct and indirect) from plantation development as sample in form of scheme smallholder areas, as employee, as contractor (transportation, supplier for daily food, etc), as FFB supplier, using infrastructure/road as access from village to town or vice versa, as trader while employee has got wage, etc.</p> <p>Refer to case tracker or status of complaints under Wilmar International Limited period of February 2011 to conducting audit that the object of complaint has dominated by certified management unit and the majority of cases has closed. There are 2 case of complaints still in investigation process (PT Permata Hijau Pasaman and PT AMP Plantation). Further details on this case are available here: http://www.rspo.org/members/complaints/status-of-complaints/view/26</p> <p>Based on self assessment that no land conflict in the location of uncertified management units</p> <p>Auditor verification There is no information from public source and RSPO website on any land conflict for uncertified unit of the group subsidiaries.</p> <p>Based on the company record there is documentation on land compensation recapitulation updated on 1 October 2007, participatory mapping, agreement letter on compensation between company and land owner, land owner identity and procedure on</p>
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		<p>compensation technical guidance SOP 001/WIP-KB/(0)/0610 dated June 2010.</p>
<p>2.1.5</p>	<p>Any Labour disputes are being resolved through a mutually agreed process, in accordance with RSPO criterion 6.3.</p>	<p>There is a grievance and complaint form/procedure used by the company to collect and collate all complaints from communities and employee as sample in Indonesian is SOP 004/WIP-KB/(0)/0610, SOP 003/WIP-KB/(1)/0911, PRO-PGA-001 and Whistleblowing Policy (effective date on 5 August 2015). Procedure of grievance & complaint from employee has not been dissemination to employee in PT ANI-Pahuman, Cooperative of Tuah Jubata (scheme smallholder), PT Daya Landak Plantation, PT Indoresins Putra Mandiri & PT Putra Indotropical. It will be doing by auditee based on correction action plan.</p> <p>Based on self-assessment that uncertified management units have provided documentation of both the process which a dispute was resolved and the outcome and log book about handling grievance & complaint from internal (employee) & external. Based on log book that there are grievance & complaint from employee but there is no identified labor disputes ongoing at subsidiary companies of Wilmar International Limited.</p> <p>Auditor verification There is no information from public source and RSPO website on any labour conflict for uncertified unit of the group subsidiaries.</p> <p>The company has mechanism to handle employee complaint and grievance that is stated in SOP 005/WIP-KB/(0)/0610 for communication and consultation with community and SOP 004/WIP-KB/(0)/ 0610 on complaint and grivance mechanism and solving any dispute out off court.</p> <p>There is no list of employee and stakeholder complaint and grievance.</p>
<p>2.1.6</p>	<p>Any Legal non-compliance is being resolved in accordance with the legal requirements, with reference to RSPO criteria 2.1 and 2.2.</p>	<p>Uncertified management units have the list of laws & regulations or law register relate of plantation, environment, man power and OSH issue. The result of evaluation law and regulation with implementation by company.</p> <p>The evidence of compliance to laws and regulations such as land use right or land title (except uncertified management units as below), location permit for the location of uncertified management units in Indonesia, environment document has approved by local government (especially in Indonesia), minimum wage,</p>

		<p>minimum age as employee, etc. Whereas, Eyop Industries Limited and Biase Plantation Limited have deed grant, Deed of conveyance, Certificate of Occupancy and MoU with communities.</p> <p>Based on self-assessment report that there are not changing significantly if compare with previous condition i.e some of Wilmar's uncertified management units have not complied with certain legal requirements, i.e. :</p> <ul style="list-style-type: none"> • Land use right (HGU) : PT Sarana Titian Permai (1 & 2), PT Agro Nusa Investama (Landak/Pahauman), PT Sinarsiak Dianpermai, PT Permata Hijau Pasaman (block 22), PT Murini Samsam (466 ha), PT Pratama Prosentido, PT Putra Indotropical, PT Indoresin Putra Mandiri, PT Buluh Cawang Plantation in West Kalimantan, PT Agroindo Indah Persada 2, and PT Daya Landak Plantation, where the land use right (HGU) are still under process. At time of this audit, the company was still making efforts to close these legal non-compliances. • Forest areas release permit : part of PT Musi Banyuasin Indah areas and two estates under Eyop Industries Limited <p>Uncertified management units has carried out monitor of pillar boundary regularly except PT Agroindo Indah Persada 2 because has not been carried out cadastral measurement.</p> <p>Auditor verification PT Agroindo Indah Perkasa 2 - There is HGU on propose.</p> <p>PT. Buluh Cawang Plantation - HGU on process</p> <p>PT Agronusa Investama Pahauman - The continues changing on PIPIB map. In accordance to PIPIB 10 there is no area of the company (based on location permit) that is in the moratorium area. When PIPIB 11 released, some area of the company is in the updated peat moratorium map.</p> <p>PT Agro Palindo Sakti 2 - There is an obstacle on processing HGU is before continuing the HGU process, the company has to complete the requirement for 20% area allocation for smallholder. Based on Bupati Sanggau Decree No. 137 year 2011 dated 25 March 2011 for 623 ha</p>
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		<p>of smallholder scheme for 2 koperasi of Batu Ceramin and and Maju Bersama. Later, koperasi Maju Bersama split into Koperasi Maju Bersama and Koperasi Harapan Baru. And Koperasi Harapan Baru wants to take about 136 ha within company proposed HGU area. The company needs to resolve this issue first before be able to continue HGU process.</p> <p>PT Musi Banyuasin Indah</p> <ul style="list-style-type: none"> - Overlay the map of land use with attachments Ministerial Decree No. SK.822/Menhut-II/2013 PT MBI entered in production forest area. - Planting outside HGU Kebun Sei Selabu (block 010, 024 and 027). - Explanation management unit following the legal department still perform continuous coordination with the government while waiting for a change of government decisions regarding the status of the area. <p>PT Sinarsiak Dianpermai</p> <ul style="list-style-type: none"> - HGU 1,002 Ha on process - Status of Other Use Areas based on Appendix SK 878 / Menhut-II / 2014 dated September 29, 2014 and letter no. S.160 / BPKH.XIX-3/2016 dated March 31, 2016 <p>Explanation management unit as follows:</p> <ul style="list-style-type: none"> - Disagreement between the ministry of forestry by the Riau provincial government on the status of land PT SSDP (between the status of forest and APL), which led to the process of making the concession inhibited. - There are some estate areas around the Mill that does not have permission locations. The process of acquiring a location permit was hampered due to the reasons in point 1 as well. - The legal department is still doing continuous coordination with the government while waiting for a change of government decisions. <p>Based on website date on 13 & 21 June 2019 and 27 July 2019 that PT Putra Indotropical, PT Indoresin Putra Mandiri and PT Pratama Prosentindo have not been land use right (Hak Guna Usaha). The result of clarification from auditee that they are still in the process of completing the requirements in other ministries.</p>
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		This is one of requirements to apply for land use right at National Land Agency.
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3.4 Identification of Findings, Corrective Action, Observations, Opportunity for Improvement and Noteworthy Positive Components.

3.4.1. Identification of Findings, Corrective Actions and Observations at ASA-4 Assessment

There is no Non-Conformity during ASA 4

3.4.2. Identification of Findings, Corrective Actions and Observations at Re-Certification Assessment

There is no Non-Conformity during Re-certification assessment

3.4.3. Opportunity for Improvement

No	Ref. Std.	Description
1	3.5.1	<p>The results of interviews with the Manpower and Transmigration Office and document review show that there is currently a process to settle industrial relations of a case between the company and a worker, related compensation of working termination.</p> <p>At this time, the industrial relations settlement process has involved the Bipartite Cooperation Agency and the District Manpower Office. However, since the agreement has not been reached, the dispute settlement is continued by mediating between the workers, the company and the Provincial Manpower Office. The company has the opportunity for improvement related to solving these industrial relations problems.</p>
2	7.12.5	<p>The company has made efforts to settle an agreement with the community regarding the occupation of the HCV area by making payments for planting growth compensation (GRTT) stage 1 covering an area of 434.57 hectares and collaborating for the development of plantations outside the company's area with farmer groups.</p> <p>The company has the opportunity for improvement related to monitoring the progress of the completion of the agreement, which is still outstanding.</p>







3.4.4. Noteworthy Positive Components

No	Ref. Std.	Description
1		Implementation of other international sustainability scheme namely Italian Scheme for Biofuels and Bioliquids.

3.5 Summary of Arising Issues from Public and Auditor Verification

Public Issues	Auditor Verification
<p>Bipartite Cooperative of PT Rimba Harapan Sakti 1</p> <ul style="list-style-type: none"> • Minimum wage for daily worker is in accordance with Sectoral Minimum Wage for Seruyan Regency of 2020. Also, overtime payment has been paid in accordance with applicable regulation. • There is no contract worker or temporary worker. New worker is categorized as worker with probation time. • Company provided worker with PPE. Broken PPE can be replaced by company for free. • Minimum age for worker is 18 years old. Also, worker is prohibited bring along their family for helping their work at site. • There is no complaint against company from worker. 	<p>Auditor has verified the compliance regarding worker welfare aspect on prinsip theme number 6.</p>
<p>Labor Agency of Seruyan Agency</p> <ul style="list-style-type: none"> • The companies have implemented the payment of wages for employees refers to Central Kalimantan Governor Decree. • All mandatory reports related to employment have reported well. • There are no issues of migrant workers, no child workers, no substitution contracts, no labor trade or forced labor forms. • All employees have employment agreements and there were no issues or violations committed by companies related to worker welfare included in payment. • Based on interview with a labor agency, it is know that a labor case between PT RHS and employee. The industrial relations settlement process has involved a bipartite cooperation institution and the district environmental service. However, since the agreement has not been reached, the dispute resolution is continued by mediating between the workers and the provincial manpower office. Related to this, the company has the opportunity to settle industrial relations. 	<p>It has been verified and stated in the report (indicator 3.5.1)</p>
<p>Environmental Agency of Seruyan Agency</p> <p>Certification unit has been complied with applicable regulations, among others has had license of hazardous temporary warehouse, license of POME Land Application, environment permit, and etc. Every mandatory reports related environmental has been reported to agency. There is no complaints from stakeholder related environmental issue.</p>	<p>There is no negative issue that need further verification. Based on document review and field observations, the certification unit has demonstrated legal compliance related environmental, and no indications of environmental pollution.</p>
<p>Plantation Agency of Seruyan Agency</p> <p>The company has a good relationship with the agency, besides that the company has also complied with applicable regulations, among others: already has a location permit, plantation business permit (IUP), and has routinely sent plantation business reports. Further explained that until now there has never been a land dispute involving the agency or fire</p>	<p>There was no negative issue that need further verification. Based on document review and field observations, the company has demonstrated legal compliance regarding plantation legality, and no indications of land disputes or fire</p>

Public Issues	Auditor Verification
incident in certification unit operational area.	incident.
<p>Head Village of Pematang Limau</p> <ul style="list-style-type: none"> - The company has CSR program, it has been realized on the last year - The company has giving opportunity to the local contractor - There are no fire issues. - There are no environment pollution issues. 	There are no negative issues that need further verification.
<p>Local Contractor (CV Randu Mas)</p> <p>The unit of certification has made efforts to develop the surrounding community through CSR programs in participatory manner, the usage of local labor and local contractor, as well as developed smallholders.</p> <p>When carrying out its work, the contractor always has a work contract as the basis for starting work in the operational scope of the company. In the employment contract, it is explained about the period of work, type of work, work costs, obligations and rights, and other information. The contractor provides facilities in the form of PPE for all workers while working in the company's operational scope. Payment for completion of work is done on time by the company in accordance with what is written in the employment agreement.</p>	There are no negative issues that need further verification. The company has Local Contractor. Described in 5.1, 2.2 and 2.1.
<p>Gender Committee/Women on Working Group</p> <p>Gender Committee/ Women on Working Group activities include socialization of sexual harassment, complaints, general health and so on. There are no issues related to sexual harassment.</p> <p>Female workers have the right to get menstruation leave (H1) and maternity leave (H2).</p> <p>The gender committee/ Women on Working Group had a religious program every week and public health service.</p>	There are no negative issues that need further verification. The company was formed a Gender Committee. Described in Criteria 6.1.

4.0	CERTIFIED ORGANISATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY		
4.1	Formal Sign-off of Assessment Findings		
	<p>Hereunder sign by management representative from inspected company to acknowledge a field assessment and agree for all content explained in this assessment report, included of non-compliance findings.</p> <p style="text-align: center;">Signed on behalf of:</p> <table border="0" style="width: 100%;"><tr><td style="width: 50%; text-align: center;"><p>PT Rimba Harapan Sakti Group Estate Manager</p><p><u>Isnawan Haryoko</u> 11 September 2020</p></td><td style="width: 50%; text-align: center;"><p>Mutuagung Lestari Lead Auditor</p><p><u>Arif Faisal Simatupang</u> 11 September 2020</p></td></tr></table>	<p>PT Rimba Harapan Sakti Group Estate Manager</p>  <p><u>Isnawan Haryoko</u> 11 September 2020</p>	<p>Mutuagung Lestari Lead Auditor</p>  <p><u>Arif Faisal Simatupang</u> 11 September 2020</p>
<p>PT Rimba Harapan Sakti Group Estate Manager</p>  <p><u>Isnawan Haryoko</u> 11 September 2020</p>	<p>Mutuagung Lestari Lead Auditor</p>  <p><u>Arif Faisal Simatupang</u> 11 September 2020</p>		

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	Labor Agency	Pematang Limau Village, Seruyan Regency, Kalimantan Tengah, Indonesia	-	Direct Interview by Phone	09 September 2020	✓	-
2	Land Agency	Pematang Limau Village, Seruyan Regency, Kalimantan Tengah, Indonesia	-	Direct Interview by Phone	09 September 2020	-	✓
3	Environment Agency	Pematang Limau Village, Seruyan Regency, Kalimantan Tengah, Indonesia	-	Direct Interview by Phone	09 September 2020	✓	-
4	Plantation Agency	Pematang Limau Village, Seruyan Regency, Kalimantan Tengah, Indonesia	-	Direct Interview by Phone	09 September 2020	✓	-
5	Head Village of Pematang Limau and previous land owner	Pematang Limau Village, Seruyan Regency, Kalimantan Tengah, Indonesia	-	Direct Interview by Phone	09 September 2020	✓	-
6	Local Contractor (CV Randu Mas)	Pematang Limau Village, Seruyan Regency, Kalimantan Tengah, Indonesia	-	Direct Interview by Phone	09 September 2020	✓	-
7	Gender Committee/Women on Working Group	Pematang Limau Village, Seruyan Regency, Kalimantan Tengah, Indonesia	-	Direct Interview	08 September 2020	✓	-
8	Bipartite Cooperative of PT Rimba Harapan Sakti 1	Pematang Limau Village, Seruyan Regency, Kalimantan Tengah, Indonesia	-	Direct Interview	08 September 2020	✓	-
9	Sawit Watch	Jakarta	info@sawitwatch.or.id	Email	31 st August 2020	-	✓
10	WWF	Jakarta	supporter-service@wwf.or.id	Email	31 st August 2020	-	✓
11	Walhi	Jakarta	informasi@walhi.or.id	Email	31 st August 2020	-	✓
12	Rimba Harapan Sakti Mill - 1 warehouse officer - 1 hazardous waste officer - 1 workshop supervisor - 1 WTP operator - 3 workers of Land Application - 1 WWTP operator - 1 Hazardous waste temporary warehouse officer	PT Rimba Harapan Sakti	-	Field observation and direct interview	8 th September 2020	✓	

	<ul style="list-style-type: none"> - Security → 2 workers - Weighbridge operator → 2 workers - Loading Ramp Operator → 3 workers - Boiler Operator → 3 workers - Kernel Station → 1 workers - Hydrant Simulation → 3 workers - Engine Room → 1 workers 						
13	Rimba Harapan Sakti 1 Estate <ul style="list-style-type: none"> - 1 worker of HGU monitoring - 5 harvesters - 6 fertilizing workers - 11 spraying workers - 6 Firefighters - 1 Hazardous Waste Warehouse - 4 Mechanic Workshop - 2 Chemical warehouse - 2 Paramedic 	PT Rimba Harapan Sakti	-	Field observation and direct interview	8 th September 2020	✓	
14	Rimba Harapan Sakti 2 Estate <ul style="list-style-type: none"> - 1 paramedic - 1 warehouse officer - 1 worker PPE storage - 1 generator room operator - 1 Hazardous waste temporary warehouse officer - 1 team fire fighting - 3 harvesters - 5 fertilizing workers - 3 spraying workers 	PT Rimba Harapan Sakti	-	Field observation and direct interview	9 th September 2020	✓	

Appendix 2. Assessment Program

Date	07 – 11 September 2020	
Program	Clauses To Be Audited	Auditor / PIC
Monday, 07 September 2020		
06.00 – 07.30	Flight from Jakarta to Pangkalan Bun	All Auditor
07.30 – 13.00	Traveling from Pangkalan Bun to PT Rimba Harapan Sakti	All Auditor
13.00 – 15.00	Break	All Auditor
15.00 – 17.00	Opening Meeting <ul style="list-style-type: none"> Auditee speech (introduction of PIC, profile of Management Unit) Auditor Team speech (introduction, audit objective, audit scope, audit plan discussion, determine of audit sample, transparency and confidentiality clarification) 	Management Unit Faisal
Tuesday, 08 September 2020		
08.00 – 12.00	Field Observation of Rimba Harapan Sakti POM <ul style="list-style-type: none"> Observation of supply chain (FFB receiving, weighbridge) Observation of FFB grading, processing activity, product despatch Observation of chemical storage, hazardous waste storage, fire control simulation, etc Observation of WWTP, WTP, EBA 	Satria Satria Nurdin Nurdin
08.00 – 12.00	Field Observation of Rimba Harapan Sakti 1 Estate Field observation and consultation with internal stakeholder in their respective work locations (Gender Committee, Worker Union, Worker Cooperative, etc) <ul style="list-style-type: none"> Observation of HGU poles, and land demarcation. Observation of agronomy aspect (harvesting & transportation, manuring, pesticides application, road maintenance, IPM, EFB application, etc) Observation of chemical storage, fertilizer storage, hazardous waste storage, fire control facilities, waste management, etc) Observation of workers facilities (housing, school, worship place, domestic waste management, etc). Observation of HCV area, POME Land Application. 	Faisal Faisal Tio Tio Tio
12.00 – 14.00	Break	All Auditor
14.00 – 17.00	Document review	All Auditor
Wednesday, 09 September 2020		
08.00 – 12.00	Field Observation of Rimba Harapan Sakti 2 Estate Field observation and consultation with internal stakeholder in their respective work locations (Gender Committee, Worker Union, Worker Cooperative, etc) <ul style="list-style-type: none"> Observation of HGU poles, and land demarcation. Observation of agronomy aspect (harvesting & transportation, manuring, pesticides application, road maintenance, IPM, EFB application, etc) Observation of chemical storage, fertilizer storage, hazardous waste storage, fire control facilities, waste management, etc) 	Tio Tio Faisal / Nurdin

	<ul style="list-style-type: none"> - Observation of workers facilities (housing, school, worship place, domestic waste management, etc). - Observation of HCV area, POME Land Application. 	<p>Faisal / Nurdin</p> <p>Faisal / Nurdin</p>
08.00 – 12.00	Village and Agency Consultation (via telephone)	Satria
12.00 – 14.00	Stakeholder consultation of Local Contractors, FFB suppliers, etc	All Auditor
14.00 – 17.00	Break	All Auditor
	Document review	All Auditor
Thursday, 10 September 2020		
08.00 – 12.00	Document review	All Auditor
12.00	Deadline of audit evidences/documents submission	Management Unit
12.00 – 15.30	Auditor’s internal discussion of closing meeting preparation	All Auditor
15.30 – 17.00	<p>Closing Meeting</p> <ul style="list-style-type: none"> • Presentation of audit findings (noteworthy positive component, non-conformities, OFI, timeline of CAR’s, conclusion) • Comments, responses and questions 	All Auditor
Friday, 11 September 2020		
11.00 – 12.30	Flight from Pangkalan Bun to Jakarta	All Auditor