

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

[✓] Initial Certification

Name of Management Organisation : **Putera Manunggal Perkasa Palm Oil Mill – PT Putera Manunggal Perkasa subsidiary of Austindo Nusantara Jaya Agri**

Plantation Name : PT Putera Manunggal Perkasa (Kasuari Estate and Cendrawasih Estate), PT Permata Putera Mandiri (Gaina Estate and Metamani Estate)

Location : Womba and Ikana Village, South Aifat Sub District, Maybrat District; Sumano and Benawa 1 Village, Kais Sub District, Sorong Selatan District, West Papua Province. Indonesia.

Certificate Code : **MUTU-RSPO/165**

Date of Certificate Issue : 23 December 2021 Date of License Issue : 23 December 2021

Date of Certificate Expiry : 22 December 2026 Date of License Expiry : 22 December 2022

Assessment	Assessment Date	PT Mutuagung Lestari Auditor	Reviewed by	Approved by
IC	25 to 30 October & 01 to 03 November 2021	Hasiholan Sihombing (Lead Auditor), Rindu Galih Rezza Rachmansyah, Rahmat Abdiansyah, Fritz Agustinus Hutasoit	Harso Yuli Antena	Octo HPN Nainggolan

Assessment	Approved by MUTUAGUNG LESTARI on:
IC	23 December 2021

PT Mutuagung Lestari • Raya Bogor Km 33,5 Number 19 • Cimanggis • Depok 16953 • Indonesia
 Telephone (+62) (21) 8740202 • Fax (+62) (21) 87740745/6 • Email: agri@mutucertification.com • www.mutucertification.com
 MUTU Certification • Accredited by Accreditation Services International
 on March 12th, 2014 with registration number **ASI-ACC-055**

TABLE OF CONTENT

FIGURE

Figure 1. Location Map of PT Putera Manunggal Perkasa and PT Permata Putera Mandiri	1
Figure 2. Operational Map of PT Putera Manunggal Perkasa	2
Figure 3. Operational Map of Permata Putera Mandiri	3

Abbreviations Used	4
--------------------	---

1.0 SCOPE of the CERTIFICATION ASSESSMENT

1.1 Assessment Standard Used	5
1.2 Organisation Information	5
1.3 Type of Assessment	5
1.4 Location of Mill and Plantations	5
1.5 Description of Area Statement	6
1.6 Planting Year and Cycle	6
1.7 Description of Mill and Supply Base	7
1.8 Estimate Tonnage of Certified Product	7
1.9 Other Certifications	8
1.10 Time-Bound Plan	8

2.0 ASSESSMENT PROCESS

2.1 Assessment Team	11
2.2 Assessment Methodology, Assessment Process and Locations of Assessment	11
2.3 Stakeholder Consultation and Stakeholders Contacted	15
2.4 Determining Next Assessment	16

3.0 ASSESSMENT FINDINGS

3.1 Summary of Assessment Report of the RSPO Certification	17
3.2 Conformity Checklist of Certificate and Logo Use	84
3.3 Summary of RSPO Partial Certification	85
3.4 Identification of Findings, Corrective Actions, Observations, Opportunity for Improvement and Noteworthy Positive Components	88
3.5 Summary of Arising Issues from Public and Auditor Verification	95

4.0 CERTIFIED ORGANISATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY

4.1 Formal Signing of Assessment Findings	105
---	-----

APPENDICES

1. List of Stakeholders Contacted in the RSPO Certification Process	106
2. Assessment Program	108

Figure 1. Location Map of PT Putera Manunggal Perkasa and PT Permata Putera Mandiri

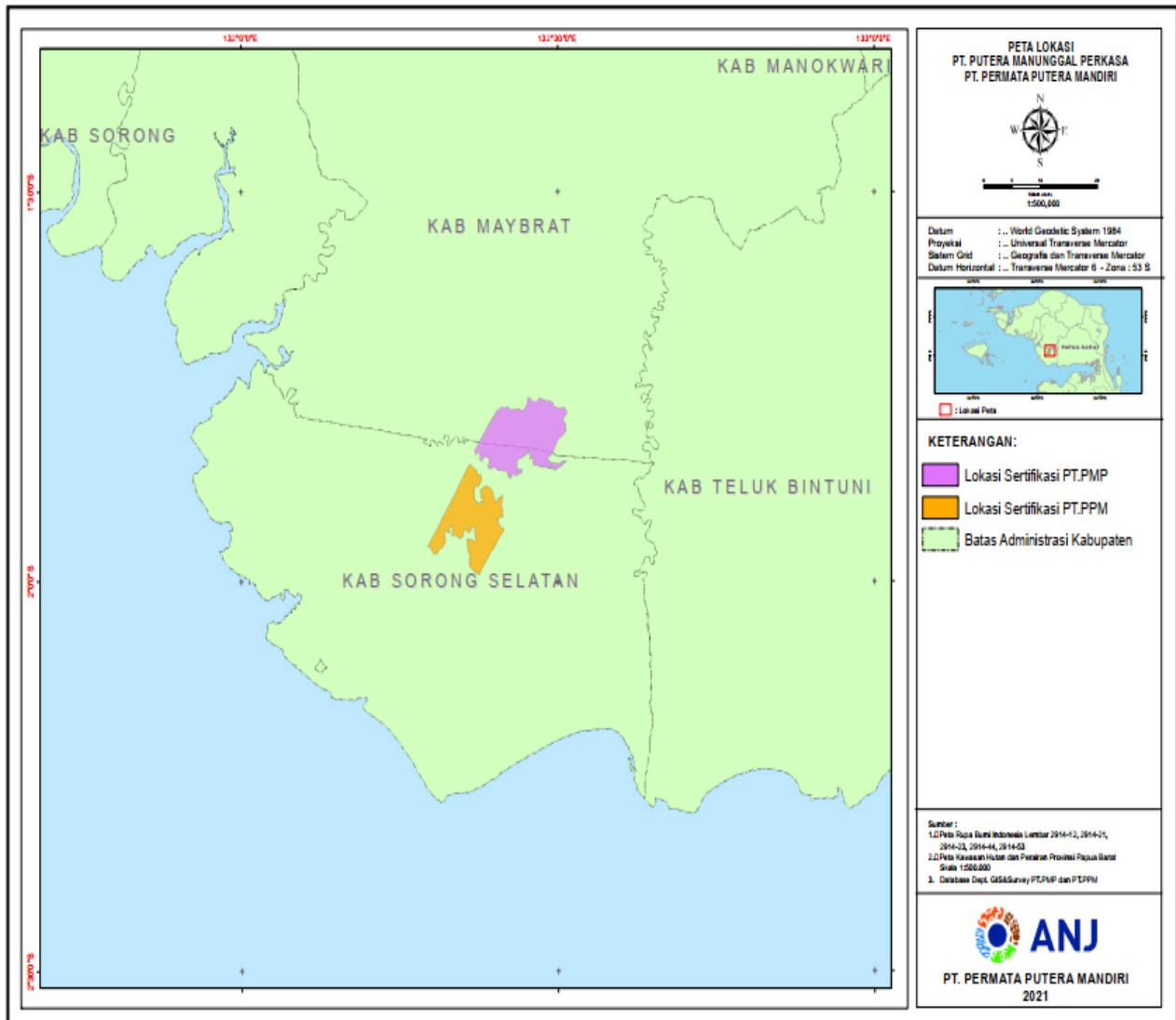


Figure 2. Operational Map of PT Putera Manunggal Perkasa

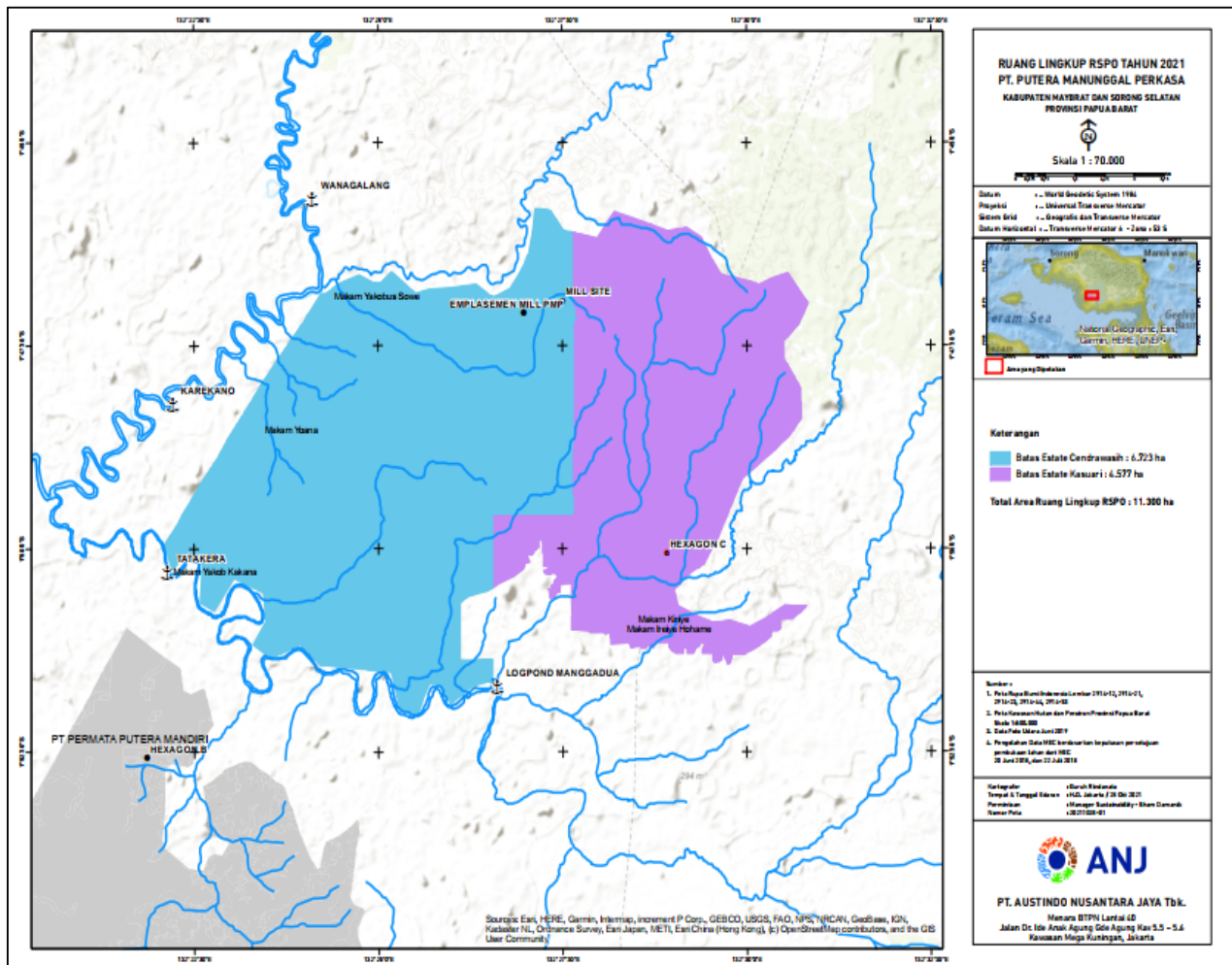
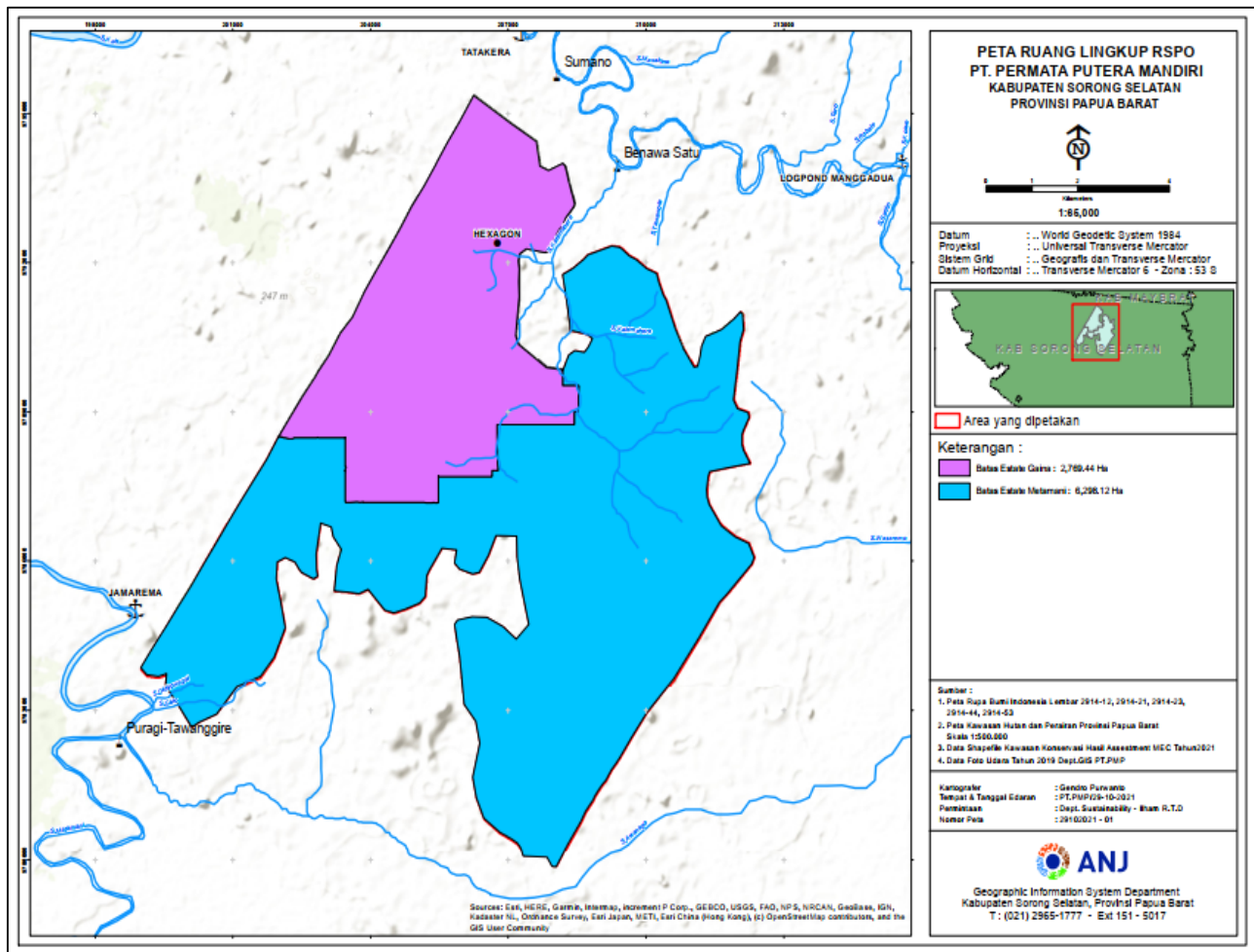


Figure 3. Operational Map of PT Permata Putera Mandiri



Abbreviations Used

AKAD	:	<i>Antar Kerja Antar Daerah / Inter-Regional Work</i>
ALS	:	Assessor Licence Scheme
AMDAL	:	<i>Analisa Mengenai Dampak Lingkungan</i>
ANDAL	:	Environmental Impact Analysis Main Report / <i>Analisa Dampak Lingkungan</i>
ANJ	:	Austindo Nusantara Jaya
BKSDA	:	<i>Badan Konservasi Sumber Daya Alam</i>
BOD	:	Biological Oxygen Demand
BPJS	:	<i>Badan Penyelenggara Jaminan Sosial</i>
B3	:	<i>Bahan Berbahaya dan Beracun (Hazardous and Toxic Material)</i>
CITES	:	Convention on International Trade in Endangered Species
CID	:	Community Involment Development
CPO	:	Crude Palm Oil
CSR	:	Corporate Social Responsibility
EFB	:	Empty Fruit Bunch
FFB	:	Fresh Fruit Bunch
GHG	:	Green House Gas
HCV	:	High Conservation Value
HGU	:	<i>Hak Guna Usaha / Cultivation Rights</i>
IC	:	Initial Certification
IUP	:	<i>Izin Usaha Perkebunan / Plantation Business License</i>
K3	:	<i>Keselamatan dan Kesehatan Kerja / Occupational Health and Safety</i>
KER	:	Kernel Extraction Rendement
LA	:	Land Application
NPP	:	New Planting Procedure
OER	:	Oil Extraction Rendement
OHS	:	Occupational Health and Safety
OFI	:	Opportunity For Improvement
P2K3	:	<i>Panitia Pembina Keselamatan dan Kesehatan Kerja / Occupational Health and Safety Committee</i>
PK	:	Palm Kernel
PKS	:	<i>Pabrik Kelapa Sawit (Palm Oil Mill)</i>
POME	:	Palm Oil Mill Effluent
PT PMP	:	PT Putera Manunggal Perkasa
PT PPM	:	PT Permata Putera Mandiri
RKL-RPL	:	Environmental Management Plan (RKL) and Environmental Monitoring Plan (RPL)
RTE	:	Rare Threatened and Endangered
SIA	:	Social Impact Assessment
SOP	:	Standard Operational Procedure
SPK	:	<i>Surat Perjanjian Kerjasama / Agreement Letter</i>
TPS LB3	:	<i>Tempat Penyimpanan Sementara Limbah Bahan Berbahaya dan Beracun (Hazardous Waste Storage)</i>
WWTP	:	Waste Water Treatment Plant

1.0	SCOPE of the CERTIFICATION ASSESSMENT								
1.1	Assessment Standard Used	<ul style="list-style-type: none"> RSPO Certification Systems for Principles & Criteria and RSPO Independent Smallholder Standard, Endorsed by the RSPO Board of Governors on 12 November 2020. Indonesia National Interpretation of Principles and Criteria for Sustainable Palm Oil Production 2018, endorsed on 20th April 2020. 							
1.2	Organisation Information								
1.2.1	Organisation name listed in the certificate	Putera Manunggal Perkasa Palm Oil Mill, PT Putera Manunggal Perkasa subsidiary of PT Austindo Nusantara Jaya Agri							
1.2.2	Contact person	Antoperis Tarigan							
1.2.3	Organisation address and site address	<ul style="list-style-type: none"> RSPO Registered Company: Sinarmas Land Plaza, Lantai 7, Jalan Pangeran Diponegoro No.18, Medan 20152, Sumatera Utara. Liaison Office: Menara BTPN Lantai 40 Jalan Dr. Ide Anak Agung Gde Agung Kav 5.5 – 5.6, Kawasan Mega Kuningan, Jakarta 12950. 							
1.2.4	Telephone	+62 21 2965 1777							
1.2.5	Fax	+62 21 2965 1788							
1.2.6	E-mail	antoperis.tarigan@anj-group.com							
1.2.7	Web page address	www.anjagri.com							
1.2.8	Management Representative who completed the application for certification	Antoperis Tarigan							
1.2.9	Registered as RSPO member	1-0032-07-000-00, 27 February 2007							
1.3	Type of Assessment								
1.3.1	Scope of Assessment and Number of Management Unit	Palm Oil Mill and supply base : <ul style="list-style-type: none"> Putera Manunggal Perkasa POM (PT Putera Manunggal Perkasa) Kasuari Estate (PT Putera Manunggal Perkasa) Cenderawasih Estate (Putera Manunggal Perkasa) Gaina Estate (PT Permata Putera Mandiri) Metamani Estate (PT Permata Putera Mandiri) 							
1.3.2	Type of certificate	Single							
1.4	Locations of Mill and Plantation								
1.4.1	Location of Mill								
	Name of Mill	Location	<table border="1"> <tr> <th colspan="2">Coordinate</th> </tr> <tr> <th>Latitude</th> <th>Longitude</th> </tr> <tr> <td>S 01° 47' 10"</td> <td>E 132° 27' 39"</td> </tr> </table>	Coordinate		Latitude	Longitude	S 01° 47' 10"	E 132° 27' 39"
Coordinate									
Latitude	Longitude								
S 01° 47' 10"	E 132° 27' 39"								
	Putera Manunggal Perkasa POM	Ikana Village, South Aifat Sub District, Maybrat District, West Papua Province, Indonesia							
1.4.2	Location of Certification Scope of Supply Base								
	Name of Supply Base	Location	<table border="1"> <tr> <th colspan="2">Coordinate</th> </tr> <tr> <th>Latitude</th> <th>Longitude</th> </tr> </table>	Coordinate		Latitude	Longitude		
Coordinate									
Latitude	Longitude								

	Kasuari Estate (PT Putera Manunggal Perkasa)	Sumano and Benawa 1 Village, Kais Sub District, South Sorong District, West Papua Province, Indonesia	S 01° 50' 03"	E 132° 28' 33"		
	Cenderawasih Estate (PT Putera Manunggal Perkasa)	Womba and Ikana Village, South Aifat Sub District, Maybrat District, West Papua Province, Indonesia	S 01° 47' 53"	E 132° 26' 04"		
	Gaina Estate (PT Permata Putera Mandiri)	Karirif and Benawa 2 Village, North Kokoda Sub District, South Sorong District, West Papua Province, Indonesia	S 01° 52' 34"	E 132° 21' 51"		
	Metamani Estate (PT Permata Putera Mandiri)	Puragi Village, Metamani Sub District, South Sorong District, West Papua Province, Indonesia	S 01° 55' 11"	E 132° 21' 32"		
1.5	Description of Area Statement					
1.5.1	Tenure					
	• State		54,703.54 Ha			
	• Community		- Ha			
*Not all HGU areas are covered by RSPO certification scope. Explanation on indicator 4.4.1						
1.5.2	Area Statement					
	Description	PT PMP	PT PPM	Total		
	• Total area	11,300.35	9,067.56	20,367.92 Ha		
	• Mature area	4,069.45	2,835.98	6,905.43 Ha		
	• Immature area	695.96	1,408.93	2,104.89 Ha		
	• Road	316.99	-	316.99 Ha		
	• Building	32.59	150.23	182.82 Ha		
	• Mill	19.07	-	19.07 Ha		
	• Nursery	16.49	-	16.49 Ha		
	• Reservoir	14.09	-	14.09 Ha		
	• Quarry	170.56	-	170.56 Ha		
	• HCV	5,828.69	4,490.47	10,319.16 Ha		
	• Potential Developed Area	136.47	181.95	318.42 Ha		
1.6	Planting Year and Cycles					
1.6.1	Age profile of planting year					
	Planting Year	Hectarage (Ha)				
		Kasuari Estate	Cenderawasih Estate	Gaina Estate	Metamani Estate	Total
	2015	650.08	683.85	1,305.96	-	2,639.89
	2016	1,179.73	686.04	878.74	23.71	2,768.22
	2017	573.43	296.32	-	627.57	1,497.32
	Sub Total Mature	2,403.24	1,666.21	2,184.70	651.28	6,905.43
	2018	171.01	524.95	-	1,408.93	2,104.89
	Sub Total Immature	171.01	524.95	-	1,408.93	2,104.89
	TOTAL	2,574.25	2,191.16	2,184.70	2,060.21	9,010.32

1.6.2	New Planting area after January 2010			9,010.32		Ha	
1.6.3	Planting Cycle			1 st Cycle			
1.7	Description of Mill and Supply Base						
1.7.1	Description of Mill						
	Name of Mill	Capacity (tonnes/ hour)	FFB Processed (tonnes/year)	CPO		Palm Kernel	
				Out put (tonnes)	Extraction (%)	Out put (tonnes)	Extraction (%)
	Putera Manunggal Perkasa POM	45	96,856.52	20,076.88	20.73	2,473.74	2.55
<i>*Production data source from October 2020- September 2021</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)	%
	Kasuari Estate	4,629.41	2,403.24	34,689.83	14.43	34,689.83	100
	Cenderawasih Estate	6,670.95	1,666.21	24,092.03	14.46	24,092.03	100
	Gaina Estate	2,769.44	2,184.70	29,840.40	13.66	29,840.40	100
	Metamani Estate	6,298.12	651.28	8,234.26	12.64	8,234.26	100
	TOTAL	20,367.92	6,905.43	96,856.52	14.03	96,856.52	100
<i>*Production data source from October 2020- September 2021</i>							
1.7.3	FFB description from other source						
	Name of sources/Organisation (RSPO certified / non- certified)	Type of Organisation	Number of smallholders	Production Area (Ha)	Supplied to Mill		
					FFB (tonnes/year)		
	-	-	-	-	-	-	
	TOTAL					-	
<i>*Production data source from October 2020- September 2021</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 (MT)	
	FFB Processed			-		-	
	CPO Production			-		-	
	Palm Kernel (PK) Production			-		-	
1.8.2	Product selling						
	Type of selling product			Actual selling product for last year (MT)			
	CSPO sold as RSPO certified product			-			
	CSPK sold as RSPO certified product			-			
	CSPO sold under other scheme			-			

	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)		
	Kasuari Estate		4,629.41	2,403.24	30,000	18.63		
	Cenderawasih Estate		6,670.95	1,666.21	32,000	19.21		
	Gaina Estate		2,769.44	2,184.70	34,000	15.56		
	Metamani Estate		6,298.12	651.28	14,000	21.50		
	TOTAL		20,367.92	6,905.43	110,000	15.93		
	*Projected FFB production for 12 months of certificate							
1.8.4	Estimate of Certified Palm Product Claim							
	Name of Mill	Capacity (tonnes/ hour)	FFB Processed (tonnes/year)	CPO Out put (tonnes)	CPO Extraction (%)	Palm Kernel Out put (tonnes)	Palm Kernel Extraction (%)	Supply Chain Module
	Putera Manunggal Perkasa POM	45	110,000	23,000	21.00	3,000	2.75	IP
	*Projected CSPO and CSPK production for 12 months of certificate							
1.9	Other Certifications							
	ISO 9001:2008			-				
	ISO 14001: 2004			-				
	OHSAS 18001:2007			-				
	ISCC			-				
	ISPO			-				
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						
	ANJA Siais (PT ANJA Siais)	2014	Lembah Subur Utara	2014	Tapanuli Selatan District, Sumatera Utara Province, Indonesia	Certified		
			Lembah Subur Selatan	2014		-		
			Binasari Cooperative	2021		-		
	Jangkang (PT Sahabat Mewah Makmur)	2009	Jangkang	2009	Belitung Timur District, Bangka Belitung Province, Indonesia	Certified		
			Balok	2009		-		
			Ladang Jaya	2009		-		
			Sari Bunga	2009		-		
			Air Ruak	2009		-		
			Mitra Lestari Cooperative	2019		Certified		
Mitra Anugerah Cooperative			2019	Certified				

		Sambar Jaya Makmur Cooperative	2019		Certified
		Lindong Raya Cooperative	2020		Certified
		Berhimpun Sejahtera Cooperative	2020		Certified
		Tiong Sejahtera Cooperative	2021		-
		Gunung Nyerudong Cooperative	2021		-
		Bumdes Tebing Tinggi Cooperative	2021		-
Binanga (PT ANJ Agri)	2012	Estate Wilayah Timur	2012	Padang Lawas Utara District, Sumatera Utara Province, Indonesia	Certified
		Estate Wilayah Tengah	2012		
		Estate Wilayah Barat	2012		
KAL POM (PT.Kayung Agro Lestari)	2019	Sungai Gemilang Teduh 1 (SGT-1)	2019	Ketapang District, Kalimantan Barat Province, Indonesia	Certified
		Sungai Gemilang Teduh 2 (SGT-2)	2019		
		Gunung Sejahtera Tumbuh 2 (GST-2)	2019		
		Gunung Sejahtera Tumbuh 1 (GST-1)	2019		
		Mitra Estate (Laman Mayang Sentosa)	2020		
		Mitra Estate (Bina Satong Lestari)	2021		
		Mitra Estate (Lestari Abadi Bersama)	2022		
		PT Galempa Sejahtera Bersama	2022	Empat Lawang District, Sumatera Selatan Province, Indonesia	-
PMP POM (PT PMP)	2020	PT Putera Manunggal Perkasa	2021	Sorong Selatan District, Papua Barat Province, Indonesia	IC
		PT.Permata Putera Mandiri	2021	Sorong Selatan District, Papua Barat Province, Indonesia	IC
		PT. Austindo Nusantara Jaya Tbk (Ex. PT PAM)	2024	Sorong Selatan District, Papua Barat Province, Indonesia	Not yet development
<p>TBP is updated May 2021 signed by Chief Executive Officer</p> <p>Document of revision of certification time-bound statement of PT ANJA and its subsidiaries on May 2021, with justification i.e:</p> <ul style="list-style-type: none"> - RSPO certification of scheme smallholder in PT ANJA Siais, which was originally targeted to be obtained in 2020, has been changed to 2021 because the land legality still on process. - RSPO certification of PT GSB, which was originally targeted to be obtained in 2018, has been changed to 2022 (previously 2020) because the land compensation process has not been completed so planting and factory construction were also delayed. PT GSB's palm oil mill is planned to be built in mid-2020 (previously 2018) and is expected to start operating in by 2022. RSPO certification will take place after the mill is operational. 					

	<ul style="list-style-type: none"> - PT ANJT is ex PT Pusaka Agro Makmur, on 2017 not registered as ANJA subsidiary has been reported on ACOP to be certified on 2024, PT PAM legally become PT ANJT on 2015, for further activities will be use entity as PT ANJT.
1.10.2	Progress of Associated Smallholders and Outgrowers for Certifiable Standard The certification unit has Associated Smallholders on behalf of the Sukka Mandiri Bersama Cooperative and Maju Bersama Sejahtera Cooperative and the land has been allocated but has not been officially handed over to the cooperative because it is still waiting for the Decree of the Governor of West Papua. The allocated land is included in the scope of the current certification (Kasuari Estate).

2.0	ASSESSMENT PROCESS
2.1	Assessment Team
IC	<p>1. Hasiholan Sihombing (Lead Auditor). Indonesian citizen. Bachelor of Agriculture Majoring in Agronomy, Agriculture Faculty. He has working experienced for 7 (seven) years since 2009 as an Operational Staff in an Oil Palm Plantation Company in Indonesia. The training he has followed namely: Lead Auditor ISPO, RSPO P&C Lead Auditor Course, RSPO Supply Chain Certification Lead Auditor Course, SA 8000 Awareness, Quality Management Systems (ISO 9001:2015), Environmental Management Systems (ISO 14001:2015), OHS General Expert, OHSAS 18001:2007, ISO 19011:2018, ISO 17021:2011 and ISO 17065:2012. During this audit, he assigned to verify legal aspect, land dispute and SCCS.</p> <p>2. Rindu Galih Rezza Rachmansyah (Auditor). Indonesian citizen, Bachelor of Agriculture with major in Plant Pest and Disease. Has one year experience as Field Expert in Pesticide Company and 3 years' experience in Industrial Forest Management, Forest Rehabilitation and Reclamation on Indonesia Stated Owned Company as Assistant. Training which had attended including Lead Auditor ISO 9001, ISO 14001, ISO 17021, ISO 19011, ISO 45001, SA 8000, Lead Auditor ISPO, Lead Auditor RSPO, RaCP and NPP Awareness and OHSAS 18001:2007. Has involved in several audit activities related to sustainable palm oil since 2017 in the aspects of legality, environment, Best Management Practices (BMP), social, worker welfare and OHS. During assessment, he assigned to verification towards Worker Welfare, Social and Transparency.</p> <p>3. Rahmat Abdiansyah (Auditor). Indonesian citizen, Bachelor of Forestry from the Department of Forest Resources Conservation and Ecotourism, Bogor Agricultural University. Has experience working in the Indonesian Palm Oil Farmers Organization and Indonesian private oil palm plantation companies. Participate in ISPO and RSPO Internal Auditor training in 2018, ISPO and P&C Certification Systems IHT in 2019, IHT ISO 19011, ISPO Auditor Training in 2020, RSPO Lead Auditor Training in 2020, ISO 14001 and ISO 9001 Lead Auditor Training in 2020, and awareness of the RSPO Certification System and the RSPO P&C in 2019 and 2020. During assessment, he assigned to verification towards environment, HCV, Social, and GHG Aspects.</p> <p>4. Fritz Agustinus Hutasohit (Trainee Auditor). Indonesian citizens. Bachelor of Accounting, STIE Tribuana Bekasi. Associate Degree of Oil Palm Plantation, Bogor Agricultural University. He has experience working as agronomic staff and Sustainable Officer in several Oil Palm Plantation Companies for 8 years since 2009. The training he has participated in is the Basic Plantation Management Program, General K3 Expert Training, Awareness ISO 9001: 2015, ISO 14001: 2015, ISO 45001: 2018, ISO 17021: 2012, ISO 17065: 2015, ISO 19011: 2018. During this assessment, he verified best management practices and OHS under the supervision of the Lead Auditor.</p> <p>Curriculum vitae (CV) of the members and the assessment team is available at the PT Mutuagung Lestari Office.</p>
2.2	Assessment Methodology, Assessment Process and Locations of Assessment
2.2.1	Figure of person days to implement assessment
IC	<p>Number of auditors: 3 auditor and 1 Auditor trainee</p> <p>Number of days for IC at site: 9 days</p> <p>Number of working days for IC at site : 27 Working days</p>
2.2.2	Assessment Process
IC	<p>The assessment was conducted by measuring the sufficiency of implementation with the consistency done by the PT Putera Manunggal Perkasa to the requirements of Indonesia National Interpretation of Principles and Criteria for Sustainable Palm Oil Production 2018, endorsed on 20th April 2020 and RSPO Certification Systems for Principles & Criteria and RSPO Independent Smallholder Standard, Endorsed by the RSPO Board of Governors on 12 November 2020.</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 information; and (3) field observation, aiming to observe directly the sufficiency of implementation on site.</p>

Some opportunities for improvement of the results **Initial Certification** 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**). All information obtained was recorded in Check List of PT Mutuagung Lestari (MUTU) and part of **Initial Certification**.

The opening meeting was held on 25 October 2021. As for the participants who attended the opening meeting included the Regional Head, Area Controller, Estate and Mill Managers, Support Team from Jakarta and other staff at PT Putera Manunggal Perkasa and PT Permata Putera Mandiri. Closing meeting was held on 3 November 2021 attended by the same participants as the opening meeting. Management PT Putera Manunggal Perkasa and PT Permata Putera Mandiri accept all the onsite Initial Certification audit results.

During the COVID-19 pandemic, there were several modifications to the audit activity due to health protocols. Audit process carried out with high safety protocol procedure that developed by Certification Body and the unit of certification. Before an onsite audit carried out, there are several meetings to discuss health protocol procedures. There are several activities that are not possible to do face to face, such as public consultations with government agencies, communities, or previous landowners so that these activities are carried out by telephone. Furthermore, during field observation auditor only verification the activity and interview process carried separately by telephone. Document verification conducted separately through the electronic files.

Public Stakeholder Notification was made on MUTU Website and RSPO Website. There is no written negative feedback receive. Stakeholder consultation involved internal and external stakeholders. Discussion was held with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each discussion, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings. The comments made by external stakeholders were also taken into account in the assessment.

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

Commonly, the audit activities went smoothly with good cooperation from the unit management. The presentation of documents is presented quite well by involving related personnel.

The assessment program please find Appendix 2.

2.2.3	Locations of Assessment
IC	<p>The sampling location consider the issue arise from the review documents and stakeholder's consultation that are fundamental and crucial. On this assessment sample locations that visited and respondent that interviewed by team auditor are:</p> <p>Putera Manunggal Perkasa POM (29 October 2021)</p> <ul style="list-style-type: none"> • Security. Observation and interview related SCCS implementation, OHS and worker welfare implementation. • Loading Ramp. Observations and interviews with officers sorting FFB. Based on the interview, the officer can explain the criteria FFB decent though, demonstrating how sorting FFB, employment aspect, OHS aspect and working procedures specified. • FFB processing stations (sterilizer, thresher, digester, press). Observations and interviews related to the processing of FFB, yield quality, losses, OSH aspects and employment. • Boiler Station. Observations and interviews related to operations, understanding of emergency response, OSH aspects and employment. • Engine room. Observations and interviews related to operations, understanding of emergency response, OSH

aspects and employment.

- **Weigh bridge.** Observation and interview related SCCS implementation, OHS and worker welfare implementation
- **WWTP.** Field observations related to Ban to entry to WWTP, run off, testing of effluent. Officers equipped with PPE and Recording of effluent debit effluent.
- **Land application study area.** Observation about flat bed condition, indications of spillage or overflow of POME, and interviews with workers related to tasks, responsibilities and aspects of employment.
- **Reservoir.** Observations and interview related to water management, recording of water use, health checks, PPE and waste management.
- **Workshop.** Observation for material handling, OHS, and hazardous material handling.
- **WTP (Water Treatment Plant).** Observations and interviews related to operations, understanding of emergency response, OSH aspects and employment.
- **Mill Warehouse Complex (Logistic, Chemical, and Oil).** Observation for material handling, OHS, and hazardous material handling.
- **Hazardous Waste Temporary Warehouse.** Observation for material handling, OHS, and hazardous material handling.
- **Solar Tank.** Observation for material handling, OHS, and hazardous material handling.
- **Hydrant Simulation.** Observation for emergency response management.

PT Putera Manunggal Perkasa

Kasuari Estate (29 October 2021)

- **Block I26: HGU Pole No. 042.** Observation the conditions and position of legal boundary.
- **Block H28: HGU Pole No. 043.** Observation the conditions and position of legal boundary.
- **Block H30: HGU Pole No. 044.** Observation the conditions and position of legal boundary.
- **Block H32: HGU Pole No. 045.** Observation the conditions and position of legal boundary.
- **Block G26 Division E: Robate River (HCV Area).** Observation of HCV management.
- **Block G26/27 Division E: Tero Swamp Forest (HCV Area).** Observation of HCV management.
- **Block G26 Division E (7 Pesticide Applicator).** Observation on safe working practices and interview with the spraying workers related type of pesticides use according to the procedure and also worker welfare.
- **Block H27 Division B (7 Fertilizer Applicator).** Observation on safe working practices and interview with the manuring workers related type of fertilizer use according to the procedure and also worker welfare.
- **Block G36 Division A (2 harvester).** Observation and interview with harvester related fruit ripeness, safe working practices and also worker welfare.
- **Block G11 Division E (Manual Weeding - 8 workers).** Observation on safe working practices and interview with the workers related to the procedure, safe working practices and also worker welfare.
- **Nursery Area.** Observation related to nursery management.
- **Pesticide store** Observation and interview for material handling, OHS, and hazardous material handling.
- **Central store.** Observation for material handling, PPE Stock and OHS.
- **Workshop.** Observation and interview related OHS and workers welfare.
- **Oil store.** Observation for OHS, Hazardous material handling and PPE.
- **Fertilizer store** Observation for material handling, OHS, and hazardous material handling.
- **Temporary hazardous waste store.** Observation and interview for OHS, material handling, and hazardous waste management.
- **Fuel and Diesel Tank.** Observation for material handling and OHS.
- **Landfill block G37 Division 1.** Observation related to domestic waste management.
- **Housing Division 1.** Observation of the availability of infrastructure such as employee housing facilities, water facilities, educational facilities, religious facilities, health facilities and sports facilities.
- **Housing Division 5.** Observation of the availability of infrastructure such as employee housing facilities, water facilities, educational facilities, religious facilities, health facilities and sports facilities.
- **Fire Extinguisher Store and simulation.** Observation for OHS and material handling.
- **Generator House.** Observation and interviews related to work procedures, OHS implementation, employment and complaint mechanism.

- **Fire Monitoring Tower Block G28.** Observation related fire monitoring system as well as emergency respond preparedness

Cendrawasih Estate (29 October 2021)

- **Fertilizer Warehouse.** Observation for material handling, OHS, and hazardous material handling.
- **Employee Housing Division 6.** Observation of the availability of infrastructure such as employee housing facilities, water facilities, religious facilities.
- **Employee Housing Division 8 & 9.** Observation of the availability of infrastructure such as employee housing facilities, water facilities, religious facilities, health facilities and sports facilities.
- **Generator House Division 8 & 9.** Generator house observations and interviews regarding working hours, PPE, and handling complaints.
- **Firetower Division 6 block F21.** Observation of fire tower facilities and interviews related to procedures, reporting of monitoring results, use of PPE, and working hours
- **Room rinse of pesticide applicators Division 7.** Observation related to management of agrochemical material and waste, MSDS, emergency response facilities and the types of pesticides used.
- **HGU Pole No. 196 at Block B38.** Observation the conditions and position of legal boundary.
- **HGU Pole No. 197 at Block B37.** Observation the conditions and position of legal boundary.
- **HGU Pole No. 198 at Block C16.** Observation the conditions and position of legal boundary.
- **Circle Path Spraying at Block C20.** Observation on safe working practices and interview with the workers related to the procedure, safe working practices, grievance and worker welfare.
- **Beneficial Plant at Block B20.** Observation related to IPM that applicable in field.
- **Empty Bunch Fruit Application at C15.** Observation on safe working practices and interview with the workers related to the procedure, safe working practices, grievance and worker welfare.
- **Harvesting in Main Estate at Block D18.** Observation on safe working practices and interview with the workers related to the procedure, safe working practices, grievance and worker welfare.
- **Harvesting in Scheme Smallholders (Marga Taerare 2) at Block F20.** Observation on safe working practices and interview with the workers related to the procedure, safe working practices, grievance and worker welfare.
- **Sisiam River Riparian at Block D15/E15.** Observation of HCV management.
- **Buffer Forest for Kais River (HCV) at Block C13.** Observation of HCV management.
- **Manuring at Block E13.** Observation on safe working practices and interview with the workers related to the procedure, safe working practices, grievance and worker welfare.
- **Manual Weeding at Block D20.** Observation on safe working practices and interview with the workers related to the procedure, safe working practices, grievance and worker welfare.
- **Clinic.** Observation about public facilities and clinic waste management.

PT Permata Putera Mandiri

Gaina Estate (30 October 2021)

- **Block E02: HGU Pole No. 028 and 029.** Observation the conditions and position of legal boundary.
- **Block E04: HGU Pole No. 030.** Observation the conditions and position of legal boundary.
- **Block F05: HGU Pole No. 031.** Observation the conditions and position of legal boundary.
- **Block D13: HGU Pole No. 021.** Observation the conditions and position of legal boundary.
- **Block E30 Division 2: Katemahere Forest (HCV Area).** Observation of HCV management.
- **Block D21 Division 3 (4 Pesticide Applicator).** Observation on safe working practices and interview with the spraying workers related type of pesticides use according to the procedure and also worker welfare.
- **Block D31 Division 4 (9 Fertilizer Applicator).** Observation on safe working practices and interview with the manuring workers related type of fertilizer use according to the procedure and also worker welfare.
- **Block E10 Division 1 (2 harvester).** Observation and interview with harvester related fruit ripeness, safe working practices and also worker welfare.
- **Block E12 Division 1 (Manual Weeding - 8 workers).** Observation on safe working practices and interview with the workers related to the procedure, safe working practices and also worker welfare.
- **Block E03 Division 1 and D14 Division 3 (Peat Area).** Observation peat area, piezometer monitoring and

subsiden pole conditions and staff interviews on monitoring techniques.

- **Nursery Area.** Observation related to nursery management.
- **Pesticide store** Observation and interview for material handling, OHS, and hazardous material handling.
- **Central store.** Observation for material handling, PPE Stock and OHS.
- **Workshop.** Observation and interview related OHS and workers welfare.
- **Oil store.** Observation for OHS, Hazardous material handling and PPE.
- **Fertilizer store** Observation for material handling, OHS, and hazardous material handling.
- **Temporary hazardous waste store.** Observation and interview for OHS, material handling, and hazardous waste management.
- **Fuel and Diesel Tank.** Observation for material handling and OHS.
- **Landfill block E10.** Observation related to domestic waste management.
- **Housing C24 for Division 4.** Observation of the availability of infrastructure such as employee housing facilities, water facilities, educational facilities, religious facilities, health facilities and sports facilities.
- **Housing E09 for Division 1, 2, and 3.** Observation of the availability of infrastructure such as employee housing facilities, water facilities, educational facilities, religious facilities, health facilities and sports facilities.
- **Fire Extinguisher Store and simulation.** Observation for OHS and material handling.
- **Generator House.** Observation and interviews related to work procedures, OHS implementation, employment and complaint mechanism.
- **Fire Monitoring Tower Block D26.** Observation related fire monitoring system as well as emergency respond preparedness

Metamani Estate (30 October 2021)

- **Fertilizer Warehouse.** Observation for material handling, OHS, and hazardous material handling.
- **Firetower Division Division 8 block G24.** Observation of fire tower facilities and interviews related to procedures, reporting of monitoring results, use of PPE, and working hours
- **Employee Housing Division 8.** Observation of the availability of infrastructure such as employee housing facilities, and water facilities.
- **Generator House Division 8.** Generator house observations and interviews regarding working hours, PPE, and handling complaints.
- **Employee Housing Division 6.** Observation of the availability of infrastructure such as employee housing facilities, water facilities, religious facilities.
- **Room rinse of pesticide applicators Division 8.** Observation related to management of agrochemical material and waste, MSDS, emergency response facilities and the types of pesticides used.
- **HGU Pole No. 48 at Block F22.** Observation the conditions and position of legal boundary.
- **HGU Pole No. 49 at Block F22.** Observation the conditions and position of legal boundary.
- **HGU Pole No. 64 at Block H22.** Observation the conditions and position of legal boundary.
- **LCC Upkeep at Block 19.** Observation on safe working practices and interview with the workers related to the procedure, safe working practices, grievance and worker welfare.
- **Beneficial Plant at Block G25.** Observation related to IPM that applicable in field.
- **Harvesting in Main Estate at Block G25.** Observation on safe working practices and interview with the workers related to the procedure, safe working practices, grievance and worker welfare.
- **Harvesting in Scheme Smallholders (Marga Aume) at Block G23.** Observation on safe working practices and interview with the workers related to the procedure, safe working practices, grievance and worker welfare.
- **Forest Swamp at Block F23.** Observation of HCV management.
- **Manuring at Block G22.** Observation on safe working practices and interview with the workers related to the procedure, safe working practices, grievance and worker welfare.
- **Manual Weeding at Block F17.** Observation on safe working practices and interview with the workers related to the procedure, safe working practices, grievance and worker welfare.

2.3	Stakeholder Consultation and Stakeholders Contacted
2.3.1	Summary of stakeholder consultation process.
IC	<p>Summary of stakeholder consultation process</p> <p>Consultation of stakeholders for Putera Manunggal Perkasa POM, PT Putera Manunggal Perkasa was held by:</p> <ul style="list-style-type: none"> Public Notification on website RSPO and website MUTU International on 20 September 2021 (https://mutucertification.com/notification-of-rspo-initial-certification-of-pt-putera-manunggal-perkasa-subsidiary-of-pt-austindo-nusantara-jaya-agri/) Public consultation with NGOs (by email) such as WALHI, WWF, AMAN and Sawit Watch on 18 October 2021 Public consultation meeting with government institution on 27 October 2021 Public consultation meeting with communities, Sukka Mandiri Bersama Cooperative and Maju Bersama Sejahtera Cooperative on 27 October 2021 Public consultation meeting with internal stakeholders and contractor on 27 October 2021 <p>Numbers of input from stakeholders were clarified by PT Putera Manunggal Perkasa.</p>
2.3.2	Stakeholder contacted
	<i>Please find appendix 1</i>
2.4	Determining Next Assessment
	The next visit (ASA-1) will be conducted eight (8) months to twelve (12) months after date of certificate issued.

3.0 ASSESSMENT FINDINGS

3.1 Summary of Assessment Report of the RSPO Certification

MUTUAGUNG LESTARI has conducted an assessment of Putera Manunggal Perkasa POM – PT Putera Manunggal Perkasa subsidiary of PT Austindo Nusantara Jaya Agri operation consisting of one (1) mill and four (4) oil palm estates.

During the assessment, there were one (1) Nonconformity assigned against Major Compliance Indicator; one (1) Nonconformity were assigned against Minor Compliance Indicator and four (4) opportunities for improvement were identified.

Further explanation of the non-conformities raised and corrective actions taken by the company are provided in section 3.5. The company has already prepared and implemented the corrective action that had been reviewed and accepted by Auditors in form of documentation evidence e.g. (document record/photographic.). Those corrective actions taken that consist of one (1) Major non-conformity and one (1) Minor non-conformity had been closed out shall be verified during next assessment.

MUTUAGUNG LESTARI found that Putera Manunggal Perkasa POM – PT Putera Manunggal Perkasa subsidiary of PT Austindo Nusantara Jaya Agri complied with the requirements of **Indonesia National Interpretation of Principles and Criteria for Sustainable Palm Oil Production 2018, endorsed on 20th April 2020 and RSPO Certification Systems for Principles & Criteria and RSPO Independent Smallholder Standard, Endorsed by the RSPO Board of Governors on 12 November 2020.**

Therefore MUTUAGUNG LESTARI Recommends RSPO Certification of compliance is issued.

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>The company has a SOP for communicating and providing information that is approved and signed by the External Affairs Director, with document no. SOP-Leg-02 revision 01 and has been in effect since April 1, 2013. Based on the SOP, it has been explained that communication and information sharing is divided into 2:</p> <ul style="list-style-type: none"> • Internal communication and information sharing • External communication and information sharing <p>The SOP explains the types of information that may be accessed/provided in general and information that is confidential and requires approval from company management. The SOP also explains the person responsible for providing information both internally and externally, namely the Human Resources Officer or External Affairs Officer. The documents that can be accessed by the public are documents with general categories and with approval from management such as AMDAL, Employee data, accidents, Social Security, Land Application permits, Policies, HCV Documents, HGU Documents, Procedures, CSR, HIRAC, etc.</p>	
1.1.2	The company has also reported several mandatory reports on environmental aspects, for example:	

PT Putera Manunggal Perkasa

- The report on the implementation of the RKL-RPL semester 2 of 2020 is reported to the Maybrat Regency Environmental Service on January 15, 2021.
- The report on the implementation of the RKL-RPL semester 2 of 2020 is reported to the Environmental Service of South Sorong Regency on January 15, 2021.
- The report on the implementation of the RKL-RPL for semester 1 of 2021 is reported to the Maybrat Regency Environmental Service on July 12, 2021.
- The report on the implementation of the RKL-RPL semester 1 of 2021 is reported to the Environmental Service of South Sorong Regency on July 12, 2021.
- The study report on the use of POME on the land of PT Putera Manunggal Perkasa was reported to the Maybrat Regency Environmental Service on 7 July 2021.
- The report on the management of hazardous and toxic materials for the first quarter of 2021 is reported to the Maybrat Regency Environmental Service on April 1, 2021.
- Report on the management of Hazardous and Toxic Materials for Quarter 2 of 2021 to be reported to the Maybrat Regency Environmental Service on 8 July 2021.
- Report on the management of Hazardous and Toxic Materials for Quarter 3 of 2021 to be reported to the Maybrat Regency Environmental Service on October 11, 2021.
- Report on the management of hazardous and toxic materials for the first quarter of 2021 to be reported to the Environmental Service of South Sorong Regency on April 1, 2021.
- Report on the management of Hazardous and Toxic Materials for Quarter 2 of 2021 to be reported to the Environmental Service of South Sorong Regency on July 8, 2021.
- The report on the management of hazardous and toxic materials in Quarter 3 of 2021 is reported to the Environmental Service of South Sorong Regency on October 11, 2021.
- Reporting of Employment Report for PT Putera Manunggal Perkasa in 2021 via online on 07 October 2021 and must be reporting back on 07 October 2022.
- Firefighting Prevention and Management unit reports of PT Putera Manunggal Perkasa for the 1st Semester of 2021 which have been reported to the Agencies of Sorong Selatan Regency (Environment and Plantation Agency) and Maybrat Regency (Environment and Plantation Agency) on 08 July 2021.
- Progress of Plantation Business License Implementation reports for the 1st Semester of 2021 which have been reported to the Food Crops, Horticulture and Plantation Agency of Papua Barat Province on 05 July 2021 via Post Shipment with Delivery Number 9897483035.
- Progress of Plantation Business License Implementation reports for the 1st Semester of 2021 which have been reported to the Plantation Agency of Sorong Selatan and Maybrat Regency on 05 July 2021.
- Investment Activity reports for the 3rd Quarter of 2021 which have been reported to the Capital Investment Coordinating Board (BKPM) for Plantation Business PT Putera Manunggal Perkasa on 11 October 2021.

PT Perkasa Putera Mandiri

- The report on the implementation of the RKL-RPL for semester 1 of 2021 is reported to the Environmental Service of South Sorong Regency on August 23, 2021.
- The report on the management of hazardous and toxic waste for the first quarter of 2021 is reported to the Environmental Service of South Sorong Regency on 18 May 2021.
- The report on the management of hazardous and toxic waste for Quarter 2 of 2021 is reported to the Environmental Service of South Sorong Regency on 20 July 2021.
- The report on the management of hazardous and toxic waste in Quarter 3 of 2021 is reported to the Environmental Service of South Sorong Regency on October 8, 2021.
- Reporting of Employment Report for PT Permata Putera Mandiri in 2021 via online on 29 September 2021 and must be reporting back on 29 September 2022.
- Firefighting Prevention and Management unit reports of PT Permata Putera Mandiri for the 1st Semester of 2021 which have been reported to the Environment and Plantation Agencies of Sorong Selatan Regency on 20 July 2021.
- Progress of Plantation Business License Implementation reports for the 1st Semester of 2021 which have been reported to the Food Crops, Horticulture and Plantation Agency of Papua Barat Province on 05 July 2021 via Post Shipment with Delivery Number 9897483035.

- Progress of Plantation Business License Implementation reports for the 1st Semester of 2021 which have been reported to the Plantation Agency of Sorong Selatan Regency on 05 July 2021.
- Investment Activity reports for the 3rd Quarter of 2021 which have been reported to the Capital Investment Coordinating Board (BKPM) for Industry Business PT Permata Putera Mandiri on 12 October 2021.

Based on the description above, it can be concluded that the company has routinely reported mandatory reports which are the provision of information to stakeholders on a regular basis in accordance with the timeframe. This is also reinforced by the results of interviews with representatives from Agencies in Sorong Selatan Regency and Maybrat who stated that the company routinely reports all required information according to the timeframe.

1.1.3

The Company has shown a record of requests for information and responses given that are listed in the Log Book of external communications and information giving. The document provides information regarding the date and number of the letter, sender, destination, subject of the letter, responses, date of response, and information. The following are examples regarding requests for information and responses:

- Request for financial assistance for the detention of Longboat in Teminabuan which was submitted by the owner of the Longboat to the company on 20 September 2021 with private letter and recorded in the logbook. The result is that the company responds on the same date regarding the refusal to help provide funds because it is personal and not for the community.
- A request for assistance for the development of clean water and sanitation for the people of Ikana Village which was submitted by the Head of Ikana Village on September 11, 2021 with letter No. 1/140/KAMP-IKANA/IX/2021 and recorded in the logbook. The result is that the company responded on the same day that in the future the provision of clean water and sanitation development in Ikana Village will be included in the company's long-term plan going forward.

Based on an interview with the Surrounding Village Representative, it was found that the company had conducted socialization to the Village regarding the mechanism for requesting information from the company. If there is a request for information, the village will send a letter or tell the request orally to the company and the company will respond to it.

1.1.4

The company has a SOP for communicating and providing information that is approved and signed by the External Affairs Director, with document no. SOP-Leg-02 revision 01 and has been in effect since April 1, 2013. The SOP also explains the following:

- If there is a proposal / request for information on company participation obtained from external parties, the external relations officer within 3 days of receiving the proposal must be followed up by submitting the information to the general manager and external relations manager in charge of each region.
- Within no later than 3 months after submitting information from external parties to management and have not received a response, external relations will directly state that the company's proposal/application for participation is rejected by the company.
- External relations officer is responsible for communicating to external parties regarding the acceptance and/or rejection of the company's participation both verbally and in writing, as well as updating the status in the communication log book and providing external information.

Based on the results of interviews with bipartite representative and the gender committee, it is known that the company has conducted socialization related to SOPs for communication and providing information. This is evidenced by the representatives of the bipartite representative and the gender committee understanding and explaining the procedure.

1.1.5

The company has shown the PT Putera Manunggal Perkasa and PT Permata Putera Mandiri Stakeholder Register document, updated April and May 2021. Based on this document, there are 286 stakeholders related to PT Putera Manunggal Perkasa and PT Permata Putera Mandiri which include government stakeholders (province, district, sub-district and village), the authorities (TNI/POLRI), the board of directors adat, partner cooperatives, village organizations,

corporations, mass media and NGOs, internal stakeholders, contractors, and FFB suppliers. The stakeholder register explains the name, agency/position, location, category and contact person number.

Status: Comply

1.2

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

1.2.1

The certification unit has a policy related to the code of ethics and business behavior as stated in the document "Code of Ethics and Business Conduct of PT Austindo Nusantara Jaya" on 01 January 2014. In the document it is stated that the company upholds the values of integrity, respect for fellow human beings, the environment and continuous improvement. It is also stated that the company builds trust and a good reputation for and for stakeholders by referring to the principles of transparency, accountability, objectivity and fairness, all of which are the embodiment of the company's code of business conduct. In addition, there is also a commitment from the Founder of PT Austindo Nusantara Jaya which states that "In business, the factors of trust, honesty, determination, ability to fulfill promises and solidarity are dominant. This is part of strong business ethics. If someone violates business ethics, I can assure you that person will fail". This means that the certification unit has stated its commitment to always apply the code of ethics and good business behavior from the beginning until now.

This policy covers all operational activities of PT Austindo Nusantara Jaya and its subsidiaries, including the prohibition of corruption, bribery and fraud in the use of funds and resources as well as compliance with reasonable business practices. Based on the results of interviews with workers and contractors in the sampling units such as PT Putera Manunggal Perkasa and PT Permata Putera Mandiri (Mill and Estate) who stated that all of them had received socialization related to the company's code of ethics which includes prohibition of corruption, bribery and fraud in the use of funds and resources and adherence to reasonable business practices in all operational areas.

1.2.2

The certification unit has a procedure to monitor compliance and the implementation of overall ethical business policies and practices, namely the Whistle Blowing System (WBS) which was established on 19 May 2016. In the system it is stated "If you see, know or experience a violation of business ethics, immediately report it to us". This system ensures that the identity of the information provider will be kept confidential and also as a consistent and it is also continuous implementation of Good Corporate Governance in all operational areas. Reports of violations of the code of ethics can be made via email at wbs@anj-group.com or via Phone Number 08119993553. If later there is an incoming report, then this will be followed up by the Internal Audit Group which is the PIC of the Whistle Blowing System.

Based on the results of interviews with workers and contractors in the sampling units such as PT Putera Manunggal Perkasa and PT Permata Putera Mandiri (Mill and Estate) who stated that all of them was aware of Whistle Blowing A system that has been implemented and can be accessed by all workers, including contract workers. In addition, there are statements from third parties in collaboration with the certification unit, namely that they have been given socialization related to the code of ethics and the Whistle Blowing System before ratifying the cooperation agreement. This is done to ensure that before collaborating with the certification unit, his party does not commit a violation or can report a violation when a certification unit commits a violation during the collaboration.

During the past year there have been no reports related to violations committed by internal/external parties and this is evidenced by the results of a document review related to reporting documentation for the Whistle Blowing System via email or telephone indicated by the Group Internal Audit.

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 has list of regulations of 2021 that includes local regulations and national regulation updated annually. List

of laws/regulations listed has covers several aspects such as land permit and legality, manpower, occupational health and safety, best management practices and environment. Some examples of regulations compliance that have been done such as:

Land Legality

The company shown evidences over its compliance toward the applicable regulation related to the aspects of land legality (HGU and IUP). As for the land cultivation permit, Certification Unit has owned the Plantation Business Permit, namely:

- PT Putera Manunggal Perkasa already has a Plantation Business Permit in the Decree of the Governor of West Papua Province No: 525/90/V/2011 Year 2011 concerning the Granting of a Plantation Business Permit to PT Putera Manunggal Perkasa on 10 May 2011. The plantation business permit covers an area of $\pm 25,159$ ha with a processing capacity permit of 2 x 60 tons of FFB/hour which can be built in stages.
- PT Permata Putera Mandiri has a Plantation Business Permit in Decree of the Governor of West Papua Province No. 95 of 2010 concerning the Granting of Plantation Business Permits to Permata Putera Mandiri on 28 June 2010. Plantation Business Permits covering an area of $\pm 40,000$ ha and processing capacity of 3 x 60 tons of FFB/hour which can be built in stages.

Environmental Aspects

The company has complied with laws and regulations on environmental aspects, such as:

- Environmental Permit issued by the OSS system which explains that the OSS Institution issues an Environmental Permit that has fulfilled its commitments and is effective to PT Putera Manunggal Perkasa located in Kisor Village, South Aifat District, Maybrat Regency, West Papua which was issued on February 16, 2012 by the Governor of West Papua .
- Decree of the Regent of South Sorog Number 660/03.b/BSS/II/2021 regarding the environmental permit for the construction of supporting facilities for PT Permata Putera Mandiri, South Sorong Regency on January 5, 2021.
- Water Intake Permit (SIPA) No. 503/03/SIPA/DPM PTSP – MBT /2019 dated 28 May 2019 and is valid for 5 years.
- OSS System Operational/Commercial Permit that has not fulfilled its commitment to PT Putera Manunggal Perkasa as of June 30, 2020. The permit explains that business actors can carry out commercial or operational activities after the business actor completes the commitment as referred to in the laws and regulations. Then the company can show an approval letter for fulfilling the operational/commercial license commitment with Number 503/SPPK/DPMPSTSP-MBT/VIII/2021 from the Investment and One Stop Service Office of Maybrat Regency on August 4, 2021. There is no validity period on the commitment fulfillment letter the.
- Permit for temporary storage of hazardous and toxic waste in accordance with the Decree of the Regent of South Sorong Number 660/01/SK/LH-SS/III/2020 concerning Permit for temporary storage of hazardous and toxic waste of PT Permata Putera Mandiri on March 3, 2020 with a validity period of 5 years from the date of stipulation.

Compliance with Manpower Regulation

Certification unit in general has complied with manpower regulation, including:

- Reporting of Employment Report for PT Putera Manunggal Perkasa in 2021 via online on 07 October 2021 and must be reporting back on 07 October 2022.
- Reporting of Employment Report for PT Permata Putera Mandiri in 2021 via online on 29 September 2021 and must be reporting back on 29 September 2022.
- The implementation of the minimum wage in 2021 is in accordance with the Sectoral Minimum Wage Decree for Plantation established by the Governor of Papua Barat in 31 October 2020.
- The implementation of contract worker (PKWT) in accordance with Decree of the Minister of Manpower No. 100 of 2004 and Government Regulation No. 35 of 2021.
- Payment of overtime wages to workers in accordance with Decree of the Minister of Manpower No. 102 of 2004.
- Implementation of the structure and scale of wages for all levels of workers in accordance with Minister of Manpower Regulation No. 01 of 2017.
- Implementation related to the protection and prohibition of employing minors (less than 18 years) in accordance with Law no. 13 of 2003, Law no. 20 of 1999 and Law no. 35 of 2014.

Based on document verification, it is known that the Company does not yet have a permit to utilize POME for Land Applications. The company can show the progress of obtaining a permit for the utilization of POME to the Land Application,

namely:

- Letter of Approval for the Assessment of Utilization of Wastewater from the Palm Oil Industry on Soil in Oil Palm Plantations by PT Putera Manunggal Perkasa No. 660/13/IPLC/DLH-MBT/III/2020 dated March 9, 2020.
- A study report on the utilization of Palm Oil POME on Soil and a Program Report on the Plan for Utilization of Palm Oil Mill POME to PT PMP's plantation land.
- Commercial/Operational Permits through the OSS system that have not fulfilled their commitment to PT Putera Manunggal Perkasa on December 4, 2020.
- Final Report of the Study on the use of POME in collaboration between PT Putera Manunggal Perkasa and the Faculty of Mathematics and Natural Sciences, University of Papua in 2021.
- The results of interviews with company representatives revealed that on November 5, 2021 the company will make a presentation to the Maybrat Regency Environmental Service regarding the final report on the study of the use of POME.

Based on document verification, it is known that up to the second stage of the assessment, the company has not yet obtained a permit to use POME for land applications from the local government. The company has the opportunity to ensure the progress of issuing permits for the use of POME for land applications from the local government.(OFI).

Fulfillment of Palm Oil Cultivation Practices

In best management practices, it is known that plantation and mill management has implemented some compliance with Indonesian laws and regulations. For example, not using the burning method in the land clearing process, reporting peat characteristics to the Ministry of Environment and Forestry, and implementing integrated pest control.

2.1.2

Procedure of legal requirement which presented in document No: SOP-Leg-01, dated 30 March 2015 mentioned that Legal Department and External Relation Officer has responsibility to arranged and monitored legal related laws and/or regulation. Internal audit of regulations compliance is conducted annually as example on 5-9 July 2021 in PT PMP and 28 June – 9 July 2021 in PT PPM. The procedure mentioned that in order to monitor and update of laws and/or regulations, the Legal Department and External Relation Officer required to actively check and make coordination with Government Agencies or Institutions.

2.1.3

Procedure of legal boundary poles monitoring and maintenance is presented in Internal Memo No. 001/ANJ-KBN/RH/IM/III/2017, dated 1 March 2017. Procedure mentioned that maintenance was carried out by Agronomy Department and Survey. Monitoring the boundaries of the HGU is done every 1 year.

Field observations to several HGU boundary markers in Kasuari Estate (No. 42, 43, 44 and 45), Cenderawasih Estate (No. 196, 197, 198), Gaina Estate (No. 28, 29, 30, 31 and 21) Metamani Estate (No. 48, 49 and 64) show that the poles sampled during the audit were available in the field and in well-maintained conditions. Verification using GPS indicates that the pole coordinate is in accordance with the provisions of the land title.

The company can show a map of the location and coordinates of where the HGU boundary markers should be located, obtained from BPN. The total HGU stakes that must be installed at PT PMP are 207 stakes and at PT PPM as many as 159 stakes. Then the company shows the realization of the stakes that have been installed for 2021, namely as many as 36 stakes at PT PMP and as many as 61 stakes at PT PPM. The company has also developed a program for installing HGU stakes to reach 100% by 2024. From management information, it is known that the difficulty in installing HGU stakes is because it is located in an HCV area where access is quite difficult.

Therefore, companies are encouraged so that the installation of the HGU stakes can be realized in accordance with the program that has been prepared. **OFI**

	Status: Comply	
--	-----------------------	--

2.2

All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.
2.2.1

In monitoring the use of contractors for plantation and mill activities, the certification unit has well documented the list of contractors, contact persons, work agreements, business permit, taxpayer number, deed of incorporation, and ensuring other matters related to compliance with laws and regulations in Indonesia. Where in the list it is known that there are 12 third parties (contractors and transporters) at PT Putera Manunggal Perkasa and 40 third parties (contractors and transporters) at PT Permata Putera Mandiri who cooperate in plantation and factory operational activities. In managing the third parties, the certification unit has a copy of the cooperation agreement for each activity. For example, for agreement between two parties such as:

- Work Agreement No. 053/PT.PMP-SPKBL/MILL/VIII/2021 for CPO & CPKO in PT Putera Manunggal Perkasa with PT Wibowo Mulia Sejahtera dated 01 August 2021 which valid for one month.
- Work Agreement No. 15/Proc-Srg/PPM/XI/2020 dated 09 November 2020 for the transportation of FFB from PT Permata Putera Mandiri with CV Citra Bagus Perkasa which is valid for one year.

The explanation above can be concluded that the certification unit has managed and documented the list of third parties (contractors and transporters) along with supporting documents.

2.2.2

In each work agreement between the certification unit and the third parties (contractors and transporters), there are several separate clauses related to fulfilling legal obligations in force in Indonesia as one of the obligations that must be fulfilled by the contractor. Some of these obligations are related to the registration of BPJS (Government Insurance Scheme), the provision of minimum wages, the obligation to use PPE, other permits such as tax payment (NPWP), vehicle licenses (STNK), driver license (SIM) and others. To ensure compliance with these clauses, the certification unit always requests the requirements for the completeness before the third parties does / starts work.

The results interviews with third parties (contractors and transporters) in PT Putera Manunggal Perkasa and PT Permata Putera Mandiri revealed that workers had received wages above the minimum wage, registered in the BPJS for Business Entity (not entirely), have a vehicle license (STNK), driving license (SIM) and the worker understood about his status as a permanent/daily worker. This result is in line with the results of the document review which proves that the wages of contractor workers are above the minimum wage, have vehicle / driver license, and for others has not been fully complied with due to several factors. These factors include, not all local workers have ID cards, not all third parties have legal entities (especially with the surrounding community) and so on.

In addition, the certification unit has carried out an evaluation of each contractor every months and routine inspections every year to see the performance of the contractor. There are several important indicators in the monthly and annual evaluation including quality, OHS implementation, payment, legality for business entity and any others. The last evaluation and monitoring carried out was on September 2021.

OFI (Opportunity for Improvement)

PT Putera Manunggal Perkasa and PT Permata Putera Mandiri already have a list of third parties (contractors and transporters) who cooperate in the company's operational activities. Where in the list it is known that there are 12 third parties (contractors and transporters) at PT Putera Manunggal Perkasa and 40 third parties (contractors and transporters) at PT Permata Putera Mandiri who cooperate in plantation and factory operational activities. Based on the results of the study of cooperation documents between the company and third parties (contractors and transporters), several important clauses have been stated to comply with applicable laws and regulations (legality, employment and OHS), policies/procedures at ANJ Group, no child labor (under 18 years), human trafficking or forced labour.

As evidence of the fulfillment of the regulations contained in the respective cooperation between the company and the third party, the company has carried out regular monthly evaluations to ensure that all existing regulations have been complied with/implemented by the third party. From the results of the last monitoring in September 2021, the following data are known:

- PT Putera Manunggal Perkasa has 2 evaluation categories, namely evaluation for contractors and evaluation for contractor workers, where contractors have 6 criteria to be evaluated and contractor workers have 5 criteria. Of all the evaluated criteria, the fulfillment update until September 2021 is 76%, where there are the lowest evaluation results on the criteria for ownership of ID Card, BPJS and legality of business entities.
- PT Permata Putera Mandiri has 2 evaluation categories, namely evaluation for contractors and evaluation for contractor workers, where contractors have 6 criteria to be evaluated and contractor workers have 5 criteria. Of all the evaluated criteria, the fulfillment update until September 2021 is 61%, where there is the lowest evaluation result on the criteria for ownership of ID Card, BPJS and legality of business entities.

From the results of the fulfillment, it can be explained why the three criteria above are the lowest scores in their fulfillment, namely:

- Ownership of ID Card – Based on interviews with the Contractor and the Manpower and Transmigration Offices of South Sorong Regency and Maybrat Regency, it has been stated that many of the surrounding communities in the company do not have ID cards because of the difficulty of reaching the Population and Civil Registry Office to collect data so that many workers who do not have an ID card at work. Even so, the company still allows the contractor workers to work in good faith to establish relationships with local communities.
- BPJS Health and Employment – In accordance with the first point above, there are still many workers who do not have ID cards, so automatically these contractor workers cannot be registered in the BPJS Employment and Health program. However, the company has noticed this by bringing in the Department of Population and Civil Registration in stages to gradually collect data regarding this matter. In addition, the results of interviews with contractor workers at PT Putera Mandiri Perkasa and PT Permata Putera Mandiri stated that the company helped workers in terms of health by providing free care and treatment at the clinic if they were sick. If a work accident occurs, it will be borne by a third party in terms of settlement and this has been stated in the agreement between the company and the third party.
- Legality of Business Entities – Based on the results of the study of legality documents for third parties in collaboration with the company, it is known that not all third parties have legal entities such as PT (Limited Companies) but there are still some that are still in the form of CV (Commanditaire Venootschap or Limited Liability Company) or individual (does not have a business entity). This is because there are still many local people who want cooperation with the company based on their respective clans/tribes so that it counts as assistance in providing opportunities to cooperate with companies for the surrounding community, if this is not fulfilled by the company it will cause a social problem in the community. In it. Due to the explanation above, the company is still unable to fulfill the legality of the business entity as a whole for all collaborating third parties.

Based on the explanation above, the company has prepared an Action Plan for the fulfillment of all existing laws and regulations for third parties that cooperate with it in 2022 and this will be routinely evaluated every month. In addition, there is also an Internal Memorandum No. IM-08-GM-PMP/PPM-21 dated July 19, 2021 regarding the Mechanism for Fulfillment of Contractors' Employment Aspects which explains the company's commitment to supervising and complying with labor regulations for each of its contractors to achieve 100%.

The company has the opportunity to ensure that the Action Plan for Fulfillment of Laws and Regulations for Third Parties can be implemented, documented and monitored for each fulfillment until 2022. (OFI)

2.2.3

In each work agreement between the certification unit and the third parties (transporter/contractor), there are Integrity Principles related to statement fulfilling legal obligations in Indonesia as one of the obligations that must be fulfilled by the third parties. Some of these obligations are related to compliance with laws and regulations in Indonesia, disallowing child, forced and trafficked labor to be employed by the third party, and where young workers are employed, the sustainability policy has included a clause for their protection. To ensure compliance with these clauses, the certification unit always requests the requirements for the completeness before the contractor does / starts work.

The results of the document review of the list of contractor workers revealed that there were no workers under the age of 18 and the work provided was in accordance with the agreement when the initial worker worked. This is in line with the results of interviews stating that no child laborers have worked up until now, there are no forced laborers / workers resulting

from trafficking because all workers have understood the work agreement at the start of work and payment for the work is always equal.

The certification unit has proven that all contracts have clauses disallowing child, forced and trafficked labor to be employed by the third party and where young workers are employed, the contracts include a clause for their protection.

Status: Comply

2.3

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

2.3.1

The company records the source of FFB which consists of a supply base within the scope of certification, namely:

PMP POM – PT Putera Manunggal Perkasa and its supply bases, that is :

- **Kasuari Estate** - PT Putera Manunggal Perkasa
- **Cendrawasih Estate** - PT Putera Manunggal Perkasa
- **Gaina Estate** - PT Perkasa Putera Mandiri
- **Metamani Estate** – PT Perkasa Putera Mandiri
- **Koperasi Suka Mandiri Bersama**– Plasma PT Putera Manunggal Perkasa.

The results of document verification revealed that there were no outgrowers.

2.3.2

The results of document verification revealed that there were no suppliers from outsiders/outgrowers or FFB obtained indirectly.

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

Long-term Plan

The company has a long-term plan and annual work plan, which was approved by the Director on October 19, 2021. The company's long-term plan is presented in the document "5 Year Financial Projection 2021-2025 Statement of Operational Projection" PT Putera Manunggal Perkasa. The documents include the total planted area of nucleus and plasma plantations, production of fresh fruit bunches in nucleus and plasma plantations, Extraction Rate (CPO and PK) values, CPO production, PK production, estimated prices of CPO and PK and estimated income.

3.1.2

Based on the results of document verification, the last planting year at PT PMP and PPM are in 2018, so the company does not yet have a program or plan for replanting activities.

3.1.3

Management Review

As a step to evaluate the achievement of the work plan that has been set, the company shows an example of the results of the Management review that was carried out in 2021 on October 19, 2021 in the management review, one of which discussed FFB production in 2020 which exceeded the target with the achievement of 113%, management expects FFB production in 2021 to reach the target.

Internal audit

The last internal audit activity was carried out by PT. PMP and PT. PMP was on June 22, 2021 with audit findings including the absence of an evaluation of the quality of the agency providing AKAD manpower such as 37 workers who were brought in from Bima, but within a working period of 4-6 months, the number of workers achieved was 13 people or 35%. This is because there has been no evaluation of contract labor supply agents by HRD to ensure that the workforce will be replaced with new workers.

The response from the Board of Directors regarding the internal audit is that the turnover of the number of contract workers has begun to decline compared to the previous year and the company has also made an evaluation tool for contract workers and regulated in the SPK regarding the agent's performance measures.

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

The management unit has developed and implemented an action plan for continuous improvement and it is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification, such as:

- The company no longer uses pesticides with the active ingredient paraquat.
- Management and monitoring of fires in company border areas that benefit the community.
- The use of renewable fuels and the use of fertilizers and pesticides are in accordance with the recommendations to reduce the use of fossil fuels.
- Air quality management and monitoring through road maintenance, air quality testing and reporting to the Environmental Service of South Sorong Regency and Maybrat Regency.
- Management and monitoring of groundwater through testing ground water quality and reporting it to the Environmental Service of South Sorong Regency and Maybrat Regency.
- Hazardous waste management through Hazardous and Toxic Waste Storage and waste management and monitoring of Hazardous and Toxic Materials
- Greenhouse Gas (GHG) Management. Implement a zero burning policy, utilization of EFB, shells and fiber as renewable energy, regular engine maintenance, and regular emission quality tests.
- The company has managed HCV well and collaborated with BKSDA to conduct an inventory of protected species.

3.2.2

Certification Unit already has an annual report document using the RSPO metric template format that has been provided to the auditor team at the time of the assessment. The summary in the report, for example, is as follows:

Name of RSPO Member	: PT AUSTINDO NUSANTARA JAYA AGRI
RSPO Membership Number	: 1-0032-07-000-00
Name of Certified Unit	: PT PUTERA MANUNGGAL PERKASA
Name of Certification Body	: PT MUTU AGUNG LESTARI
RSPO PalmTrace ID Number	: RSPO_PO1000008639
Number of Mills	: 1
Number of Estates	: 5
Production Area (ha) - Estate	: 6905
Certified Area (ha) - Estate	: 20368
High Conservation Value (HCV) Area (ha)	: 103,19.16
Peatlands - Planted (ha)	: 0
Freshwater Usage per PO produced tonne	: 9.46

Status: Comply

3.3

Operating procedures are appropriately documented, consistently implemented and monitored.

3.3.1

The company shows a collection of Agronomy SOPs starts from road construction procedures and garden layouts to rejuvenation procedures approved by the Estate Director (Alysius D'Cruz) which apply to all operational areas of the Austindo Nusantara Jaya Agri Group starting August 1, 2013. These procedures include:

- SOP-AGR-01 Road construction and garden layout
- SOP-AGR-02 Development area
- SOP-AGR-03 LC and zero burning
- SOP-AGR-04 Peat soil

- SOP-AGR-05 Soil and water conservation
- SOP-AGR-06 Management of marginal land
- SOP-AGR-07 Oil palm nursery
- SOP-AGR-08 Planting beans
- SOP-AGR-09 Oil palm planting
- SOP-AGR-10 Sampling and fertilizer conversion
- SOP-AGR-11 Fertilizer and fertilization
- SOP-AGR-12 Fertilizing TBM and LCC
- SOP-AGR-13 Principal settlement
- SOP-AGR-14 Census and key identification
- SOP-AGR-15 Harvest preparation
- SOP-AGR-16 Production potential and rainfall
- SOP-AGR-17 Pest control
- SOP-AGR-18 Pesticides and their management
- SOP-AGR-19 Chemical safety instructions
- SOP-AGR-20 Integrated pest control
- SOP-AGR-21 Rat control with owls
- SOP-AGR-22 Harvest fresh fruit bunches
- SOP-AGR-23 Unit of leaf samples
- SOP-AGR-24 mouse control with rat bait
- SOP-AGR-25 Black bunch census
- SOP-AGR-26 Soil sampling
- SOP-AGR-27 Termite control
- SOP-AGR-28 Oil palm replanting

The company also shows the Mill Operation Engineering Department SOP, the procedures are:

- FFB Reception Station no. ST 01/ ENG-STR June 2011
- Sterilizer Station no. ST 02/ ENG-STR June 2011
- Threshing Station no. ST 03/ ENG-STR June 2011
- Pressing Station no. ST 04/ ENG-STR June 2011
- Depericarper Station no. ST 05/ ENG-STR June 2011
- Kernel Station no. ST 06/ ENG-STR June 2011
- Clarification Station section 1no. ST 07/ ENG-STR June 2011
- Boiler Station no. ST 08/ ENG-STR June 2011
- Power Station no. ST 09/ ENG-STR June 2011
- Water treatment no. ST 10/ ENG-STR June 2011
- Boiler water management no. ST 11/ ENG-STR June 2011
- Waste treatment no. ST 12/ ENG-STR June 2011
- Grading no. ST 13/ ENG-STR June 2011
- Delivery of Palm Oil no. ST 14/ ENG-STR June 2011
- Factory inventory system no. ST 15/ ENG-STR June 2011
- Procedure for CPO Stock Sounding no. ST 16/ ENG-STR June 2011
- Palm kernel stock procedure no. ST 17/ ENG-STR June 2011
- Factory security system no. ST 18/ ENG-STR June 2011
- Washing of oil storage tank no. ST 19/ ENG-STR June 2011

Based on the results of a field visit to Kasuari Estate block G36 division A, it is known that harvest workers have carried out harvesting activities in accordance with the SOPs set by the company. While the results of field visits to the PMP POM area, it is known that the FFB sorting officer can explain the sorting process up to the administrative filling.

3.3.2

Internal audit

The last internal audit activity was carried out by PT. PMP and PT. PMP was on June 22, 2021 with audit findings including the absence of an evaluation of the quality of the agency providing AKAD manpower such as 37 workers who were brought in from BIMA, but within a working period of 4-6 months, the number of workers achieved was 13 people. or 35%. This is because there has been no evaluation of contract labor supply agents by HRD to ensure that the workforce will be replaced with new workers.

The response from the Board of Directors regarding the internal audit is that the turnover of the number of contract workers has begun to decline compared to the previous year and the company has also made an evaluation tool for contract workers and regulated in the SPK regarding the agent's performance measures.

3.3.3

Operational management has followed up and corrected the findings of internal audit discrepancies at PT Putera Manunggal Perkasa related to evaluating the quality of the labor provider. As one proof of improvement to the findings of the internal audit, the company shows an example of a revised work agreement where the work agreement stated in Article 9 that the second party (manpower provider) is obliged to replace workers who leave/resign with new workers without accommodation costs from the company for workers who leave or replace.

Status: Comply

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

The company has environmental and social impact assessments in separate documents. The environmental impact assessment is contained in the Amdal document while the social impact assessment is contained in the SIA identification report document. The documents are as follows:

Environmental Aspect

PT PMP already has an environmental impact study listed in the Amdal document consisting of Andal, RKL, and RPL PT Putera Manunggal Perkasa in February 2012 for the construction of a plantation and palm oil processing factory of 60 Tons FFB/Hour based on a location permit according to the Decree of the Governor of West Papua No 522/30/II/2011 covering an area of $\pm 22,195, 28$ Ha. The document has obtained environmental feasibility in accordance with the Decree of the Governor of West Papua No. 660.1/58/II/2012 dated February 16, 2012 concerning Business Activities of Plantation Development and Palm Oil Processing Factory PT Putera Manunggal Perkasa in North Kokoda District and Kais District, South Sorong Regency and East Aifat District, Maybrat District, West Papua Province. The assessment is carried out by a competent party, this is evidenced by the attachment of a supporting certificate for each assessment team.

In 2021 the company will develop facilities and processing palm oil, therefore the company will conduct another environmental study. The environmental study is contained in the Amdal (Andal, RKL, and RPL) of PT Putera Manunggal Perkasa for the development of oil palm plantation and processing facilities in South Sorong Regency and Maybrat Regency which was carried out by the consultant PT Mitra Hijau Indonesia in January 2021. Development of facilities and palm oil processing which consists of:

- Change of factory facilities to 2 X 60 Tons of FFB/Hour, WWTP capacity, clean water supply facilities, construction of storage tanks, construction of warehouses, and utilization of raw water.
- Construction of electricity facilities, namely steam power plants (PLTU), diesel power plants (PLTD), and bio gas power plants (PLTBG).
- Additional infrastructure and access roads outside the plantation include the addition of Jetty infrastructure and access roads in Karekano, additional Jetty infrastructure in Wanagalang.
- Mining Excavation C (Laterite) as a source of construction material.

The document has obtained an Environmental Eligibility Letter based on the Decree of the Head of the Investment Office No. 570/337/PTSP-I/V/2021 dated 10 May 2021 Plans for the Development of PT PMP's Palm Oil Plantation and Processing Facilities in South Sorong Regency and Maybrat Regency, West Papua Province.

PT PPM has had an environmental impact study listed in the Amdal document consisting of Andal, RKL, and RPL PT Permata Putera Mandiri in April 2011 for the construction of a palm oil plantation and processing factory with a capacity of Factory I 120 Tons FFB/Hour and Factory II 60 Tons FFB/Hour with an area of \pm 40,000 Ha (according to the location permit). The document has obtained environmental feasibility in accordance with the Environmental Feasibility Decree based on the Decree of the Regent of South Sorong No. 525/76/BSS/IV/2011 dated April 25, 2011 concerning Environmental Feasibility for Plantation and Palm Oil Processing Mill Activities in North Kokoda District, Metemani District and Kais District in South Sorong Regency, West Papua Province. The environmental impact study was carried out by PT Dinamika Infoprima with a competent team, this is evidenced by the attachment of supporting certificates for each assessment team.

In 2019, PT PPM in its development carried out an evaluation of the activities that would take place along with the planned facilities and infrastructure. In order to support the operations of PT PPM, it will be necessary to change the activity plan in the form of adding a pier and access road/corridor road as well as changing the location of the palm oil mill which was originally in the block C area, then integration with the plan for a palm oil mill in the PT Putera Manunggal Perkasa (PT) area. PMP). Further changes and detailed studies related to the factory will be discussed separately in another environmental document. The plan to add a pier, namely the Jamarema Special Terminal, is needed because it is planned that the distribution of palm oil products in the form of Crude Palm Oil (CPO) will pass through the Jamarema point on the side of the Metamani river, while the Tatakera Bridge is needed to facilitate access to transportation of raw materials and palm oil mill production products in the form of CPO from a palm oil processing plant that will be built and CPO from the PMP palm oil processing plant to Jamarema and vice versa as well as for logistics transportation to Jamarema, therefore the company conducts an environmental impact study of these activities which are listed in the Amdal (Andal, RKL, and RPL) development PT Permata Putera Mandiri supporting facilities carried out by PT Mitra Hijau Indonesia with a competent team, this is evidenced by the attachment of supporting certificates for each assessment team.

Based on document verification, it is known that the environmental impact assessment process is carried out independently and has involved affected stakeholders. In addition, the study of environmental documents has covered the entire operational area of the company. The results of interviews with the Maybrath and South Sorong District Environmental Offices revealed that the AMDAL document owned by the company complies with statutory provisions.

Social Aspect

PT PMP has conducted a social impact study (SIA) in 2013 conducted by PT Fodec Khatulistiwa. The study was carried out in four stages. First, is the preparation carried out by the research team with desktop research, Second, is field research, Third, is analysis, and Fourth, is report writing. Field data collection was carried out on November 11-28 2013. The study was conducted in villages around the company which consisted of 9 villages, 3 districts and 2 regencies. The strategic issues related to the existence of PT PMP were obtained from direct interviews with communities from various elements and professions, village officials, sub-district government, and company management such as community responses to PT PMP, information and communication, plasma, land acquisition, labor, economy, education, health, accessibility, CSR, and the environment.

PT PPM has conducted a social impact assessment (SIA) in November 2013 conducted by Remark Asia. The study was conducted using a Participatory, Consultation, Triangulation, and Rapid approach. The activity was carried out on November 14-30 2013 in 10 villages located in 3 sub-districts and 1 district. From the social impact studies conducted, there are positive and negative impacts with the company's existence, namely:

Positive: open access to transportation for rural communities, application of labor for surrounding rural communities, economic improvement or the availability of alternative sources of livelihood, increasing human resource potential through education, and improving people's quality of life.

Negative: Employment, land release process, land clearing, timber utilization permits, company programs, differences in life after oil palm plantations, and extreme environmental changes.

PT PMP has conducted NPP and has been notified for 30 days on the RSPO website since 6 August 2014 and PT PPM has carried out NPP and has been notified for 30 days on the RSPO website since 23 October 2014.

3.4.2

The company already has environmental and social management and monitoring plans in different documents, the management and monitoring plans are:

Environmental Aspect

PT PMP already has an environmental management and monitoring plan in accordance with its environmental documents, namely:

- Physical Chemical Components
 - Water quality
 - Groundwater Quality
 - Air quality
 - Steam boiler emissions
 - Smell
 - Soil physical and chemical properties
- Biological Component
 - Potential explosion of pest and plant disease populations
 - Abundance of types of aquatic biota
 - Diversity of aquatic biota species
- Social Component
 - Business opportunities
 - Community income
 - Community education services
 - Contribution to local revenue
 - People's attitudes and perceptions
- Health Component
 - Public health

PT PPM already has an environmental management and monitoring plan in accordance with its environmental documents, namely:

- Air quality and noise
- Land fires
- Surface runoff, erosion and sedimentation
- River water quality
- Job opportunities and business opportunities
- Community education
- Public health.

Social Aspect

PT PMP already has a social management and monitoring plan for the period 2021-2022 which was prepared in 2021 which was carried out in a participatory manner based on the results of the review of the social management and monitoring plan for the previous period. The SIA management and monitoring plan includes:

- Occupational safety and health impacts
- Clinic
- Cooperatives and plasma plantations
- Pay system and working conditions of employees
- Employment agreements and company regulations
- Issues related to women
- Employees' housing
- Water and sanitation
- Labor
- Labor union
- CSR
- Occupational Health and Safety

- Employee MCU
- BPJS Health and BPJS Employment
- Evacuation route

PT PPM already has a social management and monitoring plan for the period 2021-2022 which was prepared in 2021 which was carried out in a participatory manner based on the results of the review of the social management and monitoring plan for the previous period. The SIA management and monitoring plan includes:

- Occupational Health and Safety
- Infrastructure and welfare
- Plasma Plantations
- Wages and working conditions of workers
- Local community workforce
- Corporate social responsibility
- Labor union

Based on the results of interviews with plasma farmers, it is known that plasma farmers are asking for continuation with the settlement of plasma land which is still hampered by the CPCL process (Prospective Candidates for Location Candidates) so that this has the potential for social conflict. These impacts have been covered in the SIA management and monitoring plan for 2021-2022. Likewise with the results of interviews with employees, it is known that there are AKAD (Work Forces of Regional Origin) and AKAL (Local Origin Workforce) employees who do not yet have BPJS health because their names are different and their NIK is not registered in the Civil Registry. These impacts have been covered in the SIA management and monitoring plan for 2021-2022.

3.4.3

The company has implemented environmental and social management and monitoring plans. The implementation is listed in a different document. The implementations are:

Environmental Aspect

PT PMP

Environmental management and monitoring can be seen in the report on the implementation of environmental management and monitoring for Semester 1 of 2021. The Report on the Implementation of the RKL-RPL for Semester 1 of 2021 has explained the aspects that are managed and monitored. The results of the verification of the RKL-RPL implementation document for semester 1 of 2021, it is known that the implementation has been in accordance with the management and monitoring plan stated in the environmental document owned. The company has also evaluated the results of environmental management and monitoring carried out such as trend evaluation, critical level evaluation, and compliance evaluation.

The results of environmental monitoring carried out by the company are the results of river water quality tests that are not in accordance with the provisions, namely for the parameters of pH, BOD, and COD. The company has carried out an evaluation which is stated in the implementation document of the environmental management and monitoring plan for semester 1 of 2021 which explains that these parameters have exceeded the quality standard from the initial baseline. As a form of preventive action in environmental management and monitoring to prevent and reduce the concentration of parameters that are not in accordance with quality standards, the company has ensured best practices in waste management by ensuring that no waste flows directly to the environmental agency, ensuring waste domestic liquids are managed and several management activities are in accordance with the company's management plan.

PT PPM

Environmental management and monitoring can be seen in the report on the implementation of environmental management and monitoring for Semester 1 of 2021. The Report on the Implementation of the RKL-RPL for Semester 1 of 2021 has explained the aspects that are managed and monitored. The results of the verification of the RKL-RPL implementation document for semester 1 of 2021, it is known that the implementation has been in accordance with the management and monitoring plan stated in the environmental document owned. The company has also evaluated the results of environmental management and monitoring carried out such as trend evaluation, critical level evaluation, and

compliance evaluation.

In general, the results of environmental monitoring carried out by the company are in accordance with the provisions of the law and the implementation report is in accordance with Kepmen LH 45 of 2005 concerning guidelines for the preparation of the implementation of environmental management and monitoring plans.

Social Aspect

Based on the document review, the following evidences were obtained:

PT PMP

- The company already has an SIA management and monitoring plan for the 2020 period and has been implemented, for example, for the impact of clean water on the people of Kampung Sumano, and the impact of conservation policies.
- The company has reviewed/upgraded the SIA management and monitoring plan for 2021 which was prepared by the Malaysian Environmental Consultant. From the results of the review, there are recommendations for the management and monitoring plan of SIA for 5 years and an evaluation will be carried out every 2 years.
- The company has developed an SIA management and monitoring plan based on the results of a review conducted by the Malaysian Environmental Consultant for the period 2021-2022. In the SIA management and monitoring plan for the period 2021-2022, the impact of clean water on the community and the impact of conservation policies are no longer included in the management and monitoring plan. However, the company has not been able to show evidence of the impact of clean water and the conservation policy has been monitored and justified the successful management of social issues from the impact of clean water and the conservation policy.

PT PPM

- The company already has an SIA management and monitoring plan for the 2020 period and has been implemented, for example, for the impact of the village lighting issue, and clean water facilities.
- The company has reviewed/upgraded the SIA management and monitoring plan for 2021 which was prepared by the Malaysian Environmental Consultant. From the results of the review, there are recommendations for the management and monitoring plan of SIA for 5 years and an evaluation will be carried out every 2 years.
- The company has developed an SIA management and monitoring plan based on the results of a review conducted by the Malaysian Environmental Consultant for the period 2021-2022. In the SIA management and monitoring plan for the 2021-2022 period, the impact of the village lighting and clean water issues is still contained in the management and monitoring plan. However, the company has not been able to show evidence that the impact of the village lighting and clean water issues has been monitored and the justification for the successful management of social issues from the impact of village lighting and clean water.

Based on this evidence, the company has not been able to show evidence of social impacts listed in the 2020 SIA management and monitoring plan, the level of success of its management has been monitored and the follow-up to the results of the monitoring carried out. **NCR 2021.01 with Major Category.**

3.4.3	Status: NCR 2021.01 with Major Category.
--------------	---

3.5

A system for managing human resources is in place.

3.5.1

The company has procedures related to recruitment, selection, employment, promotion, retirement and termination of employment which are generally described in the Company Regulation period 2020-2022 written in Bahasa. In general, these procedures describe:

- Recruitment of workers is based on needs and adjusted to the ability of the company.
- The age of the prospective worker is a minimum of 18 years at the time of recruitment of workers.
- Recruitment of workers is based on the ability, expertise and assessment of prospective workers.
- The company is authorized to carry out the placement, transfer and promotion of workers in accordance with applicable regulations.
- Termination of employment can occur when a worker retires, dies, resigns, and terminates an employment agreement due to a serious violation and others.

In addition to being publicly listed in Company Regulation, the certification unit has other procedures in the form of Policies, SOPs, Internal Memorandums and others related to recruitment, transfer, promotion, retirement, termination of employment and others. For example, some procedures that are owned by the certification unit is Procedure No. 018/HR&GA/CP/05-2009 concerning Employee Recruitment, Acceptance, Promotion & Transfer/Mutation and Procedure No. IK-HRD-001 concerning Pay Salary. These procedures have been documented to all workers and their representatives. The company has given all of its employees pocket books of Company Regulations in 2020, while for workers who enter and start work in 2021 have not been given, but have received socialization related to Company Regulations when they first joined work. There is also evidence of socialization of important points of company regulations that are posted on information boards in every estate office or mill related to it to ensure that it is easier for workers to get information. This is in line with the results of interviews with harvester, manuring, spraying workers and process operators who stated that the workers had received socialization related to Company Regulations, received pocket books for workers who entered before 2021 and there is information listed on the information boards of each office.

The results of interviews with workers (harvesting, spraying and mill operators) in PT note that workers have a sufficient understanding of the procedures related to recruitment, promotion, retirement and factors causing termination of employment. Workers explain that in the acceptance process carried out in accordance with the terms / conditions according to ability / expertise, promotion is based on an assessment of the performance of each employee each year, and one of the causes of termination of employment can occur if the worker has committed a serious violation. Based on this explanation, certification unit has explicitly state the indiscriminatory policy during the recruitment selection, hiring and promotion process

The certification unit still have workers with contract status for upkeep worker (PKWT) in all unit. For the other employee status is Regular Workers (worker class NS A-D) and Staff (above worker NS class). All the rights for each employment status have been distinguished.

Based on the explanation and description above, it can be concluded that the certification unit has documented procedures for recruitment, selection, acceptance, promotion, retirement and termination of employment and is available to workers and their representatives in accordance with applicable laws such as Law No. 13 of 2003, Law no. 11 of 2020 and other regulations related to employment.

3.5.2

The company always documented all labor procedures that have been carried out properly such as recruitment, promotion, performance assessment, pension and others. The following are some sample labor procedures that have been implemented and are well documented by certification unit, including:

- The company has a worker recruitment document from the start until the worker becomes a permanent worker. For example, a worker with an employee number PM/PM21/0719/749 (harvester) who has recruitment documents such as a job application letter, identity card, family card, recruitment selection results, employment contract documents for contract workers (PKWT), medical check-up results and others. The worker started working as a contract worker (PKWT) on 19 July 2019, in 2021 the worker received a performance appraisal with a good result and was promoted to permanent employment (NS A) in accordance with Decree No. 026/HR-MU/PMP/VII/2021 on 10 July 2021.
- The certification unit has a worker recruitment document from the start until the worker becomes a permanent worker. For example, a worker with an employee number PM/PM31/0519/39 (FFB sortation) who has recruitment documents such as a job application letter, identity card, family card, recruitment selection results, employment contract documents for contract workers (PKWT), medical check-up results and others. The worker started working as a contract worker (PKWT) on 16 May 2019, in 2021 the worker received a performance appraisal with a good result and was promoted to permanent employment (NS A) in accordance with Decree No. 023/HR-PR/PMP/V/2021 on 10 May 2021.
- There is a pension document for workers with employee number PM/PM21/0814/18 who have worked since 26 April 2014 and retired on 24 September 2021 according to Decree No. 013/PB/HR/PMP/VII/2021 dated 21 August 2021. In addition to the decree, there are also other supporting documents such as calculation of pension payments, labor documents of workers since they first worked, etc. All procedures and documents shown are in accordance with existing procedures and in accordance with applicable laws.

The results of interviews with workers (harvesting, spraying and mill operators) in PT Putera Manunggal Perkasa and PT Permata Putera Mandiri note that the certification unit has carried out labor procedures starting from recruitment, selection, acceptance, promotion and retirement procedures in accordance with existing regulations, as well as all The application is assessed in accordance with the abilities and competencies of the employees. For example, workers who initially entered were selected before being accepted, workers who received promotion / class promotion had received an assessment from their superiors and workers who retired received all their rights as retirees. During 2020 and 2021 employment system which is carried out still refers to the Company Regulation which is based on the existing government regulations in Indonesia, this was strengthened by the results of consultations with the Bipartite Representative in every unit, the Manpower and Transmigration Agency of Sorong Selatan and Maybrat Regency which stated that the application of existing labor procedures is in accordance with the regulations.

Based on the description above, it can be concluded that the certification unit already has labor procedures implemented and records are maintained for each worker.

Status: Comply

3.6

An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.

3.6.1

The unit of certification has carried out a risk assessment and its control in the form of a HIRARC document. Furthermore, as part of mitigating OHS problems, the certification unit compiled a Personal Protective Equipment Management Procedure (SOP-EHS-003) edition 1 which has been effective since January 20, 2015. The procedure includes the following:

- In the company's work area that has the potential for delays in the supply of PPE, the stock must be increased to avoid delays in replacing lost or damaged PPE (including safety helmets, safety boots, eye protection, ear protection, and gloves).
- PPE is stored in a dry room that is not humid (in an adequate place)
- Ensure that the required PPE is appropriate and correct and sufficient in terms of procurement

Furthermore, related to the type of personal protective equipment used by the certification unit, it has been regulated in the 2021 Personal Protective Equipment Needs Matrix which explains the type of work and the type of PPE used, for example for spraying activities the PPE used is boots, masks, face shields, aprons and rubber gloves.

OHS Procedure

Occupational safety and health regulations are contained in company regulations, in addition the company also has K3 policies, procedures and manuals. SMK3 Manual No. Document MAN-EHS-001 effective August 10, 2015 prepared by the EHS Manager Dept and approved by the President Director. The manual contains the scope of K3, company profile, K3 policies, K3 goals and objectives, K3 planning, K3 responsibilities, K3 aspects, safety index, SMK3 audits, K3 objects, continuous improvement, K3 performance, K3 targets, operational responsibilities, training and competence, control document, emergency response, corrective action, management review and normative reference.

OHS Resources

The company already has adequate resources in handling emergencies, disasters, and accidents. This is evidenced by workers who have received certification, including;

- General K3 Expert who has received registration from the Indonesian Ministry of Manpower Number Ser.14717/PK3/AJ/94/2019/P1 dated 25 November 2019.
- Class C Fire Fighting Team License on behalf of Florentino Jawasoge which is valid until April 15, 2024.
- Paramedics with Midwife Practice License No. 440/011/DINKES-MBT/II/2021, date of issuance of Permit January 2021.
- Paramedic with Nurse Practice License No. 440/012/DINKES-MBT/II/2021, the date the permit was issued January 2019.

Hazard Identification and Risk Assessment

The company already has an IBPR SOP (Hazard Identification and Risk Assessment) with No. SOP-EHS-029 document which has been in effect since January 20, 2015. This procedure describes knowing the sources of hazards in the workplace and taking preventive and control measures against accident risks to an acceptable level.

The updated Hazard Identification, Risk Assessment and Risk Control document (2021) contains information on activities, hazards, potential hazards, potential risks/impacts, risk assessment, control hierarchy, score after control, risk status.

The company shows the Hazard Identification Risk Assessment Risk Control (HIRARC) document / Hazard Identification, Risk Assessment and Control:

- Document No.Doc-EHS 001-014 HIRARC PMP POM, updated March 20, 2021.
- Document No.Doc-EHS 001-02 HIRARC Estate PMP, updated March 5, 2021.
- Document No.FRM-EHS 02-03-026 HIRARC Estate PPM, updated 15 February 2021.

To ensure the Company's OHS Policy and OHS Procedures can be understood by all employees, the company can also show evidence of socialization of the OHS Policy and socialization of the use of PPE PT. PMP on 23 January 2021 which was attended by 42 workers and on 24 April 2021 which was attended by 37 workers. As for PT. PPM was held on January 18, 2021, which was attended by 37 workers and on April 24, 2021, which was attended by 52 people consisting of staff and non-staff.

3.6.2

To monitor the effectiveness of the K3 plan, there is a P2K3 report which is routinely sent quarterly by the certification unit to the authorized official. The discussion shown, for example, is in the P2K3 report for the third quarter of 2021 PT. PMP and PT. PPM like:

- HIRA socialization & refreshment
- Increased forest fire alert
- K3 Inspection on Estate and Factory
- Additional orders for fire engines
- Installation of the Covid 19 K3 Poster
- Residential cleanliness assessment

Status: Comply

3.7

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

3.7.1 and 3.7.2

Certification unit has training identification and program for workers for period of 2021 for operational training, OHS training, and policy socialization. In the program and identification training in 2021 have 77 activities in mill and estate for workers and stakeholders (contractors, local communities, and others), some of training program, namely:

Internal Workers

- Training for manuring, harvesting and spraying activity
- Socialization of company's policy
- First aid training.
- Training for Environment and hazardous waste handling.
- Simulation of emergency responses and firefighting management

Stakeholders

- Socialization of PPE and OHS.
- Socialization of company policies such as code of conduct, human rights, no child worker and others.
- Socialization of emergency response.
- Socialization for land legality

The certification unit has properly documented every training activity and socialization that has been carried out to workers and related stakeholders. The following is an example of training/socialization documentation that has been carried out, namely:

- Socialization of PPE, OHS and company policies on February and 05 May 2021 for relevant stakeholders (contractors, local communities, and others) which was attended by 14 participants.
- Socialization of ISPO, RSPO and company policies such as code of conduct, human rights, no child worker and others on 25 January 2021 for relevant stakeholders (contractors, local communities, and others) which was attended by 18 participants.
- Harvesting Training in 02-03 August 2021 which attended by 51 participants.
- Manuring Training in 25 March 2021 which attended by 23 participants.

Based on field observations and interviews with workers (harvesters, sprayers and mill operators), it is known that workers have understood their work in accordance with the procedures set by the company and their understanding of the duties and responsibilities for each job has been carried out quite well, because the certification unit has routinely conducted training every year according to the type of work each. Meanwhile, the results of interviews with representatives of third parties (transporter and contractor) and their workers in field and the surrounding community revealed that they had received routine socialization related to company policies, code of conduct, PPE, communication procedures and complaints were routinely provided by the certification unit which causes stakeholders to understand the procedures and work methods that already exist in the company's operational area.

Based on the foregoing, it can be concluded that the certification unit has a training program for all workers including stakeholders (contractors, suppliers, local communities and smallholders) related to the RSPO P&C and all of them have been well documented.

3.7.3

Documents verifications the unit of certification can present the realization of SCC training that carry out 23, 25 June 2020 and 23 September 2021 with the participants are administration officer, weighbridge, laboratorial officers and security. The training topics is awareness of RSPO SCC and traceability.

Status: Comply

3.8

Supply Chain Requirements for Mills

3.8.1 and 3.8.2

The company planning to certify all estates of FFB sources, so they will be using supply chain module Identity Preserved (IP). The implementation of this module will be verified further at annual surveillance audit.

3.8.3

The estimates of certified production for the next license period describe at Initial Certification report (basic info 1.8.3), in reasonable amount taking into account the last year's production.

3.8.4

The mill has been registered in IT platform palm trace RSPO <https://palmtrace.rspo.org/web/rspo/member-directory> which information as follows:

- Member Name: PT Putera Manunggal Perkasa
- License ID: Not Licensed
- Commodity: Palm Oil
- Member ID: RSPO_PO1000008639
- RSPO Membership Number: 1-0032-07-000-00 (Austindo Nusantara Jaya Group)
- Type of Business: Oil Mill

3.8.5

The Mill has had procedures related supply chain, such as SOP of RSPO Supply Chain (No. SOP-SCD-01 dated 1 July 2021). These procedures have referred to the latest RSPO Supply Chain System. The procedure has covered all aspects in SCCS MB model, such as receiving and recording that identify the traceability of RSPO certified and uncertified source and products, FFB processing, the announcement in RSPO Palmtrace, key persons such as security, weight bridge clerk, dispatch/kernel officer, production clerk, Administration Head, as well as the training.

Since Putera Manunggal Perkasa POM has plans to use the IP model, there is also a Work Instruction Identity Preserved No. IK-SCD PMP-01 dated 1 October 2021 which explains the process flow and activities of FFB management with IP model where all products to be processed are certified products.

Based on interviews in Putera Manunggal Perkasa POM note that the weighbridge operators understands the supply chain management system. It also known that training and refreshment (awareness) of supply chain management system were carried out, for instance on 16 January 2021.

3.8.6

The mill has no certified yet, however based on document review, the company show the record evidence regarding internal audit of RSPO SCCS that conducted on 5-10 July 2021. Based on result of internal audit, there is no non conformity and complied with RSPO Supply Chain requirements for mills and the RSPO Rules on Market Communications and Claims.

Management Review of RSPO SCCS implementation conducted on 19 October 2021. The management review discussion has covered the input from internal audit result, correction and corrective action, customer feedback, process performa and product compliance, follow up of previous management review, actions taken regarding the findings and recommendation for improvement.

3.8.7

The mill has no certified yet, so there is no overproduction of certified tonnage. Mechanism to handle non-conforming palm oil products is contained in SOP of RSPO Supply Chain No. SOP-SCD-01 dated 1 July 2021.

3.8.8

The mill has no certified yet. The minimum information for RSPO certified products on sales will be verify at annual surveillance audit. The minimum information for RSPO certified products that need to be verify are:

- The name and address of the buyer;
- The name and address of the seller;
- The loading or shipment / delivery date;
- The date on which the documents were issued;
- A description of the product, including the applicable supply chain model (Identity Preserved, Segregated or Mass Balance or the approved abbreviations);
- The quantity of the products delivered;
- Any related transport documentation;
- A unique identification numbers.

3.8.9

The company has not certified yet and there are no certified products, so there is no contract with a third party in handling certified products. However, the mill has an agreement with the CPO transporter from the mill to the buyer. This matter will be verified further at the annual surveillance audit when the company has certified products. For PK products, Putera Manunggal Perkasa POM already has a Kernel Crushing Plant and will manage the PK itself.

3.8.10

The company has not certified yet and there are no certified products, so there is no contract with a third party in handling certified products. However, the mill has an agreement with the CPO transporter from the mill to the buyer such as agreement with PT Wibowo Mulia Sejahtera, PT Mitratama Nusantara Sejahtera, PT Abdi Sarana Nusa Marine, PT Samudera Mulia Karsa and PT Kurhanz Trans. For PK products, Putera Manunggal Perkasa POM already has a Kernel Crushing Plant and will manage the PK itself.

3.8.11

The company has not certified yet and there are no certified products, so there is no contract with a third party in handling certified products. However, the mill has an agreement with the CPO transporter from the mill to the buyer such as agreement with PT Wibowo Mulia Sejahtera, PT Mitratama Nusantara Sejahtera, PT Abdi Sarana Nusa Marine, PT Samudera Mulia Karsa and PT Kurhanz Trans. For PK products, Putera Manunggal Perkasa POM already has a Kernel Crushing Plant and will manage the PK itself.

3.8.12

The company has not certified yet, so the records of certified products will be verified at annual surveillance audit.

3.8.13 and 3.8.14

The company has not certified yet. However, the conversion rate of production of CPO (OER) and PK (KER) were based on actual daily, monthly and yearly production. This matter will be verified further at annual surveillance audit.

3.8.15

The company has not certified yet, so this indicator will be verified at annual surveillance audit.

3.8.16 and 3.8.17

The company has not certified yet, so there is no transaction or claim that registered in RSPO IT Platform. This matter will be verified further at annual surveillance audit.

	Status:	
--	----------------	--

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 and 4.1.2

The company shows the document of the Policy on Respect for Human Rights, human trade and forced labor of PT ANJ-Group in which it explains that PT ANJ-Group recognizes the human rights of employees throughout its operations and strives to create a safe and healthy work environment for all employees. This document was approved on August 4, 2016 by the president director. furthermore on those policy also described about prohibiting retaliation against Human Rights Defenders (HRDs) as well as prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.

The commitment of the certification unit in respecting human rights has been quite well implemented in the absence of issues and incidents of human rights violations that occurred in the operational area of plantations and factories. This is evidenced by document study on complaints and grievance document (internal and external) that so far there have been no incidents or issues of human rights violations occurring in the operational area of the certification unit.

During the audit carried out, the team auditor has been trying to ensure this policy has been communicated and implemented through stakeholder consultation. Based on interviews with workers, the surrounding community (village head, community leaders, smallholder's representative), and contractors known that the company has socialized company policies regularly including policies on human rights. Socialization is done by sticking to the policy in offices, socializing in the housing, and socializing with workers during the morning briefing before the activities started.

Based on the results of interviews with surrounding community, bipartite representatives and other workers, it is known that so far from 2020 to 2021 there has never been any intimidation/act of violence committed by the certification unit against workers, communities, contractors, or other parties who cooperate with the company. If there is a problem, usually the unit of certification will negotiate in a good manner and without resorting to violence.

Based on the explanation above, during the past year there were no issues / incidents of human rights violations that occurred in the vicinity or the operational area of the certification unit so that there were no acts of intimidation / violence carried out by the certification unit including contracted services such as security services that were contracted and others.

	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, 4.2.2, 4.2.3 and 4.2.4

Mechanism for consultation and complaints is listed in some procedure, such as:

- SOP for Handling Differences of Opinion with Communities and Land Ownership Disputes (Document No. SOP-EAD-01; Edition 01/00) dated 01 August 2013
- SOP for communication and information provision with document no. SOP-Leg-02 with the effective date of September 1, 2015
- Internal Memo No. 034 / GMO / KAL / IM / IX / 2016 dated 8 September 2016. Based on this mechanism, it is explained that complaints can be submitted to direct superiors or higher superiors or to the HRD department.
- Company regulations for the period 2020 – 2022.

The procedure above has explained about the person in charge of receiving and resolving complaints (external and internal officers including HRD), response timeframe (between 14 - 28 days), confidentiality of the reporter and whistleblower, until further handling of complaints is possible to a tripartite level. (Mediation and settlement by government). Procedure is available in Bahasa Indonesia and if there is any complaints/grievances that the resolution that has not found mutually, the complainants can brought that compliance to RSPO Complaints System.

Based on interview with Statutory Bodies in Sorong Selatan and Maybrat Regency, it is known that they understand how to communicate and consult with company. However, the results of interviews with representatives of surrounding communities, the community has known about the communication procedures and to people who served as communicators between the company and community so that people who cannot read / write can be informed by the related communicators. However, certification unit can showed the documentation of socialization of Consultation and Communication Procedure to contractors and surrounding village on 25 January and 05 May 2021.

Based on the review of complaints / complaints documents from the surrounding community, it was not found that there were complaints. However, there are several internal complaints as follows:

- The complaint that was reported on 31 July 2021 relates to the condition of the church which has been heavily damaged and needs to be repaired. The result is that the company immediately responded to workers and explained that this would be done after the civil team finished with its main work first which would then be repaired immediately. During the observation of religious facilities, it was discovered that the current condition of the church was in a fairly good condition after previous repairs were made according to the complaint in July 2021.
- The complaint that was reported on 03 June 2021 is related to the reporting of the large number of stray dogs roaming the housing. The result was that the company responded immediately by taking an inventory of the condition of the residential guardrail with outside areas and advised workers from nearby villages not to bring pets into the residential area.

All of the complaints mentioned above have been completely resolved by the company by showing proof of resolution in the form of documentation and direct responses related to complaints received from external and internal parties.

Status: Comply

4.3

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

4.3.1

PT PMP and PT PPM have had welfare improvement programs for the surrounding community that cover the general public as well as indigenous peoples. The program has been listed in the 2021 CID (Community Involvement and Development) Program, in which there are 4 (four) categories, namely:

- Health Category
- Education Category
- Economy Category
- Social Categories

The CID program has stated the timeframe, budget and each PIC who is responsible for each of the planned activities. Currently in charge of PT PMP and PPM is the CID field which consists of about 5-6 people. The company has also made regular reports every 6 months related to the realization of this CID program and reported regularly to relevant agencies in Maybrat and South Sorong Regencies (Included in the Plantation Business Development Report for Semester 1 of 2021).

The following is the realization of the CID program activities that have been carried out by the company in the first semester of 2021, namely:

Health Category

- Posyandu assistance activities for the surrounding community, where the company helps provide support in the form of paramedics who are seconded to carry out Posyandu activities in villages around the company on a monthly basis.
- Provide guidance for the development of vegetable cultivation to families in each village so that they can become a source of new food/nutrition as well as a source of income for the surrounding community (the results can be sold to the company). Supervision is carried out every month.
- Providing socialization to prevent the spread of COVID-19 to the entire community during monthly visits, especially related to social distancing and the use of masks.

Education Category

- Provision of financial support for the implementation of examinations in several schools and assistance in providing materials for activities to build/repair educational facilities in surrounding villages.
- Community assistance by the Alirena Foundation for strengthening in the field of early childhood education, where the company has an MoU with the foundation to facilitate and provide teaching staff to build early childhood education in several villages that are closest to the company.

Economy Category

- Provide guidance for the development of vegetable cultivation to families in each village so that they can become a source of new food/nutrition as well as a source of income for the surrounding community (the results can be sold to the company). Supervision is carried out every month.
- Provide savings assistance services through the Papua Sejahtera Mandiri Cooperative by providing financial transaction services through an EDC (mini ATM) machine that is available at the cooperative and can be accessed by all members of the community who are members.
- Establishment of a mama shop to increase economic and livelihood improvements for mothers who are around the company in providing ready-to-eat food that can be accessed by workers and the general public who want to buy food that is already available.

Category Social & Religion

- Providing condolence assistance as a form of condolence from the company to the surrounding community who experienced a disaster, such as the example of providing condolence assistance to the late Mrs. Bernensi Jitmau who was the parent of Brother Ester Akerai in 2021.
- Religious assistance in the form of fuel assistance every week for transportation capital for the community/workers around the company to the nearest church/place of worship and providing material assistance for repairing religious facilities around the company

Based on the results of interviews with Sumano Village and Puragi Village, it is known that the CSR assistance provided by the company is considered quite good by the village community. In addition, there are village communities who work for the Company.

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 FPIC.

4.4.1
PT Putera Manunggal Perkasa and PT Permata Putera Mandiri have obtained legal land rights in the form of HGU from

the government with a total area of 54,703.54 Ha. However, the total scope of the RSPO IC certification is **20,367.92 Ha**, consisting of:

1. PT Putera Manunggal Perkasa with an area of **11,300.36 Ha**
2. PT Permata Putera Mandiri covering an area of **9,067.56 Ha**

The company provides justification for the remaining area outside the scope of RSPO certification which has been controlled by the company, namely an area of 3,518.38 Ha to be used as an HCS Recovery Plan (can be seen at the following link: <https://anj-group.com/en/hcs-area-loss-recovery-plan/index>) and the remaining 30,817.24 Ha will be included in the Conservation Land Scape Business Model plan such as Carbon Credit.

Based on the Minutes of the Land Inspection Committee B of West Papua Province dated 30 January 2014 Number: 02/RPT.B/BPN/2014 and the Minutes of the Land Inspection Committee B of West Papua Province dated 19 June 2014 Number: 03/RPT.B/BPN/2014 it is stated that PT PMP and PT PPM are requested to have the status of state land originating from part of the release of production forest areas that can be converted and there is mastery of customary law communities that have been released with compensation given by PT PMP and PT PPM.

4.4.2

The company can show documents that prove the initial process of land acquisition at PT PMP and PT PPM, among others:

PT Putera Manunggal Perkasa

PT PMP shows a recapitulation of the relinquishment of customary rights and payment of customary rights with a total area of 23,606 ha to 4 villages, namely:

1. Ikana Village, the Maybrat Tribe with 3 clans namely Wetaku, Worait and Sowe. Those who signed were 3 Tua Marga and 9 Clan Members.
2. Womba Village, the Maybrat Tribe with 4 clans namely Worait, Sewa, Fatern and Mate. Those who signed were 4 Tua Marga and 40 Clan Members.
3. Sumano Village, Awee Tribe with 11 clans namely Taerara, Kayubi, Orie, Tinebe, Wowane, Bay, Gowe, Hohame, Ketae, Kakana and Riwe. Those who signed were 11 Tua Marga and 40 Clan Members.
4. Karirif Village, Awee Tribe with 26 clans namely Duge, Urebie, Hohame, Orie, Aume, Idene, Ketae, Kabie, Tinebe, Nibire, Yare, Kobue, Gowe, Genepe, Samaduda, Taune, Timure, Rihe, Oraithe, Awajie, Wahube, Rebonga, Bodie, Imor, Ringara and Mate. Those who signed were 26 Tua Marga and 76 Clan Members.

PT Permata Putera Mandiri

PT PPM shows a recapitulation of the release of customary rights and payment of customary rights with a total area of 32,912 hectares to 10 villages and 12 Tribes, namely:

1. Benawa 2 Village, Awee Tribe with 11 clans namely Aume, Hohame, Oraithe, More, Bodie, Mudupe, Kabie, Kopupe, Reboga, Ayore and Daimar. Those who signed were 11 Tua Marga.
2. Bubuko village, Awee Tribe with 10 clans namely Kabie, Yare, Reboga, Hohame, Agere, Bodie, Aume, More, Woge and Kopupe. Those who signed were 10 Tua Marga.
3. Karirif Village, Awee Tribe with 19 clans, namely Urebie, Hohame, Idene, Ketae, Thinebe, Reboga, Duge, Yare, Aume, Awaje, Wahube, Nibire, Timumure, Kabie, Rihe, Gowe, Orie, Kobue and Genepe. Those who signed were 19 Tua Marga.
4. Atori Village, Awee Tribe with 18 clans namely Oraithe, Reboga, Timumure, Wahube, Rihe, Aume, Awaje, Hohame, Orie, Yare, Kabie, Tinebe, Ketae, Duge, Gowe, Idene, Urebie and Nibire. Those who signed were 18 Tua Marga.
5. Atori Village, Arimiak Tribe with 6 clans namely Komboure, Bodee, Lipeme, Goware, Idee and Koude. Those who signed were 6 Tua Marga.
6. Udagaga Village, Eme Tribe with 5 clans namely Nade, Woge, Mamure, Butie and Mere. Those who signed were 5 Tua Marga.
7. Kayubiru Village, Eme Tribe with 6 clans namely Dorowe, Wugaje, Nabi, Wuwute, Kebare, Beyete. Those who signed were 8 Tua Marga.

8. Adona Village, Eme Tribe with 10 clans namely Takoye, Atae, Kaboe, Imor, Dirike, Tarage, Beyete, Kake, Elore and Tariga. Those who signed were 10 Tua Marga.
9. Sumano Village, Awee Tribe with 5 clans namely Hadome, Idene, Wahube, Hanaye and Akerae. Those who signed were 5 Tua Marga.
10. Benawa 1 Village, Awee Tribe with 15 clans namely Hohame, Rine, Aume, Bate, Daimar, Wahube, Moine, Amatiire, Akerae, Agere, More, Nibire, Yare, Hadome and Mugu. Those who signed were 15 Tua Marga.
11. Puragi Village, Iwaro Tribe with 13 clans, namely Gue, Atoare, Oropae I, Oropae II, Bumere, Kawaine, Mengge, Kadae, Maikiae, Derione, Keime, Lipeme and Bodee. Those who signed were 13 Tua Marga.
12. Puragi Village, Awee Tribe with 5 clans namely Ayore, Daimar, Aume, Rihe and Rine. Those who signed were 5 Tua Marga.

Documents of evidence of relinquishment of customary land/customary rights for each indicated Village and Tribe are as follows:

- Letter of acknowledgment of customary land tenure/customary rights of customary law communities that has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Statement Letter of Release of Tenure of Customary Land/Customary Rights of Indigenous Law Community which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- An Agreement on the Release of Tenure of Customary Land/Customary Rights of Indigenous Law Communities which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Minutes of Release of Tenure of Customary Land/ Customary Rights of Indigenous Peoples which have been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Receipt as proof of payment given to the Customary Law Community which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- A Memorandum of Understanding between PT Putera Manunggal Perkasa and PT Permata Putera Mandiri with the Community Owners of Customary Rights which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Certificate of Proof of Ownership of Customary Land/ Customary Rights issued by the Village Head and known by the District Head.
- Map of Recognition of Customary Land/Customary Rights of Indigenous Peoples at the locations of PT Putera Manunggal Perkasa and PT Permata Putera Mandiri which has been signed or fingerprinted by the Tua Marga with boundary witnesses and ratified and justified by the Regional Government (Head of Village, Head of District and Chiefs of Tribes/Customs).

Based on interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the owner of customary rights, information was obtained that before the oil palm plantation land was opened, the company had held a meeting to the Tua Marga and members of the Clans in a participatory manner who explained that the area on the customary land to be released would be planted with oil palm and the Tua Marga as representatives of the Clans who owned the customary land agreed to this and without any coercion from any party.

The understanding from Tua Marga regarding land release is that the land released has a time limit according to the validity period of the HGU and when the validity period expires, the land will return to their respective customary right owners.

4.4.3

The company can show the Map of Recognition of Customary Land / Customary Rights of Indigenous Peoples at the locations of PT Putera Manunggal Perkasa and PT Permata Putera Mandiri with a scale of 1:100,000 which has been signed or fingerprinted by the Tua Marga with boundary witnesses as well as legalized and justified by the Government Region (Head of Village, Head of District and Head of Tribe/Custom).

Based on interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the owner of customary rights, information was obtained that before the oil palm plantation land was opened, the company had held a meeting to the Tua Marga and members of the Clans in a participatory manner who explained that the area on the customary land to be released would be planted with oil palm and the Tua Marga as representatives of the Clans who owned the customary land agreed to this and the maps shown have also been signed and given a fingerprint as a sign that the mapping was carried out in a participatory and participatory manner. involve affected parties.

4.4.4

There is relevant information available in Bahasa which is contained in documents of evidence of relinquishment of customary land/ customary rights for each Village and Tribe indicated as follows:

- Letter of acknowledgment of customary land tenure/customary rights of customary law communities that has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Statement Letter of Release of Tenure of Customary Land/Customary Rights of Indigenous Law Community which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- An Agreement on the Release of Tenure of Customary Land/Customary Rights of Indigenous Law Communities which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Minutes of Release of Tenure of Customary Land/ Customary Rights of Indigenous Peoples which have been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Receipt as proof of payment given to the Customary Law Community which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- A Memorandum of Understanding between PT Putera Manunggal Perkasa and PT Permata Putera Mandiri with the Community Owners of Customary Rights which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Certificate of Proof of Ownership of Customary Land/ Customary Rights issued by the Village Head and known by the District Head.
- Map of Recognition of Customary Land/Customary Rights of Indigenous Peoples at the locations of PT Putera Manunggal Perkasa and PT Permata Putera Mandiri which has been signed or fingerprinted by the Tua Marga with boundary witnesses and ratified and justified by the Regional Government (Head of Village, Head of District and Chiefs of Tribes/Customs).

The impact assessment is contained in the Social Impact Assessment (SIA) management and monitoring document which is carried out in a participatory manner to the affected communities.

Based on interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the owner of customary rights, information was obtained that they have proper understanding regarding the clauses, terms and conditions which stated in that documents.

4.4.5

Based on the Release Statement Letter, Release Agreement and Minutes of Release of Control of Customary Land/ Customary Rights of Indigenous Peoples that have been signed or fingerprinted by the Tua Marga and ratified by the Regional Government, it can be concluded that the community has been represented by the Tua Marga in the process of relinquishing the control the Customary Land/ Customary Rights.

Based on interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the owner of customary rights, information was obtained that the Tua Marga was the representative of the clans who owned the customary land in the process of releasing the customary land.

4.4.6

An annual review of the implementation of the negotiated agreement is contained in the Social Impact Assessment (SIA) management and monitoring document which is carried out through FPIC and in a participatory manner to affected communities.

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

PT PMP has conducted a Social Impact Assessment (SIA) in 2013 conducted by PT Fodec Khatulistiwa and PT PPM has conducted a social impact assessment (SIA) in November 2013 conducted by Remark Asia. The study identified and assessed the legal rights, customary rights and usufructuary rights of the area to be cleared by PT PMP and PT PPM.

4.5.2

PT Putera Manunggal Perkasa has conducted NPP and has been notified for 30 days on the RSPO website since 6 August 2014 and PT Permata Putera Mandiri has conducted NPP and has been notified for 30 days on the RSPO website since 23 October 2014.

Based on interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the owner of customary rights, information was obtained that before the oil palm plantation land was opened, the company had held a meeting to the Tua Marga and members of the Clans in a participatory manner who explained that the area on the customary land to be released would be planted with oil palm and the Tua Marga as representatives of the Clans who owned the customary land agreed to this and without any coercion from any party. It is also informed that community have option of resourced access to independent third-party advice. The company can show documents proof of relinquishment of customary land/ customary rights for each village and tribe which is carried out in a participatory and mutually agreed manner. The document is also available to each signatory.

Based on this evidence, it can be concluded that FPIC was implemented through a comprehensive process before oil palm plantations were opened and the company fully respects the legal and customary rights to the territories, lands and resources.

4.5.3

Based on interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the owner of customary rights, information was obtained that before the oil palm plantation land was opened, the company had held a meeting to the Tua Marga and members of the Clans in a participatory manner who explained that the area on the customary land to be released would be planted with oil palm and the Tua Marga as representatives of the Clans who owned the customary land understand they have the right to say 'agree' or 'not agree' to operations planned on their lands and in the end agreed to this and without any coercion from any party. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.

4.5.4

PT PMP has conducted a Social Impact Assessment (SIA) in 2013 conducted by PT Fodec Khatulistiwa. The study was conducted using a participatory and *consultative* approach to the villages surrounding the company, which consisted of 9 villages, 3 districts and 2 districts prior to the land clearing. The strategic issues related to the existence of PT PMP were obtained from direct interviews with communities from various elements and professions, village officials and sub-district government such as community responses to PT PMP, information and communication, plasma, land acquisition, labor, economy, education, health, accessibility, CSR, and the environment including food security and water availability. Based on the information obtained in a participatory manner, the company carries out a management plan and monitoring of these social impacts.

4.5.5

Based on interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the owner of customary rights and historical actors of land release in the early days of PT PMP and PT PPM plantation opening, information was obtained that the handover of customary lands in the past was carried out by the Tua Marga and Clan members to the government to grant Cultivation Rights to plantation entrepreneurs and it was considered to have been carried out according to local customary norms and there was no element of forced surrender. The processes for handing over land to the Regional Government have been carried out in accordance with the customary rights prevailing in the area.

4.5.6

The company can show documents proof of relinquishment of customary land/ customary rights for each village and tribe which is carried out in a participatory and mutually agreed manner, namely:

- Letter of acknowledgment of customary land tenure/customary rights of customary law communities that has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Statement Letter of Release of Tenure of Customary Land/Customary Rights of Indigenous Law Community which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- An Agreement on the Release of Tenure of Customary Land/Customary Rights of Indigenous Law Communities which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Minutes of Release of Tenure of Customary Land/ Customary Rights of Indigenous Peoples which have been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Receipt as proof of payment given to the Customary Law Community which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- A Memorandum of Understanding between PT Putera Manunggal Perkasa and PT Permata Putera Mandiri with the Community Owners of Customary Rights which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Certificate of Proof of Ownership of Customary Land/ Customary Rights issued by the Village Head and known by the District Head.
- Map of Recognition of Customary Land/Customary Rights of Indigenous Peoples at the locations of PT Putera Manunggal Perkasa and PT Permata Putera Mandiri which has been signed or fingerprinted by the Tua Marga with boundary witnesses and ratified and justified by the Regional Government (Head of Village, Head of District and Chiefs of Tribes/Customs).

Based on interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the owner of customary rights, information was obtained that before the oil palm plantation land was opened, the company had held a meeting to the Tua Marga and members of the Clans in a participatory manner who explained that the area on the customary land to be released would be planted with oil palm and the Tua Marga as representatives of the Clans who owned the customary land agreed to this and without any coercion from any party.

4.5.7 and 4.5.8

Based on a review of legal documents and information from management, it is known that there is no new land acquisition after 15 November 2018 in PT PMP and PT PPM.

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

The company has procedure of Relinquishment of Customary Rights, document No. SOP-Leg-03 dated 1 June 2013 related

to identifying legal, customary or user rights, and for identifying people entitled to compensation. Based on interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the owner of customary rights, known that they know about the procedure through the socialization given and they agree with the procedure.

4.6.2

The company has procedure of Relinquishment of Customary Rights, document No. SOP-Leg-03 dated 1 June 2013. The procedure is described how to calculate and distribute fair and gender-equal compensation in all activities related to the compensation process for land over the land right cultivated by the Company, the purpose is to ensure the area of plantation free from others right. Based on interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the owner of customary rights, known that they know about the procedure through the socialization given and they agree with the procedure.

4.6.3

Based on interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the owner of customary rights, information was obtained that the company has also carried out the development of plasma plantations or scheme smallholder program as part of agreement.

The certification unit has Associated Smallholders on behalf of the Sukka Mandiri Bersama Cooperative and Maju Bersama Sejahtera Cooperative and the land has been allocated but has not been officially handed over to the cooperative because it is still waiting for the Decree of the Regent of South Sorong for the validation of CPCL (prospective farmer candidate). Based on CPCL data, it can be concluded that there is no gender discrimination in the opportunity to have land rights for plantations.

4.6.4

The company can show documents proof of relinquishment of customary land/ customary rights for each village and tribe which is carried out in a participatory and mutually agreed manner, namely:

- Letter of acknowledgment of customary land tenure/customary rights of customary law communities that has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Statement Letter of Release of Tenure of Customary Land/Customary Rights of Indigenous Law Community which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- An Agreement on the Release of Tenure of Customary Land/Customary Rights of Indigenous Law Communities which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Minutes of Release of Tenure of Customary Land/ Customary Rights of Indigenous Peoples which have been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Receipt as proof of payment given to the Customary Law Community which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- A Memorandum of Understanding between PT Putera Manunggal Perkasa and PT Permata Putera Mandiri with the Community Owners of Customary Rights which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Certificate of Proof of Ownership of Customary Land/ Customary Rights issued by the Village Head and known by the District Head.
- Map of Recognition of Customary Land/Customary Rights of Indigenous Peoples at the locations of PT Putera Manunggal Perkasa and PT Permata Putera Mandiri which has been signed or fingerprinted by the Tua Marga with boundary witnesses and ratified and justified by the Regional Government (Head of Village, Head of District and Chiefs of Tribes/Customs).

Based on interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the

owner of customary rights, information was obtained that before the oil palm plantation land was opened, the company had held a meeting to the Tua Marga and members of the Clans in a participatory manner who explained that the area on the customary land to be released would be planted with oil palm and the Tua Marga as representatives of the Clans who owned the customary land agreed to this and without any coercion from any party and also informed that Tua Marga and members of the Clans have access to all that documents.

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

The company has a procedure in place to identify people and/or community groups entitled to compensation presented in procedure of Relinquishment of Customary Rights, document No. SOP-Leg-03 dated 1 June 2013. The procedure is describe how to identify people and/or community groups entitled to compensation. Based on interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the owner of customary rights, known that they know about the procedure through the socialization given and they agree with the procedure.

4.7.2

The company has procedure of Relinquishment of Customary Rights, document No. SOP-Leg-03 dated 1 June 2013. The procedure is described how to calculate and distribute fair and gender-equal compensation in all activities related to the compensation process for land over the land right cultivated by the Company, the purpose is to ensure the area of plantation free from others right. Based on interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the owner of customary rights, known that they know about the procedure through the socialization given and they agree with the procedure.

4.7.3

Based on interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the owner of customary rights, information was obtained that apart from working in the estate and mill units, the company has also carried out the development of plasma plantations. There is a Memorandum of Understanding between the company and the Plasma Cooperative for the implementation of plasma management cooperation, namely:

PT PMP

Memorandum of Understanding for Plasma Management Cooperation No: 1001/CID/PMP/2021 dated 13 October 2021 between PT Putera Manunggal Perkasa and Sukka Mandiri Bersama Cooperative.

PT PPM

Memorandum of Understanding for Plasma Management Cooperation No: 1001/CID/PPM/2021 dated 13 October 2021 between PT Permata Putera Mandiri and Maju Bersama Sejahtera Cooperative.

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 and 4.8.4

Based on public consultation with related government agencies of Sorong Selatan District and Maybrat District and interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the owner of customary rights, known that there is no land dispute case in PT PMP and PT PPM.

4.8.3

Based on public consultation with related government agencies of Sorong Selatan District and Maybrat District and interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the owner of customary rights, information was obtained that before the oil palm plantations were cleared, the company held a participatory meeting with the Tua Marga and Marga Members who explained that the area on the customary land to be released would be planted with oil palm and the Tua Marga as representatives of the Marga who owned the customary land agreed to and without any coercion from any party.

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

The company has developed a plasma smallholder program by establishing plantations for plasma smallholders. The plasma plantation development plan is for the Sukka Mandiri Bersama Producer Cooperative located in the PT PMP area, and the Maju Bersama Sejahtera Producer Cooperative in the PT PPM area. Currently, the plasma plantations that have been planted are plasma plantations for the Sukka Mandiri Bersama Producer Cooperative. Currently, the sale of production results from the cooperative's plasma plantation has not been carried out because the cooperation agreement between the plasma cooperative has not been completed. This is because the Governor of West Papua is still constrained by the fact that the CPCL (Prospective Farmer Candidate for Land) has not yet been approved so that the agreement for the sale of FFB has not been carried out. For the plasma plantations of the Prosperous Cooperative Producers Maju Bersama Sejahtera currently no development has been carried out and the cooperation agreement process is also still hampered by the ratification of the CPCL (Prospective Farmers for Prospective Land) by the Governor of West Papua.

Based on the results of interviews with representatives of the Sukka Mandiri Bersama Cooperative, it is known that currently the FFB payment has not been made because the cooperation agreement is still in the process and is currently still in the stage of submitting the CPCL (Prospective Land Prospective Farmers). In addition, the price of FFB that will be given when the cooperation agreement has been completed is the price set by the Government.

The company has a policy of developing plasma oil palm plantations and partnerships with PT Austindo Nusantara Jaya Tbk which was approved by the President Director on November 11, 2019 which explains that the purchase price of FFB for plasma oil palm plantations and partnerships follows local government decisions which are issued periodically on the purchase price of FFB. . Based on interviews with company representatives, it is known that in the future, if the cooperation agreement with plasma is completed, the company will determine the purchase price of FFB in accordance with the price determined by the West Papua provincial government.

5.1.2

The company has provided explanations about determining the price of FFB to farmers. The determination of the FFB price by the company is based on the price set by the West Papua Provincial Government. This is evidenced by the results of interviews with representatives of the Sukka Mandiri Bersama Cooperative, it is known that currently the FFB payment has not been made because the cooperation agreement is still in the process and currently still in the stage of submitting the CPCL (Prospective Land Prospective Farmers). In addition, the price of FFB that will be given when the cooperation agreement has been completed is the price set by the Government in accordance with the results of the socialization carried out by the company related to the determination of the FFB price. Currently, the sale of production results from the cooperative's plasma plantation has not been carried out because the cooperation agreement between the plasma cooperative has not been completed. This is because the Governor of West Papua is still constrained by the fact that the CPCL (Prospective Farmer Candidate for Land) has not yet been approved so that the agreement for the sale of FFB has not been carried out.

5.1.3

FFB price determination by the company refers to the FFB price set by the West Papua Provincial Government. The company also has a plasma oil palm plantation development policy and PT Austindo Nusantara Jaya Tbk which was

approved by the President Director on November 11, 2019 which explains that the purchase price of plasma oil palm FFB and partnerships follows local government decisions issued periodically on the purchase price FFB. Based on interviews with company representatives, it is known that in the future, if the cooperation agreement with plasma is completed, the company will determine the purchase price of FFB in accordance with the price determined by the West Papua provincial government.

The company has not determined the premium value at this time, because the sales production from the cooperative's plasma plantations have not been carried out because the cooperation agreement between the plasma cooperatives has not been completed. This is because the Governor of West Papua is still constrained by the fact that the CPCL (Prospective Farmer Candidate for Land) has not yet been approved so that the agreement for the sale of FFB has not been carried out.

5.1.4

The company has developed a plasma smallholder program by establishing plantations for plasma smallholders. The plasma plantation development plan is for the Sukka Mandiri Bersama Producer Cooperative located in the PT PMP area, and the Maju Bersama Sejahtera Producer Cooperative in the PT PPM area. Currently, the plasma plantations that have been planted are plasma plantations for the Sukka Mandiri Bersama Producer Cooperative. Currently, the sale of production results from the cooperative's plasma plantation has not been carried out because the cooperation agreement between the plasma cooperative has not been completed. This is because the Governor of West Papua is still constrained by the fact that the CPCL (Prospective Farmer Candidate for Land) has not yet been approved so that the agreement for the sale of FFB has not been carried out. For the plasma plantations of the Prosperous Cooperative Producers Maju Bersama Sejahtera currently no development has been carried out and the cooperation agreement process is also still hampered by the ratification of the CPCL (Prospective Farmers for Prospective Land) by the Governor of West Papua.

5.1.5

PT PMP

The company can show a memorandum of understanding for cooperation in plasma management with the Sukkan Mandiri Bersama Producer Cooperative (PT PMP) under Number 1001/CID/PMP/2021 on October 13, 2021, which has been agreed by both parties. The memorandum of understanding explains the scope of cooperation, allocation of plasma, determination of cooperative membership, plasma financing, terms of signing an agreement, distribution of the remaining results of cooperative operations, etc.

Currently, the cooperation agreement as a derivative of the Memorandum of Understanding has not been carried out because it is constrained that the CPCL (Prospective Land Prospective Farmers) has not been ratified by the Governor of West Papua. The cooperation contract with plasma cooperatives will be executed after the requirements stated in the memorandum of understanding are fulfilled by the plasma cooperatives.

PT PPM

The company can show a memorandum of understanding on cooperation in plasma management with the Prosperous Maju Bersama Producer Cooperative (PT PPM) with Number 1001/CID/PPM/2021 on October 13, 2021, which has been agreed by both parties. The memorandum of understanding explains the scope of cooperation, allocation of plasma, determination of cooperative membership, plasma financing, terms of signing an agreement, distribution of the remaining results of cooperative operations, etc.

Currently, the cooperation agreement as a derivative of the Memorandum of Understanding has not been carried out because it is constrained that the CPCL (Prospective Land Prospective Farmers) has not been ratified by the Governor of West Papua. The cooperation contract with plasma cooperatives will be executed after the requirements stated in the memorandum of understanding are fulfilled by the plasma cooperatives.

5.1.6

The company has developed a plasma smallholder program by establishing plantations for plasma smallholders. The plasma plantation development plan is for the Sukka Mandiri Bersama Producer Cooperative located in the PT PMP area, and the Maju Bersama Sejahtera Producer Cooperative in the PT PPM area. Currently, the plasma plantations that have

been planted are plasma plantations for the Sukka Mandiri Bersama Producer Cooperative. Currently, the sale of production results from the cooperative's plasma plantation has not been carried out because the cooperation agreement between the plasma cooperative has not been completed. This is because the Governor of West Papua is still constrained by the fact that the CPCL (Prospective Farmer Candidate for Land) has not yet been approved so that the agreement for the sale of FFB has not been carried out. For the plasma plantations of the Prosperous Cooperative Producers Maju Bersama Sejahtera currently no development has been carried out and the cooperation agreement process is also still hampered by the ratification of the CPCL (Prospective Farmers for Prospective Land) by the Governor of West Papua. So that at this time the company has not paid FFB to Plasma Smallholders.

This explanation is in line with the results of interviews with representatives of the Sukka Mandiri Bersama Cooperative, it is known that currently the FFB payment has not been made because the cooperation agreement is still in the process and is currently still in the stage of submitting the CPCL (Prospective Land Prospective Farmers). In addition, the price of FFB that will be given when the cooperation agreement has been completed is the price set by the Government.

5.1.7

The company routinely performs maintenance and periodic checks of the scales carried out by the UPT Metrology Legal, Department of Trade and Industry, Trade, Cooperatives, SMEs, Government of Manokwari Regency. The test results are in accordance with the Testing Result Certificate Number 510.3-UPTD/071/VI/2021 on 29 June 2021, namely:

- Device Name: Electronic Weighbridge
- Brand: Avery-Weight Tronix
- Type: ZM 305
- Serial Number: 180350085
- Reading capacity: 60,000 Kg/10 Kg
- Minimum Weighing: 200 Kg
- Test Date: 26 June 2021
- Test results: legalized based on law No. 2 of 1981 on legal metrology for 2021 caliper/anniversary
- Recalibration Period: July 2022.

Based on the evidence above, it is known that the company has routinely carried out verification and periodic checks on its weighing equipment.

5.1.8

The company has developed a plasma smallholder program by establishing plantations for plasma smallholders. The plasma plantation development plan is for the Sukka Mandiri Bersama Producer Cooperative located in the PT PMP area, and the Maju Bersama Sejahtera Producer Cooperative in the PT PPM area. Currently, the plasma plantations that have been planted are plasma plantations for the Sukka Mandiri Bersama Producer Cooperative. Currently, the sale of production results from the cooperative's plasma plantation has not been carried out because the cooperation agreement between the plasma cooperative has not been completed. This is because the Governor of West Papua is still constrained by the fact that the CPCL (Prospective Farmer Candidate for Land) has not yet been approved so that the agreement for the sale of FFB has not been carried out. For the plasma plantations of the Prosperous Cooperative Producers Maju Bersama Sejahtera currently no development has been carried out and the cooperation agreement process is also still hampered by the ratification of the CPCL (Prospective Farmers for Prospective Land) by the Governor of West Papua.

5.1.9

The complaint handling mechanism for farmers is listed in the SOP for the management of complaints from external stakeholders with the number SOP-CID-03 on November 1, 2020. The SOP describes the complaint mechanism and the handling of complaints received from external parties.

The company can show a logbook of complaints from external parties for the period January-September 2021. The results of document verification show that during that period there were no complaints from plasma farmers.

	Status: Comply	
--	-----------------------	--

5.2

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

5.2.1

The company has developed a plasma smallholder program by establishing plantations for plasma smallholders. The plasma plantation development plan is for the Sukka Mandiri Bersama Producer Cooperative located in the PT PMP area, and the Maju Bersama Sejahtera Producer Cooperative in the PT PPM area. for the Sukka Mandiri Bersama Producer Cooperative which is located in the PT PMP area is also the scope of RSPO certification. Meanwhile, for the Plasma Producers Cooperative Forward Together Prosperous, development has not yet been carried out and the process of the cooperation agreement is also still hampered by the ratification of the CPCL (Prospective Farmers for Prospective Land) by the Governor of West Papua.

Based on the results of interviews with representatives of the Sukka Mandiri Bersama Cooperative and the Maju Bersama Sejahtera Cooperative, it is known that the company has conducted socialization related to the RSPO. Support provided by the company such as plasma plantation development, trainings, etc.

5.2.2

The company has developed a plasma smallholder program by establishing plantations for plasma smallholders. The company has also implemented smallholder empowerment programs such as providing socialization related to the RSPO, trainings, etc. This is in line with the results of interviews with representatives of the Sukka Mandiri Bersama Cooperative and the Maju Bersama Sejahtera Cooperative, which revealed that the company had conducted socialization related to the RSPO. Support provided by the company such as plasma plantation development, trainings, etc.

5.2.3

The company has developed a plasma smallholder program by establishing plantations for plasma smallholders. The company has also implemented smallholder empowerment programs such as providing socialization related to the RSPO, trainings, etc. This is in line with the results of interviews with representatives of the Sukka Mandiri Bersama Cooperative and the Maju Bersama Sejahtera Cooperative, which revealed that the company had conducted socialization related to the RSPO. Support provided by the company such as plasma plantation development, trainings, etc. For the legality of FFB production, the plasma farmers' land is in the Plasma HGU.

5.2.4

PT Putera Manunggal Perkasa has plasma plantations which were given to several clans around the company's operational area and the management of the plasma is fully assisted by the company. The company has also established identification and training programs for relevant stakeholders, one of which is smallholders. In the identification and training program, there are 5 activities to be carried out, one of which is socialization/training related to best management practices (harvesting, spraying, fertilizing, and others). The socialization of best management practice (harvesting, spraying, fertilizing, etc.) on 17 May 2021 was attended by 11 participants.

5.2.5

The report on the development of plasma plantations carried out by the company is included in the report on the development of the plantation business.

Status: Comply

PRINCIPLE #6 RESPECT WORKERS' RIGHTS AND CONDITIONS

6.1

Any form of discrimination is prohibited.

6.1.1, 6.1.2 and 6.1.3

The company have Human Rights Respect Policy dated 04 August 2014 which explained that stating that the company opens equal opportunities to prospective workers, does not discriminate against both workers and prospective workers, respects the uniqueness and wealth of talents and views of employees. Based on the employee registration document, unit certification has provided equal opportunities and treatment in employment opportunities. In addition, in job vacancies

that have been published by the company, there are no requirements that refer to discriminate against gender, race or ethnicity, disability, sexual orientation, age, or belief, so indirectly the certification unit has implemented a non-discrimination policy and also equal opportunity. This is evidenced by the diversity of ethnic accepted to work.

The results of interviews with workers (harvester, sprayer, and mill operator) during field visits in each unit, interviews with bipartite representative and representatives of the gender committee also obtained information that there was no indication of acts of discrimination based on religion, ethnicity, gender and regional origin in the process of accepting work.

The results of the employment document review prove that certification unit does not discriminate and treat all workers equally, the following is evidence that can be shown by the company:

- The composition of workers consisting of various ethnic groups, religions, gender and workers' origins. The existing workers do not only come from one area but come from several areas spread throughout Indonesia such as Java, Sumatra, Kalimantan and Nusa Tenggara.
- During the audit, the company has AKAD workers (*Angkatan Kerja Antar Daerah / Inter-Regional Work Force*), this is because the absorption of labor is very small from the surrounding community, so the company has to bring in workers from outside the region to work. The Manpower and Transmigration Agency of Sorong Selatan and Maybrat Regency also said the same thing during the interview and stated that this was indeed the case, even though the company had routinely reported the whereabouts of its workforce to agencies. All accommodations for bringing in AKAD workers have been arranged by the company with labor agencies in the area of origin provided that there are no fees during recruitment, free transportation facilities are provided at the time of departure and return after the contract is completed and there is no holding of personal documents such as ID. Cards, diplomas and so on. The company has also shown evidence of providing accommodation financing for the departure and return of workers from each region, and this is also reinforced by the results of interviews with AKAD workers in harvesting and maintenance activities which state that there is no detention of personal documents by the agency or company during work and workers are given the right of accommodation at the time of departure or return after the contract period is over from the company.
- Recruitment of workers based on the results of selection, performance appraisal, ability, medical eligibility and expertise of workers. For example, upkeep worker who have contract No. 128/HR-PKWT/PMP/III/2021 and harvesting workers No. 092/HR-PKWT/PMP/VII/2019 received based on the results of the selection of job application files, results of health checks and results of interviews that based on procedure that certification unit owned.
- For now, most of the workers are migran and local people thats have become the majority of workers in the operational scope of the certification unit.
- Worker placement and training are carried out in accordance with their expertise / type of work, such as prospective sprayer workers are placed as sprayer workers and receive regular pesticide handling and management training.
- Women workers are given equal rights, wages and opportunities to get promotions with male workers of the same type of work, for example there are several upkeep foremen who are female workers.

Based on the results of interviews with workers (harvester, sprayer, and mill operator) at PT Putera Manunggal Perkasa and PT Permata Putera Mandiri, it is known that workers have never felt that the certification unit has discriminated against them since last year until now. This is because all activities from recruitment, performance appraisal, promotion, and union, each worker is given the same opportunity regardless of ethnicity, caste, nationality, religion, disability, gender, sexual orientation, gender identity, membership in trade unions, affiliations. politics, or age. There is no difference between the communication between superior and workers because of the things mentioned above, so that the workers do not feel isolated or discriminated against by the superiors. This has resulted in the absence of discrimination issues from last year to the present.

These explanations can conclude that the company has treated all workers equally without discrimination based on gender, ethnicity, religion, health conditions or others.

6.1.4

The unit of certification does not carry out pregnancy testing as a discriminatory measure in recruitment activities. With the existence of a non-discrimination policy that is approved by the company's leadership, every recruitment activity carried out is only in the form of ordinary health checks to ensure workers are in good health. For an explanation of

pregnancy testing, it is explained below.

A pregnancy test for workers is carried out not every month, because the certification unit conducts pregnancy checks if the worker has experienced delays in the regular schedule of menstruation in the current month. Most of the female workers who work are already using contraception and if there are workers who experience delays, this must be checked for pregnancy at the nearest clinic or done independently. This case do for to ensure that pregnant workers are not allowed to do work with chemicals, not as a basis for discriminating against these workers. If declared pregnant, the worker will be transferred to a safer job but still equal in terms of wages and other benefits, so that there is no discriminatory action.

The statement above is made clear by the results of interviews with gender committee and female workers in PT Putera Manunggal Perkasa and PT Permata Putera Mandiri stating that female workers are required to have monthly pregnancy testing at the clinic to ensure that no female workers working with chemicals are pregnant / breastfeeding and testing the pregnancy is not a discriminatory measure given by the certification unit.

6.1.5

Gender committees have been formed and are still active until today in the certification unit which is chaired by the committee chairperson along with coordinators in several sections and there are representatives in each unit. The structure of the gender committee not only consists of female workers but also includes male workers. The main objective of forming a gender committee is to provide a forum that can accommodate the aspirations / complaints of workers (especially women), as company partners in carrying out the activities of socialization related to gender and other policies related to workers' reproductive rights. In carrying out its activities this gender committee always collaborates with the bipartite representative so that the socialization of matters related to women's rights can be conveyed properly and there is no discrimination in terms of gender.

The workers also knew of the existence of the gender committee because it had been routinely socialized by its management, the last socialization related to the gender committee (gender bias and equality) and for example the activity was carried out on 17 October 2021 which was attended by workers (male and female) and housing residents. The results of this socialization can be seen with the absence of differences in company operational activities such as promotional activities, the same status of workers without gender bias because overall are given equal opportunities for all genders (male or female) in work.

The results of interviews with upkeep workers (male and female workers) and representatives of the gender committee revealed that until now there were no reports / issues / complaints related to gender reported by the workers and at the moment the activities carried out were gender meetings, women recitation weekly and others. Currently the certification unit is more focused on gender bias and equality for women because the most vulnerable parties in plantation operational activities are women, but this does not mean that the company does not focus on other genders. This is evidenced by the absence of any issues or incidents related to this from last year until now.

6.1.6

Equal payment of wages has been made by certification unit properly, taking into account the ability, performance, expertise, length of work and other factors as a basis for remuneration. So that the payment of wages provided is in accordance with the burden / duties / types of work respectively. For example, estate and mill workers with Employee Number PM/PM21/0719/749 (NS A) and PM/PM31/0519/39 (NS A) who get wages in August and September 2021 whose value is above the minimum wage, but with different amounts based on years of service, ability, attendance and job performance (structure and scale wage). This is in line with statements from workers who were interviewed with types of work as harvesters and sprayers who have the same type of work but have different wage scales based on their performance, length of work in the company, productivity and other factors.

In addition, based on the results of review of structure and scale wage, it was found that the certification unit already has a wage scale structure for each worker based on position, class, work performance, and not based on gender differences or origins. For example, the lowest wage scale is for permanent worker with class NS A and the highest wage is permanent worker with class NS D.

The results of interviews with workers (harvesting, spraying and mill operators) in PT Putera Manunggal Perkasa and PT Permata Putera Mandiri note that workers already know that there is a wage scale structure for each level of workers and this has been proven by the difference in the monthly wage income presented on the pay slip. The monthly wages received are in accordance with the grade owned by each worker and so far there have been no complaints / errors regarding this matter.

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

The company has procedures related to recruitment, selection, employment, promotion, retirement and termination of employment which are generally described in the Company Regulation period 2020-2022 written in Bahasa. This Company Regulation explains the working conditions and rights / obligations of workers such as, recruitment, selection, transfer, promotion, performance appraisal, remuneration, discipline, overtime, and other provisions. These procedures have been documented to all workers and their representatives. The company has given all of its employees pocket books of Company Regulations in 2020, while for workers who enter and start work in 2021 have not been given, but have received socialization related to Company Regulations when they first joined work. There is also evidence of socialization of important points of company regulations that are posted on information boards in every estate office or mill related to it to ensure that it is easier for workers to get information. This is in line with the results of interviews with harvester, manuring, spraying workers and process operators who stated that the workers had received socialization related to Company Regulations, received pocket books for workers who entered before 2021 and there is information listed on the information boards of each office.

The company still have workers with contract status for upkeep worker (PKWT) in all unit. For the other employee status is Regular Workers (worker class NS A-D) and Staff (above worker NS class). All the rights for each employment status have been distinguished. For workers with contract status (PKWT), certification unit also registered the worker with to Manpower and Transmigration Agency of Sorong Selatan and Maybrat Regency.

The results of interviews with workers (harvesters, sprayers, fertilizers and mill operators) and bipartite representatives know that workers have a sufficient understanding of their rights (wages, overtime, incentives, fines, etc.) listed in the Company Regulation and in accordance with routine socialization provided by the certification unit. Workers' wages in August and September 2021 have been above the minimum wage set by the government, wage based on years of service, ability, attendance and job performance (structure and scale wage) and there are no late payments every month.

A review of the August and September 2021 wage document for harvest workers, pesticides, sprayers and mill operators proves that the wages received are above the minimum wage and in accordance with the wage scale structure determined by the certification unit for 2021. For example, workers wages with the Employee Number PM/PM21/0719/749, PM/PM31/0519/39, and PM/PM31/0419/15 have a different based on wage scale structure 2021.

Based on the above explanation it can be concluded that the workers have understood the work requirements that have been socialized by the company in an understandable language.

6.2.2 and 6.2.3

The company has Company Regulation are made in a Bahasa that explains the working conditions and rights / obligations of workers such as recruitment, selection, transfer, promotion, performance appraisal, working hours, remuneration, discipline, deduction, overtime, sick leaves, holiday entitlement, maternity leave and other provisions. Explanations related to the contents of the Collective Labor Agreement include:

- Employee Acceptance (recruitment, selection, transfer, promotion, performance appraisal) which explains that all workers wishing to join the company must follow the specified requirements including: being over 18 years old, having a health certificate, taking a selection exam, and other requirements.
- Working Time which explains that there are 2 types of working time in the company, namely by working 8 hours per day or 5 working days in a week and 7 hours per day or 6 working days in a week, in which the total working hours

are 40 hours in a week. a week.

- Wages which explains the wage that cannot be lower than the minimum wage set by the government every year, granting rice allowance to all workers according to its calculation, and other explanations.

In addition to being generally stated in Company Regulation, the certification unit also has a decree, policy, memorandum and work contract for workers in orientation period that specifically explain these matters. An example is:

- Internal memorandum No. 005/ANJ/HRCM/IM/I/2021 concerning Minimum Wage Determination in 2021 is IDR 4,134,600 / month (minimum) determined based on Province Sectoral Minimum Wage Determination in 2021. Salary range for NS A-D where the lowest wages are for workers with class NS A and the highest are for workers with class NS D.
- Decree of Papua Barat Governor in October 2020 about the Papua Barat Sectoral Minimum Wage in 2021.
- Employment contract for five (5) contract workers (PKWT) in PT Putera Manunggal Perkasa and PT Permata Putera Mandiri, which explains the hours of work, wages, BPJS, leave, overtime, and others.
- August and September 2021 salary slips with the Employee Number PM/PM21/0719/749, PM/PM31/0519/39, and PM/PM31/0419/15 have a different based on wage scale structure 2021 and all wages above the minimum wage.
- Overtime payment in August and September 2021 that has been accordance with applicable laws for workers with Employee Number PM/PM31/0419/15 (boilerman) and PM/PM31/0519/39 (sortation worker).
- List of women workers that has been given maternity leave and pregnant workers in 2020 until September 2021 (There are no female workers who take maternity leave permission because on average, married women workers rarely want to work in plantations and prefer to stay in the village or return to their area of origin).
- Unit certification has provisions related to deduction / penalty which have been stated in the Company Regulation and further explanation is set out in an internal memo.
- In the payroll document, there is information that states the results of the worker's wages in one month according to the work performance of each worker. Payroll has also been accurate for each worker, for example the number of days worked in a month, premium payments, fines, deductions from workers' wages and other information that is in accordance with facts in the field.
- Etc.

Since 2020-2021 there has been no change in policy, but what has changed is the decision related to the minimum wage which has changed every year following the government's decision. Regarding the change in the minimum wage decision, it has been routinely submitted annually to workers at the beginning of the year and this is reinforced by the results of interviews with field workers and trade bipartite representatives who are clear about any changes in the minimum wage every year. Based on the description above, the certification unit has demonstrated legal compliance related to working conditions, such as compliance with minimum wage, working hours, overtime, maternity leave and other compliance.

The results of interviews with workers (harvesters, sprayers, and mill operators) and bipartite representatives know that workers have a sufficient understanding of their rights (wages, overtime, incentives, deductive, fines, etc.) listed in the Company Regulation and in accordance with routine socialization provided by the certification unit. Workers' wages in August and September 2021 have been above the minimum wage set by the government and there are no late payments every month, working hours is seven (7) hour a day with 6 days in a week and for the overtime has been paid in accordance with applicable regulations.

A review of the August and September 2021 wage document for harvest workers, pesticides, sprayers and mill operators proves that the wages received are above the minimum wage and in accordance with the wage scale structure determined by the certification unit for 2021. For example, workers' wages with the Employee Number PM/PM21/0719/749, PM/PM31/0519/39, and PM/PM31/0419/15 have a different based on wage scale structure 2021 and all wages above the minimum wage.

6.2.4

The certification unit has provided welfare facilities to occupants in the form of housing, clinics, water supply, electricity, education, transportation and other facilities. The results of the field visit in the housing area revealed that workers were provided with adequate housing facilities with 2 bedrooms, 1 bathroom and there were daycare for children. The house is

inhabited by 1 family and specifically for workers who are not married then 1 house will be filled by 2 workers. This is in line with the results of interviews with housing residents stating that the facilities provided by the certification unit are houses, electricity, availability of clean water, transportation, child daycare, places of worship (mosque & church), sport facilities and others. In general, the facilities provided by the certification unit are good / suitable for use by workers and their families.

The certification unit has also conducted monitoring for the condition of the feasibility of the facilities provided every year, such as housing that is repaired if there is damage (usually if there is damage the worker will inform it and it will be handled directly by the repair company), the availability of electricity that has been provided by the company in the form of a generator from mill, and the availability of clean water which is always monitored for its feasibility every 6 months (the results of monitoring clean water in the residential area do not show any test parameters that exceed the threshold).

Based on field observations and interviews with workers, it is known that there is no educational facilitation at the company because the workers in the company do not bring their families to the company location and the nearest school is in the village around the company. Then from the results of the interview with the SPO Officer, if later there are workers who bring their families, the company will facilitate transportation to educational facilities.

6.2.5

Certification unit has made it easier for workers and their families to obtain food sources by providing employee cooperatives that sell the daily needs of workers and provide access to vegetable traders to sell in the workers' housing area. In addition there are also workers who open small business stalls to sell daily necessities in each housing.

Based on interviews with workers (harvesters, sprayers, maintenance and mill operators), housing residents, bipartite representative and gender committees, it is known that workers have no difficulty in getting food sources because the company has provided cooperatives that sell daily necessities and the existence of vegetable sellers given access to sell at home. In addition, workers can buy these needs into markets around the area of the company with less difficult access.

6.2.6

In Indonesia there is no set standard of living wage, so the certification unit still applies the national minimum wage for all workers. In addition to the payment of the minimum wage, the unit of certification has an assessment of the implementation of applicable wages and benefits in kind provided to workers in the unit of certification which are in line with the RSPO Guidelines for Implementing Living Wages.

The certification unit has the determination of assessment prevailing wage and all kind of benefits for DLW simulation in 2021 has been included in the calculation of main wage, worker status, housing facility, education, electricity, water sources, healthcare and others. The results of these calculations are known that the standard of DLW currently given / simulated by the certification unit is above the stipulation of the minimum wage with scale of minimum.

Based on the explanation above, it can be concluded that the unit of certification has a Decent Living Wage calculation based on prevailing wage and in kind benefits provided by the certification unit.

6.2.7

The company currently has 633 workers on contract at PT Putera Manunggal Perkasa and 325 workers at PT Permata Putera Mandiri. All of these workers are employed for all permanent and non-permanent workers. This is due to the lack of absorption of labor in the company's operational area (many workers from the surrounding community/local communities do not want to become permanent workers so they are not tied to the company and also ID Card problems that are not entirely owned by the surrounding community). The statement was clarified again by the Manpower and Transmigration Agency of South Sorong and Maybrat Regency who stated that the community around the company did not want to be bound and become permanent workers, this was due to the community's work pattern which had not been able to follow the obligation to work for 7 hours a day and 40 hours a day hours of the week. Likewise with the absorption of the existing workforce along with ID Card ownership (used as a condition of work and to be registered as a BPJS member) so the company finally decided to use workers who came from outside the region by working as contract workers and this was known by each agency.

In addition, not all contract workers who are imported from outside the region want to work as permanent workers with the company in the future because the distance from the nearest city to the company's location is quite far. Therefore, up to now, the company has not been able to fulfill all of the permanent work that can be done by permanent workers. The company has gradually offered many offers to become permanent workers to every contract worker who is considered to have a good job and can last a long time in the company. This is evidenced by the appointments of contract workers who come from outside the region and around the company which are routinely appointed every year.

The above explanations are also supported by the results of interviews with contract workers from outside the region as well as from the surrounding community at PT Putera Manunggal Perkasa and PT Permata Putera Mandiri who stated that they still did not want to work as permanent workers because of their location of origin. quite far, while local workers state that they cannot work every day because they still have other activities besides working in the company. However, this does not rule out the possibility that in the future there will be a desire for these contract workers to become permanent workers.

Based on the results of field observations and interviews with workers in operational activities and facility, it is known that there are no casual workers at PT PMP and PT PPM.

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

The company has a policy of freedom of association for employees as outlined in ANJ Sustainable Policy in 31 October 2019 states that ANJ and subsidiary is committed to complying with all applicable legal provisions for the implementation of harmonious industrial relations and recognize freedom of association and the right to collective bargaining for all workers. The implementation of this policy is by forming a Bipartite Cooperation. The document is published in Bahasa which can be understood by all employees. In addition, the certification unit has a Company Regulation which states that employees have the right to establish labour unions and become members / leaders of trade unions in accordance with applicable regulations.

Based on an interview with a bipartite representative who explained that currently the company does not have a labor union, this is because the workers who work in the company are quite high and also the awareness of workers to form a union is still not owned. Therefore, the company has established a Bipartite Cooperation in accordance with the applicable laws and regulations and has been registered with the Manpower Agency. The company gives freedom to workers to express their opinions and also does not provide any intervention related to bipartite activities, but together with the people to organize activities so far. The Bipartite Cooperation was registered with the Manpower and Transmigration Agency of South Sorong Regency on July 13, 2020.

6.3.2

The company has a list of workers who have joined the bipartite totaling 67 workers. In addition to properly documenting the list of members, the certification unit also has records of meetings between workers and management representatives. The following are examples of records of meetings conducted by bipartite cooperation in 2021. For examples:

- The bipartite meeting between the workers and management representatives on 30 August 2021 in PT Permata Putera Mandiri with discussion about 8 topics such as, preventive action for Covid-19, the needs of workers that have not been accommodated by the cooperative and others.
- The bipartite meeting between the workers and management representatives on 30 August 2021 in PT Putera Manunggal Perkasa with discussion about 2 topics such as, preventive action for Covid-19 (vaccination), and anticipatory actions to prevent workers' excessive anxiety related to news of the massacre TNI members in the Aifat District.

Based on the results of interviews with bipartite representatives and their members who are workers in each unit, it is known that the bipartite holds meetings every month with those accommodated in meetings between worker representatives and management representatives and since 2020 until now there has been issue that exists has been resolved by deliberation in the bipartite meeting which is held every month. This is also supported by the results of a review of worker complaint documents, it is known that the existing issues are only complaints related to the lack of supporting facilities, but this has also been continuously improved by the company to be better.

6.3.3

In establishing the Bipartite Cooperation, the company does this by means of deliberation and together with the workers to determine who will later be elected as representatives of each party (workers and employers) and will then be registered with Manpower Agencies. The election process in this formation, workers are given full freedom, this is evidenced by the results of interviews with workers who are members of the Bipartite Cooperation who stated that the company only chose representatives from the employer side while workers were given the freedom to choose their respective representatives. The result is a balanced number of representatives of workers and employers in the Bipartite Cooperation, while for the current period the chairman of the bipartite is still from the employer and this is based on the results of the previous deliberation.

Status: Comply

6.4

Children are not employed or exploited.

6.4.1, 6.4.2, 6.4.3 and 6.4.4

The company has policy regarding the age requirements of workers is contained in Company Regulation states that the requirement for accepting workers is at least 18 years old. The unit of certification has a Human Rights Protection policy issued by the General Manager on April 8, 2016. One of the policy points includes the prohibition of employing minors. There has not been an explicit written policy on child protection. The results of the verification of documents revealed that there were no workers under the age of 18. In addition to having a policy governing the minimum age for workers for workers, the certification unit also includes clauses on child protection and prohibitions on hiring workers under the age of 18 in any agreement with the contractor. The policy was socialized to all workers and to the contractor when signing the work agreement.

Based on field visits and interviews with workers in the fields of PT Putera Manunggal Perkasa dan PT Permata Putera Mandiri, it is known that the minimum age for work is 18 years, and no workers found below the minimum age specified. This is supported by the results of a review of company and contractor workers' document which proves that there are no workers under the age of 18 at the time of entering work, the youngest age of workers is 18 years and three month when entering work.

Based on the results of the review of the cooperation agreement document with the contractor for the transportation of CPO/PK (Agreement No. 053/PT.PMP-SPKBL/MILL/VIII/2021) and FFB transporter (Agreement No. 15/Proc-Srg/PPM/XI/2020), it is known that in The agreement has a separate clause to ensure that the contractor does not employ minors (under 18 years old) and complies with the prevailing laws and regulations in Indonesia.

Based on this, it can be concluded that the company has a policy on child protection including the prohibition of child labor and has been well documented and known to all workers.

Status: Comply

6.5

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

6.5.1, 6.5.2 and 6.5.3

The company has policies that regulate the prohibition/prevention of harassment, sexual violence and including the protection of reproductive rights, this has been stated in the ANJ Sustainable Policy in 31 October 2019. In addition, there are other procedures and commitments that support the above policies which, among other things, explains that:

- Provide protection to all employees and staff who are victims of sexual harassment
- Forming a committee for handling sexual harassment issues made in a self-determination letter and a procedure in

the settlement process is set out as described in this attachment.

- Give attention and facilitate to convey directly to the committee on sexual problems if there are employees who experience this
- Counseling women affected by violence
- Company guarantees the protection of female employees' reproductive rights with mechanisms and procedures that are in accordance with the law, relevant ministerial regulations and company regulations.

Based on interviews with workers and gender committee, the policy had disseminated to workers through gender committee meetings with workers and in the last year period, that hasn't any issue/incident related to sexual harassment, violence at work/reproductive rights. Based on the field visit to the housing complex show that to accommodate the needs of young mothers in breastfeeding, breastfeeding corners have been provided in the office area and child care area. Since 2020 until the assessment was carried out there were no workers who were pregnant or breastfeeding working at PT Putera Manunggal Perkasa and PT Permata Putera Mandiri. This is based on the results of a review of documents identifying the presence of pregnant and lactating women in 2020-2021, which was later strengthened by statements from workers who stated that there were no female workers who were pregnant or breastfeeding since 2020-2021.

6.5.4

The company already has a mechanism for submitting complaints to both internal and external parties as outlined in several SOPs as follows:

- SOP for Handling Differences of Opinion with Communities and Land Ownership Disputes (Document No. SOP-EAD-01; Edition 01/00) dated 01 August 2013
- SOP for communication and information provision with document no. SOP-Leg-02 with the effective date of September 1, 2015
- Internal Memo No. 034 / GMO / KAL / IM / IX / 2016 dated 8 September 2016. Based on this mechanism, it is explained that complaints can be submitted to direct superiors or higher superiors or to the HRD department.
- Company regulations for the period 2020 – 2022

The procedure aims to accommodate complaints and grievance from employees. In the procedure described that if requested, the company guarantees the confidentiality of the reporting identity and the disclosure of disgrace or incident (whistleblower).

The results of interviews workers for example spraying teams, warehouse officers, and weighbridge are known to be aware of the grievance mechanism. Related complaints of sexual harassment (women's issues) can be submitted to the gender committee. In the last year period, that hasn't any complaint related to sexual harassment, violence at work/reproductive rights.

Status: Comply

6.6

No forms of forced or trafficked labour are used.

6.6.1 and 6.6.2

There are no migrant workers who work in the company's operational area. All workers come from within one country (although from various regions). In addition, each worker has been provided with a clear work contract. The rights and obligations of workers are also clearly stated in company regulations, collective labor agreements, and in work agreements. Based on employee list and observation in field known that there is no migrant workers, forced labor. Every worker has a work agreement that describe specific job description, there is no substitution of contract without prior consultation and agreement from the worker, for example:

- There is no retention for identity, because all labor documents for individuals are in the form of photocopies and not original items such as ID cards, diplomas, family cards and others.
- There is no contract substitution, because all existing contract workers currently work in accordance with existing contracts such as contract workers for maintenance activities only doing maintenance activities and do not employ workers other than those stated in the contract.
- The freedom of workers in resigning, because if the worker wants to resign there is no understanding or prohibition from the company to the worker concerned. This is evidenced by the presence of workers who resigned to move to

work and the company gave all their rights as fully resigned workers without any shortcomings.

- There is no coercion in doing overtime work, workers who do overtime at the company can refuse if ordered to do overtime activities because overtime is not the worker's obligation and the company also does not prohibit this.

Based on employee data and interview with workers, most of the workers came from local communities. They have the recruitment process in the company and is in accordance with applicable employee acceptance procedures. Based on the results of interviews with workers in plantation and mill, it is known that currently there are no migrant workers, retention of identity, payment recruitment fees, contract substitution, involuntary overtime, lack of freedom of workers to resign, penalty for termination, debt bondage, and withholding. This is because the certification unit has carried out its operations in accordance with applicable regulations.

There are no significant obstacles related to employment or violations of company regulations. For example, for the harvesters works daily based in 7 working hours. Certification unit provides output targets that can be obtained in less than 7 hours of work. If the harvester obtains more output within or more than 7 working hours, then the harvester will get the harvest premium payment. No penalty is given to the harvester if it does not get output due to natural factors such as rain. Based on payment list, the harvesters have earned above the minimum wage.

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

PT. PMP

The company shows a decision letter on the appointment as a General K3 Expert on behalf of Sopiyan Pamuji issued by the Ministry of Manpower with letter number 5/1993/AS.02.04/III/2021 on March 31, 2021 with a validity period of up to March 31, 2024 which is also a person in charge of K3 and P2K3 secretary at PT. PMP

The company also shows the recording of the regular monthly meetings of the P2K3 team of PT. PMP with worker representatives as was done on September 30, 2021, which is located in Meeting Room II (GIS Studio). The regular meeting discusses, among others;

1. OHS review
2. Work Accident Update until September 2021
3. Discussion, Finding Solutions from Findings in Each Department Related to OSH
4. Submission of Internal Audit Evaluation of SMK 3

PT. PPM

The company shows a decision letter on the appointment as General K3 Expert on behalf of Suharsono issued by the Ministry of Manpower with letter number Ser.97551/PK3/AJ/31/2021/P0 dated April 22, 2021. with a validity period of up to April 22, 2024 which is also is the person in charge of K3 and secretary of P2K3 at PT. PPM

The company also shows the recording of the regular monthly meetings of the P2K3 team of PT. PPM with worker representatives as carried out on September 23, 2021, which is located in the GMO Meeting Room. The regular meeting discusses, among others;

1. LB3 TPS Floor Casting
2. Repair of the watchtower fence
3. Terms of FFB Loading to Mill
4. Work Accident Update until September 2021
5. Submission of Internal Audit Evaluation of SMK 3

6.7.2

OHS Procedure

Occupational safety and health regulations are contained in company regulations, in addition the company also has K3 policies, procedures and manuals. SMK3 Manual No. Document MAN-EHS-001 effective August 10, 2015 prepared by the EHS Manager Dept and approved by the President Director. The manual contains the scope of K3, company profile,

K3 policies, K3 goals and objectives, K3 planning, K3 responsibilities, K3 aspects, safety index, SMK3 audits, K3 objects, continuous improvement, K3 performance, K3 targets, operational responsibilities, training and competence, control document, emergency response, corrective action, management review and normative reference.

The company also has a Work Accident First Aid SOP (SOP-EHS-PMP-058 which has been in effect since February 2020) which is delivered in Indonesian where the procedure explains that first aid equipment monitoring is carried out once a month.

To ensure that the Company's OSH Policy and OHS Procedures can be understood by all employees, the company can also show evidence of the socialization of the OHS Policy and the socialization of the use of PPE on January 23, 2021, which was attended by 42 workers and on April 24, 2021, which was attended by 37 workers.

The audit team conducted a field visit and found the following facts:

- The company has a Work Accident First Aid SOP (SOP-EHS-PMP-058 which has been in effect since February 2020) where the procedure explains that first aid equipment monitoring is carried out once a month.
- The results of monitoring the first aid equipment brought by the fertilizer foreman and slashing foreman of Kasuari Estate in September 2021 were declared complete but there was no information regarding the monitoring of the expiration date of the first aid equipment.
- The results of the field visit at Kasuari Estate block H27 Division B and block G11 Division E, in the first aid bag brought by the fertilizer foreman and slashing foreman found povidone iodine which had expired on September 5, 2020.
- The company showed the minutes of the handover on 30 October 2021 for povidone iodine with an expiration date of 10 December 2023 to the fertilizer foreman of Division B and the slashing foreman of Division E Kasuari Estate, which showed that the povidone iodine in the 2 foremen had not been monitored for expiration in the monitoring period until September this 2021.

Based on this evidence, it was concluded that there were first aid kits (mobile) that had expired and were not monitored by the company in accordance with existing procedures. **Non Conformity No. 2021.02 with minor Category.**

6.7.3

PT. PMP

Based on the results of field visits to the plantations and factories of PT. PMP is known that the workers have used personal protective equipment and know the dangers or risks that arise if they do not use the personal protective equipment. Based on the results of the field visit, it was also known that the PPE used by employees was in accordance with the risk identification and instructions attached to the product. The results of interviews with workers also obtained information that if the PPE used was damaged it would be replaced by the company free of charge. The results of the verification of company documents can show the PPE handover documents for each unit, for example:

- Minutes of the Handover of PPE on March 8, 2021 with details of 10 safety shoes, 10 masks, and 10 earplugs for 10 workers.
- Minutes of Handover of PPE on 7 July 2021 with details of 30 boots, 30 cloth gloves and 30 masks for 30 workers.

PT. PPM

Based on the results of field visits at the plantation unit of PT. PPM is known that workers have used personal protective equipment and know the dangers or risks that arise if they do not use the personal protective equipment. Based on the results of the field visit, it was also known that the PPE used by employees was in accordance with the risk identification and instructions attached to the product. The results of interviews with workers also obtained information that if the PPE used was damaged it would be replaced by the company free of charge. The results of the verification of company documents can show the PPE handover documents for each unit, for example:

- Minutes of Handover of PPE on March 10, 2021 with details of 35 helmets and 35 pairs of boots for 35 workers.
- Minutes of Handover of PPE on 7 July 2021 with details of 10 boots, 10 rubber gloves and 10 spray masks for 10 workers.

Based on the results of field visits in the residential area of Division 7 Cendrawasih Estate and Division 8 Metamani Estate, it is known that the company has also provided sanitation facilities for the spraying team before they return home.

6.7.4

The company have Company Regulation that describe about workers have the right to receive medical care and be protected by the accident insurance company. The management unit show proof of payment of BPJS. Payments are made every month by percentage according to the regulation. The last payment that has been paid by certification unit is on 13 October 2021 for "BPJS Ketenagakerjaan" period of September 2021 and on 05 September 2021 for "BPJS Kesehatan" period of September 2021. All proof of payment shown and payment details for the "BPJS Health and Employment" program are in accordance with the current actual conditions / in accordance with the number of existing workers.

Based on the interview with PT Putera Manunggal Perkasa and PT Permata Putera Mandiri workers, concluded that all employees were aware of the medical service procedures in the event of an accident or illness. All employees interviewed also claimed to have a health BPJS card, if they went to a company clinic there was no fee at all. Based on interview with contractor representative, it is known that the accident insurance for contractor's workers is covered by the head of contractor itself.

6.7.5

The company has calculated work accident statistics for the period September 2021 with the following data:

PT. PMP

Man hours: 1,451,797

Injury rate: 0

Loss time injury severity rate : 0

Fatality: 0

PT. PPM

Man hours: 921,371

Injury rate: 0

Loss time injury severity rate : 0

Fatality: 0

6.7.2 | **Status: Non Conformity No. 2021.02**

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

The company has procedures related to the observation and control of pests contained in Procedure No. SOP-AGR-20 (Rev. 01) dated 01 April 2016 regarding integrated pest monitoring and control. Based on the results of the study on these procedures, it is known that the company prioritizes an early warning system in controlling plant pest organisms (OPT) populations, both from pests and diseases. Control using pesticides is carried out if the level of plant pest attack exceeds the economic threshold set by the company. In addition, the company also seeks biological pest control in order to reduce the use of pesticides.

Census and Chemical Control

Based on the results of early detection, it is known that pests that need further attention through the census are rats. The company shows the results of a rat census. For example, the results of the rat attack census for the period August 2021 for PT. PMP and PT. PPMs are:

- Kasuari Estate
- Division 2 block G28, total plant census 582, attack percent 20%, poison used 2.7kg.

- Division 3 block H25, total plant census 778, attack percent 6%, poison used 3kg.
- Division 5 block G25, total plant census 364, attack percent 10%, poison used 2.4kg.
- Cendrawasih Estate
- Division 6 block F22, total plant census 685, attack percent 8%, poison used 3.2kg.
- Division 7 block E13, total plant census 439, attack percent 6%, poison used 3.2kg.
- Gaina Estate
- Division 1 block E15, total plant census 642, attack percent 12%, poison used 1.6kg.
- Division 3 block D17, total plant census 1.181, attack percent 10%, poison used 3kg.
- Division 4 block D26, total plant census 1.456, attack percent 60%, poison used 3.6kg.
- Metamani Estate
- Division 5 block E29, total plant census 537, attack percent 12%, poison used 1.6kg.
- Division 6 block F38, total plant census 987, attack percent 10%, poison used 3.2kg.

Based on the data above, it can be seen that the company does control if the percentage of rat attacks has exceeded 5% of the principal amount in the census, and control is carried out using rodenticides.

7.1.2

Based on the results of document review and field observations at Metamani Estate block G25, it is known that along the roadside buttercup flower (*Turnera subulata*) has been planted and there is also a beneficial plant nursery (*Turnera subulata*) in the block. Based on the regulations in force in Indonesia, it is known that the plant is not an invasive species.

7.1.3

Based on the results of interviews with company management, it is known that the company has never carried out pest control using fire. This is reinforced by the results of field visits. During field visits to several blocks, no burn marks were found due to pest control using fire.

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 shown a list of pesticides used by the company. In the document, it has been explained about the target of the pesticides used. The list of pesticides used by the company is as follows:

No.	Name	Active Ingredients	Target	LD50 (mg/Kg)		Class
				Acute Oral	Acute Dermal	
1	Ally 20 WG	Metil metsulfuron 20 %	Broadleaf weed : <i>Ageratum conyzoides</i> , <i>Borrea alata</i> , <i>Clidemia hirta</i>	> 5000	> 2000	III
2	Amiphosate 480SL	Glyphoste Isopropilamine 480 g/l	Broadleaf weed : <i>Ageratum conyzoides</i> , <i>Borrea alata</i> , <i>Clidemia hirta</i> , Narrow leaved weed : <i>Ottlochloa nodosa</i>	> 5000	> 5000	III
3	Supremi 480SL	Glyphoste Isopropilamine 480 g/l	Broadleaf weed : <i>Ageratum conyzoides</i> , <i>Borrea alata</i> , <i>Clidemia hirta</i> , Narrow leaved weed : <i>Ottlochloa nodosa</i>	> 5000	> 5000	III
4	Dipel WG	<i>Bacillus thuringiensis</i>	Nettle Caterpillar	> 5050	>2020	III
5	Ditahane M-45	mankozebe 80 %	Leaf spot	> 5000	> 5000	III

6	Triester	Triklopir Butoksi etil ester 480 g/l	Broadleaf weed : Chromolaena odorata	2574	> 5000	II
7	Matador 25 EC	Lamda sihalotrin 25 g/l	Nettle Caterpillar	64 - 110	> 1800	III
8	Antracol 70 WP	Propineb 70 %	Leaf spot	> 5000	> 5000	III
9	Racumin Wax Block 0,0375 BB	Coumatetralyl 0.0375 %	Rattus tiomanicus, Rattus Argentiventer	> 5000	> 5000	III

Based on the results of field visits at PT. PMP and PT. PPM on circle and path spraying work, it is known that workers have understood the type of pesticide used, target weeds, and where to do the spraying.

7.2.2

PT. PMP

The company has shown a list of pesticides used by the company and documents on the use of pesticides for the period January – September 2021 for each Estate. The document explains the month, area of division, FFB production, amount of pesticide use, weight of active ingredients, pesticide use per hectare, amount of active ingredient used per hectare, and amount of active ingredient per ton of FFB produced. An example is the use of the pesticide Amiphosate 480SL with the active ingredient Glyphosate Isopropilamine 480 g/l during the period January – September 2021 at PT. The PMP is 7,072.81 liters. With the active ingredients used of 3,394.95 kg, the use of pesticides is 0.23 liters per hectare. The use of active ingredients per hectare is 110.4 g per hectare.

PT. PPM

The company has shown a list of pesticides used by the company and documents on the use of pesticides for the period January – September 2021 for each Estate. The document explains the month, area of division, FFB production, amount of pesticide use, weight of active ingredients, pesticide use per hectare, amount of active ingredient used per hectare, and amount of active ingredient per ton of FFB produced. An example is the use of the pesticide Amiphosate 480SL with the active ingredient Glyphosate Isopropilamine 480 g/l during the period January – September 2021 at PT. PMP is as much as 6,415.8 liters. With the active ingredients used of 3,079.58 kg, the use of pesticides is 0.24 liters per hectare. The use of active ingredients per hectare is 115.2 g per hectare.

7.2.3

PT. PMP

The company shows a graph of recorded pesticide use in the Kasuari Estate and Cendrawasih Estate from 2017 – 2021 in the document showing that the company has reduced the use of pesticides, for example: the use of herbicides at PT. Putera Manunggal Perkasa with the type of active ingredient Paraquat Dichloride in 2018 was 3,015 liters, and since 2019 the company no longer uses paraquat, and the use of Isopropylamine Glyphosate, in 2019 its use was 18,789.9 liters, while in 2020 its use was 18,061 liter.

PT. PPM

The company shows a graph of recorded pesticide use in the Gaina Estate and Metamani Estate from 2017 – 2021 in the document showing that the company has reduced the use of pesticides, for example: the use of herbicides at PT. Permata Putera Mandiri with the type of active ingredient Paraquat Dichloride in 2018 was 1,264.31 liters, and since 2019 the company no longer uses paraquat, and the use of Isopropylamine Glyphosate, in 2019 its use was 13,163.4 liters, while in 2020 its use as much as 12,842.7 liters.

7.2.4

Based on the results of the review of pesticide use documents, interviews with company management and the results of field visits. It is known that the company does not use pesticides preventively to prevent pests and diseases. Pest and disease control is only carried out based on the results of the census. If it is known that the census results exceed the threshold, then control is carried out.

7.2.5

The company has shown documents related to the list of pesticides used by the company. From the document, it is known that there are 10 types of pesticides used by the company. The document describes the trade name, active ingredient, pesticide registration number, distribution permit period, LD50, and pesticide class. Based on the results of the document review and field visits to the chemical storage warehouse, no pesticides were found belonging to WHO class 1A/1B pesticides. One example is Amiphosate 480 SL with the active ingredient Isopropyl Amina Glifosate 480 g/l with pesticide class a class III pesticide.

7.2.6**PT. PMP**

The company has conducted training related to Integrated Pest Control for employees, such as at Kasuari Estate on April 4, 2021 which was held in block H15 Division D. The training material was delivered by the Division's senior assistant who was attended by the TUS Kasuari Estate team, division D census officer, foreman 1, spray foreman, and maintenance foreman. The training discussed understanding of IPM, the impact of UPDKS pest attacks, refreshment related to the EWS system and UPDKS census, procedures for using pesticides, and the use of PPE.

Based on the results of the field visit on the spray activity in block G26, Division E Kasuari Estate, it was found that the spray work was in accordance with the SOP, where the spraying was carried out in a circle in the disc, spraying was carried out selectively, and the PPE used was appropriate.

PT. PPM

The company has conducted training related to Integrated Pest Control for employees, such as at Gaina Estate on May 17, 2021 which was held in block C24. The training materials were delivered by the Division's senior assistant, which was attended by the TUS Gaina Estate team, division 1-3 census officers, 1 foreman, spray foreman, and maintenance foreman. The training discussed understanding of IPM, the impact of UPDKS pest attacks, refreshment related to the EWS system and UPDKS census, procedures for using pesticides, and the use of PPE.

Based on the results of the field visit on the spray activity in block D21 Division 3 Gaina Estate, it was found that the spray work was in accordance with the SOP, where the spraying was carried out in a circle in the disc, spraying was carried out selectively, and the PPE used was appropriate.

7.2.7

The company has standard operating procedures related to pesticide storage as stated in the SOP Document No. FRM-SOP-EHS-010 edition 01 revision 01 which has been in effect since January 20, 2015. The SOP explains the following:

1. Purpose
So that there are safety guidelines in the placement and storage of hazardous chemicals and storage of fertilizers.
2. Scope
This procedure applies to chemical (pesticide/herbicide) and fertilizer storage activities at PT Putera Manunggal Perkasa and PT. Permata Putra Mandiri
3. Procedure
Chemicals (pesticides/herbicides) and fertilizers are widely used in controlling plant pests and diseases and providing plant fertility. Chemicals and fertilizers stored in warehouses also have the potential to cause accidents, so safety procedures need to be made in their storage.
The procedure also explains that chemicals and fertilizers must be placed neatly and safely on pallets or shelves that have been previously determined based on their respective groups, and attach labels according to the chemicals and fertilizers in the group.

Based on the results of field visits to chemical and fertilizer storage warehouses, it is known that chemical storage is placed on available shelves and stored according to its type and has been equipped with the MSDS.

7.2.8

The company has a waste management plan for Hazardous and Toxic Materials and Domestic Waste which are listed in

the SOP for Waste Management for Hazardous and Toxic Materials and IK Reuse of used chemical containers. In the procedure it is explained that the use of used chemical containers is only allowed to be used other than for storage or food and beverage containers and toilets. In addition, assistants who use used chemical containers must take notes.

Based on the results of field visits to employee housing areas, it was found that there were no traces of pesticide packaging that were reused, for example as water reservoirs or flower pots.

7.2.9

Based on the results of the study of pesticide use documents and interviews with company management, it is known that the company does not control pests by spraying pesticides through the air.

7.2.10

The certification unit has routinely carried out special health checks for pesticide operators. The last inspection was carried out in July 2021 at PT. PPM and June at PT. PMP. Based on the summary of the inspection results, it is known that all pesticide applicators have been included in the program. Based on the results of the document review, it is known that the applicators checked at PT. PMP are as many as 40 pesticide applicators and at PT. PPM consists of 24 pesticide applicators. The examinations carried out included complete hematology, complete urine, liver function, kidney function, and general physical examination. Based on the results of the inspection, it is known that all pesticide applicators are in good health, and ready to work.

7.2.11

Based on the results of document review and interviews with the company, it was found that all pesticide applicators were male, and all of them were over 18 years of age.

Status: Comply

7.3

Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.

7.3.1

The company shows identification of waste sources for the 2020 period with details: ex sacks of fertilizer, inner plastic of fertilizer sack, used oil from generator, used neon/lights, wastewater, EFB, Shell, fiber, dash of incinerator, dash of boiler, domestic waste, paper and others.

Sources of emissions include:

- CO₂ Gas: Transportation of FFB, CPO Shipping, Operation of heavy equipment, operation of generator & electric pumps, management of WTP, boilers, laboratory activities, waste ponds and Mill processes.
- Gas NO₂ & SO₂: Activities in the laboratory.
- Gas CH₄: Fertilizing activities and WWTP ponds.

Solid waste

The solid waste produced by the company is shell, fiber and Jangkos. The management plan is carried out by reusing solid waste such as shells and fiber to be reused as boiler fuel. Meanwhile, solid waste such as jangkos is reused by applying it to plantation areas.

Palm Oil Mill Effluent (POME)

POME generated from the factory is reused for Land Applications. Before being channeled to LA, the POME is first managed at the WWTP with the aim that the quality of the POME flowing to LA is in accordance with the provisions.

Domestic Waste

Domestic waste generated from housing and offices will be disposed of in Landfills.

Hazardous and Toxic waste

The company has a SOP for the management of hazardous and toxic waste, which is listed in the SOP for the Management of Hazardous and Toxic Waste (LB3) with SOP-EHS-15 Number on August 1, 2019 which explains the

procedures for managing hazardous and toxic waste.

Companies can show documents for recording hazardous and toxic waste that are stored in a temporary storage area for B3 waste, for example for the period August 2021, namely:

PT PMP

Estate

- Oil as much as 4.32 Ton
- Used packaging of hazardous and toxic materials 0.08 Tons
- Used battery as much as 0.28 Ton.
- Used lamps as much as 0.015 Ton
- Used filter as much as 0.275 Ton
- Used Rag as much as 0.03 Tons
- Medical waste as much as 0.030 Ton

Mill

- Used oil of 1.27 Tons
- Used packaging of hazardous and toxic materials as much as 0.00015 Ton
- Used battery as much as 0.108 Ton
- Used lamps as much as 0.00132 tons
- Used filter as much as 0.0308 Ton
- There is no medical waste.

PT PPM

- Used oil of 4.75 Tons
- Used packaging of hazardous and toxic materials as much as 0.097 Tons
- Used battery as much as 0.841 Ton.
- Used lamps as much as 0.060 Ton
- Used filter as much as 0.136 Ton
- Used Rag as much as 0.026 Tons
- Medical waste as much as 0.016 Tons.

The company can also show manifest evidence of the transportation of hazardous and toxic waste transported by a licensed hazardous and toxic waste carrier, namely PT Aryaguna Sejahtera Industri on February 24, 2021. The types of hazardous and toxic waste are as follows:

PT PMP

- Electronic waste as much 30 Kg with manifest BBL 0000012
- Used oil as much as 13,032 Kg with manifest BBL 0000004
- Used battery as much as 1,832 Kg with manifest BBL 0000005
- 180 Kg used filter with manifest BBL 0000006
- 5 kg of used cloth with manifest BBL 0000007
- 15 Kg of medical waste with manifest BBL 0000003
- Used packaging of hazardous and toxic materials as much as 1,722.2 Kg with manifest BBL 0000009

PT PPM

- 120 Kg used cloth Manifest BBL 0000199
- Medical waste as much as 46 Kg Manifest BBL 0000198
- Used lamps as much as 18 Kg Manifest BBL 0000200
- Used oil as much as 8800 Kg Manifest BBL 0000191
- Used filter as much as 830 Kg Manifest BBL 0000192
- Used packaging of hazardous and toxic materials as much as 416 Kg BBL Manifest 0000195
- 36 Kg Used Oil Drum Manifest BBL 0000197
- Used battery as much as 1801 Kg Manifest BBL 0000194

The company has a waste management plan for Hazardous and Toxic Materials and Domestic Waste which are listed in the SOP for Waste Management for Hazardous and Toxic Materials and Work Instruction for Reuse of used chemical containers. In the procedure it is explained that the use of used chemical containers is only allowed to be used other than for storage or food and beverage containers and toilets. In addition, assistants who use used chemical containers must take notes. The results of field observations to PMP POM, PMP Plantation and PPM it is known that the company has made use of used chemical containers for retailing of fertilizers, and used used grease containers as a place for workshop work tools and has also recorded the use of used chemical containers. The company has the opportunity to ensure monitoring of the use of used chemical containers and the recording has covered all used chemical containers. (OFI).

7.3.2

Based on interviews with company management and the Head of the Hazardous and Toxic Waste Warehouse, it is known that they have an understanding of the handling of waste disposal, especially hazardous and toxic waste and non-hazardous and toxic waste in accordance with procedures owned by the management unit. Based on the results of field visits to residential areas, it is known that there is no use of hazardous and toxic waste as water reservoirs. In addition, domestic waste management is in accordance with company procedures.

7.3.3

Based on the results of field visits to housing employees' housing areas as well as in warehouses, both gardens and factories, it was found that there were no burning or open burning for waste destruction. Each housing has provided a trash can for domestic waste such as organic and inorganic. Hazardous and toxic waste will be collected in a temporary storage area for Hazardous and Toxic Waste.

Status: Comply

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 shows the SOP for soil fertility management number SOP-AGR-11 regarding the SOP for Palm Oil Fertilizer and Fertilization which explains:

1. Factory Fertilizer

- Type and dosage of fertilizer
- Application time
- Preparation before application
- Application implementation
- Administration

2. Empty Bunch

- Empty bunch length properties and values
- Application area
- Application dose
- Application method
- The need for transport vehicles

3. Decanter Solid

- Decanter Solid properties and values
- Application area
- Application dose
- Application method
- The need for transportation vehicles

4. Fertilization supervision

5. Soil analysis and leaf analysis

6. Types of Fertilizers and Functions of Nutrients

7. Work environment and safety aspects

The company also shows the 2021 fertilization plan and realization documents for each estate. The examples are as follows:

PT. PMP

Estate	Type of Fertilizer	Program (Ton)	Actual (Ton)
Kasuari	NPK 10.6.25.0+0,5B	753.91	753.91
	MOP/KCL	556.09	528.25
	NPK 12.4.30.4+0,65B	40.33	40.33
Cendrawasih	NPK 10.6.25.0+0.5B	1,584.95	833.75
	MOP/KCL	353.03	353.03
	NPK 12.4.30.4+0,65B	110.06	20.45

PT. PPM

Estate	Type of Fertilizer	Program (Ton)	Actual (Ton)
Gaina	NPK 13.6.27.0+0,65B	1,570.33	1,036.59
	MOP/KCL	482.34	482.34
	HGFB	9.9	9.9
Metamani	NPK 13.6.27.0+0,65B	1,963.99	1,296.46
	MOP/KCL	94.17	94.17
	NPK 10.6.25.0+0.5B	50.55	46.70

7.4.2
PT. PMP
Soil & leaf analysis

- Soil analysis testing activities for fertilization activities are carried out by PT. Mitra Agro Servindo which is located on Jl. Tomang Raya no. 49 West Jakarta on October 30, 2018 with a test result certificate no. 1.210.0.2/10/18. The test results inform, among others, the sampling location, soil type, texture, density, pH, permeability class, C-Organic, N-Total, C/N Ratio, Total and availability of P, cation exchange capacity (CEC), and nutrient content in soil (Ca, Mg, K, Na, P, K, Fe, Cu, Zn and Mn).
- Leaf analysis testing activities for fertilization activities carried out by PT. Mitra Agro Servindo which is located on Jl. Tomang Raya no. 49 West Jakarta on 28 June 2021 with a test result certificate no. 1.163.1.1/06/21. The test results inform, among other things, the location of sampling for macro (N, P, K Mg, Ca) and micro (B, Cu, Zn, Mn, Fe) levels of nutrients.

PT. PPM
Soil & leaf analysis

- Soil analysis testing activities for fertilization activities are carried out by PT. Mitra Agro Servindo which is located on Jl. Tomang Raya no. 49 West Jakarta on April 24, 2017 2018 with a test result certificate no. 1.047.2/04/17. The test results inform, among others, the sampling location, soil type, texture, density, pH, permeability class, C-Organic, N-Total, C/N Ratio, Total and availability of P, cation exchange capacity (CEC), and nutrient content in soil (Ca, Mg, K, Na, P, K, Fe, Cu, Zn and Mn).
- Leaf analysis testing activities for fertilization activities carried out by PT. Mitra Agro Servindo which is located on Jl. Tomang Raya no. 49 West Jakarta on July 21, 2021 with a test result certificate no. 1.185.1.1/07/21. The test results inform, among other things, the location of sampling for macro (N, P, K Mg, Ca) and micro (B, Cu, Zn, Mn, Fe) levels of nutrients.

Based on the information above, it is known that leaf and soil sampling activities for calculating annual fertilizer recommendations have been carried out in accordance with existing procedures, which are carried out once every 1 (one) year for leaf samples and every 7 (seven) years for soil samples.

7.4.3

The company has a strategy related to waste management in SOP-EHS-008 Revision 01 of the Waste Management Plan Procedure dated April 10, 2018, this SOP has the aim of making efforts to reduce, reuse and control based on applicable regulations and the latest environmentally friendly implementation.

- Identification of waste sources in every process or activity that generates waste such as B3 waste, solid/POME, clinical waste, household waste and emissions from motor vehicles
- Utilization of waste such as Empty Fruit Bunches, Shells and Mill POME
- Waste that cannot be reused must be monitored and made hazardous waste warehouse and cooperate with third parties for management and destruction
- Measurement and monitoring such as emissions from boilers will be tested by a certified institution and reported in the RKL/RPL report. Waste management monitoring must be done regularly
- There is a waste management flow, such as solid waste such as empty fruit bunches that will be applied to the garden as nutrients and shell and fiber as boiler fuel. For POME will be applied to the Land Application.
- Household waste generated will be made into compost for organic waste and for inorganic waste will be disposed of in the Final Disposal Site

One example of the use of waste is the utilization of POME until September 2021 in the amount of 10,619 M3 which is channeled to Land Applications. In addition, the company has also shown documents for the use of solid waste (Empty Fruit Bunch) of 16,364,901 Kg until August 2021.

7.4.4

The company has shown documents related to the fertilization plan and realization for each estate. The examples are as follows:

PT. PMP

Estate	Type of Fertilizer	Program (Ton)	Actual (Ton)
Kasuari	NPK 10.6.25.0+0,5B	753.91	753.91
	MOP/KCL	556.09	528.25
	NPK 12.4.30.4+0,65B	40.33	40.33
Cendrawasih	NPK 10.6.25.0+0,5B	1,584.95	833.75
	MOP/KCL	353.03	353.03
	NPK 12.4.30.4+0,65B	110.06	20.45

PT. PPM

Estate	Type of Fertilizer	Program (Ton)	Actual (Ton)
Gaina	NPK 13.6.27.0+0,65B	1,570.33	1,036.59
	MOP/KCL	482.34	482.34
	HGFB	9.9	9.9
Metamani	NPK 13.6.27.0+0,65B	1,963.99	1,296.46
	MOP/KCL	94.17	94.17
	NPK 10.6.25.0+0,5B	50.55	46.70

Status: Comply

7.5

Practices minimise and control erosion and degradation of soils.

7.5.1

PT. PMP

The company shows a Semi Detail Map of the PT. PMP with a scale of 1:50,000 and a report on the results of the PARAM Soil Consultant survey conducted in 2018. The map and report mentions the classification of land in the area of PT. The PMPs are Typic Dystrudepts with an area of 184.7 Ha, Aquic Dystrudepts with an area of 645.5 Ha, Typic Endoaquepts with an area of 1,983.4 Ha, Typic Dystrudepts with an area of 401.4 Ha, Typic Hapludults with an area of 290.7 Ha, and there are no marginal and vulnerable areas.

PT. PPM

The company shows the Land Identification Report in the Oil Palm Plantation Area of PT. PPM issued by the Agency for Agricultural Research and Development in June 2014. Based on the results of the identification of the land, it is known that the type of soil in the area of PT. PPM is all minerals by type; Humaqueptic Endoaquents (Alluvial Humik) with an area of 630 Ha, Typic Endoaquents (Gleisol District) with an area of 6,208 Ha, Aquic Dystrudepts (Kambisol Aquic) with an area of 7,708 Ha, Typic Dystrudepts (Kambisol District) with an area of 18,654 Ha and Typic Hapludik with an area of 901 ha and there are no marginal and vulnerable areas.

7.5.2

Based on the results of the study of the area statement documents, interviews with the company and the results of field visits, it is known that the company is not in the context of replanting oil palm. The oldest plants are planted in 2015 and the youngest is in 2018 so the company has no plans to replant.

7.5.3
PMP

Based on the results of the study of the Land Identification Report document conducted by the Agricultural Research and Development Agency in June 2014 it was found that the highest slope was in the operational area of PT. The PMP is 8-15%, so it can be concluded that the company is not planting new oil palm plantations on steep slopes.

PPM

Based on the results of the study of the Land Identification Report document conducted by the Agricultural Research and Development Agency in June 2014 it was found that the highest slope was in the operational area of PT. The PPM is 8%, so it can be concluded that the company is not planting new oil palm plantations on steep slopes.

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
PMP

Based on the results of the study of the Land Identification Report document conducted by the Agricultural Research and Development Agency in June 2014 it was found that the highest slope was in the operational area of PT. The PMP is 8-15%, so it can be concluded that the company is not planting new oil palm plantations on steep slopes.

PPM

Based on the results of the study of the Land Identification Report document conducted by the Agricultural Research and Development Agency in June 2014 it was found that the highest slope was in the operational area of PT. The PPM is 8%, so it can be concluded that the company is not planting new oil palm plantations on steep slopes.

7.6.2
PT. PMP

Based on the results of the study of documents related to the Semi Detail Map of PT. PMP is known that there is no marginal land in the company's operational scope. It is known that the soil type classification of PT. The PMPs are Typic Dystrudepts with an area of 184.7 Ha, Aquic Dystrudepts with an area of 645.5 Ha, Typic Endoaquents with an area of 1,983.4 Ha, Typic Dystrudepts with an area of 401.4 Ha, Typic Hapludults with an area of 290.7 Ha.

Based on the results of field visits in the area of PT. PMP is also known that there is no marginal land in the company's operational scope.

PT. PPM

Based on the results of the study of documents related to the Semi Detail Map of PT. PPM is known that there is no marginal land in the company's operational scope. It is known that the soil type classification of PT. PT. PPM is all minerals by type; Humaqueptic Endoaquents (Alluvial Humik) with an area of 630 Ha, Typic Endoaquents (Gleisol District) with an

area of 6,208 Ha, Aquic Dystrudepts (Kambisol Aquic) with an area of 7,708 Ha, Typic Dystrudepts (Kambisol District) with an area of 18,654 Ha and Typic Hapludik with an area of 901 ha.

Based on the results of field visits in the area of PT. PPM is also known that there is no marginal land in the company's operational scope.

7.6.3

PT. PMP

The company shows a Semi Detailed Soil Map published by the Agency for Agricultural Research and Development in June 2014 with a scale of 1:50,000 which contains information related to soil types and slope levels in the company's operational area and serves as a guide for determining the location of roads and infrastructure in the company's operational areas. . The company also shows a map of the company's operations with a scale of 1:75,000 which contains information related to roads, rivers, housing locations, factory locations, etc.

PT. PPM

The company shows a Semi Detailed Soil Map published by the Agency for Agricultural Research and Development in June 2014 with a scale of 1:50,000 which contains information related to soil types and slope levels in the company's operational area and serves as a guide for determining the location of roads and infrastructure in the company's operational areas. ... The company also shows a map of the company's operations with a scale of 1:75,000 which contains information related to roads, rivers, housing locations, etc.

Status: Comply

7.7

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

7.7.1

PT. PMP

The company shows a Semi Detail Map of the PT. PMP with a scale of 1:50,000 and a Land Identification Report in the Oil Palm Plantation Area of PT. PMP published by the Agricultural Research and Development Agency in June 2014. The map and report mentions the classification of soils in the PT. The PMPs are Typic Dystrudepts, Aquic Dystrudepts, Typic Endoaquepts, Typic Dystrudepts, Typic Hapludults, and there are no peat areas.

PT. PPM

The company shows the Land Identification Report in the Oil Palm Plantation Area of PT. PPM issued by the Agency for Agricultural Research and Development in June 2014. Based on the results of the identification of the land, it is known that the type of soil in the area of PT. PPM is all minerals by type; Humaqueptic Endoaquents (Alluvial Humic), Typic Endoaquepts (District Gleisol), Aquic Dystrudepts (Aquic Cambisol), Typic Dystrudepts (District Cambisole) and Typic Hapludults (Podsolik Haplik) and no peat area.

Based on the explanation above, it is known that there is no peat area in PT. PMP and PPM.

7.7.2

The company has reported peat inventory to the RSPO secretariat (ghg@rspo.org) on 5 August 2020 by Diana.Ratna@anj-group.com. And has received a reply from the RSPO secretariat on August 7, 2020 with the content of the email "We managed to download the report, thank you. Should any clarification needed, we will be in touch."

7.7.3

PT. PMP

The company shows a Semi Detail Map of the PT. PMP with a scale of 1:50,000 and a report on the results of the PARAM Soil Consultant survey conducted in 2018. The map and report mentions the classification of land in the area of PT. The PMPs are Typic Dystrudepts, Aquic Dystrudepts, Typic Endoaquepts, Typic Dystrudepts, Typic Hapludults, and there are no peat areas.

PT. PPM

The company shows the Land Identification Report in the Oil Palm Plantation Area of PT. PPM issued by the Agency for Agricultural Research and Development in June 2014. Based on the results of the identification of the land, it is known that the type of soil in the area of PT. PPM is all minerals by type; Humaqueptic Endoaquepts (Alluvial Humic), Typic Endoaquepts (Gleisol District), Aquic Dystrudepts (Aquic Cambisole), Typic Dystrudepts (District Cambisole) and Typic Hapludults (Podsolik Haplik).

Based on a circular issued by the Ministry of Environment and Forestry in 2017 with document number S/84/PDKL/PK6/PKL-0/12/2017 PT. PPM is included in the company that is required to conduct an inventory of peat ecosystems at a scale of 1:50,000 using a systematic grid method composed of longitudinal and transverse transects in accordance with the Minister of Environment and Forestry No.P.14/MENLHK/SETJEN/KUM.1/2/2017. Following up on the circular and the Decree of the Director General of Pollution and Environmental Damage Control No: SK.96/PPKL/PKG/PKL.0/8/2019 concerning the Determination of Groundwater Level Arrangement Points and Rainfall Monitoring Station Points, the company carries out elevation management groundwater and report every 1 time in 3 months.

Based on the results of monitoring carried out by the company on the 20 designated locations, only 3 were monitored for monitoring wells while the other 17 were mineral areas. In general, the groundwater level at PT. Permata Putera Mandiri in July, August, September averaged -18.3 cm, -11.1 cm and -9.8 cm. The company has also sent a report on the results of the monitoring to the Provincial and Central KLHK on October 28, 2021. Until the audit activity is completed, there has been no response letter from the report that has been sent by the company.

7.7.4

PT. PMP

The company shows a Semi Detail Map of the PT. PMP with a scale of 1:50,000 and a report on the results of the PARAM Soil Consultant survey conducted in 2018. The map and report mentions the classification of land in the area of PT. The PMPs are Typic Dystrudepts, Aquic Dystrudepts, Typic Endoaquepts, Typic Dystrudepts, Typic Hapludults, and there are no peat areas.

PT. PPM

The company shows the Land Identification Report in the Oil Palm Plantation Area of PT. PPM issued by the Agency for Agricultural Research and Development in June 2014. Based on the results of the identification of the land, it is known that the type of soil in the area of PT. PPM is all minerals by type; Humaqueptic Endoaquepts (Alluvial Humic), Typic Endoaquepts (Gleisol District), Aquic Dystrudepts (Aquic Cambisole), Typic Dystrudepts (District Cambisole) and Typic Hapludults (Podsolik Haplik) and there are no peat areas.

7.7.5

Based on the results of the study of the area statement documents, interviews with the company and the results of field visits, it is known that the company is not in the context of replanting oil palm. The oldest plants are planted in 2015 and the youngest is in 2018 so the company has no plans to replant.

7.7.6

PT. PMP

The company shows a Semi Detail Map of the PT. PMP with a scale of 1:50,000 and a report on the results of the PARAM Soil Consultant survey conducted in 2018. The map and report mentions the classification of land in the area of PT. The PMPs are Typic Dystrudepts, Aquic Dystrudepts, Typic Endoaquepts, Typic Dystrudepts, Typic Hapludults, and there are no peat areas.

PT. PPM

The company shows the Land Identification Report in the Oil Palm Plantation Area of PT. PPM issued by the Agency for Agricultural Research and Development in June 2014. Based on the results of the identification of the land, it is known that the type of soil in the area of PT. PPM is all minerals by type; Humaqueptic Endoaquepts (Alluvial Humic), Typic Endoaquepts (Gleisol District), Aquic Dystrudepts (Aquic Cambisole), Typic Dystrudepts (District Cambisole) and Typic Hapludults (Podsolik Haplik) and there are no peat areas.

7.7.7
PT. PMP

The company shows a Semi Detail Map of the PT. PMP with a scale of 1:50,000 and a report on the results of the PARAM Soil Consultant survey conducted in 2018. The map and report mentions the classification of land in the area of PT. The PMPs are Typic Dystrudepts, Aquic Dystrudepts, Typic Endoaquepts, Typic Dystrudepts, Typic Hapludults, and there are no peat areas.

PT. PPM

The company shows the Land Identification Report in the Oil Palm Plantation Area of PT. PPM issued by the Agency for Agricultural Research and Development in June 2014. Based on the results of the identification of the land, it is known that the type of soil in the area of PT. PPM is all minerals by type; Humaqueptic Endoaquents (Alluvial Humic), Typic Endoaquepts (Gleisol District), Aquic Dystrudepts (Aquic Cambisole), Typic Dystrudepts (District Cambisole) and Typic Hapludults (Podsolik Haplik) and there are no peat areas.

Status: Comply

7.8
Practices maintain the quality and availability of surface and groundwater
7.8.1

The company already has a water management plan and has implemented the water management plan which consists of:

- Inventory of the location and area and mapped according to the determination of the size of the river border
- Marking of river border areas by putting red paint marks on oil palm trunks which are the boundaries of oil palm plantations that are not allowed to do plantation activities
- Planting and enrichment of vegetation
- Do not apply chemicals in river border areas.
- Do not dispose of POME into the river but reuse it on plantation land. Before being used, the POME must be managed at the WWTP so that the quality meets the standards set by the government.
- Utilizing water for factory processing in accordance with the standards set by the company.
- Conduct river water quality testing.

In addition, the company has a river border management plan for the 2021 period, including:

- Patrol and monitoring of riverbanks
- Signboard maintenance
- Enrichment of local trees
- River water quality testing
- Biodiversity inventory
- Socialization of river border management.

Surface water quality monitoring program periodically every six (6) months, referring to the environmental management and monitoring plan. The test is carried out by an Independent Testing Laboratory accredited by KAN no. LP-195-IDN conducted on May 6, 2021. The company can show the results of river water quality testing in accordance with PP No. 82 of 2001 Quality Standards for class II water and clean water quality in accordance with Minister of Health Regulation No. LP-195-IDN. 32 of 2017. The test results are as follows:

Parametr	Standart	River			
		Haman Hulu	Haman Tengah	Haman Hilir	Kais Hulu
Total Suspended Solid (mg/l)	50	5	8	45	66
pH	6 – 9	6.2	6.4	6.5	7.1
BOD ₅ (mg/l)	3	12	13	30	21
COD (mg/l)	25	57	61	95	74,5

Total Coliform (per 100 ml)	5,000	40	230	40	400
-----------------------------	-------	----	-----	----	-----

Parametr	Standart	River			
		Kais Tengah	Kais Hilir	Sisiam Hulu	Sisiam Hilir
Total Suspended Solid (mg/l)	50	89	47	8	39
pH	6 – 9	7.24	7.2	6.5	6.7
BOD ₅ (mg/l)	3	22	18	16	19
COD (mg/l)	25	73,7	69	77	74
Total Coliform (per 100 ml)	5,000	40	39	2.300	40

Based on the results of surface water quality testing, it is known that there are parameters such as PH, BOD, COD and TSS that exceed the quality standards stipulated in PP No. 82 of 2001. The company has carried out an evaluation which is stated in the implementation document of the environmental management and monitoring plan for semester 1 of 2021 which explains that these parameters have exceeded the quality standard from the initial baseline. As a form of preventive action in environmental management and monitoring to prevent and reduce the concentration of parameters that are not in accordance with quality standards, the company has ensured best practices in waste management by ensuring that no waste flows directly to the environmental agency, ensuring waste Domestic liquid is managed by providing septic tanks and several management activities in accordance with the company's management plan.

Clean water quality

Parameter	Unit	WTP	WTP Hexagon	Standart (Permenkes No. 416 tahun 1990)	Standart (Permenkes No. 32 Tahun 2017)
Kekeruhan	NTU	0.5	24.5	50	-
PH		8	6.8	6-9	-
Besi (FE)	Mg/L	0.02	0.5	1	1
Florida	Mg/L	<0.01	<0.01	1.5	1.5
Total coliform	CFU/100 ml	32	30	50	50
Bau	-	Tidak Berbau	Tidak Berbau	Tidak Berbau	Tidak Berbau

Based on the tests carried out, it is known that the results of testing the quality of clean water are still in accordance with the established quality standards.

The results of observations and interviews with workers show that the company has also provided access to clean water for workers by providing hygienic water for drinking and water for daily needs. The results of observations on employee housing shows that water access for employees is available for each house.

7.8.2

Wet flow found at the location of the company area in the form of a river. The company can show a map of rivers, water bodies and wet areas listed on the map of high conservation value areas, with a scale of 1:40000. Based on the results of field visits to the Sisiam river border Blok D/E 15 Cendrawasih Estate and the G26 Kasuari Estate River border, it was found that there were no indications of traces of chemical application on the river border. In addition, the river border area has been planted with forest plants and fruit trees such as guava. The river border area is also not planted with oil palm.

7.8.3

POME from the palm oil processing process is channeled from the IPAL Outlet Pond to the land for land application after meeting the quality standards required in the POME Application Permit which refers to Decree of the Minister of Environment No. 28 of 2003, namely for BOD < 5,000 mg/liter with pH values ranging from 6-9. POME quality testing is

carried out every month by a KAN accredited laboratory (LP-195-IDN). The company can show the results of the POME test for the period January – September 2021. The results of the POME testing for parameters BOD₅, COD, TSS, Oil and Fat, and pH are presented in the table below:

Parametr	Standart	January	February	March	April	May	June
BOD ₅ (mg/l)	5,000	884	538	527	622	431	662
COD (mg/l)	-	2,327	1,344	1,646	1,776	1,872	1,954
Minyak dan Lemak (mg/l)	-	297	330	81	194	191	110
pH	6.0 – 9.0	7	8	8	7	6,6	8

Parametr	Standart	July	August	September
BOD ₅ (mg/l)	5,000	420	334	625
COD (mg/l)	-	1,200	952	1,737
Minyak dan Lemak (mg/l)	-	55	78	125
pH	6.0 – 9.0	8	8	8

Based on the table above, it can be concluded that the results of the wastewater quality test for the period January - September 2021 are still below the required quality standards.

In addition, the company has also tested the quality of monitoring wells which refers to Permenkes No. 32 of 2017 which was carried out at the location of monitoring wells. The test was carried out by a KAN accredited laboratory (LP-756-IDN) on January 21, 2021. The test results are as follows:

Parametr	Unit	Monitoring well Block F11	Monitoring well Block F12	Standart (Permenkes NO. 32 tahun 2017)
pH	-	7.37	6.9	6.5-8.5
Total Coliform	CFU/100mL	30	34	-
Mn	Mg/L	0.014	0.007	0.5
Sulfat	Mg/L	<0.3	<0.3	400
Sianida	Mg/L	<0.001	<0.001	0.1

Based on the table above, it can be concluded that the monitoring well test results for the Semester 1 period of 2021 are still below the required quality standard.

Based on the results of the field visit to the study area of POME application in Block F11, it is known that the location of the POME application is in accordance with the study location. In addition, there is no indication of the overflow of POME applications into rivers and the surrounding environment. The results of observations at the WWTP also found that POME has been managed at the WWTP, there is no indication of leakage and overflow in the WWTP pool and the flow meter to calculate the amount of POME that flows into the application area is available and functioning properly.

7.8.4

Companies can show records of water use for palm oil processing, for example as follows:

Period	FFB Process (Ton)	Water used for Process (m ³)	Budget (m ³)	Efficiency (m ³)
January 2021	4,311	7,870	8,621	1.8
February 2021	7,189	7,200	14,378	1.0
March 2021	8,936	7,620	17,871	0.9
April 2021	9,683	8,760	19,366	0.9
May 2021	10,091	10,380	20,183	1.0
June 2021	9,786	10,970	19,573	1.1

July 2021	9,513	11,620	19,027	1.2
August 2021	10,755	10,600	21,510	1.0
September 2021	10,748	12,140	21,497	1.1

The company has a water extraction permit for the palm oil processing unit based on the Water Intake Permit (SIPA) No. 503/03/SIPA/DPM PTSP – MBT /2019 dated 28 May 2019 and is valid for 5 years. In addition, the company can also show proof of payment of surface water levies for the period October 2017 - December 2020 in accordance with the invoice from the PAD of West Papua Province. Payment is made on June 25, 2021 via Bank Mandiri transfer with reference number 202106030912262408.

Status: Comply

7.9

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

7.9.1

The plan to increase the efficiency of the use of fossil fuels and optimize the use of renewable energy by the company is to use shells and fiber as boiler fuel which is used to generate turbines to generate electricity. The use of energy generated from the turbine is monitored every day.

Companies can show records of the use of shells and fiber as renewable energy and use of diesel as fossil fuels for the period January-December 2020, for example the following records use of renewable and fossil energy used to drive turbines for the period September 2021:

FFB processed is 10,748 tons with a total utilization of shells of 429 tons and utilization of fiber as much as 1,285 tons. From the results of the utilization of the shell, the resulting KWH Turbine is 185,400 KWH and the KWH Genset used is 57,384 KWH. The efficiency of using renewable energy is 17.24 KWH/Ton FFB.

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

The company did not add new areas (still the same as the previous year), The company also has conducted GHG emission calculations period 2020 use of Calculator Palm GHG version 4.0. Accurate data has been put into the RSPO PalmGHG Calculator (Palm GHG version 4.0) and has been verified. Summary of net GHG emissions from PalmGHG calculator of the audit report which calculation option is applied "Apply full Version".

Summary of Net GHG Emissions

Emissions per product	tCO2e/tProduct
CPO	-14.90
PK	-14.90

Production	t/yr
FFB processed	54,584.33
CPO produced	13,274.3
PK produced	1875.88

Extraction	%
OER	20.55
KER	2.90

Land use	Ha
Planted area on mineral	9010.32
Planted on peat	0
Total area planted	9010.32

Conservation Area (Forested)	10319.16
Conservation Area (Non-Forested)	0.00
FFB Production per hectare	7.17

Summary of field emission and Sinks

Description	Own crop		Group		3rd	Total
Emissions Sources	tCO2e	tCO2e/tFFB	tCO2e	tCO2e/tFFB	tCO2e	
Land conversion	47043.96	1.16	64071.95	2.67	0.00	111115.92
CO2 emissions from fertilizer	4802.81	0.12	2967.81	0.12	0.00	7770.62
NO2 emissions from peat	0	0.00	0.00	0.00	0.00	0.00
NO2 from Fertilizer	3277.48	0.08	2120.91	0.09	0.00	5398.38
Fuel consumption	1786.10	0.04	1514.14	0.06	0.00	3300.24
Peat oxidation	0	0.00	0.00	0.00	0.00	0.00
Sinks					0.00	
Crop sequestration	-44591.44	-1.10	-39954.39	-1.67	0.00	-84545.83
Sequestration in Conservation area	-11352.46	-0.28	-270928.75	-11.31	0.00	-282281.21
Total	966.45	0.02	-240208.33	-10.02	0.00	-239241.88

Summary Oil Mill Emissions and Credits

Remarks	tCO2e	tCO2e/t FFB
Emissions sources		
POME	12659.62	0.20
Fuel consumption	952.81	0.01
Grid electricity	0.00	0.00
Credits		
Export of grid electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	13612.43	0.21

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

The audit team has verified the GHG palm that has been carried out by the company. Based on the verification results, it is known that the GHG palm input data is in accordance with the actual conditions. This is evidenced by the results of verification of the amount of FFB production from PT PMP and PT PPM, the planted area of the certification scope and the distribution of the year of planting, and the area of HCV.

7.10.2

Based on the results of the document review, it is known that the distribution of the company's planting years is 2015, 2016, 2017, and 2018. In 2014 the company carried out the 2014 New Planting Procedure (NPP) for all oil palm plantations

of PT PMP and PT PPM with an area of $\pm 22,295, 28$ Ha (PT PMP) and $\pm 32,025.14$ Ha (PT PPM) and the notification of NPP was submitted to the RSPO website on 29 September 2014 and there were no complaints so that the plantation development process could continue (On Going NPP, 2009). The NPP assessment carried out by PT Mutuagung Lestari and the Company can show an email from the RSPO (eileen.chiang@rspo.org) on 13 October 2014 stating that the Company can commence land clearing work for PT Putera Manunggal Perkasa (PT PMP), while for PT PPM received an email from RSPO (eileen.chiang@rspo.org) on 24 November 2014 stating that From our system, there is no comment for PT Permata Putera Mandiri's NPP from our side so that the Company can continue operations. The assessment and plan documentation is carried out in a comprehensive and professional manner in accordance with RSPO requirements and complies with the RSPO Principles and Criteria for new plantings."

7.10.3

The company has identified sources of pollution in the mills and plantations, the document informs the source (station/activity), sources of pollution and emissions, impacts (human, work equipment, environment) and impact control. For example, from the boiler it produces boiler ash, steam and chemical pollution, from the engine room it produces pollution in the form of noise.

Efforts to reduce pollutants carried out by the company include:

- Monitoring air quality and emissions from Boilers and Generators
- Manage POME in the WWTP before it is used in plantations
- Perform regular machine maintenance.
- Optimizing the use of fertilizers according to recommendations
- Use of fiber and shells in mills to reduce diesel fuel.

The company has tested emissions from boilers and generators, as well as ambient air quality which was carried out in semester 1 of 2021 by a KAN accredited laboratory (LP-195-IDN). Based on the results of the document review, it is known that the results of the assessment carried out are in accordance with the provisions stipulated by the Government.

Status: Comply

7.11

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

7.11.1

In carrying out land clearing, the company has a Land Clearing SOP with Zero Burning with document number SOP-AGR-03 on August 1, 2013. The SOP explains that a practical and effective way to implement zero burning on a large scale is to clear two planting lines. using a bulldozer and chainsaw (mechanical).

Based on the document review and field observations during the audit assessment activity, it was found that the company was clearing land without burning. This is evidenced by the company being able to show the minutes of land clearing (Land Clearing) in 2017 which was carried out mechanically. In addition, the results of field observations by the auditor team at both PT PMP and PT PPM showed no indications that land clearing activities were carried out by burning.

7.11.2

In determining land fire prevention and control measures, the company carries out several activities, namely:

- Fire emergency response simulation training for employees, for example on April 17, 2021, which was attended by the Estate Fire Task Force and on April 03, 2021, which was attended by the Mill fire task force team.
- The company has an emergency response team to handle fire emergencies. The company already has an emergency response team for each plantation and mill.
- Have facilities and infrastructure for emergency response prevention and management of land fires.
- Disseminate land fires to the surrounding community, for example on September 11, 2021, which was attended by 20 participants.

The auditor team has also conducted fire control simulations for the PT PMP and PPM fire task forces and tested the fire control facilities and infrastructure owned by the company. The simulation results show that the PT PMP and PT PPM fire task forces were able to run the simulation well. In addition, the condition of the fire facilities and infrastructure owned is

in good condition and can be used at any time.

Based on document verification, it is known that the company did not clear new land after November 2018 so the company does not have an obligation to conduct an HCS assessment

7.11.3

The company has also involved stakeholders in adjoining locations for fire prevention and control measures by conducting socialization of land fire control to the community, for example on September 11, 2021, which was attended by 20 participants. The results of interviews with community representatives from Sumano and Benawai Villages revealed that the company had conducted socialization of fire control to the community. In addition, in the company area there is also a signboard prohibiting land burning activities and the dangers of land fires.

Status: Comply

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 & 7.12.8

All oil palm plantations of PT Putera Manunggal Perkasa and PT Perkasa Putera Mandiri were developed after November 2005, namely in 2015, 2016, 2017, and 2018. The company has carried out the New Planting Procedure (NPP) in 2014 with a coverage of ±22,295.28 Ha for PT PMP and ±32,025.14 Ha for PT PPM and notification of NPP were submitted to the RSPO website on 24 July 2014 (PT PMP) and 29 September 2014 (PT PPM). There are no complaints until 30 Days after notification so that the plantation development process can be continued (On Going NPP, 2010).

The company (PT PMP) has identified and assessed HCV areas in 2013 where the study was conducted on 11-28 November 2013 by PT Fodec Khatulistiwa with an assessment team chaired by Ir. Junser Naibaho (RSPO Approve). This report has been carried out by Public Consultation in Womba Village on November 22, 2013, and in Teminabuan on November 26, 2013. As for the Peer Review of the HCV report, Reviewer Ir. Kresno Dwi Santosa. Meanwhile, for PT PPM the identification of HCV areas was carried out on September 25 – October 5 2011 and August 9-12 2014 with an assessment team chaired by Ir. Nyoto Santoso (RSPO Approve). Peer Review of the HCV report has been carried out by Reviewer Dr. Jarwadi Budi Hernowo.

Based on the document review, it is known that the land clearing carried out by the company was carried out after a HCV identification study was carried out. In addition, the results of field observations at both PT PMP and PT PPM which were carried out during the assessment activities revealed that there were no HCV areas planted with oil palm and no HCV areas cleared by the company. The company sent an Email template for preparation of the Zero Disclosure report to RSPO Compensation (rspocompensation@rspo.org) on 16 July 2014 and was responded to by RSPO Compensation on 17 July 2014 by Dillon Sarim (RSPO Compensation Coordinator).

7.12.2

Based on the document review, it is known that the company did not clear the land after 15 November 2018 so the existing HCV assessment is still valid and the company does not have an obligation to conduct an HCS assessment.

PT PMP

The company (PT PMP) has identified and assessed HCV areas in 2013 where the study was conducted on 11-28 November 2013 by PT Fodec Khatulistiwa with an assessment team chaired by Ir. Junser Naibaho (RSPO Approve). This report has been carried out by Public Consultation in Womba Village on November 22, 2013, and in Teminabuan on November 26, 2013. As for the Peer Review of the HCV report, Reviewer Ir. Kresno Dwi Santosa. The scope of the HCV study according to the location permit is ± 22,195.28 Ha. During the preparation of the HCV Identification report, the obligations of the HCV Assessor License Scheme (ALS) have not yet been applied, which took effect in January 2015.

The results of the 2013 HCV identification revealed that the identified HCV area was 3,745.49 Ha consisting of HCV 1 (1.1; 1.2; 1.3; 1.4), HCV 2 (2.3), HCV 4 (4.1; 4.2; 4.3), HCV 5, and HCV 6.

PT PPM

PT PPM identified HCV areas on 25 September – 5 October 2011 and 9-12 August 2014 with an assessment team chaired by Ir. Nyoto Santoso (RSPO Approve). Peer Review of the HCV report has been carried out by Reviewer Dr. Jarwadi Budi Hernowo. The scope of the HCV assessment is $\pm 32,025.14$ Ha. During the preparation of the HCV Identification report, the obligations of the HCV Assessor License Scheme (ALS) have not yet been applied, which took effect in January 2015.

The results of the HCV identification show that the identified HCV area is 5,051.35 Ha consisting of HCV 1 (1.2;1.3), HCV 2 (2.3), HCV 4 (4.1), HCV 5, and HCV 6.

The company presented the PT PMP and PPM HCV Upgrade Version documents in January 2021 which was carried out by Malaysian Environmental Consultants (MEC). This upgrade was carried out with the aim of re-evaluating and updating the existing HCVs 1, 2 and 3 in PT PMP and PPM by assessing the type of vegetation, as well as the flora and fauna found. This will be supported by various parameters such as the number of plant and animal species as well as other resource characteristics that have been collected during several field surveys. HCV 4 will also be assessed through direct observations of environmental aspects, maps and other secondary data. Meanwhile, HCV 5 and 6 will come from social surveys. In addition, the upgrade will also provide guidance to companies on how to deal with internal capacity building and mainstreaming HCV management in plantation practices. Data collection activities were carried out from 2018 to 2020. The scope of the HCV upgrade was carried out only in areas that were the scope of certification (not based on HGU owned), namely PT PMP covering an area of 11,300.36 Ha and PT PPM covering an area of 9,067.56 Ha. Based on the results of the HCV upgrade, the company determined that the HCV area in PT PMP was 5,828.69 Ha consisting of HCV 1, HCV 2, HCV 3, HCV 4, HCV 5, and HCV 6. While in PT PPM the area was set at 4,490.47 Ha consisting of HCV 1, HCV 2, HCV 3, HCV 4, HCV 5, and HCV 6.

The results of document verification revealed that the HCV areas identified in 2013 (PT PMP) and 2011 (PPM) were still designated as HCV areas by the company apart from the results of the HCV upgrade that was carried out. In addition, for areas that are outside the scope of certification (within HGU) the company makes HCV areas and the company is committed not to clear land in that area. The results of the interview with the Conservation Manager revealed that areas outside the scope of certification were designated as HCV areas (self declaration) and the company is committed to continuing to manage HCV areas in these areas.

7.12.3

Based on the notice on the RSPO website it is known that the High Forest Cover Landscapes and High Forest Cover Countries have not been established by the RSPO. So that this standard has not yet been assessed.

7.12.4

The company already has an HCV management plan as stated in the 2021 Conservation Management Plan document. The 2021 conservation management plan includes:

1. Management and Monitoring, which consists of the following activities:
 - Signboard care and maintenance
 - Monitoring and maintenance of HCV stakes
 - Biodiversity inventory and monitoring
 - Conservation patrol/monitoring (hunting, captivity, and maintenance)
 - Monitoring of legume control in HCV areas
 - Nursery and Orchid Care
 - Forest tree nurseries
2. Socialization, which consists of the following activities:
 - Socialization and cooperation with security
 - Dissemination of conservation policies to employees and staff
 - Socialization of conservation education to the community in Sumano and Kais Villages
 - Socialization of Conservation to Contractors
3. Partner Activities, which consist of the following activities:
 - Make a conservation management report to BKSDA
 - Support conservation materials for RKL_RPL reports

- Support conservation materials for LPUP reports
- 4. Project, which consists of the following activities:
 - Establishment of an HCV Jungle track area.

The company has also carried out a management review of high conservation value areas which was carried out in 2018. This activity was carried out to analyze the opportunities and challenges of the identified potential HCVs in the hope that they will become input for the 2020-2021 HCV management plan. This activity was carried out by involving stakeholders such as BKSDA, the surrounding village community, and employees.

Companies can show records of HCV management carried out in the period 2020 and 2021, for example:

- The results of the animal inventory for the semester 1 of 2021. The results of the inventory are 3 types of protected mammals (Permen LHK No 106 of 2018) such as *Kuskus Pohon*, *Kanguru tanah*, dan *Rusa Timor*; 26 protected bird species (Ministry of Environment and Forestry No. 106 of 2018) for example *Kakatua Besar Jambul Kuning*, *Nuri Kepala Hitam*, *Kuntul besar*, *Kasuari Gelambir Ganda*, *Elang ekor panjang*, *Elang Siul*, *Kuntul Perak*, etc.; 4 types of protected reptiles (Ministry of Environment and Forestry No. 106 of 2018) such as the *Buaya Irian*, *Conrow phyton*, *Sanca Permata*, dan *Sanca Pelangi Irian*.
- Results of patrols for HCV monitoring activities for the period 2021. The results of HCV monitoring were found that during the period January-September 2021 there were no disturbances in the HCV area such as logging activities, bird shooting activities, land burning, fish poisoning, illegal mining, fertilization and spraying along the border areas River.
- Socialization of HCV and HCS area management, Conservation Policy, protection of flora and fauna on 23 April 2021 to 6 people from Sumano Village.
- Socialization of HCV and HCS area management, Conservation Policy, protection of flora and fauna on 16 June 2021 to 32 employees.

7.12.5

There are HCV areas that are outside the scope of certification but within the company's concession. The company remains committed to managing areas that are outside the scope of certification but within the HGU which is designated as an HCV area. In addition, the company has also made a commitment with the surrounding community to maintain the integrity of the conservation area and keep the flora and fauna protected. The company can show the commitment which was made on September 19, 2019 between the company and Kampung Sumano. This commitment has been agreed upon by the village head of Sumano and 12 community representatives. The commitments are as follows:

- Maintain the integrity of the conservation area designated by the Company
- Will not disturb the conservation area as determined by the company
- Participate in maintaining sacred sites that have been established by the company
- Participate in preserving the protected flora and fauna species in the company's conservation areas.

7.12.6

In order to protect rare, threatened and RTE species, the company has PT ANJ's protected plant and animal protection procedure which was signed by the Director of Sustainability on March 1, 2021, which explains that it is strictly forbidden to take, capture, maintain, injure or kill protected animals and plants in the company's area. In the procedure, sanctions are explained, such as whoever violates the procedure will be subject to disciplinary sanctions in the form of giving the first warning letter (SP 1), second warning letter (SP2), third warning letter (SP3), until termination of employment (PHK) and will be reported. to the authorized party.

Programs to periodically educate the workforce about the status of RTE species are carried out by the company by conducting socialization to employees and the community. Companies can show records of outreach, for example:

- Socialization of HCV and HCS area management, Conservation Policy, protection of flora and fauna on 23 April 2021 to 6 people from Sumano Village.
- Socialization of HCV and HCS area management, Conservation Policy, protection of flora and fauna on 16 June 2021 to 32 employees.

Based on the results of interviews with spray and harvest workers, it is known that the workers understand the existence of a protection policy for protected flora and fauna. Workers are prohibited from catching and breeding animals and are prohibited from trading protected animals. In addition, the results of field observations in employee housing areas revealed that there were no animals kept by employees. This proves that the animal protection policy has been understood by the employees.

7.12.7

The company has been monitoring the status of HCVs, peat areas, RTE species. The company can show the PT PMP and PT PPM High Conservation Value Area Management report for the January-December 2020 period which has been approved by the General Manager. The results of the document review of the report show that the company has carried out several activities as an effort to protect HCV, peat areas, and RTE species. The results of the monitoring carried out by the company are for example as follows:

- Patrol/Conservation Monitoring (hunting, captivity, germplasm, muccuna brachteata). The results of the evaluation Muccuna control activities have reached the target but the activities are not consistently carried out in the specified month. This is due to the lack of manpower and high rainfall causing activities to adjust to the weather and the availability of manpower. The company's follow-up is good coordination with the estate for routine muccuna control activities.
- Socialization to contractors. Evaluation results Target socialization to contractors has not reached the target. This is because the activity has not been carried out because it is still focused on HCS activities. The company's follow-up is scheduling outreach activities to contractors.
- Conservation disturbance patrols (hunting, traps, sources of fire, pollution, wood harvesting). Evaluation Results The realization of activities in accordance with the plan. The follow-up taken by the company is that the program will be carried out again in 2021.
- New Conservation sign board installation and maintenance. Evaluation results Lack of wood material. The follow-up action taken by the company is a plan for the procurement of wood made at the beginning of the year & coordination with the Civil team for the supply of materials

In general, the results of monitoring the HCV area including the presence of RTE species are in accordance with the company's HCV management plan. There are several monitoring results that are not on target and the company has followed up on the results of the evaluation carried out for the next year's HCV management plan.

	Status: Comply	
--	-----------------------	--

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√
IC	This matter will be verified further at annual surveillance audit	NA
	Status: Not Applicable	
2.	Implementation of certificate and trademark used by Client comply with size and type (shape) against Guideline of trademark Use	X or√
IC	This matter will be verified further at annual surveillance audit	NA
	Status: Not Applicable	
3.	Implementation of Certificate and Trademark is not used on product	X or√
IC	This matter will be verified further at annual surveillance audit	NA
	Status: Not Applicable	
4.	Controlling of Certificate and Trademark, including withdrawing inappropriate trademark.	X or√
IC	This matter will be verified further at annual surveillance audit	NA
	Status: Not Applicable	

3.3 Summary of RSPO Partial Certification.

Compliance of the uncertified management units of ANJA 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.

ANJA Time Bound Plan (TBP) is explaining in table section 1. ANJA has run five (5) mills and eight (8) management unit Estates in Indonesia. All mills and estates are operated in Indonesia. ANJA has informed the TBP progress through head office in Indonesia.

MUTU has verified partial certification for un-certified unit's subsidiary of ANJA based on their Time Bound Plan. There are four (4) uncertified management unit of ANJA. 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 is no significant land conflicts which have not been declared above
- The company has follow RSPO requirement related to New Planting Procedure and Remediation and Compensation Procedure.
- There is no labour disputes that are not being resolved through an agreed process
- All plantations established since 2005 have been done so in accordance with the applicable laws of the country and that there is no evidence of non-compliance with law in any of the non-certified holdings which has not been declared above

2.1 Un-Certified Units or Holdings		
Section	Requirement	Concerns to Discuss, if any
2.1.1	Did the company conduct an internal audit? If so, has a positive assurance statement been produced?	<p>Company statement : The company are already doing internal audits.</p> <p>Auditor verification: Internal Audit for uncertified management unit</p> <ul style="list-style-type: none"> • PT Galempa Sejahtera Bersama has been conducted Internal Audit on 10 – 14 November 2021 • PT Austindo Nusantara Jaya Tbk until now not developed and propose for carbon project.
2.1.2	No replacement of primary forest or any area identified as containing High Conservation Values (HCVs) or required to maintain or enhance HCVs in accordance with RSPO criterion 7.3 (it has changed be Criterion 7.12 in P&C 2018)	<p>Company statement: The company has been reporting disclosure and zero liability to RSPO. Progress result of review LUCA at follow up by email to RSPO.</p> <p>Auditor Verification : ANJA and its subsidiaries have been reporting disclosure and zero liability to RSPO by email dated August 24, 2015. The validation progress of Remediation and Compensation Plan (RaCP) for the area opened since November 1, 2005 without preceded by the identification of HCV in accordance with RaCP Procedure will be observed again on the next visit audit.</p> <p>Email from RSPO Secretariat on 21 October 2019 about RaCP Progress for PT Austindo Nusantara Jaya Agri – ANJ Siais POM, stated "after the internal review of the case and the request from ANJA SIAS, the Secretariat agrees to</p>

		<p>allow the extension for 12 months to close the NC. This means that the compensation plan should be approved by the next surveillance audit"</p> <p>Public Announcement Re-Audit PT Kayung Agro Lestari – Kasai POM (email from RSPO on 13 September 2019) via email) stated "Please note this unit are in the midst of their LUCA review process"</p>
2.1.3	Any new plantings since January 1 st 2010 must comply with the RSPO New Plantings Procedure.	<p>company statement: NPP has been applied</p> <p>Auditor Verification :</p> <ul style="list-style-type: none"> PT Galempa Sejahtera Bersama, NPP date of notification on May 2, 2014 PT Austindo Nusantara Jaya Tbk until now not developed and propose for carbon project.
2.1.4	Land conflicts, if any, are being resolved through a mutually agreed process, such as the RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO criteria 2.2, 6.4, 7.5 and 7.6 (it has changed be Criterion 4.8, 4.7 and 4.5 in P&C 2018).	<p>Company statement: There is land conflict, but there is documented evidence that land conflict has been process for resolution.</p> <p>Auditor verification : The company has had a mechanism for addressing land conflicts, described in the SOP of Handling Differences Opinion with the Community and Dispute Tenure (SOP-Leg-03, Issue 01, dated 1 September 2015),</p>
2.1.5	Labour disputes, if any, are being resolved through a mutually agreed process, in accordance with RSPO criterion 6.3 (it has changed be Criterion 4.2 in P&C 2018).	<p>Company statement: There is no labour disputes</p> <p>Auditor verification : The company has a mechanism for grievance described in SOP Handling of Differences of Opinion with Public and Land Dispute (Document No. SOP-EAD-01; Issue 01/00) dated August 1, 2013.</p> <p>A policy related to confidentiality of informant (whistle-blower) regulated in the SOP of Communication and Provision Information (Document No. SOP-Leg-02, Issue 01/04, dated 1 September 2015), it's mentioned in the section 6 of tis SOP.</p> <p>There is no information from public source and RSPO website on any labour conflict for uncertified unit of the group subsidiaries</p>
2.1.6	Legal non-compliance, if any, is being addressed through measures consistent with the requirements of RSPO P&C criterion 2.1 (it has changed be Criterion 4.2 in P&C 2018).	<p>Company statement: All legal requirement for palm oil plantation has been comply</p> <p>Auditor verification : PT Galempa Sejahtera Bersama</p> <ul style="list-style-type: none"> Status of PT GSB based on Forest Area Indicated (TGHK) is Non Forest Designated Area (Area Penggunaan Lain)

		<ul style="list-style-type: none"> • Location Permit No. 525/535/KEP/HUTBUNTAMBEN/2012, 20 April 2012 • Plantation Permit No. 525/423/KEP/HUTBUNTAMBEN/2013, 08 May 2013 • HGU on process • Environment Permit No. 211, 2013, dated 06 May 2013 • SEIA No. 210, 2013, dated 1 May 2013 <p>PT Austindo Nusantara Jaya, Tbk.</p> <ul style="list-style-type: none"> • Location Permit No. 12/2011, dated 6 oct 2012. Total area ± 40,000 Ha • Extention of Location Permit No. 74 Tahun 2014, dated 2 sept 2014. Total area ± 40,000 Ha • Converted forest area release by the Republic Indonesia Ministry of Forestry Number No. 131.09/118/B.MBT/2011, Tgl. 12 Oktober 2011 • Plantation Business Permit, According to West Papua Governor Decree No. 525/101/5/2013 Tahun 2013 for 40,000 Ha and 2 x 60 Ton FFB/Hours plant. • Environment Permit PKS 60 X 2 TPH, No. 660/147/7/2013 TAHUN 2013, dated 18 Juli 2013 • SK HGU (Inti), Number. 03/HGU/KEM-ATR/BPN/2015 dated 02 April 2015, 30.515,75 Ha
--	--	--

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 Initial Assessment

NCR No.	: 2021.01	Issued by	: Rahmat Abdiansyah
Date Issued	: 03 November 2021	Time Limit	: 02 November 2022
NC Grade	: Critical	Date of Closing	: 18 November 2021
Standard Ref. & Requirement	3.4.3 The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way.		
Evidence observed (filled by auditor):			
Based on the document review, the following evidences were obtained:			
PT PMP			
<ul style="list-style-type: none">The company already has an SIA management and monitoring plan for the 2020 period and has been implemented, for example, for the impact of clean water on the people of Kampung Sumano, and the impact of conservation policies.The company has reviewed/updated the SIA management and monitoring plan for 2021 which was prepared by the Malaysian Environmental Consultant. From the results of the review, there are recommendations for the management and monitoring plan of SIA for 5 years and an evaluation will be carried out every 2 years.The company has developed an SIA management and monitoring plan based on the results of a review conducted by the Malaysian Environmental Consultant for the period 2021-2022. In the SIA management and monitoring plan for the period 2021-2022, the impact of clean water on the community and the impact of conservation policies are no longer included in the management and monitoring plan. However, the company has not been able to show evidence of the impact of clean water and the conservation policy has been monitored and justified the successful management of social issues from the impact of clean water and the conservation policy.			
PT PPM			
<ul style="list-style-type: none">The company already has an SIA management and monitoring plan for the 2020 period and has been implemented, for example, for the impact of the village lighting issue, and clean water facilities.The company has reviewed/updated the SIA management and monitoring plan for 2021 which was prepared by the Malaysian Environmental Consultant. From the results of the review, there are recommendations for the management and monitoring plan of SIA for 5 years and an evaluation will be carried out every 2 years.The company has developed an SIA management and monitoring plan based on the results of a review conducted by the Malaysian Environmental Consultant for the period 2021-2022. In the SIA management and monitoring plan for the 2021-2022 period, the impact of the village lighting and clean water issues is still contained in the management and monitoring plan. However, the company has not been able to show evidence that the impact of the village lighting and clean water issues has been monitored and the justification for the successful management of social issues from the impact of village lighting and clean water.			
Non-Conformance Description (filled by auditor):			
PT PMP			
Based on this evidence, the company has not been able to show evidence of social impacts listed in the 2020 SIA management and monitoring plan, the level of success of its management has been monitored and the follow-up to the results of the monitoring carried out.			

PT PPM

Based on this evidence, the company has not been able to show evidence of social impacts listed in the 2020 SIA management and monitoring plan, the level of success of its management has been monitored and the follow-up to the results of the monitoring carried out.

Root Cause Analysis (filled by organization audited):

The personnel responsible for the management of the SIA (CID staff) do not yet understand how to monitor the 2020 SIA management and monitoring plan and ensure the success rate of its management and follow-up on the results of the monitoring carried out.

Correction (filled by organization audited):

- Carry out monitoring of the 2020 SIA management and monitoring plan and ensure the success rate of its management and follow-up on the results of the monitoring carried out.
- Provide participatory evidence on the level of success in monitoring compliance with aspects of the SIA recommendations.

Corrective Action (filled by organization audited):

- Carry out training to Personnel who are responsible for the management of SIA (CID Staff) on how to implement the monitoring of the SIA management plan and monitoring and ensure the level of success of its management as well as follow up on the results of the monitoring carried out.
- Include in CID's annual work program related to monitoring activities of the SIA management plan and monitoring and ensure the success rate of its management and follow-up in a participatory manner.

Assessor Evaluation and Conclusion (filled by auditor):

Auditor Verification November 6, 2021

The company has sent proof of improvement in the form of an explanation of the Root Cause Analysis, Corrections, and Corrective Actions. However, there are still some notes and questions from the Auditor that must be explained by the Company. In addition, the Company also needs to send evidence of supporting documents as corrections to non-conformities and as corrective actions taken. Based on this explanation, the discrepancy in this indicator is stated to be **still Not Fulfilled**.

Auditor Verification November 18, 2021

The company has sent proofs of repairs as follows:

- Evaluation of PT Permata Putera Mandiri's 2020 SIA management and monitoring plan conducted on November 13, 2021. The evaluation explains the realization of the management plan activities, success rate, and follow-up to the 2020 SIA management and monitoring plan, for example from conservation policies (hunting ban) which has been evaluated, clean water facilities have been evaluated and the company continues to program clean water facilities in the village, the workforce has been evaluated and follow-up will be carried out according to the company's needs by prioritizing the surrounding community.
- Evaluation of PT Putera Manunggal Perkasa's 2020 SIA management and monitoring plan conducted on November 13, 2021. The evaluation describes the realization of the management plan activities, success rates, and follow-up to the 2020 SIA management and monitoring plan.
- A questionnaire evaluating the success rate of management and monitoring of PT PPM and PMP SIA activities in 2020 consisting of Puragi Village, Sumano Village, and Benawa Village. The questionnaire was represented by several community members and workers such as the Village Head, Youth Leader, Pastor, Wholesale Head, Tua Marga, and the village secretary.
- Recapitulation of Questionnaire Results Evaluation of the 2020 SIA management and monitoring plan for PT Permata Putera Mandiri and PT Putera Manunggal Perkasa.
- Documentation of the evaluation of the 2020 SIA management and monitoring plan and the 2021 Management plan in Sumano Village, Benawa Village, and Puragi Village on 11-12 November 2021.

- Training Evaluation of Participatory AIS management and monitoring conducted on 11 November 2021 for CID Staff facilitated by the CID Manager. This activity is carried out as a corrective action from the company.
- 2021 CID annual Work Program for Evaluation of the Success of SIA Monitoring & Management and its Participatory Follow-up.
- Root cause analysis, corrections, and corrective actions that have been corrected based on the Auditor's questions and comments.

Based on the evidence of improvement sent by the Company, the non-conformity in this indicator is declared to have been **Fulfilled**.

Verified by : **Rahmat Abdiansyah**

NCR No.	: 2021.02	Issued by	: Hasiholan Sihombing
Date Issued	: 3 November 2021	Time Limit	: ASA-1
NC Grade	: Non-Critical	Date of Closing	: 18 November 2021
Standard Ref. & Requirement	6.7.2 Accident and emergency procedures in Indonesian language are in place and clearly understood by all workers. Assigned operatives trained in first aid are present in both field and other operations. First aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.		
Evidence observed (filled by auditor):			
<ul style="list-style-type: none">• The company has a Work Accident First Aid SOP (SOP-EHS-PMP-058 which has been in effect since February 2020) where the procedure explains that first aid equipment monitoring is carried out once a month.• The results of monitoring the first aid equipment brought by the fertilizer foreman and slashing foreman of Kasuari Estate in September 2021 were declared complete but there was no information regarding the monitoring of the expiration date of the first aid equipment.• The results of the field visit at Kasuari Estate block H27 Division B and block G11 Division E, in the first aid bag brought by the fertilizer foreman and slashing foreman found povidone iodine which had expired on September 5, 2020.• The company showed the minutes of the handover on 30 October 2021 for povidone iodine with an expiration date of 10 December 2023 to the fertilizer foreman of Division B and the slashing foreman of Division E Kasuari Estate, which showed that the povidone iodine in the 2 foremen had not been monitored for expiration in the monitoring period until September this 2021.			
Non-Conformance Description (filled by auditor):			
Based on this evidence, it was concluded that there were first aid kits (mobile) that had expired and were not monitored by the company in accordance with existing procedures.			
Root Cause Analysis (filled by organization audited):			
<ol style="list-style-type: none">1. The First Aid Kit (mobile) monitoring form still only accommodates monitoring of the amount of drug availability, does not accommodate monitoring for the expiration date of the drug2. The first aid training that has been carried out on 3-5 April 2021 still includes first aid treatment and monitoring the amount of medicine only, it has not accommodated monitoring the expiration date of drugs.			

Correction (filled by organization audited):

1. Check and replace expired drugs on the first aid kit (mobile).
2. Submit expired drugs to hazardous waste warehouse.
3. Replace the previous first aid kit monitoring form with a new first aid kit monitoring form that has accommodated the expiration date of the drug.
4. Refreshing the first aid kit (mobile) training on how to handle first aid and monitoring the amount of medication and the expiration date of the drug.

Corrective Action (filled by organization audited):

1. Revise the First Aid Kit (mobile) drug monitoring form which has included the expiration date of the drug, which is carried out by the first aid kit officer and checked by the Assistant and the Clinic.
2. Carry out training for first aid kit (mobile) officers on how to use and monitor first aid kit (mobile) drugs.
3. Carry out socialization to Assistants to monitor the results of the first aid kits monitoring carried out by the foreman.

Assessor Evaluation and Conclusion (filled by auditor):
Auditor Verification November 6, 2021

The company has sent proof of improvement in the form of an explanation of the Root Cause Analysis, Corrections, and Corrective Actions. However, there are still some notes and questions from the Auditor that must be explained by the Company. In addition, the Company also needs to send evidence of supporting documents as corrections to non-conformities or as corrective actions taken. Based on this explanation, the discrepancy in this indicator is stated to be still **Not Fulfilled**.

Auditor Verification November 18, 2021

The company has sent proof of improvement in the form of an explanation of the Root Cause Analysis, Corrections, and Corrective Actions. The company has also sent supporting documents related to evidence of repairs made by the company, such as:

- Revised First Aid SOP, in the SOP there are revisions related to the responsibilities of first aid workers and monitoring activities for first aid content.
- Revised first aid kit monitoring form.
- Evidence of the implementation of first aid training activities to first aid workers on November 11, 2021
- Minutes of handover of consumables/expires on November 11, 2021
- Medical waste handover letter to hazardous waste warehouse on November 12, 2021
- Evidence of the implementation of the monitoring mechanism for the use of the first aid kit training activities to Assistants and Managers.

Based on this explanation, the discrepancy in this indicator can be declared as **Fulfilled**.

Verified by : **Hasiholan Sihombing**

3.4.2. Opportunity for Improvement

No	Ref. Std.	Description
1	2.1.1	<p>Based on document verification, it is known that the Company does not yet have a permit to utilize POME for Land Applications. The company can show the progress of obtaining a permit for the utilization of POME to the Land Application, namely:</p> <ul style="list-style-type: none"> • Letter of Approval for the Assessment of Utilization of Wastewater from the Palm Oil Industry on Soil in Oil Palm Plantations by PT Putera Manunggal Perkasa No. 660/13/IPLC/DLH-MBT/III/2020 dated March 9, 2020. • A study report on the utilization of Palm Oil POME on Soil and a Program Report on the Plan for Utilization of Palm Oil Mill POME to PT PMP's plantation land. • Commercial/Operational Permits through the OSS system that have not fulfilled their commitment to PT Putera Manunggal Perkasa on December 4, 2020. • Final Report of the Study on the use of POME in collaboration between PT Putera Manunggal Perkasa and the Faculty of Mathematics and Natural Sciences, University of Papua in 2021. • The results of interviews with company representatives revealed that on November 5, 2021 the company will make a presentation to the Maybrat Regency Environmental Service regarding the final report on the study of the use of POME. <p>Based on document verification, it is known that up to the second stage of the assessment, the company has not yet obtained a permit to use POME for land applications from the local government. The company has the opportunity to ensure the progress of issuing permits for the use of POME for land applications from the local government</p>
2	2.1.3	<p>Legal or authorized boundaries are clearly demarcated and visibly maintained and there is no planting beyond these legal or authorized boundaries</p> <p>The company can show a map of the location and coordinates of where the HGU boundary markers should be located, obtained from BPN. The total HGU stakes that must be installed at PT PMP are 207 stakes and at PT PPM as many as 159 stakes. Then the company shows the realization of the stakes that have been installed for 2021, namely as many as 36 stakes at PT PMP and as many as 61 stakes at PT PPM. The company has also developed a program for installing HGU stakes to reach 100% by 2024. From management information, it is known that the difficulty in installing HGU stakes is because it is located in an HCV area where access is quite difficult.</p> <p>Therefore, companies are encouraged so that the installation of the HGU stakes can be realized in accordance with the program that has been prepared.</p>
3	2.2.2	<p>PT Putera Manunggal Perkasa and PT Permata Putera Mandiri already have a list of third parties (contractors and transporters) who cooperate in the company's operational activities. Where in the list it is known that there are 12 third parties (contractors and transporters) at PT Putera Manunggal Perkasa and 40 third parties (contractors and transporters) at PT Permata Putera Mandiri who cooperate in plantation and factory operational activities. Based on the results of the study of cooperation documents between the company and third parties (contractors and transporters), several important clauses have been stated to comply with applicable laws and regulations (legality, employment and OHS), policies/procedures at ANJ Group, no child labor (under 18 years), human trafficking or forced labour.</p> <p>As evidence of the fulfillment of the regulations contained in the respective cooperation between the company and the third party, the company has carried out regular monthly evaluations to ensure that all existing regulations have been complied with/implemented by the third party. From the results of the last monitoring in September 2021, the following data are known:</p>

No	Ref. Std.	Description
		<ul style="list-style-type: none"> PT Putera Manunggal Perkasa has 2 evaluation categories, namely evaluation for contractors and evaluation for contractor workers, where contractors have 6 criteria to be evaluated and contractor workers have 5 criteria. Of all the evaluated criteria, the fulfillment update until September 2021 is 76%, where there are the lowest evaluation results on the criteria for ownership of ID Card, BPJS and legality of business entities. PT Permata Putera Mandiri has 2 evaluation categories, namely evaluation for contractors and evaluation for contractor workers, where contractors have 6 criteria to be evaluated and contractor workers have 5 criteria. Of all the evaluated criteria, the fulfillment update until September 2021 is 61%, where there is the lowest evaluation result on the criteria for ownership of ID Card, BPJS and legality of business entities. <p>From the results of the fulfillment, it can be explained why the three criteria above are the lowest scores in their fulfillment, namely:</p> <ul style="list-style-type: none"> Ownership of ID Card – Based on interviews with the Contractor and the Manpower and Transmigration Offices of South Sorong Regency and Maybrat Regency, it has been stated that many of the surrounding communities in the company do not have ID cards because of the difficulty of reaching the Population and Civil Registry Office to collect data so that many workers who do not have an ID card at work. Even so, the company still allows the contractor workers to work in good faith to establish relationships with local communities. BPJS Health and Employment – In accordance with the first point above, there are still many workers who do not have ID cards, so automatically these contractor workers cannot be registered in the BPJS Employment and Health program. However, the company has noticed this by bringing in the Department of Population and Civil Registration in stages to gradually collect data regarding this matter. In addition, the results of interviews with contractor workers at PT Putera Mandiri Perkasa and PT Permata Putera Mandiri stated that the company helped workers in terms of health by providing free care and treatment at the clinic if they were sick. If a work accident occurs, it will be borne by a third party in terms of settlement and this has been stated in the agreement between the company and the third party. Legality of Business Entities – Based on the results of the study of legality documents for third parties in collaboration with the company, it is known that not all third parties have legal entities such as PT (Limited Companies) but there are still some that are still in the form of CV (Commanditaire Venootschap or Limited Liability Company) or individual (does not have a business entity). This is because there are still many local people who want cooperation with the company based on their respective clans/tribes so that it counts as assistance in providing opportunities to cooperate with companies for the surrounding community, if this is not fulfilled by the company it will cause a social problem in the community. in it. Due to the explanation above, the company is still unable to fulfill the legality of the business entity as a whole for all collaborating third parties. <p>Based on the explanation above, the company has prepared an Action Plan for the fulfillment of all existing laws and regulations for third parties that cooperate with it in 2022 and this will be routinely evaluated every month. In addition, there is also an Internal Memorandum No. IM-08-GM-PMP/PPM-21 dated July 19, 2021 regarding the Mechanism for Fulfillment of Contractors' Employment Aspects which explains the company's commitment to supervising and complying with labor regulations for each of its contractors to achieve 100%.</p> <p>The company has the opportunity to ensure that the Action Plan for Fulfillment of Laws and Regulations for Third Parties can be implemented, documented and monitored for each fulfillment until 2022.</p>

No	Ref. Std.	Description
4	7.3.1	The company has a waste management plan for Hazardous and Toxic Materials and Domestic Waste which are listed in the SOP for Waste Management for Hazardous and Toxic Materials and IK Reuse of used chemical containers. In the procedure it is explained that the use of used chemical containers is only allowed to be used other than for storage or food and beverage containers and toilets. In addition, assistants who use used chemical containers must take notes. The results of field observations to PMP POM, PMP Plantation and PPM it is known that the company has made use of used chemical containers for retailing of fertilizers, and used used grease containers as a place for workshop work tools and has also recorded the use of used chemical containers. The company has the opportunity to ensure monitoring of the use of used chemical containers and the recording has covered all used chemical containers.

3.4.3. Noteworthy Positive Components

No	Description
1	Commitment to implement the principles of sustainable oil palm plantation management.
2	The company has competent human resources in their respective fields.
3	The company no longer uses pesticides with the active ingredient paraquat
4	Presentation of documents is quite good
5	Has provisions related to BAMA (Foodstuffs) which are distributed free of charge to workers according to the working days they do and distributed every 15 days.
6	Has cooperation with Alirena Foundation to develop early childhood education in Sumano and Benawa Villages.
7	Received the 2020 Paritrana Award from BPJS Employment for the implementation of social security protection for workers in West Papua Province.
8	Has cooperation with BPJS Kesehatan Sorong Regency for Payment of Health Insurance Contributions for Non-Wage Recipients and Non-Workers as a Form of Corporate Social Responsibility.
9	Providing clinic facilities that already have permits and qualifications as Level 1 Health Facilities as a place for treatment for the surrounding community and contractor workers for free.

3.5 Summary of Arising Issues from Public and Auditor Verification

Public Issues (Institution/ NGO/Community)	Auditor Verification
Maybrat District Environmental Service Interviewee: Head of Department Date: 25 October 2021 <ul style="list-style-type: none"> The company already has an environmental document in the form of an AMDAL and already has an environmental permit that is in accordance with the provisions of the law. Permit for temporary storage of hazardous and toxic waste materials owned by the Company is still valid and has complied with the provisions. Mandatory reports carried out by routine companies such as reports on the implementation of RKL-RPL and Hazardous and Toxic Waste Management. For the POME management report, the company has reported a POME study report. The Environment Agency has monitored the environmental management carried out by the company. So far, there has never been a problem with the company in reporting several mandatory reports. So far, no environmental pollution issues have been carried out by the company. 	<p>There are no negative issues from Maybrat District Environmental Service. The explanation regarding the interview results has been explained in the report</p>
South Sorong Regency Environmental Service Interviewee: Head of Environmental Control and Supervision Section Date: 27 October 2021 <ul style="list-style-type: none"> The EIA documents owned by the company are in accordance with the provisions and the stages of preparation have also been appropriate and approved. Environmental permits are also owned by the Company. So far there have been no issues of environmental pollution by the company. According to the Environmental Service, the company's environmental management is considered quite good. Communication between the company and the Environment Agency is considered quite good. The company also routinely reports mandatory reports to the Environment Agency. There is an issue of poaching in the company's area. According to the Environment Agency, the company has a no-hunting policy, while local people hunt to fulfill their daily needs. The Environment Agency recommends that the company not restrict people from finding food by hunting. 	<p>There are no negative issues from the Environmental Service of South Sorong Regency. The explanation regarding the interview results has been explained in the report. For the issue of poaching, the company has managed it by conducting outreach to the community. Based on interviews with the company's HCV PIC, one way to reduce hunting activities, the company accepts the community as workers to reduce hunting activities.</p>
Sorong Selatan District Environmental Service Interviewee: Head of Department Date: 25 October 2021 <ul style="list-style-type: none"> PUP PT PMP is class II LPUP has been reported regularly 	<p>There are no negative issues that need further verification. The company has been actively</p>

Public Issues (Institution/ NGO/Community)	Auditor Verification
<ul style="list-style-type: none"> - Fire fighting infrastructure is considered very good with the garden class rating being class II - There are no cases of overlapping land with mining businesses - There are no cases of land claims by the community - There were no cases of fire in the last 2 years. 	<p>coordinating and routinely reporting mandatory reports to the Plantation Service.</p>
<p>Sorong Selatan District Environmental Service Interviewee: Head of Department Date: 27 October 2021</p> <ul style="list-style-type: none"> - No complaints from the surrounding community were reported to the agency due to disturbances caused by the company's operational activities. - The company has regularly submitted reports on the development of its plantation business. - Coordination and communication between companies and agencies has been well established. - There are no cases of land claims by the community - There are no fire cases in the last 2 years 	<p>There are no negative issues that need further verification. The company has been actively coordinating and routinely reporting mandatory reports to the Plantation Service.</p>
<p>Maju Bersama Sejahtera Cooperative (Plasma PT PPM). Interviewee: Treasurer Date: 27 October 2021</p> <ul style="list-style-type: none"> • The cooperation agreement between the Cooperative and the Company has not been completed because it is still constrained by the ratification of the CPCL (Prospective Farmers for Land Candidates) by the Governor of West Papua. • There is a Memorandum of Understanding between the company and the Cooperative and it has been agreed by both parties. • The company has conducted socialization related to the RSPO and also conducted trainings. • The management of plasma plantations will be carried out by the company (one management). • Currently the cooperative management has been formed, only for CPCL which has not been approved by the Governor. • The price of FFB will refer to the price set by the Government. 	<p>There are no negative issues from Plasma Maju Bersama Sejahtera Cooperative. The explanation regarding the interview results has been explained in the report</p>
<p>Sukka Mandiri Bersama Cooperative (Plasma PT PMP). Interviewee: Chairman Date: 27 October 2021</p> <ul style="list-style-type: none"> • The cooperation agreement between the Cooperative and the Company has not been completed because it is still constrained by the ratification of the CPCL (Prospective Farmers for Land Candidates) by the Governor of West Papua. • There is a Memorandum of Understanding between the 	<p>There are no negative issues from Plasma Sukka Mandiri Bersama Cooperative. The explanation regarding the interview results has been explained in the report</p>

Public Issues (Institution/ NGO/Community)	Auditor Verification
<p>company and the Cooperative and it has been agreed by both parties.</p> <ul style="list-style-type: none"> The company has conducted socialization related to the RSPO and also conducted trainings. The management of plasma plantations will be carried out by the company (plasma full managed by the company). Currently the cooperative management has been formed, only for CPCL which has not been approved by the Governor. The price of FFB will refer to the price set by the Government. 	
<p>Cooperative Mandiri Tunas Karya (Employee Cooperative) Interviewee: Treasurer Date: 27 October 2021</p> <ul style="list-style-type: none"> The Cooperative's line of business is selling spices, cooking oil, and snacks. In addition, the cooperative also provides money transfer services. Currently, there are 131 employees consisting of employees and staff. Principal savings of Rp. 150,000 and mandatory savings of Rp. 50,000/Month. The last Member Meeting was held in April 2021. The company has provided facilities for cooperatives in the form of offices for cooperatives. 	<p>There are no negative issues from Cooperative Mandiri Tunas Karya. The explanation regarding the interview results has been explained in the report.</p>
<p>Manpower and Transmigration Agency of Sorong Selatan Regency.</p> <p>The communication relationship between the company and the agency has been going well for the past few years. The company has routinely carried out routine employment reports (employee list) to the department every 3 months, this is done to ensure the absorption of the existing workforce. This is because the absorption of labor is quite low from the surrounding community so that the company must recruit workers from outside the region.</p> <p>The implementation of labor regulations has been quite well implemented by the company such as minimum wages, BPJS, overtime, provision of PPE, provision of health facilities and proper housing. This was conveyed based on the results of the official visit in March 2021 to the company to conduct routine work visits.</p> <p>Regarding internet news regarding citizen attacks on companies due to the occurrence of worker deaths in 2020 caused by work accidents, the company and the families of the workers have resolved it and it is no longer an issue for now.</p>	<p>Based on the document review, it is known that currently the company has implemented an employment system that refers to the laws and regulations in Indonesia such as minimum wages, BPJS, overtime, provision of PPE, provision of health facilities and proper housing. This has been proven by the provision of wages above the minimum wage, registration of all workers in the BPJS program, appropriate overtime payments and so on.</p> <p>Regarding the absorption of labor from the surrounding community, it has been clearly explained in the employment indicators above (6.2.7).</p> <p>Regarding the incident of citizen attacks against the company, it will be explained in more detail at the bottom of this table according to the link from the news source.</p>
<p>Trading, Manpower and Transmigration Agency of Maybrat Regency.</p> <p>The communication relationship between the company and the agency has been going well for the past few years. The company</p>	<p>Based on the document review, it is known that currently the company has implemented an</p>

Public Issues (Institution/ NGO/Community)	Auditor Verification
<p>has routinely carried out routine employment reports (employee list) to the department every 3 months, this is done to ensure the absorption of the existing workforce. This is because the absorption of labor is quite low from the surrounding community so that the company must recruit workers from outside the region.</p> <p>The implementation of labor regulations has been quite well implemented by the company such as minimum wages, BPJS, overtime, provision of PPE, provision of health facilities and proper housing. This was conveyed based on the results of the official visit in March 2021 to the company to conduct routine work visits.</p> <p>Regarding internet news regarding citizen attacks on companies due to the occurrence of worker deaths in 2020 caused by work accidents, the company and the families of the workers have resolved it and it is no longer an issue for now.</p>	<p>employment system that refers to the laws and regulations in Indonesia such as minimum wages, BPJS, overtime, provision of PPE, provision of health facilities and proper housing. This has been proven by the provision of wages above the minimum wage, registration of all workers in the BPJS program, appropriate overtime payments and so on.</p> <p>Regarding the absorption of labor from the surrounding community, it has been clearly explained in the employment indicators above (6.2.7).</p> <p>Regarding the incident of citizen attacks against the company, it will be explained in more detail at the bottom of this table according to the link from the news source.</p>
<p>Land Office South Sorong Regency Date of Interview: 27 October 2021 Interviewee: Staff</p> <ul style="list-style-type: none"> - The company already has land legality in the form of Land Title Rights (HGU) and HGU has also been made for plasma. - The company routinely reports the utilization of HGU every year, the latest being reported for the period 2020. - There is no land dispute issue that goes to the Land Office of South Sorong Regency. 	<p>The auditor has verified the conformity of the related indicators.</p>
<p>Village Representatives Date of Interview: 27 October 2021 Interviewee:</p> <ul style="list-style-type: none"> • Village Head of Sumano • Religious Leaders of Benawa 1 Village • Public Figure of Puragi • Public Figure of Ikana Village <ul style="list-style-type: none"> - The company absorbs workers from the village. - There is no land conflicts between the company and the surrounding community. - There is no environmental pollution issues. - The company has socialized about protected animals and conservation areas and put up a sign prohibiting hunting of certain animals around the plantation area. - Socialization of the prohibition on burning for land clearing has been conducted. - The company provides CSR to villages . - There is no problem with the communication between the village and the company and the company always responds to requests from the village. 	<p>There are no negative issues from the village community around the company. The explanation regarding the interview results has been explained in the report.</p>

Public Issues (Institution/ NGO/Community)	Auditor Verification
<p>Previous Land Owner / Customary Rights Owner Date of Interview: 27 October 2021 Interviewee:</p> <ul style="list-style-type: none"> • 4 person from Sumano Village • 2 person from Ikana Village • 3 person from Puragi Village • 3 person from Benawa 1 Village <ul style="list-style-type: none"> - Before the oil palm plantations were opened, the company held regular participatory meetings with the Tua Marga and members of the clans who own customary rights and explained the plans for the opening of oil palm plantations in the future. - The Tua Marga and members of the clan have agreed to release the customary land rights to be cleared for oil palm plantations and there is no coercion from other parties. - The community's understanding of land release is like renting land and not land compensation so that the village community understands that this land will later return to the community. - There is no problem communicating with the company and the company always responds to requests from villages or customary owners. - There are questions from the community regarding the profit sharing from plasma, but it has been explained that this is constrained by the CPCL (Prospective Farmers for Land Candidates) data because many people who will become prospective plasma farmers do not have an identity as an administrative requirement to be submitted to the government, so that it becomes hampered. - The company still often holds meetings with the Tua Marga and the clans with customary rights and at these meetings the community can express their aspirations. 	<p>There are no negative issues from the village community around the company. The explanation regarding the interview results has been explained in the report.</p>
<p>Bipartit Cooperation of PT Permata Putera Mandiri and PT Putera Manunggal Perkasa.</p> <p>Currently the company does not have a labor union because the workers do not want to form a labor union in the near future, so the company took the initiative to form a Bipartite Cooperation. Bipartite Cooperation itself has been formed since 2020 at PT Permata Putera Mandiri and PT Putera Manunggal Perkasa. Both have been approved by the Department of Manpower and Transmigration of Sorong Selatan Regency. The composition of workers' representatives and employers' representatives is balanced/equal so that there will be no dominance during the operation of the organization.</p> <p>Bipartite holds regular monthly meetings to discuss issues/events and complaints that occur in the company's operational areas. Where the best solution will be sought together from the point of view of workers and employers. Since 2020 until now (October</p>	<p>The company already has a Bipartite Cooperation which has been approved by the Manpower and Transmigration Office of Sorong Selatan Regency in 2020 for PT Permata Putera Mandiri and PT Putera Manunggal Perkasa. Regulations related to minimum wages, overtime calculations, provision of PPE, BPJS and other things have been implemented so that there are no issues related to wages since 2020 until now.</p> <p>There were also no issues/incidents related to harassment, violence, child labor, or human trafficking that occurred since 2020 until audit activities were carried out within the company.</p>



Public Issues (Institution/ NGO/Community)	Auditor Verification
2021) the company has properly implemented government regulations related to employment and K3 such as providing minimum wages, calculating overtime, providing PPE, BPJS and other things that are the rights of workers and obligations that must be given. by the company has been implemented. There has never been any activity of harassment, violence, child labor, or human trafficking that has occurred since 2020 until the audit activity was carried out.	
Employee Cooperative Papua Sejahtera Mandiri in PT Permata Putera Mandiri. A cooperative formed by the company since 2018 with the Toserba (Toko Serba Ada) business field and the provision of savings/transfer services through a mini ATM machine provided by the cooperative. The cooperative always provides primary and secondary needs for workers and their families in order to ensure stability and existence in the company. Currently, there are 199 workers who are members of the cooperative and of course it is planned to add more in the following years. The RAT (Annual Member Meeting) activity for the 2020 financial year has been carried out on February 20, 2021.	There are no issues related to the existence of employee cooperatives. So far, the workers have been quite helped by the existence of this cooperative in terms of their daily needs, welfare and so on.
Gender Committee PT Permata Putera Mandiri and PT Putera Manunggal Perkasa. The gender committee has been formed since 2017 with management from among workers and staff, where the management/members consist of male and female workers. Since 2020 there have been no issues related to gender, harassment, violence or serious violations of reproductive rights in the company's environment. It is now certain that none of the workers who work with chemicals are women, this is because the average person who works as maintenance workers is men. On average, female workers who work in companies will resign when they are married to live in their own village or come with their husbands.	There are no issues related to gender, harassment, violence or serious violations of reproductive rights in the company's environment.
News from Internet Media: Licenses of 4 Palm Oil Companies in South Sorong Resi Revoked (there is a statement in the news which states that PT Putera Manunggal Perkasa and PT Permata Putera Mandiri will have their licenses evaluated to be revoked) Links: https://www.infosawit.com/news/10856/izin-4-perusahaan-sawit-di-sorong-selatan-resmi-dicabut	The news on the link mentioned has been broken by several explanations from the interview results and also other evidence, namely: <ul style="list-style-type: none"> The results of an interview with the Plantation Service of South Sorong Regency which stated that the business licenses of PT Putera Manunggal Perkasa and PT Permata Putera Mandiri were not valid and would be revoked by the local government, because from the results of the PUP assessment and evaluation from the government, no violations were found by the local government. companies that may cause their licenses to be revoked. There was a press release on 18 August 2021 by Yohan H Kokurule (Assistant II of the Regional

Public Issues (Institution/ NGO/Community)	Auditor Verification
	<p>Secretariat of South Sorong Regency) stating that the revocation of the business licenses of PT Putera Manunggal Perkasa and PT Permata Putera Mandiri would be revoked is not true. Where he explained that the revocation of the business licenses of the four previous companies in South Sorong Regency was because the company had been given a business license but did not carry out its operations. Meanwhile, PT Putera Manunggal Perkasa and PT Permata Putera Mandiri will continue their plantation business because they do not have problems like the previous companies.</p>
<p>News from Internet Media: Allegedly PT. Putera Manunggal Perkasa Ignores Severance Pay for Layoff Workers from Dompu Residents.</p> <p>Links: https://mitrantb.com/2021/07/10/diduga-pt-putera-manunggal-perkasa-abaiakan-uang-pesangon-phk-buruh-asal-warga-dompu/</p>	<p>Based on the news, the company is considered to have ignored the severance pay of the worker concerned and dismissed him unilaterally, but the company can show evidence that all the rights of the worker concerned have been granted and the dismissal was not carried out unilaterally, including:</p> <ul style="list-style-type: none"> • Termination of work is carried out because the worker has been proven to have consumed alcohol in the company environment which is clearly stated in Article 45 of the Company Regulation concerning termination of employment for urgent reasons (one of which is drinking alcohol in the company environment). This is also recognized directly by the workers in accordance with the Minutes of Investigation No. 005/BAI-Sec.PMP-NPN/V/2021 dated 16 May 2021. • The process of terminating the worker is also in accordance with the laws and regulations, namely by providing severance pay according to the period of service as stipulated in PP 35 of 2021, where the company has provided separation money in accordance with the calculations stipulated in the Company Regulations as well as compensation for the rights of the worker. This is evidenced by the granting of Total Workers' Rights on June 11, 2021. <p>The company has also sent an email on July 14, 2021 to MITRANTB.com regarding the company's right of reply regarding the news provided. Where in the Response Letter it has been explained in detail the chronology and supporting evidence provided by the company to ensure that the worker's rights are not forgotten and the dismissal is not a unilateral dismissal. The company also requests that MITRANTB.com can straighten out previous news to its readers so that it becomes an example of the application of journalism</p>

Public Issues (Institution/ NGO/Community)	Auditor Verification
	that pays attention to the code of ethics for journalism (being independent, producing news that is accurate, balanced and not in bad faith). However, until the audit activity is carried out, there has been no response from the parties concerned.
<p>News from Internet Media: IPPMI (Iwaro Student Youth Association) Urges PT ANJ Group to Immediately Implement Seven Recommendations in 2015.</p> <p>Links: https://aman.or.id/news/read/ippmi-desak-pt-anj-group-segera-realisasikan-tujuh-rekomendasi-di-2015</p>	<p>Related to this news, the company and the indigenous peoples of the Iwaro tribe in Puragi village have stated that they do not recognize the existence of the IPPMI (Iwaro Student Student Association) and their demands because legally and customary rights, IPPMI is not a legitimate party to carry out customary law actions on behalf of Iwaro tribe. This is evidenced by the Statement Letter of the Iwaro Tribe of Puragi Village (there are representatives from 7 Iwaro Tribe Clans in Puragi Village) which was made on July 12, 2017 which explains that:</p> <ul style="list-style-type: none"> • Mr. Hendrik Gue is the only legal representative of the Marga Gue who has the right and legal to carry out customary law actions as regulated in the provisions of the laws and regulations made by the government. • Mr. Boas Manas is the only Head of the Iwaro Sorong Raya Tribe and Mr. Luther Manas is the Chairman of the Iwaro Puragi Indigenous Peoples Institution which is recognized/legitimate and has the right to carry out customary law actions on behalf of the Iwaro Tribe as regulated in the laws and regulations made by the government. • The Iwaro Tribe refused, declared null and void and did not acknowledge any legal actions carried out by other parties on behalf of the Indigenous Land Owners Community, the Gue Clan and the Iwaro Sorong Raya Customary Council other than the names previously mentioned. • In addition, the legal claims submitted by IPPMI (represented by Simon Soren and Epson Manutune) were not recognized by the Iwaro Tribe community residing in Puragi Village and strictly forbade them to act on behalf of the Indigenous Land Owners Community which disturbs public order and operational activities of PT Putera Manunggal Perkasa and PT Permata Putera Mandiri which are located in the customary territory of the Iwaro Tribe. <p>Based on the information above, the company and the Iwaro Tribe indigenous people in Kamung Puragi no longer recognize the existence of customary claims</p>

Public Issues (Institution/ NGO/Community)	Auditor Verification
	from the IPPMI, because IPPMI is not a representative of the Iwaro Tribe.
News from Internet Media: Instigated by Hoax, PT PMP Attacked Hundreds of People with Sharp Weapons Links: https://papuabaratpos.com/terhasut-hoax-pt-pmp-diserang-ratusan-masyarakat-dengan-senjata-tajam/	<p>As explained in the news, it is related to the chronology of attacks by hundreds of people with sharp weapons at PT Putera Manunggal Perkasa on February 15, 2020 due to a work accident that caused the death of company workers, but this was provoked into a murder incident. The result was that the local community came to the company at night to carry out attacks. This news has also been completed and does not continue during the audit activity, this is because all the rights of the deceased worker have been granted and customary issues have been completed by both parties, this is shown by the following evidence:</p> <ul style="list-style-type: none"> • Press Release dated 27 February 2020 from the family of the late Pilep Hohame who agreed to Tali Asih in cash and a long boat with 2 40 HP engines from PT Nawakara Perkasa Utama (Security Contractor) while PT Putera Manunggal Perkasa provided condolences, severance pay and death insurance which is the right of workers. • Evidence of handing over of cash payments from PT Nawakara Perkasa Utama, giving mourning money, and severance pay from PT Putera Manunggal Perkasa on February 26, 2020 in accordance with the agreement agreed upon by the three parties (family, PT Putera Manunggal Perkasa and PT Nawakara Perkasa Utama). • Documentation of the chronology of the settlement of fines from the first agreement to the awarding of the last customary fine in the form of a Long Boat with 2 40 HP engines to the family on March 24, 2020. <p>Based on the explanation above, the completion of the work accident incident that occurred at PT Putera Manunggal Perkasa has been completed by all parties and there are no more parties demanding other things from the incident.</p>
News from Internet Media: PT ANJ responds to the one-sided news of the heritage foundation Links: https://papuabaratpos.com/pt-anj-merespon-pemberitaan-sepihak-yayasan-pusaka/	<p>Based on the verification results on the Pusaka website, it is known that the reports of attacks on land defenders have been deleted.</p>
PT. SAI Masarif (Infrastructure Contractor) Date: 27 October 2021	

Public Issues (Institution/ NGO/Community)	Auditor Verification
<ul style="list-style-type: none"> - The company is engaged in infrastructure and supply of heavy equipment. - Communication between PT PMP and contractors has been well established and so far, there have been no complaints regarding late payments. - Contractor employees have been included in BPJS Health & Employment. 	<p>There are no negative issues that require further verification.</p>
<p>PT. WMS (General Contractor) Date: 27 October 2021</p> <ul style="list-style-type: none"> - The company is engaged in the business of transporting FFB, transporting CPO, transporting carriers, and transporting employees. - Communication between PT PMP and contractors has been well established and so far, there have been no complaints regarding late payments. - There are no child workers working in the company and the contractors have received socialization related to OHS that must be fulfilled. 	<p>There are no negative issues that require further verification.</p>

4.0	CERTIFIED ORGANISATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY
4.1	Formal Sign-off of Assessment Findings
	<p>Hereunder sign by management representative from inspected company to acknowledge a field assessment and agree for all content explained in this assessment report, included of non-compliance findings.</p> <p>Signed on behalf of:</p> <div style="display: flex; justify-content: space-around; align-items: flex-end;"> <div style="text-align: center;"> <p>PT Putera Manunggal Perkasa Management Representative</p>  <p><u>Antoperis Tarigan</u> Thursday, 18 November 2021</p> </div> <div style="text-align: center;"> <p>MUTU International Lead Auditor</p>  <p><u>Hasiholan Sihombing</u> Thursday, 18 November 2021</p> </div> </div>

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

No	Institution/ NGO/ Community	Address	Phone/ Email	Form of Communication	Date of Contact	Response	
						Yes	No
1	Environmental Service	South Sorong Regency	-	Interview by Phone	27 October 2021	✓	
2	Environmental Service	Maybrat Regency	-	Interview by Phone	25 October 2021	✓	
3	Plasma Cooperative Maju Bersama Sejahtera (Plasma PT PPM)	South Sorong Regency	-	Interview by Phone	27 October 2021	✓	
4	Suka Mandiri Bersama Cooperative (Plasma PT PMP)	South Sorong Regency	-	Interview by Phone	27 October 2021	✓	
5	Cooperative Mandiri Tunas Karya (Employee Cooperative)	South Sorong Regency	-	Interview by Phone	27 October 2021	✓	
6	Manpower and Transmigration Agency of Sorong Selatan Regency	South Sorong Regency	-	Interview by Phone	25 October 2021	✓	
7	Trading, Manpower and Transmigration Agency of Maybrat Regency	Maybrat Regency	-	Interview by Phone	27 October 2021	✓	
8	Bipartit Cooperation of PT Permata Putera Mandiri and PT Putera Manunggal Perkasa	PT Permata Putera Mandiri and PT Putera Manunggal Perkasa	-	Interview by Phone	27 October 2021	✓	
9	Employee Cooperative Papua Sejahtera Mandiri in PT Permata Putera Mandiri	PT Permata Putera Mandiri	-	Interview by Phone	27 October 2021	✓	
10	Gender Committee PT Permata Putera Mandiri and PT Putera Manunggal Perkasa	PT Permata Putera Mandiri and PT Putera Manunggal Perkasa	-	Interview by Phone	27 October 2021	✓	
11	Sumano Village	South Sorong Regency	-	Interview by Phone	27 October 2021	✓	
12	Ikana Village	South Sorong Regency	-	Interview by Phone	27 October 2021	✓	
13	Puragi Village	South Sorong Regency	-	Interview by Phone	27 October 2021	✓	
14	Benawa 1 Village	South Sorong Regency	-	Interview by Phone	27 October 2021	✓	
15	Previous Land Owner/ Customary Rights Owner <ul style="list-style-type: none"> 4 person from Sumano Village 2 person from Ikana Village 3 person from Puragi Village 3 person from Benawa 1 Village 	South Sorong Regency	-	Interview by Phone	27 October 2021	✓	
16	Land Office	South Sorong Regency	-	Interview by Phone	27 October 2021	✓	
17	World Wide Fund	-	wwwf-	Via email	18 October		✓

No	Institution/ NGO/ Community	Address	Phone/ Email	Form of Communication	Date of Contact	Response	
						Yes	No
			indonesia@wwf.or.id		2021		
18	Wahana Lingkungan Hidup Indonesia	-	informasi@walhi.or.id	Via email	18 October 2021		✓
19	Sawit Watch	-	info@sawitwatch.or.id	Via email	18 October 2021		✓
20	Aliansi Masyarakat Adat Nusantara	-	rumahaman@cbn.net.id	Via email	18 October 2021		✓

Appendix 2. Assessment Program

DATE	24 October – 04 November 2021	
PLANNED TIME	PROCESSES / CLAUSES TO BE AUDITED	AUDITOR
Sunday, 24 October 2021		
21.00 –	Auditor Team flight from JAKARTA to SORONG, WEST PAPUA	All Auditor
Monday, 25 October 2021		
10.00 – 12.00	Arrived in Sorong City	All Auditor
14.00 – 15.00	OPENING MEETING VIRTUAL <ul style="list-style-type: none"> Auditee Speech (Introduction of PIC, Profile of Certified Management Unit) Auditor Team Speech (Introduction, Audit Objective, Audit Scope, Audit Plan Discussion, Determine of Audit Sample, Transparency and Confidentiality Clarification) 	Management of Unit Certification All Auditor
15.00 – 17.00	Document Verification from Sorong City	All Auditor
17.00 –	Rest in Sorong City	All Auditor
Tuesday, 26 October 2021		
08.00 – 15.00	Travel from the Sorong City to the audit location (PT Putera Manunggal Perkasa)	All Auditor
15.00 – 17.00	Starting Quarantine according to company procedures and verifying documents	All Auditor
Wednesday, 27 October 2021		
08.00 – 12.00	While doing quarantine, auditors perform the following activities: <ul style="list-style-type: none"> Stakeholders consultation by phone to related agencies Stakeholder consultation to affected communities surrounding the plantations, indigenous peoples, local communities and previous land owners by phone Interview by phone with Gender Committee, Worker's Union, Worker's Cooperative (if any), Local Contractor (for Mill and Estate), Smallholders, Third Party Supplier (if any), local NGO (if any) Document Verification 	All Auditor All Auditor All Auditor All Auditor
12.00 – 14.00	Break	All Auditor
14.00 – 17.00	Continuing stakeholder consultation and verifying documents	All Auditor
Thursday, 28 October 2021		
08.00 – 12.00	While doing quarantine, auditors perform Document Verification	All Auditor
12.00 – 14.00	Break	All Auditor
14.00 – 17.00	Continuing Document Verification	All Auditor
Friday, 29 October 2021		

DATE	24 October – 04 November 2021	
PLANNED TIME	PROCESSES / CLAUSES TO BE AUDITED	AUDITOR
08.00 – 12.00	Field Observation to Kasuari Estate (PT Putera Manunggal Perkasa) Aspect to be verified : <ul style="list-style-type: none"> • Implementation of Legal Aspect (Land Ownership, Legal Boundaries), HCV; • Implementation of Agronomy Aspect (Harvesting & Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application), Implementation of Occupational Health & Safety Aspect, Implementation of Employment Procedure and Mechanism Aspect • Implementation of Environmental, and Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management), Observation of Workers Facilities (Housing, School, Worship Place). 	HHS HHS RAB
	Field Observation to Cenderawasih Estate (PT Putera Manunggal Perkasa) Aspect to be verified : <ul style="list-style-type: none"> • Implementation of Legal Aspect (Land Ownership, Legal Boundaries), HCV; • Implementation of Agronomy Aspect (Harvesting & Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application), Implementation of Occupational Health & Safety Aspect, Implementation of Employment Procedure and Mechanism Aspect • Implementation of Environmental, and Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management), Observation of Workers Facilities (Housing, School, Worship Place). 	RGR RGR RGR/FAH
12.00 – 14.00	Break	
14.00 – 17.00	Field observation to Putera Manunggal Perkasa POM <ul style="list-style-type: none"> • Supply Chain verification (FFB Receiving, Weighbridge) • Implementation of Occupational Health & Safety Aspect, Implementation of Employment Procedure and Mechanism Aspect, security post, FFB Sorting, Processing Activity, Despatch CPO) • Implementation of Environmental aspect, Inspection to Chemical Storage, Hazardous Waste Storage, Fire Control Simulation, POME Pond & land application 	HHS HHS/FAH RAB/RGR
Saturday, 30 October 2021		
08.00 – 12.00	Field Observation to Gaina Estate (PT Permata Putera Mandiri) Aspect to be verified : <ul style="list-style-type: none"> • Implementation of Legal Aspect (Land Ownership, Legal Boundaries), HCV; • Implementation of Agronomy Aspect (Harvesting & Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application), Implementation of Occupational Health & Safety Aspect, Implementation of Employment Procedure and Mechanism Aspect • Implementation of Environmental, and Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management), Observation of Workers Facilities (Housing, School, Worship Place). 	HHS HHS RAB
	Field Observation to Metamani Estate (PT Permata Putera Mandiri) Aspect to be verified : <ul style="list-style-type: none"> • Implementation of Legal Aspect (Land Ownership, Legal Boundaries), HCV; 	RGR

DATE	24 October – 04 November 2021	
PLANNED TIME	PROCESSES / CLAUSES TO BE AUDITED	AUDITOR
	<ul style="list-style-type: none"> Implementation of Agronomy Aspect (Harvesting & Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application), Implementation of Occupational Health & Safety Aspect, Implementation of Employment Procedure and Mechanism Aspect Implementation of Environmental, and Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management), Observation of Workers Facilities (Housing, School, Worship Place). 	RGR
12.00 – 14.00	Break	RGR/FAH
14.00 – 17.00	Continuing Document Verification	All Auditor
Sunday, 31 October 2021		
	DAY OFF	All Auditor
08.00 –	Auditor travels from audit site to Sorong City and stays in Sorong City	All Auditor
Monday, 1 November 2021		
08.00 – 09.00	Continue document verification via online from Sorong City	All Auditor
12.00 – 14.00	Break	All Auditor
14.00 – 17.00	Continue document verification via online from Sorong City	All Auditor
Tuesday, 2 November 2021		
08.00 – 09.00	Auditor doing PCR swab test in Sorong City	All Auditor
09.00 – 12.00	Continue document verification via online from Sorong City	All Auditor
12.00 – 14.00	Break	All Auditor
14.00 – 17.00	Continue document verification via online from Sorong City	All Auditor
Wednesday, 3 November 2021		
08.00 – 12.00	Interim Meeting (closing meeting preparation)	All Auditor
12.00 – 14.00	Break	All Auditor
14.00 – Selesai	CLOSING MEETING VIRTUAL <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
Thursday, 4 November 2021		
08.00 – 14.00	Auditor Team flight from SORONG, WEST PAPUA to JAKARTA	All Auditor