

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

### [ ✓ ] Initial Certification

Name of Management Organisation : Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera  
 Plantation Name : Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera  
 Location : Tebing Tinggi Village, Pangkatan Sub District, Labuhanbatu District, Sumatera Utara Province, Indonesia  
 Certificate Code : MUTU-RSPO/170  
 Date of Certificate Issue : 17 May 2022      Date of License Issue : 17 May 2022  
 Date of Certificate Expiry : 16 May 2027      Date of License Expiry : 16 May 2023

Assessment	Assessment Date	PT. Mutuagung Lestari Auditor	Reviewed by	Approved by
IC	19 to 20 April 2022	Briyogi Shadiwa (Lead Auditor), Erika Lucitawati, Kiki Fadli	Harso Yuli Antena	Ardiansyah

Assessment	Approved by MUTUAGUNG LESTARI on:
IC	17 May 2022

**TABLE OF CONTENT**
**FIGURE**

Figure 1. Location Map of Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera	1
Figure 2. Operational Map of Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera	2
Abbreviations Used	3

**1.0 SCOPE of the CERTIFICATION ASSESSMENT**

1.1 Assessment Standard Used	4
1.2 Organisation Information	4
1.3 Type of Assessment	4
1.4 Location of Plantations	4
1.5 Description of Area Statement	4
1.6 Planting Year and Cycles	4
1.7 Description of Supply Base	5
1.8 Tonnage Product	5
1.9 Other Certification	6

**2.0 ASSESSMENT PROCESS**

2.1 Assessment Team	7
2.2 Assessment Methodology, Assessment Process and Locations of Assessment	7
2.3 Stakeholder Consultation and Stakeholders Contacted	8
2.4 Determining Next Assessment	9

**3.0 ASSESSMENT FINDINGS**

3.1 Summary of Assessment Report of the RSPO Certification	10
3.2 Conformity Checklist of Certificate and Logo Use	33
3.3 Identification of Findings, Corrective Actions, Observations, Opportunity for Improvement and Noteworthy Positive Components	34
3.4 Summary of Arising Issues from Public and Auditor Verification	36

**4.0 CERTIFIED ORGANISATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY**

4.1 Formal Signing of Assessment Findings	37
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**APPENDICES**

1. List of Stakeholders Contacted in the RSPO Certification Process	38
2. Assessment Program	39
3. Smallholders Data	40

Figure 1. Location Map of Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera

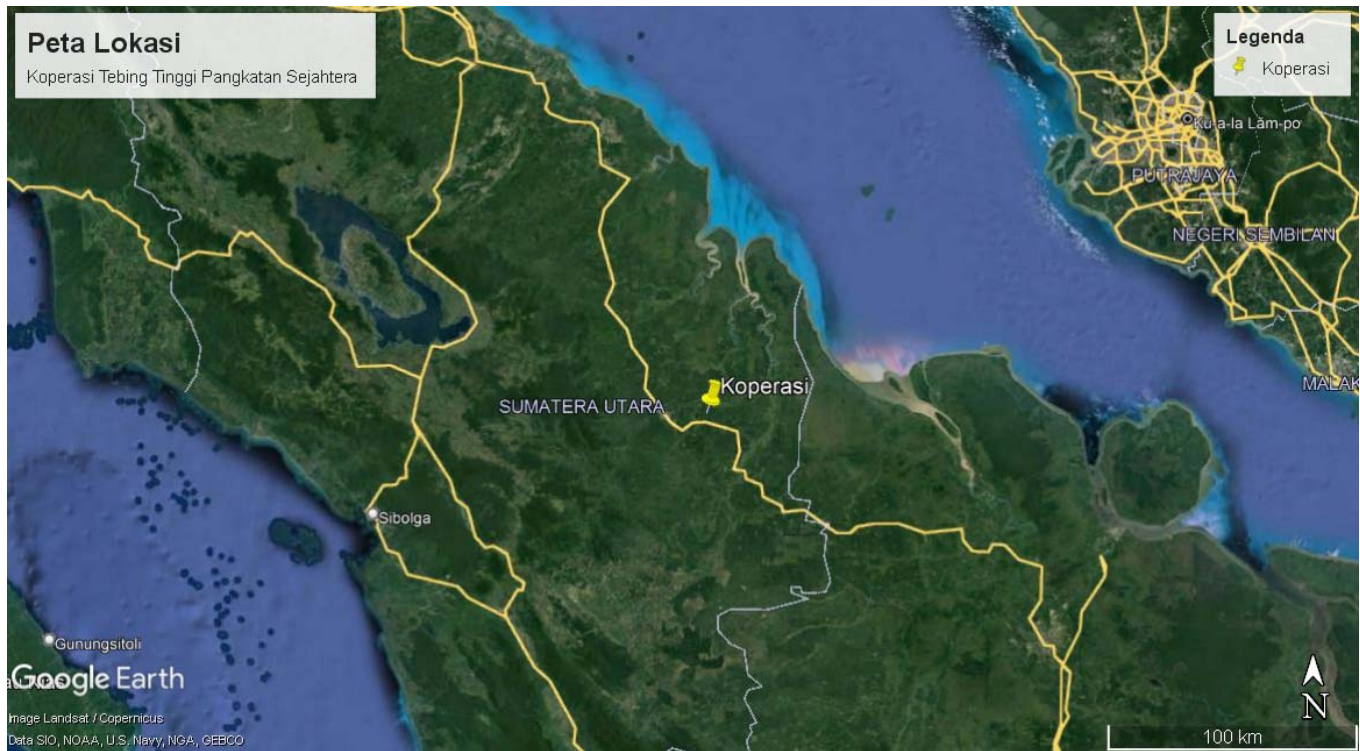
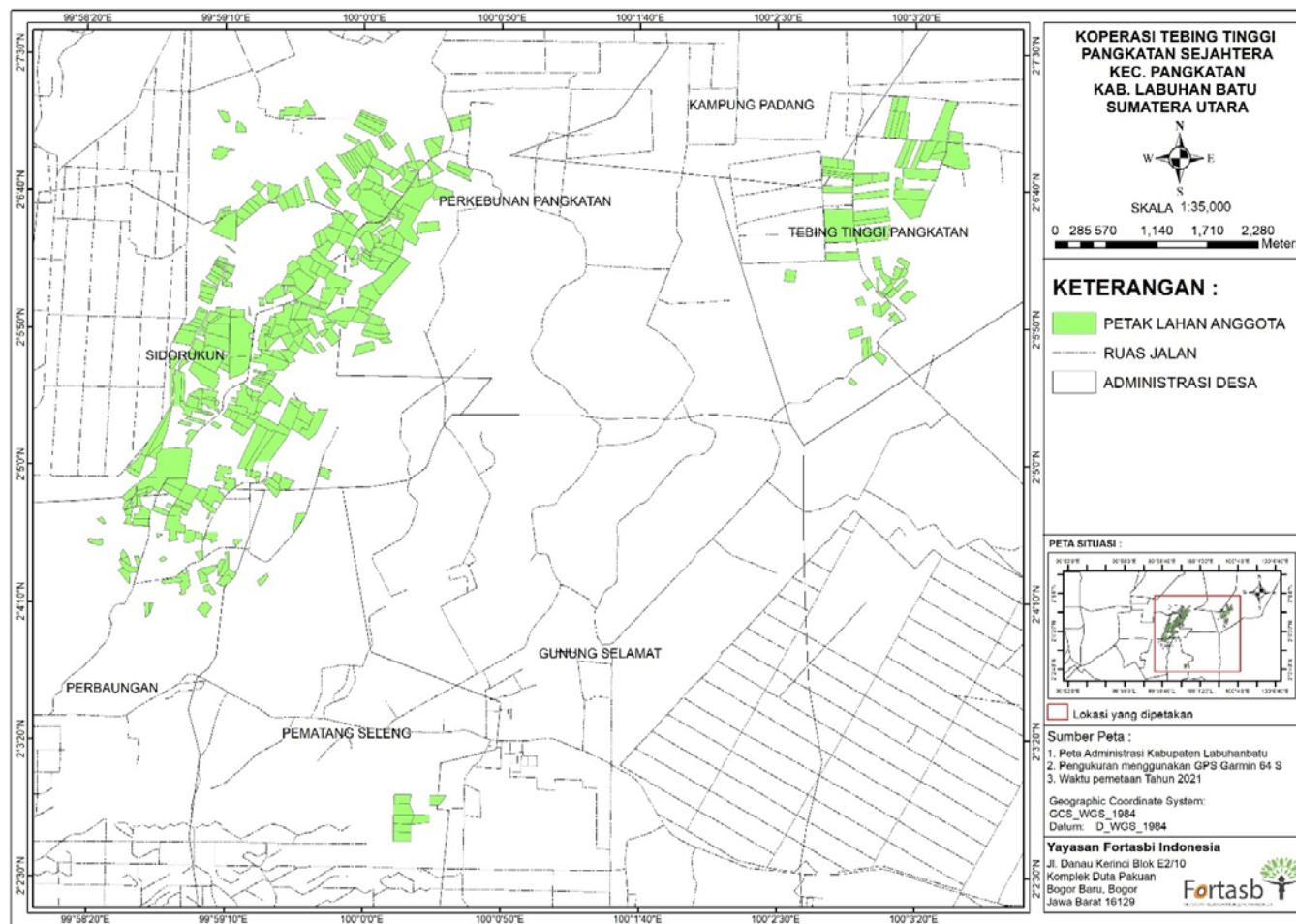


Figure 2. Operational Map of Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera



**Abbreviations Used**

FCL	:	Final Compensation Liability
FFB	:	Fresh Fruit Bunch
FPIC	:	Free, Prior and Informed Consent
GAP	:	Good Agriculture Practice
HCV	:	High Conservation Value
HCS	:	High Carbon Stock
ICS	:	Internal Control System
ID	:	Identification
IDR	:	Indonesian Rupiah
ISH	:	Independent Smallholder
KKTTPS	:	Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera
LUCA	:	Land Use Change Analysis
OHS	:	Occupational Health and Safety
PPE	:	Personal Protective Equipment
RSPO	:	Roundtable Sustainable Palm Oil
RTE	:	Rare, Threaten, and Endangered
SHM	:	<i>Sertifikat Hak Milik</i> (Land Owner Certificate)
SKT	:	<i>Surat Keterangan Tanah</i> (Land Certificate)
SOP	:	Standard Operational Procedure
WHO	:	World Health Organization

1.0	SCOPE of the CERTIFICATION ASSESSMENT		
1.1	Assessment Standard Used	<ul style="list-style-type: none"> <li>RSPO Certification Systems for Principles &amp; Criteria and RSPO Independent Smallholder Standard Endorsed by the RSPO Board of Governors on 12 November 2020</li> <li>RSPO Independent Smallholder Standard, 6 November 2019</li> </ul>	
1.2	Organisation Information		
1.2.1	Organisation name listed in the certificate	Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera	
1.2.2	Contact person	Khairul Anam	
1.2.3	Organisation address and site address	Tebing Tinggi Village, Pangkatan Sub District, Labuhanbatu District, Sumatera Utara Province, Indonesia	
1.2.4	Telephone	-	
1.2.5	Fax	-	
1.2.6	E-mail	<a href="mailto:pangkatansejahtera@gmail.com">pangkatansejahtera@gmail.com</a>	
1.2.7	Web page address	-	
1.2.8	Management Representative who completed the application for certification	Khairul Anam	
1.2.9	Registered as RSPO member	1-0363-22-000-00 – 3 March 2022	
1.3	Type of Assessment		
1.3.1	Scope of Assessment and Number of Management Unit	239 smallholders with total area 685.33 Ha	
1.3.2	Type of certificate	Single	
1.4	Locations of Plantation		
1.4.1	Location of Certification Scope of Supply Base		
	Name of Smallholder Organisation	Location	Coordinate
			Latitude Longitude
	Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera	Tebing Tinggi Village, Pangkatan Sub District, Labuhanbatu District, Sumatera Utara Province, Indonesia	N 02° 05' 27.492" E 99° 58' 58.8"
1.5	Description of Area Statement		
1.5.1	Tenure		
	• State	- Ha	
	• Community	685.33 Ha	
1.5.2	Area Statement		
	• Total area	685.33 Ha	
	• Mature area	685.33 Ha	
1.6	Planting Year and Cycles		
1.6.1	Age profile of planting year		
	Planting Year	Hectarage (Ha)	
		Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera	Total

	1975	4.00	4.00		
	1976	1.00	1.00		
	1980	34.10	34.10		
	1981	1.40	1.40		
	1982	3.40	3.40		
	1983	12.90	12.90		
	1984	1.70	1.70		
	1985	8.90	8.90		
	1986	2.80	2.80		
	1987	1.50	1.50		
	1988	5.10	5.10		
	1989	9.70	9.70		
	1990	53.00	53.00		
	1991	9.20	9.20		
	1992	15.20	15.20		
	1993	49.20	49.20		
	1994	4.40	4.40		
	1995	61.30	61.30		
	1996	82.43	82.43		
	1997	40.90	40.90		
	1998	37.10	37.10		
	1999	60.10	60.10		
	2000	42.10	42.10		
	2001	33.40	33.40		
	2002	46.00	46.00		
	2003	12.70	12.70		
	2004	38.70	38.70		
	2005	13.10	13.10		
		TOTAL	685.33	685.33	
	1.6.2	New Planting area after January 2010	- Ha		
1.6.3	Planting Cycle	1 <sup>st</sup> Cycle			
1.7	Description of Supply Base				
1.7.1	Description of Certification Scope of Supply Base				
	Name of Smallholder Organisation	Total Area (Ha)	Production Area (Ha)	FFB (tonnes/year)	Yield (tonnes/ha/year)
	Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera	685.33	685.33	13,339.84	19.46
	*Production data source from April 2021 to March 2022				
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 Production	-		-	
	• CSPO Production	-		-	
	• CSPKE Production	-		-	
	• CSPKO Production	-		-	



	Will be verified on ASA						
1.8.2	Product selling						
	Tonnage of selling product		Actual selling product for last year (MT)				
	• IS-CSPO sold as RSPO Credit		-				
	• IS-CSPK sold as RSPO Credit		-				
	• IS-CSPKE sold as RSPO Credit		-				
	• FFB sold as RSPO Certified Product		-				
	• FFB sold under other scheme		-				
	• FFB sold as conventional		-				
	Will be verified on ASA						
1.8.3	Estimate Certified FFB Claim						
	Name of Smallholder Organisation		Total Area (Ha)	Production Area (Ha)	FFB (tonnes/year)	Yield (tonnes/ha/year)	
	Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera		685.33	685.33	13,800.00	20.14	
	*Projected FFB production for 12 months of certificate						
1.8.4	Estimate Certified Palm Product Claim						
	FFB Processed (tonnes/year)	CPO		CSPKE		CSPKO	
		Out put (tonnes)	Extraction (%)	Out put (tonnes)	Extraction (%)	Out put (tonnes)	Extraction (%)
	-	-	-	-	-	-	-
1.9	Other Certifications						
	Others			-			



2.0	ASSESSMENT PROCESS
2.1	Assessment Team
IC	<p>1. Briyogi Shadiwa (Lead Auditor). Indonesian citizens. Associate Degree of Oil Palm Plantation, Bogor Agricultural University. He has work experience since 2009 in several private oil palm plantation companies in Indonesia as Assistant Agronomy and Agronomy Quality Control. The trainings that have been attended include: RSPO Lead Auditor Course by Checkmark, ISPO Auditor Training by LPP, Lead Auditor ISO 9001: 2015, RSPO Supply Chain Certification Training Course by Checkmark, Lead Auditor ISO 14001: 2015, SMK3 Awareness, OHSAS 18001 Awareness: 2007, SA 8000 Awareness, ISO 45001: 2018 Awareness, General OHS Expert Training and ISH Lead auditor training conducted by RSPO. In this audit, he verified ICS, SCC and Legal aspects.</p> <p>2. Erika Lucitawati (Auditor). Indonesian citizen. Bachelor of Engineering with major in Environmental Engineering. The trainings that have been attended include ISPO Lead Training, RSPO Lead Training, In House Training of ISO 19011: 2018, ISO 17021: 2015, ISO 17065: 2012, ISO 9001: 2015, ISO 14001: 2015, ISO 45001: 2018, The Supervision of Occupational Health and Safety Training and ISH Lead auditor training conducted by RSPO. During this assessment, she verified environmental, conservation, and transparency aspects.</p> <p>3. Kiki Fadli (Auditor Trainee). Indonesian citizen. Bachelor of Agricultural Engineering, Agricultural Engineering Study Program. Has experience working in the sustainability department in private and state-owned oil palm plantations. Has attended training on New Refreshment Lead Auditor ISPO, Lead Auditor RSPO, General OHS Expert, ISO 9001:2008, ISO 14001:2015, ISO 17021, ISO 17065, HCV, SMK3 and ISH Lead auditor training conducted by RSPO. During this assessment, he verified the BMP, OHS, and worker welfare aspects under supervision of Lead Auditor.</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 : 2 auditor and 1 auditor trainee</p> <p>Number of days for MS-B at site : 2 days</p> <p>Number of working days for MS-B at site : 4 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 Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera to the requirements of RSPO Independent Smallholder Standard, 6 November 2019 and RSPO Certification Systems for Principles &amp; 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) interview, aiming to obtain more detailed information and cross check the information; and (3) field observation, aiming to observe directly the sufficiency of implementation on site.</p> <p>Some opportunities for improvement of the results MS-B 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</p> <p>Improvement of findings from main assessment findings were observed by auditors at this MS-B assessment. All information obtained was recorded in Check List of PT Mutuagung Lestari (MUTU) and part of MS-B</p> <p>Team of auditor started their trip from Jakarta to Rantauprapat and continued to site. Opening Meeting in the Meeting Room of KKTPS. Opening meeting was attended by head of organization, ICS and other related personnel.</p> <p>Public Stakeholder Notification was made on 17 March 2022. There is no written negative feedback receive. Stakeholder consultation involved external stakeholders.</p>

	<p>Meetings were held with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings. The comments made by external stakeholders were also taken into account in the assessment</p> <p>Structured worker and members interview with male and female workers were held in private at the workplace. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal meetings at their housing. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Appendix 1.</p> <p>The assessment program please find Appendix 2</p>
2.2.3	Locations of Assessment
IC	<p>The sample size should then be determined by the formula <math>(\sqrt{y}) \times (z)</math>, where y is the number of smallholders, z is the multiplier defined by the risk assessment. Multipliers are set as follows: Low risk = multiplier of 1; Medium risk = multiplier of 1.2, and High risk = multiplier of 2. The risk assessed by auditor team is medium risk because the area is homogen (no replanting) and only in one village.</p> <p>Based on that's formula the minimum numbers of sampling are 19 smallholders. The sampling location consider the issue arose from the review documents and stakeholder's consultation that are fundamental and crucial. The smallholders and locations visited by auditor were:</p> <ul style="list-style-type: none"> <li>• 4 Members of Sitiawan Smallholder Group. Field Observation and interview related to best practices, legality, environmental, and worker welfare.</li> <li>• 1 Members of Gapuk Smallholder Group. Field Observation and interview related to best practices, legality, environmental, and worker welfare.</li> <li>• 3 Members of Ujung Batu Smallholder Group. Field Observation and interview related to best practices, legality, environmental, and worker welfare.</li> <li>• 1 Members of Kampung Malaka Smallholder Group. Field Observation and interview related to best practices, legality, environmental, and worker welfare.</li> <li>• 10 Members of Karang Anyar Smallholder Group. Field observations and interviews related to best practice, legality, environment, and implementation related to certification.</li> <li>• KKTTPS meeting office. Interview to the farmers group related to ICS, SCC, best practices, OHS, legality, environmental, and worker welfare.</li> </ul> <p>Based on the field observation above, the auditor has conducted field observations and interviews with 19 samples of members according to a predetermined formula.</p>
2.3	Stakeholder Consultation and Stakeholders Contacted
2.3.1	Summary of stakeholder consultation process.
IC	<p>Consultation of stakeholders for Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera was held by:</p> <ul style="list-style-type: none"> <li>• Public Notification on RSPO and MUTU website 17 March 2022.</li> <li>• Public consultation meeting with government institution 19 April 2022</li> <li>• Consultation with NGO (WWF, Sawit Watch &amp; Walhi) via email on 12 April, 2022</li> </ul> <p>Numbers of input from stakeholders were clarified by Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera as a part of this report.</p>
2.3.2	Stakeholder contacted
	Please find appendix 1

2.4	Determining Next Assessment
	The next visit (ASA-1) will be conducted 9 to 12 months after certificate issued.

### 3.0 ASSESSMENT FINDINGS

#### 3.1 Summary of Assessment Report of the RSPO Certification

MUTUAGUNG LESTARI has conducted an assessment of Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera operation consisting of 239 smallholders.

During the assessment, there were zero (0) conformities and one (1) opportunity(s) for improvement were identified.

MUTUAGUNG LESTARI found that Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera complied with the requirements of RSPO Independent Smallholder Standard, 6 November 2019 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.

##### 3.1.1 The system requirements for Group Formation and Management (including the Internal Control System) that are only applicable to the group manager

Ref Std.	VERIFICATION RESULT of MUTU-Certification	
<b>A – ICS: Group Entity and Group Management Requirements</b>		
<b>A.1 The Group demonstrates that they are legally formed</b>		
<b>A.1.1</b> <b>Eligibility</b> The cooperative has determined its management structure in the form of “ <i>Struktur Organisasi Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera</i> ”, which was set on April 6, 2021. In this stipulation, Khairul Anam is appointed as the Chairperson of the Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera. In addition to the determination of the chairman of the cooperative, the document also stipulates that all cooperative management are group managers in controlling cooperatives. One of the tasks is to carry out internal audit activities and also monitor cultivation aspects in the field.		
<b>MS A</b> Same as Eligibility		
<b>MS B</b> Same as Eligibility		
<b>A.1.2</b> <b>Eligibility</b> The cooperative has legalized the establishment of a legal entity in the name of the <i>Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera</i> domiciled in Labuhanbatu District in accordance with the Copy of Deed Number 10 dated April 16, 2020 drawn up by Elviana Sagala, SH., M.Kn, domiciled in Labuhanbatu District with number registration AHU-0003308.AH.01.26.TAHUN 2020 based on the Decree of the Minister of Law and Human Rights of the Republic of Indonesia.		
<b>MS A</b> Same as Eligibility		
<b>MS B</b> Same as Eligibility		
<b>A.1.3</b> <b>Eligibility</b>		

The cooperative has a policy related to the requirements to become a member in the SOP Criteria and Member Requirements (No.: 1/SOP/SPA/ICS/KK-TTPS/IV/2021) which was set on April 9, 2021. The document describes the requirements for become a member, including:

- Willingness of prospective members to follow the rules of the RSPO certification unit.
- Have clear land legality as evidenced by a land ownership certificate.
- Land for prospective farmers may not be in peat land, forest areas or areas in conflict.
- Must show a power of attorney as manager from the land owner.

**MS A**

Same as Eligibility

**MS B**

Same as Eligibility

**A.1.4**

**Eligibility**

The cooperative shows proof of ratification of the requirements for farmer members, for example in the recording of the farmer's statement on behalf of Sutrisno which was signed by him on October 28, 2021. The recording contains a statement of the commitment of the farmer before becoming a member, for example:

- Use of best management practices for palm oil.
- No burning to prepare land or control pests.
- Protect HCV and HCS forests through a precautionary approach.
- Provide safe working conditions and facilities.
- Ensure that there are no child labor practices in plantation operations.
- Ensure that there are no forced labor practices in plantation operations and stop any forced labor practices that still exist.

**MS A**

Based on the results of the document review at the cooperative office. the auditor found on a sample basis that 19 members had signed a commitment to comply with the RSPO principles as well as the requirements of other members. This was also confirmed by the results of field interviews, where the farmers admitted that they had signed all the requirements.

**MS B**

Based on the results of interviews with 19 samples of farmers in the field, farmers who are members of cooperatives are able to demonstrate the requirements to become members of cooperatives, starting from the need for land ownership documents to commitment to implementing the RSPO principles.

Status: Comply

**A.2 The Group Manager is responsible for managing the Group for certification**

**A.2.1**

**Eligibility**

The cooperative has a work program that is listed in the work program document for cooperative for the period 2021 - 2022 which was approved by the manager on April 6, 2021. The document has included the implementation time, for example:

**2021**

- Identification of significant environmental/OHS aspects and impacts in April.
- Evaluation of environmental programs, objectives and targets every 3 months.

**2022**

- Internal audit in October.
- Monthly hazardous and toxic materials recapitulation.

**MS A**

The cooperative also displays documentation of the implementation of work programs carried out in 2021, such as:

- Management review meeting.
- Integrated pest control such as turnera planting and pest and disease census.
- Compilation of work accident reports.

Examples of implementation of work programs include :

- RSPO P&C socialization of independent smallholders on September 25, 2021, which was attended by 10 participants.
- OHS and basic fire training on February 7, 2022, which was attended by 27 participants.
- The handover of PPE to farmers such as helmets, aprons and boots on February 2, 2022 which was given to 7 farmers.

Based on interviews with group members, it is known that they understand about ICS, such as SOP and farmer group policies.

#### **A.2.2**

##### **Eligibility**

Based on interviews with group managers, it is known that group managers have an understanding of the RSPO standard for Independent Smallholders. Group managers have received training related to RSPO independent smallholders organized by Fortasbi on 5 June 2021.

The ICS organization consists of group managers, secretaries, registration division, environment division, extension division, FFB division, IPM division and field coordinators with duties and responsibilities such as:

- IPM division with duties and functions, namely making proposals and work programs for field visits that will be identified or attacked by pests and plant diseases.
- Extension division with duties and functions, namely fostering cooperatives member in good agriculture practice activities.

Based on interviews with ICS members, it is known that they are able to explain the responsibilities for each division and are competent in managing the group.

The cooperative also cooperates with Fortasbi in financial resources to run the cooperative, such as providing monthly honoraria to the cooperative management.

#### **MS A**

Based on interviews with group managers, it is known that managers understand about RSPO certification and certification requirements. The group manager also easily manages members during audit activities and provides the necessary information for certification.

#### **A.2.3**

##### **Eligibility**

The training program developed by the cooperative management for members is planned annually which includes socialization of operational procedures, RSPO, HCV, OHS and worker aspects, integrated pest control, including the following:

- Socialization of the RSPO P&C for independent smallholders on September 25, 2021, which was attended by 10 participants.
- OHS and basic fire training on 7 February 2022 which was attended by 27 participants.

Based on interviews with members, it was stated that they had received training from cooperatives or external parties.

#### **MS A**

The training program for cooperative members is planned to be implemented every year in stages for all cooperative members. In addition, the cooperative also shows documents for the realization of the training, including:

- Socialization of the RSPO P&C for independent smallholders on September 25, 2021, which was attended by 10 participants.
- OHS and basic fire training on 7 February 2022 which was attended by 27 participants.

Based on interviews with the management and group members, it is known that group members have a fairly good understanding of the RSPO and the topics in the training and the training is carried out by competent speakers.

#### **MS B**

The cooperative has provided training in stages to all group members related to Good Agricultural Practices (GAP), such as:

- Harvest training, workers' rights and conditions.
- Integrated fertilization and pest control.
- Weed control, pesticides and soil and water conservation.
- Emergency first aid and basic fire.

The training was provided by a companion team from Asian Agri and Fortasbi who are competent in providing training. The training materials and training realization documents have been well documented.

Based on interviews with Group members, it is known that samllholder have a fairly good awareness of the RSPO, best management practices, HCV management, and social welfare is quite good. Members can also demonstrate their understanding of some aspects of the RSPO, for example on implementing OHS in the field or best management practices.

Status: Comply
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## **B – ICS: Policies and Management**

### **B.1 The group Internal Control System contains documented policies and procedures for operational management.**

#### **B.1.1**

##### **Eligibility**

Cooperatives have policies or procedures related to member expulsion as well as providing sanctions to members in the SOP for Warning and Sanctioning Members (No.4/SOP/SPA/ICS/KK-TTPS/IV/2021) which was issued on April 9, 2021. The procedure informs several things, for example:

- If there is a minor violation such as administrative disorder, a warning will be given in the form of a warning letter 1 by the ICS manager, and advised to be in an orderly administration, given 90 days to correct it.
- If there is a serious violation which is at risk of defamation of the organization, financial embezzlement, manipulation, the ICS manager has the right to remove members from membership.
- To members who have received warning letters and sanctions, are given the opportunity to defend and prove to explain their condition that they are not guilty, by showing the evidence to the ICS manager.

Cooperatives also have policies or procedures related to periodic inspections (internal audits) in the SOP for the Implementation of Internal Appraisers (No.1/SOP/SPI/ICS/KK-TTPS/IV/2021) on April 9, 2021. The procedure explains the stages of the assessment internal processes starting from team formation, job descriptions of internal appraisers, preparation of checklists, preparation of assessment plans, writing and reporting to follow-up assessments. The number of members audited is the total number of members divided by 12 months, so that within 1 year all members have been assessed.

#### **MS A & MS B**

The cooperative shows records of the latest audit assessments that have been carried out from November 20 to 28, 2021. The scope of the internal audit is all farmer members, totaling 239 members. From the recordings, 6 non-conformities were found, for example the boundaries of member lands that have been damaged, the production record template run out, to the warnings for a ban on hunting that have not been installed.

#### **B1.2**

##### **Eligibility, MS A and MS B**

Regarding member information, it is contained in the verification and assessment form for new members which has been signed by each member. The document contains information related to the legality of land ownership, land area, year of planting, signed smallholder declaration (sustainability commitment), ownership status to location assessment and completeness of registration files.

In addition, the certificate holder also manages the production data for each member which is stored in the cooperation office. The production data contains the results of production and sales made by each member.

Status: Comply
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## **C – ICS: Group business planning**

### **C.1 The group has a group Business Plan prepared with the participation and contributions of group members.**



**C.1.1**
**Eligibility**

The cooperative has a long-term plan made with a span of 4 years with a period of 2022 – 2025 which was approved by the cooperative manager on 18 December 2020 by all cooperative management which was made based on a management review meeting that included production estimates from 6 farmer groups, such as :

Farmers	Estimated Production (Tons)			
	2022	2023	2024	2025
Sitiawan Kampung Baru	1,200	1,240	1,280	1,240
Ujung Batu	1,939	2,000	2,060	2,000
Batu Lima	2,496	2,600	2,680	2,600
Gapuk	4,900	5,050	5,200	5,040
Kampung Malaka	650	670	690	670
Karang Anyar	2,680	2,680	2,760	2,670
<b>Total</b>	<b>13,800</b>	<b>14,240</b>	<b>14,670</b>	<b>14,220</b>

Based on interviews with cooperative management, the decrease in estimated production in 2025 is due to a replanting plan from cooperative members.

**MS A**

The cooperative business plan is carried out in accordance with the results of the planning where in its implementation the detailed annual and monthly activity plans are then reviewed annually by all members of the cooperative in parallel through representatives from each group which are documented in the last management review activity carried out on January 10, 2022. From the results of the management review, it can be concluded that the realization of production has exceeded the estimated production in 2021, which is 107%.

**MS B**

The cooperative already has a very good document storage and recording system in the form of hardfiles and softfiles. During the audit, it does not take long to find the documents needed as audit evidence. All requested documents can be shown properly and are traceable, including FFB production records.

The results of interviews with members of the cooperative stated that they had really felt the difference since joining the cooperative, for example increasing knowledge of oil palm management and assistance for needs in oil palm management such as fertilizer and PPE.

The cooperative business plan is carried out in accordance with the results of the planning, where from the results of the management review it can be concluded that the realization of production has exceeded the estimated production in 2021, which is 107%. The cooperative also shows the payment of salaries for each cooperative management every month, on time every 5th. Based on interviews with the management as well, the cooperative has not yet conducted a financial audit report because the management was only formed in the first year, but the cooperative management is committed to conducting a financial audit next year by working with third parties.

The organization is also able to show evidence of implementation related to transparency and good financial management, for example by conducting a management review (carried out on 10 January 2022) related to :

- Internal audit results.
- Feedback and concern among relevant parties.
- Performance of the quality and environmental management system including the achievement of its goals and objectives.
- Evaluation of compliance with regulations and other requirements.
- Goals for improvement.

Status: Comply

**C.2 The ICS of the group is integrated with the Group's Management Plan.**

**C.2.1**
**Eligibility**

The cooperative has a long-term plan made with a span of 4 years with a period of 2022 – 2025 which was approved by the cooperative manager on 18 December 2020 by all cooperative management which was made based on a management review meeting that included production estimates from 6 farmer groups.

The cooperative also shows the 2021 training plan documents, such as:

- Socialization of RSPO P&C
- Socialization of good agriculture practice
- Socialization of OHS and basic fire

All training/knowledge enhancement plans are carried out to increase the productivity of group members. In addition, the cooperative management also conducts good data collection on FFB production, as well as approaches factories that are around them to become buyers of the FFB produced in an effort to strengthen relationships in the supply chain. Plans for continuous improvement projects that are included in the group management plan include continuously increasing human resource development targets both in terms of capacity and quantity of members. The group management plan has also included people who are responsible for implementing the plan in their respective fields as evidenced by a very detailed and detailed organizational structure. The results of interviews with ICS show that they are very understanding and have realized the responsibility to implement the plans they are doing. The following is a list of SOPs that have been owned by the Cooperative, including:

NO	SOP NUMBER	SUBJECT
1	12/SOP/SPL/ICS/KK-TTPS/IV/2021	Garden Border
2	11/SOP/SPL/ICS/KK-TTPS/IV/2021	Oil Palm Nursery
3	10/SOP/SPL/ICS/KK-TTPS/IV/2021	Land Preparation And Oil Palm Replanting
4	9/SOP/SPL/ICS/KK-TTPS/IV/2021	New Planting of Oil Palm
5	8/SOP/SPL/ICS/KK-TTPS/IV/2021	Use Of Chemicals
6	7/SOP/SPL/ICS/KK-TTPS/IV/2021	Oil Palm Weed Control
7	6/SOP/SPL/ICS/KK-TTPS/IV/2021	Pruning
8	5/SOP/SPL/ICS/KK-TTPS/IV/2021	Fertilization
9	4/SOP/SPL/ICS/KK-TTPS/IV/2021	Soil And Leaf Sampling
10	3/SOP/SPL/ICS/KK-TTPS/IV/2021	Harvest
11	2/SOP/SPL/ICS/KK-TTPS/IV/2021	Policy Dissemination and Training
12	1/SOP/SPL/ICS/KK-TTPS/IV/2021	Counseling
13	9/SOP/SL/ICS/KK-TTPS/IV/2021	Work Accident Compensation
14	8/SOP/SL/ICS/KK-TTPS/IV/2021	Storage And Management of Used Chemical Containers
15	6/SOP/SL/ICS/KK-TTPS/IV/2021	First Aid and Reporting
16	5/SOP/SL/ICS/KK-TTPS/IV/2021	OHS
17	4/SOP/SL/ICS/KK-TTPS/IV/2021	Land Fire Fighting
18	3/SOP/SL/ICS/KK-TTPS/IV/2021	Soil Erosion Control
19	2/SOP/SL/ICS/KK-TTPS/IV/2021	Management of Water and Water Sources
20	1/SOP/SL/ICS/KK-TTPS/IV/2021	Identification of HCV In the Garden
21	7/SOP/SPL/ICS/KK-TTPS/IV/2021	Risk Control and Use of PPE
22	3/SOP/SPT/ICS/KK-TTPS/IV/2021	Member FFB Listing
23	2/SOP/SPT/ICS/KK-TTPS/IV/2021	Sales of RSPO Certified FFB
24	2/SOP-M/ICS/KK-TTPS/IV/2021	Member Approval
25	2/SOP/SPHT/ICS/KK-TTPS/IV/2021	Plant Pest Control Plan Program
26	1/SOP/SPHT/ICS/KK-TTPS/IV/2021	Integrated Pest Control
27	1/SOP/SPL/ICS/KK-TTPS/IV/2021	Membership Criteria and Conditions
28	3/SOP/SPA/ICS/KK-TTPS/IV/2021	Log Out and Rejoin Members
29	2/SOP/SPA/ICS/KK-TTPS/IV/2021	New Member Initial Gap Assessment
30	4/SOP/SPA/ICS/KK-TTPS/IV/2021	Giving Warnings and Sanctions for Members
31	5/SOP/SPA/ICS/KK-TTPS/IV/2021	RSPO Documentation
32	1/SOP/UPI/ICS/KK-BMJ/IV/2021	Implementation Of Internal Assessment

**MS A**

The cooperative business plan is carried out in accordance with the results of the planning where in its implementation the detailed

annual and monthly activity plans are then reviewed annually by all members of the cooperative in parallel through representatives from each group which are documented in the last management review activity carried out on January 10, 2022. From the results of the management review, it can be concluded that the realization of production has exceeded the estimated production in 2021, which is 107%.

#### MS B

In ensuring that all members have complied with the independent smallholder standard, the cooperative management conducted an internal RSPO audit of cooperative members which was held on 20-28 November 2021 with the results of the audit that there were 6 non-compliances which were corrected on 30 December 2021.

Based on field visits and interviews with members of the group members, it is known that smallholder have a fairly good awareness of the RSPO, best management practices, HCV management, and social welfare is quite good. Members can also demonstrate their understanding of some aspects of the RSPO, for example on implementing OHS in the field or best management practices.

Status: Comply

#### D – ICS: Group Trading System for Certified Volumes

##### D.1 The group has a procedure and system in place for the tracking of FFB.

###### D.1.1

###### Eligibility, MS A and MS B

The cooperative has procedures related to monitoring and controlling FFB production and sales records in:

- SOP for Member FFB Registration (No.1/SOP/SPT/ICS/KK-TTPS/IV/2021)
- SOP for Sales of RSPO Certified FFB (No.2/SOP/SPT/ICS/KK-TTPS/IV/2021)

The recording procedure explains that the cooperative represented by the FFB registration section will only document sales records from members of the Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera ICS. The person in charge periodically makes a report on the record of sales of FFB sales to the ICS Manager and displays it in the information available at the cooperative office.

Currently, there is no sale of certified products, although the cooperative has a sales procedure that informs that cooperatives can sell certified products physically and on credit in accordance with the provisions of the RSPO certification system.

Status: Comply

##### D.2 The group documents and implements a system for the tracking of FFB.

###### D.2.1

###### Eligibility, MS A and MS B

The cooperative has managed records of production and sales of FFB produced by all its member farmers in recording the achievement of performance targets in 2021. The record contains information on farmer production in 2021/2022. For example, the cooperative shows a record annual production for the period April 2021 to March 2022 of 13,339.84 ton. In addition to total production, there are also production records for each farmer's land.

The SOP for Sales of RSPO Certified FFB (No.2/SOP/SPT/ICS/KK-TTPS/IV/2021) also explains that FFB records are separated between certified and non-certified FFB if the farmer owns land that is not part of the cooperative. This is aimed at ensuring that only sales of certified FFB are managed by the cooperative's records.

Status: Comply

##### D.3 The group has a procedure and system for premium distribution.

###### D.3.1

###### Eligibility

The cooperative has a procedure or policy related to premium distribution in the Joint Decree Document on Procedure for Receipt of Credit Sales Funds and Management of RSPO Credit Sales Funds (No.01/SKB/ICS/KK-TTPS/IV/2021) which is set on 11 May 2021. The document describes the distribution of premiums starting from the flow of funds receipt, disbursement of funds to the allocation of funds. Regarding the management of funds, they will be managed according to their mutually agreed designations, with details as follows:

- 50% of the total funds will be used for overhead, with details: 14% for personnel financing, 10% for ICS cash, 1% for cooperative fees, 25% for annual surveillance financing.
- The remaining 50% will be given to members through a fertilizer application program. The amount of fertilizer given by farmers is based on the volume of FFB produced in one year multiplied by Rp. 30/kg.

**MS A**

For now, KKTPPS still has not obtained certified FFB volume so that there has been no physical sale of certified products or through book and claim.

**MS B**

N/A

Status: Comply

**3.1.2 The Principle Criteria and Indicators that are applicable to both smallholders (as individual group members) and group managers**

Ref Std.	VERIFICATION RESULT of MUTU-Certification	
<b>PRINCIPLE 1: OPTIMISE PRODUCTIVITY, EFFICIENCY, POSITIVE IMPACTS AND RESILIENCE</b>		
<b>1.1 Smallholders establish a legal entity which has organisational capacity to comply with the RSPO Independent Smallholder Standard.</b>		
<p><b>Eligibility, MS A and MS B</b></p> <p>The cooperative has kept all complete data for each member available in the cooperative office. Document the member data. The document contains information related to the legality of land ownership, land area, year of planting, signed smallholder declaration (sustainability commitment), ownership status to location assessment and completeness of registration files. All documents are signed by each member without any coercion</p> <p>Group manager have an Internal Control System which informed on SOP for Membership Criteria and Requirements (No.: 1/SOP/SPA/ICS/KK-TTPS/IV/2021) which was set on April 9, 2021. The document informs about requirements that must be completed by prospective members, including the fulfillment of the legality of land ownership.</p> <p>The organization is also able to show evidence of implementation related to transparency and good financial management, for example by conducting a management review (carried out on 10 January 2022) related to :</p> <ul style="list-style-type: none"> <li>• Internal audit results.</li> <li>• Feedback and concern among relevant parties.</li> <li>• Performance of the quality and environmental management system including the achievement of its goals and objectives.</li> <li>• Evaluation of compliance with regulations and other requirements.</li> <li>• Goals for improvement.</li> </ul> <p>The cooperation also has legality in the form of a business permit document contained in the Document Number of Business Registration (0311210049367) issued by the government on 3 November 2021. In addition, the cooperation also had ID Tax Number (53.139.870.9-116.000)</p> <p>Based on the latest assessment, currently in the 2022 period there are 239 members.</p> <p>Based on the results of the document review at the cooperative office. the auditor found on a sample basis that 19 members had signed a declaration commitment to comply with the RSPO principles as well as the requirements of other members. For example, farmers with the initials AR signed the commitments and terms of cooperative members on May 16, 2021. This was also confirmed by the results of field interviews, where the farmers admitted that they had signed all the requirements.</p> <p>The cooperative has also conducted training which was conducted on 3 September 2021 to farmers (including 19 samples of farmers) and ICS members such as ESP and HMD. The training carried out was related to the best aspects of oil palm cultivation, waste management, OHS aspects, employment, to the prohibition of employing child under 18 age. One of the trainings also discussed aspects of financial management such as selling FFB to farmers, starting from the separation of certified FFB, recording sales, to reporting to the head of the farmer group. Farmers can also discuss with the cooperative management regarding the purchase of fertilizers and pesticide materials.</p>		
	Status: Comply	
<b>1.2 Smallholders have capacity to effectively manage their farm.</b>		
<p><b>Eligibility, MS A and MS B</b></p> <p>The members/farmers have attended the trainings provided by the organization. One of the trainings carried out was related to recording production and also selling FFB. for example, farmers show auditors the recorded production records contained in the "Laporan Kegiatan Kebun Petani". The recording contains information such as monthly FFB production, pesticide use, and fertilizer use. The records submit from members to cooperation every month.</p>		

Some training recordings have also been shown, for example:

- Records of the Force Labor, Child Labor and discrimination Socialization training in 18 December 2021.
- Records of HCV identification and socialization in 14 August 2021.
- Records of OHS Training in 7 February 2022.

The training record contains information on the attendance list of members, documentation and also training materials in the form of presentations.

Based on the results of interviews with smallholder member in the field (Karang Anyar and Sitiawan), members have recordings of FFB sales which they routinely inform to cooperation every months.

In line with the explanation in the indicator 1.1 MS B, one of the trainings attended (training records on September 2021) by the farmers also discussed aspects of financial management such as selling FFB to farmers, starting from the separation of certified FFB, recording sales, to reporting to the head of the farmer group. Farmers can also discuss with the cooperative management regarding the purchase of fertilizers and pesticide materials.

Status: Comply

### 1.3

#### Smallholders implement good agricultural practices (GAP) on their farms.

##### Eligibility

The cooperative shows the SOP for member approval No 1/SOP/SPA/ICS/KK-TTPS/IV/2021 and a decree regarding the requirements for prospective members for RSPO KKTTPS certification, which includes the obligation to participate in RSPO certification which is stated in the farmer statement document. The smallholder statement document, among others, states the farmers' willingness to use the best management practices for oil palm which has been signed by all smallholders, such as the one signed by the smallholder with the initial S on October 28, 2021.

##### MS A

The cooperative has provided training to all group members regarding Good Agricultural Practices (GAP), such as:

- Harvest training, workers' rights and conditions.
- Integrated fertilization and pest control.
- Weed control, pesticides and soil and water conservation.
- Emergency first aid and basic fire.

The training was held on September 3, 2021, which was provided by a competent companion team from Asian Agri and Fortasbi. The training materials and training realization documents have been well documented. Based on the results of interviews with a sample of farmer members, information was obtained that all respondents could demonstrate all their knowledge related to the results of the training and had been applied to their respective fields. The results of the interviews also showed that they felt a significant positive impact with evidence of an increase in FFB production after implementing the GAP suggested by the cooperative. Members also hope that the cooperative will continue to provide training to ensure continuous improvement is achieved. The results of field visits also show that farmers have implemented GAP well and sustainably.

##### MS B

The results of field visits show that farmers have implemented GAP practices well and sustainably, such as not spraying river borders, not clearing land by burning, frond accumulation techniques and maintaining soil moisture properly and so on. Farmers also keep records related to FFB production, use of fertilizers and pesticides as well as other maintenance activities.

These activities are also monitored by the cooperative management, such as the recording of FFB production contained in the monthly farmer's garden activity report which is recorded by the land owner and its implementation is monitored by the cooperative extension officer, for example the recording of one farmer in January 2022, namely :

- Sales : IDR 383,000
- Production cost : IDR 34,000
- Net income : IDR 349,000

Status: Comply



**PRINCIPLE 2: ENSURE LEGALITY, RESPECT FOR LAND RIGHTS AND COMMUNITY WELLBEING**
**2.1**

**Smallholders have legal or customary rights to use the land in accordance with national and local laws and customary practices.**

Eligibility, MS A and MS B

The organization has managed legality data owned by each member, including the legality of land owned by members (especially 19 sample of members), for example:

No	Members Name	Land Certificate	Latitude (N)	Longitude (E)
1	Sutrisno	592/175TTP/1999	N 02° 04' 29.99"	E 099° 59' 14.11"
2	Siti Dorkas Lubis	02.12.13.02.1.00677	N 02° 04' 56.91'	E 099° 59' 12.95"
3	Laili Fitriani	593/528/DP/1996	N 02° 04' 21.87"	E 099° 58' 57.38"
4	Dimas Tri Suganda	592/129/TTP/2003	N 02° 04' 55.45"	E 099° 59' 07.21"
4	Abdul hamid rangkuti	592.2/204/TTP/2010	N 02° 05' 25.17"	E 099° 59' 20.15"
5	Saiful Ahyar Siregar	02.12.13.02.1.00447	N 02° 06' 53.46"	E 100° 00' 28.04"
6	Salwan Harianto	02.12.13.02.1.00491	N 02° 05' 16.92"	E 099° 59' 12.04"
7	Ahmad Zaini	02.12.13.02.1.00501	N 02° 05' 00.20"	E 099° 59' 03.14"
8	Askad Siregar	593/345/TTP/2015	N 02° 06' 19.09"	E 100° 00' 06.39"
9	Dasuki Nst	02.12.13.02.1.00293	N 02° 06' 26.62"	E 099° 59' 14.67"
10	Harmaini Ritonga	02.12.13.02.1.00286	N 02° 05' 17.70"	E 099° 59' 19.18"
11	M.Ridwan Ritonga	02.12.13.1.00487	N 02° 05' 15.65"	E 099° 59' 14.26"

Based on the results of the verification of the land ownership documents above, all land certificates are in accordance with the names of farmer members registered in the member information data.

In addition to information related to the legality of land ownership, farmers also have clear boundaries in their respective areas. Auditor made field visits to several farmer groups, for example members on Karang Anyar and Sitiawan Kampung Baru. Based on field observation, it is clear that the boundaries of the member's land area are in form of ditch and pile of palm oil fronds/trunks. The cooperative also monitors the condition of the stakes and boundaries of farmers' areas in the recording of internal audit activities carried out in November 2021.

Status: Comply

**2.2**

**Smallholders have not acquired lands from indigenous peoples, local communities or other users without their free, prior and informed consent, based on a simplified FPIC approach.**

Eligibility, MS A and MS B

KKTTPS has procedure of Transfer of Legal Rights Compensation No. 5/Sekretaris/ICS/KK-TTPS/IV/2021 dated 9 April 2021. In the procedure explained that for members who will transfer legal rights to land ownership, it must be accompanied by evidence known by the Village Head and witnesses of sale and purchase. Transfer of legal rights is carried out without coercion from any party.

There are no customary rights and traditional rights on the land of KKTTPS members, all plots are areas with individual ownership rights. Members have a land tenure statement which also provides information about land maps, coordinates and others. The evidence of land ownership such as a land certificate has been signed by the village head. Example of land ownership:

No.	Smallholder Name	Location	Legal Document type	Number
1	Sutrisno	Tebing Tinggi Village	SKT	592/175/TTP/1999
2	Ida Eliawati	Tebing Tinggi Village	SKT	HM22.12/1996
3	Ernawati Sitorus Pane	Tebing Tinggi Village	SHM	378

Results of interview with group manager, Agricultural Agency, members of group and heads of surrounding village, obtained information that land of KKTTPS member is individual land that has been passed down from generation to generation of their family and purchase through FPIC method. Besides, it known that there had never been a land dispute between KKTTPS member farmers or



with surrounding community. Based on document verification and result of interview with members, it known that there is no difference in name of the land owner and the name on the land ownership document. Result of interview with members also showed that land ownership process through buying has been through process of FPIC.

Status: Comply

### 2.3

**The right to use the land is not disputed by indigenous peoples, local communities or other users.**

#### Eligibility, MS A and MS B

Result of document verification and interview with KKTTPS and its members, it was found that all members had signed and acknowledged membership requirements. Before joining KKTTPS, all members need to complete the requirements as prospective members, including photocopy of ID card, evidence of land ownership, family identity card, statement of commitment to RSPO certification as referred to in attachment 2, and others. The commitment and statement of certification members are as follows:

- Not clearing or acquiring land from indigenous peoples, local communities or other users without their free, prior and informed consent (FPIC), based on a simplified approach to FPIC
- Resolve existing disputes

Results of field observations and interview group manager, Agricultural Agency, members and head of surrounding village, it is known that there are no land disputes on the land of KKTTPS member.

During audit, audit team visited sample of KKTTPS members' plots. It was found that each plot had evidence of land certificates from head of village and certificates of ownership. Result of field observation, it is known that all boundaries are clearly visible in the field. Boundaries are in the form of woody sticks, boundary stakes, etc. It is also known that members of KKTTPS have been operating on their respective lands.

Results of interview with group manager and member of KKTTPS, it is known that boundaries check of member's area is carried out routinely alone with operational activities to ensure that no area boundaries are violated. Result of field observation and interview with group manager, Agricultural Agency, KKTTPS members and head of surrounding village, it is known that there are no land disputes on the land of KKTTPS member.

Status: Comply

### 2.4

**Smallholder plots are located outside of areas classified as national parks or protected areas, as defined by national, regional or local law or as specified in National Interpretations.**

#### Eligibility

Results of document verification and comparison with land distribution maps with regional spatial maps, show that there are no areas classified as national parks or protected areas as defined by national, regional or local laws or as specified in the National Interpretation in group areas. Results of the field visit also showed that there were no locations that was included in these areas.

KKTTPS already has a list of locations for all its members with details such as coordinates, land status, land area and other legal status that are stored and well documented. KKTTPS has been conducted field survey for all member's land, re-mapping, setting the geolocation and boundary. Moreover, all members' land has been overlaid with Indicative and Social Forestry Map based on Environmental and Forestry Minister Decree (No. SK.2111/MENLHK-PKTL/REN/PLA.0/4/2020) and known that all smallholders land located outside the national forest area.

#### MS A

Same with Eligibility

#### MS B

Same with Eligibility.

Status: Comply

### 2.5

**For new plantings, smallholders do not clear or acquire any land without obtaining the free, prior and informed consent (FPIC), of local communities and indigenous people, based on a simplified FPIC approach.**

**Do any smallholders within the group have plans for new plantings of oil palm? If none, SKIP**

**Eligibility**

Result of document verification as well as interview with KKTTPS and its members, there is no plan for new planting of oil palm. Result of document verification and interview with KKTTPS and its members, it was found that all members had signed and acknowledged membership requirements. Before joining KKTTPS, all members need to complete the requirements as prospective members, including photocopy of ID card, evidence of land ownership, family identity card, statement of commitment to RSPO certification as referred to in attachment 2, and others. The commitment and statement of certification members are as follows:

- Not clearing or acquiring land from indigenous peoples, local communities, or other users without their free, prior and informed consent (FPIC), based on a simplified FPIC approach
- No new planting or no expansion of existing farms in primary forests, HCV areas, HCS forests, in riparian areas, or on steep slopes (more than 25 degrees or as in National Interpretation)
- Protect HCVs and HCS forests through the precautionary practices approach
- No new planting on peat and replanting on peat only in areas with low risk of flooding and saline intrusion

KKTTPS has been able to show statement of commitment of its members. Several examples are shown below:

- Letter of Statement of Commitment of Member on behalf of Sutrisno dated 28 October 2021.
- Letter of Statement of Commitment of Member on behalf of Ida Eliawati dated 12 July 2021.
- Letter of Statement of Commitment of Member on behalf of Ernawati Sitorus Pane dated 21 July 2021.
- Etc.

**MS A**

As for all the membership requirement documents including Letter of Statement of Commitment for KKTTPS member are stored in membership folders of each group in the KKTTPS office. Completeness of document requirements for its members have been checked and evaluated by KKTTPS administrator. Evaluation carried out by head of the KKTTPS regarding membership requirements in the form of a checklist of requirements that must be met by group members.

Results of interview with KKTTPS members, it revealed that members already know the terms of membership and have signed a declaration letter to join KKTTPS and are committed to comply requirements of RSPO standard.

**MS B**

Based on document review, interview with group manager, and KKTTPS members as well as field observations, it was found that there are no new planting plan carried out by farmers who are members of KKTTPS.

Status: Comply
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**PRINCIPLE #3 RESPECT HUMAN RIGHTS, INCLUDING WORKERS' RIGHTS AND CONDITIONS**
**3.1**

**There is no use of forced labour.**

**Eligibility**

All members have signed a statement of commitment related to the prohibition of forced labor. For example, the Farmer's Statement on behalf of Hamdani in point 3 reads "*Ensure that there is no forced labor practice in plantation operations and stop the existing forced labor practice*". The statement was signed by the farmer on 23 July 2021.

**MS A**

The farmers have also attended training or socialization related to the prohibition of forced labor held by the cooperative on December 18, 2021, which was attended by all farmer members. The training related to the labor aspect discussed many things such as setting minimum wages and appropriate payments, prohibition of withholding personal legal documents, providing proper housing facilities, no forced labor, to prohibition of employing children under 18 years of age.

**MS B**

Based on direct interview members on smallholder group of Sitiawan and Karang Anyar, the members can demonstrate and understanding information related to prohibition of force labor. Many members done activities by itself. For farmers who use workers, for example members with the initials MR, the auditor conducts interviews with workers, from the results of the interviews it is known that workers have obtained a decent place to live (a house is provided next to a farmer member), work tools are provided free of charge, to a mutually agreed wage setting without any party being harmed.

	Status: Comply	
<b>3.2</b> <b>Children are not employed or exploited. Work by children is acceptable on family farms, under adult supervision and when not interfering with education programmes. Children are not exposed to hazardous working conditions.</b>		
<p><b>Eligibility</b>  KKTTPS shows the declaration document not to use child labor in Letter of Statement of Commitment for KKTTPS members document which explains that members ensure that there is no child labor practice in plantation and stop ongoing practice of child labor. In addition, based on interview with KKTTPS management and its members, members use contract labor when these activities cannot be carried out alone. Letter of Statement of Commitment which has been signed by KKTTPS members including “<i>ensure no child labour on farm operations and end any existing child labour</i>”. The worker used is someone who is more than 18 years old. Based on interview with sampel of KKTTPPS members, it is know that members have already known about minimum age of worker which is 18 years old, not allowing children to work in hazardous condition, and children's right to education.</p> <p><b>MS A</b>  Based on interview with KKTTPS manager, it is known that several members use workers. In addition, based on interview with KKTTPS management and its members, members use contract labor when these activities cannot be carried out alone. Based on field observation to Sitiawan Smallholder Group, Gapuk Smallholder Group, Ujung Batu Smallholder Group, and Karanganyar Smallholder Group, there is no child labor found in the field. Based on interview with KKTTPS members, they only use workers of age 20-40 years old. They also have contract with their worker which has included prohibition of child labor in the plantation.</p> <p>KKTTPS has also shown evidence of conducting socialization related to forced labor, discrimination, minimum wage, and child labor on 18 December 2021 which was attended by 54 members in Batu Lima Sub-Village. This socialization has explained children are not employed or exploited, work by children is acceptable on family farms under adult supervision and when not interfering with education programmes, and children are not exposed to hazardous working conditions. KKTTPS also has SOP of Criteria and Member Requirements (No.: 1/SOP/SPA/ICS/KK-TTPS/IV/2021) which was set on 9 April 2021 which has explained about member requirement to show identity card to show that members are already above 18 years old.</p> <p><b>MS B</b>  Same as MS A</p>		
	Status: Comply	
<b>3.3</b> <b>Workers' pay complies with minimum legal requirements, mandatory industry standards as defined by national law or collective bargaining, whichever takes priority in local regulations.</b>		
<b>Are there workers on the farm? If no, SKIP</b>		
<p><b>Eligibility</b>  The cooperative shows a farmer statement document, which among other things states the farmer's willingness to pay wages according to the national level, such as signed by the farmer with the initials S on October 28, 2021. This has also been socialized to members of the cooperative, for example, on December 18, 2021 with 54 participants.</p> <p><b>MS A &amp; MS B</b>  In determining wages, farmers are guided by wages based on agreed units of work. The agreement to pay wages and other provisions is stated in a work agreement between the land owner and the worker which contains the following matters :</p> <ul style="list-style-type: none"> <li>• Duties and responsibilities</li> <li>• Work termination</li> <li>• Wages from work</li> <li>• Use of PPE at work</li> </ul> <p>Based on worker interviews as well as payment documents for wages and work results, it can be concluded that workers have been paid more than the minimum wage (Rp 3,827,000/month or Rp 153,080/day), as in workers with the initial B who get an average harvest of 1,042 tons per day with 7 working hours. From these results, workers earn Rp 156,300.- (Rp 150/ton) and this amount is above the minimum wage.</p> <p>The cooperative also shows a receipt for the total payment of work wages in 2021 of Rp. 3,827,000, - which is higher than the</p>		

cooperation agreement, which is Rp. 3,753,600.

However, the cooperative has the opportunity to check the pay for each job on a weekly basis, to ensure that wages for each job are paid according to the cooperation contract (OFI).

Based on interviews with workers, it can be concluded that workers have understood the provisions related to payment of wages and the mechanism for complaints or complaints.

Status: Comply

### 3.4

**Workers understand their rights and freedom to file a complaint to group manager or relevant third parties, including RSPO.**

**Are there workers on the farm? If no, SKIP**

#### Eligibility

The cooperative shows a farmer statement document, which among other things states the farmer's willingness to respect the rights of workers to submit complaints/complaints, as signed by the farmer with the initials S on October 28, 2021. This has also been socialized to members of the cooperative, for example on December 18 2021 with 54 participants.

The cooperative also shows the SOP for external and internal complaints and complaints No: 6/Sekretaris/ICS/KK-TTPS/IV/2021 with a flow chart as follows:

- Sending direct email, sms, telephone or other communication media.
- The secretary receives and records member complaints and suggestions.
- ICS Manager mediates and resolves internally.
- If not through internal means, involve third parties (mediators/authorities).
- Settlement of suggestions complaints.

#### MS A

The cooperative shows a farmer statement document, which among other things states the farmer's willingness to respect the rights of workers to submit complaints/complaints, as signed by the farmer with the initials S on October 28, 2021. This has also been socialized to members of the cooperative, for example on December 18 2021 with 54 participants carried out by the cooperative management.

Based on interviews with farmers, it was stated that farmers had conveyed to their workers the complaint/complaint mechanism that could be submitted directly to the manager or cooperative management.

#### MS B

Based on interviews with workers, it can be concluded that workers already know the mechanism for complaints/complaints that can be submitted verbally or other communication media to managers or cooperative management. During 2021-2022, there has been no information on complaints submitted by cooperative members or workers.

Status: Comply

### 3.5

**Working conditions and facilities are safe and meet minimum legal requirements.**

#### Eligibility

All members have signed a statement of commitment related to safe working facilities. For example, the Farmer's Statement on behalf of Ida Eliawati in point 6 reads "*Providing Safe Working Conditions and Facilities*". The statement was signed by the farmer on 12 July 2021.

#### MS A

The farmers have also attended training or socialization related to the provision of safe work facilities held by the cooperative on February 7, 2022. The training held discussed aspects of OHS for farmers in the field, such as technical use of pesticides, how to store and use them in the field, taking into account the safety and health aspects of workers. The training activities were also attended by workers who are also the families of the land owners (members). This is evidenced by the results of an interview with a family member who is also a worker in the Karang Anyar farmer group.

#### MS B

Based on direct interview members on smallholder group of Sitiawan and Karang Anyar, the members can demonstrate and

understanding information related to safe working conditions and facilities such as using PPE (helmet and boots) on harvesting and manuring. From the results of the interview, it was also known that the farmers could obtain a first aid kit with complete contents available in each residence. The complete first aid kit was provided by the previous cooperative management.

Status: Comply

### 3.6

There is no discrimination, harassment, or abuse on the farm

Are there workers on the farm? If no, SKIP

#### Eligibility

KKTTPS shows statement of commitment of KKTTPS members which has been signed with each member. This statement of commitment has including commitment of "*no discrimination, harassment or abuse on the farm*". Several examples Letter of Statement of Commitment which has been signed by its members are shown below:

- Letter of Statement of Commitment of Member o.b. Sutrisno dated 28 October 2021.
- Letter of Statement of Commitment of Member o.b. Ida Eliawati dated 12 July 2021.
- Letter of Statement of Commitment of Member o.b. Ernawati Sitorus Pane dated 21 July 2021.
- Etc.

Based on interview with KKTTPS manager, it is known that several members use workers. In addition, based on interview with KKTTPS management and its members, members use contract labor when these activities cannot be carried out alone.

#### MS A

KKTTPS has also shown evidence of conducting socialization related to forced labor, discrimination, minimum wage, and child labor on 18 December 2021 which was attended by 54 members in Batu Lima Sub-Village. This socialization has explained prohibition of discrimination, harassment or abuse on the farm. The training is provided by Tanoto Foundation, Asian Agri, Apical, and KAO. Based on result of interview with KKTTPS members, it is known that members are aware of the need for a safe workplace. Besides, result of interview with worker, it is also know that there is no abuse in the smallholder's farm.

#### MS B

Based on field observation to Sitiawan Smallholder Group, Gapuk Smallholder Group, Ujung Batu Smallholder Group, and Karanganyar Smallholder Group, there is several workers found in the field. Based on interview with workers, it is known that workers freely express that they are working in a place that is free from discrimination, harassment or abuse.

Status: Comply

## PRINCIPLE #4 PROTECT, CONSERVE AND ENHANCE ECOSYSTEMS AND THE ENVIRONMENT

### 4.1

High Conservation Values (HCVs) on the smallholder plot or within the managed area and High Carbon Stock (HCS) forests identified after November 2019 using the simplified combined HCV-HCS approach are managed to ensure that they are maintained and/or enhanced.

#### Eligibility

Result of documents verification, interview with group management as well as its members during field visit, it is known if all members have signed and acknowledged membership requirements. All members prior joint with KKTTPS need to complete the requirements as a prospective member, among others copy id cards, land ownerships evidence, family identity cards and etc. Furthermore, the members also need to sign Letter of Statement of Commitment of Member as mentioned in annex 2.

All member farmers have committed to protecting HCV and HCS forests through a precautionary practice approach. This is contained in Letter of Statement of Commitment of Member as mentioned in annex 2. KKTTPS has determined their conservation area with prudence by including locations outside the scope of certification as HCV areas. The total area of HCVs contained within the scope of certification is 7.56 hectares in the form of river borders and sacred graves.

Group manager and all smallholder members also understand the basic concepts of HCV areas and HCS forests. This is evidenced by result of interview with sample of KKTTPS members who stated that they know the types of animals that must be protected, are prohibited from burning, hunting and fishing in ways that are not environmentally friendly (poisoning and electrocution) and are



prohibited from applying chemicals. around a body of water with a limit of 20 meters. In addition, they have also realized the benefits of the presence of animals and plants around them, for example, one farmer explained the benefits of snakes, eagles and owls as predators of rats, insectivorous birds that control pests and others.

#### MS A

KKTTPS has provided training to all group members related to HCV and HCS management which is shown in the following types of documents:

- Document of Training Activities regarding to HCV-HCS and FPIC on 14 Agustus 2021 which was attended by 76 members. This training was provided by Tanoto Foundation, Asian Agri, Apical, and KAO.
- Document of Training Activities regarding to harvesting technique, workers' right, manuring technique, pest control, and water and soil conservation on 3 September 2021. This training was provided by Tanoto Foundation, Asian Agri, Apical, and KAO.
- Document of Training Activities regarding to RSPO independent smallholder on 25 September 2021 to smallholders group in Gapuk, Karang Anyar, Kampung Melaka, Ujung Batu, Batu Lima, and Sitiawan. This training was provided by Asian Agri.

The training materials are attached in all of the above documents. Based on the results of interviews with a sample of farmer members, information was obtained that all respondents could demonstrate all their knowledge related to the results of the training and had been applied in their respective fields. The results of the interview also showed that they understood very well why the prohibition on land burning was suggested by KKTTPS, respondents also added that they hoped that KKTTPS would continue to provide training to ensure continuous improvement.

The training also explained the prohibition on the application of chemicals around the border areas of rivers and water bodies, as well as the destruction of forest areas. The results of interviews with all sample farmers also prove that they have a good understanding and can demonstrate an understanding of HCV and HCS forests, human-wildlife conflict and RTE. They can also explain the benefits of having animals and plants around them, for example, farmers explained the benefits of snakes, eagles and owls as predators of rats, insectivorous birds that control pests and others.

#### MS B

KKTTPS has identified species related to RTE, HCV, HCS forest as evidenced from the document of High Conservation Value (HCV) Management Results for Independent Smallholders conducted by UD Lestari in November 2021 which was carried out in 1 village (6 Sub-Villages including Sub-Village of Gapuk, Kampung Malaka, Batu Lima, Ujung Batu, Sitiawan Kampung Baru, dan Karang Anyar). The study has covered 239 farmer groups. This activity is carried out because independent smallholders must meet the RSPO principles and criteria to obtain certification. KKTTPS also has SOP No. 1/SOP/SL/ICS/KK-TTPS/IV/2021 regarding HCV Identification.

Based on results of initial identification, it was found that the types of HCV 1 and HCV 4 that were within the scope of certification are river borders and sacred graves. Based on the identification results from smallholders, for steep areas, swamps, peat, and graveyards are not found around smallholders' land locations.

According to Minister of Environment Regulation No. P.106 in 2018 concerning Protected Types of Plants and Animals, there are no protected flora identified in the plantation locations of KKTTPS members. While, there is one fauna which is categorized as protected animal that is *Haliastur indus*. The threats to fauna species are hunting, killing and buying and selling of animals by local people or from outside. Conservation action that can be taken if a it is found protected flora or fauna species that is environmental section will inform the local Nature Conservation Agency (BKSDA). KKTTPS also has provide information board regarding to protected fauna and flora in several places in smallholders' farm.

The training material covering also explained about the importance of maintaining and conserving HCVs and HCS forests, human-wildlife conflict and mitigation efforts, and RTE species and important ecosystems. The results of interviews with all sample farmers concluded that all members are aware of RTE, HCV and HCS forest species in their area. The resource persons were also able to explain the precautionary practices applied in their area, including:

- Protect all animals found in their land area
- Do not hunt all flora and fauna in their environment
- No burning and forest destruction
- Installing a warning board/signboard related to the above.

Status: Comply
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#### 4.2

Where the existing smallholder plot has been planted and cleared after November 2005 or is on an area identified as HCS forests after November 2019 up to the eligibility period, a remediation and compensation process appropriate for smallholders based on Land Use Change Analysis (LUCA) will be applicable (Reference preamble).

##### Eligibility

KKTTPS can show information on all plots of smallholders converted and planted with oil palm before and after 2005 as well as all coordinates/maps of plantation plots. A simplified combined HCV approach has also been used which can be proven in the statement of commitment document contained in Letter of Statement of Commitment of KKTTPS members which shown statements as follows:

- I recognize the importance of sustainable production.
- I will join a farmer group to pursue group certification of the RSPO ISH Standard and comply with the principles and their relevant criteria and indicators
- I will provide the following information to my and group manager:
  - All land holdings
  - Location (coordinates) of all plots currently planted with oil palm
  - Information on all plots converted and planted with oil palm after 2005 (through use of the simplified combined HCV-HCS approach for Smallholders)
  - Any plots located on steep slopes
  - Any plots located on peat
  - Details on plans for replanting and expansion of oil palm
  - Any existing land disputes
  - Ownership and land use status
  - Source of farm labor.

##### MS A

LUCA disclosure was carried out by KKTTPS on 17 January 2022 for the scope of 239 KKTTPS members. The following are the stages in preparing changes to the LUCA disclosure document based on evidence of communication via email from the Alliance with the RSPO, including:

- On 17 January 2022, KKTTPS sent an initial disclosure of the initiation of LUCA management for a total of 239 farmers.
- On 19 January 2022, KKTTPS again sent updated data to the RSPO regarding the RSPO's response to the disclosure document that needed to be revised on 17 January 2021.
- On 2 February 2022, RSPO sent response from the previous KKTTPS email which refers to suggestion of scope area correction of KKTTPS.
- On 7 February 2022, KKTTPS again sent a response from the previous RSPO email by attaching the results of the correction where in the document there is an explanation of the difference in area data from the area document.
- On 17 February 2022, RSPO sent a response to clarification made by KKTTPS stating that the LUCA disclosure document had been accepted and have no further comment from the secretariat. Based on the revised disclosure form, all smallholders (239 farmers; 397 plots) have declared no new land clearing since Nov 2005, i.e No Liability. Therefore, LUCA is not required for this ISH group.

Based on verification of communication between RSPO and KKTTPS who worked together with Fortasbi, it shows that the KKTTPS has identified areas of land use change and has been submitted to the RSPO. Other evidence is the document of the results of the LUCA Study for the scope of 239 farmers conducted in 2022 with the final document out on 17 February 2022 where LUCA is not required for this ISH group.

##### MS B

Based on verification of communication between RSPO and KKTTPS who worked together with Fortasbi, it shows that the KKTTPS has identified areas of land use change and has been submitted to the RSPO. Other evidence is the document of the results of the LUCA Study for the scope of 239 farmers conducted in 2022 with the final document out on 17 February 2022 where Final Conservation Liability (FCL) in this ISH group is "No Liability". Therefore, LUCA is not required for this ISH group.

Of 239 number of member farmers with 397 plots of land for oil palm plantations, the total area of certification is 685.003 hectares. Conclusions and Recommendations contained in the LUCA study document issued by the RSPO, including:

- This report calculates compensation liability for KKTTPS for 239 independent smallholding oil palm plots.
- Total area reported by the group is 685.009 ha, while the total area found by Reviewer is 684.90 ha based on the shapefile data



<p>provided by the group. However, the 0.109 ha area variance is acceptable as all plots has less than 0.05 ha area difference individually.</p> <ul style="list-style-type: none"> <li>Final Compensation Liability (FCL) is "No Liability".</li> <li>LUCA is not required for this ISH group.</li> </ul>		
	Status: Comply	
<b>4.3</b> <b>New plantings of independent smallholders, since November 2019:</b> <ul style="list-style-type: none"> <li>Do not replace any HCVs</li> <li>Do not replace any HCS forests as defined by the simplified combined HCV-HCS approach</li> <li>Are not on steep slopes (more than 25 degrees or as in NI)</li> <li>Are not on peat areas of any depth.</li> </ul>		
<b>Do any smallholders within the group have plans for new plantings of oil palm? If none, SKIP</b>		
<b>Eligibility, MS A &amp; MS B</b> <p>Based on result of document verification and interview with KKTTPS management as well as its member, there is no plan to plant new oil palm outside the current certification area according to long-term plan of 5 years. The last planting year in KKTTPS is 2005. Based on the 2021 work plan document and the KKTTPS 5-year business plan, it is known that until 2025 there is no plan for smallholders to plant new oil palms. Results of interviews with group managers and members of KKTTPS also stated the same thing, for plans have not been made. Regarding replanting in conservation areas, all members have signed a declaration not to carry out new plantings in HCV or HCS forests, on steep slopes or on peat. In addition, for all the current KKTTPS members, there are no areas with these qualifications. KKTTPS also has SOP No. 10/SOP/SPL/ICS/KK-TTPS/IV/2021 regarding Land Preparation and Replanting.</p>		
	Status: Comply	
<b>4.4</b> <b>Where smallholder plots exist on peat, subsidence and degradation of peat soils is minimised by use of best management practices.</b>		
<b>Do any smallholders within the group have existing plots on peat? If no, SKIP</b>		
<b>Eligibility, MS A &amp; MS B</b> <p>Based on document verification on Indicative Map of Social Forestry Area and soil type maps with a scale of 1:35,000, information was obtained that there was no peat in the plots managed by farmers. The cooperative also presented a smallholder statement document stating, among other things, the farmers' willingness not to carry out new plantings on peatlands and replanting on peatlands only in areas with a low risk of flooding and saltwater intrusion as well as the use of best management practices for oil palm on peatlands, as described above. has been signed by the farmer with the initials S on October 28, 2021.</p>		
	Status: Comply	
<b>4.5</b> <b>Plots on peat are replanted only on areas with low risk of flooding, saline intrusion as demonstrated by a risk assessment.</b>		
<b>Do any smallholders within the group have plans for replanting plots that are located on peat? If no, SKIP</b>		
<b>Eligibility, MS A &amp; MS B</b> <p>Based on document verification on Indicative Map of Social Forestry Area and soil type maps with a scale of 1:35,000, information was obtained that there was no peat in the plots managed by farmers. The cooperative also presented a smallholder statement document stating, among other things, the farmers' willingness not to carry out new plantings on peatlands and replanting on peatlands only in areas with a low risk of flooding and saltwater intrusion as well as the use of best management practices for oil palm on peatlands, as described above. has been signed by the farmer with the initials S on October 28, 2021.</p>		
	Status: Comply	
<b>4.6</b> <b>Fire is not used on the oil palm plot for preparing land or for pest control, nor open fire for waste management on the farm.</b>		
<b>Eligibility, MS A &amp; MS B</b> <p>Result of documents verification, interview with group management as well as its members during field visit, it is known if all members have signed and acknowledged membership requirements. All members prior joint with KKTTPS need to complete the requirements as a prospective member, among others copy id cards, land ownerships evidence, family identity cards and etc. Furthermore, the members also need to sign Letter of Statement of Commitment of Member as mentioned in annex 2.</p>		

KKTPS can show a commitment document not to use fire during land preparation, pest control, or waste management from each member as contained in Letter of Statement of Commitment of Member. Fire is not used on the oil palm plot for preparing land or for pest control, nor open fire for waste management on the farm, and no burning for preparing land or pest control. The commitment has been signed by each member before joining.

KKTPS has provided training to all group members related to land preparation, waste management and fire control which is shown in the following types of documents:

- Document of Training Activities regarding to harvesting technique, workers' right, manuring technique, pest control, and water and soil conservation on 3 September 2021. This training was provided by Tanoto Foundation, Asian Agri, Apical, and KAO.
- Document of Training Activities regarding to RSPO independent smallholder on 25 September 2021 to smallholders group in Gapuk, Karang Anyar, Kampung Melaka, Ujung Batu, Batu Lima, and Sitiawan. This training was provided by Asian Agri.
- Document of Training Activities regarding to waste management, first aid, and smallholder administration on 15 December 2021 to smallholder group in Gapuk, Karang Anyar, Kampung Melaka, Ujung Batu, Batu Lima, and Sitiawan. This training was provided by Tanoto Foundation, Asian Agri, Apical, and KAO.
- Document of Training Activities regarding to basic fire and OHS in 7 February 2022 to smallholder group in Gapuk, Karang Anyar, Kampung Melaka, Ujung Batu, Batu Lima, and Sitiawan. This training was provided by deGuru Consulting which contains risk management and OHS in palm oil plantation.

The training materials are attached in all of the above documents. Based on the results of interviews with a sample of farmer members, information was obtained that all respondents could demonstrate all their knowledge related to the results of the training and had been applied in their respective fields. The results of the interview also showed that they understood very well why the prohibition on land burning was suggested by KKTPS, respondents also added that they hoped that the KKTPS would continue to provide training to ensure continuous improvement.

Based on result of field observation and interview with stakeholders, information was obtained that there is no physical evidence of new burning for oil palm land preparation by smallholders. This is due to age of planting is all over 15 years so that evidence of burn marks can no longer be seen. KKTPS has also not carried out any replanting activities or new land clearing. The results of the interview also stated that they understood the procedure for prohibiting burning so that when replanting was carried out, they would use the mechanical method.

Based on planting year data, no area was opened by members after joining KKTPS members. Results of interviews with KKTPS members stated that most of the land planted with oil palm was ex-rice farming or bushland, so that land clearing did not need to be burned.

In handling waste generated during plantation activities, all waste is collected and stored in waste storage warehouse by Environmental Section of KKTPS. Waste generated is in the form of fertilizer sacks and pesticide packaging. KKTPS members control pests in their fields with pesticides that have been recommended based on the results of studies conducted by group administrators and management. Farmers stated that they had never carried out pest control using fire. Based on the results of interviews and field visits to the plantation area, no identification of the use of fire in new land clearing, waste management or pest control was found. KKTPS also has SOP No. 4/SOP/SL/ICS/KK-TTPS/IV/2021 concerning Handling of Land Fire and SOP No. 1/SOP/SPHT/ICS/KK-TTPS/IV/2021 regarding Pest Management.

Status: Comply
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#### 4.7

**Riparian buffer zones are identified and managed to ensure they are maintained and/or enhanced.**

##### Eligibility

KKTPS has identified a riparian buffer zone within the group with result that there are several group members who are members of KKTPS that have a riparian zone in their plantation area with a total area of 7.4 ha. All group members represented from sample members have also signed a declaration not to carry out new plantings in riverbank areas which can be demonstrated in statement of commitment document to protect HCV and HCS forests through precautionary practice approach of each member as contained in Letter of Statement of Commitment of each member. Letter of Statement of Commitment which has been signed by each member has shown statements as follows:

- Not clearing or acquiring land from indigenous peoples, local communities, or other users without their free, prior and informed consent (FPIC), based on a simplified FPIC approach
- Resolve any existing disputes

- No new planting or no expansion of existing farms in primary forests, HCV areas, HCS forests, in riparian areas, or on steep slopes (more than 25 degrees or as in National Interpretation)
- Protect HCVs and HCS forests through the precautionary practices approach
- No new planting on peat and replanting on peat only in areas with low risk of flooding and saline intrusion
- Use of best management practices for oil palm on peat
- No burning for preparing land or pest control
- Minimize and control erosion.

**MS A**

KKTTPS has provided training to all group members regarding the management of riparian buffer zones which are shown in the following types of documents:

- Document of Training Activities regarding to HCV-HCS and FPIC on 14 Agustus 2021 which was attended by 76 members. This training was provided by Tanoto Foundation, Asian Agri, Apical, and KAO.
- Document of Training Activities regarding to harvesting technique, workers' right, manuring technique, pest control, and water and soil conservation on 3 September 2021. This training was provided by Tanoto Foundation, Asian Agri, Apical, and KAO.
- Training materials have also explained regarding awareness for riparian buffer zone management, and the group has an action plan to maintain and/or enhance riparian buffer zones.

The training materials are attached in all of the above documents. Based on the results of interviews with a sample of farmer members, information was obtained that all respondents could demonstrate all their knowledge related to the results of the training and had been applied in their respective fields. Result of the interview with KKTTPS members also showed that members are aware of prohibition of burning for preparing land or pest control which was suggested by KKTTPS. Respondents also added that they hoped that KKTTPS would continue to provide training to ensure continuous improvement.

Members of KKTTPS are aware of the management of river border buffer zones including action plans to maintain and/or enhance river border buffer zones. the group has also made an action plan to maintain and/or enhance the riparian buffer zone. Results of field visit and interview with several group members stated that they already knew how to manage riparian areas, namely by not applying chemicals and allowing them to grow naturally.

**MS B**

Based on result of verification of HCV document, LUCA and maps of distribution of member lands, it is shown that there are several lands belonging to KKTTPS members located on river borders. The entire area is protected and designated as an HCV area with a total area of 7.4 Ha in riparian category. Some of activities planned are marking of area boundaries, prevention and control of land fire hazards, protection of areas and species of flora and fauna. Types of derivative activities that will be carried out include making signboards prohibiting land clearing by burning, installing a signboard for prohibiting spraying completely, and prohibiting hunting signboards. Result of interview also showed that members were aware of the management of river border buffer zones including action plans to maintain and/or increase river border buffer zones such as not applying chemicals such as fertilizers and pesticides, or not replanting in river border areas. KKTTPS also has SOP No. 2/SOP/SL/ICS/KKTTPS/IV/2021 concerning Water Body Management, SOP No. 3/SOP/SL/ICS/KK-TTPS/IV/2021 concerning Erosion Control and SOP No. 1/SOP/SL/ICS/KK-TTPS/IV/2021 concerning HCV Identification. Smallholders maintain and/or increase riparian buffer zone areas as evidenced by interviews and field visits. Results of interview with all sample members stated that they already know how to manage riparian areas such as not using agrochemical for palm oil management in riparian areas.

Status: Comply
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**4.8**

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

**Eligibility**

The cooperative shows Decree No: 18/M-ICS/KK-TTPS/IV/2021 regarding the reduction of the use of chemicals with the active ingredient paraquat which includes an appeal to reduce the use of paraquat and prohibits making new purchases and has been socialized to members of the cooperative.

The cooperative shows the SOP for member approval No 1/SOP/SPA/ICS/KK-TTPS/IV/2021 and a decree regarding the requirements for prospective members for RSPO KKTTPS certification, which includes the obligation to participate in RSPO certification which is stated in the farmer statement document. The smallholder statement document, among others, states the farmers' willingness to use the best management practices for oil palm which has been signed by all smallholders, such as the one signed by the smallholder with

the initial S on October 28, 2021.

The results of interviews with farmers, it was concluded that farmers are aware of pesticides that are categorized by the World Health Organization (WHO) in class 1A or 1B and which are included in the list of the Stockholm Convention or the Rotterdam Convention such as paraquat, and are well aware of the negative impacts of using paraquat so that they are committed to will no longer use paraquat in the management of its oil palm plantations.

#### MS A

The cooperative has provided training in stages to all group members related to Good Agricultural Practices (GAP), such as:

- Harvest training, workers' rights and conditions.
- Integrated fertilization and pest control.
- Weed control, pesticides and soil and water conservation.
- Emergency first aid and basic fire.

The cooperative also shows documentation of training materials that contain procedures for using pesticides, awareness of the risks for pregnant and lactating women and young workers when working as pesticide applicators, storage and management of pesticides, as well as introduction to paraquat chemicals and pesticides registered by WHO class 1A or 1B.

Based on field visits and interviews with farmers, it was stated that farmers do not use paraquat pesticides and pesticides registered by WHO with class 1A or 1B status. In addition, farmers also explain the procedures for using pesticides and managing used pesticide packaging.

Furthermore, the cooperative shows a recap of the chemical use of cooperative members in 2021 – 2022, in which the use of chemicals is used with the active ingredient glyphosate.

#### MS B

The cooperative shows Decree No: 18/M-ICS/KK-TTPS/IV/2021 concerning the reduction of the use of chemicals with the active ingredient paraquat, which prohibits the use of pesticides by pregnant and lactating women, and avoids paraquat and pesticides categorized by WHO in class 1A or 1B, or on the register at the Stockholm Convention or the Rotterdam Convention. The cooperative also shows a recap of the chemical use of cooperative members in 2021 – 2022, in which the use of chemicals is used with the active ingredient glyphosate.

Based on field visits and interviews with farmers, it was stated that farmers do not use paraquat pesticides and pesticides registered by WHO with class 1A or 1B status. In addition, farmers also explain the procedures for using pesticides with a certain rotation which is determined by the number of weeds in the field as well as the management of used pesticide packaging which is collected to the coordinator of each farmer group, to be submitted to partners who have licensed temporary storage places for hazardous and toxic waste.

Status: Comply
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#### 4.9

**The group and smallholders manage pests, diseases, weeds and invasive introduced species using appropriate techniques, including but not limited to Integrated Pest Management (IPM) techniques.**

#### Eligibility

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#### MS A

The cooperative shows Decree No: 18/M-ICS/KK-TTPS/IV/2021 regarding the reduction of the use of chemicals with the active ingredient paraquat which includes an appeal to reduce the use of paraquat and prohibits making new purchases and has been socialized to members of the cooperative.

The cooperative has provided training in stages to all group members related to Good Agricultural Practices (GAP), such as:

- Harvest training, workers' rights and conditions.
- Integrated fertilization and pest control.
- Weed control, pesticides and soil and water conservation.
- Emergency first aid and basic fire.

The cooperative also shows documentation of training materials containing, among others, procedures for using pesticides such as the use of PPE, good spraying methods, types of weeds, management of invasive species and cultivation of host plants for natural predators.

The results of interviews with farmers, it was concluded that farmers are aware of pesticides that are categorized by the World Health Organization (WHO) in class 1A or 1B and which are included in the list of the Stockholm Convention or the Rotterdam Convention such as paraquat, and are well aware of the negative impacts of using paraquat so that they are committed to will no longer use paraquat in the management of its oil palm plantations.

#### MS B

In implementing the commitment to reduce chemicals, especially paraquat, the cooperative implements integrated pest control by cultivating plants that function as natural habitats for natural predators of plant pests such as turnera and antigonon leptopus.

Furthermore, the cooperative shows a recap of the chemical use of cooperative members in 2021 – 2022, in which the use of chemicals is used with the active ingredient glyphosate.

Status: Comply
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### 3.2 Conformity Checklist of Certificate and Trademark Use

1.	Evidence of permission or approval certificate and trademark from Certification Body which submitted by Client.
IC	Cooperation does not use RSPO trademark.
	Status: Comply
2.	Implementation of certificate and trademark used by Client comply with size and type (shape) against Guideline of trademark Use
IC	Cooperation does not use RSPO trademark.
	Status: Comply
3.	Implementation of Certificate and Trademark is not used on product
IC	Cooperation does not use RSPO trademark.
	Status: Comply
4.	Controlling of Certificate and Trademark, including withdrawing inappropriate trademark.
IC	Cooperation does not use RSPO trademark.
	Status: Comply

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

3.3.1 Identification of Findings, Corrective Actions and Observations at IC Assessment

NCR No. :		Issued by :	
Date Issued :		Time Limit :	
NC Grade :		Date of Closing :	
Standard Ref. & Requirement :			
Evidence observed <i>(filled by auditor):</i>			
Non-Conformance Description <i>(filled by auditor):</i>			
There is no nonconformity			
Root Cause Analysis <i>(filled by organization audited):</i>			
Correction <i>(filled by organization audited):</i>			
Corrective Action <i>(filled by organization audited):</i>			
Assessor Evaluation and Conclusion <i>(filled by auditor):</i>			
Verified by :			



**3.3.3. Opportunity for Improvement**



No	Ref. Std.	Description
1	3.3	<p>MS-B Refer to E and MS-A Requirements</p> <ol style="list-style-type: none"> <li>1. The grower is committed to remunerating workers in accordance with the minimum requirements of applicable law or mandatory industry standards (see 1.1 E and Appendix 2).</li> <li>2. Workers receive payment as expected and agreed, at least in accordance with the minimum wage regulated by applicable law (excluding overtime premiums), and without discrimination against vulnerable groups, including women.</li> </ol> <p>The cooperative shows a work agreement between the land owner and the worker, which includes a wage for harvest work of IDR 150,000/ton or IDR 150/Kg. The cooperative also shows a receipt for the total wage payment for harvest work (harvest rotation 2 times a month) in 2021 amounting to Rp. 3,827,000, - where this wage is higher than the cooperation agreement, which is Rp. 3,753,600.</p> <p>However, the cooperative has the opportunity to check payments for each harvesting activity to ensure that wages for each harvesting activity are paid in accordance with the cooperation contract.</p>

**3.3.4. Noteworthy Positive Components**

No	Description
1	Commitment to apply the principles of sustainable palm oil management.
2	Presentation of documents and good communication with the companion team

### 3.4 Summary of Arising Issues from Public and Auditor Verification.

Public Issues (Institution/ NGO/Community)	Auditor Verification
<p>Environmental Agency of Labuhanbatu District Head of Environmental Compliance and Capacity Enhancement 19 April 2022</p> <p>KKTTPS has complied with applicable regulations related environmental. All smallholder has had license Letter of Commitment to Environmental Management and Monitoring "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup" (SPPL). There is no land fire has occurred in the operational area of KKTTPS in 2021-2021. There are no complaints from stakeholder related environmental issue.</p>	<p>There's no negative issue need to be further clarification.</p>
<p>National Land Agency of Labuhanbatu District General Affair Officer 19 April 2022</p> <p>KKTTPS has complied with applicable regulations related land legality. There is no land disputes in area of KKTTPS members. There is also no area of KKTTPS members which is included in protected area. KKTTPS has progres of registering its area member into Land Owner Certificate (SHM). In 2022, there is several plot which has been registered in National Land Agency and still in verification until this audit. KKTTPS is encouraged to registered all of its member into Land Owner Certificate (SHM).</p>	<p>Based on result of interview with group manager, there is registration of 200 plots of KKTTPS members in 2020 which are 17 plot left still in verification phase in National Land Agency. KKTTPS also has registered of 66 plots of its member in 2022 and until this audit is conducted. KKTTPS keeps maintaining communication with National Land Agency regarding to issuance of Land Owner Certificate (SHM) of its members.</p>
<p>Plantation Agency of Labuhanbatu District Head of plantation 19 April 2022</p> <p>Some planters are in the process of issuing a "Cultivation Registration Certificate". All smallholder lands are also located in other use areas.</p>	<p>There's no negative issue need to be further clarification.</p>
<p>Head of Tebing Tinggi Village 19 April 2022</p> <p>The resource person stated that he was aware of the existence of the cooperative and provided support as a facilitator in the meeting.</p> <p>He also stated that there was never any social conflict that occurred within the cooperative's membership. In cooperative activities, the community feels very helpful because of the efforts to better manage oil palm so as to increase the productivity and welfare of the community.</p>	<p>There's no negative issue need to be further clarification.</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>Koperasi Konsumen Tebing Tinggi Pangkatan Sejahtera Group Manager</p>  <p><u>Khairul Anam</u> Wednesday, 20 April 2022</p> </div> <div style="text-align: center;"> <p>Mutuagung Lestari Lead Auditor</p>  <p><u>Briyogi Shadiwa</u> Wednesday, 20 April 2022</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 Agency of Labuhanbatu District	Labuhanbatu District	-	Interview via telephone	19 April 2022	√	
2	National Land Agency of Labuhanbatu District	Labuhanbatu District	-	Interview via telephone	19 April 2022	√	
3	Plantation Agency of Labuhanbatu District	Labuhanbatu District	-	Interview via telephone	19 April 2022	√	
4	Head of Tebing Tinggi Vilage	Labuhanbatu District	-	Direct interview	20 April 2022	√	
5	Sitiawan Smallholder Group	Labuhanbatu District	-	Direct interview	20 April 2022	√	
6	Gapuk Smallholder Group	Labuhanbatu District	-	Direct interview	20 April 2022	√	
7	Ujung Batu Smallholder Group	Labuhanbatu District	-	Direct interview	20 April 2022	√	
8	Kampung Malaka Smallholder Group	Labuhanbatu District	-	Direct interview	20 April 2022	√	
9	Karang Anyar Smallholder Group	Labuhanbatu District	-	Direct interview	20 April 2022	√	
10	WWF	Jakarta	Email	-	12 April 2022		√
11	Sawit Watch	Jakarta	Email	-	12 April 2022		√
12	WALHI	Jakarta	Email	-	12 April 2022		√
13	AMAN	Jakarta	Email	-	12 April 2022		√

**Appendix 2. Assessment Program**

DATE	18 to 21 April 2022	
PLANNED TIME	PROCESSES / CLAUSES TO BE AUDITED	AUDITOR
<b>Monday, 18 April 2022</b>		
07.00 – 09.25	JAKARTA (GA-182) → MEDAN	All Auditor
09.25 – 19.00	MEDAN → KOPERASI KONSUMEN TEBING TINGGI PANGKATAN SEJAHTERA	All Auditor
<b>Tuesday, 19 April 2022</b>		
08.00 – 12.00	<b>Opening meeting</b> <ul style="list-style-type: none"> <li>Auditee Speech (Introduction of PIC, Profile of Certified Management Unit)</li> <li>Auditor Team Speech (Introduction, Audit Objective, Audit Scope, Audit Plan Discussion, Determine of Audit Sample, Transparency and Confidentiality Clarification)</li> </ul> Consultation with Related Offices and Villages in Labuhanbatu District (Via Phone)	All Auditor
12.00 – 13.00	Break	All Auditor
13.00 – 16.00	<ul style="list-style-type: none"> <li>Interview with Cooperation Management, Document review and completing audit checklist.</li> <li>Presentation of Daily Progress.</li> </ul>	All Auditor
<b>Wednesday, 20 April 2022</b>		
08.00 – 12.00	Field Observation to Operational Activities by sample (members land), Supporting Facilities and Interview with members.	All Auditor
12.00 – 13.00	Break	All Auditor
13.00 – 16.00	Auditor Team Internal Discussion	
16.00 – 17.00	<b>Closing Meeting</b> <ul style="list-style-type: none"> <li>Presentation of audit findings (Noteworthy Positive Component, Non-Conformities, OFI, Time limit of Fulfilment and, Conclusion)</li> <li>Comments, Responses and Questions</li> </ul>	All Auditor
<b>Thursday, 21 April 2021</b>		
06.00 – 14.00	KOPERASI KONSUMEN TEBING TINGGI PANGKATAN SEJAHTERA → MEDAN	All Auditor
16.50 - ....	MEDAN (GA-121) → JAKARTA	All Auditor

**Appendix 3. Smallholder Data**

No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
Pangkalan Sub District, Labuhanbatu District, Sumatera Utara Province, Indonesia												
1	Abdul Rohim	Tebing Tinggi Village	N 02° 05' 46.12"	E 100° 00' 59.79"	1.00	1.00	18.59	18.59	19.23	19.23	16 May 2021	-
2	Agus Salim	Tebing Tinggi Village	N 02° 04' 53.51"	E 099° 59' 21.55"	0.28	0.28	6.19	21.94	6.41	22.70	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 57.96"	E 099° 59' 20.40"	0.44	0.44	9.61	21.83	9.94	22.59	16 May 2021	-
3	Misinem	Tebing Tinggi Village	N 02° 05' 23.19"	E 099° 58' 54.44"	2.00	2.00	37.03	18.51	38.31	19.15	16 May 2021	-
4	Darto	Tebing Tinggi Village	N 02° 05' 24.38"	E 099° 59' 22.47"	2.00	2.00	44.02	22.01	45.54	22.77	16 May 2021	-
5	Dimas Tri Suganda	Tebing Tinggi Village	N 02° 04' 55.45"	E 099° 59' 07.21"	0.25	0.25	4.35	17.66	4.50	18.27	16 May 2021	-
6	Dwi Bambang Wahyu Putra	Tebing Tinggi Village	N 02° 05' 09.27"	E 099° 59' 40.88"	3.50	3.50	78.75	22.50	81.46	23.27	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 12.73"	E 099° 59' 34.26"	1.00	1.00	20.50	20.50	21.21	21.21	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 36.00"	E 099° 58' 59.64"	1.00	1.00	23.82	23.82	24.64	24.64	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 43.60"	E 099° 59' 07' 77"	10.00	10.00	202.69	20.27	209.68	20.97	16 May 2021	-
7	Gunawan Sinaga	Tebing Tinggi Village	N 02° 05' 12,75"	E 099° 59' 40.51"	1.00	1.00	24.12	24.12	24.95	24.95	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 13.28"	E 099° 59" 43.71"	3.00	3.00	59.53	19.84	61.58	20.53	16 May 2021	-
8	Hadi Prayetno	Tebing Tinggi Village	N 02° 05' 41.81"	E 099° 59' 29.70"	1.51	1.51	32.69	21.61	33.82	22.35	16 May 2021	-
9	Hadomuan Ritonga	Tebing Tinggi Village	N 02° 05' 57.56"	E 099° 59' 59.11"	0.79	0.79	17.59	22.32	18.19	23.10	16 May 2021	-
10	Jayanti	Tebing Tinggi Village	N 02° 05' 36.87"	E 099° 59' 33.46"	1.53	1.53	31.61	20.60	32.70	21.31	16 May 2021	-



No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
11	Lahfuddin	Tebing Tinggi Village	N 02° 06' 40.39"	E 100° 00' 03.08"	1.01	1.01	20.07	19.94	20.76	20.63	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 51.12"	E 099° 58' 45.10"	0.80	0.80	15.16	18.94	15.68	19.60	16 May 2021	-
12	Laili Fitriani	Tebing Tinggi Village	N 02° 04' 21.87"	E 099° 58' 57.38"	2.00	2.00	46.58	23.29	48.19	24.09	16 May 2021	-
13	Mesniati	Tebing Tinggi Village	N 02° 04' 28.23"	E 099° 58' 59.83"	0.76	0.76	14.27	18.65	14.76	19.30	16 May 2021	-
14	Muhajirin Siregar	Tebing Tinggi Village	N 02° 04' 15.53"	E 099° 59' 10.44"	1.26	1.26	24.51	19.44	25.36	20.11	16 May 2021	-
15	Nursiam	Tebing Tinggi Village	N 02° 04' 20.26"	E 099° 59' 26.04"	1.00	1.00	18.51	18.51	19.15	19.15	16 May 2021	-
16	Nuzul ramadani	Tebing Tinggi Village	N 02° 04' 22.30"	E 09° 59' 11.92"	0.68	0.68	13.34	19.52	13.80	20.19	16 May 2021	-
17	Rosma	Tebing Tinggi Village	N 02° 04' 53.44"	E 099° 59' 30.33"	0.87	0.87	15.34	17.65	15.87	18.26	16 May 2021	-
18	Siti Dorkas Lubis	Tebing Tinggi Village	N 02° 04' 56.91"	E 099° 59' 12.95"	0.48	0.48	9.61	20.18	9.94	20.87	16 May 2021	-
19	Sugi	Tebing Tinggi Village	N 02° 04' 50.08"	E 099° 59' 11.98"	3.19	3.19	33.30	10.43	34.45	10.79	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 45.94"	E 099° 59' 09.09"	4.00	4.00	61.67	15.42	63.80	15.95	16 May 2021	-
20	Sugito	Tebing Tinggi Village	N 02° 04' 36.28"	E 099° 59' 35.13"	2.00	2.00	43.37	21.69	44.87	22.43	16 May 2021	-
21	Sutrisno	Tebing Tinggi Village	N 02° 04' 29.99"	E 099° 59' 14.11"	0.45	0.45	9.50	20.95	9.83	21.67	16 May 2021	-
22	Suyanti	Tebing Tinggi Village	N 02° 04' 42.42"	E 099° 58' 54.75"	0.33	0.33	6.51	19.44	6.73	20.11	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 43.00"	E 099° 58' 57.35"	1.49	1.49	26.79	17.93	27.72	18.55	16 May 2021	-
23	Trisna	Tebing Tinggi Village	N 02° 05' 55.02"	E 099° 59' 21.66"	0.50	0.50	9.78	19.60	10.12	20.27	16 May 2021	-
24	Tulus	Tebing Tinggi Village	N 02° 05' 51.90"	E 100° 00' 01.92"	2.50	2.50	51.98	20.79	53.77	21.51	16 May 2021	-

No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
25	Umar Sidik	Tebing Tinggi Village	N 02° 04' 28.18"	E 099° 59' 10.76"	0.68	0.68	14.79	21.64	15.30	22.39	16 May 2021	-
26	Wahyu Akbar	Tebing Tinggi Village	N 02° 04' 19.16"	E 099° 58' 54.75"	0.68	0.68	15.50	22.68	16.04	23.47	16 May 2021	-
27	Attia Muchtar Maulana	Tebing Tinggi Village	N 02° 05' 36.53"	E 099° 59' 41.21"	1.54	1.54	31.25	20.29	32.32	20.99	16 May 2021	-
28	Dedi erliansyah	Tebing Tinggi Village	N 02° 05' 59.14"	E 099° 58' 35.83"	0.82	0.82	15.76	19.27	16.30	19.93	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 02.97"	E 099° 58' 42.07"	0.99	0.99	23.60	23.84	24.41	24.66	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 18.75"	E 099° 59' 08.37"	1.96	1.96	36.42	18.56	37.68	19.20	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 24.16"	E 099° 59' 02.26"	1.14	1.14	21.83	19.14	22.58	19.81	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 48.94"	E 100° 00' 16.34"	1.37	1.37	25.58	18.73	26.46	19.37	16 May 2021	-
29	Dedi Irwansyah	Tebing Tinggi Village	N 02° 04' 41.46"	E 099° 58' 34.71"	0.76	0.76	15.42	20.29	15.95	20.99	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 09.59"	E 099° 58' 41.72"	0.84	0.84	17.75	21.18	18.36	21.91	16 May 2021	-
30	Edi Preyetno	Tebing Tinggi Village	N 02° 06' 12.18"	E 099° 59' 10.81"	0.22	0.22	4.96	22.43	5.13	23.21	16 May 2021	-
31	Edi susanto	Tebing Tinggi Village	N 02° 05' 14.59"	E 099° 59' 14.59"	1.00	1.00	22.46	22.46	23.24	23.24	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 97.71"	E 099° 58' 46.58"	3.50	3.50	59.40	16.97	61.45	17.56	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 51.47"	E 099° 58' 02.21"	1.00	1.00	23.01	23.01	23.81	23.81	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 51.13"	E 099° 58' 47.66"	2.00	2.00	43.89	21.95	45.40	22.70	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 53.31"	E 099° 58' 48.95"	2.00	2.00	33.12	16.56	34.26	17.13	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 47.63"	E 099° 58' 53.49"	2.50	2.50	58.95	23.58	60.99	24.39	16 May 2021	-

No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
		Tebing Tinggi Village	N 02° 05' 26.69"	E 099° 59' 08.17"	1.60	1.60	28.73	17.96	29.72	18.58	16 May 2021	-
32	Eka Ningsih hasibuan	Tebing Tinggi Village	N 02° 05' 59.29"	E 099° 59' 35.68"	1.47	1.47	26.64	18.16	27.56	18.78	16 May 2021	-
33	Ernawati Sitorus Pane	Tebing Tinggi Village	N 02° 04' 51.27"	E 099° 58' 42.26"	1.00	1.00	17.62	17.66	18.23	18.27	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 48.91"	E 099° 58' 38.68"	0.16	0.16	2.95	18.16	3.06	18.79	16 May 2021	-
34	Hamdan	Tebing Tinggi Village	N 02° 05' 38.49"	E 099° 58' 55.01"	1.32	1.32	25.77	19.52	26.66	20.19	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 38.85"	E 099° 58' 54.58"	0.70	0.70	14.35	20.50	14.85	21.21	16 May 2021	-
35	Ida Eliawati	Tebing Tinggi Village	N 02° 05' 11.02"	E 099° 59' 05.36"	0.62	0.62	12.76	20.50	13.20	21.21	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 08.06"	E 099° 59' 09.68"	1.98	1.98	30.01	15.12	31.04	15.65	16 May 2021	-
36	Ratna Juwita Rambe	Tebing Tinggi Village	N 02° 06' 21.40"	E 100° 02' 59.36"	4.00	4.00	79.56	19.89	82.30	20.58	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 42.70"	E 099° 58' 50.39"	0.83	0.83	15.75	18.97	16.29	19.62	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 33.79"	E 099° 59' 03.35"	4.38	4.38	89.22	20.36	92.30	21.06	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 45.36"	E 099° 58' 52.13"	1.35	1.35	23.57	17.45	24.38	18.05	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 45.32"	E 099° 58' 51.88"	0.51	0.51	10.29	20.21	10.64	20.91	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 32.97"	E 099° 59' 03.21"	1.31	1.31	25.33	19.37	26.20	20.04	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 43.95"	E 099° 58' 55.25"	0.30	0.30	6.10	20.37	6.31	21.07	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 41.21"	E 099° 58' 49.71"	1.01	1.01	20.78	20.63	21.50	21.34	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 36.06"	E 099° 58' 50.73"	0.19	0.19	3.57	18.31	3.69	18.94	16 May 2021	-

No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
37	Khairuddin	Tebing Tinggi Village	N 02° 06' 10.54"	E 099° 59' 49.73"	1.44	1.44	24.66	17.13	25.52	17.72	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 09.73"	E 099° 59' 32.84"	3.00	3.00	48.73	16.24	50.41	16.80	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 10.75"	E 099° 59' 41.05"	3.00	3.00	65.46	21.82	67.72	22.57	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 16.34"	E 099° 58' 36.15"	1.20	1.20	18.75	15.63	19.40	16.16	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 22.50"	E 099° 58' 39.32"	0.76	0.76	7.32	9.63	7.57	9.97	16 May 2021	-
38	Matla al Fajri	Tebing Tinggi Village	N 02° 04' 55.73"	E 099° 59' 30.99"	1.74	1.74	37.37	21.50	38.66	22.24	16 May 2021	-
39	Muhammad Riadi	Tebing Tinggi Village	N 02° 06' 33.78"	E 099° 59' 33.28"	1.82	1.82	34.42	18.90	35.61	19.55	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 33.92"	E 099° 59' 37.01"	2.01	2.01	35.31	17.58	36.53	18.19	16 May 2021	-
40	Fahrul Husen Rambe	Tebing Tinggi Village	N 02° 06' 41.53"	E 100° 00' 07.30"	1.98	1.98	42.89	21.62	44.37	22.37	16 May 2021	-
41	Riadin	Tebing Tinggi Village	N 02° 06' 40.96"	E 099° 59' 58.62"	1.13	1.13	21.70	19.22	22.45	19.89	16 May 2021	-
42	Sa'adah hasibuan	Tebing Tinggi Village	N 02° 06' 44.50"	E 100° 00' 00.65"	2.00	2.00	37.14	18.57	38.42	19.21	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 19.44"	E 099° 59' 04.04"	1.22	1.22	23.08	18.89	23.87	19.54	16 May 2021	-
43	Salman Ritonga	Tebing Tinggi Village	N 02° 04' 54.89"	E 099° 59' 49.84"	15.00	15.00	304.39	20.29	314.89	20.99	16 May 2021	-
44	Saru	Tebing Tinggi Village	N 02° 04' 05.64"	E 099° 58' 43.53"	0.60	0.60	11.63	19.38	12.03	20.05	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 40.96"	E 099° 59' 58.62"	1.60	1.60	21.05	13.16	21.78	13.61	16 May 2021	-
45	Sulaiman S	Tebing Tinggi Village	N 02° 06' 10.03"	E 100° 00' 08.59"	1.66	1.66	31.02	18.73	32.09	19.37	16 May 2021	-
46	Supomo	Tebing Tinggi Village	N 02° 04' 44.34"	E 099° 58' 37.36"	1.35	1.35	21.36	15.77	22.09	16.32	16 May 2021	-

No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
		Tebing Tinggi Village	N 02° 04' 47.86"	E 099° 58' 36.88"	0.50	0.50	13.84	27.68	14.32	28.64	16 May 2021	-
47	Sutikno	Tebing Tinggi Village	N 02° 04' 41.46"	E 099° 58' 34.71"	0.72	0.72	16.27	22.59	16.83	23.37	16 May 2021	-
48	Suwanto	Tebing Tinggi Village	N 02° 04' 24.47"	E 099° 58' 47.44"	0.32	0.32	6.94	21.70	7.18	22.45	16 May 2021	-
49	Syafruddin Nasution	Tebing Tinggi Village	N 02° 04' 29.24"	E 099° 58' 33.76"	0.36	0.36	7.31	20.30	7.56	21.00	16 May 2021	-
50	Taufik Hasibuan	Tebing Tinggi Village	N 02° 06' 02.17"	E 099° 59' 39.63"	1.76	1.76	41.15	23.32	42.57	24.13	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 56.42"	E 099° 59' 46.85"	1.60	1.60	27.38	17.11	28.33	17.71	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 53.78"	E 099° 59' 46.41"	1.66	1.66	35.40	21.36	36.62	22.10	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 53.78"	E 099° 59' 46.41"	1.44	1.44	21.27	14.80	22.01	15.31	16 May 2021	-
51	Tukimin	Tebing Tinggi Village	N 02° 04' 33.48"	E 099° 58' 46.08"	0.84	0.84	18.94	22.47	19.60	23.24	16 May 2021	-
52	Zuliahasanah	Tebing Tinggi Village	N 02° 02' 46.21"	E 100° 00' 18.20"	1.95	1.95	39.77	20.39	41.14	21.10	16 May 2021	-
53	Zulkiffi	Tebing Tinggi Village	N 02° 05' 44.53"	E 099° 59' 44.68"	1.09	1.09	21.84	20.04	22.59	20.73	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 23.44"	E 099° 59' 43.36"	0.68	0.68	16.46	24.24	17.03	25.08	16 May 2021	-
54	Abdul hamid rangkuti	Tebing Tinggi Village	N 02° 05' 25.17"	E 099° 59' 20.15"	1.20	1.20	24.59	20.49	25.44	21.20	16 May 2021	-
55	Abdul Kodir Panjaitan	Tebing Tinggi Village	N 02° 06' 31.74"	E 099° 59' 14.58"	0.40	0.40	7.28	18.19	7.53	18.82	16 May 2021	-
56	Abdullah Umar Nasution	Tebing Tinggi Village	N 02° 06' 07.99"	E 100° 00' 39.28"	0.49	0.49	8.72	17.62	9.02	18.23	16 May 2021	-
57	Adha Imawan.N	Tebing Tinggi Village	N 02° 05' 23.92"	E 099° 59' 23.92"	3.50	3.50	66.82	19.09	69.13	19.75	16 May 2021	-
58	Ahmad Zaini	Tebing Tinggi Village	N 02° 05' 00.20"	E 099° 59' 03.14"	1.18	1.18	26.35	22.28	27.26	23.05	16 May 2021	-

No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
59	Aidil Aman Dalimunthe	Tebing Tinggi Village	N 02° 06' 19.09"	E 100° 00' 06.39"	1.15	1.15	10.52	9.19	10.89	9.51	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 16.05"	E 099° 59' 21.42"	1.76	1.76	40.74	23.09	42.14	23.89	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 54.79"	E 099° 59' 13.84"	1.31	1.31	29.41	22.48	30.42	23.25	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 59.42"	E 099° 59' 45.23"	2.02	2.02	39.96	19.74	41.34	20.42	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 37.09"	E 099° 59' 28.52"	2.02	2.02	41.50	20.50	42.94	21.21	16 May 2021	-
60	Aladin Simarmata	Tebing Tinggi Village	N 02° 06' 16.24"	E 100° 00' 13.59"	1.94	1.94	46.41	23.89	48.01	24.71	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 40.13"	E 099° 58' 43.15"	1.55	1.55	34.76	22.49	35.96	23.26	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 39.85"	E 100° 00' 33.05"	4.37	4.37	75.43	17.24	78.03	17.84	16 May 2021	-
61	Amelia Arfaini	Tebing Tinggi Village	N 02° 05' 15.80"	E 099° 59' 06.75"	0.71	0.71	13.01	18.44	13.46	19.08	16 May 2021	-
62	Ahmad Amri Marpaung	Tebing Tinggi Village	N 02° 06' 17.30"	E 100° 00' 03.19 "	0.41	0.41	7.39	18.19	7.64	18.82	16 May 2021	-
63	Askad Siregar	Tebing Tinggi Village	N 02° 06' 19.09"	E 100° 00' 06.39"	2.44	2.44	49.20	20.15	50.90	20.85	16 May 2021	-
64	Asni	Tebing Tinggi Village	N 02° 05' 57.97"	E 099° 59' 24.62"	0.50	0.50	9.95	19.89	10.29	20.58	16 May 2021	-
65	Tiara Dame Sidabutar	Tebing Tinggi Village	N 02° 05' 43.40"	E 099° 58' 58.15"	3.50	3.50	61.66	17.62	63.79	18.23	16 May 2021	-
66	Dasuki Nst	Tebing Tinggi Village	N 02° 06' 26.62"	E 099° 59' 14.67"	0.89	0.89	16.59	18.60	17.16	19.24	16 May 2021	-
		Tebing Tinggi Village	N 02° 02' 49.48"	E 100° 00' 11.99"	2.00	2.00	35.24	17.62	36.45	18.23	16 May 2021	-
67	Daud Rasidi	Tebing Tinggi Village	N 02° 05' 42.01"	E 099° 59' 23.42"	1.00	1.00	22.20	22.20	22.97	22.97	16 May 2021	-
68	Edi Wijaya	Tebing Tinggi Village	N 02° 05' 51.90"	E 100° 00' 01.92"	2.12	2.12	47.40	22.36	49.03	23.13	16 May 2021	-

No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
69	Harapan	Tebing Tinggi Village	N 02° 04' 25.55"	E 099° 58' 33.06"	0.50	0.50	10.78	21.55	11.15	22.30	16 May 2021	-
70	Harmaini Ritonga	Tebing Tinggi Village	N 02° 05' 17.70"	E 099° 59' 19.18"	1.76	1.76	35.96	20.41	37.20	21.11	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 49.10"	E 100° 00' 00.53"	0.86	0.86	16.46	19.17	17.03	19.83	16 May 2021	-
71	Dewi Nirwana	Tebing Tinggi Village	N 02° 04' 25.55"	E 099° 58' 33.06"	1.00	1.00	19.09	19.09	19.75	19.75	16 May 2021	-
72	Husni mubarak Dalimunthe	Tebing Tinggi Village	N 02° 02' 56.50"	E 100° 00' 12.15"	2.00	2.00	40.30	20.15	41.69	20.85	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 12.10"	E 099° 59' 29.01"	5.84	5.84	124.88	21.37	129.19	22.11	16 May 2021	-
73	lin umaroh	Tebing Tinggi Village	N 02° 05' 24.49"	E 099° 59' 00.51"	1.04	1.04	11.09	10.70	11.48	11.07	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 23.05"	E 099° 59' 38.55"	0.28	0.28	6.95	25.20	7.19	26.07	16 May 2021	-
74	Ilham Ramadhan	Tebing Tinggi Village	N 02° 04' 38.54"	E 099° 58' 27.50"	0.48	0.48	10.87	22.44	11.24	23.21	16 May 2021	-
75	Nurafni	Tebing Tinggi Village	N 02° 05' 19.46"	E 099° 59' 01.77"	0.24	0.24	4.92	20.49	5.09	21.20	16 May 2021	-
76	Kamaluddin	Tebing Tinggi Village	N 02° 05' 47.54"	E 100° 00' 06.61"	1.00	1.00	19.25	19.25	19.92	19.92	16 May 2021	-
77	Kaslan	Tebing Tinggi Village	N 02° 05' 23.70"	E 099° 59' 01.02"	1.12	1.12	20.28	18.11	20.98	18.73	16 May 2021	-
78	Khairul Anam	Tebing Tinggi Village	N 02° 02' 49.86"	E 100° 100' 25.11"	2.00	2.00	36.42	18.21	37.67	18.84	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 58.74"	E 099° 59' 15.16"	5.80	5.80	106.14	18.29	109.80	18.92	16 May 2021	-
79	Khairul Ritonga	Tebing Tinggi Village	N 02° 04' 32.81"	E 099° 58' 26.32"	0.44	0.44	8.46	19.17	8.75	19.83	16 May 2021	-
80	khajanatul abadijah	Tebing Tinggi Village	N 02° 04' 07.00"	E 099° 59' 00.87"	0.66	0.66	13.49	20.50	13.96	21.20	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 41.00"	E 099° 58' 56.88"	1.42	1.42	26.95	18.93	27.88	19.59	16 May 2021	-



No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
81	Kus Hendratno	Tebing Tinggi Village	N 02° 05' 17.92"	E 099° 59' 09.70"	0.62	0.62	12.72	20.49	13.16	21.20	16 May 2021	-
82	Lahmuddin Dalimunthe	Tebing Tinggi Village	N 02° 06' 25.71"	E 100° 00' 12.29"	1.98	1.98	38.25	19.33	39.57	20.00	16 May 2021	-
83	M.Ikhsan Ritonga	Tebing Tinggi Village	N 02° 05' 81.12"	E 099° 59' 05.91"	0.28	0.28	4.71	16.80	4.87	17.38	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 52.69"	E 099° 59' 25.20"	2.04	2.04	36.12	17.68	37.37	18.29	16 May 2021	-
84	M.Ridwan Ritonga	Tebing Tinggi Village	N 02° 05' 15.65"	E 099° 59' 14.26"	0.21	0.21	4.25	20.24	4.40	20.94	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 21.95"	E 099° 59' 06.83"	1.50	1.50	30.25	20.16	31.29	20.86	16 May 2021	-
85	Mardiani Nst	Tebing Tinggi Village	N 02° 06' 55.15"	E 100° 00' 28.40"	1.92	1.92	35.50	18.48	36.72	19.12	16 May 2021	-
86	M. Alwi Siregar	Tebing Tinggi Village	N 02° 06' 49.13"	E 100° 00' 30.75"	1.50	1.50	33.19	22.12	34.33	22.89	16 May 2021	-
87	Mhd.Zuhri Hasibuan	Tebing Tinggi Village	N 02° 06' 33.94"	E 099° 59' 23.08"	2.00	2.00	39.08	19.54	40.43	20.22	16 May 2021	-
88	Muhammad Imam Arifin	Tebing Tinggi Village	N 02° 02' 56.23"	E 100° 00' 28.54"	1.12	1.12	14.98	13.37	15.49	13.83	16 May 2021	-
89	Nurdin Ritonga	Tebing Tinggi Village	N 02° 04' 53.40"	E 099° 59' 29.67"	1.00	1.00	14.98	14.98	15.49	15.49	16 May 2021	-
90	Nurlina Siregar	Tebing Tinggi Village	N 02° 05' 48.56"	E 099° 59' 03.29"	0.59	0.59	11.85	20.15	12.26	20.85	16 May 2021	-
91	Parida Rambe	Tebing Tinggi Village	N 02° 05' 19.50"	E 099° 59' 21.51"	1.00	1.00	19.09	19.09	19.75	19.75	16 May 2021	-
92	Rismah.	Tebing Tinggi Village	N 02° 05' 42.14"	E 099° 59' 33.25"	1.00	1.00	21.14	21.14	21.87	21.87	16 May 2021	-
93	Rohimah	Tebing Tinggi Village	N 02° 06' 21.15"	E 100° 00' 21.15"	0.63	0.63	12.83	20.23	13.28	20.93	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 25.34"	E 099° 59' 44.10"	1.36	1.36	29.25	21.55	30.26	22.29	16 May 2021	-
94	Romauli br.manik	Tebing Tinggi Village	N 02° 05' 57.62"	E 099° 59' 12.47"	1.31	1.31	25.02	19.17	25.88	19.83	16 May 2021	-

No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
		Tebing Tinggi Village	N 02° 05' 33.48"	E 099° 59' 07.14"	0.60	0.60	12.05	20.08	12.46	20.77	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 37.55"	E 099° 58' 58.93"	2.00	2.00	36.21	18.11	37.46	18.73	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 19.24"	E 100° 00' 04.32"	1.38	1.38	26.13	18.91	27.03	19.57	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 35.24"	E 099° 59' 17.30"	1.25	1.25	25.08	20.08	25.94	20.77	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 33.69"	E 099° 59' 16.28"	5.00	5.00	108.73	21.75	112.48	22.50	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 54.82"	E 099° 59' 09.43"	6.00	6.00	118.35	19.73	122.44	20.41	16 May 2021	-
95	Roslaini Pulungan	Tebing Tinggi Village	N 02° 05' 23.92"	E 099° 59' 15.22"	0.16	0.16	3.41	21.29	3.52	22.03	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 49.21"	E 099° 58' 54.17"	1.18	1.18	23.85	20.15	24.68	20.85	16 May 2021	-
96	Saiful Ahyar Siregar	Tebing Tinggi Village	N 02° 06' 53.46"	E 100° 00' 28.04"	1.90	1.90	34.60	18.19	35.79	18.82	16 May 2021	-
97	Salwan Harianto	Tebing Tinggi Village	N 02° 05' 16.92"	E 099° 59' 12.04"	0.85	0.85	14.68	17.20	15.19	17.80	16 May 2021	-
98	Siti Aisah	Tebing Tinggi Village	N 02° 05' 08.05"	E 099° 59' 09.00"	1.87	1.87	36.76	19.62	38.03	20.29	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 08.05"	E 099° 59' 09.00"	1.97	1.97	40.15	20.41	41.53	21.11	16 May 2021	-
99	Siti Aminah	Tebing Tinggi Village	N 02° 06' 35.17"	E 099° 59' 26.24"	1.65	1.65	36.78	22.36	38.05	23.13	16 May 2021	-
100	Siti Hafsa Silalahi	Tebing Tinggi Village	N 02° 04' 44.54"	E 099° 58' 37.64"	0.82	0.82	17.33	21.14	17.93	21.87	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 43.22"	E 099° 58' 34.22"	0.66	0.66	12.99	19.58	13.44	20.26	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 47.57"	E 099° 58' 36.94"	0.63	0.63	13.15	20.98	13.60	21.70	16 May 2021	-
101	Siti raihan	Tebing Tinggi Village	N 02° 05' 52.46"	E 099° 59' 02.76"	0.48	0.48	8.61	18.11	8.91	18.74	16 May 2021	-

No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
102	Sri Linda Wati	Tebing Tinggi Village	N 02° 05' 15.65"	E 099° 59' 14.26"	1.59	1.59	32.09	20.16	33.19	20.85	16 May 2021	-
103	Susilawati	Tebing Tinggi Village	N 02° 05' 12.01"	E 099° 59' 00.70"	1.01	1.01	18.26	18.11	18.89	18.73	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 12.90"	E 099° 59' 26.33"	4.30	4.30	82.99	19.30	85.86	19.96	16 May 2021	-
104	Yusri	Tebing Tinggi Village	N 02° 05' 53.96"	E 099° 59' 47.77"	0.74	0.74	15.77	21.21	16.32	21.95	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 21.93"	E 099° 59' 02.48"	0.89	0.89	13.03	14.71	13.48	15.22	16 May 2021	-
105	zul amri dalimunthe	Tebing Tinggi Village	N 02° 06' 09.72"	E 099° 59' 43.01"	0.37	0.37	10.11	27.40	10.46	28.34	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 24.21"	E 099° 59' 07.19"	1.09	1.09	19.27	17.74	19.94	18.36	16 May 2021	-
106	Zulfikar Lukman	Tebing Tinggi Village	N 02° 06' 35.72"	E 099° 59' 18.13"	0.72	0.72	12.98	18.03	13.43	18.65	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 06.73"	E 100° 00' 39.27"	1.00	1.00	17.54	17.54	18.14	18.14	16 May 2021	-
107	sugito	Tebing Tinggi Village	N 02° 05' 42.71"	E 099° 59' 03.05"	2.24	2.24	42.94	19.17	44.42	19.83	16 May 2021	-
108	Abdul Gafar	Tebing Tinggi Village	N 02° 06' 49.29"	E 100° 00' 02.42"	2.50	2.50	51.38	20.55	53.15	21.26	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 59.37"	E 099° 59' 44.93"	2.70	2.70	49.26	18.24	50.96	18.87	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 04.66"	E 099° 59' 51.90"	3.50	3.50	61.85	17.67	63.98	18.28	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 01.67"	E 099° 59' 51.90"	0.70	0.70	13.41	19.15	13.87	19.81	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 02.38"	E 099° 59' 39.66"	2.00	2.00	44.70	22.40	46.24	23.18	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 20.64"	E 099° 59' 37.53"	4.05	4.05	82.19	20.29	85.03	20.99	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 46.85"	E 099° 59' 30.53"	2.00	2.00	43.07	21.54	44.56	22.28	16 May 2021	-

No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
109	Abdul Halim Hasibuan	Tebing Tinggi Village	N 02° 05' 01.90"	E 099° 58' 45.96"	3.00	3.00	64.08	21.36	66.29	22.10	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 02.97"	E 099° 58' 42.07"	2.50	2.50	46.64	18.66	48.25	19.30	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 17.33"	E 099° 59' 54.20"	1.59	1.59	28.07	17.67	29.03	18.28	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 43.05"	E 099° 58' 43.82"	1.48	1.48	31.98	21.54	33.08	22.28	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 35.69"	E 099° 59' 11.99"	1.15	1.15	22.02	19.15	22.78	19.81	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 22.01"	E 099° 59' 01.13"	1.00	1.00	18.50	18.50	19.14	19.14	16 May 2021	-
		Tebing Tinggi Village	N 02° 04' 16.58"	E 099° 59' 04.96"	1.50	1.50	27.37	18.24	28.31	18.87	16 May 2021	-
110	Abdul Hamid	Tebing Tinggi Village	N 02° 05' 25.17"	E 099° 59' 20.15"	1.12	1.12	22.64	20.21	23.42	20.91	16 May 2021	-
111	Agus Lasimin	Tebing Tinggi Village	N 02° 06' 06.92"	E 099° 59' 09.30"	1.50	1.50	29.11	19.41	30.12	20.08	16 May 2021	-
112	ahmad alfan marpaung	Tebing Tinggi Village	N 02° 05' 13.51"	E 100° 00' 10.90"	3.00	3.00	53.01	17.67	54.84	18.28	16 May 2021	-
113	Ahmad Najan	Tebing Tinggi Village	N 02° 06' 33.02"	E 100° 00' 10.77"	1.51	1.51	28.15	18.66	29.12	19.30	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 40.62"	E 099° 59' 12.03"	1.99	1.99	40.86	20.50	42.27	21.21	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 10.54"	E 099° 59' 49.73"	14.00	14.00	247.40	17.67	255.93	18.28	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 01.34"	E 099° 59' 24.94"	2.40	2.40	44.69	18.62	46.23	19.26	16 May 2021	-
114	Ahmad Tohari	Tebing Tinggi Village	N 02° 05' 02.97"	E 099° 58' 42.07"	1.50	1.50	30.71	20.47	31.77	21.18	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 50.48"	E 099° 59' 40.39"	3.00	3.00	64.85	21.62	67.08	22.36	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 51.37"	E 099° 58' 55.25"	1.01	1.01	19.46	19.23	20.13	19.89	16 May 2021	-

No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
115	Ahmat Rianto	Tebing Tinggi Village	N 02° 05' 16.92"	E 099° 59' 12.04"	0.39	0.39	7.47	19.16	7.73	19.82	16 May 2021	-
116	Ainil Fitri	Tebing Tinggi Village	N 02° 05' 08.97"	E 099° 59' 03.76"	1.33	1.33	24.13	18.09	24.96	18.71	16 May 2021	-
117	Akhyarruddin Hsb	Tebing Tinggi Village	N 02° 05' 46.85"	E 099° 59' 30.53"	2.29	2.29	49.60	21.62	51.31	22.36	16 May 2021	-
118	Aminul Rasyid	Tebing Tinggi Village	N 02° 02' 52.62"	E 100° 00' 19.52"	2.00	2.00	45.20	22.60	46.76	23.38	16 May 2021	-
119	Anas Salim	Tebing Tinggi Village	N 02° 05' 30.68"	E 099° 59' 27.74"	2.00	2.00	45.95	22.97	47.53	23.77	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 31.36"	E 099° 59' 52.75"	2.00	2.00	45.01	22.50	46.56	23.28	16 May 2021	-
120	Atmoko	Tebing Tinggi Village	N 02° 05' 45.95"	E 099° 59' 12.03"	5.00	5.00	71.93	14.39	74.41	14.88	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 53.88"	E 099° 59' 12.38"	3.50	3.50	71.75	20.50	74.22	21.21	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 38.97"	E 099° 59' 19.87"	10.00	10.00	193.08	19.31	199.74	19.97	16 May 2021	-
121	Bonar David Hutahean	Tebing Tinggi Village	N 02° 06' 01.03"	E 100° 00' 08.59"	5.00	5.00	96.14	19.23	99.46	19.89	16 May 2021	-
122	Dahriatunna Nst	Tebing Tinggi Village	N 02° 06' 47.03"	E 100° 00' 20.61"	2.00	2.00	38.53	19.23	39.86	19.89	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 42.93"	E 100° 00' 17.85"	1.06	1.06	19.41	18.24	20.08	18.87	16 May 2021	-
123	Devi Irwan	Tebing Tinggi Village	N 02° 05' 32.08"	E 099° 59' 20.86"	0.89	0.89	17.94	20.22	18.55	20.91	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 32.53"	E 099° 59' 28.24"	0.55	0.55	11.65	21.36	12.05	22.10	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 14.29"	E 100° 00' 06.77"	0.52	0.52	10.67	20.51	11.03	21.22	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 14.64"	E 100° 00' 02.84"	0.44	0.44	8.57	19.48	8.87	20.16	16 May 2021	-
124	Eko priyanto	Tebing Tinggi Village	N 02° 06' 28.29"	E 100° 00' 20.16"	2.00	2.00	45.05	22.52	46.60	23.30	16 May 2021	-

No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
125	Eko Susanto	Tebing Tinggi Village	N 02° 06' 50.63"	E 100° 00' 17.81"	1.03	1.03	22.31	21.62	23.07	22.36	16 May 2021	-
126	Faisal Riza	Tebing Tinggi Village	N 02° 06' 22.38"	E 099° 59' 59.46"	2.00	2.00	40.59	20.29	41.99	20.99	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 57.64"	E 099° 59' 41.70"	1.99	1.99	37.22	18.66	38.50	19.30	16 May 2021	-
127	H.Muksin	Tebing Tinggi Village	N 02° 05' 40.40"	E 099° 59' 44.48"	2.50	2.50	47.88	19.15	49.53	19.81	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 51.19"	E 099° 59' 46.11"	2.00	2.00	41.10	20.55	42.52	21.26	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 18.27"	E 100° 00' 01.85"	3.00	3.00	57.45	19.15	59.43	19.81	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 46.41"	E 099° 59' 26.82"	1.60	1.60	34.58	21.62	35.78	22.36	16 May 2021	-
128	Hasna	Tebing Tinggi Village	N 02° 05' 41.68"	E 099° 59' 25.43"	1.50	1.50	30.83	20.55	31.89	21.26	16 May 2021	-
129	Heri	Tebing Tinggi Village	N 02° 05' 59.36"	E 099° 59' 44.86"	1.00	1.00	20.22	20.22	20.91	20.91	16 May 2021	-
130	Herliana	Tebing Tinggi Village	N 02° 06' 35.33"	E 100° 00' 15.03"	7.00	7.00	134.05	19.15	138.68	19.81	16 May 2021	-
131	Imran	Tebing Tinggi Village	N 02° 05' 33.98"	E 099° 58' 53.97"	0.82	0.82	17.48	21.20	18.08	21.93	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 23.19"	E 099° 58' 55.44"	3.07	3.07	62.30	20.29	64.45	20.99	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 55.56"	E 099° 59' 07.03"	0.82	0.82	17.83	21.62	18.44	22.36	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 49.64"	E 099° 59' 01.10"	0.45	0.45	8.65	19.23	8.95	19.90	16 May 2021	-
132	Indarmansyah	Tebing Tinggi Village	N 02° 06' 21.45"	E 099° 59' 14.43"	6.23	6.23	125.53	20.14	129.86	20.83	16 May 2021	-
133	Irwani	Tebing Tinggi Village	N 02° 05' 50.95"	E 099° 59' 02.24"	0.58	0.58	10.54	18.16	10.90	18.79	16 May 2021	-
134	Ismidar SPD	Tebing Tinggi Village	N 02° 05' 07.23"	E 099° 59' 08.67"	0.27	0.27	5.45	20.13	5.64	20.83	16 May 2021	-

No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
		Tebing Tinggi Village	N 02° 06' 01.34"	E 099° 59' 24.94"	1.29	1.29	24.62	19.07	25.47	19.73	16 May 2021	-
135	Jauhar maknun	Tebing Tinggi Village	N 02° 05' 01.45"	E 099° 59' 01.02"	1.06	1.06	22.37	21.20	23.14	21.93	16 May 2021	-
136	Jupri	Tebing Tinggi Village	N 02° 05' 39.37"	E 099° 59' 19.72"	5.00	5.00	101.47	20.29	104.97	20.99	16 May 2021	-
137	Khairanin	Tebing Tinggi Village	N 02° 05' 55.03"	E 099° 59' 28.53"	4.00	4.00	85.67	21.42	88.63	22.16	16 May 2021	-
138	Khairatul Mamnun	Tebing Tinggi Village	N 02° 05' 55.78"	E 099° 59' 06.61"	0.30	0.30	5.97	20.21	6.17	20.91	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 01.45"	E 099° 59' 01.02"	1.19	1.19	21.71	18.24	22.46	18.87	16 May 2021	-
139	Laila Sukma	Tebing Tinggi Village	N 02° 06' 11.78"	E 099° 59' 13.88"	0.32	0.32	5.57	17.26	5.76	17.85	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 12.88"	E 099° 59' 10.50"	0.24	0.24	4.66	19.07	4.82	19.73	16 May 2021	-
140	M.Daud	Tebing Tinggi Village	N 02° 06' 23.32"	E 100° 00' 06.93"	1.00	1.00	21.04	21.04	21.77	21.77	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 57.97"	E 099° 59' 23.45"	0.14	0.14	3.16	22.53	3.27	23.30	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 49.48"	E 099° 59' 03.89"	1.88	1.88	39.86	21.20	41.23	21.93	16 May 2021	-
141	Matlaal Helmi DRA	Tebing Tinggi Village	N 02° 06' 34.68"	E 099° 59' 59.45"	1.03	1.03	20.23	19.64	20.93	20.32	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 50.48"	E 099° 59' 40.39"	2.00	2.00	42.08	21.04	43.54	21.77	16 May 2021	-
142	Mawaddah Ahyar Hsb	Tebing Tinggi Village	N 02° 06' 37.28"	E 100° 00' 16.67"	7.67	7.67	139.38	18.16	144.19	18.79	16 May 2021	-
143	Mhd.Fakhrurroji	Tebing Tinggi Village	N 02° 05' 05.35"	E 099° 59' 09.22"	0.26	0.26	5.18	20.21	5.36	20.91	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 08.97"	E 099° 59' 03.70"	0.68	0.68	12.31	18.16	12.73	18.79	16 May 2021	-
144	Misdi	Tebing Tinggi Village	N 02° 06' 12.78"	E 100° 00' 32.53"	1.00	1.00	19.49	19.49	20.16	20.16	16 May 2021	-



No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
		Tebing Tinggi Village	N 02° 06' 31.62"	E 099° 59' 31.62"	0.73	0.73	15.53	21.28	16.06	22.01	16 May 2021	-
145	Muhammad Said	Tebing Tinggi Village	N 02° 06' 21.88"	E 099° 59' 47.70"	1.21	1.21	21.90	18.17	22.65	18.79	16 May 2021	-
146	Muhammad Sirat	Tebing Tinggi Village	N 02° 06' 54.98"	E 100° 00' 31.58"	1.69	1.69	32.34	19.15	33.46	19.81	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 0.735"	E 099° 59' 09.35"	1.50	1.50	30.95	20.63	32.01	21.34	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 08.60"	E 099° 59' 09.27"	3.50	3.50	63.30	18.09	65.48	18.71	16 May 2021	-
147	Narmin	Tebing Tinggi Village	N 02° 05' 52.82"	E 099° 59' 50.48"	0.75	0.75	13.11	17.59	13.56	18.20	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 18.90"	E 099° 59' 13.00"	0.31	0.31	5.61	18.17	5.80	18.79	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 40.98"	E 100° 00' 08.02"	0.85	0.85	14.96	17.59	15.47	18.20	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 34.16"	E 100° 00' 11.85"	0.24	0.24	3.99	16.61	4.13	17.19	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 12.78"	E 100° 00' 32.53"	0.40	0.40	7.69	19.23	7.96	19.90	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 16.03"	E 099° 58' 54.77"	0.55	0.55	10.08	18.32	10.42	18.95	16 May 2021	-
148	Nasren Nasution	Tebing Tinggi Village	N 02° 05' 49.20"	E 099° 59' 37.92"	1.64	1.64	33.30	20.29	34.45	20.99	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 44.72"	E 100° 00' 25.14"	1.70	1.70	32.42	19.07	33.54	19.73	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 50.21"	E 100° 00' 23.08"	0.80	0.80	13.87	17.34	14.35	17.93	16 May 2021	-
149	Natasya'ul Ashwat	Tebing Tinggi Village	N 02° 05' 20.85"	E 099° 58' 50.61"	1.00	1.00	18.16	18.16	18.79	18.79	16 May 2021	-
150	Nazaruddin	Tebing Tinggi Village	N 02° 05' 38.91"	E 099° 59' 20.79"	0.40	0.40	7.66	19.15	7.93	19.81	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 49.01"	E 099° 59' 33.69"	0.48	0.48	8.47	17.67	8.77	18.28	16 May 2021	-

No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
		Tebing Tinggi Village	N 02° 06' 44.63"	E 099° 59' 44.29"	1.48	1.48	29.92	20.21	30.95	20.91	16 May 2021	-
151	Nazmah Sa'idah	Tebing Tinggi Village	N 02° 05' 04.91"	E 099° 59' 01.52"	1.32	1.32	23.98	18.16	24.80	18.79	16 May 2021	-
152	Nirwansyah Nst	Tebing Tinggi Village	N 02° 05' 34.06"	E 099° 59' 20.57"	0.29	0.29	5.59	18.97	5.79	19.62	16 May 2021	-
153	Nurawan	Tebing Tinggi Village	N 02° 05' 40.12"	E 099° 58' 59.35"	0.36	0.36	7.66	21.28	7.93	22.02	16 May 2021	-
1554	Nurhayati	Tebing Tinggi Village	N 02° 05' 01.10"	E 099° 59' 01.10"	0.45	0.45	8.54	18.97	8.83	19.62	16 May 2021	-
155	Nurmala	Tebing Tinggi Village	N 02° 05' 48.27"	E 099° 59' 44.12"	0.53	0.53	9.86	18.66	10.20	19.30	16 May 2021	-
156]	Pahmin	Tebing Tinggi Village	N 02° 06' 47.72"	E 100° 00' 12.75"	0.53	0.53	10.81	20.22	11.18	20.91	16 May 2021	-
157	Pangestu	Tebing Tinggi Village	N 02° 06' 56.97"	E 099° 59' 59.58"	0.89	0.89	18.74	21.12	19.39	21.85	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 31.28"	E 099° 59' 20.55"	1.00	1.00	22.39	22.39	23.16	23.16	16 May 2021	-
158	Parliah	Tebing Tinggi Village	N 02° 02' 49.07"	E 100° 00' 25.11"	2.00	2.00	40.43	20.22	41.83	20.91	16 May 2021	-
159	paujianto	Tebing Tinggi Village	N 02° 06' 30.64"	E 100° 00' 09.54"	0.39	0.39	7.11	18.16	7.36	18.79	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 54.51"	E 099° 59' 20.02"	0.28	0.28	5.45	19.45	5.63	20.12	16 May 2021	-
160	Rebo	Tebing Tinggi Village	N 02° 06' 11.96"	E 099° 59' 55.76"	1.06	1.06	22.60	21.28	23.38	22.02	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 49.48"	E 099° 59' 33.89"	0.39	0.39	7.17	18.16	7.42	18.79	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 52.97"	E 099° 59' 03.62"	1.06	1.06	20.34	19.15	21.04	19.81	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 25.17"	E 099° 59' 20.15"	0.28	0.28	5.78	20.63	5.97	21.34	16 May 2021	-
161	Risma wati Hutabarat	Tebing Tinggi Village	N 02° 05' 43.61"	E 100° 00' 58.19"	2.00	2.00	36.09	18.05	37.34	18.67	16 May 2021	-

No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
162	Safrah	Tebing Tinggi Village	N 02° 05' 33.12"	E 099° 59' 25.08"	0.24	0.24	4.14	17.59	4.28	18.20	16 May 2021	-
163	Samirah	Tebing Tinggi Village	N 02° 05' 56.42"	E 099° 59' 03.58"	0.70	0.70	12.59	17.99	13.03	18.61	16 May 2021	-
164	Saut Partahi Situmeang	Tebing Tinggi Village	N 02° 06' 40.02"	E 100° 00' 10.20"	2.32	2.32	49.98	21.52	51.71	22.26	16 May 2021	-
165	Sayah Mardiah	Tebing Tinggi Village	N 02° 06' 18.88"	E 099° 59' 42.87"	1.90	1.90	40.99	21.62	42.40	22.36	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 21.95"	E 099° 59' 47.72"	1.56	1.56	34.45	22.11	35.63	22.87	16 May 2021	-
166	Sidik Dalimunthe	Tebing Tinggi Village	N 02° 05' 45.95"	E 099° 59' 12.03"	2.00	2.00	34.32	17.16	35.50	17.75	16 May 2021	-
167	Soibah,N	Tebing Tinggi Village	N 02° 06' 02.17"	E 099° 59' 39.63"	4.00	4.00	75.54	18.89	78.15	19.54	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 15.81"	E 099° 59' 39.30"	1.99	1.99	37.09	18.66	38.37	19.30	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 27.04"	E 099° 59' 47.61"	2.05	2.05	43.26	21.10	44.75	21.83	16 May 2021	-
168	Suderno	Tebing Tinggi Village	N 02° 06' 44.92"	E 100° 00' 14.93"	2.28	2.28	46.33	20.29	47.93	20.99	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 14.29"	E 100° 00' 06.77"	2.00	2.00	40.27	20.14	41.66	20.83	16 May 2021	-
169	Sunardi	Tebing Tinggi Village	N 02° 05' 52.46"	E 099° 59' 55.99"	1.98	1.98	41.97	21.20	43.42	21.93	16 May 2021	-
170	Suriyas Mono	Tebing Tinggi Village	N 02° 05' 56.42"	E 099° 59' 12.63"	1.50	1.50	30.29	20.19	31.34	20.89	16 May 2021	-
171	Sutego	Tebing Tinggi Village	N 02° 06' 30.30"	E 100° 00' 09.04"	0.60	0.60	12.31	20.51	12.73	21.22	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 38.63"	E 100° 00' 25.46"	2.00	2.00	36.09	18.04	37.33	18.67	16 May 2021	-
172	Suwito	Tebing Tinggi Village	N 02° 06' 12.40"	E 099° 59' 14.23"	0.45	0.45	8.01	17.67	8.29	18.28	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 11.48"	E 099° 59' 10.10"	0.24	0.24	4.60	19.15	4.76	19.82	16 May 2021	-

No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
		Tebing Tinggi Village	N 02° 05' 26.37"	E 099° 59' 24.42"	0.44	0.44	9.74	22.38	10.08	23.15	16 May 2021	-
173	Syamrah	Tebing Tinggi Village	N 02° 07' 02.62"	E 100° 00' 36.55"	1.91	1.91	38.80	20.29	40.14	20.99	16 May 2021	-
174	Syarulhurriah	Tebing Tinggi Village	N 02° 05' 54.23"	E 099° 59' 26.91"	1.60	1.60	34.40	21.50	35.58	22.24	16 May 2021	-
175	Tamrin	Tebing Tinggi Village	N 02° 06' 25.90"	E 099° 59' 45.75"	2.62	2.62	56.02	21.40	57.96	22.14	16 May 2021	-
176	Ukhyar	Tebing Tinggi Village	N 02° 06' 23.36"	E 099° 59' 57.40"	2.17	2.17	40.42	18.66	41.82	19.30	16 May 2021	-
177	Yuda Kirana	Tebing Tinggi Village	N 02° 05' 46.59"	E 100° 05' 09.40"	1.51	1.51	26.66	17.67	27.58	18.28	16 May 2021	-
178	Yusniar	Tebing Tinggi Village	N 02° 06' 46.60"	E 100° 00' 20.44"	2.00	2.00	43.07	21.54	44.56	22.28	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 23.23"	E 099° 59' 20.67"	0.84	0.84	16.00	19.15	16.55	19.81	16 May 2021	-
		Tebing Tinggi Village	N 02° 05' 24.56"	E 099° 59' 20.11"	0.44	0.44	8.12	18.46	8.40	19.10	16 May 2021	-
179	Zainap	Tebing Tinggi Village	N 02° 05' 52.46"	E 099° 59' 55.99"	3.62	3.62	65.97	18.24	68.25	18.87	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 05.63"	E 099° 59' 36.05"	1.20	1.20	24.26	20.22	25.10	20.91	16 May 2021	-
180	Zulkarnaen	Tebing Tinggi Village	N 02° 06' 16.68"	E 100° 00' 59.92"	0.38	0.38	7.37	19.33	7.62	19.99	16 May 2021	-
181	Baharuddin	Tebing Tinggi Village	N 02° 07' 05.64"	E 099° 59' 57.74"	2.00	2.00	38.81	19.40	40.15	20.07	16 May 2021	-
182	Dikrun	Tebing Tinggi Village	N 02° 06' 55.79"	E 100° 00' 10.86"	1.00	1.00	23.31	23.31	24.11	24.11	16 May 2021	-
183	Edi Susilo	Tebing Tinggi Village	N 02° 07' 06.99"	E 099° 59' 37.03"	2.00	2.00	47.74	23.87	49.39	24.70	16 May 2021	-
		Tebing Tinggi Village	N 02° 07' 06.85"	E 099° 59' 37.23"	2.00	2.00	45.80	22.90	47.38	23.69	16 May 2021	-
184	Sumiati	Tebing Tinggi Village	N 02° 06' 53.41"	E 099° 59' 53.52"	1.00	1.00	21.44	21.44	22.18	22.18	16 May 2021	-

No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
185	Legiyem	Tebing Tinggi Village	N 02° 06' 55.39"	E 099° 59' 56.93"	1.00	1.00	20.53	20.53	21.24	21.24	16 May 2021	-
186	Musiyem	Tebing Tinggi Village	N 02° 06' 39.47"	E 099° 59' 47.04"	1.00	1.00	20.27	20.27	20.97	20.97	16 May 2021	-
187	Ramli	Tebing Tinggi Village	N 02° 06' 55.39"	E 099° 59' 56.93"	1.16	1.16	27.33	23.56	28.28	24.38	16 May 2021	-
		Tebing Tinggi Village	N 02° 07' 04.66"	E 099° 59' 12.16"	1.00	1.00	24.82	24.82	25.68	25.68	16 May 2021	-
		Tebing Tinggi Village	N 02° 07' 04.86"	E 099° 59' 14.54"	1.00	1.00	23.86	23.86	24.68	24.68	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 43.61"	E 099° 59' 21.56"	1.00	1.00	24.15	24.15	24.98	24.98	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 34.19"	E 099° 59' 12.28"	2.00	2.00	42.29	21.15	43.75	21.88	16 May 2021	-
188	Sumadi	Tebing Tinggi Village	N 02° 06' 52.96"	E 099° 59' 52.35"	1.00	1.00	21.73	21.73	22.48	22.48	16 May 2021	-
189	Supriadi	Tebing Tinggi Village	N 02° 06' 50.48"	E 099° 59' 46.76"	2.00	2.00	40.89	20.45	42.31	21.15	16 May 2021	-
190	Suriyadi	Tebing Tinggi Village	N 02° 07' 00.83"	E 099° 59' 53.82"	1.00	1.00	19.62	19.62	20.30	20.30	16 May 2021	-
		Tebing Tinggi Village	N 02° 07' 08.23"	E 099° 59' 59.13"	1.00	1.00	25.34	25.34	26.21	26.21	16 May 2021	-
191	Suriyanto	Tebing Tinggi Village	N 02° 06' 44.81"	E 099° 59' 44.99"	1.05	1.05	20.01	19.06	20.70	19.72	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 53.41"	E 099° 59' 53.52"	1.05	1.05	12.83	12.22	13.28	12.64	16 May 2021	-
192	Suryanto	Tebing Tinggi Village	N 02° 06' 46.74"	E 099° 59' 59.53"	2.00	2.00	42.44	21.22	43.91	21.96	16 May 2021	-
193	suyanti	Tebing Tinggi Village	N 02° 07' 07.50"	E 099° 59' 58.74"	0.63	0.63	14.45	23.09	14.95	23.88	16 May 2021	-
194	Sayono	Tebing Tinggi Village	N 02° 07' 00.45"	E 100° 00' 04.55"	1.00	1.00	21.55	21.55	22.29	22.29	16 May 2021	-
		Tebing Tinggi Village	N 02° 07' 00.03"	E 100° 00' 06.54"	0.50	0.50	10.25	20.50	10.60	21.21	16 May 2021	-

No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
195	Rasidi	Tebing Tinggi Village	N 02° 06' 58.55"	E 100° 00' 22.66"	1.00	1.00	23.26	23.26	24.07	24.07	16 May 2021	-
196	Sutar	Tebing Tinggi Village	N 02° 07' 05.64"	E 099° 59' 57.74"	1.00	1.00	20.50	20.50	21.21	21.21	16 May 2021	-
197	Agus Priyanto	Tebing Tinggi Village	N 02° 05' 39.78"	E 100° 03' 03.54"	1.39	1.39	28.16	20.27	29.13	20.97	16 May 2021	-
198	Amri	Tebing Tinggi Village	N 02° 06' 48.17"	E 100° 03' 29.03"	5.00	5.00	95.92	19.18	99.22	19.84	16 May 2021	-
199	Ari Anti	Tebing Tinggi Village	N 02° 06' 29.54"	E 100° 02' 58.06"	3.67	3.67	77.96	21.26	80.65	21.99	16 May 2021	-
200	Armen Antoni Pulungan	Tebing Tinggi Village	N 02° 06' 42.10"	E 100° 02' 57.69"	1.10	1.10	22.39	20.31	23.17	21.01	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 39.75"	E 100° 02' 57.66"	1.28	1.28	27.61	21.65	28.56	22.40	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 39.81"	E 100° 02' 46.83"	1.01	1.01	19.52	19.28	20.20	19.95	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 48.61"	E 100° 03' 20.55"	1.01	1.01	20.42	20.17	21.13	20.87	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 48.61"	E 100° 03' 20.55"	12.00	12.00	218.33	18.19	225.86	18.82	16 May 2021	-
201	Abdur Rahman Dalimunthe	Tebing Tinggi Village	N 02° 06' 31.24"	E 100° 03' 22.20"	12.00	12.00	80.83	6.74	83.62	6.97	16 May 2021	-
202	Bangun Marpaung	Tebing Tinggi Village	N 02° 06' 15.40"	E 100° 03' 00.42"	4.00	4.00	73.22	18.31	75.75	18.94	16 May 2021	-
		Tebing Tinggi Village	N 02° 07' 00.51"	E 100° 03' 04.62"	1.49	1.49	38.79	26.12	40.13	27.02	16 May 2021	-
		Tebing Tinggi Village	N 02° 07' 00.51"	E 100° 03' 04.62"	1.93	1.93	40.48	20.96	41.88	21.69	16 May 2021	-
203	Daniel Erikson	Tebing Tinggi Village	N 02° 07' 09.02"	E 100° 03' 16.54"	1.99	1.99	41.01	20.57	42.43	21.28	16 May 2021	-
204	Darma Surya Ritonga	Tebing Tinggi Village	N 02° 06' 01.38"	E 100° 03' 14.69"	2.00	2.00	31.54	15.77	32.63	16.32	16 May 2021	-
205	Darto	Tebing Tinggi Village	N 02° 06' 48.91"	E 100° 03' 15.83"	2.00	2.00	35.40	17.70	36.62	18.31	16 May 2021	-

No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
206	Daud Rangkuti	Tebing Tinggi Village	N 02° 06' 59.48"	E 100° 03' 17.16"	2.00	2.00	38.37	19.18	39.69	19.84	16 May 2021	-
207	Evarina Hutabarat	Tebing Tinggi Village	N 02° 07' 09.56"	E 100° 03' 11.19"	1.07	1.07	23.91	22.45	24.73	23.22	16 May 2021	-
208	Fitri Nurlianingsih	Tebing Tinggi Village	N 02° 06' 48.61"	E 100° 03' 30.55"	1.74	1.74	35.53	20.37	36.75	21.07	16 May 2021	-
209	Hermansyah	Tebing Tinggi Village	N 02° 05' 52.08"	E 100° 03' 13.69"	0.88	0.88	16.47	18.64	17.04	19.28	16 May 2021	-
210	Indra Bakti	Tebing Tinggi Village	N 02° 06' 12.35"	E 100° 03' 16.31"	1.69	1.69	36.31	21.46	37.56	22.20	16 May 2021	-
211	Jayusman	Tebing Tinggi Village	N 02° 05' 39.78"	E 100° 03' 03.54"	0.83	0.83	15.42	18.69	15.95	19.34	16 May 2021	-
212	Awaluddin hrp i	Tebing Tinggi Village	N 02° 06' 58.27"	E 100° 03' 32.06"	7.05	7.05	122.40	17.36	126.63	17.96	16 May 2021	-
213	Junaidi	Tebing Tinggi Village	N 02° 06' 58.29"	E 100° 03' 31.71"	2.00	2.00	34.72	17.36	35.92	17.96	16 May 2021	-
214	Muhammad Idris Nst	Tebing Tinggi Village	N 02° 05' 53.24"	E 100° 03' 09.15"	1.00	1.00	24.24	24.24	25.08	25.08	16 May 2021	-
215	Luther Parangin Angin	Tebing Tinggi Village	N 02° 06' 48.17"	E 100° 03' 29.03"	2.11	2.11	35.10	16.63	36.31	17.20	16 May 2021	-
216	Junaedi	Tebing Tinggi Village	N 02° 05' 42.20"	E 100° 03' 07.11"	1.27	1.27	26.39	20.86	27.30	21.58	16 May 2021	-
217	Mhd. Ali Hasan Rangkkuti	Tebing Tinggi Village	N 02° 06' 46.35"	E 100° 02' 58.03"	1.72	1.72	34.37	19.97	35.56	20.66	16 May 2021	-
218	Muli junaidi	Tebing Tinggi Village	N 02° 05' 54.45"	E 100° 03' 11.91"	0.27	0.27	5.26	19.18	5.45	19.84	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 29.54"	E 100° 02' 58.06"	1.99	1.99	38.14	19.16	39.46	19.82	16 May 2021	-
219	Nasip	Tebing Tinggi Village	N 02° 06' 00.55"	E 100° 03' 30.01"	3.30	3.30	61.72	18.69	63.85	19.33	16 May 2021	-
220	Node Br Saragih	Tebing Tinggi Village	N 02° 06' 04.94"	E 100° 03' 12.96"	7.00	7.00	123.90	17.70	128.17	18.31	16 May 2021	-
221	Ponimin	Tebing Tinggi Village	N 02° 06' 58.51"	E 100° 00' 28.64"	0.90	0.90	19.90	22.02	20.59	22.78	16 May 2021	-



No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
222	Rudi Kamsari	Tebing Tinggi Village	N 02° 06' 44.38"	E 100° 02' 57.91"	1.50	1.50	33.27	22.18	34.42	22.95	16 May 2021	-
223	Donald Mangara	Tebing Tinggi Village	N 02° 06' 44.38"	E 100° 02' 57.91"	2.00	2.00	43.31	21.66	44.81	22.40	16 May 2021	-
224	Baruddin	Tebing Tinggi Village	N 02° 06' 22.00"	E 100° 02' 58.91"	10.00	10.00	239.89	23.99	248.16	24.82	16 May 2021	-
225	Saadah Hayati	Tebing Tinggi Village	N 02° 06' 46.60"	E 100° 00' 20.44"	0.88	0.88	17.03	19.28	17.62	19.95	16 May 2021	-
226	Sariman	Tebing Tinggi Village	N 02° 06' 01.37"	E 100° 03' 11.37"	0.72	0.72	13.89	19.18	14.37	19.84	16 May 2021	-
227	sarmauli tumanggor	Tebing Tinggi Village	N 02° 06' 59.76"	E 100° 03' 14.14"	1.49	1.49	27.17	18.30	28.11	18.93	16 May 2021	-
228	Sikiyem	Tebing Tinggi Village	N 02° 06' 04.31"	E 100° 03' 07.14"	0.97	0.97	20.76	21.41	21.47	22.15	16 May 2021	-
229	Siti Jariah	Tebing Tinggi Village	N 02° 06' 52.22"	E 100° 02' 51.72"	1.89	1.89	42.09	22.26	43.55	23.03	16 May 2021	-
230	Sugianto	Tebing Tinggi Village	N 02° 06' 48.70"	E 100° 03' 18.80"	2.00	2.00	45.47	22.73	47.03	23.52	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 11.40"	E 100° 03' 05.84"	1.46	1.46	33.73	23.10	34.89	23.90	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 11.80"	E 100° 03' 07.12"	1.49	1.49	30.55	20.57	31.60	21.28	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 30.53"	E 100° 02' 59.38"	0.39	0.39	8.06	20.50	8.34	21.21	16 May 2021	-
231	Sukanti	Tebing Tinggi Village	N 02° 06' 43.44"	E 100° 03' 04.73"	2.00	2.00	40.70	20.37	42.10	21.07	16 May 2021	-
232	Sumarlina	Tebing Tinggi Village	N 02° 06' 01.90"	E 100° 03' 01.22"	0.79	0.79	15.20	19.14	15.72	19.80	16 May 2021	-
233	Suparjo	Tebing Tinggi Village	N 02° 06' 08.39"	E 100° 03' 03.62"	2.00	2.00	31.60	15.80	32.69	16.35	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 58.73"	E 100° 03' 11.81"	1.00	1.00	24.40	24.40	25.24	25.24	16 May 2021	-
234	Supriadi	Tebing Tinggi Village	N 02° 06' 04.05"	E 100° 03' 37.91"	0.38	0.38	6.51	17.34	6.74	17.94	16 May 2021	-

No.	Smallholder Name	Location	Coordinate		Area (Ha)		Actual FFB production (MT/Year)	Yield (MT/Ha/ Year)	Projection FFB Production (MT/Year)	Yield Projection (MT/Ha/ Year)	Date of Joining	Date of Leaving
			Latitude	Latitude	Total Area	Production Area						
		Tebing Tinggi Village	N 02° 06' 08.24"	E 100° 03'13.98"	0.29	0.29	4.97	17.37	5.14	17.97	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 02.05"	E 100° 03' 09.38"	0.67	0.67	13.89	20.77	14.37	21.49	16 May 2021	-
235	Sutardi	Tebing Tinggi Village	N 02° 06' 46.61"	E 100° 02'56.96"	0.56	0.56	12.02	21.56	12.43	22.30	16 May 2021	-
236	Syahban	Tebing Tinggi Village	N 02°06' 37.21"	E 100° 03'24.37"	5.00	5.00	107.29	21.46	110.99	22.20	16 May 2021	-
		Tebing Tinggi Village	N 02° 06' 41.42"	E 100° 03'15.72"	0.71	0.71	17.73	25.05	18.34	25.91	16 May 2021	-
237	Tri Andini	Tebing Tinggi Village	N 02° 06' 08.28"	E 100° 03'14.00"	1.00	1.00	17.70	17.70	18.31	18.31	16 May 2021	-
238	Wisnu Ramadani	Tebing Tinggi Village	N 02°06' 52.99"	E 100° 02' 46.35"	1.86	1.86	40.07	21.56	41.45	22.30	16 May 2021	-
239	Yenita	Tebing Tinggi Village	N 02° 06' 58.51"	E 100° 00' 28.64"	2.88	2.88	55.25	19.18	57.15	19.84	16 May 2021	-
Total					685.33	685.33	13,339.84	19.46	13,800.00	20.14		