

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

[✓] Recertification

Name of Management Organization : **KKP POM - PT Karunia Kencana Permaisejati Subsidiary of Wilmar International Ltd.**

Plantation Name : PT Karunia Kencana Permaisejati - KKP 1 Estate; KKP 2 Estate and KKP 3 Estate

Location : Village of Kenya, Subdistrict of Telawang, District of Kotawaringin Timur, Province of Kalimantan Tengah, Indonesia

Certificate Code : **MUTU-RSPO/105**

Date of Initial Registration : 22 December 2017

Date of Certificate Issue : 21 November 2022 Date of License Issue : 22 December 2022

Date of Certificate Expiry : 21 December 2027 Date of License Expiry : 21 December 2023

Assessment	Assessment Date	PT. Mutuagung Lestari Auditor	Reviewed by	Approved by
Recertification	26 September to 1 October 2022	Moh. Arif Yusni (Lead Auditor), Yudhi Yuniarto Tallutondok, Radityo Puspanjana and Darwin	Harso Yuli Antena	Ardiansyah

Assessment	Approved by MUTUAGUNG LESTARI on:
Recertification	21 November 2022

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Figure 1. Location Map of PT Karunia Kencana Permaisejati

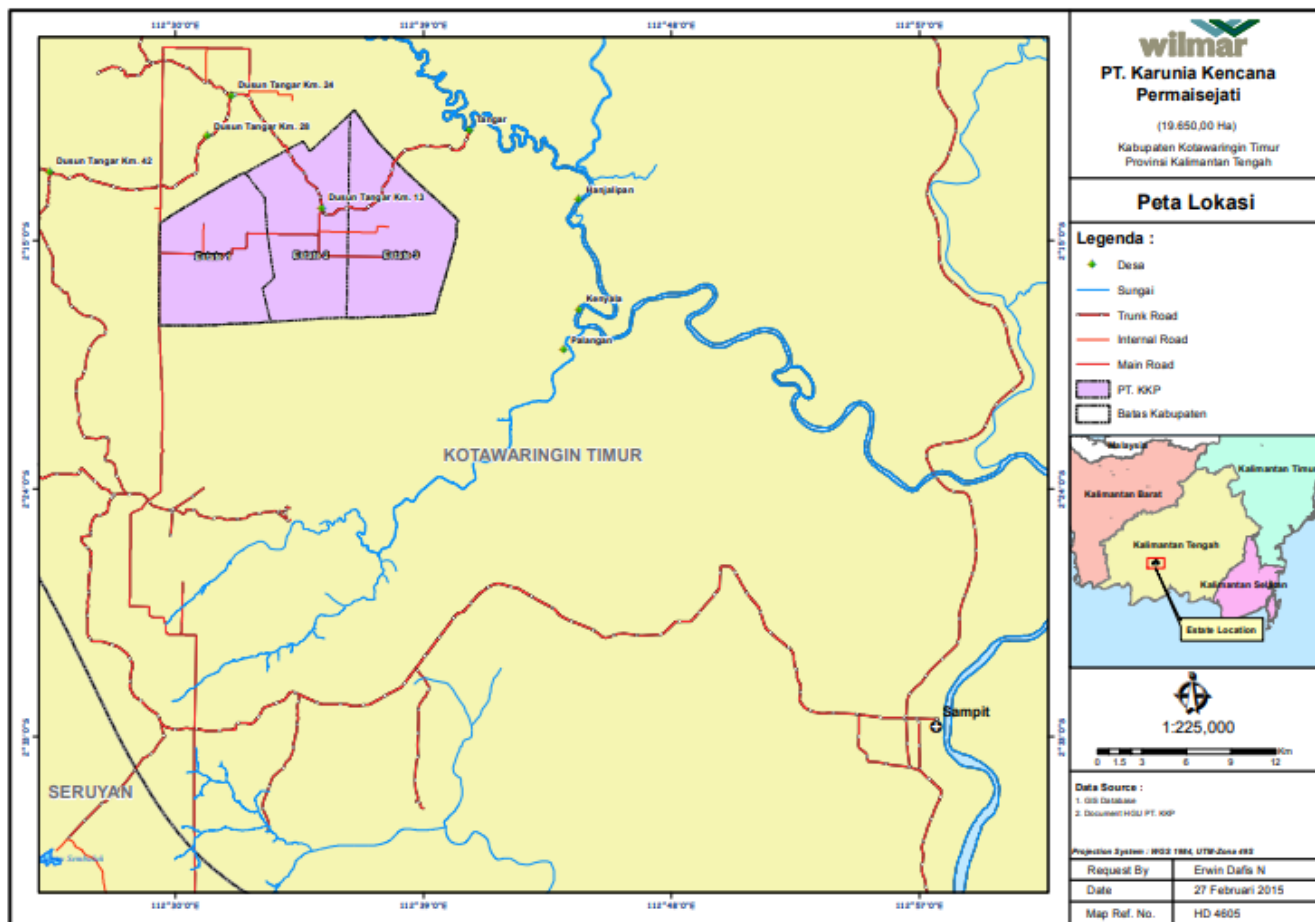
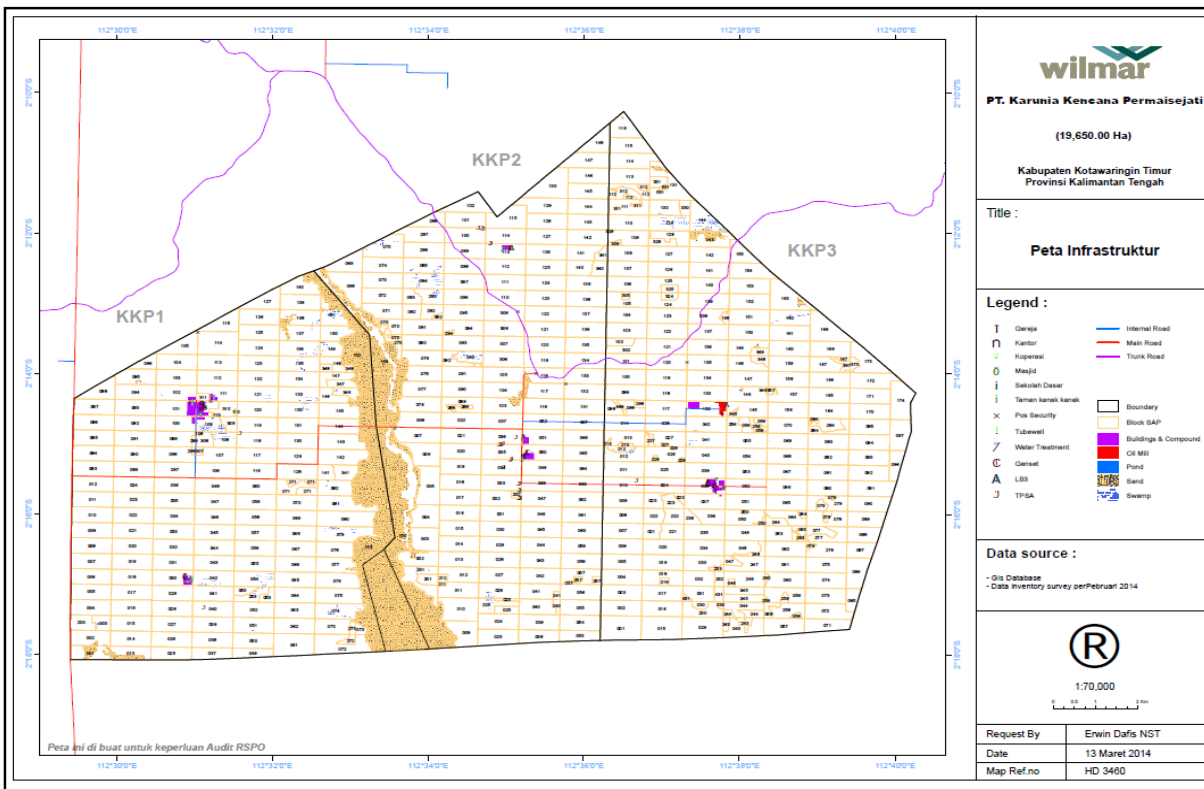


Figure 2. Operational Map of PT Karunia Kencana Permaisejati



Abbreviations Used

ASA	:	Annual Surveillance Assessment
AMDAL	:	<i>Analisis Manajemen Dampak Lingkungan</i>
BOD	:	Biological Oxygen Demand
BPJS TK and KES	:	<i>Badan Penyelenggara Jaminan Sosial Tenaga Kerja dan Kesehatan</i> / Social Security Agency
BPN	:	<i>Badan Pertanahan Nasional</i> / Land Agency
CD	:	Community Development
CH	:	Certificate Holder
CITES	:	Convention on International Trade in Endangered Species
CKP	:	Central Kalimantan Project
CPO	:	Crude Palm Oil
CSPK	:	Certified Sustainable Palm Kernel
CSPO	:	Certified Sustainable Palm Oil
CSR	:	Corporate Social Responsibility
DLH	:	<i>Dinas Lingkungan Hidup</i>
EBA	:	Empty Fruits Bunch
EFB	:	Empty Fruit Bunch
EIA	:	Environment Impact Assessment
EMU	:	Ecological Management Unit
FFA	:	Free Fatty Acid
FFB	:	Fresh Fruit Bunch
FFB	:	Fresh Fruit Bunch
FPIC	:	Free, Prior, Informed and Consent
FGD	:	Forum Group Discussion
GHG	:	Green House Gas
GIS	:	Geographic Information System
GRTT	:	<i>Ganti Rugi Tanam Tumbuh</i> / compensation for planting
HCD	:	Housing Community Development
HCS	:	High Carbon Stock
HCV	:	High Conservation Value
HCVA	:	High Conservation Value Area
HGU	:	<i>Hak Guna Usaha</i> (Land Use Rights)
IPM	:	Integrated Pest Management
IUP	:	<i>Izin Usaha Perkebunan</i> (Plantation Permit)
KER	:	Kernel Extraction Rate
KKP	:	<i>Karunia Kencana Permaisejati</i>
LSU	:	Leaf Sampling Unit
LTA	:	Lost Time Accident
LUCA	:	Land Use Change Analysis
LURI	:	Land Use Risk Identification
MUSPIKA	:	<i>Musyawarah Pimpinan Kecamatan</i> (District Leader Conference)
MSDS	:	Material Safety Data Sheet
MSM	:	Mentaya Sawit Mas
OER	:	Oil Extraction Rate
OHS	:	Occupational Health and Safety
P2K3	:	<i>Panitia Pembina Keselamatan dan Kesehatan Kerja</i> / OHS Committee
PIC	:	Person in Charge
PK	:	Palm Kernel
POM	:	Palm Oil Mill

POME	:	Palm Oil Mill Effluent
PPE	:	Personal Protective Equipment
PR	:	Public Relation
RTE	:	Rare, threatened or endangered
RKL-RPL	:	<i>Rencana Pengelolaan Lingkungan Hidup dan Rencana Pemantauan Lingkungan Hidup</i>
TTE	:	<i>Tanda Terima elektronik</i> / Electronic Receipt
SCCS	:	Supply Chain Certification Standard
SIA	:	Social Impact Assessment
SEIA	:	Social and environment impact assessment
SOP	:	Standard Operating Procedure
SSU	:	Soil Sampling Unit
WTP	:	Water Treatment Plant
WWTP	:	Waste Water Treatment Plant

1.0	SCOPE OF THE CERTIFICATION ASSESSMENT		
1.1	Assessment Standard Used		
		<ul style="list-style-type: none">Principles and Criteria for Sustainable Palm Oil Production 2018, The Indonesia National Interpretation, Endorsed by the RSPO Board of Governors on 20 April 2020.RSPO Certification Systems for Principles & Criteria and RSPO Independent Smallholder Standard, Endorsed by the RSPO Board of Governors on 12 November 2020.	
1.2	Organisation Information		
1.2.1	Organization name listed in the certificate	PT Karunia Kencana Permaisejati – Wilmar International Ltd	
1.2.2	Contact person	Jules Sonny Parapat	
1.2.3	Organisation address and site address	<ul style="list-style-type: none">RSPO registered company: 56 Neil Road Singapore. Singapore 088 030.Head Office Indonesia Multivison Tower Lt. 15 Jl. Kuningan Mulya Blok B9, Kuningan, Jakarta 12980 – Indonesia.	
1.2.4	Telephone	(62-21) 2938 0777	
1.2.5	Fax	-	
1.2.6	E-mail	jules.parapat@id.wilmar-intl.com	
1.2.7	Web page address	www.wilmar-international.com	
1.2.8	Management Representative who completed the application for certification	Jules Sonny Parapat (Indonesia Certification Lead)	
1.2.9	Registered as RSPO member	2-0017-05-000-00, 16 th August 2005	
1.3	Type of Assessment		
1.3.1	Scope of Assessment and Number of Management Unit	Palm Oil Mill and supply base KKP POM, KKP 1 Estate; KKP 2 Estate; KKP 3 Estate	
1.3.2	Type of certificate	Single	
1.4	Locations of Mill and Plantation		
1.4.1	Location of Mill		
	Name of Mill	Location	Coordinate
			Latitude (S)Longitude I
	KKP POM	Kenyala Village, Telawang Sub District, Kotawaringin Timur District, Kalimantan Tengah Province, Indonesia	S 02° 14' 26.322"E 112° 37' 46.921"
1.4.2	Location of Certification Scope of Supply Base		
	Name of Supply Base	Location	Coordinate
			Latitude (S)Longitude I
	KKP 1 Estate	Sebabi Village, Telawang Sub District, Kotawaringin Timur District, Kalimantan Tengah Province, Indonesia	S 02° 14' 24.677"E 112° 31' 6.249"
	KKP 2 Estate	Sebabi Village Telawang Sub District Tangar Village, Mentaya Hulu Sub District, Kotawaringin Timur District, Kalimantan Tengah Province, Indonesia	S 02° 15' 10.957"E 112° 35' 14.069"
	KKP 3 Estate	Kenyala Village, Telawang Sub District,	S 02° 15' 34.215"E 112° 37' 40.592"

		Kotawaringin Timur District, Kalimantan Tengah Province, Indonesia					
1.5	Description of Area Statement						
1.5.1	Tenure						
	• State		19,649.75 Ha				
	• Community		Ha				
	Total		- Ha				
1.5.2	Area Statement						
	Description	KKP-1	KKP-2	KKP-3	TOTAL (Ha)		
	Total area	6,328.27	6,398.30	6,923.18	19,649.75		
	Mature area	4,948.41	4,034.50	3,832.72	12,815.63		
	Immature area	40.50	-	69.16	109.66		
	Mill	-	-	11.60	11.60		
	Facilities and infrastructure	214.19	181.23	157.95	553.37		
	Occupation area	396.18	1,141.44	2,042.29	3,579.91		
	HCV	119.26	335.76	559.04	1,014.06		
	Unplantable area	609.73	705.37	250.42	1,565.52		
*There is a discrepancy about area statement its due to there are delineations area as well as reductions of planted area on 29 April 2022.							
1.6	Planting Year and Cycles						
1.6.1	Age profile of planting year						
	Planting Year	KKP-1	KKP-2	KKP-3	TOTAL (Ha)		
	2007	4,492.03	1,889.75	-	6,381.78		
	2008	195.68	1,367.53	1,351.38	2,914.59		
	2009	69.44	643.73	1,514.32	2,227.49		
	2010	68.37	104.21	255.34	427.92		
	2011	-	19.24	322.73	341.97		
	2013	-	-	67.14	67.14		
	2014	-	-	80.07	80.07		
	2015	30.16	-	140.94	171.10		
	2016	10.19	-	48.21	58.40		
	2017	46.55	-	52.59	99.14		
	2018	35.99	10.04	-	46.03		
	Mature Area	4,948.41	4,034.50	3,832.72	12,815.63		
	2019	15.82	-	-	15.82		
	2021	24.68	-	69.16	93.84		
	2022	-	-	-	-		
	Immature Area	40.50	-	69.16	109.66		
	TOTAL	4,988.91	4,034.50	3,901.88	12,925.29		
	1.6.2	New Planting area after January 2010			1,401.43 Ha		
1.6.3	Planting Cycle			1 st Cycle			
1.7	Description of Mill and Supply Base						
1.7.1	Description of Mill						
	Name of Mill	Capacity (tonnes/ hour)	FFB Processed (tonnes/year)	CPO		Palm Kernel	
				Out put (tonnes)	Extraction (%)	Out put (tonnes)	Extraction (%)
	KKP POM	45	193,305.48	38,671.28	20.01	8,050.24	4.16

*Production data source from September 2021 to August 2022						
1.7.2	Description of Certification Scope of Supply Base					
Name of Estate		Total Area (Ha)	Production Area (Ha)	FFB (ton/year)	Yield (ton/ha/ year)	Supplied to Mill
						FFB (ton/year) %
KKP 1 Estate		6,328.27	4,948.41	133,908.16	27.06	23,585.60 17.61
KKP 2 Estate		6,398.30	4,034.50	105,158.22	26.06	81,104.62 77.13
KKP 3 Estate		6,923.18	3,832.72	95,217.86	24.84	80,991.18 85.06
TOTAL		19,649.75	12,815.63	334,284.24	26.08	185,681.40 55.55
*Production data source from September 2021 to August 2022						
*FFB from KKP 1, KKP 2 and KKP 3 also sent to Bumi Sawit Kencana POM, Mentaya Sawit Mas POM and Mustika Sembuluh POM which RSPO certified.						
1.7.3	FFB description from other source					
Name of sources/Organization (RSPO certified / non-certified)		Type of Organization	number of smallholders	Production Area (Ha)	Supplied to Mill	
					FFB (tones/year)	
PT Mentaya Sawit Mas – Estate 1		Subsidiary of Wilmar Ltd	-	4,530.42	7,724.40	
PT Mentaya Sawit Mas – Estate 2		Subsidiary of Wilmar Ltd	-	3,290.06	19.18	
TOTAL					7,743.58	
*Production data source from September 2021 to August 2022						
1.7.4	Product categories		FFB, CPO, PK			
1.8	Tonnage of Product					
1.8.1	Past Annual Claim Certified Product		Last Year Projected Certified Volume (MT)		Last Year Actual Certified Volume (September 2021 to August 2022) (MT)	
FFB Processed		314,500		193,424.98		
CPO Production		69,100		39,171.22		
Palm Kernel (PK) Production		15,700		8,113.27		
1.8.2	Product selling					
Type of selling product		Actual selling product for last year (September 2021 to August 2022) (MT)				
CSPO sold as RSPO certified product		37,790.19				
CSPK sold as RSPO certified product		8,071.65				
CSPO sold under another scheme		0				
CSPK sold under another scheme		0				
CSPO sold as conventional		0				
CSPK sold as conventional		0				
1.8.3	Estimate of Certified FFB Claim					
Name of Estate(s)		Total Area (Ha)	Production Area (Ha)	FFB (tones/year)	Yield (tones/ha/year)	
KKP 1 Estate		6,328.27	4,948.41	140,000	28.29	
KKP 2 Estate		6,398.30	4,034.50	110,000	27.26	
KKP 3 Estate		6,923.18	3,832.72	100,000	26.09	
TOTAL		19,649.75	12,815.63	350,000	27.31	
*Projected FFB production for 12 months of certificate						

1.8.4	Estimate of Certified Palm Product Claim							
	Name of Mill	Capacity (tones/ hour)	FFB Processed (tones/year)	CPO		Palm Kernel		Supply Chain Module
				Out put (tones)	Extraction (%)	Out put (tones)	Extraction (%)	
	KKP POM	45	350,000	70,000	20	15,750	4.5	IP
<i>*Projected CSPO and CSPK production for 12 months of certificate</i>								
1.9	Other Certifications							
	ISO 9001:2015				-			
	ISO 14001: 2015				-			
	ISO 45001: 2018				-			
	ISCC				-			
	Others				-			
1.10	Time Bound Plan							
	Management Unit		Estate (Supply Base)	Time Bound Plan	Location	Status		
	Mill	Time Bound Plan						
	Indonesia – Kalimantan Region							
	Mustika Sembuluh 1 POM Mustika Sembuluh POM 2 (PT Mustika Sembuluh)	2010	Mustika Sembuluh 1	2010	Central Kalimantan	Certified		
		2015	Mustika Sembuluh 2	2010	Central Kalimantan	Certified		
			Mustika Sembuluh 3	2010	Central Kalimantan	Certified		
			KUD Bitu Maju Bersama	2014	Central Kalimantan	Certified		
	Kerry Sawit Indonesia 1 POM Kerry Sawit Indonesia 2 POM (PT Kerry Sawit Indonesia)	2011	Kerry Sawit Indonesia 1	2011	Central Kalimantan	Certified		
			Kerry Sawit Indonesia 2	2011	Central Kalimantan	Certified		
			Kerry Sawit Indonesia 3	2011	Central Kalimantan	Certified		
		2015	KUD Karya Bersama	2023	Central Kalimantan	-		
			KUD Sejahtera Bersama	2023	Central Kalimantan			
			KUD Tabiku Makmur	2023	Central Kalimantan			
			KUD Kosudra	2023	Central Kalimantan			
	Bumi Sawit Kencana POM (PT Bumi Sawit Kencana)	2013	Bumi Sawit Kencana 1	2013	Central Kalimantan	Certified		
			Bumi Sawit Kencana 2	2013	Central Kalimantan	Certified		
	POM 1 and POM 2 (PT Sarana Titian Permata)	2023	Sarana Titian Permata 1	2023	Central Kalimantan	-		
			Sarana Titian Permata 2	2023	Central Kalimantan	-		
			Sarana Titian Permata 3	2023	Central Kalimantan	-		
Mentaya Sawit Mas POM	2015	Mentaya Sawit Mas 1	2015	Central Kalimantan	Certified			
		Mentaya Sawit Mas 2	2015	Central Kalimantan	Certified			

(PT Mentaya Sawit Mas)		KUD Karya Makmur Pahrangan	2023	Central Kalimantan	-
Rimba Harapan Sakti POM (PT Rimba Harapan Sakti)	2015	Rimba Harapan Sakti 1	2015	Central Kalimantan	Certified
		Rimba Harapan Sakti 2	2015	Central Kalimantan	Certified
		Serba Usaha Makmur Sejahtera Cooperative	2023	Central Kalimantan	-
Karunia Kencana Permaisejati POM (PT Karunia Kencana Permaisejati)	2017	Karunia Kencana Permaisejati 1	2017	Central Kalimantan	Certified
		Karunia Kencana Permaisejati 2	2017	Central Kalimantan	Certified
		Karunia Kencana Permaisejati 3,	2017	Central Kalimantan	Certified
Agro Nusa Investama POM (PT Agro Nusa Investama (Sambas))	2019	Agro Nusa Investama (Sambas) Estate	2019	West Kalimantan	Certified
		KUD Cempaka Biru	2019	West Kalimantan	Certified
		KUD Sentama Lestari	2019	West Kalimantan	Certified
		Sri Maram Estate	2023	West Kalimantan	-
		Sri Maram Cooperative	2023	West Kalimantan	-
		Pusaka Abadi Nan Jaya Cooperative	2023	West Kalimantan	-
		Anugrah Semaro Cooperative	2023	West Kalimantan	-
Bumipratama Khatulistiwa POM (PT Bumi Pratama Khatulistiwa)	2016	Bumi Pratama Khatulistiwa Estate	2016	West Kalimantan	Certified
		PT Buluh Cawang Plantation	2023	West Kalimantan	-
		KUD Tuah Jubata	2023	West Kalimantan	-
Agro Nusa Investama (Landak) POM PT Agronusa Investama - Pahauman	2023	PT Agronusa Investama Pahauman Estate	2023	West Kalimantan	-
		Pratama Procentindo Estate (PT Pratama Procentindo)	2023	West Kalimantan	-
Agro Palindo Sakti POM (PT Agro Palindo Sakti 2)	2023	Agro Palindo Sakti Estate	2023	West Kalimantan	-
		Putra Indotropical Estate (PT Putra Indotropical Estate)	2023	West Kalimantan	-
		Daya Landak Plantation Estate (PT Daya Landak Plantation)	2023	West Kalimantan	-
		Indoresin Putra Mandiri (PT Indoresin Putra Mandiri)	2023	West Kalimantan	-
Indonesia – Sumatera Region					
Pinang Awan	2009	Sei Daun	2009	North Sumatera	Certified

	POM (PT Perkebunan Milano)		Batang Saponggol	2009	North Sumatera	Certified
			Marbau	2009	North Sumatera	Certified
	Tania Selatan POM (PT Tania Selatan)	2010	Burnai Barat	2010	South Sumatera	Certified
			Burnai Timur	2010	South Sumatera	Certified
	Kencana Sawit Indonesia POM (PT Kencana Sawit Indonesia)	2011	Kencana Sawit Indonesia (Division 1, Division 2 and Division 3)	2011	West Sumatera	Certified
	AMP Plantation POM (PT AMP Plantation)	2011	AMP I	2011	West Sumatera	Certified
			AMP II	2011	West Sumatera	Certified
			AMP III	2011	West Sumatera	Certified
			AMP IV	2011	West Sumatera	Certified
			Primatama Mulia Jaya	2011	West Sumatera	Certified
			Tompek Tapian Kandis cooperative	2014	West Sumatera	Certified
			Mutiara Sawit Jaya cooperative	2014	West Sumatera	Certified
			Bukit Sandiang Tigo cooperative	2014	West Sumatera	Certified
			Agro Wira Masang cooperative	2014	West Sumatera	Certified
	Buluh Cawang Plantation POM (PT Buluh Cawang Plantation)	2012	Bumi Arjo	2012	South Sumatera	Certified
			Dabuk Rejo	2012	South Sumatera	Certified
			Sukamulya	2012	South Sumatera	Certified
			Bambu Kuning	2012	South Sumatera	Certified
	Gersindo Minang Plantation POM (PT Gersindo Minang Plantation)	2012	Gersindo Minang Plantation	2012	West Sumatera	Certified
			Permata Hijau Plantation 1	2012	West Sumatera	Certified
			Permata Hijau Plantation 2	2012	West Sumatera	Certified
			PT Permata Hijau Pasaman (block 22)	2023	West Sumatera	-
	Daya Labuhan Indah POM (PT Daya Labuhan Indah)	2013	Wonosari	2013	North Sumatera	Certified
			Sei Deras	2013	North Sumatera	Certified
			Cabang Dua (PT Milano)	2013	North Sumatera	Certified
	Murini Samsam POM (PT Murini Sam Sam)	2015	Murini Sam Sam Estate	2015	Riau	Certified
			Part of PT Murini Samsam areas (466 ha)	2023	Riau	-
	Musi Banyuasin POM (PT Musi Banyuasin Indah)	2023	Sei Selabu	2023	South Sumatera	-
			Sei Jarum	2023	South Sumatera	-
			Agro Palindo Sakti Estate	2023	South Sumatera	-

Sinarsiak Dianpermai POM (PT Sinarsiak Dianpermai)	2023	Sinarsiak Dianpermai Estate	2023	Riau	-
Agro Indah Persada 2 POM (PT. Agroindo Indah Persada)	2023	Agrindo Indah Persada Estate	2023	Bangko – Jambi	-
Malaysia					
Sapi POM (PPB Oil Palms Berhad)	2008	Sapi 1	2008	Sandakan, Sabah, Malaysia	Certified
		Sapi 2	2008	Sandakan, Sabah, Malaysia	Certified
		Kiabau	2008	Sandakan, Sabah, Malaysia	Certified
Reka Halus POM (PPB Oil Palms Berhad)	2008	Reka Halus	2008	Sandakan, Sabah, Malaysia	Certified
Sabahmas POM (PPB Oil Palms Berhad)	2008	Sabahmas	2008	Lahad Datu, Sabah, Malaysia	Certified
Saremas 1 POM (PPB Oil Palms Berhad)	2010	Saremas	2010	Bintulu, Serawak, Malaysia	Certified
		Saremas 2 (Div D)	2010	Bintulu, Serawak, Malaysia	Certified
		Suai	2010	Bintulu, Serawak, Malaysia	Certified
Saremas 2 POM (PPB Oil Palms Berhad)	2010	Saremas 2 (exclude Div D)	2010	Bintulu, Serawak, Malaysia	Certified
		Kaminsky	2010	Bintulu, Serawak, Malaysia	Certified
		Segarmas	2010	Bintulu, Serawak, Malaysia	Certified
Ribubonus (PPB Oil Palms Berhad)	2010	Ribubonus	2010	Sandakan, Sabah, Malaysia	Certified
Terusan POM (PPB Oil Palms Berhad)	2010	Terusan 1 + 2	2010	Sandakan, Sabah, Malaysia	Certified
		Rumidi	2010	Sandakan, Sabah, Malaysia	Certified
Sri Kamusan POM (PPB Oil Palms Berhad)	2011	Sri Kamusan	2011	Sandakan, Sabah, Malaysia	Certified
		Hibumas 1	2011	Sandakan, Sabah, Malaysia	Certified
		Hibumas 2	2011	Sandakan, Sabah, Malaysia	Certified
		Jebawang	2011	Sandakan, Sabah, Malaysia	Certified
		Sekar Imej	2011	Sandakan, Sabah, Malaysia	Certified

		Sapi Sugut	2011	Sandakan, Sabah, Malaysia	Certified
		Laba Utama (Div of Jebawang)	2023	Sandakan, Sabah, Malaysia	-
Suburmas POM (PPB Oil Palms Berhad)	2023	Suburmas	2023	Bintulu, Serawak, Malaysia	-
Africa					
BOPP POM, Biase Plantation Limited	2014	Adum Bansa	2014	Western Region, Ghana	Certified
		Scheme Smallholder	2014	Western Region, Ghana	Certified
-	-	Treboom Smallholders	2022	Western Region, Ghana	
Biase Plantation Limited	2020	Calaro	2022	Cross River State, Nigeria	Mill construction complete. Delay due to Covid
Biase Plantation Limited	2022	Calaro extension	2022	Cross River State, Nigeria	To be certified, NPP completed
Biase Plantation Limited	2020	Ibiae	2023	Cross River State, Nigeria	To be certified, NPP completed
Eyop Industries	2021	Ibad	2025	Cross River State, Nigeria	To be certified
Eyop Industries	2020	Kwa Falls	2025	Cross River State, Nigeria	To be certified
Eyop Industries	2021	Oban	2025	Cross River State, Nigeria	To be certified
<p><i>Time bound plan Indonesia update Januari 2021, Malaysia update June 2021, Africa update May 2021</i></p> <p>The revision of time bound plan because there is the change of certification time plan to 2022, 2023, and 2025 for some uncertified management units with reason is still in process to get land use right (Hak Guna Usaha) for some unit in Indonesia, pending NPP assessment for some unit in Africa, and delayed certification due to Covid-19 for some unit in Africa and Malaysia.</p> <p>Regarding the TBP more than 2023, Wilmar has communicated about the TBP to RSPO on 16 July 2021. RSPO response about the TBP is RSPO approved on August 2021 the latest TBP with some notes to take into consideration by Wilmar.</p> <p>Furthermore, the revision of time bound plan because some scheme smallholders has paid all costs relate of develop of scheme smallholder areas so that it has excluded from the time bound plan, its are Mekar Lestari Cooperative (PT Bumi Pratama Khatulistiwa), KUD Damai Sejahtera (DASTRA) I & II (scheme smallholder under PT AMP Plantation and PT Primatama Mulia Jaya), KSU Mutiara Bosa Sikilang, KUD Permata Sawit Maligi, KUD Rantau Pasaman – Sasak and KUD Kapar (its supply based from PT Gersindo Minang Plantation POM)</p> <p>The revision of time bound plan because two companies (PT Karya Agung Megah Utama & PT Perkebunan Anak Negeri Pasaman) has terminated the management agreement with PT AMP Plantation as stated in the termination agreement letter on 31 May 2019.</p>					
1.10.2	Progress of Associated Smallholders and Outgrowers for Certifiable Standard				
	There is no scheme smallholders under PT KKP				

2.0	ASSESSMENT PROCESS
2.1	Assessment Team
RC	<p>1. Moh Arif Yusni (Lead Auditor). Indonesian citizen. Bachelor of Agriculture, majoring in Plant Protection. Has experience as an operational staff at a private oil palm plantation company in Indonesia on 2010 to 2012. Has attended several trainings, i.e.: ISO 19011, ISO 9001; ISO 14001, SA 8000, RSPO lead auditor, ISPO lead auditor, OHS expert, OHS auditor based on National Government No. 50/2012, SCCS, and RSPO P&C Refresher Training. Has conducting ISPO, RSPO and MSPO audit as an auditor and lead auditor with expertise on best management practices for estate and mill, legality, worker welfare, safety, social, environment, conservation, transparency, long term economic management plan and supply chain for palm oil mill aspects. During the audit, he verified Legality, Social, TBP and Partial Certification.</p> <p>2. Yudhi Yuniarto Tallutondok (Auditor). Indonesian citizen, Bachelor of Fisheries, Padjadjaran University. Have experience of working over three years since 2013 as plantation operations staff in private palm oil plantation company in Indonesia. Training has been followed including Lead Auditor of ISO 9001:2015, Lead Auditor of ISO 14001:2015, ISPO Auditor Training, RSPO P&C Lead Auditor Training Course, RSPO SCC Lead Auditor Course, Social Accountability 8000, Basic Management Development Program Agronomy, Fire Anticipation on Land and Forest, Potential Mapping and Conflict Resolution in Production Forests, Awareness of OHS aspects, ISO 45001:2018, ISO 22000:2009, ISO 19011:2011, ISO 17021:2011, dan ISO 17065:2012. Has participated in audit activities for ISPO and RSPO scheme since 2017 for BMP, OHS, labour, social and legal aspects. In this audit activity performs the assessment of Worker Welfare, Transparency, SCCS and social</p> <p>3. Radityo Puspanjana (Auditor). Indonesian Citizen. Bachelor of agriculture, majoring in Soil Science. Agriculture Faculty. He was working as honorarium Officer at the Riau Province Plantation Agency in the division of huge estate for 1 year. The participated trainings are Survey and Mapping (GIS) Training which was held by National GMTI, ISPO auditor training, ISO 9001/2008 auditor training, ISO 14001/2004 auditor training, IHT Geospatial Information System, IHT High Conservation Value, IHT Environmental Impact Assessment, IHT Green House Gas and RSPO Lead Auditor Course by Checkmark Training. Since 2015 has been following many audits as auditor base on Best Management Practice and Environment. During the audit, he verified environment aspect, waste management, GHG and conservation aspect.</p> <p>4. Darwin (Trainee auditor). Indonesian citizen. Bachelor of Agriculture, majoring in Soil Science and Land Resource from IPB University. Has one year experience as agronomist in palm oil plantation company. Training has been attended including Indonesian Sustainable Palm Oil (ISPO), Lead Auditor of ISO 9001: 2015, Awareness ISO 17021: 2015, Awareness ISO 17065: 2012, Awareness ISO 14001: 2015, Awareness ISO 45001: 2018, Awareness ISO 19011: 2018. During this assessment has verified Best Management Practice, and OHS supervised by Lead Auditor.</p> <p>Curriculum vitae (CV) of the members and the assessment team is available at the PT Mutuagung Lestari office.</p>
2.2	Assessment Methodology, Assessment Process and Locations of Assessment
2.2.1	Figure of person days to implement assessment
RC	<p>Number of auditors: 3 auditor and 1 trainee auditor</p> <p>Number of days for onsite audit RC: 6 days</p> <p>Number of working days for onsite audit RC: 18 Working days</p>
2.2.2	Assessment Process
RC	<p>The assessment was conducted by measuring the sufficiency of implementation with the consistency done by the PT. Karunia Kencana Permaisejati to the requirements of:</p> <ol style="list-style-type: none"> RSPO Principles and Criteria for Sustainable Palm Oil Production 2018, The Indonesian National Interpretation, Endorsed by the RSPO Board of Governors on 20th April 2020 RSPO Certification Systems for Principles & Criteria and RSPO Independent Smallholder Standard, Endorsed by the RSPO Board of Governors on 12 November 2020

The scope of certification of KKP POM with FFB supplied by three (3) Estates: KKP 1 Estate, KKP 2 Estate and KKP 3 Estate

Team of auditor started their trip from Jakarta to Pangkalan Bun and continued to site (three-hour road trips). Once arrived, team auditor conducted Opening Meeting in the Meeting Room of KKP 1 Estate with the participants who attended the opening meeting included the Group Managers, Estate and Mill Managers, Support Team from Jakarta and other staff of PT KKP

The audit program is included as Appendix 2. The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. Mill was audited together with the sample estates. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas and local communities.

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 directly observe the sufficiency of implementation on site.

During the COVID-19 pandemic, there were several modifications to the audit activity due to health protocols. Audit process carried out with high safety protocol procedure that developed by Certification Body and the unit of certification. before an onsite audit carried out, there are several meetings to discuss health protocol procedures. There are several activities that are not possible to do face to face, such as public consultations with government agencies, communities, or previous landowners so that these activities are carried out by telephone.

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

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

Commonly, the audit activities went smoothly with good support from the unit management. The presentation of documents is presented quite well by involving related personnel. Closing meeting was held on 01 October 2022 attended by the same participants as the opening meeting. Management PT KKP accept all the onsite audit results.

Some opportunities for improvement of the results Recert delivered by the MUTU auditor to the management unit and the results are the subject will be verified at the next assessment phase (ASA-1.1). All information obtained was recorded in Check List of PT Mutuagung Lestari (MUTU) and part of this assessment

The assessment program please find Appendix 2.

2.2.3 Locations of Assessment

RC

The sampling location consider the issue arise from the review documents and stakeholder's consultation that are fundamental and crucial. On this assessment sample locations that visited and respondent that interviewed by team auditor are:

KKP POM

- **Loading Ramp.** Observations and interviews related work procedure, safety aspect, worker welfare etc.
- **Sterilizer station.** Observations and interviews related work procedure, safety aspect, worker welfare etc.
- **Boiler station.** Observations and interviews related work procedure, safety aspect, worker welfare etc.
- **Clarification station.** Observations and interviews related work procedure, safety aspect, worker welfare etc.
- **Kernel station.** Observations and interviews related work procedure, safety aspect, worker welfare etc.
- **Engine Room.** Observations and interviews related work procedure, safety aspect, worker welfare etc.
- **Solid Waste.** Observation of the management of Solid waste consist of EFB, fiber and shell from the production process of mill.
- **WWTP.** Field observations related to Ban to entry to WWTP, run off, testing of effluent.
- **Reservoir.** Field observations related management and monitoring water source for mill process.
- **Mill Drainage.** Observations mill effluent lines, sanitation mill and flow of leaching mill.
- **WTP.** Observations and interviews related to water management, recording of water use, health checks, PPE and waste management.
- **Schedule Waste Storage.** Field observations and interview related to the fulfillment of the attribute's health and safety, recording, and the implementation of compliance requirements hazardous waste temporary warehouse.
- **Oil Storage.** Observation and interview related stock of PPE.
- **Workshop.** Observation to OSH and environment aspect implementation in the work place.
- **Chemical Warehouse.** Observations and interviews with officers related to the work system, OHS warnings, MSDS, emergency response systems, first aid kits, and safe work practices.
- **Material Warehouse.** Observations and interviews with officers related to the work system, OHS warnings, MSDS, emergency response systems, first aid kits, and safe work practices.
- **Hydrant Simulation.** Observation to readiness of emergency team and fire control devices.
- **Oil Tank Station.** Observation's safety aspect, environment aspect etc.
- **Security post.** Interview with related to work procedure, emergency response, worker welfare, OHS implementation in mill, and supply chain aspect.
- **Weighbridge station.** Interview and observation related to supply chain aspect and worker welfare.
- **CPO dispatch station.** Interview and observation related to work procedure, worker welfare, OHS implementation in mill, and supply chain aspect.

KKP 1 Estate

- **General storage.** Observation about storage condition, general stock (spare part, paint, etc), OHS implementation and work procedure.
- **Agrochemical storage.** Observation about storage condition, agrochemical stock, OHS implementation and work procedure.
- **Oil storage.** Observation about storage condition, MSDS, OHS implementation, emergency facility, and material stock.
- **Fertilizer storage.** Observation about storage condition, fertilizer stock, and OHS implementation.
- **Hazardous waste storage.** Observation about storage condition, hazardous waste stock, emergency response facility, and waste management.
- **Rinse House.** Observation about rinse house condition, OHS implementation and emergency facility.
- **PPE Storage.** Observation about facility and PPE stock.
- **Workshop.** Observation related to work procedure, OHS and workers welfare aspect.
- **Firefighting storage.** Observation about condition about the firefighting facilities and equipment.
- **Power House.** Observations and interviews related work procedure, safety aspect, worker welfare etc.
- **Peat Water Management Block 092.** Observation related to work procedure and peat management.
- **Piezometer Block 092.** Observation related to work procedure and peat management.
- **Landfill Block 028.** Observation related to organic and an-organic waste handling.
- **Housing complex.** Observation about facilities provided by company and domestic waste management.
- **Day care facility.** Observation about facility and interview about worker welfare, gender committee, and facility for worker.

- **HCV area Block A04 and new planting area.** Observation related to management of environmental aspect and boundaries to new planting area.
- **HCV Seranau River Riparian Area, Block J40/J41.** Observation the implementation of management in HCV of riparian area.
- **HCS Area, Block K11 division II.** Observation the implementation of management in HCV of forest area.
- **Remediation Area, Block 003 and block 004.** Observation the implementation of management in HCV of forest area.
- **Boundary pole BPN 121.** Observation about legal operational boundary.
- **Boundary pole BPN 120.** Observation about legal operational boundary.
- **Boundary pole BPN 119.** Observation about legal operational boundary.
- **Workshop.** Observation related to work procedure, OHS and workers welfare aspect.
- **Occupation Area Block 002,** observation regarding potential land dispute, occupation area and legal aspect
- **Overlapping area block 13.** Observation regarding overlapping area and legal aspect

KKP 2 Estate

- **HCV Forest Area, Block E34.** Observation the implementation of management in HCV of forest area.
- **HCV Seranau River Riparian Area, Block D11 and A07.** Observation the implementation of management in HCV of riparian area.
- **Remediation Area, Block 001 and block 002.** Observation the implementation of management in HCV of forest area.
- **Manuring, Blok 040.** Observations related to work procedures and PPE used.
- **Housing Complex of Division 2.** Observation to housing complex facilities, such as house condition, clean (for drink) water refill, Genset House, Nursery of *Turnera* sp., assembly point, fire extinguisher, prayer building, child care and landfill for domestic waste.
- **Harvesting, Block 052.** Observation and interview with Harvesting Supervisor and workers related to harvesting procedure accordance to SOP, PPE implementation, employment aspect, OHS implementation, socialization HCV area, and payment system.
- **Barn Owl Box, Blok 051.** Observation related IPM.
- **Material Warehouse.** Observations and interviews with officers related to the work system, OHS warnings, MSDS, emergency response systems, first aid kits, and safe work practices.
- **Oil Storage.** Observation and interview related stock of PPE.
- **Chemical Warehouse.** Observations and interviews with officers related to the work system, OHS warnings, MSDS, emergency response systems, first aid kits, and safe work practices.
- **Fertilizer Warehouse.** Observations and interviews with officers related to the work system, OHS warnings, MSDS, emergency response systems, first aid kits, and safe work practices.
- **Clinic,** observation related worker and medical facility.
- **Schedule Waste Storage.** Field observations and interview related to the fulfillment of the attribute's health and safety, recording, and the implementation of compliance requirements hazardous waste temporary warehouse.
- **Workshop.** Observation and interviews with employees related to management of hazardous waste and hazardous material, training, provision of PPE, training, emergency response facilities.
- **Boundary pole BPN 012.** Observation about legal operational boundary.
- **Boundary pole BPN 013.** Observation about legal operational boundary.
- **Boundary pole BPN 014.** Observation about legal operational boundary.
- **Occupation Area Block 698,** observation regarding potential land dispute, occupation area and legal aspect

KKP 3 Estate

- **Harvesting Block 063/064.** Observation related to work procedure, OHS and workers welfare aspect.
- **Circle Racking Blok 042.** Observation related to work procedure, OHS and workers welfare aspect.
- **EFB Application Block 151.** Observation related to work procedure, OHS and workers welfare aspect.
- **Peat Water Management Block 010.** Observation related to work procedure and peat management.
- **Piezometer Block 010.** Observation related to work procedure and peat management.

- **Road maintenance Block 151.** Observation related to work procedure, OHS and workers welfare aspect.
- **Barn Owl Block 063.** Observation related to IPM implementation and work procedure.
- **HCV Lais River Riparian Area, Block Q35.** Observation the implementation of management in HCV of riparian area.
- **HCS Area, Block 090.** Observation the implementation of management in HCV of forest area.
- **LURI Area for planting 2021, Block S21.** Observation the implementation of new planting.
- **Land application, Block O34, Division 2A.** Observation for waste water management and nutrient cycle strategy.
- **Remediation Area, Block 133.** Observation the implementation of management in HCV of forest area.
- **Chemical Warehouse.** Observations and interviews with officers related to the work system, OHS warnings, MSDS, emergency response systems, first aid kits, and safe work practices.
- **Fertilizer Warehouse.** Observations and interviews with officers related to the work system, OHS warnings, MSDS, emergency response systems, first aid kits, and safe work practices.
- **Oil Storage.** Observation and interview related stock of PPE.
- **Material Warehouse.** Observations and interviews with officers related to the work system, OHS warnings, MSDS, emergency response systems, first aid kits, and safe work practices.
- **Fire Management Store.** Observation to the facilities of fire monitoring and management devices.
- **Housing Complex of 2A.** Observation to housing complex facilities, such as house condition, clean (for drink) water refill, Genset House, Nursery of *Turnera* sp., assembly point, fire extinguisher, prayer building, child care and landfill for domestic waste.
- **Clinic,** observation related worker and medical facility.
- **Genset room.** Observation related work process, OHS and environment aspect.
- **Workshop.** Observation and interviews with employees related to management of hazardous waste and hazardous material, training, provision of PPE, training, emergency response facilities.
- **Schedule Waste Storage.** Field observations and interview related to the fulfillment of the attribute's health and safety, recording, and the implementation of compliance requirements hazardous waste temporary warehouse.
- **Landfill.** Observation related to waste domestic management.
- **Daycare.** Observation and interview with worker related labor aspect and OHS.
- **Boundary pole BPN 034.** Observation about legal operational boundary.
- **Boundary pole BPN 035.** Observation about legal operational boundary.
- **Boundary pole BPN 036.** Observation about legal operational boundary.
- **Occupation Area Block 119,** observation regarding potential land dispute, occupation area and legal aspect

2.3 Stakeholder Consultation and Stakeholders Contacted

2.3.1 Summary of stakeholder consultation process.

RC

Summary of stakeholder consultation process

Consultation of stakeholders for PT Karunia Kencana Permaisejati was held by:

- Public Notification on website on MUTU Website and RSPO Website on 24 August 2022
- Public consultation with NGOs (by email) such as WALHI, WWF, and Sawit Watch on 21 September 2022
- Public consultation meeting with government institution 27 September 2022
- Public consultation meeting with communities on 27 September 2022
- Public consultation meeting with internal stakeholders and contractor 27 September 2022

2.3.2 Stakeholder contacted

Please find Appendix 1

2.4 Determining Next Assessment

The next visit (ASA-1.1) will be conducted eight (8) months to twelve (12) months after date of annual license

3.0 ASSESSMENT FINDINGS

3.1 Summary of Assessment Report of the RSPO Certification

MUTUAGUNG LESTARI has conducted an assessment of KKP POM – PT Karunia Kencana Permaisejati, subsidiary of Wilmar Ltd Operation consisting of one (1) mill and three (3) oil palm estates.

During the assessment, there was nil Nonconformity and two (2) opportunities for improvement were identified.

MUTUAGUNG LESTARI found that KKP POM – PT Karunia Kencana Permaisejati subsidiary of Wilmar International Limited complied with the requirements of Principles and Criteria for Sustainable Palm Oil Production 2018, The Indonesia National Interpretation, endorsed by the RSPO Board of Governors on 20 April 2020 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 continued.

Ref Std.	VERIFICATION RESULT of MUTU-Certification	
PRINCIPLE #1 BEHAVE ETHICALLY AND TRANSPARENTLY		
1.1 The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.		
1.1.1 The company has an SOP for Providing Information to Outside Parties (Transparency) with Document Number SOP47/PR/7/0921 revision 7 dated September 21, 2021. The procedure explains whether information can be accessed or not, including: <p>Accessible documents such as:</p> <ul style="list-style-type: none"> • Certificate / land use rights • OHS plan • Social and environmental impact planning and assessment • HCV documentation • Pollution reduction and prevention plans • Complaints in detail • Negotiation procedure • Continuous improvement plan • Etc <p>Documents that can be accessed with the approval of the General Manager, such as:</p> <ul style="list-style-type: none"> • Deed of establishment and deed of change of company • Company profit/loss • Salary staff • Identity of shareholders and company management • Identity of operational leaders, staff and employees • List of company assets • List of land/plantation business land • Community development plan • Land acquisition payment data • Etc. 		

Procedures and lists of accessible information have been disseminated to relevant stakeholders. For example, socialization to agencies as evidenced by receipt of notification letter of information to stakeholders No. 04/SSL-KKP/III/2022.

1.1.2

Based on the results of document review and interviews with agencies, such as the Kotawaringin Timur Regency Plantation Service, the Environment Service, Land Office and Manpower Office, it is known that the information presented by the certification unit has been presented in an appropriate language and can be accessed by the agency.

The unit of certification has provided evidence that the information has been received in an appropriate form and language for the relevant stakeholders, such as reports on Proof of handover of management and monitoring environmental, management hazardous waste, management POME semester 1 year 2022, reporting date 20 September 2022 according to the electronic receipt number 1663635946-2388.

1.1.3

The company has an SOP for Providing Information to Outside Parties (Transparency) with Document Number SOP47/PR/7/0921 revision 7 dated September 21, 2021. The procedure explains that the company will respond to requests for information no later than 14 days after the request is received. The response to requests for information is provided by the Bina Mitra department. Based on the verification results of incoming and outgoing mail documents, it is known that all incoming letters including requests for information have been responded to by the company. For example, a letter from Tangar Village number 140/99/PEMDES-TGR/MH/VIII/2022 dated August 9, 2022 regarding a request for road maintenance and has been responded to by the company on August 11, 2022 through an official report on lend heavy equipment to Tangar village.

1.1.4

The company demonstrated the procedures for the Implementation Mechanism of Community Communication and Consultation No. SOP35/PR (3)/0921 revision 3 dated 21 September 2021. In this procedure it is explained that the Admin and PR Department are responsible as company officers who are appointed to communicate and consult with the community.

The company shows Minutes of meeting of SOP Socialization in 2021 at surrounding village which was held on January 21, 2022. Based on result interview community representatives (Kenjala Village & Tangar Village) and government stakeholder (Manpower Agency & Environmental Agency) known that stakeholder already know the mechanism of communication and consultation with the company.

1.1.5

The company has a list of stakeholders which was updated on January 2022, which provides the name of the name of agency, contact name, field of cooperation, address and contact number. Auditor team has contacted some stakeholders based on stakeholder list and it is reachable. The list of stakeholders consists of:

- Provincial government
- Regency Government
- Head of sub district
- Village head
- Public figure
- NGO
- Contractor for example civil engineer and hazardous waste transported
- Supplier.

Status: Comply

1.2

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

1.2.1

The certification unit has code of conduct document for all operational activities that listed on Document No 003/DIR-KP/IV/2016. Code of conduct explain Code of Conduct Principles, Conflict of Interest, Bribery and Illegal or Unethical Practices, Entertainment and Gifts, Misuse of Position, Insider Trading, Confidentiality, Restriction on Solicitation, Media Relations, *LKS Bipartite*, Political and Social Activities, Installation of Illegal Computer Software, Anti Money Laundering, Trade Compliance & Export Controls and Sanctions, and

Commitment to Human Rights.

The certification unit shows documentation of socialization of policies and regulations that apply in unit certification to relevant stakeholders, some examples include: minutes of socialization on 2 July 2022 regarding Human Rights Policy to contractors and employees attended by 298 employees.

The certification unit shows examples of the implementation of the code of business ethics in terms of recruitment and labour contracts, for example: job vacancy information on August 16, 2022 which was submitted through each village representative to be further submitted to each of its residents, the selection process for prospective employees was carried out for 3 days from on 23 August 2022, and the announcement of the results of the recruitment of new employees on 30 August 2022 which was then followed by the preparation and signing of a work agreement. The certification unit can show an example of documentation of new hires for 2022 as follows:

- a. Job application letter for prospective employees with the initials SM.
- b. Employee Identity Document with the initials SM.
- c. Work Agreement Letter No. 002/HRD-KKP1/SPK/H/IX/2022 dated 1 September 2022 between the Estate Manager of certification unit and the employee initials SM.

1.2.2

The system to monitor compliance with ethical policies is carried out through monitoring complaints. The certification unit has grievance procedures such as procedure of grievances or complaint which presented in document No. SOP 42/HRD/0/0609 to submit complaints including complaints of violations of the code of ethics.

The certification unit carries out a RSPO internal audit regularly every year with the last internal audit carried out on 22 March 2022, at which time the audit is carried out in conjunction with inspections related to compliance with the relevant regulations. In relation to third-party contracts, the certification unit has also ensured that there is an evaluation of legal compliance for all contracts with third parties carried out according to the principle of continuous improvement.

Based on the interviews with mill and estate workers known that information was obtained that there was no charge to employees or deductions to employee wages. In addition, the average employee who enters the certification unit is done individually without going through the agent/ labour supplier.

Status: Comply

PRINCIPLE #2 OPERATE LEGALLY AND RESPECT RIGHTS
2.1

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

2.1.1

The KKP POM certification unit is under the company PT Karunia Kencana Permaisejati, in fulfilling compliance, the company has complied with all relevant laws and regulations, namely by having the following documents:

Legal Aspect

In term of legal aspect, the unit of certification has shown evidence towards legal aspect, The unit if certification has complied with regulations in the field of plantation and land legality, such as HGU (land use title), IUP (plantation business permit for mill) as well as mandatory reports on annual land use to BPN. Furthermore, regarding forest area status PT. KKP has obtained the determination of other areas of use in accordance with the Head of the Investment Coordinating Board No: SK. 180/1/KLHK/2020 dated 18 August 2020 and the remaining area is currently in the process of releasing forest areas through the mechanism stipulated in Article 110A of the Omnibus law (act No. 11 of 2020).

BMP and OHS Aspect

In terms of BMP and OHS, several regulation pursuance's towards applicable regulation conducted by the unit of certification are presented as follows:

- a. Has committed to reducing and avoiding the use of pesticides, especially those classified on WHO 1A, 1B, and Paraquat.
- b. Unit of certification has adopted integrated pest management which consists of the early warning system, census, biological control, chemical control with justification and evaluation.
- c. The establishment of the P2K3 (OHS Committee) which has been explained in indicator 6.7.1

- d. Provision of PPE for free to all workers and arrange the use of PPE according to the type of work based on the free predetermined HIRAC which has been explained in indicator 6.7.3
- e. Has a license/competency for some special jobs that require more expertise such as OHS experts, *Hygiene Perusahaan, Kesehatan dan Keselamatan Kerja*, boiler operators, diesel engine operators, welders, wheel loader operators, and others in accordance with the requirements contained in the legislation.

Social and Environment Aspect

- a. The results of the environmental study in the form of an Environmental Impact Analysis (ANDAL) document in 2008 for the Oil Palm Plantation of PT Karunia Kencana Permaisejati with a scope of study covering an area of 19,400 hectares which refers to the Location Permit Number 625.460.42 dated March 26, 2004 covering an area of 17,000 hectares and Location Permit No. 290.460.42 dated March 26, 2004 covering an area of 2,400 Ha, as well as a palm oil processing factory with a capacity of 45 Tons FFB/Hour and will be increased to 90 Tons FFB/Hour. This document has been approved based on the Decree of the Head of Bapedalda Kotawaringin Timur District, Kalimantan Tengah Province Number 69/KOMISI-AMDAL.KOTIM/VI/2008, dated 28 June 2008.
- b. Hazardous and Toxic Waste Management Permit for temporary storage activities for PT Karunia Kencana Permaisejati based on DPMPSTP Decree of Kotawaringin Timur District Number 050/DPMPSTP-PT/LB3/IX/2019 dated 12 September 2019 and is valid for 5 years. The permit refers to the Recommendation Letter from the Environment Agency number 660/1139/PSLP3-DLH/VII/2019 dated August 16, 2019. The permit is valid for 5 years located at 6 points.
- c. Technical Approval for Utilization of Palm Oil Industrial POME on Soil in Palm Oil Plantations for PT KKP based on the Decree of the Environmental Service of Kotawaringin Timur District Number 660/18/PERTEK/DLH/VIII/2021 which was legalized on August 24, 2021 with a permitted land area for the application area of 513.22 Ha.
- d. The water use/utilization permit owned by the company is based on the Decree of the Minister of Public Works and Public Housing Number 1037/KPTS/M/2019 dated October 31, 2019 concerning the granting of a water resource exploitation permit to PT KKP which is valid for 5 years. It is explained that the company has an obligation to extract water with a quota that can be utilized of 58,320 m³/month. The water intake location is located on the Anak Mentaya River.
- e. The company already has the results of HCV identification conducted by an external company led by an approved RSPO HCV Assessor in 2008 for the entire scope of the Central Kalimantan Project (CKP) with Final documents in 2009. Based on the results of the HCV assessment, the HCV area is 12,013.3 Ha with a total of 1,153.05 Ha which is included in the scope of certification.

Worker Welfare Aspect

- a. Employee wages have been referred to the Decree of the Governor of Central Kalimantan No. 188.44/445/2021 concerning the 2022 Regency Minimum Wage. The decree stipulated the minimum wage for plantation and the processing sector with a value of IDR 3,014,732,66
- b. The certification unit has implemented a structure and scale of employee wages based on years of service and work assessment of each employee.
- c. Company Regulation for the period 2022-2024 which has been ratified based on the Decree of the Head of the Manpower and Transmigration Office of Kotawaringin Timur Regency No. 180/HI-KESJA/III/2022 and No. 178/HI-KESJA/III/2022 dated March 28, 2022.

2.1.2

The unit of certification has documents related to legal requirements in the 3rd revision of the SOP for Identification of Legal Rules and Requirements (Doc No.: SOP 08/CKP/(3)/0416) which is effective April 1, 2016. Legal Officer, Estate & Mill Manager, General Managers, and Legal officer staff are Personnel who are responsible for managing the rules of the legal document

The implementation of the procedure is the issuance of a Law Register document containing regulations that must be met and relevant to the company's operational activities, including for third parties who cooperate with the company (contractors). The law register is divided into several aspects, namely: Occupational Safety and Health, Environment, Employment, and Plantations. To ensure that there are additions and deletions to relevant regulations, a review is carried out once a year.

The results of document verification, the company can show a list of laws and regulations for PT KKP which explains the aspects, laws, and clauses of these regulations, namely:

- Plantation aspect, the latest updated on 01 June 2022 consisting of 62 regulations

- Worker welfare aspect, the latest updated on 01 June 2022, consisting of 44 regulations
- OSH Aspect, the latest updated on 01 June 2022, consisting of 51 regulations
- Environmental aspect, the latest updated on 01 June 2022, consisting of 89 regulations

The company have shown list of updated regulation related to the field of worker welfare aspect, in example

- Government regulations No. 35 of 2021 concerning Specific Time Work Agreements, outsourcing, working hours, rest periods, and layoffs
- Government regulations No 36 of 2021 concerning Wages

The company also has personnel responsible for identifying legal requirements and ensuring compliance. Companies can also show a complete list of international, national, sub-national, and provincial laws that detail specific requirements for mill and plantation operations for each aspect such as employment, environment, legality, and Best Management Practices. All relevant sections of the law have been identified and linked to activities within the unit of certification. The company carries out an internal RSPO audit regularly every year with the last internal audit carried out on 25 to 29 July 2022, at which time the audit is carried out in conjunction with inspections related to compliance with the relevant regulations. In relation to third-party contracts, the certification unit has also ensured that there is an evaluation of legal compliance for all contracts with third parties carried out according to the principle of continuous improvement. This can be proven from the evidence of socialization to contractors as well as the application of standards and procedures for third parties who enter the scope of the company's area. Furthermore, the latest evaluation and review of law register has been socialized to relevant personnel in example

- Staff and management of KKP 1 Estate on 16 June 2022
- Contractors on 04 August 2022
- Supporting staff, management representatives, community surrounding company on 30 June 2022
- Representative of Tangar Village on 23 July 2022

2.1.3

Monitoring of legal boundaries ruled in the procedure maintenance and monitoring of HGU poles number 001/SOP/GIS/2018 01 May 2018, the monitoring and maintenance were conducted twice a year or maximal annually if not possible carried out twice a year

The certification unit has a distribution chart of boundary pole with a scale of 1:75000. Based on the verification of the boundary pole map, it is known that there are 144 boundary poles in the PT KKP's area. Maintenance and monitoring of the presence of the boundary pole carried out every 6 months by the GIS team. Based on the results of the last monitoring carried out in January – June 2022, the following information is known:

- KKP-1 Estate : 55 boundary poles with good condition.
- KKP-2 Estate : 39 boundary poles with good condition
- KKP-3 Estate : 50 boundary poles with good condition.

Based on observation to in poles sample, it was known that BPN poles were satisfactory maintained and easy to identified. Furthermore, coordinate marked by Auditor through application GPS-Map were match with coordinate settled by BPN.

Status: Comply

2.2

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

2.2.1

List of contractors is presented in document "*Daftar Stakeholder/ Pemangku Kepentingan Wilayah* PT Karunia Kencana Permaisejati" that updated on 1 July 2022, which informs stakeholder category, name of PIC, relation, address and contact number. Currently, unit of certification has 12 contractors and 213 suppliers. Based on document verification show that the number of contractors is in accordance with the list of stakeholders where the number of contractors is 12 stakeholders which also includes hazardous waste transporting and machine maintenance contractors at the mill.

2.2.2

Based on verification to several work agreements, for example with local contractor, such as through agreement No. C&A1608.15/2022/KKP2-811 dated 18 March 2022 with CV Usaha Barokah and Agreement No. 013/POM/KKP-ASAP/C/03/22 dated 21 March 2022 with CV Agung Sejahtera Abadi Persada, it is known that the work agreement has covered several things, among

others

- Implementation of sustainability certification system.
- Personal protective equipment (PPE).
- Prohibition on hazardous material disposal.
- Manpower protection.
- Law pursuance and human rights.

Based on document verification of the salary slip and proof of *BPJS Ketenagakerjaan* for each local contractor employee are known that each worker has received wages in accordance with the government's regulation. In addition, the certification unit has also included its employees in the *BPJS Ketenagakerjaan* program.

Monitoring of law or regulation pursuance by contractors is presented in document of evaluation of contractor and form of evaluation and contractor. Sighted contractors' evaluation dated 18 January and 2 May 2022.

2.2.3

Based on verification to several work agreements with local contractors, for example through agreement No. C&A1608.15/2022/KKP2-811 dated 18 March 2022 with CV Usaha Barokah and Agreement No. 013/POM/KKP-ASAP/C/03/22 dated 21 March 2022 with CV Agung Sejahtera Abadi Persada, it was known that clauses of disallowing child, forced and trafficked labour has been explained in the agreement.

The certification unit showed that each work agreement between the certification unit and the local contractor, there were clauses related to fulfilling legal obligations in Indonesia as one of the obligations that must be fulfilled by the contractors. Some of these obligations are related to anti-bribery, anti-corruption, anti-forced and trafficked labour. To ensure compliance with these clauses, certification unit always requests the requirements for the completeness before the contractor does work

Based on interview with both suppliers as mentioned above, it was known that socialization towards pursuance regulation on safety and manpower has delivered during contract agreement.

Status: Comply

2.3

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

2.3.1

All entire FFB accepted in KKP POM originally from its own estate under the scope of certifications and other estates under the subsidiary of Wilmar International Ltd and have been obtained RSPO Certificate. Based on document review and interview with management it was known there was no FFB from out-growers or smallholders. Other sources of KKP POM are from MSM 1 Estate and MSM 2 Estate PT Mentaya Sawit Mas subsidiary of Wilmar International Ltd.

2.3.2

As mentioned in Indicator 2.3.1, it was known KKP POM do not accepted FFB from out growers, agent or middlemen. All FFB process originally from its own estate under the scope of certifications and other estates under the subsidiary of Wilmar International Ltd and have been obtained RSPO Certificate.

Status: Comply

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

3.1

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

3.1.1

PT Karunia Kencana Permaisejati has a 5 Year (2022 - 2027) Business Plan for plantations and mills, which includes the following points:

- Financials
- Area Statement, Crop & Estate Cost

- FFB Processed & Milling Cost
- Plantation Development Cost
- Capital Expenditure (Mill & Estate)
- Sustainability Implementation Cost

PT Karunia Kencana Permaisejati Long-Term Plan Projection for 2022-2027:

Parameter	Unit	2022	2023	2024	2025	2026	2027
Total Planted	Ha	12,925.41	12,925.41	12,925.41	12,925.41	12,925.41	12,925.41
FFB Production	Mt	332,500	333,000	336,000	333,500	328,000	329,000
FFB Processed	Mt	205,509	206,871	208,834	209,251	204,743	204,605
CPO Production	Mt	46,239.53	46,545.98	46,987.65	47,081.48	46,067.18	46,036.13
PK Production	Mt	10,275.45	10,343.55	10,441.70	10,462.55	10,237.15	10,230.25

The company has conducted a Management Review of PT Karunia Kencana Permaisejati for the 2022 Period which was carried out on March 15th, 2022.

3.1.2

The company has a long-term plan that includes describing a replanting program for the next 5 years. Based on the document, it is known that there is no replanting plan for the next 5 years because the planting year is still young and based on the 2015 Agronomy Guidelines and Oil Palm Plantation SOPs in section 9, it is stated that the age of oil palm plants that will be replanting is if it is more than 25 years or if the FFB yield is less than 20 tons /ha/year for 3 consecutive years or plant height over 13 m.

Based on the results of interviews with the company and a review of the area statement documents, it is known that the oldest crop was planted in 2007, while the last crop was planted in 2021.

3.1.3

The Company has conducted a Management Review of PT Karunia Kencana Permaisejati for the 2022 period which was carried out on March 15th, 2022 the management review was carried out for 2022 performance.

The management review carried out discussed matters relating to company policies, organizational structure, operational conditions, aspects of transparency, internal audits and external audits, previous management reviews, statutory requirements, best practices, use of chemicals, energy efficiency, evaluation of mitigation, and greenhouse gases, waste management and pollution prevention efforts, maintenance of riparian belts and HCV-HCS, safety aspects, and occupational health, environmental and social aspects of society and customer feedback. With an Action plan that becomes next year's resolution.

The certification unit shows sample management review documents, such as the RSPO internal audit report and the monthly PICA Report, which informs problem identification, corrective action, timeline, and person in charge.

Status: Comply

3.2

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

3.2.1

The certification unit already has a system to improve existing practices, in accordance with the latest information and techniques as well as a socialization mechanism for all workers following current technological developments. The unit of certification also develops guidelines for farmers by providing systematic training for continuous improvement. Some of the evidence that has been applied for continuous improvement include:

- The company no longer uses pesticides with the active ingredient paraquat.
- The company has implemented biological pest control in this case by using host plants and barn owls to reduce the use of pesticides, especially insecticides and rodenticides.
- Management and monitoring of fires in company border areas that benefit the community.
- The use of renewable energy accordance to reduce the use of fossil fuels.
- The company show the record evidence regarding internal audit of RSPO that conducted on July 25-29, 2022.

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

- Management and monitoring of factory effluent quality. Through WWTP pond management, wastewater quality testing, air quality management and monitoring, road maintenance, air quality testing, groundwater management and monitoring, groundwater quality testing and reporting to environmental services.
- Hazardous waste management. Storing hazardous waste in permitted hazardous waste warehouse, managing and monitoring hazardous waste.
- In managing Green House Gas (GHG), the company has implemented a zero burning policy, utilizing shells and fiber as renewable energy. Regular engine maintenance, regular emission quality tests and GHG calculations using the RSPO palm GHG calculator.

3.2.2

The company has shown the auditor regarding the RSPO metric template Version 2.1 that has been filled in according to the facts and data in the company's record documents, such as the number of workers, the area of production to the record of work accidents. Base on document verification, for The RSPO metric template known annual data 12 month period use on year 2021 for schedule reporting annual data social and environmental, included monitoring data of water consumption, management dan monitoring HCV.

Base on document verification, for The RSPO metric template known annual data 12-month period use (January to December 2021) for schedule reporting annual data social and environmental, included monitoring data of water consumption.

There is a difference scope HCV area in the metric template with the scope of the actual HCV management, this is because there is an area of **147.7 ha** that is included in the planted area, so it is still identified as a production area in the template metric.

In the recertification audit, this HCV area increased by 2.83 from **1,011.23 Ha (ASA-4)** to **1,014.06 ha** due to a reduction in planted area for KKP 3 estate covering an area of 2.68 Ha and 0.15 road area designated as HCV.

Status: Comply

3.3

Operating procedures are appropriately documented, consistently implemented and monitored.

3.3.1

The company has demonstrated procedures related to plantation and mill operations. SOPs cover key processes such as harvesting, transportation, fertilization, IPM, GAP, and supply chain requirements for POM (SCCS). The factory SOP list is contained in the Safe Standard Operation Procedure Volume I document with the number WIP/POM/SOP/01/02-14 and Volume II with the number WIP/POM/SOP/01-01/14, in the procedure starting from FFB Grading Manual to Fleet Escort which is the reference for processing at the factory. As for the Plantation SOP, the company has the Agronomy Guidelines and the 2015 Oil Palm Plantation SOP which were approved by the Group Head of Plantation. The document contains sections of the Pre-Land Clearing Survey to the Oil Palm Tree Thinning Technique and has been translated into Indonesian.

Based on observation in block S21 (LURI) KKP3 Estate, it is known that the company carried out the planting according to the procedure.

3.3.2 and 3.3.3

The company has documented plantation operations and factory products such as daily reports, supervisor workbooks, etc. This unit has documented daily activities in daily production reports which are documented using a computerized system.

While the consistent implementation of procedures, the company conducts periodic internal management and evaluation involving all levels of key management.

The example of checking the consistency of SOPs is the result of the visit of the Internal Audit division to KKP POM on August 22-31, 2022. During the visit, there were 4 types of audits are FFB Grading in Ramp, FFB Grading in Field, Manuring Audit and QAMS census.

Based on the results of the audit visit, it was found that there were several non-conformities. The company has shown the corrective action problem identification document (PICA) from the results of the visit and all findings have been corrected and QAMS

(Quantitative Agronomic Management System) audit. It is carried out regularly every two weeks by the Ecological Management Unit (EMU) Department to monitor best management practice activities. Several findings related to the FFB Grading in ramp such as:

- The percentage of empty bunches and rotten bunches was found to be 1.8% while the target was 0%.
- The percentage of long stalks sent to the mill is 3.4% while the target is 0%.
- The percentage of rotten loose fruit to the mill is 5.4%.

Beside FFB Grading in ramp, also FFB Grading in Field in block 135 Division 2C, find that the percentage of long stalks was very high that 7.8% while the target is 0%, percentage of unstamped marks 77.8% and percentage of unstamped bunches 93.0%, quite a lot of wild palm seed are found between palm tree and QAMS Census in block 135 Division 2C, find that normal category harvest interval is 10 days, the average condition of the circle and harvest path is clean. Audit for the period July 25-29, 2022 inform that unit certification also has monitored the performance of the contractor related compliance to company procedure and government regulations such as providing PPE for the workers and registered to the BPJS Employment and BPJS Health.

Based on the explanation above, it can be concluded that the company has a system to ensure the consistency of SOPs.

Status: Comply

3.4

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

3.4.1

The certification unit already has several documents related to social and environmental impact studies that are carried out independently or participatively by involving affected stakeholders in collaboration with accredited independent experts. Some of the documents held by the unit of certification are as follows:

Environmental Impact Assessment (EIA)

The certification unit is under the company PT Karunia Kencana Permaisejati, the company already has an Environmental Impact Assessment (EIA) document that covers all areas that fall within the scope of certification and can be proven based on the following documents:

- Environmental Impact Analysis (AMDAL) document in 2008 for PT Karunia Kencana Permaisejati's Oil Palm Plantation with a scope of study covering an area of 19,400 Ha which refers to Location Permit Number 625.460.42 dated March 26, 2004 covering an area of 17,000 Ha and Location Permit Number 290.460.42 dated 26 March 2004 covering an area of 2,400 hectares, as well as a palm oil processing factory with a capacity of 45 Tons FFB/Hour and will be increased to 90 Tons of FFB/Hour. This document has been approved based on the Decree of the Head of Bapedalda Kotawaringin Timur District, Kalimantan Tengah Province Number 69/KOMISI-AMDAL.KOTIM/VI/2008, dated 28 June 2008.
- There is a difference of 250 Ha between the scope of the AMDAL study of 19,400 Ha and the statement area of 19,650 Ha. Based on the study of the HGU degree document from the Head of BPN Number 65/HGU/BPN/2005 dated June 2, 2005 regarding the Granting of HGU on Land Located in Kotawaringin Timur District, Kalimantan Tengah Province for 35 years with an area of 19,649,754 Ha, it explains that the difference in area is due to the measurement methods. The area in the Location Permit uses planimetric measurements on the map, while the area in the HGU is the result of direct cadastral measurements in the field.

In the document above, there is information related to environmental aspects and parameters that must be monitored and managed along with information on targets and implementation times contained in the UKL-UPL matrix. The document has also covered all aspects of plantation and mill activities and their changes throughout the operational activities. The sampling methodology used is also participatory involving external stakeholder groups for the purpose of identifying impacts. Based on the verification of these documents, it can be concluded that all environmental impacts from plantation activities have been identified and their management recommended with reference to relevant laws and regulations.

Social Impact Assessment (SIA)

- The certification unit has carried out a Social Impact Assessment (SIA) which was carried out in 2014 by AFI ERFOLG Consultants. The SIA study was conducted on 17 – 24 March 2014 with the scope of KKP-1, KKP-2 and KKP-3 Estate. This study explains the impacts arising from plantation activities, including population, education, livelihoods, income, health, facilities and infrastructure, customs and culture of the village communities around the company, environmental management efforts in the social, economic and cultural fields by PT KKP and community perceptions of the existence and benefits of PT KKP. Social impact assessments are included as part of the complement of all environmental impact assessments. The assessment involves all

affected parties, both internal and external stakeholders, including employees, trade unions, village heads around the plantation, local NGOs and farmer representatives of relevant stakeholders. Evidence of participation with affected parties is shown in the form of attendance at FGD meetings and photos during interviews. In addition, the SIA study has also been disseminated to villagers and stakeholders in the affected area with evidence of an invitation to the Socialization conducted on March 24, 2014. The report also contains a matrix of Social Management Plan and Social Monitoring Plan which contains recommendations for managing social impacts that have been implemented identified.

The community representatives who became resource persons in this assessment were village heads, village officials, traditional leaders, and plasma farmers. The types of data collected are primary data and secondary data. Primary data collection for monitoring the management of social impacts is obtained from relevant stakeholders as affected parties as well as local village officials who represent the community and as verifiers. Secondary data or indirect data collection is carried out by means of literature studies through various references such as environmental assessment documents, HCV assessment documents, local government literature, CSR implementation records, company internal data, correspondence between companies and affected parties, local news and news. national and so on. All of these data sources are used as consideration for social impact management recommendations. Based on the verification of these documents, it can be concluded that all social impacts from plantation activities have been identified and their management recommended with reference to relevant laws and regulations.

High Conservation Value Assessment (HCVA)

The unit of certification has also conducted studies related to areas with high conservation value as evidenced by the document of the HCV Assessment conducted in June 2008 and the report published in February 2009. The HCV assessment activity was carried out by Malaysian Environmental Consultant Sdn. Bhd. using the 2003 toolkit. The HCV assessment was carried out for the scope of the Central Kalimantan Project (CKP) with a total study area of 121,875.4 Ha with a total identified HCV area of 12,013.3 Ha. Based on this document, information was obtained that the study area for PT KKP is 19,650.1 Ha with a total recommended HCV area of 1,374 Ha. However, on February 13, 2009, the HCV assessor issued a new map of HCV recommendations with a total area of 1,153.05 Ha.

The study explains the impacts arising from plantation activities on the environment, social, and protected flora and fauna. The HCV assessment also involves several affected parties, both internal and external stakeholders. Evidence of participation with affected parties is shown in the form of attendance at the FGD meeting and photos during an interview conducted on 16 July 2008. The report also includes a Matrix of Management and Monitoring Plans for High Conservation Value Areas containing recommendations for the management of all identified HCV areas.

Based on the results of the verification of the hectare statement document as of August 2021, there are new plantings above November 15, 2018, namely for planting in 2019 and 2021 with a total area of 109.66 Ha. The company shown the Land Suitability Survey Report conducted at KKP-1 and KKP-3 total Suitability Survey Report and 24 land locations on behalf for 24 land owners. The LURI study report has been covering 24 land owners for new planting on 2019 and 2021 included SEIA and HCV assessment. For example, land owner (Initial D) for on block 418 area 6.38 Ha Land Suitability Survey Report year 2019 for planting year 2021. Base on land Suitability Survey Report previous land originated no on HCV area and previous land is no primary forest, just the land is bush.

Based on the results of the study of the 2009 HCV identification document, information was obtained that the impact assessment on HCV, biodiversity and RTE species carried out also included areas outside the concession boundary. The HCV area consists of protected areas for flora and fauna and river boundaries as well as the protection of cultural values from the surrounding community. Based on the verification of these documents, it can be concluded that all areas with high conservation potential and protected areas have been identified and their management recommended with reference to the relevant environmental management guidelines.

3.4.2

The certification unit has made efforts to manage and monitor social and environmental impacts that are carried out independently by involving affected stakeholders. Some evidence of documentation of activities that have been carried out are as follows:

Environmental Impact Assessment (EIA)

Based on the results of the verification of the RKL-RPL document for Semester 1 of 2022, it can be concluded that all the management and monitoring parameters requested in the environmental document matrix have been implemented. The certification unit has also evaluated every parameter of significant impact monitoring carried out as required in KepmenLH 45 of 2005, which includes evaluation of trends, evaluation of critical levels, and evaluation of compliance. Based on the results of the evaluation, it is known that there are several parameters that are not in accordance with the applicable Quality Standards, but the results of interviews, document analysis

and observations there are no indications of environmental pollution in the area around the company, this is explained in each related indicator. The effectiveness of environmental management and monitoring can be seen from the results of the analysis and the compatibility between the management and monitoring plans and their implementation in the field. Several things can be concluded from the results of the review of the RKL-RPL document for Semester 1 of 2022, including:

- Preventing soil, water and air pollution by reducing the use of chemicals, managing waste properly and complying with proper waste disposal in each area.
- Carry out efforts to save the environment by protecting areas important for environmental sustainability such as river borders.
- Manage and monitor the impact of potential land fires.
- Manage and monitor the quality of soil, air, water and other disturbances.
- Utilizing solid waste from palm oil mills as a substitute for fertilizers and fossil fuels.

This can also be proven from the results of field visits to EFB storage areas, WWTP areas and Land Application areas as well as river border conservation areas. The results of interviews with the community around the company also stated that they did not feel any environmental impacts related to the company's operational activities. The company has also carried out environmental management in accordance with the RKL-RPL by installing signboards for conservation areas, markings in the form of stakes and red paint for spray boundary areas and other chemical applications. Based on the results of interviews with sprayer and fertilization officers, they also stated that they were aware of the prohibition on the use of chemicals in the buffer zone marked in red. In addition, they do not use chemicals when they are close to water bodies such as canals, reservoirs or artificial ponds connected to rivers.

The unit of certification has also made an RKL-RPL report every semester which refers to the environmental management and monitoring matrix. Environmental management reports are carried out every 6 months and submitted to the relevant agencies, for example the 2022 RKL-RPL Report semester 1, which was sent to the Ministry of Forestry and Environment on 20 September 2022 through SIMPEL with ID TTE 1663635946-2388.

Based on the results of interviews with the Environment Agency regarding reporting on the implementation of the RKL-RPL, there were no complaints or conflicts related to environment from NGOs and local communities around the company.

Social Impact Assessment (SIA)

The 2014 SIA study results document is used as a guide in the preparation of social impact management programs which are updated every 2 years as used as a reference in the 2021 SIA management, namely the Social Impact Management and Monitoring Plan Matrix document for the 2019-2021 period compiled by an external party, namely PT GAIA. The assessment is carried out in several stages, including:

- Pre-assessment on 20 February 2019 – 23 August 2019
- Scoping Study in August – November 2019
- Data sampling on 6 – 8 November 2019
- Full assessment in October – November 2019
- Data analysis and reporting in December 2019 – March 2020
- Public consultation and full report in June 2020.

The document contains several social programs including employment opportunities, occupational health and safety, employee rights and facilities, consultation and communication mechanisms, labor stability, business opportunities, regional income, household income, community perceptions, social and cultural changes, problems tenure as well as several other community welfare development programs in the form of CSR. The program is a general plan that will be implemented by the company based on the analysis of stakeholder needs and stakeholder mapping related to the company, either directly or indirectly. Thus, the planned program is directed as far as possible to strengthen the company's relationship, communication and cooperation with all stakeholders.

Based on the results of the verification of PT KKP's 2021 Social Impact Monitoring and Management document, it can be concluded that all activities listed in the 2019-2021 Social Impact Management and Monitoring Plan Matrix have been implemented. The company also conducts an internal evaluation of the SIA management activities annually to monitor the progress of program management, for example, there are programs that need to be stopped, continued or added.

Based on the results of consultations with workers' representatives, there is no form of discrimination against workers, no underage workers were found, the company has also fulfilled the rights of its employees, several important facilities for employees have been

provided by the company such as housing, water, electricity, places of worship, public facilities. Educational infrastructure (schools), and other facilities. The company also allocates resources for the maintenance of the entire facility. The resource persons also stated that they can voice their views through their own representative institution or a spokesperson they choose in the evaluation activities to review and develop mitigation plans, as well as monitor the success of the implemented plans.

Based on the results of field observations and external stakeholder interviews related to the management of social impacts carried out by the company for the period of 2021, it can also be concluded that there are no issues related to social impacts that have not been identified by the company. All potential social impacts have been managed and included in the management plan with 14 management and monitoring program components which are still being managed. Some of the program components that are the focus of activities include:

- Tenurial issues, the document explains that for the next management period, the focus will be on handling land disputes that occur in the HCV area. This is because the community still thinks that the land designated as HCV is land that is not used and does not belong to the company even though in reality it is in the HGU.
- Plasma development partnership, the Company will continue the mentoring process in Tangar Village considering that the existing cooperative has been running for several years but there has been no progress in planting activities.

The company can explain social problems that occur in Tangar and Kenya villages such as community occupation activities in the HCV area and the involvement of all stakeholders. Based on the results of the verification of the PT KKP Social Impact Monitoring and Management document in 2021, information regarding the activities carried out by the company in the two villages was also obtained. The results of interviews with several stakeholders also explained that the company had collaborated and approached the local village heads to address ongoing tenure problems. This problem will take a long time to resolve, because the HCV area owned by the company is quite large, so it is considered by the surrounding community as an abandoned area and not managed by the company. In addition, the entire HCV area is located on riverbanks and critical lands where some of these areas contain Zircon so that illegal mining is carried out by the community.

3.4.3

The unit of certification has made efforts in implementing the management and monitoring of social and environmental impacts as described in indicator 3.4.2. In addition, the certification unit also makes efforts to periodically update the management in a participatory manner. Some documentary evidence of the efforts that have been made are as follows:

Environmental Impact Assessment (EIA)

The company involves the Environment Agency and the Ministry of Environment to monitor the results of environmental management that has been carried out by the company in the form of presenting RKL-RPL reports and other environmental management documents that are sent every certain period which can be proven in indicator 1.1.2. The company also does not block access to all environmental agencies if they are going to carry out field verification to their management areas. It aims to obtain advice and advice in carrying out environmental management in accordance with the vision, mission and government programs so that they can run synergistically. This can be proven based on the results of an interview with the Kotawaringin Timur Regency Environmental Service who conducted a field visit in early January 2021 to conduct a study related to the process of preparing hazardous waste permit documents. Monitoring and updating related to environmental impact management is also carried out in conjunction with an evaluation of HCV management which is described in more detail in indicator 7.12.4. In general, all recommendations from the evaluation of HCV management carried out in a participatory manner will be carried out in line with the management and monitoring of environmental impacts.

Based on news observations on several online media, it was found that there were reports of environmental pollution issues regarding the alleged overflow of mill waste from PT KKP's waste pond storage into Lais River in Kanyala village, Talawang District. Based on verification of the auditor's recertification (onsite) it can be concluded that the news is not relevant to the conditions in the field. Indeed, in actual conditions, the WWTP pool area is adjacent to a water body, but the company continues to manage the area by following the rules as stipulated in the SOP, RSPO guidelines and recommendations from the HCV assessment results. The statement from the Environmental Office of Kotawaringin Timur District also emphasized that there were no indications and information about pollution in the company area.

Based on the results of the verification of the Environmental Impact Analysis (ANDAL) document in 2008 as an interpretation of the initial baseline before operational activities, RKL-RPL Semesters 1 and 2 of 2021 and RKL-RPL Semesters 1 of 2022 several parameters of water surface have been not accordance with environmental threshold Over threshold has happened since beginning

SEIA assessment year 2008.

Based on the results of the verification of the RKL-RPL document for Semester 1 of 2022, information is obtained that the company has carried out surface water quality testing at the compliance point of block 152 KKP 1, KKP 2 block 150, KKP 2.3 block 063, KKP 3 block 169 and KKP 3 block 061, testing was carried out January 24, 2022 by a KAN accredited laboratory (LP195 IDN) and there are test results that are not in accordance with the environmental quality standards of PP 22 of 2021 class II for 39 parameters, the parameter not accordance with threshold consist of BOD, COD and TSS.

This has been identified and evaluated by the company, which is described in the RKL-RPL evaluation in the 1 semester of 2022, based on the report, this occurs due to polluting activities in the upstream (river flow has not yet entered the company's operational area) such as for example illegal zircon sand mining activities. And gold and community activities on the upstream side of the river. From this evaluation, the company shows environmental management related to surface water quality, while the management efforts that have been carried out are:

- Land clearing activities are carried out in stages, without burning, the land is worked out using mechanical equipment (excavators).
- Making canal drainage / infield drain is carried out in stages.
- Making watergates / weirs that function as water retainers so that they do not go directly to the river water flow.
- Managing or allowing natural vegetation is expected to improve river water quality.
- The conducting outreach to gold miners, zircon sand as an effort to manage and maintain the quality of the environment, especially river water, which has been carried out by the HCV department, which is carried out once a year. The last time it was held on December 6, 2021 at KKP Estate 1, December 7, 2021 at KKP Estate 2, on December 8, 2021 at KKP Estate 3, the socialization materials included management and monitoring of water sources and protecting water sources. In addition, the company has also mitigated the social impact of this surface water quality issue, namely by conducting outreach to the nearest community, namely Tangar village and Kenya village by involving the Environmental Agency of Kotawaringin Timur Regency on January 10, 2022.

Based on several documents evidence and explanations above, it can be concluded that **OFI** at the time of surveillance 4 has been comply.

Social Impact Assessment (SIA)

Based on the analysis of PT KKP's 2021 Social Impact Monitoring and Management document, the social impact assessment is carried out based on the perceptions of community representatives at the assessment location who represent the community. The company has analyzed the positive and negative impacts that arise from each activity specifically, for example physical assets for production activities that have positive and negative impacts on both external and internal levels. The company conducts annual and quarterly evaluations of the Social Impact Monitoring and Management activities that have been carried out to harmonize data collection related to community perceptions regarding the SIA Management Plan and adjust to the latest needs according to conditions in the field. As explained in indicator 3.4.2 regarding evaluations every 2 years, the company has carried out an evaluation of activities in 2020 and 2021 which were carried out in February 2022 as evidenced by the document Evaluation of Management and Monitoring of Social Impacts of PT KKP for the period 2021-2023. This evaluation activity is also a reference in the preparation of the Social Impact Management and Monitoring Plan Matrix for the period 2021 – 2023. Program planning is carried out based on the results of Focus Group Discussions on 2-3 November 2021 for internal and 8-9 November 2021 carried out with stakeholders including the community villages around the company as well as the results of the potential and risk analysis.

In the review activity, the company applied the 7 principles of the RSPO regarding the development of plantations that are responsible for social and environmental aspects by referring to the Free, Prior, Informed and Consent (FPIC) Principles. The principle of FPIC which is the basis for the company in carrying out the process of developing oil palm plantations includes, among others, women's representatives, customary leaders, land owners around the company's area, independent smallholders, and all representatives of affected parties with a total of 20 respondents. Limitations in conducting reviews with external parties due to distance restrictions due to the covid-19 pandemic.

Based on the results of the verification of the document, no new impacts have been identified by the company, all social management and monitoring plans that have been implemented and monitored are then updated periodically in a participatory manner to accommodate the aspirations of stakeholders. The results of the meeting included:

- Open new job opportunities, thereby reducing poverty levels by increasing the welfare of rural communities, especially in the trade sector with local purchases either from the Company or from company employees to meet their daily needs.
- There is outreach to village communities regarding the development of the oil palm plantation sector, especially community plantations.
- Improvement of the economy, especially in the field of commerce. Improve CSR programs and social assistance from the company to the village community.

Based on the explanation above, it can be concluded that the company has made efforts to update the social and environmental management program periodically with clear and accountable evidence.

The companies have been develop a comprehensive social management and monitoring plan by integrating between sections/departments covering all impacts and representative samples of the parties established.

Based on an interview via telephone with the Village Head of the village Tangar and Kenyala Village known that SIA, management and monitoring plan has been conducted in an involved manner with affected Village with a Forum Group Discussion (FGD) and no issue raised by the community.

Status: Comply

3.5

A system for managing human resources is in place.

3.5.1

The certification unit already has Company Regulations that have been ratified by the relevant manpower office based on the decree of the head of the manpower office No. 180/II-KESJA/III/2022 (Mill) and No. 178/II-KESJA/III/2022 (Estate) dated 28 March 2022. The Company Regulation regulates the terms and conditions of employee employment, including the regulation of recruitment requirements, working hours, wages, social security, leave, termination of employment, work rules and discipline, rules for the process dispute resolution, and other provisions. This company regulation has also been socialized to all estate and mill employees on July 5, 2022.

In addition, the certification unit also has an Employee Recruitment Procedure which explains the procedures for the recruitment process including job requests based on workforce planning, job vacancies notification, pre-selection and selection process, job interview and fitness, health checks, job offers, hiring decisions and employment agreements. Based on interviews with the management of *LKS Bipartite*, estate and mill employees, it is known that the procedures related to employment are publicly available and accessible to all employees in accordance with the mechanisms that have been owned by the certification unit.

Regarding employee performance appraisal, it is regulated in certification unit policy which is the certification unit's right to improve the quality and productivity of existing human resources by giving awards to employees who excel. Employee promotions are determined according to the results of the work performance assessment and in the interest of the certification unit's strategy and employee career development with the following criteria: having dedication and loyalty in their field of duty, working based on the system and method as well as the stipulated conditions, having the ability to always try to improve abilities and performance and always work with a healthy and dynamic code of ethics.

3.5.2

The certification unit shows the implementation documents for the 2022 employment procedure as follows:

- Employee job application letter with initials SM dated August 23, 2022. The application letter is accompanied by several supporting documents, including: identity card and family card, personal data of prospective employees, results of medical check-ups, test results and interviews.
- Work agreement Letter No. 002/HRD-KKP1/SPK/H/IX/2022 dated September 1, 2022 between PT KKP and employee initials SM. The work agreement explains the rights and obligations of employees.
- Decree No. 007/KKP-HRD/SK/II/2022 dated January 1, 2022 regarding the promotion of employees with the initials AN who were previously promoted to group 2A to group 2B. The decision is effective from January 1, 2022.
- Termination Form No. 002/HRD-KKP/FPKH/VII/2022 for employees with the initials MH with reasons for retirement. The document is accompanied by employee financial settlements, employee identities, savings books and proof of transactions to employee finances.
- Application for Maternity Leave for employees with NIP KD/KKP1/1114/4930 dated July 14, 2022. Leave is granted for 3 months

starting from July 18, 2022 until October 15, 2022.

- f. Decree No. 014/MS-HRD/SK/VIII/2022 dated August 18, 2022 regarding the transfer of employees with the initials AA from PT Mustika Sembuluh to PT Karunia Kencana Permaisejati.

Based on the above, it is known that the certification unit has good documentation regarding the implementation of labour procedures.

Status: Comply

3.6

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

3.6.1

The company has occupational safety and health policy written in Indonesian. The policy was approved on April 1, 2019 by the Chairman and CEO of Wilmar International. In this policy, the company is committed to providing a safe and healthy work environment for employees and stakeholders. Management has an occupational health and safety work program every year. The realization of the work program will be monitored through regular meetings of the Occupational Health and Safety Committee (P2K3) every month. This work program applies generally to all workers in the workplace. If the plan made is not on target, it will be evaluated in regular meetings to assess its effectiveness. The last socialization was held on July 6, 2022 for KKP POM and Estate workers.

The company has a Hazard Identification, Risk Assessment, and Determining Control (HIRADC) document with a review date of January 2022 for both Estate and Mill. This will be reviewed in the event of a work accident or annually. The document describes the description/activity, potential hazard, risk assessment, and risk control. In the HIRADC document, the mill has 14 main activities for assessment, and for plantations, it has 64 main activities that have assessed the level of risk with control. Regarding OFI ASA-4 about the potential risk of hazard from being exposed to sand, the company has updated and listed the potential risks in FFB loading activities in the latest revised HIRAC document.

The company also has an OHS work program that is made every year to ensure the implementation of OHS that will be carried out. The OHS work program in 2021 has been approved in January 2021 by the Group Estate Manager, namely work programs and activities Environmental Health and Safety (EHS) Department. In this program, there are 42 activities for plantations and mills that will be carried out in 2021, such as routine OHS Committee meetings, OHS inspections, OHS socialization, OHS permit monitoring, and others. Based on the verification of the OHS Plan realization document for 2021 period, it is known that all activities have been realized according to the program that has been developed. The company also had programs for year 2022, has been approved in January 10, 2022 by Group Estate Manager. In the document the company had 19 safety programs, 6 health programs, 10 environments programs and 6 EHS Report.

3.6.2

The company has been monitoring the effectiveness of its OHS plan. This monitoring is available in the 2022 Environmental Health and Safety Annual Report prepared by the PT Karunia Kencana Permaisejati EHS team. The report explains the objectives and plans of the Environmental OHS program and program realization. The implementation of monitoring the effectiveness of the OHS plan, such as the implementation of emergency response simulation training which was held on August 25-27 2022, was attended by 42 participants and forest and land firefighting training on 20-23 June 2022 organized by Manggala Agni. The training was attended by 7 workers.

Status: Comply

3.7

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

3.7.1; 3.7.2

The company showed the Training Program for each unit in 2022 that cover all aspects of the P&C RSPO. The training also covers parties who need training such as staff, workers and contractors. As for sustainability team and HR department are responsible for the development of the training program scheduling and implementation of training. The training program document informs type of training, plan / timetable and attendance. The 2022 training programs such as:

- Enablon Training
- Fire Emergency Response Training
- Housekeeping training
- EHS Regulation training

- Water Management Report preparation training
- Dissemination of Company Policy
- Dissemination of Grievance Handling Procedures
- And others.

The company already has training records, such as:

- Minutes of the EHS Regulation Training dated January 29, 2022.
- Minutes of Emergency response training on July 2, 2022.
- Minutes of the Enablon Training dated January 29, 2022.
- Minutes of Housekeeping Training dated January 29, 2022.
- Minutes of corporate policy socialization dated July 6, 2022.

All the attendance list for the event has also been attached.

The results of interviews with representatives of bipartite cooperation institutions and workers such as warehouse officer, harvesters, spraying workers, grading officer, boiler officer stated that the company had provided training or socialization regarding work procedures for each worker in Bahasa and understood by the workers. In addition, the results of interviews with boiler officers, also conveyed that the worker has been given in boiler officer training. As for the training program which involve contractors such as SOP socialization and training related to OHS. From the results of interviews with workers and contractors, known that workers and contractors can explain the training that has been obtained such as work procedures and OHS implementation.

3.7.3

Training Program period of 2022 is available including RSPO Supply Chain. Actual training for RSPO Supply Chain in 2022 conducted on 06 June 2022. The training subjected to SOP of Supply Chain and Traceability of Palm products. Training attended by relevant personnel including Mill Manager, Office Assistant, Field Assistant, weighbridge clerk, production clerk and security.

Based on interview to the workers involved in SCCS operations, such as security (for FFB receiving verification), weighbridge operator, and Administration Head (for recording and monitoring the MB data), known that the workers understood the SCCS mechanism, and the MB record has conducted and monitored well.

Status: Comply

3.8

Supply Chain Requirements for Mills

3.8.1; 3.8.2

The SCCS model used by the unit of certification is Identity Preserved. All FFB accepted and processed originally from RSPO certified estate.

3.8.3

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

Product	Last Year Projected Certified Volume (MT)	Actual Production (MT)	Estimate Production 12 months (MT)
		September 2021 – August 2022	
FFB	314,500	193,424.98	350,000
CSPO	69,100	38,671.28	70,000
CSPK	15,700	8,050.24	15,750

3.8.4

The registration and reporting identities for the supply chain within the RSPO IT facility are as follows:

Member Information

Member Name	PT Karunia Kencana Permaisejati
Member ID	RSPO_PO1000004150
Member Country	Indonesia
Member Category	Oil Mill
Core Product	Palm Oil

License Information

License ID	CB136087
Issued By	PT Mutuagung Lestari
Start Date	22-08-2022
End Date	21-12-2022
License status	Active

All transaction has been announced to RSPO IT Platform and confirmed shipped. During license it was known there is product sold as RSPO certified and non-certified/conventional as described in indicator 3.8.8 and 3.8.16.

3.8.5

The certification unit has procedures regarding the management of certified products, including the following:

- Operation of Weight Bridge** (WIP / POM / SOP / 03/0620 Revision 03 dated 03 June 2020). Among them, explaining the job desk of the officer, the weighing process, to what documents must be verified by the weighing officer.
- Storage tank cleaning** (SOP / KKPSPOM-LOG-11 Revision 03 dated June 3, 2020)
- Document Control** (SOP / MILL / 015 Revision 03 dated June 3, 2020)
- Delivery of CPO and PK** (SOP / KKPSPOM-LOG-01 revision 6 dated 3 December 2020)
- Information on the Increase in the Amount of Production** (SOP / KKPSPOM-MR-005) revised 3 dated June 3, 2020
- Receipt of FFB** (SOP / KKPSPOM-LOG-003) revision 5 dated June 03, 2020, describes that security and weighbridge Staff must verify the source / supplier of FFB, if there is a supplier of FFB that is not certified then the FFB is returned and cannot be accepted in the Mill.
- RSPO Supply Chain Certification Procedure** (SOP 01/RSPOSCC-MB-IP.MILL/(1)/0921) dated 30 September 2021, describes Method of input of mass balance data, Traceability report method in real time / continuous accounting period, Document retention period for two years, Method for reporting to RSPO IT – platform. The PIC defined: The Security Officer is responsible for recording all FFB expeditions, CPO and PK dispatches, Weighbridge staff responsible for weighing all FFB, CPO and PK, guaranteeing all reports of FFB acceptance and delivery of products has complied with SCCS / RSPO standard, Logistic officer responsibility for calculated all CSPO / Non-CSPO product, dispatch and reported CSPO / Non-CSPO product, CSPO / Non-CSPO dispatch report and traceability, Sortation officer is responsible for grading the FFB and making reports, Head clerk responsibility to control FFB Received, CSPO / Non-CSPO dispatch and traceability report., Mill head responsibility to guarantee all FFB processing until final product must be carried out according to the procedure.
- Management Review** (SOP 97 / CKP (1) / 0718 revision 1 dated July 7, 2018). Among them, it explains the frequency of implementation of Management Reviews at least once a year.

3.8.6

Regarding internal audit, ruled in the procedure of internal audit, corrective and continues improvement (SOP 63/SUS/(7)/0921) dated 01 October 2021. On the procedure described internal audit carried out minimal annually. Internal audit activities are carried out once a year. The latest internal audit for SCCS was conducted on 25 – 29 July 2022.

Management review conducted on 15 March 2022 for the period of 2021 management review discuss about the result of internal audit has been closed and other changes to management system and recommendation for improvement. Furthermore, for period of 2022 will be carried out in early 2023.

3.8.7

The FFB processed by the mill is entirely RSPO certified with suppliers from PT KKPs and PT MSM which are a group within one certification unit. Records of receipt of FFB for the period September 2021 – August 2022 are as follows:

Month	FFB (MT)		
	RSPO Certified	Non-Certified	Total
Sep-21	16,981.91		16,981.91
Oct-21	10,947.66		10,947.66
Nov-21	6,283.59		6,283.59
Dec-21	14,711.30		14,711.30
Jan-22	13,702.06		13,702.06
Feb-22	12,182.28		12,182.28
Mar-22	14,086.02		14,086.02
Apr-22	20,283.16		20,283.16
May-22	22,821.58		22,821.58
Jun-22	20,383.52		20,383.52
Jul-22	21,637.10		21,637.10
Aug-22	19,404.80		19,404.80
Total	193,424.98		193,424.98

At the time the assessment was carried out there was no overproduction of certified volume.

The mechanism for handling unsuitable FFB and / or documents is contained in the revised 5 SOP / KKPSPO-LOG-03) dated June 3, 2020. The procedures include:

- The purpose of making SOPs is to ensure that the FFB received at the mill is not contaminated with goods / objects and is processed efficiently so that quality is maintained.
- Ensure that the FFB received contains the RSPO-SCCS requirements in accordance with traceability.

3.8.8

Based on documents verifications, interview with management as well as verification through Palm Trace it was known during period October 2021 – September 2022 there are 37,790.19 MT CSPO and 8,071.65 MT CSPK Sold under RSPO Certified. Based on documents verification, it was known that the CSPO and CSPK from the Mill were sold has met the requirements of certified product information. The selling documentations shown were contract agreement, delivery order, delivery ticket, report of loading, weighing minutes, weighing card, and delivery note. Those documents cover information of delivery date, description of product and supply chain model, product quantity, identification number (unique code), certificate number, sender name and address of the seller. For example:

- CPO

Seller Member Name: PT. Karunia Kencana Permaisejati – KKP Palm Oil Mill Member ID: RSPO_PO1000004150 Country: Indonesia	Buyer Member Name: PT Wilmar Nabati Indonesia – Gresik Refinery Member ID: RSPO_PO1000000396 Country: Indonesia
Transaction Seller Reference number: CSPO SG-July 2022	Confirmation Confirmation date: 19-09-2022
Product Details Product name: CSPO Supply chain model: SG Volume: 1,202.37 MT	Traceability Transaction ID: TR-a3528940-1074 Transaction status: Confirmed Shipping/BL date: 19-09-2022

Regarding shipping announcement above the unit of certification can present information related minimum requirement or RSPO certified products, for example:

- The name and address of the buyer; PT. PT Wilmar Nabati Indonesia – Gresik Refinery, with locations in Gresik,

Province of Jawa Timur

- The name and address of the seller; PT Karunia Kencana Permaisejati
- The loading or shipment / delivery date; on 03 July 2022, with vessel name BG. Pulau Jaya VI with quantity 1,202.37 MT
- Shipping documents in the document's tanker bill of lading on 03 July 2022 with product CPO/RSPO SG certificate number MUTU-RSPO/105 from PT KKPs with order of PT Wilmar Nabati Indonesia
- The date on which the documents were issued. 19 September 2022
- RSPO certificate number; MUTU-RSPO/105
- A description of the product, including the applicable supply chain model: Segregation

b. PK

Seller Member Name: PT. Karunia Kencana Permaisejati – KKP Palm Oil Mill Member ID: RSPO_PO1000004150 Country: Indonesia	Buyer Member Name: PT Wilmar Nabati Indonesia – Gresik KCP Member ID: RSPO_PO1000000396 Country: Indonesia
Transaction Seller Reference number: PK MB- Jul 2022	Confirmation Confirmation date: 19-08-2022
Product Details Product name: CSPK Supply chain model: MB Volume: 636.74 MT	Traceability Transaction ID: TR-5d64a07b-6302 Transaction status: Confirmed Shipping/BL date: 19 August 2022

Regarding shipping announcement above the unit of certification can present information related minimum requirement or RSPO certified products, for example:

- The name and address of the buyer; PT. PT Wilmar Nabati Indonesia – Gresik KCP, with locations in Gresik, Province of Jawa Timur
- The name and address of the seller; PT Karunia Kencana Permaisejati
- The loading or shipment / delivery date; on 04 July 2022 until 26 July 2022 consist of nine period of shippings with total quantity accepted 636.74 MT
- Shipping documents in the document's tanker bill of lading on 20 July 2022 with product PK/RSPO MB certificate number MUTU-RSPO/105 from PT KKPS with order of PT Wilmar Nabati Indonesia with quantity 63.16 MT and vessel name SPBC. Tirta Samudra XXXIII
- The date on which the documents were issued. 19 August 2022
- RSPO certificate number; MUTU-RSPO/105
- A description of the product, including the applicable supply chain model: Segregation

3.8.9

The physically handling of product are conducted by mill itself since FFB receive in grading station and processed to CPO and PK, except the transportation of product are sourced to third party, which bonded by the agreement. The product is legally owned by the mill since it produced and delivered to specific buyer, and / or the product shipped from bulking. The contractors have been bound in a work agreement, for example work agreement with PT Marga Dinamik Perkasa (No. 5460000431 dated 20 July 2021

There are letter of commitment that stated that the contractor is willing to be visited by the certification body to verify operational activity and administration and others things related CPO and PK transportation of PT Karunia Kencana Permaisejati. Based on interview with CPO and PK Transporter it was known they willing to interview about SCCS process in the term of CPO transportation, the transportations of RSPO certified products and etc.

3.8.10

Based on documents verifications it was known there are 3 contractors in KKP POM namely:

No	Contractor's name	PIC	Address	Commodity
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1	PT Marga Dinamik Perkasa	Ricky	Jl. Jend. Sudirman Km. 5,5 RT 02, RW 01, Pasir Putih, MB. Ketapang, Kotawaringin Timur, Kalteng	CPO & PK
2	PT Mitra Link Borneo	Eddy Suryato	Jl. Seribu Dahan Nomor. 315, RT/RW. 021/008, Mentawa Baru Hulu, Mentawa Baru Ketapang	CPO & PK
3	PT Usaha Karya Mandiri	Karyono	Jl. Antang Barat 3 GG Murai No. 83, RT/RW. 035/014, Sawahan-Mentawa Baru Ketapang, Kab. Kotawaringin Timur-Kalimantan Tengah	PK

3.8.11

When recertification audit carried out there were no additional new contractors.

3.8.12

PT KKPs have maintain accurate, complete and up-to-date for the FFB receives, process and CPO & PK production from its supply bases. The record keeping saves in "Mass Balance Report" for example periods December 2020 – February 2022. Within this record, the certificate holders maintain the FFB's sources based on monthly bases.

1. CPO Production and Dispatch

Period	CPO production (MT)		Total	Cert CPO Dispatch (MT)		Total	stock
	Cert	Non Cert		RSPO	Non Cert		
opening stock							499.94
Sep-21	3,433.44		3,433.44	3,431.82		3,431.82	
Oct-21	2,359.77		2,359.77	2,692.62		2,692.62	
Nov-21	1,133.32		1,133.32	907.59		907.59	
Dec-21	3,226.42		3,226.42	2,916.14		2,916.14	
Jan-22	2,926.78		2,926.78	3,233.55		3,233.55	
Feb-22	2,651.20		2,651.20	2,413.59		2,413.59	
Mar-22	2,861.24		2,861.24	2,994.03		2,994.03	
Apr-22	4,145.41		4,145.41	3,057.88		3,057.88	
May-22	4,492.96		4,492.96	5,278.31		5,278.31	
Jun-22	4,010.53		4,010.53	4,171.43		4,171.43	
Jul-22	4,158.72		4,158.72	3,653.82		3,653.82	
Aug-22	3,271.51		3,271.51	3,039.41		3,039.41	
Total	39,171.22		39,171.22	37,790.19		37,790.19	
Closing Stok 2022							1,381.02

2. PK Production and Dispatch

Period	PK production (MT)		Total	Cert PK Dispatch (MT)		Total	stock
	Cert	Non Cert		RSPO	Non Cert		
opening stock							63.03
Sep-21	722.69		722.69	754.39		754.39	
Oct-21	472.68		472.68	475.57		475.57	
Nov-21	243.62		243.62	244.15		244.15	
Dec-21	674.58		674.58	625.73		625.73	
Jan-22	633.23		633.23	667.51		667.51	
Feb-22	504.56		504.56	490.85		490.85	

Mar-22	541.36		541.36	538.79		538.79	
Apr-22	806.27		806.27	701.29		701.29	
May-22	987.39		987.39	1006.39		1006.39	
Jun-22	862.33		862.33	955.45		955.45	
Jul-22	862.42		862.42	804.72		804.72	
Aug-22	739.11		739.11	806.81		806.81	
Total	8,113.27		8,113.27	8,071.65		8,071.65	
Closing Stok 2022							48.75

3.8.13 & 3.8.14

Based on document verifications and interview with management it was known if there is no conversion rate of production of CPO (OER) and PK (KER) that applied by the mill. The production of CPO (OER) and PK (KER) are based on actual daily, monthly, and yearly production.

3.8.15

The mill has set the procedure and implement to verify that the RSPO certified oil palm product is kept separated from non-certified oil palm products, from the receiving verification, processing and transporting. During 12 months previous the audit, the Mill did not process the uncertified FFB.

3.8.16

Based on documents verifications, interview with management as well as verification through Palm Trace it was known during period October 2021 – September 2022 there are 37,790.19 MT CSPO and 8,071.65 MT CSPK Sold under RSPO Certified. Based on documents verification, it was known that the CSPO and CSPK from the Mill were sold has met the requirements of certified product information. Documents verification and interview during an audit it was known the claimed RSPO product of CSPO and CSPK is no longer than 3 months since the product delivered as described in criteria 3.8.8

3.8.17

Based on announcement and transaction report documents review, it concluded that all RSPO certified products submitted follow the RSPO Rules on Market Communications and Claims. The mill didn't making claims by using RSPO trademark

Status: Comply

PRINCIPLE #4 RESPECT COMMUNITY AND HUMAN RIGHTS AND DELIVER BENEFITS

4.1

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

4.1.1

The company has had a Human Rights Policy signed by Chairman and Chief Executive Officer, updated January 2018 and is included in the Wilmar Policy (November 2019) at point 3 that it will not do exploitation of fellow humans and local communities. The company also has a Grievance Procedure for The Implementation of Wilmar's No Deforestation, No Peat, No Exploitation (NDPE) Policy updated version 2.0 June 2019. At point 4.2 in the document, explained about the Protection of Human Rights Defenders, Whistleblowers, Complainants and Community Spokespersons

During the audit carried out, the team auditor has been trying to ensure this policy has been communicated and implemented through stakeholder consultation. Based on interviews with workers, the surrounding community (village head of Kenya and Tangar, Previous Land Owner), and contractors knew that the company has socialized company policies regularly including policies on human rights.

4.1.2

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

During the audit carried out, the team auditor has been trying to ensure this policy has been communicated and implemented through stakeholder consultation. Based on interviews with workers, the surrounding community (village head of Kenya and Tangar, Previous Land Owner), and contractors knew that the company has socialized company policies regularly including policies on human rights.

Status: Comply

4.2

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

4.2.1

The certification unit has the following procedures:

1. Employee Complaints Procedure No. document SOP42/HRD/(1)/1117 revision 1 dated November 1, 2017. In the procedure it is explained that:
 - a. Employees submit complaints directly to superiors and superiors must respond with a settlement time of less than 2 days.
 - b. If there is no resolution or response or the employee is not satisfied, the complaint can be submitted to the next superior with a response time and settlement of no later than 3 days.
 - c. If it cannot be resolved, the complaint can be submitted to the managerial level with a settlement time of 1 week after the complaint is received.
2. Procedure for Receiving Complaints and Settlement of Disputes, especially out-of-court disputes No. SOP34/PR(4)/0921 dated 21 September 2021. In the procedure it is explained that:
 - a. Complaints are submitted in writing or submitted through the annual meeting by filling out a complaint form
 - b. If an agreement has not been reached in the deliberation, then a way of mediation is sought by involving local governments such as sub-districts or districts
 - c. If an agreement is not reached, then legal action will be taken according to the applicable law
3. Procedure of grievances or complaint which presented in document No. SOP 42/HRD/0/ 0609. Person in charge to handle disputes, grievances and complaints from external and internal were conducted by Bina Mitra Officer, Estate manager and Field Officer, as mentioned in document No. SOP.444/PR/6/1116 Revision 6 dated November 18th 2016.
4. Grievance Procedure for The Implementation of Wilmar's No Deforestation, No Peat, No Exploitation (NDPE) Policy updated version 2.0 November 2019. At point 4.2 in the document, it is explained about the Protection of Human Rights Defenders, Whistleblowers, Complainants and Community Spokespersons. At point 5.1.3, also explained about complaints cases that are investigated through external mechanisms such as the RSPO complaints procedure.

Further explain that if the complaint is not resolved by deliberation and consensus, then the certification unit and the party submitting the complaint want a resolution through the Mediation Forum. The Mediation Forum meeting must take place at the location of the third party or other agreed place of neutrality.

Based on interview with community representatives known that during land acquisition process, all villager (land-owner) are free to deliver their comments or objection regarding to land acquisition process.

4.2.2

The certification unit has established a system for handling complaints and complaints for all affected parties which is documented in the Grievance Handling and Complaints Procedure with document number SOP42/HRD/1/1117 revision 1 date on November 1, 2017 approved by the General Manager. There are additional provisions on point 13 regarding the implementation of communication and consultation procedures to stakeholders, where the socialization of this procedure is carried out by displaying the procedure in writing or by showing pictures so that it can be understood by stakeholders who cannot read and write.

The procedure states that all complaints must be registered in the Complaint Form in clear and easy to understand language. All complaint forms will be collected and registered monthly into the Grievance Register Book. Certification unit will respond to each complaint within 14 days from the date the complaint request was received.

The procedure has been socialized to estate and mill workers as well as to the surrounding community on July 4, 2022. Certification units can show the minutes and attendance lists for the socialization.

4.2.3

Based on document verification of internal and external complaint book for 2021-2022, it is known that there were complaints from the worker with the following explanation:

- Minutes of employee complaints with the initials TJ dated June 4, 2022. Employee complaints related to bedroom door damage. The certification unit in this case took corrective action on June 6, 2022.
- Minutes of employee complaints with the initials MS dated April 25, 2022. Employee complaints regarding ceiling leaks. The certification unit in this case took corrective action on June 6, 2022.
- Minutes of employee complaints with the initials ES dated August 8, 2022. Employee complaints related to broken bathroom faucet pipes. The certification unit in this case took corrective action on August 10, 2022.

Based on field observations and interviews with estate and mill employees revealed that the employees were aware of the PIC and the complaints mechanism.

Regarding the issue on internet there are an issue regarding the release and exchange of forest areas and its has been verify by auditor where PT. KKP has obtained the determination of other areas of use in accordance with the Head of the Investment Coordinating Board No: SK. 180/1/KLHK/2020 dated 18 August 2020 and the remaining area is currently in the process of releasing forest areas through the mechanism stipulated in Article 110A of the Omnibus law (act No. 11 of 2020).

4.2.4

The certification unit has a Procedure for Receiving Complaints and Settlement of Disputes, especially out-of-court disputes No. SOP34/PR(4)/0921 dated 21 September 2021. The procedure aims to provide assurance to whistleblowers who have a good will to report suspected abuse or divergent practices. Whistleblowers will be protected from retaliation or actions that may harm the whistleblower. Furthermore, regarding Confidentiality, it is explained that the certification unit encourages the whistleblower to write a clear and complete identity when reporting irregularities that occur. All forms of reporting irregularities will be guaranteed confidentiality by the certification unit. If the complaint cannot be resolved by consultation, it can follow up the next step or go through the process to the RSPO.

The certification unit already has officers who are responsible for handling complaints so that they continue to get further information related to the progress of complaint resolution, in this case the Assistant Public Relations/ CSR. The procedure also explained that the response time related to complaints was 2 weeks after the complaint was submitted.

Based on interview with Kenya and Tangar Head of Village sighted that if any conflict resolution, they have access to independent legal and technical advice.

Status: Comply

4.3

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

The results of interviews with management, conveyed that the CSR program was prepared based on the participation of the surrounding community. The company shows examples of forum group discussion on 16 September 2021, involved nearest community included the Village Heads around the company Tangar Village and dated 1 November 2021.

From the results of meetings with the community, a CSR program was prepared in 2022. For the CSR program in 2022, the company arranged a CSR program in the fields of Economy, Environment, Education, and social culture. The company has also shown the CSR realization record to the communities. For example:

- Donation for New Year's celebration on Desa Tangar 2022 dated January 14, 2022.
- Donation for training for Tangar village officials July 16, 2022
- Donation for road maintenance on Kenya village dated 2 March 2022.
- Etc.

The CSR programs have been prepared in a participatory manner, one of which is through the *village council MUSREMBANG* activity.

Based on interviews with the village around (Tangar village and Kenya village), it is known that the preparation of the CSR programs has been carried out based on a consultation process with the village. The CSR realization has been in accordance with the needs and aspirations of the community.

Status: Comply
4.4
Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their Free, Prior and Informed Consent (FPIC).
4.4.1

The concession area of PT Karunia Kencana Permai Sejati was located the village of Sebabi, Tangar and Kenya, Sub district of of Mentaya Hulu and Telawang, District of Kotawaringin Timur, Province of Kalimantan Tengah, Indonesia. Since PT KKP obtained location permits from Regents of Kotawaringin Timur No 625.460.42 on 23 December 2002 (17.000 Ha) and No 290.460.42 on 26 April 2004 (2400 Ha), the FPIC process has been carried out by the company by engaging/approaching with the landowner / elderly and village head in the permit area. During socialization several information which conveyed to the community, starting from the information about technical development of oil palm plantations along with the benefits to the possible risks that arise.

The unit of certification can present the recapitulation of the results of the inventory of community arable land, a statement of ownership, a statement of the release of land rights, and a receipt for compensation. The evidence of compensation to the landowner in each estate and the participation of the head of the village as witnessed was documented in each estate. Overall, of compensation document was kept as historical of land acquisition by the company. All the document was signed by the company's representation early landowner and included of government at village and sub district level. Based on interviews with the previous landowners when the public consultation stated that the company had negotiated and paid for land compensation in accordance with the agreement, there was no coercion witnessed by government representatives.

Based on documents verifications and interviews with managements PT KKP's managed area with the total 19,649.75 ha in accordance with the HGU certificate No. 32 issued by the head of the Kotawaringin Timur District Land Office on October 24, 2005. Land title (*HGU*) certificate issued based on Degree of Land Title (*SK HGU*) from Head of National Land Agency No 65/HGU/BNP/2005 dated 02 June 2005 regarding granting of Land Title (*HGU*) for land located in Kotawaringin Timur Regency for 35 years covering 19,649.754 Ha

4.4.2; 4.4.3

Interview result with previous landowner (7 previous land owner) found that he has freely access information regarding the impacts of Palm Oil Plantation project from many stakeholders. He also stated he has well informed by company regarding Palm Oil Plantation Plan, the company need of plantation area, procedure of land acquisition and Compensation procedure. There were a long communication and discussion between community representatives and Company during the project preparation. Based on stakeholder consultation the landowner admit that they well informed regarding impacted areas and has been offered for land compensation inform of cash money. The community members had given by company their Free Prior and Informed Consent for the development of the project. Community aware of Palm Oil Plantation Projects run by the company, such as Land compensation, Job and business opportunity, and infrastructure improvements that giving direct improvement to local community welfare. They know where to submit their complaints and grievances if any problem occurs during the Palm Oil Plantation project operational process. Furthermore during audit, the unit of certifications can presented map of concession area in accordance with legal documents that owned with appropriate scale (1:50,000). The maps has been informed the land use system in operational area.

Although PT KKP has gained land rights legally, there are still many people using and cultivating in the permit areas, it's due to the owner not willing to be compensated. The company has had the Area Statement map that described various land use in permit Areas, including area width. Based on documents verifications it was known the total of not compensate area is 3,579.91Ha. That's areas managed by the community are palm oil, rubber, or horticulture. In other information, there is no significant land conflict in PT. KKP. Related to the existence of arable areas in the company's permit area, PT KKP has collected data on land owners along with an agreement to respect and protect each other. The results of document verification of the recorded occupation area covering an area of 443.08 Ha with the number of owners / land parcels 96.

Based on the results of interviews head of Kenya Village and Tangar Village as well as previous landowner obtained information if all compensation process has been held with transparent regarding to mutual agreement. Whole area that managed by the company has been compensated. The compensation process involved all community witnessed also by the Village Head, Customary leader, Sub district head and others relevant parties. Until the audit was carried out, there was no written complaint from the community regarding the land dispute.

As guidance during land compensation the company has several procedure as follows:

- SOP Free Prior & Informed Consent (SOP 46/PR/(4)/0921 dated 21 September 2021) with the aims as a guide to the process of obtaining FPIC from local communities or indigenous communities as owners of land to be converted into oil palm plantations
- SOP for the Technical Guidelines for Land / Land Acquisition (SOP-29/BM/(0) 0409 dated 13 April 2009) which explained it is explained that the principle of carrying out land acquisition is in accordance with the principles of RSPO, HCVF and FPIC, namely land acquisition is carried out based on a decision that was born from a deliberation process to reach a consensus for investment interests freely without pressure (free) and the community has the right to agree or refuse (consent).

Based on documents verifications and interview with management as well as previous landowner it was known land release documents that carried out by company is completed. Each land transfer document has explained the owner of the customary land and other documents such as:

- Agreement of submission of the arable land and compensation for plants as well as compensation (compassion)
- Letter of submission of arable land
- Minutes of measurement of arable land
- Maps of the location of the arable land

those documents witnessed by the boundary land owners, customary leader, Village Head and Sub-District Head.

4.4.4; 4.4.5; 4.4.6

As described in indicator 4.4.1; Since PT KKP Obtained Location permits the FPIC process has been carried out by the company by engaging/approaching with the customary landowner in the permit area. Based on consultation with customary landowner/tribe head during audit prior land clearing or plantation operation there are several meetings between the company and landowner. The land acquisition process was carried out since 2006 and until audit in 2022 there are 1240 land parcels that have been compensated

based on interviews with management as well as previous landowner, obtained information if all compensation process has been held with transparent regarding the mutual agreement. The whole area managed by the company has been compensated. The compensation process involved all community witnessed also by the Village Head, Sub-district head, and other relevant parties. Interview results with customary landowners found that he has free access to information regarding the impacts of the palm oil plantation project. There were a long communication and discussion between community representatives, the government, and the company during the project preparation. Furthermore, they stated that Company never conducted any intimidation/coercion and never use paramilitary during the negotiation process. They have enough time to negotiate and meet the decision to become part of palm oil plantation development. The process has been made in Bahasa, the Local Language, and provided by participatory mapping. Based on document verifications as well as field observations it was known there are indications if the company plant and maintain oil palm outside the permits area.

Based on the results of interviews head of Kenya Village and Tangar Village as well as previous landowner obtained information if all compensation process has been held with transparent regarding to mutual agreement. Whole area that managed by the company has been compensated. The compensation process involved all community witnessed also by the Village Head, Customary leader, Sub district head and others relevant parties. Until the audit was carried out, there was no written complaint from the community regarding the land dispute. Furthermore based on public consultation it was known the implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties in line with social impact assessment reviews. In addition, as part of the company's development, the company has been realization of CSR programs, worker recruitment etc. in addition, to facilitate community access, the company has opened and built access roads to the community, where there are several access roads that cross the company connecting the surrounding villages/hamlets.

Status: Comply

4.5

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

4.5.1

Based on documents verifications, field observation and interview with management it was known there are new planting in 2019; 2020

and 2021 covering 109.66 Ha. The area located in the scope of certifications area where previously managed by community that been compensation. As described in indicator 4.4.4 land compensation has been carried out since 2018.

Based on interviews with management as well as previous landowner, obtained information if all compensation process has been held with transparent regarding the mutual agreement. The whole area managed by the company has been compensated. The compensation process involved all community witnessed also by the Village Head, Sub-district head, and other relevant parties. Interview results with customary landowners found that he has free access to information regarding the impacts of the palm oil plantation project. There were a long communication and discussion between community representatives, the government, and the company during the project preparation. Furthermore, they stated that Company never conducted any intimidation/coercion and never use paramilitary during the negotiation process. They have enough time to negotiate and meet the decision to become part of palm oil plantation development. The process has been made in Bahasa, the Local Language, and provided by participatory mapping. Based on document verifications as well as field observations it was known there are indications if the company plant and maintain oil palm outside the permits area.

4.5.2

As mentioned in indicator 4.4.2 Based on field observation, interview with managements and community leaders (village head / smallholders) it was known the compensation process for the community cultivated area was started in 2018. All records of land compensation evidence were verified by the auditor. The unit of certification can present the recapitulation of the results of the inventory of community arable land, a statement of ownership, a statement of release of land rights, and a receipt for compensation. Based on interviews with previous land owner when the public consultation stated that the company had negotiated and paid for land compensation in accordance with the agreement, there was no coercion and witnessed by government representatives. Based on documents verifications and interview with management as well as previous landowner it was known land release documents that carried out by company is completed. Each land transfer document has explained the owner of the customary land and other documents such as:

- Agreement of submission of the arable land and compensation for plants as well as compensation (compassion)
- Letter of submission of arable land
- Minutes of measurement of arable land
- Maps of the location of the arable land

4.5.3

As mentioned in indicator 4.4.2 Based on interviews with previous land owner when the public consultation stated that the company had negotiated and paid for land compensation in accordance with the agreement, there was no coercion and witnessed by government representatives.

4.5.4; 4.5.5; 4.5.6

Interview result with previous landowner (7 previous land owner) found that he has freely access information regarding the impacts of Palm Oil Plantation project from many stakeholders. He also stated he has well informed by company regarding Palm Oil Plantation Plan, the company need of plantation area, procedure of land acquisition and Compensation procedure. There were a long communication and discussion between community representatives and Company during the project preparation. Based on stakeholder consultation the landowner admit that they well informed regarding impacted areas and has been offered for land compensation inform of cash money. The community members had given by company their Free Prior and Informed Consent for the development of the project. Community aware of Palm Oil Plantation Projects run by the company, such as Land compensation, Job and business opportunity, and infrastructure improvements that giving direct improvement to local community welfare. They know where to submit their complaints and grievances if any problem occurs during the Palm Oil Plantation project operational process.

Although PT KKP has gained land rights legally, there are still many people using and cultivating in the permit areas, it's due to the owner not willing to be compensated. The company has had the Area Statement map that described various land use in permit Areas, including area width. Based on documents verifications it was known the total of not compensate area is 3,579.91Ha. That's areas managed by the community are palm oil, rubber, or horticulture. In other information, there is no significant land conflict in PT. KKP. Related to the existence of arable areas in the company's permit area, PT KKP has collected data on land owners along with an agreement to respect and protect each other. The results of document verification of the recorded occupation area covering an area of 443.08 Ha with the number of owners / land parcels 96.

Based on the results of interviews head of Kenyala Village and Tangar Village as well as previous landowner obtained information if all compensation process has been held with transparent regarding to mutual agreement. Whole area that managed by the company has been compensated. The compensation process involved all community witnessed also by the Village Head, Customary leader, Sub district head and others relevant parties. Until the audit was carried out, there was no written complaint from the community regarding the land dispute.

As guidance during land compensation the company has several procedures as follows:

- SOP Free Prior & Informed Consent (SOP 46/PR/(4)/0921 dated 21 September 2021) with the aims as a guide to the process of obtaining FPIC from local communities or indigenous communities as owners of land to be converted into oil palm plantations
- SOP for the Technical Guidelines for Land / Land Acquisition (SOP-29/BM/(0) 0409 dated 13 April 2009) which explained it is explained that the principle of carrying out land acquisition is in accordance with the principles of RSPO, HCVF and FPIC, namely land acquisition is carried out based on a decision that was born from a deliberation process to reach a consensus for investment interests freely without pressure (free) and the community has the right to agree or refuse (consent).

4.5.7 ; 4.5.8

As mentioned in indicator 4.5.1 Based on documents verifications, field observation and interview with management it was known there are new planting in 2019 located in the company permits area where previously managed by community that been compensation. As described in indicator 4.4.4 land compensation has been carried out since 2018. Based on interview with Tangar and Kenyala head of village, there are no new lands are not acquired in areas inhabited by communities in voluntary isolation.

Status: Comply

4.6

Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.

4.6.1; 4.6.2

Procedure of land acquisition available in the documents:

- SOP Free Prior & Informed Consent (SOP 46/PR/(4)/0921 dated 21 September 2021) with the aims as a guide to the process of obtaining FPIC from local communities or indigenous communities as owners of land to be converted into oil palm plantations
- SOP for the Technical Guidelines for Land / Land Acquisition (SOP-29/BM/(0) 0409 dated 13 April 2009) which explained it is explained that the principle of carrying out land acquisition is in accordance with the principles of RSPO, HCVF and FPIC, namely land acquisition is carried out based on a decision that was born from a deliberation process to reach a consensus for investment interests freely without pressure (free) and the community has the right to agree or refuse (consent).

4.6.3

The CH has shown that land acquisition has been done through negotiation. Based on the results of interviews with the Previous landowners obtained information if I compensation process has been held with transparency regarding the mutual agreement. The whole area managed by the company has been compensated. Based on interview with previously land owners as well as village head obtained information during land compensation has been pay attention regarding equal opportunities were provided to both men and woman. The compensation process involved all community witnessed also by the Village Head, Sub-district head, and other relevant parties. Records of the land compensation process consist of documents of land identification and inventory, land location maps, statements of the release of land rights by the owner, Receipts of Payment, Minutes of compensation/Compensation, and witnesses.

4.6.4

Interview result with previous landowner (7 previous land owner) found that he has freely access information regarding the impacts of Palm Oil Plantation project from many stakeholders. He also stated he has well informed by company regarding Palm Oil Plantation Plan, the company need of plantation area, procedure of land acquisition and Compensation procedure. There were a long communication and discussion between community representatives and Company during the project preparation. Based on stakeholder consultation the landowner admit that they well informed regarding impacted areas and has been offered for land compensation inform of cash money. The community members had given by company their Free Prior and Informed Consent for the development of the project. Community aware of Palm Oil Plantation Projects run by the company, such as Land compensation, Job and business opportunity, and infrastructure improvements that giving direct improvement to local community welfare. They know where to submit their complaints and grievances if any problem occurs during the Palm Oil Plantation project operational process.

Although PT KKP has gained land rights legally, there are still many people using and cultivating in the permit areas, it's due to the owner not willing to be compensated. The company has had the Area Statement map that described various land use in permit Areas, including area width. Based on documents verifications it was known the total of not compensate area is 3,579.91Ha. That's areas managed by the community are palm oil, rubber, or horticulture. In other information, there is no significant land conflict in PT. KKP. Related to the existence of arable areas in the company's permit area, PT KKP has collected data on land owners along with an agreement to respect and protect each other. The results of document verification of the recorded occupation area covering an area of 443.08 Ha with the number of owners / land parcels 96.

Based on the results of interviews head of Kenyala Village and Tangar Village as well as previous landowner obtained information if all compensation process has been held with transparent regarding to mutual agreement. Whole area that managed by the company has been compensated. The compensation process involved all community witnessed also by the Village Head, Customary leader, Sub district head and others relevant parties. Until the audit was carried out, there was no written complaint from the community regarding the land dispute.

In addition, as part of the company's development, the company has been realization of CSR programs, worker recruitment etc. in addition, to facilitate community access, the company has opened and built access roads to the community, where there are 6 access roads that cross the company connecting the surrounding villages/hamlets. With the existence of this access road, it is easier to access from villages / hamlets that were previously via the river, now can pass through the company's access road. This information has been verified through public consultation with village head and government agency as well as workers who still live around the company.

Status: Comply

4.7

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

4.7.1 and 4.7.2

Procedure of land acquisition available in the documents:

- SOP Free Prior & Informed Consent (SOP 46/PR/(4)/0921 dated 21 September 2021) with the aims as a guide to the process of obtaining FPIC from local communities or indigenous communities as owners of land to be converted into oil palm plantations
- SOP for the Technical Guidelines for Land / Land Acquisition (SOP-29/BM/(0) 0409 dated 13 April 2009) which explained it is explained that the principle of carrying out land acquisition is in accordance with the principles of RSPO, HCVF and FPIC, namely land acquisition is carried out based on a decision that was born from a deliberation process to reach a consensus for investment interests freely without pressure (free) and the community has the right to agree or refuse (consent).

The CH has shown that land acquisition has been done through negotiation. Based on the results of interviews with the Previous landowners obtained information if I compensation process has been held with transparency regarding the mutual agreement. The whole area managed by the company has been compensated. Based on interview with previously land owners as well as village head obtained information during land compensation has been pay attention regarding equal opportunities were provided to both men and woman. The compensation process involved all community witnessed also by the Village Head, Sub-district head, and other relevant parties. Records of the land compensation process consist of documents of land identification and inventory, land location maps, statements of the release of land rights by the owner, Receipts of Payment, Minutes of compensation/Compensation, and witnesses.

4.7.3

Interview result with previous landowner (7 previous land owner) found that he has freely access information regarding the impacts of Palm Oil Plantation project from many stakeholders. He also stated he has well informed by company regarding Palm Oil Plantation Plan, the company need of plantation area, procedure of land acquisition and Compensation procedure. There were a long communication and discussion between community representatives and Company during the project preparation. Based on stakeholder consultation the landowner admit that they well informed regarding impacted areas and has been offered for land compensation inform of cash money. The community members had given by company their Free Prior and Informed Consent for the development of the project. Community aware of Palm Oil Plantation Projects run by the company, such as Land compensation, Job and business opportunity, and infrastructure improvements that giving direct improvement to local community welfare. They know where to submit their complaints and grievances if any problem occurs during the Palm Oil Plantation project operational process.

In addition, as part of the company's development, the company has been realization of CSR programs, worker recruitment etc. In addition, to facilitate community access, the company has opened and built access roads to the community, where there are several access roads that cross the company connecting the surrounding villages/hamlets. With the existence of this access road, it is easier to access from villages / hamlets that were previously via the river, now can pass through the company's access road. This information has been verified through public consultation with village head and government agency as well as workers who still live around the company.

Status: Comply

4.8

The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.

4.8.1

As a guidance to settlement land dispute the company has had procedure to handling and manage land conflict namely Land Dispute Settlement Procedure (*Prosedur Penyelesaian Sengketa Pertanahan/ SOP 30/SSI/2021 dated 01 December 2021*) with the aims as technical guidance or SOP to ensure decision steps or actions by the company regarding dispute settlement were carried out appropriately and correctly based on the provisions and regulations of applicable laws, culture, or customary laws that apply in the community. This procedure is containing a specific guidance to manage land conflict such as gathering information, conduct a meeting with complainant and use the understanding language during the process. As explained by the management representative, a mutually agreed upon system for handling complaints will be established when a conflict found.

4.8.2; 4.8.3; 4.8.4

Until this assessment, there were no open conflicts and land disputes within the Certification area. This is also in line with the results of interviews with surrounding communities (Kenyal Village and Tangar Village) which stating that there were no land conflicts in the company's operational area. The whole area that managed by the company has been compensated. However, Although PT KKP has gained land rights legally, there are still many people using and cultivating in the permit areas, it's due to the owner not willing to be compensated. The company has had the Area Statement map that described various land use in permit Areas, including area width. Based on documents verifications it was known the total of not compensate area is 3,579.91Ha. That's areas managed by the community are palm oil, rubber, or horticulture. In other information, there is no significant land conflict in PT. KKP. Related to the existence of arable areas in the company's permit area, PT KKP has collected data on land owners along with an agreement to respect and protect each other. The results of document verification of the recorded occupation area covering an area of 443.08 Ha with the number of owners / land parcels 96.

Based on field observation in occupied area in KKP 1; KKP 2 and KKP 3 Estate its known if that area is ex illegal mining and community settlem. For areas that are currently still controlled by the community (occupational area) and have never been compensated the company respects the existence and didn't force to give the land to the company. The area was clearly bounded by roads and ditches.

Status: Comply

PRINCIPLE #5 SUPPORT SMALLHOLDER INCLUSION

5.1

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

5.1.1, 5.1.2, 5.1.3, 5.1.4, 5.1.5, 5.1.6 and 5.1.8

Based on document review, field observations and interviews with staff and management, it is known that the company does not buy FFB from third parties/FFB suppliers, either independent smallholders, collectors, or plasma. The company only receives FFB from own plantations and plantation groups as described in indicator 2.3.1. In addition, the company also does not have stakeholders in the form of independent oil palm farmers who are around the scope of its management. This can also be proven by operation map where the entire area around the scope of certification is an oil palm plantation area belonging to another company, and the location of community-owned plantations is quite far from the company's boundaries. Based on this explanation, this indicator does not apply to the recertification audit period.

5.1.7

The company has tested the electronic weigh bridge which was carried out on 18 May, 2022 for KKP POM by the Department of Commerce and Industry, Kotawaringin Regency with evidence, among others:

- Test Result Certificate number 510.63/225/DPP/SKHP/MET/V/2022 with serial number 104550350 and maximum capacity of 50,000 Kg (valid until 19 May 2023).
- Test Result Certificate number 510.63/226/DPP/SKHP/MET/V/2022 with serial number 191650311 and maximum capacity of 50,000 Kg (valid until 19 May 2023)

The results of observations and interviews with weigh bridge operators obtained information that the certification unit has routinely performed the calibration of weighing equipment by third parties.

5.1.9

The Company also has a Procedure for Communication, Consultation and Coordination with Stakeholders with the SOP document on Procedures for receiving complaints and resolving disputes outside the court document number SOP 34/PR/(3)/2017. The procedure explains technically the guidelines for receiving various complaints submitted by stakeholders or other parties and the process for resolving them. Companies through their respective departments have recorded requests for information and responses. Communication with stakeholders around the plantation site is carried out by the CSR department under the leadership of the Manager. Public complaints can also be submitted at the annual meeting by filling out the complaint form provided by the company and then stated in the Minutes of the Annual Meeting. This is regulated in the procedure document No. SOP 35/PR(3)/0921 Revision 03 dated 21 September 2021 regarding the Implementation Mechanism of Communication and Consultation with the Community. Based on the results of the document verification 2022 there were no complaints from nearest farmers or the surrounding community.

Status: Comply

5.2

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

5.2.1 until 5.2.5

Based on document review, field observations and interviews with staff and management, it is known that the company does not buy FFB from third parties/FFB suppliers, either independent smallholders, collectors, or plasma. The company only receives FFB from own plantations and plantation groups as described in indicator 2.3.1. In addition, the company also does not have stakeholders in the form of independent oil palm farmers who are around the scope of its management. This can also be proven by verification through satellite imagery where the entire area around the scope of certification is an oil palm plantation area belonging to another company, and the location of community-owned plantations is quite far from the company's boundaries. Based on this explanation, this indicator does not apply to the recertification audit.

Status: Comply

PRINCIPLE #6 RESPECT WORKERS' RIGHTS AND CONDITIONS
6.1

Any form of discrimination is prohibited.

6.1.1

The certification unit has a commitment to respecting human rights and describe in the Equal Employment Opportunity Policy review on January 2018, it stated that Wilmar International committed to provide equality in employment opportunities to every employee. It also stated that the certification unit's beliefs and labour standards confirm that the certification unit will not discriminate in every decision-making related to all workers, promotion or retire works/ candidates based on race, color, sex, age, social class, religion, sexual orientation, politics, or disability.

Based on the workers' recruitment document, the certification unit had provided equal opportunities in recruitment and operational activities. In addition, in Company's Regulation period 2022-2024, it stated the qualifications of workers and there were no requirements that refer to discriminate against gender, race or ethnicity, disability, sexual orientation, age, or belief.

6.1.2

The certification unit shows an employee list document that informs religion, ethnicity and gender for the period June – August 2022.

From the document it is known that the employees in each unit come from different regions, for example: Wonosobo, Flores, Magelang, Bandung, Boyolali, Jambi, Bulukumba, Klaten, Temanggung, Banda Aceh, Kendari, Lombok, Medan, Trenggalek, Sinjai, Perbalingga, Jember, and Maumere. From the document it is also known that the employees who work consist of Muslims, Catholics, Protestant Christians, and Hindus.

In addition, there are no migrant workers. All recruitment is carried out in accordance with the certification unit's employee recruitment SOP.

Based on the foregoing, it is known that there is no discrimination against religion, ethnicity and class in obtaining employment.

6.1.3

During recruitment process, the company had set the standard of competence that required based on the position offers. Selection had included evaluation towards skills, performance, and medical test result. Furthermore, promotion is conducted based on work period, annual evaluation result and availability of position. All workers are treated equally in accordance with company regulation including rights of worker as well.

Records on manpower procedure had been documented, as verified randomly to the several documents, as follows:

- a. Employee job application letter with initials SM dated August 23, 2022. The application letter is accompanied by several supporting documents, including: identity card and family card, personal data of prospective employees, results of medical check-ups, test results and interviews.
- b. Decree No. 007/KKP-HRD/SK/II/2022 dated January 1, 2022 regarding the promotion of employees with the initials AN who were previously promoted to group 2A to group 2B. The decision is effective from January 1, 2022.
- c. Decree No. 014/MS-HRD/SK/VIII/2022 dated August 18, 2022 regarding the transfer of employees with the initials AA from PT Mustika Sembuluh to PT Karunia Kencana Permaisejati.

6.1.4

The certification unit does not perform a pregnancy test at the time of employee recruitment. Pregnancy checks are only carried out for spray and fertilizer workers on a monthly basis to find out whether workers are pregnant or not. Pregnancy checks are only carried out for female workers who do not use contraception.

Based on interviews with representatives of the gender committee and female employees in the field, it is known that pregnant workers will be transferred to jobs that do not endanger pregnancy, for example as guard officers in daycare centers or manual care workers.

6.1.5

The certification unit already has a gender committee with the name WoW (Woman Working Group) which has been formed chaired by the chairman of the committee and coordinators in several sections and there are representatives in each unit. The WoW organizational structure consists of female and male workers, whereas the supervisors and supervisors consist of male representatives, namely unit managers and assistant managers. The main objective of the establishment of WoW is to provide a forum that can accommodate the aspirations or complaints of workers, both men and women, as partners in the certification unit in carrying out socialization activities related to gender equality and other policies related to workers' reproductive rights.

It was further explained that WoW provides support for all female and male employees, including protection and maintenance of workers' health, protection against domestic violence, maintenance of family life and welfare, protection from sexual harassment and violence, providing continuing education that gender equality is in the unit of certification.

The unit of certification also shows policies against sexual harassment, domestic violence and reproductive rights which were reviewed in January 2018. It states that Wilmar International is committed to supporting reporting all incidents of sexual harassment, domestic violence, and violations of reproductive rights experienced by individuals (regardless of gender and age).

6.1.6

The certification unit does not discriminate against workers' rights, this is indicated by the payment of equal wages for workers in the same scope of work. The certification unit issued a decision on the payment of salaries for permanent employees in 2022 based on the Decree of the Governor of Central Kalimantan No. 188.44/445/2021 concerning the 2022 District Minimum Wage. The decree

stipulates the minimum wage for the estate and mill sector at IDR 3,014,732. The certification unit in this case shows proof of payment of salary that is equivalent to the scope of work by showing the salary slip for machine room operators and mill security for the period of May 2022 where overtime payments have been paid in accordance with applicable regulations and the working hours of employees, for example overtime for boiler operators with value of IDR 3,535,354 while overtime for security with a value of IDR 3,769,877

The certification unit has also Id a salary structure and scale that applies to employees with more than 1 year of service based on the Internal Memorandum from the Senior HRR Manager with No. 009/HRD-RO/IOM/III/2022 dated March 1, 2022. In the document it is known that the highest wages are employees of class 2D with a value of IDR 3,572,000 while the lowest salary is employee of class 2A with a value of IDR 3,024,750

It was further explained that the structure and scale of wages were determined based on years of service and an annual performance appraisal by each supervisor.

Status: Comply

6.2

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

6.2.1

Implementation of Employment Procedures

The certification unit shows a sample of job requirements documents for new employees as follows:

1. Job application letter for prospective employees with the initials SM dated August 23, 2022. Attached documents sent by prospective employees are the latest education certificate, police record, identity card, and family card.
2. Confirmation of application for new employee acceptance with initials SM. The document explains the work location, position, class and wages that will be received every month.
3. Work Agreement between certification unit and the employee with the initials SM. The document explains the duties and responsibilities of employees, rights obtained by employees and the term of the work agreement.
4. A doctor's certificate stating that the employee with the initials SM has undergone a medical examination with the results being healthy and ready to work.

Company Regulation

Provisions related to work agreements have been contained in the Company Regulation (2022-2024), including regulating the rights and obligations of workers listed in detail, workers accepted have a minimum age according to applicable regulations, PPE obligations, working hours, overtime, maternity leave, facilities provided to workers. And *BPJS*. It was further explained that the work agreement was written in Indonesian and signed by the worker and the certification unit. Company Regulation have been approved by the relevant agencies based on the Decree of the Head of the Manpower and Transmigration Office of Kotawaringin Timur Regency.

Based on interviews with estate and mill workers revealed that each worker had received wages in accordance with applicable regulations. It was further explained that until the audit activity took place, there had never been a violation regarding the payment of employee wages, in example:

1. Estate employee salary slip for August 2022 period. The salary slip explains that employees get a basic salary in accordance with the prevailing wage structure and scale and receive benefits, attendance incentives and overtime whose calculations are in accordance with applicable regulations. Apply.
2. Overtime payment on August 2022 for workers who work more than 7 hours a day which details of overtime calculation is in accordance with applicable regulations. The salary is given by transferring to the bank account of each employee.

Based on field observations and interviews with mill, and estate employees revealed that the certification unit had paid employee wages and overtime in accordance with applicable regulations, further explained by the employee that there were no difficulties in applying for employee leave.

Based on field observations and interviews with employees in the estate and mill areas show that each employee has a work agreement with the certification unit and has understood the rights and obligations of being an employee of the certification unit

6.2.2

The certification unit shows the Company Regulation for the period 2022-2024 which has been ratified based on the Decree of the Head of the Manpower and Transmigration Office of Kotawaringin Timur Regency No. 180/II-KESJA/III/2022 dated 28 March 2022. The Company Regulation explains several things, including: work relations, employee career management, working days and hours, overtime work, leave, wages, workforce development, social security, OHS, work procedures for resolving complaints and industrial relations disputes. The Company Regulation has been conveyed to all workers through socialization carried out in stages in estate and mill starting from April – June 2022.

During the audit activity, the certification unit shows a sample of work agreement documents for new employees, for example: Employment Agreement Letter No. 002/HRD-KKP1/SPK/H/IX/2022 dated September 1, 2022 between PT KKP and employee with initials SM. The agreement has explained the rights and obligations of employees, including: working hours, wages, leave and others.

Based on verification of work agreement documents and employee salary slips for the June – August 2022 period, it is known that all work agreements have been registered to the manpower agency. Regarding employee payroll, the certification unit has implemented a structure and scale of wages for employees with a service period of more than 1 year.

Based on the verification of employee salary slips show that the pay slips provide good information regarding wages, compensation and deductions for each employee. Based on interviews with estate and mill employees show that the certification unit always provides socialization related to item information in salary slips so that employees are not confused or misinterpreted.

Based on field observations and interviews with estate and mill employees, it is known that the certification unit has implemented labor regulations properly in accordance with applicable regulations. It was further explained that until now, there has never been a case related to employment.

6.2.3

The certification unit shows documents related to evidence of compliance with labor provisions as follows:

1. Estate employee salary slip for July 2022 period. The salary slip explains that employees get a basic salary in accordance with the prevailing wage structure and scale and receive benefits, attendance incentives and overtime whose calculations are in accordance with applicable regulations. Apply.
2. Overtime payment on August 2022 for workers who work more than 7 hours a day which details of overtime calculation is in accordance with applicable regulations. The salary is given by transferring to the bank account of each employee. Thus, the certification unit has carried
3. Menstruation leave document for a day on 29 August 2022.

Based on field observations and interviews with mill, and estate employees revealed that the certification unit had paid employee wages and overtime in accordance with applicable regulations, further explained by the employee that there were no difficulties in applying for employee leave.

Based on the above, the certification unit can show good documentation related to regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice.

6.2.4

The certification unit provides facilities and infrastructure for employee welfare. Based on field observations at employee facilities, the following are known:

1. Housing with livable conditions in the form of permanent buildings for workers located in estates and mills. Housing is provided for each family, while single employees occupy a house with 2 occupants.
2. The source of clean water comes from well water with suitable conditions for use. For central housing and factories get water supply from water treatment.
3. Medical services are provided by clinics located in each estate.
4. Educational facilities are available for Childhood Education (*SD*). As a supporting facility for school children, the certification unit has provided transportation facilities in the form of a pick-up bus.
5. Places of worship in the form of Mosque and Church. Sports facilities include soccer fields, volleyball and badminton. In addition, there are employee halls, child care facilities, and canteens that provide basic needs/ staple food for employees.

Based on field observations in residential areas, it is known that there are several stalls owned by employees that provide basic daily needs at affordable prices.

The results of field observations in the Division 2 KKP-2 housing estate revealed that there were several houses in damaged condition, such as damage to the windows and doors. The company in this case shows the PT KKP-2 Housing Damage Census Monitoring document where there are 10 house beds that are in a damaged condition. The results of interviews with management revealed that the HCD Team will take corrective actions starting in October 2022 in stages. In this case, the company has the opportunity to ensure that the progress of employee housing improvements is in accordance with the time period set by the company. (OFI)

6.2.5

Based on field observations and interviews with estate, and mill employees revealed that in the certification unit's environment there are basic food cooperatives, vegetable vendors and stalls in the employees' homes that provide their daily needs at affordable prices.

6.2.6

The certification unit has calculated the prevailing wages and in-kind benefits based on the guidelines issued by the RSPO. Prevailing wages are taken from prevailing wages such as basic wages/ minimum wages. Meanwhile, in-kind benefits are taken from all costs incurred by the certification unit for the provision and maintenance of facilities provided by the certification unit to employees, such as electricity, housing, water, schools, health facilities, and baby care. For example, to calculate the in-kind benefit of housing, the costs considered in the calculation include building material costs, construction costs, and including maintenance costs for 25 years (technical considerations of buildings are feasible to use). The calculation result of prevailing wages and in-kind benefits received by employees is IDR. 4,079,689/ month (Minimum wages in 2022, IDR. 3,077,218/ month + in-kind benefit, IDR. 1,002,471/ month).

Based on interviews with management revealed that the calculation of prevailing wage was rational based on local prices and rates prevailing in the area around the certification unit.

6.2.7

All workers working in the certification unit are permanent workers with class 2A to 2D and staff. Since 2020 until now there are no longer contract workers, casual daily worker and migrant workers. For work that is permanent in its entirety by permanent workers. Non-permanent work employed by contractor workers is maintenance workers in the plantation. For the work given to the contractor, it has completed the regulated requirements such as a work agreement, wages that match the minimum wage, providing PPE, being registered as a member of *BPJS*, the contractor has a business license (*SIUP*), certificate of company registration (*TDP*) and others.

Status: Comply

6.3

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

6.3.1

The certification unit has had a commitment due to respecting human rights stated in the Human Rights Policy. This policy explained that Wilmar International is committed to provide all labor's rights specifically to establish free, open, independent, democratic and responsible trade unions. The policy is publicly available on the certification unit website in two languages (Indonesian and English), and has been gradually disseminated to all workers on 2 – 5 July 2022. The certification unit can show the socialization documents and documentation of the activity. Currently there is no labor union at PT KKP. Based on interview with LKS Bipartite it is known that there is no plan from workers to labor union.

Based on interview with *LKS Bipartite* management representatives known that the certification unit has accommodated employee rights to argued, associate and organize in an organization. Employees, including migrant and transmigrant workers were allowed to form associations and bargain collectively with their employer. There was no migrant and transmigrant since 2019.

There were *LKS Bipartite* represent estate and mill employee that have been registered in Department of Manpower and Transmigration Kotawaringin Timur Regency. *LKS Bipartite* management is independent from certification unit workers.

Labour laws, union agreements which described in Company Regulation 2022 – 2024 and direct contracts of employment detailing

payments and other conditions was made available in the languages which understood by the workers and explained carefully to them by management official.

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

6.3.2

The certification unit shows the minutes of the meeting of the LKS Bipartite, for example:

- LKS Bipartite* meeting on June 23, 2022, which took place in the office meeting room and was attended by 11 administrators. The main discussion at the meeting was related to the preparation of employees and staff in welcoming Eid al-Adha.
- LKS Bipartite* meeting on July 21, 2022, which took place in the office meeting room and was attended by 10 administrators. The main discussion at the meeting was related to the prevention and control of narcotics abuse in the work environment.
- LKS Bipartite* meeting on August 12, 2022, which took place in the office meeting room and was attended by 10 administrators. The main discussion at the meeting was related to the prevention and control of narcotics abuse in the work environment.

Based on the foregoing, it is known that the certification unit already has good documentation regarding the LKS Bipartite internal meetings.

6.3.3

The certification unit shows a document for the formation of *LKS Bipartite* without any interference from the certification unit as follows Decree of the Head of the Manpower and Transmigration Office of Kotawaringin Timur Regency with No. 560.565/514/DISNAKERTRANS/IX/2022 concerning the ratification/registration of the management of the LKS Bipartite PT Karunia Kencana Permaisejati dated September 9, 2022. The decision explained that the management of the *LKS Bipartite* consists of 10 representatives of employers and 10 representatives of workers.

Based on interviews with *LKS Bipartite* officials, it was revealed that the certification unit fully supports all organizational activities without any intervention. It was further explained that until the audit activity took place, there had never been a conflict of interest with the certification unit.

Status: Comply

6.4

Children are not employed or exploited.

6.4.1

The certification unit has a Child Protection Policy signed by signed by Chairman and CEO of Wilmar International in January 2018, which states that Wilmar International does not tolerate child labour, any form of child exploitation and child abuse. The certification unit has committed to prohibiting the use of child labor and forced or compulsory labour in its operations. In addition, child labour clauses apply across Wilmar's global operations, including subsidiaries, joint ventures and third-party suppliers. In addition, the Company Regulation also states that the recruitment requirements for new employees must not be under the age of 18.

This policy has been socialized to all employees in each estate, mill and local contractor. The certification unit can show documentation, attendance list and information dissemination of the policy.

Based on field observation and interviews with estate and mill workers, known that the minimum age for work is 18 years, and no workers found below the minimum age specified. This is supported by the results of a review of certification unit and contractor workers' document which proves that there are no workers under the age of 18 at the time of entering work, the youngest age of workers is 25 years old when entering work in 2018.

6.4.2

The certification unit shows a list of employees accompanied by date of entry and date of birth. In addition, an example of proof of recruitment is also shown in the form of a copy of the employee's ID card and family card. From these data it is known that there are no employees under 18 years of age when accepted to work at the certification unit.

Based on field observations and interviews with estate, mill, and contractor employees revealed that there were no employees under

the age of 18 when they started working.

6.4.3

Based on document verification and field observations revealed that in the last 1 year there were no apprentices in the certification unit's operational areas.

6.4.4

Based on interviews with the gender committee and workers in the field revealed that the workers had understood the rules regarding the prohibition of bringing children to work. Regarding the socialization of the prohibition on employing children for FFB suppliers and contractors, it has been included in the employment agreement which explains that FFB suppliers and contractors may not employ children and may only employ employees aged 18 years and over.

The certification unit also shows the minutes of socialization and education on the protection and development of children as well as the prohibition of employing children which carried out on July 2-5, 2022 and attended by 320 participants consisting of employees of estate, mill, contractors and FFB suppliers.

Status: Comply

6.5

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

6.5.1

The certification unit has a Policy on Sexual Harassment, Violence and Abuse, and Reproductive Rights signed by the Chairman and CEO in January 2018, which states that Wilmar International strives to provide a conducive work environment characterized by equality and mutual respect, and encourages reporting of all incidents sexual violence and harassment, and violations of reproductive rights experienced by every individual. The Women's Working Group (WoW) was formed to provide support for female workers against sexual harassment and violence and to communicate and communicate the policy to all workers.

This policy has been socialized to all employees in each estate, mill and local contractor. Certification unit can show documentation, attendance lists and socialization materials.

Based on interview with committee gender, estate and mill worker the policy had disseminated to workers through gender committee meetings with workers and in the last year period, that hasn't any issue/ incident related to sexual harassment, violence at work/ reproductive rights. All of the same benefits have been obtained by all female workers, starting from the provision of wages, leave, promotions, rice allowances, and other benefits, including the provision of special time while working to breastfeed their children. Based on documents verification related to reproductive rights, it is known that female workers have received the same benefits as male workers, including rice allowance with the same value as workers, given the same freedom of association, getting leave menstruation (H1) and maternity leave (H2), getting special time to breastfeed while working and placing the location/type of work that is not related to chemicals or other hazardous areas

6.5.2

The certification unit has a Sexual Harassment, Violence and Abuse, and Reproductive Rights Policy that was signed by the Chairman and CEO in January 2018. The policy states that Wilmar International strives to provide a conducive work environment characterized by equality and mutual respect, and encourages reporting of all incidents of violence. And sexual harassment, and violations of reproductive rights experienced by each individual. The Women's Working Group (WoW) was formed to provide support for female workers against sexual harassment and violence and to communicate and communicate the policy to all workers. Furthermore, the certification unit has a gender committee. A gender committee has been formed chaired by the chair of the committee and coordinators in several sections and there are representatives in each unit. The gender committee structure only consists of female workers, but for builder and supervisors it consists of male representatives, namely unit managers and assistant managers. The main purpose of establishing a gender committee is to provide a forum that can accommodate the aspirations or complaints of workers (women and men), as certification unit partners in carrying out socialization activities related to gender and other policies related to workers' reproductive rights.

This policy has been socialized to all employees in each estate, mill and local contractor. Certification unit can show documentation, attendance lists and socialization materials.

6.5.3

The certification unit shows the document for the list of new mothers in 2022. From the list, it is known that from January to August 2022 there were 68 employees. Furthermore, the certification unit showed the document Identification of the Needs of New Mothers in which the assessment was carried out on 68 employees who were pregnant since 2022. From the results of the assessment, several things were known as follows:

- a. Post-delivery needs include: immunizations, vitamins, health services, and breastfeeding corners.
- b. Provision of special time for breastfeeding children.
- c. A place for child care while the mother is working.
- d. *Posyandu* service.

From the results of the assessment, the company took several follow-up actions, including:

- a. Providing vitamins at the clinic and adding breastfeeding corner space elsewhere.
- b. The certification unit has determined the provision of time for breastfeeding while on the job.
- c. The certification unit has provided *posyandu* service facilities at the clinic.

Based on interviews with gender committee and women worker, it is known that the certification unit has provided a certain place for breastfeeding at clinic with special time to breastfeed. There was no prohibition from supervisors in the field related to this matter and specifically workers in the field who do not bring a vehicle will be delivered/ picked up by the foreman at these times.

6.5.4

The certification unit showed the procedure to accommodate complaints and grievances from employees specifically in sexual harassment and violence (No. PRO-HD-004 rev-03) validated on 1 September 2021. In the procedure described that if requested, the certification unit guarantees the confidentiality of the reporting identity and the disclosure of disgrace or incident (whistleblower).

Besides that, the certification unit has formed Women's Working Group (WoW) for handling the harassment issue around female workers. Complaint can be submitted to board of WoW, or their foreman. Based on interview with the board of WoW, the certification unit provides the female worker with menstrual leave, pregnant and nursing leave for about 3 months. Pregnant and nursing female worker is prohibited to work related to chemical. And also, certification unit give special breast-feeding time for female worker, but prohibit the worker from working with chemical material.

	Status: Comply
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6.6
No forms of forced or trafficked labour are used.
6.6.1

Based on interviews with operational staff revealed that all employees were those who passed the recruitment and selection process according to certification unit procedures and requirements. Certification unit post job vacancies then prospective workers come voluntarily to apply for jobs that are available for free and there is no holding of identity documents. Overtime is monitored by the certification unit and workers are given the freedom to choose overtime. The certification unit also does not force or make it difficult for employees to resign. There is no penalty for termination if they wish to terminate the contract early.

Based on employee data review, most of the workers came from local communities, Wonosobo, Flores, Magelang, Bandung, Boyolali, Jambi, Bulukumba, Klaten, Temanggung, Banda Aceh, Kendari, Lombok, Medan, Trenggalek, Sinjai, Perbalingga, Jember, and Maumere. In employee list July 2022, known that there are no migrant workers or forced labor. Every worker has a work agreement that describe specific job description, there is no substitution of contract without prior consultation and agreement from the worker. Most of the workers came from local communities. They have the recruitment process in the certification unit and is in accordance with applicable employee acceptance procedures. Every worker has a work agreement that describe specific job description, there is no substitution of contract without prior consultation and agreement from the worker, for example:

- a. There is no retention for identity, because all labor documents for individuals are in the form of photocopies and not original items such as ID cards, diplomas, family cards and others.
- b. There is no contract substitution, because there is no worker with contract status.
- c. The freedom of workers in resigning, because if the worker wants to resign there is no understanding or prohibition from the company to the worker concerned. This is evidenced by the presence of workers who resigned to move to work and the company

gave all their rights as fully resigned workers without any shortcomings.

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

Based on verification document, field observation, and interviews with workers and stakeholders, auditors did not see any harvester accompanied by their wife or children and any indication of forced labor. There is no threat against family members. Based on document verifications and field observations in spraying & harvesting activities at Estate and Mill operations activities, there were no forms of forced or trafficked labor are used. Besides that, there are no foreign workers who work at certification unit.

6.6.2

There are no migrant workers who work in the certification unit's operational area. All workers come from within one country (although from various regions). In addition, each worker has been provided with a clear work contract. The rights and obligations of workers are also clearly stated in certification unit regulations, company regulation, and in work agreements. Based on the employee list, it is known that all employees are permanent employees.

Status: Comply

6.7

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

6.7.1

The company has a person in charge of the OHS program within the organizational structure of the Occupational Health and Safety Committee (P2K3) which is formed in each management unit. The P2K3 team has received approval from the Head of the Manpower and Transmigration Office of Kalimantan Tengah Province and the P2K3 secretary is a certified occupational health and safety expert. The following are the OHS Committees that have been approved by the relevant agencies:

- Establishment of P2K3 (OHS Committee) Plantation of PT Karunia Kencana Permaisejati (KKP-1 Estate, KKP-2 Estate and KKP-3 Estate (Decree No. 253/DISNAKERTRANS/VIII/2022), which was approved by the Head of the Manpower and Transmigration Office of Kalimantan Tengah Province on 15 August 2022.
- Establishment of P2K3 (OHS Committee) Karunia Kencana Permaisejati POM (Decree No. 268/DISNAKERTRANS/IX/2022), which was approved by the Head of the Manpower and Transmigration Office of Kalimantan Tengah Province on 19 September 2022.

The company has shown OHS Expert permits with Decree No. 5/8300/AS.02.04/XI/2019 which is valid until November 29, 2022 for both estate and mill.

The OHS Committee regularly holds monthly meetings on OHS issues in the workplace. Meeting documentation is properly recorded and kept. Based on interviews with company management, it is known that OHS Committee (P2K3) management holds regular monthly meetings to discuss OHS such as consistency in the use of PPE, work accident analysis, reports, firefighting simulations, checking emergency response equipment, OHS signs, safety patrols, etc. The last meeting was held on August 27, 2022 for POM and Estate. In addition, the certification unit routinely reports the OHS Committee Report every quarter, for example the OHS Committee report for the second quarter of 2022 to the Kotawaringin Timur District Manpower Office, which was submitted on August 4, 2022 with letter numbers 006/EHS-Dept/KKP/VII/2022 and 11/EHS/ KKP-POM/P2K3/VII/2022.

Based on the explanation above, the company had the person in charge of OHS also had meeting minutes of OHS Committee.

6.7.2

The company already has an Emergency Response Procedure namely, Emergency Management Team (SOP.02/EHS/(5)/0622) which is effective June 7th, 2022. This procedure describes the duties and responsibilities of the Emergency Management Team (Emergency Response Coordinator, emergency response field coordinator, fire and rescue team (emergency response task force) In this procedure, the handling of accidents has been explained from reporting to coordination.

The last first aid training was held on August 25th, 2022 for Mill and August 19th, 2021 for KKP 1 estate, August 26th, 2021 for KKP 2 estate and September 2nd, 2021 for KKP 3 estate. The certification unit has 15 (fifteen) licensed first aid workers, 2 (two) midwife, 3 (three) licensed Hiperkes paramedic and 1 (one) Hiperkes doctor. The certification unit also has a first aid kit in each unit and based on

observations in Block 064/063 KKP 3 Estate and process station KKP POM, it is concluded that the contents of the first aid kit are sufficient (21 items). There is also a checklist for observing the contents of the first aid kit which is routinely carried out every month by first aid workers.

There was a total of 17 (seventeen) work accidents at KKP Estate (1,2 and 3) in 2021 (January-December) with 115 days lost time accident and 16 (sixteen) work accidents in January – August 2022 with 88 days lost time accident. For KKP Mill there is zero accident in January 2021 – August 2022. All work accidents have been thoroughly investigated and recorded in the Work Accident Board and Incident Recapitulation Report. For example, a work accident that occurred on August 8, 2022 (initials BTI) who had an accident and received help at the clinic. The work accident has been investigated along with the chronology of the incident and has been recorded in the 2022 Work Accident Board. Workers who experience accidents have received good treatment so that they can return to work as usual.

The results of field observation at KKP POM and KKP Estate (1,2 and 3) have provided a first aid kit as a means of supporting OHS. The company has also shown documents for first aid monitoring carried out by a PIC who has been appointed by the company. This is a follow-up to the improvement opportunities from the previous assessment.

Based on the verification of the hydrants distribution's layout, it is known that there are 5 hydrant units installed in the KKP POM area. The results of field observations at KPP POM revealed that there was a leaking nozzle when carrying out the hydrant simulation but the water pressure level still reached the highest point in the area.

The results of the document review and interviews with management showed that monitoring was limited to checking the condition of the equipment and did not include preparedness in the event of an emergency. Related to this, companies are encouraged to develop effective methods to ensure the tools function properly when used. **OFI**

6.7.3

The company has shown PPE Matrix Documents for Plantations and Mills. The document describes the type of PPE that must be worn for each type of work. For example, in harvesting work, the PPE that must be used is a helmet, goggles, combination gloves, and boots. Based on the results of field observations and interviews with 3 harvesters at KKP 3 Estate, it is known that workers have used PPE according to company standards. In addition, the worker also explained that if the PPE was damaged, the worker could report it to the foreman to ask for the replacement of the PPE. The company can show proof of receipt of PPE, for example a receipt on September 5, 2022 for harvest workers, initials STR, with types of PPE such as helmets, boots and cloth gloves and a receipt on September 7, 2022 for fertilizer workers, initials AMO, with types of PPE aprons, boots, rubber gloves, goggles and masks.

Furthermore, the company can also show Monitoring Availability/Stock of PPE for the period of June 2022, based on the results of verification of the availability of PPE stock in the POM unit, it is known that the unit has stock of all types of PPE in the warehouse, then estate unit also has the availability of PPE stock in each warehouse as an example, stock PPE of boots in the estate amount 10% of the need.

Based on the results of field observations to KKP Estate 1, 2 and 3, it is known that there is a storage area for PPE and spray equipment as well as sanitation facilities for employees after the spraying job is finished so that workers can change out of PPE, wash and put on their personal clothing. Based on the results of field visits and interviews with workers, it is known that workers have used PPE in full and company management always carries out routine monitoring of workers regarding the use of PPE properly and correctly.

6.7.4

The certification unit has shown participation and letter of payment for Employment Assurance:

- Letter of payment for Employment Assurance for 725 employees of KKP-1 Estate for the period of August 2022 which was paid on September 15th, 2022.
- Letter of payment for Employment Assurance for 593 employees of KKP-2 Estate for the period of August 2022 which was paid on September 15th, 2022.
- Letter of payment for Employment Assurance for 633 employees of KKP-3 Estate for the period of August 2022 which was paid on September 15th, 2022.
- Letter of payment for Employment Assurance for 82 employees of KKP-POM for the period of August 2022 which was paid on

September 15th, 2022.

In addition, there is proof of membership and letter of payment of the following Health Assurance:

- Letter of payment for Health Assurance for 725 employees of KKP-1 Estate for the period of August 2022 which was paid on August 10th, 2022.
- Letter of payment for Health Assurance for 593 employees of KKP-2 Estate for the period of August 2022 which was paid on August 10th, 2022.
- Letter of payment for Health Assurance for 633 employees of KKP-3 Estate for the period of August 2022 which was paid on August 10th, 2022.
- Letter of payment for Health Assurance for 82 employees of KKP-POM for the period of August 2022 which was paid on August 10th, 2022.

Based on field observations and interviews with estate and mill employees, known that the certification unit has included all employees in the Health Assurance and Employment Assurance. Further explained that employees can use Health Assurance outside the certification unit's health facilities.

6.7.5

The company consistently monitors the recording of work accidents by calculating the Lost Time Accident (LTA). Recapitulation of work accidents with a formula to find the severity and frequency of accidents. This document informs the period, the number of working days, the number of ineffective working days, overtime, the number of hours worked, the number of accidents, the number of lost working days, the hours worked a year, the number of accidents. In a year, days lost in a year. The calculation of the Severity Level and Frequency Level is reviewed periodically and the monitoring will be evaluated at the monthly meeting of the Occupational Health and Safety Committee, such as:

- in the 2021 period for KKP POM there were no work accidents resulting in lost working days with a frequency rate of 0, Lost Time Injury rate 0 and Severity Rate 0 and for KKP Estate Group for the same period there were 17 incidents with 115 lost working days with a frequency value of rate 13.16, Lost Time Injury rate 2.63 and Severity Rate 18.42.
- in January – August 2022 for KKP POM there were no work accidents resulting in lost working days with a frequency rate of 0, Lost Time Injury rate 0 and Severity Rate 0 and for KKP Estate Group for the same period there were 16 incidents with 88 lost working days with a frequency value of rate 6.35, Lost Time Injury rate 1.27 and Severity Rate 6.99.

Status: Comply

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

7.1

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

7.1.1

The IPM program has been documented in the annual work plan. Based on the Summary of Pest and Disease Detection, the identified potential pests are fire worms and bagworms. The company has carried out biological control to reduce pest and disease populations, such as planting and caring for useful plants to reduce bagworms and fire worms, installing BOB and monitoring owls to reduce rat pests, and installing pheromone traps in blocks with sufficient horn beetle populations. With the application of IPM, it is expected that the use of pesticides to control pests can be minimized. Reduce chemicals such as rodenticides.

Records of biological control that have been carried out by the company, for example, are marked with a Beneficial Plant and Bowl on Box.

PT KKP (KKP1, KKP 2 and KKP 3) have grown beneficial crops such as *Turnera 57hore as* and *Antigonon leptopus*. Turnera was planted on each side of the CR and MR. While Antigonon is planted at every crossroads. Equipped with monitoring documents and planting maps of useful plants.

The certification unit has shown a recapitulation of bagworms and fire worms for the period December 2021. Based on these results, it is known that there were no caterpillar attacks at PT KKP. However, based on the results of the document review, it is known that the potential pest activities are bagworms and fire worms.

The company has presented a summary document of pest and disease detection for the period February 2022 for KKP 1, KKP 2 and KKP 3. The document describes the date of detection, identification number, types of pests such as bagworms, fire caterpillars, rats, termites, Oryctes, Ganoderma, wild boars. And other pests and diseases. Based on this document, it is known that no pest and disease attacks have crossed the threshold so that the census and pest control activities are not continued.

The company also conducted training on Pest and Diseases detection and census on September 4, 2021 at KKP1 and the participant from KKP1, KKP2 and KKP3 with a total of 61 workers and training materials as follows:

- Explain how to fill out the pest and disease census form in accordance with the SOP.
- Explained about the types of pests and diseases that exist in oil palm plantations such as leaf-eating worm pests, Oryctes, rats, subterranean termites and root rot disease (Ganoderma).
- Explain how to control pests and diseases that exist in oil palm plantations such as leaf-eating caterpillar pests, Oryctes, rats, subterranean termites and root rot disease (Ganoderma).

7.1.2

Based on the document review, the company implemented several biological control practices to suppress pest and disease attacks such as barn owl (*Tyto alba*), *Turnera subulate*, and *Antigonon leptopus* and managed them well. An example of antigonon is planted at the intersection of blocks using wood as a place to grow. Based on the Regulation of the Minister of Environment and Forestry of the Republic of Indonesia number P.94 of 2016 concerning Invasive Species, it is known that the species is declared non-invasive in Indonesia.

7.1.3

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

Status: Comply

7.2

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

7.2.1

The company shows the SOP of the Agricultural Manual and Standard Operating Procedures for Palm Oil in the maintenance and maintenance section of oil palm explaining the selective spraying of weeds. In addition there is also SOP No. SA 06/EMU/(0)/0811 concerning calibration of agrochemical atomizers. With these two procedures, it is hoped that the use of pesticides will be more efficient and on target. Based on document verification, the pesticides used are specific for certain targets, such as Glyphosate for narrow and broad leaf weeds and *methyl metsulfuron* for wood growth. The company uses chemicals that are registered and authorized by the Government through the Recommendation for the Use of Pesticides in the Workplace from the Office of Manpower and Transmigration of Kalimantan Tengah Province with No. 560/37/PK.12/Disnakertrans/IX/2022 dated September 19, 2022 PT KKP has 44 recommended types of pesticides divided into Herbicides, Fungicides, Insecticides and Rodenticides. A list of pesticides recommended to companies is also listed on the web www.pesticide.id.

The policy regarding the use of pesticides, especially Paraquat, Ih was written In the Wilmar Policy (No Deforestation, No Peat and No Exploitation) released on December 5, 2013, stated that: "The use of pesticides categorized by the World Health Organization (WHO), class 1A or 1B as listed in the Stockholm or Rotterdam conventions will not be used except in certain emergency situations. Use of Paraquat is prohibited." Based on data on the use of pesticides by PT KKP for the period of 2022, there is no use of WHO pesticide groups 1a and 1b.

Based on a review of the pesticide use document in 2022, it was found that the company did not use pesticides with the active ingredient of paraquat and WHO pesticide groups 1A and 1B, as well as field observations to the pesticide storage warehouse and no pesticides with the active ingredient paraquat were found.

7.2.2

The company has shown a pesticide use document for the period 2022. The document describes the type of pesticide, active ingredient, LD50, active ingredient content, amount of pesticide used, area of pesticide use, and pesticide use per hectare. For example, the use of Supremo pesticides with the active ingredient Isopropilamina glyphosate dermal LD50 > 7,500 mg/Kg, oral LD50

4,467 mg/Kg, the total use period January – August 2022 is 5,322.10 liters with a use area of 20,762.91 ha and usage/ha is 1.01 liters/ha on KKP 1 Estate.

7.2.3

The certification unit has monitors the effectiveness of biological pest control such as the development of beneficial plants for nettles. There has been no chemical pest control in the last year because no pest and disease attacks have crossed the threshold. Based on data on pesticide use during the last year, it is known that the use of pesticides is only intended for weed control, there is no use of pesticides in pest control.

7.2.4

Based on the results of the review analysis of the use of active ingredients per hectare year 2022 pesticide use document, the results of the 2022 pest and disease monitoring and early detection document revealed that there was no preventive use of pesticides. The use of all must be based on the results of detection and census as well as current conditions in the field.

7.2.5

Policies related to the use of pesticides especially Paraquat written in Wilmar Policy (No Deforestation, No Peat Dan No Exploitation) on 15 November 2019, stated that: "The use of pesticides categorized by the World Health Organization (WHO), classes 1A or 1B as stated in the Stockholm or Rotterdam conventions will not be used except in certain circumstances or emergency conditions. The use of Paraquat is prohibited".

Based on data from PT KKP pesticide usage for the 2021 period there is no use of WHO group 1a and 1b pesticides.

Based on field observation to the pesticide storage warehouse, it was found that there were no pesticides with the active ingredient paraquat and class 1A and 1B pesticides.

7.2.6

The company shows the pesticide training record. The training was carried out with the title "Training Best Practice & OHS Spraying" for KKP 1 Estate on April 11&12, 2022, KKP 2 Estate on June 14 & 22, 2022 and KKP 3 on April 11, 2022. The training materials include presentations on Spray Application, Types of Hazards/Risk of Work Accidents and Chemical Hazards entering the human body through breathing, food and contact with the skin. Based on interview with spray worker, they also can explain about the spraying procedure, the routinely training were conducted every month by assistant.

The unit of certification has provided a special mixing tank to carry pesticides. In addition, based on a review of documents and pesticide application records, the company also provides clean water, soap and a first aid kit to support the sanitation and OHS aspects required by the spraying team.

Based on the results of interviews with members of the spraying team, it is known that the company has provided a special mixing tank for transporting pesticides. In addition, based on the review of documents and records of pesticide application, the company also provides clean water, soap and a first aid kit to support the sanitation and OHS aspects required by the spraying team. Therefore, based on field observation in the mixing area of KKP Estate Division 1 and Division 2, it is known that there is a warehouse to store all PPE and spraying equipment after use.

7.2.7

The company has an SOP for pesticide storage and used pesticide packaging no. The document SOP 17 / EHS(1) / 0518 is effective May 2018. The SOP describes the mechanism for storing pesticides in special warehouses, including mixing places for pesticide materials to be used in the field in isolated special places so that there is no potential for chemical exposure to occur outside. Warehouse. Storage of used pesticide packages is stored in temporary shelters for B3 waste and then sent to licensed collectors.

Based on the results of field observation to pesticide storage warehouses in each estate, it is known that pesticide storage is carried out based on type and characteristics. The pesticide storage area is equipped with an MSDS for each type of pesticide. For used pesticide packaging, it is stored in a temporary storage area for hazardous and toxic waste which is then transported by a transport service that has a permit. In addition, there is also a special place to mix pesticides.

7.2.8

The company can show the identification document of waste resulting from operational activities contained in the document FRM01/SOP72/EHS/(0)/0813, in that document, used pesticide packaging is identified as hazardous waste. In addition, the company also has a SOP for the Management of Hazardous Materials and Hazardous Waste No. SOP 22/EHS/(6)/0320 Revision 6 dated March 24, 2020. The SOP describes the pesticide storage mechanism that is carried out according to the recommendations provided in the MSDS, placement of materials chemicals that have dissimilar characteristics must be separated according to MSDS recommendations, preparation and release of chemicals is carried out first in first out (FIFO), chemical containers must have labels, chemicals are only issued on request approved by the authorities and record storage and release well-documented agrochemicals (including pesticides). The company has also conducted socialization to employees regarding the prohibition on the use of hazardous waste packaging including used pesticide packaging on September 8-10, 2021.

Based on field observations in agrochemical warehouses and hazardous waste storage areas at KKP-1 and KKP-2 Estate, it is known that pesticide storage areas are well managed, oil traps are available, adequate air ducts and are isolated. Used pesticide packages classified as Hazardous Waste were also found stored in a well-monitored Hazardous Waste storage warehouse which was then handed over to licensed collectors, which will be explained in detail in indicator 7.3.1.

Based on interviews with pesticide application officers at KKP-3 Estate, it was found that all used pesticide packaging containers were returned and sent to the Hazardous Waste Warehouse and not used for any other purpose other than pesticide application activities. All used packaging containers, work tools and work clothes are stored in a special storage area, so that no contaminated items are taken home. The results of observations in the employee housing area showed that no used pesticide packaging was found.

7.2.9

Based on the results of interviews with management and reviews of documents, it was found that there was no application of pesticides in the air at PT Karunia Kencana Permaisejati.

7.2.10

The certification unit has conducted a special medical examination (cholinesterase) for chemical operators and is carried out annually by an accredited certification unit clinic. The 2022 inspection has been carried out based on the report in June 2022. The results of the health check are informed to workers and all pesticide operators are in good health (normal results). In addition, based on interviews with workers, it is known that they have never had a work accident caused by chemicals such as irritants.

7.2.11

The certification unit has had an internal memorandum (No. 058/HRR/INT/V/2012, date May 31, 2012) that prohibits pregnant and breastfeeding personnel working with chemical material. Based on interview with some female pesticide applicator, it's known that there was neither pregnant nor lactating female personnel who work with pesticide. However, unit management conducts pregnancy test and examination every three months. Audit team get information that the personnel have understood that female personnel cannot work with chemical material if they are pregnant or lactating.

Status: Comply

7.3

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

7.3.1

The company has identified waste from operational activities contained in the FRM01/SOP72/EHS/(0)/0813 document. The identification is grouped based on the activity that generates the waste, the name of the waste, the code of the waste, the type of solid or liquid, and its management. The determination and classification of waste codes uses the reference to Government Regulation number 101 of 2014. The company also has several procedures related to waste management and utilization which are listed in several documents, including:

- SOP for the Management of Hazardous Materials and Hazardous Waste No. SOP 22/EHS/(6)/0320 Revision 6 dated March 24, 2020.
- SOP for Utilization of Solid Waste Number KKP-POM-IK-EHS-5302B-PR dated November 1, 2017.
- SOP for Utilization of PKS Liquid Waste Number SOP 14/EHS/(2)/1214 Revision 2 dated 15 December 2014.
- SOP for Waste Pond Management (POME) Number SOP 15/EHS/(0)0409 effective April 2009.

- Domestic Waste Management SOP, Number 16/EHS/(2)/0518 revision 2 dated 12 May 2018.
- SOP for washing used packaging, work tools, contaminated personal protective equipment and water management used for washing and rinsing, Number 51/EHS/(1)/0320 March 2020.

In the realization of waste management, it is divided into several types based on the characteristics of the waste it produces, including:

Hazardous and Toxic Waste

In the management of hazardous and toxic waste, the company does not reuse it but only does temporary storage. The company also has a legal hazardous waste storage area based on the Hazardous and Toxic Waste Management Permit for temporary storage activities for PT Karunia Kencana Permaisejati based on DPMPSTP Decree of Kotawaringin Timur Regency Number 050/DPMPSTP-PT/LB3/IX/2019 dated 12 September 2019 and is valid for 5 years. The permit refers to the Recommendation Letter from the Environment Agency number 660/1139/PSLP3-DLH/VII/2019 dated August 16, 2019. The permit is valid for 5 years located at 6 points, including:

- Solid and liquid waste storage at KKP POM with coordinates S 02° 14' 25.9" and E 112° 37' 29.6"
- Solid waste storage at KKP-1 Estate with coordinates S 02° 14' 28.2" and E 112° 31' 7.5"
- Liquid waste storage at KKP-1 Estate with coordinates S 02° 14' 28.5" and E 112° 31' 7.4"
- Solid and liquid waste storage at KKP-2 Estate with coordinates S 02° 15' 08.0" and E 112° 35' 15.7"
- Solid waste storage at KKP-3 Estate with coordinates S 02° 15' 36.8" and E 112° 37' 48.7"
- Liquid waste storage at KKP-3 Estate with coordinates S 02° 15' 32.6" and E 112° 37' 35.4"

The waste stored in the temporary storage warehouse will then be transported by a licensed party every 3 months. The transportation of hazardous waste is carried out separately from medical waste, the following are details related to the transportation of waste, including:

- For the latest transportation of hazardous waste, it is proven through the Electronic Manifest document and the official report on the transportation carried out on January 20, 2022 by PT Maju Asri Jaya Utama (PT MAJU) which is a licensed party. The company can show a cooperation agreement with the carrier, which is based on the document of the Cooperation Agreement Number C&A1608.15/2021/KKP-710 which was made on February 3, 2021 and is valid until February 3, 2023. The company can also show the legality documents of the carrier, such as a transportation permit from the Ministry of Environment and Forestry. Which is still valid Number S-480/PSLB3/VPLB3/PLB.3/9/2021, a license for special goods transportation from the Ministry of Transportation that is still valid, a valid Business Identification Number and a Cooperation Agreement between the carrier and the processing party and/or authorized beneficiary.

The company also show documents for storing and handling Hazardous Waste in accordance with their SOPs and Government Regulation Number 101 of 2014. These documents include Manifest, balance sheet, and logbook. Based on the results of the document review by comparing the Manifest, balance sheet and logbook, it can be seen that the data on waste transported on January 20, 2022 was in accordance with the data recorded in the balance sheet and logbook for the period before the transportation was carried out. Similarly, the comparison between the months after the transportation was carried out (January to February 2022) starting from empty. The company records all waste that enters and leaves the storage warehouse properly so that waste management data can be tracked easily and there are no recording differences.

The results of field visits to hazardous waste storage warehouses at KKP POM and KKP-3 Estate also show that the company has carried out hazardous waste management quite well. All obligations listed in the waste storage permit have been fulfilled, such as the availability of fire extinguishers, showers, eyewash, coordinates, alarms, first aid kits, oil traps and appropriate labeling. In addition to good lighting and air ventilation, the company also has drainage channels on the outside of the warehouse to anticipate pollution to the surrounding environment. The results of interviews with warehouse managers also show that managers fully understand the SOP for hazardous waste management and mitigation actions in the event of potential pollution. The company has also reported the results of hazardous waste management which is carried out every quarter with evidence of the PT KKP Hazardous Waste Management Report Document for Quarter II 2022 which is reported to the Environmental Service of Kotawaringin Timur District on September 24, 2022.

7.3.2

The company has identified the source of waste and pollution source and treat the identified source to reduce emission and pollution. The effort taken by the company are:

- Domestic waste: based on field observation, the company has collected domestic waste periodically and dump it to the landfill and

it's known that location of landfill is far away from waterways and the housing area.

- The EFB is first processed using a chopper and press to reduce the water and oil content. Before being distributed to the parties, the EFB is placed in a special area in the Mill, the storage area is equipped with a ditch that functions to collect the leachate produced by the EFB, after the leachate has collected in the area it is then pumped into the WWTP pond number 9 in a closed installation. Based on the results of a visit to the KKP Mill at the EFB storage area, the auditors verified that the area was a closed area with a machine functioning as a pump for leachate generated from the EFB pile, the area was closed from other water bodies, such as ditches and rivers.
- POME managed on WWTP pond and disposal to land application, based on the results of interviews with WWTP pond operators and field visits at the WWTP pool, information was obtained that there was no evidence of environmental pollution, there is a safety fence in the WWTP pond, there are maximum POME height limit stakes, there is no POME flow in other areas, there are observation points for POME samples released into the body. Water, POME samples are tested monthly and there is also an online integrated digital pH, BOD and COD value meter.
- The company shows the official document for the transportation of medical hazardous waste, dated 22 March 2022 from the KKP clinic to PT Karunia Kencana Permaisejati 0.052 ton.

The company already has licensed hazardous storage for estates and mills as described in indicator 2.1.1. The company also has a cooperation agreement with a licensed Hazardous waste carrier to transport Hazardous waste produced by the company for estate and mill, accordance Work agreement between PT KKP and PT Maju Asri Jaya Utama Number C7A 1608.15/2021/KKP-710 dated February 3, 2021 and is valid until February 3, 2023.

For the type of hazardous waste that can be transported consists of: used lubricant, used battery, used pesticide packaging, used rag, used lamp, used oil filter, used lamp and medical waste.

The activity of transporting hazardous and toxic waste by a licensed holding company was last carried out on March 22, 2022 and the company has been able to show the manifest of transporting hazardous and toxic waste by PT Maju Asri Jaya Utama, such as from KKP POM as follows:

- Manifest KLHK – 1650649774 for 3.477 ton of used hazardous container.
- Manifest KLHK – 1650650070 for 0.193 ton of used rags.
- Manifest KLHK – 1650650397 for 0.579 ton of used filter.
- Manifest KLHK – 1650650496 for 3.696 ton of used lubricant.

Based on a field visit at the Temporary Storage for Hazardous and Toxic Waste, it was found that the POM and Estate Temporary Storage for Hazardous and Toxic Waste had a permanent design with adequate ventilation and a roof that would not be exposed to rainwater and had a watertight floor. The temporary storage place for hazardous and toxic waste is equipped with SOP for storage of hazardous and toxic waste, SOP for emergency response procedures, logbooks, symbols on buildings, safety signs, fire extinguishers, first aid facilities, emergency alarms/bells, lighting lamps and facilities. Emergency response tool (spill kit) for spills in the form of sawdust/fiber.

7.3.3

The company has socialized waste management without burning which was carried out on September 8-10, 2021. Base on field observation known waste separation is separated based on the type of wet and dry waste, garbage transportation is carried out routinely, waste separation organic and inorganic are adjusted to the appropriate tub then put into the final waste disposal and closed periodically.

Based on the results of interviews with Mill and estate workers, information was obtained that they had understood the prohibition of burning waste.

Based on an interview with the manager related to the disposal of solid waste consist of fiber and shell are managed by renewable energy usage for boiler and palm oil mill effluent (POME), managed by the effluent pond before disposal to water surface.

Status: Comply

7.4

Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.
7.4.1

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

The company shown the program and the realization of fertilization application for period January until August 2022. Based on document review and interview with the staff, the realization of fertilization in KKP 1 Estate, KKP 2 Estate and KKP 3 Estate is in accordance to the program. Fertilization programs are ongoing and the company continues to target completion based on fertilizer recommendations. The auditor conducted an interview with the fertilizer workers at KKP 1 Estate is known fertilization is done manually by workers. Workers can also explain the fertilization procedure well, which is in accordance with the dosage determined based on the recommendations.

7.4.2

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

- **Soil Analysis Activities** – Laboratory analysis about the condition and soil nutrient content in the soil samples to determine the fertilizer recommendation in maintaining and improving the balance of nutrients in the soil. Parameters measured among others: Texture, acidity (pH), content of C, N, P, K, Mg, Ca, Na, BS, CEC, Al and H. Soil analysis activity conducted with a 15 years period in accordance with the Agronomy SOP of soil sample taking for the soil fertility status (SA 09 / EMU / 0/0115). The last soil sampling conducted in 2017.
- **Leaf Analysis Activities** – The results of leaf analysis annually published the recommendations of fertilizer dosage to produce the optimal palm fruit. The principle of fertilization is the provision of treatment on the soil to produce the nutrients required by the palm oil with optimum results. Indicator Major elements namely N, P, K, Mg and Ca and Indicator Minor elements namely B, Cu, Zn and F. The company has also shown a leaf sampling document for 2021 as the basis for preparing recommendations for fertilization in 2022. Leaf sampling was carried out on January 25-30 2021 for the KKP 1 Estate unit, February 1-10, 2021 for the KKP 2 Estate unit and February 11-20 2021 for the KKP 3 Estate unit.
- **Visual Analysis Activities** – Visual observations performed every year at the time of leaf analysis activities. Visual observation is a consideration in determining the fertilizer recommendations, deficiency of nutrients and analyze the potential of disease which is likely to become endemic of a particular disease.

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

7.4.3

The company has a nutrient recycling strategy, such as the use of pruning leaf, application of effluent and EFB Mulch. Based on the results of the review of the 2022 EFB utilization document, for Mature Plants the use of EFB 40 tons of EFB/ha/year, it is known that the total utilization of EFB in the KKP 3 Estate Plantation for the period January to August 2022, is 28,045.8 MT in a planting area of 3,832.72 Ha.

Meanwhile, land application POME in the 2021 period for processed FFB is 157,696.42 ton, the POME discharge utilized is 287.393 M3. Overall, the company has made efforts to maintain and improve soil fertility. Until this assessment, the certification unit has not carried out any replanting activities, so there is no use of oil palm pulp after replanting. Companies that have made solid use to increase soil fertility, such as in KKP 2 Estate for the 2022 period, are 1,368.05 MT in a planted area of 140.39 Ha.

Based on explanation above, that the company has a strategic to recycling nutrient, using FFB mulch and POME.

7.4.4

The company has a land management procedure as stated in SOP No. SA 05/EMU/(1)/0811 concerning the application of fertilization which includes the recommendation of fertilization, release of fertilizer from warehouse and distribution, application of fertilization in the field and application of post-fertilization.

The management unit uses the application of Urea, MOP, RP, Dolomite, NK2, NPK 10 and KB fertilizers. In general, the overall dose per tree ranges from 8-10 Kg. For example, the fertilization program of mature plant for the KKP 1 Estate unit is based on a budget of 5,546.6 MT for 20,541.22 Ha, while the realization until August 2022 is 2,823.5 MT for an applied area of 10,880.07 Ha (the achievement process is 51%). In this regard, representatives of the management unit explained that the achievement was influenced by delays in fertilizers and unfavorable weather for application. Furthermore, it was added that the management is always committed to fertilizing according to the program and will be followed up until the end of 2022.

Status: Comply

7.5

Practices minimize and control erosion and degradation of soils.

7.5.1

SOP Guidelines for measuring the level of soil erosion number SA 08 / EMU / (0) / 0811, signed by Agronomist, Sr. Research Manager, and GM, effective August 1, 2011. This SOP is a guide for measuring the level of soil erosion in sandy areas with a high level of erodibility and ensures regular monitoring of soil erosion to minimize erosion. PICs are EM, DM, FC, EMU, and GIS. The method of estimation is "erosion pin", taking data every 6 months, with the measuring point in the marginal area of the sandy species. The company has a map of soil types with a scale of 1:85,000 which describes the types of soil found in the PT KKP area, including entisol, histosol, inceptisol, spodosol and ultisol.

7.5.2; 7.5.3

Based on basic info data, it is known that there are new plantings on 24 plots with a total area of 109.66 Ha in the period 2018 – 2021. All plots cleared for planting new land are non-peat areas. This can be proven based on the results of soil surveys, for example the minutes of the land suitability survey in the land compensation area in KKP 3 on May 3, 2019 which informed that the type of soil was mineral soil (clay sandy loam).

Status: Comply

7.6

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

7.6.1; 7.6.2

SOP Guidelines for measuring the level of soil erosion number SA 08 / EMU / (0) / 0811, signed by Agronomist, Sr. Research Manager, and GM, effective August 1, 2011. This SOP is a guide for measuring the level of soil erosion in sandy areas with a high level of erodibility and ensures regular monitoring of soil erosion to minimize erosion. PICs are EM, DM, FC, EMU, and GIS. The method of estimation is "erosion pin", taking data every 6 months, with the measuring point in the marginal area of the sandy species. The company has a map of soil types with a scale of 1:85,000 which describes the types of soil found in the PT KKP area, including entisol, histosol, inceptisol, spodosol and ultisol.

The results of field observations in Block 008 KKP 3, for sandy soils containing hardpan (Buso and Miri soil classes), splitting and mounding were carried out into the palm oil to increase the main strength. This is based on references from the EMU department.

Based on the document, it is known that the operations at PT KKP are in the wavy flat category (0-8 degrees). There are no steep slopes. It is known that the distribution of the planting year and the explanation of its management has not yet developed new plantings.

7.6.3

The soil type maps and topographic maps containing information on soil classification, texture, drainage, limiting factors and suitability information for the development of oil palm plantations have helped companies to manage blocks, roads, drainage, bridges, etc. The Unit of Certification also has a Road Maintenance Program that is equipped with adequate infrastructure and facilities to carry out the work. According to the results of the field visit, roads are in good condition and harvested FFB is transported smoothly to Mill.

Status: Comply

7.7

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

7.7.1

The peat area of PT KKP to the Decree of the Minister of Environment and Forestry (SK7099 / MENLHK-PKTL / IPSDH / PLA.1 / 8/2019) concerning the Establishment of an Indicative Map to Stop the Granting of New Permits for Primary Natural Forest and Peat Land in 2019 (PIPIB) regarding the designation of areas peat in Indonesia. Based on these documents, PT KKP does not have any peat areas. This has been submitted to the RSPO GHG unit on 23 April 2020 by Wilmar International representative

7.7.2

Based on data from Paramanathan Soil Agriculture, it is known that there are peatlands in the company. Meanwhile, the company has communicated with the RSPO regarding peatland reporting. The company refers to government regulations regarding peat distribution in Indonesia, where the PT KKP area is not included in the identification.

The unit of certification also shows an update of communication between the RSPO and companies related to peat carried out on June 28, 2021 regarding the "recent update to the peat inventory as of May 2021" which explains that the PT KKP area does not include peatland and an answer from the RSPO GHG Unit TIM on 30 June 2021 which states that "The above data has been updated in our internal database". Thus, the company does not report the peat area or peat inventory to the RSPO secretariat.

7.7.3 and 7.7.6

The SOP for the management and monitoring of peatlands is stated in the SOP for the Management and Monitoring of Peat Soil. Palm Oil Has Been Planted Properly with the number SA 03/EMU/(07)/1021 Revision 07 dated October 01, 2021. The unit of certification has shown a record of land subsidence by installing poles subsidence and piezometer at PT KKP. Monitoring is carried out periodically, the data is included in the measurement of peat soil subsidence.

The company shows subsidies and water level monitoring documents in PT Karunia Kencana Permaisejati. Examples of monitoring land subsidence are as follows:

1. Monitoring was carried out at pole subsidence No.1 Block 003 KKP 1 Estate in August 16, 2022 it was discovered that there was an average land subsidence of 1 cm.
2. Monitoring was carried out at the pole subsidence No.2 Block 065 KKP 2 Estate in August 5, 2022 known that there was an average land subsidence of 0 cm.
3. Monitoring was carried out at the pole subsidence No.1 Block 010 KKP 3 Estate in August 3, 2022 known that there was an average land subsidence of 0 cm.

Peatland subsidies have been attempted to be minimized by regulating water levels with regular monitoring using a piezometer and making dams with sand bags as a barrier and waster of water (with overflow).

The company shows monitoring groundwater level measurements in August 2022 at KKP 1 Estate including the following:

Monitoring dated	Estate Block	
	031	100
8/08/2022	7	35
18/08/2022	0	35
23/08/2022	5	32
29/08/2022	8	34

**For information that the monitoring data is taken when the level of rainfall is high.*

The company shows the monitoring of ground water level measurements in August 2022 at KKP 1 Estate including the following:

Monitoring dated	Estate Block	
	031	100
8/08/2022	51	24
18/08/2022	52	33
23/08/2022	46	25
29/08/2022	50	30

**For information that the monitoring data is taken when the level of rainfall is high.*

7.7.4

The SOP for the management and monitoring of peatlands is stated in the SOP for the Management and Monitoring of Peat Soil. Palm Oil Has Been Planted Properly with the number SA 03/EMU/(07)/1021 Revision 07 dated October 01, 2021. The unit of certification has shown a record of land subsidence by installing poles. Subsidence and piezometer at PT KKP. Monitoring is carried out periodically, the data is included in the measurement of peat soil subsidence.

The company demonstrates programs for water and land cover management, including:

- Monitoring of Peat Land Subsidence (Subsidence) at Subsidence Pole.
- Monitoring of Peat Groundwater Levels in Monitoring Wells (Piezometer)
- Monitoring of Water Levels in Main and Secondary Trenches
- Rainfall Monitoring
- Monitoring pH Measurement
- Land Cover Management Program (Cover Crop)

The company has monitored the groundwater level in monitoring wells on August 18, 2022 with a measurement of 35 cm in block 100 division 2A of PT KKP 1 Estate and water level measurements results in the main and secondary drainage is 52 cm.

7.7.5

In the SOP for Management and Monitoring of Peat, Oil Palm Has Been Planted Properly with the number SA 03/EMU/(07)/1021 Revision 07 dated October 01, 2021. The drainability assessment study is only for replanting for peatlands, meanwhile based on the area statement document, it is known that the oldest oil palm was planted in 2007. Replanting is expected in 2032. Therefore, a drainage study will not be conducted in the near future.

7.7.7

The company shows the minutes of peatland verification results based on Param Soil Agriculture data which is re-verified according to the actual peat area in the field and the results of the EMU R&D laboratory analysis. The verification survey was carried out by the EMU, GIS and Estate teams with the results of the verification of changes in peat area at PT KKP, namely as follows, the KKP 1 Estate survey on 27-29 July 2020, according to Param data of 330.93 Ha, verification until 2020 covering an area of 258.01 Ha and the latest survey 84.58 Ha, KKP 2 Estate survey on August 16, 2021, according to Param data 77.4 Ha, verification until 2020 covering an area of 39.16 and the last survey 109.77 Ha while KKP 3 Estate survey on August 4, 2020, according to Param data 768.64 Ha, verification until 2020 covering an area 8.47Ha and last survey year 9.73 Ha.

Based on the results of field visits and interviews with company management, it is known that no peat areas are included in the category of peat protected areas and no new planting on peat. This refers to government regulation on peat distribution in Indonesia, where the PT KKP area is not included in the identification.

	Status: Comply
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7.8
Practices maintain the quality and availability of surface and ground water
7.8.1

Based on the 2008 ANDAL document, the results of the 2009 HCV identification, as well as river flow maps and water sources, it can be seen that there are several water source points in the operational area, namely the Lais River, Seranau River, Saka River and Lais River which are within the scope of PT KKP. Based on the document, it is also known that the water source management plan is to test the quality of surface water on the entire river every 6 months, monitoring wells every 6 months and drill wells every 1 year. All tests were carried out by a KAN accredited laboratory (LP-195-IDN). Related to this, the company shows the results of surface water quality testing for the period 1 and 2 of 2021. The company conducted surface water tests at 5 sample points, namely the Lais River, Upstream and Downstream of the Seranau River, Upstream of Lais River and Upstream of the Saka River. Based on the analysis of the test results for all of these locations, it shows that there are several test results parameters that are not in accordance with the applicable quality standards, namely Government Regulation Number 22 of 2021 class 2. Parameters that are not in accordance with the quality standards include TSS, BOD, COD and DO. In the RKL-RPL document, the trend analysis section and the critical level explain that the influence of the test results includes:

- Effects of plantation activities and mill operations
- Effects of illegal gold, sand and zircon mining activities by the community in the upper river

- The influence of other companies' plantation activities around PT KKP which is the upstream of these rivers
- River water data collection is carried out after heavy rains, so the river conditions are cloudy.

Based on the analysis of the Landsat map the company showed, it can be seen that the upstream part of the river has been dominated by oil palm plantations and community settlements. The company stated that to reduce the pollutant load that enters their management area, local forestry plants are planted to reduce the rate of infiltration of pollution into water bodies. Based on the verification of time series data from 2017 to 2022 (data source RKL-RPL semester 1 year 2022), it shows that the parameters of TSS, BOD, COD and DO in the 5 river sample locations have fluctuated and are no longer in accordance with the quality standards used. Regarding the analysis in the RKL-RPL report documents and the issue of pollution of water bodies, this has become an opportunity for improvement and is explained in more detail in indicator 3.4.3.

The unit of certification also does not limit access to clean water, and all workers also have access to adequate clean water. Based on the results of field observations in the KKP-1, KKP-2 and KKP-3 Estate housing areas as well as interviews with fertilizer workers, spraying workers, and harvest workers, information was obtained that clean water facilities for housing were obtained from drilled wells provided for each division. Testing of clean water and drinking water is also carried out by the company to see the quality of water taken from bore wells carried out by a KAN accredited laboratory (LP-195-IDN) on September 15, 2021. The results of testing the quality of clean water and drinking water show that all parameters of the test results still in accordance with the applicable quality standards, namely the Regulation of the Minister of Health Number 492 of 2010 and Number 32 of 2017. Meanwhile, the results of the monitoring well test will be explained in indicator 7.8.3.

The company also has procedures for Management of Watersheds and Riparian Belts within the Company's HGU which are contained in the SOP document Number SOP 20/HCV/(4)/2019 revision 4, effective April 1, 2019. For those with river and subsidiary status the river follows the rules, namely the width of the river border is 50 meters for each side of the river. Based on the results of document verification and field observations via video to several sampling locations, it shows that the company has carried out activities in an effort to improve water quality, including:

- Conduct outreach to all employees and the surrounding community to maintain water quality.
- Maintain the cleanliness of the environment around water sources so that sources of pollution can be minimized.
- Create a program to improve water quality in stages with the provisions of the applicable laws and regulations.
- Testing the quality of river water and drilled wells listed in the RKL/RPL report
- Report the test results in accordance with the provisions of the applicable laws and regulations
- Management of surface water erosion and runoff, lowland water management and surface water quality monitoring
- Management of riverbanks and water sources in the form of reservoirs.
- Waste water management using IPAL and its utilization in licensed Land Applications as well as monitoring the quality of waste water and monitoring wells
- Monitoring of water use for palm oil processing and evaluation of its use.
- Planting local forestry plant species such as *67hore asp*, *Syzygium sp* and others. For 2021, the company has planted a total of 13,164 trees in the entire PT KKP area.

7.8.2

Based on the 2008 ANDAL document, the results of the 2009 HCV identification, as well as river flow maps and water sources, it can be seen that there are several water source points in the operational area, namely the Lais River, Seranau River, Saka River and Lais River which are within the scope of PT KKP. Based on the document, it is also known that the water source management plan is to test the quality of surface water on the entire river every 6 months, monitoring wells every 6 months and drill wells every 1 year. All tests were carried out by a KAN accredited laboratory (LP-195-IDN). Related to this, the company shows the results of surface water quality testing for the period 1 and 2 of 2021. The company conducted surface water tests at 5 sample points, namely the Lais River, Upstream and Downstream of the Seranau River, Upstream of Lais River and Upstream of the Saka River. Based on the analysis of the test results for all of these locations, it shows that there are several test results parameters that are not in accordance with the applicable quality standards, namely Government Regulation Number 22 of 2021 class 2. Parameters that are not in accordance with the quality standards include TSS, BOD, COD and DO. In the RKL-RPL document, the trend analysis section and the critical level explain that the influence of the test results includes:

- Effects of plantation activities and mill operations
- Effects of illegal gold, sand and zircon mining activities by the community in the upper river

- The influence of other companies' plantation activities around PT KKP which is the upstream of these rivers
- River water data collection is carried out after heavy rains, so the river conditions are cloudy.

Based on the results of the verification of the Environmental Impact Analysis (ANDAL) document in 2008 as an interpretation of the initial baseline before operational activities, RKL-RPL Semesters 1 and 2 of 2021 and RKL-RPL Semesters 1 of 2022 several parameters of water surface have been not accordance with environmental threshold Over threshold has happened since beginning SEIA assessment year 2008.

This has been identified and evaluated by the company, which is described in the RKL-RPL evaluation in the 1 semester of 2022, based on the report, this occurs due to polluting activities in the upstream (river flow has not yet entered the company's operational area) such as for example illegal zircon sand mining activities. And gold and community activities on the upstream side of the river. From this evaluation, the company shows environmental management related to surface water quality, while the management efforts that have been carried out are:

- Land clearing activities are carried out in stages, without burning, the land is worked out using mechanical equipment (excavators).
- Making canal drainage / infield drain is carried out in stages.
- Making watergates / weirs that function as water retainers so that they do not go directly to the river water flow.
- Managing or allowing natural vegetation is expected to improve river water quality.
- The conducting outreach to gold miners, zircon sand as an effort to manage and maintain the quality of the environment, especially river water, which has been carried out by the HCV department, which is carried out once a year. The last time it was held on December 6, 2021 at KKP Estate 1, December 7, 2021 at KKP Estate 2, on December 8, 2021 at KKP Estate 3, the socialization materials included management and monitoring of water sources and protecting water sources. In addition, the company has also mitigated the social impact of this surface water quality issue, namely by conducting outreach to the nearest community, namely Tangar village and Kenya village by involving the Environmental Agency of Kotawaringin Timur Regency on January 10, 2022.

The unit of certification also does not limit access to clean water, and all workers also have access to adequate clean water. Based on the results of field observations in the KKP-1, KKP-2 and KKP-3 Estate housing areas as well as interviews with fertilizer workers, spraying workers, and harvest workers, information was obtained that clean water facilities for housing were obtained from drilled wells provided for each division. Testing of clean water and drinking water is also carried out by the company to see the quality of water taken from bore wells carried out by a KAN accredited laboratory (LP-195-IDN) on January 24, 2022. The results of testing the quality of clean water and drinking water show that all parameters of the test results still in accordance with the applicable quality standards, namely the Regulation of the Minister of Health Number 492 of 2010 and Number 32 of 2017. Meanwhile, the results of the monitoring well test will be explained in indicator 7.8.3.

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- Conduct outreach to all employees and the surrounding community to maintain water quality.
- Maintain the cleanliness of the environment around water sources so that sources of pollution can be minimized.
- Create a program to improve water quality in stages with the provisions of the applicable laws and regulations.
- Testing the quality of river water and drilled wells listed in the RKL/RPL report
- Report the test results in accordance with the provisions of the applicable laws and regulations
- Management of surface water erosion and runoff, lowland water management and surface water quality monitoring
- Management of riverbanks and water sources in the form of reservoirs.
- Waste water management using WWTP and its utilization in licensed Land Applications as well as monitoring the quality of waste water and monitoring wells
- Monitoring of water use for palm oil processing and evaluation of its use.
- Planting local forestry plant species such as *68hore asp*, *Syzygium sp* and others. For 2021, the company has planted a total of 13,164 trees in the entire PT KKP area.

7.8.3

The POME quality testing document review shown for January 2021 to August 2022 all of POME testing parameters are compliant to the standards quality (for examples BOD on June 2022 are 191 mg/l with threshold 5000 mg/l and pH 8.41 with threshold 6-9) and all of POME management and monitoring has been reported to related institutions for regular basis per 3 months. The POME quality testing still accordance minister environmental number 28 year 2003.

The company also has a Technical Approval for Utilization of Palm Oil Industrial Wastewater on Soil in Oil Palm Plantations for PT KKP based on the Decree of the Environmental Service of Kotawaringin Timur District Number 660/18/PERTEK/DLH/VIII/2021 which was ratified on 24 August 2021 with an area of the land permitted for application is 513.22 Ha. The permit also includes an obligation to monitor groundwater quality using monitoring wells located in 3 locations, namely Blocks Q36, Q43 and P35. There is an obligation in the permit document, namely to monitor potential environmental impacts at any time and ensure the quality of POME that will be applied to the land is in accordance with applicable quality standards. The company can show the results of the recapitulation of the POME application to the Land Application, which is a total of 289,278 m³ for the period 2021, or equivalent to 649 m³/day. Based on the results of the verification of the POME management documents in the 1st and 2nd quarters of 2022, it is known that the flow of POME flowing to the land application area is still below the amount specified in the permit.

To determine the feasibility of POME quality, the company conducts monthly testing using quality standards that refer to the Ministry of Environment Decree No. 28 of 2003 concerning Technical Guidelines for Assessment of Wastewater Utilization in Palm Oil Plantations. The company can show evidence regarding the results of POME quality measurement in the form of a document of the results of tests carried out by a laboratory accredited by KAN (LP-195-IDN). Based on the results of the analysis of test results for the period January – December 2021, it shows that all parameters are in accordance with the applicable quality standards, namely KepmenLH Number 29 of 2003. This shows that POME produced from FFB management activities is feasible to be applied to Land Applications. The company can also show the results of testing on monitoring wells for the semester 1 year 2021 carried out by a KAN accredited laboratory (LP-195-IDN) on January 24, 2022. Namely Regulation of the Minister of Health No. 416 of 1990.

In addition, the company also has procedures related to POME management based on SOP Number SOP 14/EHS/(2)/1214 Revision 2 dated December 15, 2014 which explains the management of factory, plantation waste, domestic waste and clinical waste. The company has also reported the results of liquid waste management which is incorporated in the PT KKP POME Management Report every 3 months and in the RKL-RPL report every 6 months to the relevant agencies. The evidence for reporting on PT KKP's POME Management Quarter 2, 2022, is based on the minutes of document delivery reported to the Environmental Service of Kotawaringin Timur District on 18 July 2022 and Kalimantan Tengah Province on 25 July 2022.

7.8.4

The procedure of water use monitoring in mill available under document Procedure of Water Treatment Plant. Water consumption monitored by using flowmeters installed in the piping system of WTP. Base document verification water consumption record for period January until August 2022 fresh water usage to process 157,635 m³ and mill fresh water per produced ton 1.10 (M³ / MT FFB), with standard 1.60 M³ / MT FFB.

The company already has a water use/utilization permit owned by the company, namely based on the Decree of the Minister of Public Works and Public Housing Number 1037/KPTS/M/2019 dated October 31, 2019 concerning the granting of a water resource exploitation permit to PT KKP which is valid for 5 years. It is explained that the company has an obligation to extract water with a quota that can be utilized of 58,320 m³/month. The water intake location is located on the Anak Mentaya River. The company also has a water usage procedure regulated in the Water Treatment Work Instruction number IK/SMART/MCMD/I/TM-PKS/19-Water Treatment which was valid in 2013. Based on the results of the verification of water use documents for Mill January – August 2022, the usage data is still below what is required in the permit, for example in August 2022, water usage is 29,530 m³/month.

The company has also carried out its obligations as a surface water user, namely paying a levy on the use of surface water every month by showing the Record of Payment of Surface Water Tax Bills. The evidence shown is proof of payment Period June 2022 tax paid on September 08, 2022. Payment is made for the use of water in its entirety.

The results of field observations on the Water Treatment Plan (WTP) and Water Intake also show that the flowmeter used is still functioning properly. The results of interviews with the officers responsible for PAPs also show that operators are very familiar with how

PAPs work and recording flowmeter data. Officers can also show the data of incoming and outgoing water which is recorded every day.

Status: Comply

7.9

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

The Certification Unit has made efforts to increase the efficiency of the use of fossil fuels and optimize renewable energy, these efforts are also monitored and documented in the form of a document Conversion of Biofuel to Solar at KKP POM Period in 2021. The biofuel in question is solid waste in the form of shells and fiber used for substitution of fossil fuels (diesel) as a producer of electrical energy using a boiler. The recapitulation of solid waste utilization for the period January – December 2021 shows that from 195,937 tons of FFB processed, it can produce biofuel in the form of 11,726 shells and 31,348 tons of fiber with use for boiler fuel substitution of 9,282 tons of shells and 31,114 tons of fiber or equivalent to 20.6 % of the total FFB processed. The difference from the shell data is sent to the group's own factory, while the fiber difference is stored for use in the following year.

Based on the data analysis on the use of diesel fuel for FFB processing, information on the estimation of diesel fuel needed to generate electricity in the factory area is 1,614,399 liters/year or 8.24 liters/ton of FFB. However, due to the efficient use of diesel fuel which is substituted with biofuel, it can reduce the use of diesel to only 112,249 liters/year or equivalent to 0.57 liters/ton of FFB. This shows that the use of biofuels can reduce the use of diesel by 93.05% for 2021.

The results of interviews with the company stated that this efficiency is very beneficial because it can reduce diesel consumption. Currently it is needed only to turn on the generator as the initial power plant. Energy efficiency is also applied to all operational activities of the company by minimizing the use of fuel by contract workers, including all machinery and transportation operations. The total utilization of diesel for 2021 is 177,943 liters where there is an increase in the use of diesel from 2020, this is due to an increase in the use of diesel for Wheel Loaders and Gensets due to an increase in the number of FFB processed. Currently, the company has not utilized methane gas to produce electricity.

Status: Comply

7.10

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

7.10.1

The Certification Unit has carried out a GHG inventory contained in the Greenhouse Gas Emissions Mitigation Program document for the period 2021, based on document analysis it can be concluded that the company has identified the source of GHG produced by the KKP POM unit and its suppliers. Identification of significant sources of GHG emissions are identified and mitigation plans have been developed by the company covering mills and plantations. Significant GHG emissions include land use change, POME processing, use of fertilizers and pesticides, use of fossil fuels for operations and transportation. The mitigation plans include, among other things, the correct dosage and application of fertilizers as recommended, reducing reuse and recycling, limiting the use of electricity, transportation and machine maintenance, as well as periodic air quality tests. The company has also reported the results of the GHG calculation to the public which was submitted to the RSPO GHG website.

Reduction of fossil fuels in KKP POM has been carried out by using fiber and shells for fuel substitution. The company also uses POME to be applied to land with test results from the monitoring period January – December 2021 which show that all wastewater testing parameters have met the applicable quality standards. Based on document review for example, pesticide use monitoring, diesel fuel monitoring, HCV identification and others it was found that accurate data has been entered into the RSPO GHG Calculator version 4.0. The summary of GHG emissions for the period January – December 2021 is as follows:

General Information

Association	No. of Estates/Plantations	FFB Processed (t)	Planted Area (ha)
Own Plantation	3	189,942.07	12,925.41
Group Plantation	2	5,995.19	8,011.33
3 rd Party	0	0.00	0.00
Total	5	195,937.26	20,936.74

Summary Emissions

Description	Value	Unit	Description	Value	Unit
CPO	0.55	tCO ₂ e/tProduct	Oil palm planted on mineral soil	20,936.74	Ha
PK	0.55	tCO ₂ e/tProduct	Oil palm planted area on peat	0.00	Ha
PKO	0	tCO ₂ e/tProduct	Total oil palm planted area	20,936.74	Ha
PKE	0	tCO ₂ e/tProduct	Conservation area (Forested)	3,833.96	Ha
OER	21.03	%	Conservation area (non-Forested)	1,057.26	Ha
KER	4.24	%	FFB Production per hectare	23.14	t/ha

Mill Emissions and Credits & Emissions from Palm Kernel Crusher

Mill Emissions and Credits			Emissions from Palm Kernel Crusher	
Emission Source and Credits	tCO ₂ e	tCO ₂ e/t FFB	Emission Source	tCO ₂ e
POME	43,158.17	0.22	PK from own mill	0.00
Fuel Consumption	409.68	0.00	PK from other sources	0.00
Grid Electricity Utilization	0.00	0.00	Fuel Consumption	0.00
Export of Excess Electricity to Housing & Grid	0.00	0.00	Total Crusher Emissions	0.00
Sale of PKS	-6,160.26	-0.03		
Sale of EFB	0.00	0.00		
Total	37,407.59	0.19		

Estate / Plantation Field Emissions and Sinks

Description	Emission (tCO ₂ e)			TOTAL
	Own	Group	3 rd Party	
Emission Source				
Land Conversion	56,238.40	1,973.32	0.00	58,211.73
CO ₂ Emissions from Fertilizer	8,113.83	264.45	0.00	8,378.28
N ₂ O Emissions from Peat	0.00	0.00	0.00	0.00
N ₂ O Emissions from Fertilizer	4,886.40	160.01	0.00	5,046.41
Fuel Consumption	2,456.08	53.00	0.00	2,509.09
Peat Oxidation	0.00	0.00	0.00	0.00
Crop Sequestration	-76,320.21	-2,595.45	0.00	-78,915.66
Sequestration in Conservation Area	-4,467.50	-877.71	0.00	-5,345.20
Total	-9,092.99	-1,022.38	0.00	-10,115.36

FFB Supplier

Supplier Name	FFB Production by Estate/Plantation (t)	FFB Supplied by Estate/Plantation (t)	Percentage of FFB supplied by Estate/Plantation (%)
KKP 1 Estate	121,553.37	30,225.75	24.87
KKP 2 Estate	99,220.18	83,465.80	84.12
KKP 3 Estate	84,579.32	76,250.52	90.15
MSM 1 Estate	101,925.86	5,871.78	5.76
MSM 2 Estate	77,248.62	123.41	0.16

Palm Oli Mill Effluent Treatment

Description	Unit	Value
POME Produced	t/yr	181,619.2
Diverted to Compost	%	0
Diverted to anaerobic digestion	%	100

POME to anaerobic pond	%	100
POME to methane capture (flaring)	%	0
POME to methane capture (electricity generation)	%	0
COD value before anaerobic digestion	mg/l	58,188.08
COD value after anaerobic digestion	mg/l	1,060.83
COD removed during digestion	tCOD/tPOME	0.06
POME Produce	t/yr	181,619.20
CH ₄ (Total)	t/yr	1,939.69
Applied N in POME	t/yr	81.73
Total N ₂ O emission from POME	tCO ₂ e/yr	0.54

**POME is only processed in WWTP*

Based on the results of the above data analysis, it can be seen that the emission value from CPO and PK production is quite low at 0.55 tCO₂e/ tProduct. However, when compared with the emission values of the previous period, it shows that there is an increase in CPO and PK emissions from 0.44 tCO₂e/ tProduct to 0.55 tCO₂e/ tProduct. The results of interviews with management stated that the increase in emissions was due to changes in the data on the area of the HCV area that came from changes in the source of FFB suppliers. Meanwhile, when viewed from the data for KKP-1, KKP-2 and KKP-3 Estate only, the HCV area is appropriate, namely 1,011.23 Ha. In the basic info 1,011.23 ha the difference in the forested area of 46.03 ha is in the supply base of PT MSM which consists of non-forested and forested areas.

In the recertification audit, this HCV area increased by 2.83 from 1,011.23 Ha to **1,014.06 ha** due to a reduction in planted area for KKP 3 estate covering an area of 2.68 Ha and 0.15 road area designated as HCV.

7.10.2

The Certification Unit has carried out new developments above 2014, based on verification of the area statement document, it is known that there were planting activities between 2014 and 2021. Based on this, the company has managed GHG by conducting an inventory of emission sources based on the results of the LURI study. Companies can show identification documents of activities that generate emissions for the period 2022 for factories and plantations. This is done to estimate carbon stocks in the management area along with potential sources of emissions that can occur directly as a result of the management, and a plan to minimize these emissions is drawn up and implemented. The plan made by the certification unit has determined what actions will be taken to reduce GHG emissions, for example adopting good low emission management practices for mills such as better POME management, efficient boilers and others. Likewise for the scope of plantations such as optimal use of fertilizers, energy-efficient transportation, good water management, application of compost and restoration of peatlands and conservation areas. The reference used is the RSPO Compilation of BMPs to Reduce Total Emissions from Palm Oil Production. These criteria cover plantations, mill activities, roads and other infrastructure (including canals and access roads and outer boundaries).

The GHG emission reduction mitigation plan developed by the company is the use of renewable fuels in the form of shells, fiber and EFB as a substitute for diesel, performing maintenance on operational equipment such as boilers on a regular basis, and doing reforestation around the factory and residential areas. Records of GHG mitigation for Estate and Mill units, for example the use of fertilizers in accordance with the dosage, routine maintenance of operational vehicles, socialization of the prohibition of burning waste, applying efficient use of electricity and integrated pest control to minimize the use of pesticides.

Boiler burning activity at KKP POM is not significantly negative impact on air quality. PT. KKP is committed to always monitoring/testing periodically with the installation of Smoke Density, and environmental improvements through air pollution reduction programs such as reforestation programs around factories, improving work safety for factory employees by wear protective clothing (masks) and tightly cover office walls and equip it with air conditioning and perform maintenance on machines boiler equipment regularly.

7.10.3

The company has identified pollutions and emissions sources of KKP POM for the period 2021 and 2022, such as CO₂ (boiler, generator, transportation), CH₄ (POME), hazardous waste (WTP, chemical storage), noise (machinery). The sources of pollution and emissions for the estate are listed on the identification documents and management plans for pollution sources for the period 2021, such as emissions (CO₂, CO), noise, chemical waste, organic and inorganic waste, and infectious waste. The emission testing on meet with regulation i.e generator emission accordance with environment minister's decision number 13 year 2009 appendix 1, boiler

emission accordance with environment minister's decision number 07 year 2007.

However, for the results of noise measurements, based on Permenakertrans Number 5 of 2018 for several FFB processing areas, namely the boiler and kernel areas, they show that they are above the required quality standard values. Under these conditions, to reduce the potential for harm to hearing, the company has prepared several control actions plans to reduce the impact on the health factors of operators working in the workplace. Efforts that have been made by the company include:

- Regular maintenance program for tools/machines to keep them awake.
- Arrangement of working time by means of job rotation so that the amount of noise exposure to workers can be controlled (should not be >8 hours/day for a noise level of 85 dBA).
- Preparation of HIRARC (Hazard Identification Risk Assessment & Risk Control) documents for all activities in the Factory and socializing it to all related employees:
- Conduct periodic socialization and training of SOPs to related operators.
- Installation of "Noise Zone" warning boards and mandatory use of PPE.
- Regular inspection and evaluation of the health of the workforce and the work environment at stations with a potential noise hazard level.
- Examination of the use of PPE by safety officers related to the discipline of using PPE.
- Provide PPE in the form of earplugs and earmuffs as well as conduct audiometric health checks for factory employees.

The results of interviews with boiler officers stated that there was never any hearing loss experienced by the interviewees or other factory workers, the company has also carried out routine health checks. The resource person also explained that the obligation to use PPE in the work area is an obligation that must not be violated, warnings about the use of PPE and checking the completeness of PPE are also applied in the company.

Plans to reduce or minimize have been implemented and monitored as explained in RKL-RPL semester I & II the year 2021 and RKL-RPL semester I year 2022. Fossil fuel reduction on KKP POM have been implemented by fiber/shell usage for the boiler.

Status: Comply

7.11

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

7.11.1

The KKP POM certification unit can show the SOP for preventing and overcoming land fires in the SOP for Emergency Response Number SOP02/EHS/(4)/0921 Revision 04 dated 30 September 2021 and SOP for Mitigation and Management of Forest and Land Fires Number 001/SUS/SOP/I /2019 on 9 September 2019. The scope of the SOP includes planning, prevention, mitigation, post-fire management and reporting and coordination of firefighting work. The land clearing procedure is carried out by not burning but doing it mechanically. The document also explains in detail all aspects related to fire management, such as the person in charge, classification of emergency levels, general provisions, formation of members, handling of emergencies, description of duties and responsibilities of each member, flow of fire emergency response and others.

The company also has SOP for Clearing Number SOP31/SUS/(5)/0921 revision 05 dated October 1, 2021. At the point related to the Land Clearing Implementation Process which shows the work process on land preparation by not burning in land clearing activities where the procedure explains that land clearing land is done by mechanical means and Zero Burning. The company can also show documentation of new land clearing activities by using mechanical (heavy equipment) and the chipping method not by burning.

In addition, Wilmar International Limited (WIL) as the parent of PT KKP also has a policy on Deforestation, No Peat and No Exploitation which was updated in November 2019 by the CEO. The point related to deforestation explained that the company would implement Zero Burning in all plantation development activities including preparation of new plantings, replanting, or other development activities.

Based on the results of field observations on the new planting area of KKP-1 and KKP-3 Estate, information was obtained that there were no signs of land clearing by burning. All land clearing activities used mechanical. Based on interviews with management and the Environment Agency, it was also stated that the company is committed to not burning for land clearing.

7.11.2

The company already has procedures related to fire prevention and control. Based on the review of the document, it is known that the fire control techniques owned by the company have referred to the prevailing laws and regulations in Indonesia, including Law Number 18 of 2004, Law Number 32 of 2009, Minister of Environment and Forestry Regulation Number 32 of 2016 and Minister of Agriculture Number 5 of 2018. The fire control and prevention program has been included in the program for Monitoring the Facilities and Infrastructure of the Fire Department for the period of 2022, for example, monitoring fire extinguisher, monitoring firefighting equipment and fire simulations. The company can also show the plan and realization of the land and forest fire prevention program in 2022, for example:

- Fire hazard map of PT Karunia Kencana Permaisejati.
- Socialization of the prevention and control of forest and land fires by disseminating information from the Central Kalimantan Police regarding law enforcement in preventing and controlling forest and land fires in July 2021.
- Training and fire management simulation on July 2, 2022 with a total of 50 participants.
- Formation of an emergency response team for KKP POM consist of 24 people, and each estate (KKP 1-3) consist of 34 people.
- Establishment of Fire Care Community which is conducted annually in PT KKP assisted villages as evidenced by the Joint Commitment Document on Forest and Land Fire Prevention and Control with Tangar Village on June 30, 2022.

The company has a fire control system which is described in the Report on the Preparedness Report of Plantation Land Fire Control Systems, Facilities, and Infrastructure for the Period of Semester 1 of 2022. The provision of fire prevention infrastructure has referred to the Ministry of Agriculture Number 05 of 2018. The company already has complete facilities and infrastructure as shown in the document List of Fire Extinguishing Equipment and Other Equipment with the latest update in August 2022. Based on field observations and interviews with several employees also stated that the company had made efforts to prevent and control fires through the Installation of signboards, socialization, and fire simulations by the firefighting team of KKP POM, KKP-1, KKP-2 and KKP-3 Estate.

Management and monitoring actions related to forest and land fire prevention, carried out by the company in accordance with what is stated in the RKL RPL report for semester 1 of 2022 are explained as follows, for example:

- Implement a zero-burning system by clearing land using heavy equipment.
- Protecting river border areas by running a program for enrichment of woody plant species in river border areas
- Formation of firefighting teams in each plantation and at the mill.
- Conduct firefighting training for each employee
- Carry out routine patrols
- Utilize reservoirs or reservoirs in plantation areas and around employee housing as natural water sources in the context of preventing forest and land fires
- Installation of signs prohibiting forest burning in plantation areas
- Every year the Fire Department, together with the Area manager, analyzes fire hazards and risks to assess the level of danger and protected areas by determining the priority scale according to danger.
- Fire prone locations are marked on the map and assigned different values and colors according to the hazard based on the level of fire hazard and limiting factors in fire control.
- The field team will monitor daily vulnerability levels based on weather behavior by calculating days without rain, fuel conditions in the field, rainfall and also relative humidity levels.
- Establish clear handling procedures in the context of Land Fire Control
- Maintain good communication and actively collect data on lands within the concession and surrounding villages that will and have the potential to clear land by burning.
- Socialization of the dangers of forest and land fires directly and indirectly through warning boards.

The company also has a system to detect early fires using hotspot monitoring technology via satellite which is processed on the GIS website belonging to the Wilmar International Group and will be immediately informed to each insurer. Answer via Telegram communication media. The response made by the company is then updated into the whatsapp group to ensure that the information provided by the head office has been responded to, and if it is not responded to immediately and/or there is no indication that the hotspot has been extinguished, sanctions will be imposed on the company concerned. The results of the verification of the fire handling documents and the application obtained information that there have been 6 cases of land fires in the 2021 period and have been 8 cases of land fires in Januari – August 2022 period. The company has handled the forest and land fires that occurred based on the evidence from the minutes 07/EHS/KKP/V/2022 with a total area of 7.9 ha, the identification results inform there are fire incidents in the occupation area which are sourced from the activities carried out by the community. The minutes also show that the company also

involves police agencies in handling forest and land fires. The company also carries out the handling as contained in the SOP which states that fire management is carried out for a radius of 5 Km from the company boundary.

7.11.3

The KKP POM and Estate Units already have an Emergency Response Preparedness Team Structure consisting of a coach, daily chairperson, secretary, general assistant, assisted by fire, security, removal, evacuation, and health teams with a total of 126 members with each Estate consisting of 34 personnel. In addition, in involving the surrounding community to respond in case of fire, the company also formed a Fire Care Community team as evidenced by the Joint Commitment Document on the Prevention and Control of Land and Forest Fires with Tangar Village on June 30, 2022.

Based on document review, interviews with management units and workers accompanied by simulations of fire extinguishers, it can be seen that the company has human resources capable of preventing and dealing with fires. This is also supported by adequate equipment and routine activities in conducting emergency response team simulations. Emergency Response Team members are employees selected by the company and trained to participate in simulations who are expected to be able to handle emergency conditions, and master the role and security measures. The company has carried out emergency and fire simulations on July 2, 2022.

In fire management, the company monitors hotspots from the company area so that it can cover the surrounding villages. The company also routinely provides assistance and socialization in the prohibition of land burning activities to minimize the risk of a greater fire that is carried out in conjunction with the management of SIA and HCV. The minutes of firefighting activities that occurred in 2022 also show that the company also involves police agencies in handling forest and land fires. In addition, the company also routinely reports the results of forest and land fire management on a quarterly basis, as shown in the minute of receipt of the Forest Fire Management Report document for the 2nd quarter of 2022 which is reported to the Environment Service of Kalimantan Tengah Province on August 4, 2022 and reported to the Environment Service and Plantation Service of Kotawaringin Timur District on August 5, 2022.

Status: Comply

7.12

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

7.12.1

The company has cleared land above 2005 without prior HCV assessment. The first land clearing was carried out in 2007 while the first HCV assessment was carried out in June 2008 and the report was published in February 2009. Based on the document review and interviews with management representatives, it is known that the company has carried out the entire LUCA settlement process by sending the LUCA documents to RSPO which was responded to in November 2015 with the results of Need Clarification. The company then sent the 2nd LUCA document to the RSPO which was responded to in March 2017 with the results met or the status of "PASS" with a total Final Conservation Liability of 113.9 Ha. Based on the results of the LUCA study, the company has an obligation to fulfill the Remediation and Compensation (RaCP) procedure, related to RaCP which is discussed in more detail in indicator 7.12.8.

Based on the results of the verification of the hectare statement document as of August 2021, there are new plantings above November 15, 2018, namely for planting in 2019 and 2021 with a total area of 109.66 Ha. The company shown the Land Suitability Survey Report conducted at KKP-1 and KKP-3 total Suitability Survey Report and 24 land locations on behalf for 24 land owners. The LURI study report has been covering 24 land owners for new planting on 2019 and 2021 included SEIA and HCV assessment. For example, land owner (Initial D) for on block 418 area 6.38 Ha Land Suitability Survey Report year 2019 for planting year 2021. Base on land Suitability Survey Report previous land originated no on HCV area and previous land is no primary forest, just the land is bush.

The results of field observations to block 090 KKP-3 and block 042 KKP-1 estate which is an HCS area, information was obtained that the location was not cleared of land, even though the condition was only shrubs. Meanwhile, the compensation land with initial P U, M A and D as well as LURI Area for planting 2021 in Block S21 indicated that the company had cleared the area, and had planted oil palm. Furthermore, based field observations area it was known the area is not categorized as HCV / HCS area, dispute area, flat and peat area . When recertification was carried out, PT KKP had conducted an HCV and HCS study conducted by the GAIA Consultant in 2019, until the recertification audit HCV and HCS study on review by HCVR dated resubmitted July 8, 2022, related to this, this is explained in more detail in indicator 7.12.2.

7.12.2

The first land clearing was carried out in 2007 and will continue until 2021, however the company has conducted an HCV assessment in June 2008 with the Final Report February 2009. Based on the verification of land clearing data, all areas cleared above 15 November 2018 are still under land clearing. the scope of the HCV and LUCA assessments. In addition, for all new land clearing carried out after 15 November 2018, a LURI study has also been carried out to see the potential for whether or not to conduct a High Carbon Stock (HCS) study, as explained in indicator 7.12.1.

The HCV assessment activity was carried out by Malaysian Environmental Consultant Sdn. Bhd. (MAC) using the 2003 toolkit. The HCV assessment was carried out for the scope of the Central Kalimantan Project (CKP) which is divided into 7 units, one of which is PT KKP. The total scope of the HCV study area is 121,875.4 Ha with a total identified HCV area of 12,013.3 Ha. Based on this document, information was obtained that the study area for PT KKP is 19,650.1 Ha with a total recommended HCV area of 1,374 Ha. However, on February 13, 2009, the HCV assessor issued a new map of HCV recommendations with a total area of 1,153.05 Ha.

The company also updated the HCV area data for the entire scope of PT KKP on September 30, 2020, which was carried out internally by the company with the aim of clarifying the area of each location and increasing the accuracy of the area using the latest mapping tools. The results of the re-delineation show that there is a slight increase in the area of the HCV area, which is 1,158 Ha, this area has become the reference in the management of HCV in the PT KKP area until now. In addition, there are new locations that are included in the potential HCV area, namely all river border areas that were not identified as HCV areas in the 2009 study. Currently, all river border areas are managed as they are managed in the HCV area. The following is a breakdown of the HCV area in PT KKP, including:

Area HCV of PT KKP

Scope	Location ID	HCV Type	Area (Ha)
KKP-1	KKP1D1-001	HCV 3 and 4	5.58
	KKP1D1-042	HCV 1 and 2	4.82
	KKP1D2-100	HCV 3 and 4	39.33
	KKP1D2-132	HCV 3 and 4	29.83
	KKP1D2-146	HCV 3 and 4	16.46
	KKP1D2-151	HCV 3 and 4	2.75
	Riparian	HCV 4	110.62
Sub-total			209.39
KKP-2	KKP2D1-010	HCV 1, 2, 3, 4	157.78
	KKP2D1-016	HCV 3 and 4	30.85
	KKP2D1-044	HCV 1, 2, 3, 4	86.86
	KKP2D1-060	HCV 1 and 2	1.04
	KKP2D2-075	HCV 3	4.24
	KKP2D2-133	HCV 4	3.78
	KKP2D2-136	HCV 3	51.97
	Riparian	HCV 4	42.14
Sub-total			378.66
KKP-3	KKP3D1-020	HCV 1, 2, 3	90.65
	KKP3D1-050	HCV 1, 2, 3	22.24
	KKP3D1-067	HCV 1, 2, 3	47.12
	KKP3D1-086	HCV 3 and 4	36.19
	KKP3D1-093	HCV 1, 2, 3, 4	40.04
	KKP3D1-146	HCV 1, 2, 3, 4	124.27
	KKP3D2-103	HCV 3 and 4	31.35
	KKP3D2-113	HCV 1, 4, 5, 6	168.72
	Riparian	HCV 4	9.11
Sub-total			569.69
Grand Total			1,157.74

Based on the data above, it can be seen that the area of HCV that is included in the scope of certification is 1,158 hectares located in KKP-1, KKP-2 and KKP-3 Estate. Based on the data above and when compared to the 2021 HCV Area Management and Monitoring

Implementation Report document conducted by the company, it shows that all areas that have been identified as HCV areas are included in the company's management program.

The results of interviews with the company and document review show that there are differences in the data on the HCV area with the data in the statement and basic info area, this is because there is an HCV area of 147.7 ha that is included in the planted area, so it is still identified as a production area in the basic info, so that in surveillance 4 the total area of HCV is **1,011.23 Ha**. In the recertification activity, the total area is **1,014.06 Ha**, the additional area of 2.83 ha is due to a reduction in the planted area for KKP 3 estate covering an area of 2.68 Ha and 0.15 road area which is designated as HCV according to the minutes of changes in hectare statement minutes dated 29 April 2022 sign by KKP3 Estate Manager, Group Estate Manager and Assistant General Manager.

When recertification was carried out, PT KKP had conducted an HCV and HCS study conducted by the GAIA Consultant in 2019 and until recertification audit was carried out, the results of the study submission dated June 10, 2021 and 1st resubmission July 8 2022 and still review stage by HCVRN <https://www.hcvnetwork.org/reports/combined-hcv-hcsa-assessment-report-in-wilmar-plantations-central-kalimantan>. The HCV and HCS studies were initiated by the company because there are still many areas that are not managed and are not included in the HCV areas that have the potential for development. In addition, this study aims to update the data on the area of the HCV area in 2009 where the HCV assessment is an indicative study that is not comprehensive enough.

7.12.3

Base on document submitted by Proforest namely RSPO No deforestation consultancy: high forest cover countries, Consultancy report on definitions and recommendations to the RSPO June 2018 as known not set HFCL for Indonesia.

7.12.4

Based on the results of HCV identification, it is known that there are several types of RTE species consisting of mammals, Aves and herpetofauna. The company has compiled and determined the HCV management plan in the Matrix of Recommendations for Management and Monitoring Plans for the HCV Area of PT KKP for the period 2022-2023 with the scope of management and targets every month. The integrated management plan was developed in consultation with relevant stakeholders and covers the areas that are directly managed and takes into account the relevant wider landscape level as evidenced by the HCV Area Management and Monitoring Plan Review document conducted in January 2022. The company undertakes the management of the HCV area by providing boundary markers, signboards and markers for the boundaries of the HCV area. The annual programs for the period 2022-2023 include:

- Conduct routine monitoring to monitor the level of threats and threats to the existence of Orangutans and other protected animals
- Maintenance of HCV area signboards and markers
- Installing camera traps to see animal species that are difficult to monitor
- Conducting a mining survey in an area close to the river border
- Conduct special surveys for annual biodiversity monitoring
- Socialization to workers and the surrounding community.

The implementation of HCV management and monitoring for 2021 is carried out in accordance with the 2020-2021 HCV Management Plan where the timing and intensity of implementation are also appropriate, which can be demonstrated based on the following documents:

- Socialization of the HCV area to KKP-1 Estate employees on 29 – 31 December 2021 which was attended by 359 employee representatives.
- Socialization of the HCV area to KKP-2 Estate employees on 20 – 28 December 2021 which was attended by 274 employee representatives.
- Socialization of the HCV area to KKP-3 Estate employees on December 21, 2021, which was attended by 262 employee representatives.
- Socialization of the HCV area to the community around the company carried out in several stages of activity during 2021, socialization activities were carried out informally and carried out in conjunction with the provision of CSR, SIA studies or HCV area surveys.
- The realization of the rehabilitation of the HCV area for the entire scope of PT KKP which was carried out on the river border was included in the scope of remediation in the form of planting 13,164 local forestry plants in the period 2021, with a total planted from 2017 – 2021 of 17,141 tree seedlings.

- Report on the results of the 2021 Biodiversity Rapid Survey conducted on October 25 – 30, 2021. The results of this activity obtained information regarding the existence of Orangutans that can still be found in the HCV area as evidenced from photos of their nests.

The company also has a map of the HCV area, water flow and topography with a scale of 1:70,000, the map is also equipped with information about: map title, cardinal directions, map legend, map update date, and map source. The company also conducts a review related to management and monitoring activities in 2021 which will become a reference in the preparation of the 2021 HCV Area Management and Monitoring Plan Review Document with the results in the form of management and monitoring recommendations as an effort to improve HCV management activities in 2022.

Based on the results of field observations, it can be seen that the management that has been carried out by the company in the HCV area, such as putting up signage throughout the HCV areas visited, marking the boundaries of chemical application areas with red paint and planting local plants in riverbank areas. Interviews with management, workers and local communities also indicated that they knew the location of the HCV and the regulations that had to be complied with. Regarding conflicts with animals in the company area, the interview results stated that there had never been a conflict with animals in the last 5 years.

7.12.5

The company has identified the needs of the community as well as the areas needed by the affected community to meet their basic needs, taking into account the potential positive and negative changes in their livelihoods as a result of the company's operational activities. This can be proven by the existence of HCV 6 area in KKP-3 Estate in the form of a sacred site which is used as a place of worship for indigenous peoples who live around the company area. The company has identified and carried out activities to minimize risks and impacts both for the community and for the environment, for example by providing regular socialization to workers and the community not to apply chemicals to river border areas to avoid pollution, not to clear land by burning, and so forth.

The unit of certification has also considered various land tenure and management options to protect the HCV area in a way that also protects the rights and livelihoods of local communities. Because the area managed by the company contains a fairly large HCV area, the level of potential conflict between the HCV area and the community is quite high, such as occupation or land looting. Regarding the existence of land tenure by the community in the area that has been designated as PT KKP's HCV area, the company has made efforts to resolve it through regular approaches and mediation to the community which can be proven based on the annual HCV management report. Currently, people who have occupied the HCV area for a long time are not taken action, but are left in the location provided that there is no expansion of the area they have occupied.

The company can show evidence that there has been a problem-solving scheme that has been carried out in several stages. Decisions are made through consultation with the community, namely through meetings and mediation either directly by both parties or involving third parties as mediators or witnesses. The certification unit has also considered various land management and tenure options to protect HCV management areas in a way that also protects the rights and livelihoods of local communities with evidence of socialization, mediation and land compensation reports that have been carried out since the beginning of the activity process. For locations where compensation activities cannot be carried out until 2021 or there is no negotiation agreement, the company can show evidence that there has been continuous effort to reach the agreement. The evidence includes mediation activities, outreach and involvement of third parties such as farmer groups, village heads, sub-district heads and the Environment Service to assist the process.

The results of field observations, the HCV area in KKP-1 and KKP-2 Estate, it was found that there were no HCV 5 and 6 areas where cultural rights and important places for the surrounding community were not identified in the company area. The company's environmental conditions both within the scope and in the community, area are almost entirely plantation areas. Currently, the company also has an agreement with the community who are members of the Fire Care Society, for example for monitoring and patrol activities, the company has also made an agreement with the community who are active in the company area not to hunt and trade wild animals.

7.12.6

The Certification Unit already has a policy set out in procedures related to the protection of endangered species, namely the SOP for the Protection of Protected Animals and Plants Number 18/HCV/(3)/0931 revision 03 dated October 1, 2021. The document contains procedures consisting of preventive and repressive actions in an effort to protect protected wildlife and plants such as the principle of sustainability, all employees are advised not to hunt, catch, kill and sell protected animals and plants that are endangered and report

any such activities. Maintain and not disturb the area designated as HCV area and report any illegal acts. Employees who do not comply will be subject to sanctions in accordance with the applicable laws and regulations. The company also put up no hunting boards with photos of the species and sanctions for violating government regulations in all HCV areas. Other SOPs related to the protection of flora and fauna owned by the company include:

- Document SOP21/HCV/(1)/0921 revision 01, dated October 1, 2021 regarding prevention and management of conflicts between humans and wildlife.
- Document SOP60/HCV/(1)/0921 revision 01, dated October 1, 2021, regarding the protection of orangutan habitat and actions against orangutans found in HGU areas.
- Document SOP69/HCV/(1)/0921 revision 03, dated October 1, 2021, regarding identification of flora and fauna.

Disciplinary measures for workers who catch, harm or collect RTE species are also regulated in the procedural document which explains that all workers are not allowed to raise, injure, kill protected animals if they are found in plantations and factories. The provisional list of the most important species is the Orangutan, Proboscis Monkey, Sambar Deer and other species. If the case is found, it will be reported to the local leadership to be reported to the BKSDA. Violation of this will be subject to maximum disciplinary sanctions by the company until it is reported to the authorities. If there is a violation of the prohibition, the company will provide strict sanctions and criminal provisions and become the personal responsibility of the perpetrator.

Information related to the application of sanctions for employees in the form of disciplinary action in accordance with the provisions of national law is also listed on the HCV signboard. The sanction is imposed by the company by giving the first warning letter to employees who violate work rules. Based on the results of interviews with company employees regarding animal protection, the company has committed to protecting animals that are within the scope of the company's management area, such as implementing a ban on hunting, killing and keeping wild animals within the company's environment. The procedure for animal protection also regulates the existence of sanctions or fines for those who violate these provisions.

In addition, the company has also conducted socialization about the existence of endangered plants and animals to employees and the surrounding community as indicated in the official report of the socialization as evidenced by the official report, accompanied by a photo and attendance list as described in indicator 7.12.4. Indirect socialization is also carried out by installing information boards and brochures warning signs related to conservation areas and the presence of protected rare plants and animals in places that are easily visible, such as area entrances, regional roads that are often crossed by the community, and other places other strategic areas such as offices, and other public facilities. The results of field observations in several conservation areas show that the company has managed protected areas such as replanting local plant species, not logging, not using chemicals, and installing HCV signboards as well as prohibiting hunting and burning to avoid and prevent poaching and/or illegal hunting, or encroachment on HCV areas. Routine monitoring of HCV areas is carried out by several personnel appointed by the company.

The company has also conducted a Rapid Biodiversity Survey for the 2022 period which is used as an update on the biodiversity database at PT KKP which will be held on September 05-10, 2022. Based on the results of the study, data were obtained for 65 plant species, 18 mammal species, 19 herpetofauna species, and 66 bird species. Based on the data from the study, information was obtained that there were 15 species of birds and 6 types of mammals that were included in the protection status according to the Regulation of the Minister of Environment and Forestry Number 106 of 2018. Several key and protected species were found, namely Orangutan (*Pongo pygmaeus*), Beruang Madu (*Helarctos malayanus*), Sambar Deer (*Rusa Unicolor*) and others.

Based on interviews with management units and company employees regarding animal protection, the company has committed to protecting animals that are within the scope of corporate governance, such as implementing a ban on hunting, killing and keeping wild animals within the company's environment. The procedure for animal protection also regulates the existence of sanctions for those who violate these provisions.

7.12.7

Monitoring of the HCV area in the period of 2022 is carried out regularly every week to ensure the security of the area. Monitoring activities are carried out in several river border locations and all areas of the company's management. This monitoring is carried out to see the progress of HCV management results from the initial stage to the current condition. The company also monitors the diversity of flora and fauna which is routinely carried out every year by showing the results of HCV monitoring carried out in 2021. The results of observations of fauna in the plantation area still found several types of protected animals that are included in the protection status according to the IUCN, CITES and PermenLHK Number 106 of 2018.

- Orangutan patrols or surveys
- Regular animal surveys and monitoring
- Installation and monitoring using camera traps
- Vegetation Analysis
- Outreach to the community, stakeholders and employees
- Enrichment of woody plants in river border areas

All evaluation results will be reviewed and will be adjusted to the HCV management program in the period 2023. The evaluation results also show an increase in the results of HCV area management where for areas that were previously planted with oil palm then restoration with forestry plants. In addition, management and monitoring of HCVs has been carried out in a participatory manner, namely by involving the community around the plantation, one of which is an agreement with the community to jointly protect the HCV area.

7.12.8

The company has cleared land above 2005 without prior HCV assessment. The first land clearing was carried out in 2007 while the first HCV assessment was carried out in June 2008 and the report was published in February 2009. Based on the document review and interviews with representatives of PT KKP management, it is known that the company has carried out the entire process of settling obligations related to RaCP, among others:

- Submitted the LUCA document to the RSPO which was responded to in November 2015 with the results of Need Clarification. The company then sent the 2nd LUCA document to the RSPO which was responded to in March 2017 with the results met or the status of "PASS" with a total Final Conservation Liability of 113.9 Ha.
- On 8 October 2018 the company sent a concept note to the RSPO Compensation Panel.
- On 23 October 2018 there was an answer from the RSPO that the company had to improve the concept of notes using Annex 7 because the company had Remediation and Compensation obligations. The communication process regarding the completion of the Concept note was carried out for ±2 years, during which it was concluded that the area of PT KKP that had to be rehabilitated was 314 Ha and the area to be compensated was 58 Ha.
- On 20 July 2020, the compensation proposal was approved by the RSPO.
- On 2 November 2020, the remediation proposal was approved and endorsed by the RSPO.

At the time of recertification activities, remediation activities had been carried out with details of the remediation plan of 71.42 Ha and the realization of 74.81 Ha with an achievement of 104.75% of the number of trees planted with 17,141 trees. As explained in the time line RaCP management of the remediation program, of the reporting on the realization of remediation will be carried out in November 2022.

As for the compensation stage, the company cooperates with third parties, namely PT GAIA EKO DAYA BUANA, Puter Foundation and "Community Forest Ecosystem Services-CFES". The activity that will be carried out is the management of village forests located in Katingan Regency, Central Kalimantan Province. The company shows the minutes of the RACP Activities which began January 26, 2022, until the audit progresses that have been carried out namely ground check and interview with to Telaga village dated 24 – 25 January 2022, attached list of attendees and photos of activities. According to the RaCP management timeline, known of the reporting on the realization of compensation will be carried out in November 2022.

The results of field observations remediation area block 133 KKP 3, block 003,004 KKP1 and block 001, 002 KKP-2. In the riparian compensation area show that the company has planted forest plants in that area. The results of interviews with the HCV management team stated that the planting activities that have been carried out will also continue to be monitored and maintained. Based on this explanation, the company has complied with the RaCP procedure and implemented the RaCP program in the scope of their management area.

Status: Comply

3.2 Conformity Checklist of Certificate and Trademark Use

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

3.3 Summary of RSPO Partial Certification.

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

Wilmar International Ltd Time Bound Plan (TBP) is explained in point 1.10. Wilmar International Ltd has informed the TBP progress, MUTU has considered that Wilmar International Ltd is complied with the RSPO requirement for TBP. The Time Bound Plan was revised and declared by Wilmar International Ltd for Indonesia update Januari 2021, Malaysia update June 2021, Africa update May 2021

MUTU has verified partial certification for un-certified unit's subsidiary of Wilmar International Ltd based on their Time Bound Plan. There are seven (7) uncertified mills and twenty (20) uncertified estates and fourteen (14) uncertified smallholders of Wilmar International Ltd. MUTU Auditor verified positive assurance against the company internal audit and supporting evidence as well as any information from other sources.

MUTU Auditor has verified company partial certification and concludes that:

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

2.1 Un-Certified Units or Holdings		
Section	Requirement	Concerns to Discuss, if any
2.1.1	Did the company conduct an internal audit? If so, has a positive assurance statement been produced?	Wilmar Engaged Control Union to conducted assessment of compliance on the minimum requirements for multiple management units as detailed in section 5.5 of the RSPO Certification System for Principles & Criteria June 2020 for Wilmar International Limited and its subsidiaries as listed in this report below
2.1.2	No replacement of primary forest or any area identified as containing High Conservation Values (HCVs) or required to maintain or enhance HCVs in accordance with RSPO criterion 7.3 (it has changed be Criterion 7.12 in P&C 2018)	<p>There is no replacement of primary forest since November 2005. HCV assessments are conducted prior to new planting and all new plantings are in accordance with RSPO New Planting Procedures. Below is the summary of proposed new oil planting for the group:</p> <p>Wilmar International - Benso Oil Palm Plantation (BOPP) has proposed a new planting smallholder oil palm project on a 1,477ha communal farmland located in Trebuom in the Mpohor District of the Western Region of Ghana. The RSPO NPP summary management plan and NPP notification available in RSPO.</p> <p>https://www.rspo.org/certification/new-planting-procedure/public-consultations/wilmar-international-benso-oil-palm-plantation-bopp</p> <p>Biase Plantation Limited (Calaro extension) has proposed new planting area located in Atan Odot village and Uwet village, Odukpani and Akamkpa Local Government Area, Cross River State, Nigeria. The summary report of Wilmar</p>

2.1 Un-Certified Units or Holdings		
Section	Requirement	Concerns to Discuss, if any
		<p>International Limited - Biase Plantation Limited (Calaro extension) completed in 2016. https://www.rspo.org/certification/new-planting-procedure/public-consultations/wilmar-international-limited-biase-plantation-limited-calaro-extension</p> <p>Eyop Industries (Oban Estate) pending clarification and clearance from government for NPP assessment.</p> <p>The internal audit documentation for uncertified areas were observed and it is confirmed that there was no replacement of primary forest.</p> <p>The group has Grievance Procedure for the implementation of Wilmar's NO Deforestation, No Peat, No Exploitation (NDPE) Policy updated version 2.0 November 2019 as link https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/grievance/grievance-sop/grievance-procedure_final.pdf?sfvrsn=7670cea2_2</p>
2.1.3	Any new plantings since January 1 st 2010 must comply with the RSPO New Plantings Procedure.	<p>Wilmar International - Benso Oil Palm Plantation (BOPP) has proposed a new planting smallholder oil palm project on a 1,477ha communal farmland located in Trebuom in the Mphor District of the Western Region of Ghana. The RSPO NPP summary management plan and NPP notification available in RSPO. https://www.rspo.org/certification/new-planting-procedure/public-consultations/wilmar-international-benso-oil-palm-plantation-bopp</p> <p>Biase Plantation Limited (Calaro extension) has proposed new planting area located in Atan Odot village and Uwet village, Odukpani and Akamkpa Local Government Area, Cross River State, Nigeria. The summary report of Wilmar International Limited - Biase Plantation Limited (Calaro extension) completed in 2016. https://www.rspo.org/certification/new-planting-procedure/public-consultations/wilmar-international-limited-biase-plantation-limited-calaro-extension</p> <p>Eyop Industries (Oban Estate) pending clarification and clearance from government for NPP assessment.</p>
2.1.4	Land conflicts, if any, are being resolved through a mutually agreed process, such as the RSPO	There is no land conflict in uncertified area also no complain or conflict observed in the RSPO Complain

2.1 Un-Certified Units or Holdings		
Section	Requirement	Concerns to Discuss, if any
	Complaints System or Dispute Settlement Facility, in accordance with RSPO criteria 2.2, 6.4, 7.5 and 7.6 (it has changed be Criterion 4.8, 4.7 and 4.5 in P&C 2018).	<p>System.</p> <p>The group has policy for any complaint. Where employees of the Wilmar Group in confidence, raise concerns about possible corporate improprieties. This Policy ensures that arrangements are in place for independent investigations of alleged improprieties and for appropriate follow-up actions as link below; https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/wilmar-whistleblowing-policy.pdf</p> <p>This grievance procedure is open to all stakeholders, though is primarily focused on receiving grievances from external sources. For workers and local communities with specific local level grievances, each of our plantation and mill operational units have site specific complaints and grievances procedures, which have been a requirement of the RSPO Principles and Criteria since 2005. These site-specific procedures are accessible by workers and to any other stakeholder. Grievances raised through the site-specific procedures have a separate resolution process - Consultation and Communication Procedure. The SOP also available in website link as below; https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/grievance/grievance-sop/grievance-procedure_final.pdf?sfvrsn=7670cea2_2</p> <p>The internal audit documentation for uncertified areas were observed and it is confirmed that there were no land conflicts.</p>
2.1.5	Labour disputes, if any, are being resolved through a mutually agreed process, in accordance with RSPO criterion 6.3 (it has changed be Criterion 4.2 in P&C 2018).	<p>The group has Dispute & Resolution Procedure Doc No PPB/RSPO 6.3 (2.2)/(1) revision date 25 Oct 2018 purpose to facilitate a dispute and grievances resolution process between the management, growers and miller and employees, local communities and other affected external parties.</p> <p>The internal audit documentation for uncertified areas were observed and it is confirmed that there were no land conflicts.</p> <p>There are no reports of legal disputes at the time of reporting.</p> <p>The internal audit documentation for uncertified areas were observed and it is confirmed that there were no labour disputes.</p>
2.1.6	Legal non-compliance, if any, is being addressed through measures consistent with the requirements	The internal audit procedure doc no PBB/PRO 12/(03)/0212 revision 23 March 2020 (Rev 4) conducted

2.1 Un-Certified Units or Holdings		
Section	Requirement	Concerns to Discuss, if any
	of RSPO P&C criterion 2.1 (it has changed be Criterion 4.2 in P&C 2018).	<p>periodically for uncertified and certified area and result of internal audit for uncertified areas were observed and it is confirmed that all laws are in compliance.</p> <p>Sample internal audit has been review for: Laba Utama Estate. Assessment has been conducted on April 2021. Noted that there is no non-compliance during the assessment as required by uncertified management unit.</p> <p>PT Sarana Titian Permata. The assessment conducted on Jan 2021. Noted that pending on HGU process. Target completion by 2023.</p> <p>PT Agronusa Investama Assessment conducted in February 2021. Pending on the HGU process and target completion by 2022.</p> <p>Trebuom Adum Smallholder Oil Palm Project Assessment conducted in July 2021 with no non-compliance as per uncertified management unit requirements.</p> <p>Calaro Estate. Noted that the assessment has been conducted in May 2021. Noted that there are no identified of noncompliance in the management unit assessed.</p> <p>Sampled internal audit for Suburmas Plantation Sdn Bhd, Jebawang Sdn Bhd, Eyop Industries Limited (EIL) and Biase Plantation Limited (BPL). There has no public comment in website RSPO regarding uncertified area.</p>

3.4 Identification of Findings, Corrective Action, Observations, Opportunity for Improvement and Noteworthy Positive Components.
3.4.1. Identification of Findings, Corrective Actions and Observations at ASA-4 Assessment

NCR No.	:		Issued by	:	
Date Issued	:		Time Limit	:	
NC Grade	:		Date of Closing	:	
Standard Ref. & Requirement	:				
Evidence observed (filled by auditor):					
Non-Conformance Description (filled by auditor):					
There is no NC during surveillance 4 assessment					
Root Cause Analysis (filled by organization audited):					
Correction (filled by organization audited):					
Corrective Action (filled by organization audited):					
Assessor Evaluation and Conclusion (filled by auditor):					
Verified by	:				

3.4.2. Identification of Findings, Corrective Actions and Observations at RC (onsite)

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

3.4.3. Opportunity for Improvement

No	Ref. Std.	Description
1	6.2.4	<p>The unit of certification provides adequate housing. Sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.</p> <p>The results of field observations in the Division 2 KKP-2 housing estate revealed that there were several houses in damaged condition, such as damage to the windows and doors. The company in this case shows the PT KKP-2 Housing Damage Census Monitoring document where there are 10 house beds that are in a damaged condition. The results of interviews with management revealed that the HCD Team will take corrective actions starting in October 2022 in stages.</p> <p>In this case, the company has the opportunity to ensure that the progress of employee housing improvements is in accordance with the time period set by the company.</p>
2	6.7.2	<p>Accident and emergency procedures in Indonesian language are in place and clearly understood by all workers. Assigned operatives trained in first aid are present in both field and other operations. First aid equipment is available at worksites. Record of all accident are kept and periodically reviewed.</p> <p>Based on the verification of the hydrants distribution's layout, it is known that there are 5 hydrant units installed in the KKP POM area. The results of field observations at KPP POM revealed that there was a leaking nozzle when carrying out the hydrant simulation but the water pressure level still reached the highest point in the area.</p> <p>The results of the document review and interviews with management showed that monitoring was limited to checking the condition of the equipment and did not include preparedness in the event of an emergency. Related to this, companies are encouraged to develop effective methods to ensure the tools function properly when used.</p>

3.4.4. Noteworthy Positive Components

No	Description
1	Commitment to implement the principles of sustainable palm oil.
2	The company has competent human resources in their respective fields.
3	Good document's presentation and cooperation during the audit process
4	Provide educational facilities that are quite good and have been accredited "A"


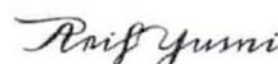
3.5 Summary of Arising Issues from Public and Auditor Verification

Public Issues (Institution/ NGO/Community)	Auditor Verification
Department of Manpower and Transmigration of Kotawaringin Timur Regency 1. In the last two years period there were no industrial relations problems. 2. The Company Regulation is still valid today 3. <i>LKS Bipartite</i> has been formed without any intervention from the certification unit. 4. There are no complaints regarding the granting of rights and facilities provided by the certification. 5. All workers have been registered in the health and employment insurance programs	There are no negative issues that require further classification in terms of employment issue
Employee Cooperative a. Employee cooperatives are engaged in the provision of basic goods b. employees feel the benefits of employee cooperatives c. The certification unit supports employee cooperatives	There were no negative issues that need further verification
Woman and Man Organization of Wilmar (Mill and Estate) a. There were no complaints regarding issues related to sexual harassment and violence against women. b. All woman in pesticides applicator worker and others work which related to chemical material if reported pregnant, the worker would be transferred to non-agrochemical work (e.g.: compound and daycare officer). c. The gender committee had socialized some policies related to pregnancy and sexual harassment. d. The certification unit has had a policy to protect female workers from sexual harassment in the workplace as well as a grievance mechanism. The certification unit also implemented some regulations related to reproductive rights such as menstruation leave and maternity paid leave.	There were no negative issues related to gender discrimination that need any further verification. The explanation regarding the interview output had been explained specifically in summary report.
CV Usaha Barokah (Furniture Contractor) a. The agreement has been agreed by both parties. b. CV Usaha Barokah is a furniture contractor. c. Contractor provides PPE to workers. d. Contractor pay worker wages in accordance with the minimum wage applicable in the local area e. Contractors involve their employees in the <i>BPJS Kesehatan</i> and <i>BPJS Ketenagakerjaan</i> program f. There were no complaints regarding payments and payments in accordance with the work agreement.	There is no negative issue related to local contractor.

Public Issues (Institution/ NGO/Community)	Auditor Verification
CV Usaha Karya Mandiri (Fertilizer Transporter) <ul style="list-style-type: none"> a. The agreement has been agreed by both parties. b. CV Usaha Karya Mandiri is a fertilizer transporter. c. Contractor provides PPE to workers. d. Contractor pay worker wages in accordance with the minimum wage applicable in the local area e. Contractors involve their employees in the <i>BPJS Kesehatan</i> and <i>BPJS Ketenagakerjaan</i> program f. There were no complaints regarding payments and payments in accordance with the work agreement. 	<p>There is no negative issue related to local contractor.</p>
Environmental Agency of Kotawaringin Timur Regency. <ul style="list-style-type: none"> - The company has EIA documents and has received environmental feasibility on 2008. - The company has a Temporary Hazardous waste Storage (<i>TPS LB3</i>) located on Mill. - Hazardous Waste management activities carried out by storing hazardous Waste in licensed hazardous waste storage and transported have permission by KLH. Quarterly management reporting to relevant agencies. - The company has land application permit. - The company has tested the quality of factory wastewater per month and reported the results of testing to Environmental Agency Kotawaringin Timur Regency per quarter. - The company has conducted POME quality testing per semester and reports the results of testing to Environmental Agency Kotawaringin Timur Regency. - The company has conducted noise, vibration and noise testing and reported the results of testing to Environmental Agency Kotawaringin Timur Regency per semester. - The company has reported Hazardous waste (balance and manifest) management to Environmental Agency Kotawaringin Timur Regency per semester per semester, for example hazardous waste management report 2nd quarterly 2022. - The company has sent the RKL / RPL implementation report to Environmental Agency Kotawaringin Timur Regency periodically, for example the 1st semester of 2022. - The company has managed the conservation area / HCV for example in the form of riparian. - Requests for information responded quickly by the management unit. - There have not been any issues and reports from other parties regarding the negative impacts on the environment due to the management of Estate and POM. 	<p>According to field observation, there are no environment pollution from estate and mill operational.</p>
Kenjala Village There is several issues in aspects of land tenure, where there is several claims in the company area.	<p>There was no negative issue that need further verification. Based on document review and field observations, there was no disputes</p>

Public Issues (Institution/ NGO/Community)	Auditor Verification
<p>The land compensation process had been carried out with participatory land identification, negotiable compensation, good administration, involving witnesses and mediation of the traditional leader and Village Head.</p> <p>The CH has made efforts to develop the surrounding community through CSR programs in participatory manner, the usage of local labor and etc</p>	<p>related environmental, and social. The issue related social aspect has been follow up by the company</p>
<p>Previous Land Owner</p> <p>Interview result with previous landowner (7 previous land owner) found that he has freely access information regarding the impacts of Palm Oil Plantation project from many stakeholders. He also stated he has well informed by company regarding Palm Oil Plantation Plan, the company need of plantation area, procedure of land acquisition and Compensation procedure. There were a long communication and discussion between community representatives and Company during the project preparation. Based on stakeholder consultation the landowner admit that they well informed regarding impacted areas and has been offered for land compensation inform of cash money. The community members had given by company their Free Prior and Informed Consent for the development of the project. Community aware of Palm Oil Plantation Projects run by the company, such as Land compensation, Job and business opportunity, and infrastructure improvements that giving direct improvement to local community welfare. They know where to submit their complaints and grievances if any problem occurs during the Palm Oil Plantation project operational process.</p>	<p>There was no negative issue that need further verification</p>
<p>Tangar Village</p> <ul style="list-style-type: none"> • There are no land disputes or conflicts with the company. • The company has provided CSR assistance to villages on a regular basis every year. • The company has socialized about protected animals and conservation areas and put-up signs prohibiting hunting of certain animals around the plantation area. • Socialization on the prohibition of burning has been carried out for land clearing activities. • Communication between the village and the company is not a problem and the company always responds to requests from the village. 	<p>In general, there are no negative issue.</p>
<p>LKS Bipartite</p> <ol style="list-style-type: none"> 1. The certification unit has implemented the District Minimum Wage. 2. The certification unit has distributed PPE to workers, and has carried out periodic and special health checks for workers 	<p>There are no negative issues related to the company, and verification has been carried out in the report.</p>

Public Issues (Institution/ NGO/Community)	Auditor Verification
<p>handling pesticides.</p> <p>3. There are no complaints regarding the granting of rights and facilities provided by the certification.</p> <p>4. All workers have been registered in the health insurance and employment insurance programs</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; margin-top: 100px;"> <div style="text-align: center;"> <p>PT Karunia Kencana Permaisejati Management Representative</p>  <p><u>Musliyadi</u> Tuesday, 04 October 2022</p> </div> <div style="text-align: center;"> <p>Mutuagung Lestari Lead Auditor</p>  <p><u>Moh. Arif Yusni</u> Tuesday, 04 October 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	District of Kotawaringin Timur		Interview by phone	27 September 2022	✓	
2	Plantation Agency	District of Kotawaringin Timur		Interview by phone	27 September 2022		✓
3	Department of Manpower and Transmigration	District of Kotawaringin Timur		Interview by phone	27 September 2022	✓	
4	National Land Agency	District of Kotawaringin Timur		Interview by phone	27 September 2022	✓	
5	Local Contractor (CV Usaha Karya Mandiri (Fertilizer Transporter) and CV Usaha Barokah (Furniture Contractor)	District of Kotawaringin Timur		Interview by phone	27 September 2022	✓	
6	Gender Committee/Woman and Man of Working Group	District of Kotawaringin Timur		Interview by phone	27 September 2022	✓	
7	LKS Bipartite	District of Kotawaringin Timur		Interview by phone	27 September 2022	✓	
8	Employee Cooperative	District of Kotawaringin Timur		Interview by phone	27 September 2022	✓	
9	Kenyala Village	District of Kotawaringin Timur		Interview by phone	28 September 2022	✓	
10	Tangar Village	District of Kotawaringin Timur		Interview by phone	27 September 2022	✓	
11	Previous Land Owner	District of Kotawaringin Timur		Direct Interview	27 September 2022	✓	
12	KKP POM (22 Workers)	District of Kotawaringin Timur		Direct Interview	27 September 2022	✓	
13	KKP 1 Estate (16 workers)	District of Kotawaringin Timur		Direct Interview	29 September 2022	✓	
14	KKP 2 Estate (22 Workers)	District of Kotawaringin Timur		Direct Interview	29 September 2022	✓	
15	KKP 3 Estate (27 Workers)	District of Kotawaringin Timur		Direct Interview	28 September 2022	✓	
16	WALHI	Indonesia	informasi@walhi.or.id	Questionnaire	21 September 2022		✓
17	Sawit Watch	Indonesia	info@sawitwatch.or.id	Questionnaire	21 September 2022		✓
18	AMAN	Indonesia	rumahaman@cbn.net.id	Questionnaire	21 September 2022		✓
19	WWF Indonesia	Indonesia	wwf-indonesia@wwf.or.id	Questionnaire	21 September 2022		✓

Appendix 2. Assessment Program

DATE	26 September – 01 October 2022		
PLANNED TIME	PROCESSES / CLAUSES TO BE AUDITED	AUDITOR	
Monday, 26 September 2022			
06.00 – 07.30	JAKARTA → Pangkalan Bun	All Auditor	
08.00 – 12.00 14.00 – 15.00 15.00 - 17.00	Pangkalan Bun → PT Karunia Kencana Permaisejati Opening meeting <ul style="list-style-type: none">Auditee Speech (Introduction of PIC, Profile of Certified Management Unit)Auditor Team Speech (Introduction, Audit Objective, Audit Scope, Audit Plan Discussion, Determine of Audit Sample, Transparency and Confidentiality Clarification) <ul style="list-style-type: none">Document review and completing audit checklist.Verification of Basic Information Mill and EstateConfirmation of Time Bound PlanReview of Partial Certification	All Auditor	
Tuesday, 27 September 2022			
08.00 – 12.00	Stakeholder Consultation <ul style="list-style-type: none">Stakeholder consultation to affected communities surrounding the plantations and previous land ownerpublic consultation with stakeholder to relevant agency in Kotawaringin Timur Regency (by Phone)Interview with Gender Committee, Worker's Union, Worker's Cooperative (if any), Local Contractor (for Mill and Estate), Third Party Supplier		All Auditor
12.00 – 14.00	Break		
14.00 – 17.00	Field observation to KKP POM: <ul style="list-style-type: none">Supply Chain verification (FFB Receiving, Weighbridge, FFB Sorting, Processing Activity, Dispatch CPO)Occupational Health & Safety Aspect (Inspection to Chemical Storage, Hazardous Waste Storage, Fire Control Simulation, POME Pond)Implementation of Employment Procedure and Mechanism Aspect	MAY / YYT RPJ / DWN RPJ / DWN	
Wednesday, 28 September 2022			
08.00 – 12.00	Field Observation to KKP 3 Estate Aspect to be verified: <ul style="list-style-type: none">Implementation of Legal Aspect (Land Ownership, Legal Boundaries);Implementation of Agronomy Aspect (Harvesting & Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application)Implementation of Environmental, Conservation/HCV and Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste	MAY / DWN MAY / DWN RPJ	

DATE	26 September – 01 October 2022	
PLANNED TIME	PROCESSES / CLAUSES TO BE AUDITED	AUDITOR
	Storage, Fire Control Facilities, Waste Management) - Implementation of Occupational Health & Safety Aspect - Implementation of Employment Procedure and Mechanism Aspect - Observation of Workers Facilities (Housing, School, Worship Place).	YYT YYT RPJ
12.00 – 14.00	Break	
14.00 – 16.10	<ul style="list-style-type: none">• Verification of stakeholder consultation result and field visit.• Document review and completing audit checklist.	All Auditor
16.15 – 17.00	<ul style="list-style-type: none">• Presentation of Daily Progress	
Thursday, 29 September 2022		
08.00 – 12.00	Field Observation to KKP 1 Estate & KKP 2, Aspect to be verified: <ul style="list-style-type: none">- Implementation of Legal Aspect (Land Ownership, Legal Boundaries);- Implementation of Agronomy Aspect (Harvesting & Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application)- Implementation of Environmental, Conservation/HCV and Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management)- Implementation of Occupational Health & Safety Aspect- Implementation of Employment Procedure and Mechanism Aspect- Observation of Workers Facilities (Housing, School, Worship Place).	MAY / DWN MAY / DWN RPJ YYT YYT RPJ
12.00 – 14.00	<ul style="list-style-type: none">• Break	All Auditor
14.00 – 16.10	<ul style="list-style-type: none">• Verification of stakeholder consultation result and field visit.• Document review and completing audit checklist.	All Auditor
16.15 – 17.00	<ul style="list-style-type: none">• Presentation of Daily Progress	
Friday, 30 September 2022		
08.00 – 12.00	<ul style="list-style-type: none">• Document review and completing audit checklist.	All Auditor
12.00 – 14.00	<ul style="list-style-type: none">• Break	
14.00 – 16.10	<ul style="list-style-type: none">• Verification of stakeholder consultation result and field visit.• Document review and completing audit checklist.	All Auditor
16.15 – 17.00	<ul style="list-style-type: none">• Presentation of Daily Progress	
Saturday, 01 October 2022		
08.00 – 10.00	Internal discussion by auditor team preparing for Closing Meeting	All Auditor
10.00 – 12.00	Closing Meeting <ul style="list-style-type: none">• Presentation of audit findings (Noteworthy Positive Component, Non-Conformities, OFI, TimeLine of CAR's, Conclusion)/	

DATE	26 September – 01 October 2022	
PLANNED TIME	PROCESSES / CLAUSES TO BE AUDITED	AUDITOR
	<ul style="list-style-type: none"> Comments, Responses and Questions 	
12.00 – 16.00	PT Karunia Kencana Permaisejati → Sampit	
17.00 -	Sampit → Jakarta	