

Roundtable on Sustainable Palm Oil Certification R S P O

[✓] Surveillance

Name of Management Organization : **AMP Palm Oil Mill – PT AMP Plantation subsidiary of Wilmar International, Ltd.**
 Plantation Name : PT AMP Plantation (AMP 1 Estate, AMP 2 Estate, AMP 3 Estate and AMP 4 Estate); Scheme Smallholders of PT AMP (KUD Tompek Tapian Kandis; KUD Bukit Sandiang Tigo; KUD Agro Wira Masang and KUD Mutiara Sawit Jaya); and PT Primatama Mulia Jaya (PMJ Estate)
 Location : Village of Tapian Kandis, Sub District of Palembayan, District of Agam, Province of Sumatera Barat, Indonesia
 Certificate Code : **MUTU-RSPO/096**
 Date of Initial Registration : **07 June 2012**
 Date of Certificate Issue : 08 April 2022 Date of License Issue : 07 July 2023
 Date of Certificate Expiry : 06 June 2027 Date of License Expiry : 06 June 2024

Assessment	Assessment Date	PT. Mutuagung Lestari Auditor	Reviewed by	Approved by
ASA - 2.1	13 - 17 February 2023	Haikal Ramadhan Kharismansyah (Lead Auditor), Arief Tajalli, Kiki Fadli and Ririn Sipayung	Moh Arif Yusni	Leonada

Assessment	Approved by MUTUAGUNG LESTARI on:
ASA - 2.1	29 May 2023

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Figure 1. Location Map of PT AMP Plantation

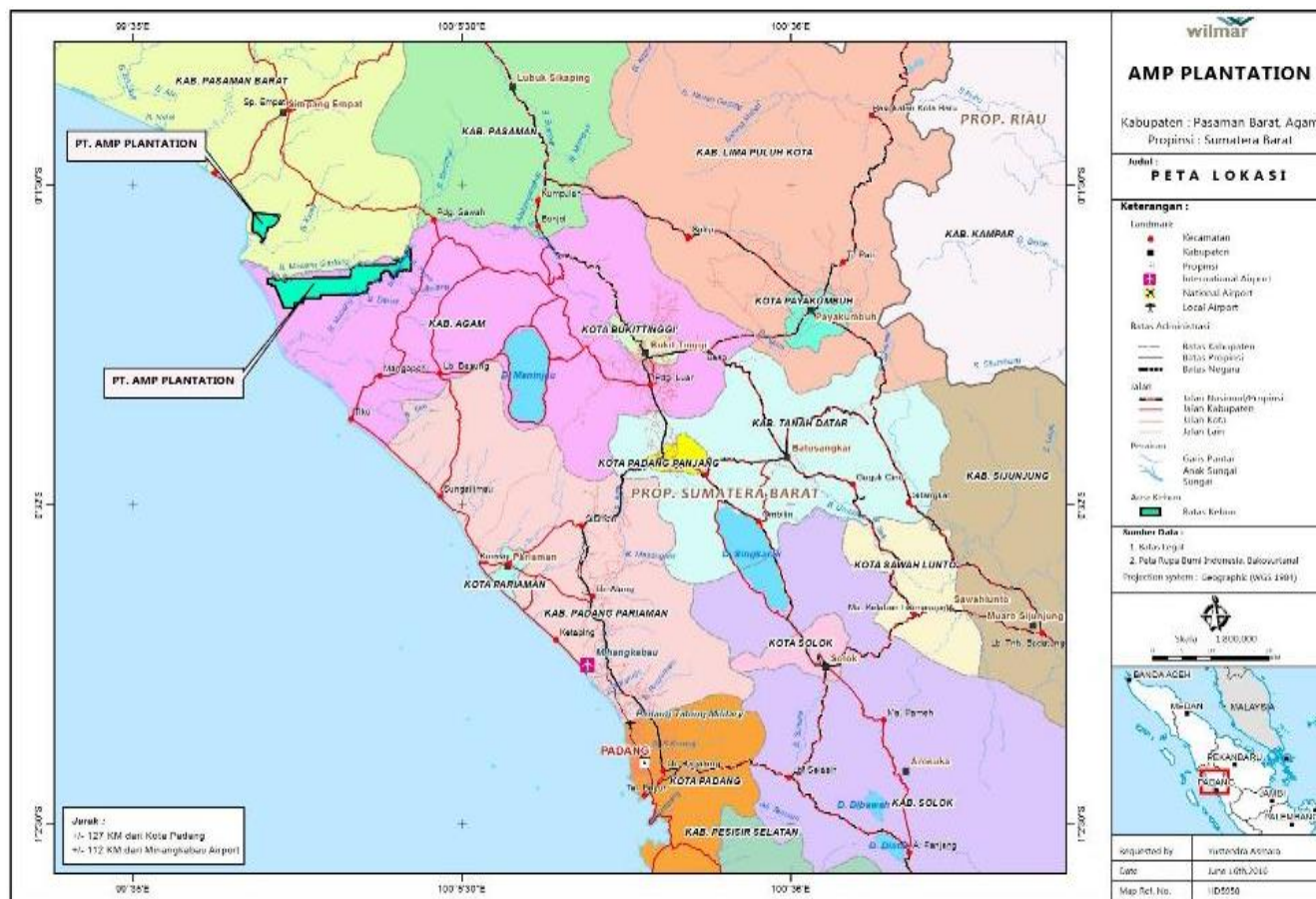


Figure 2. Operational Map of PT Primatama Mulia Jaya

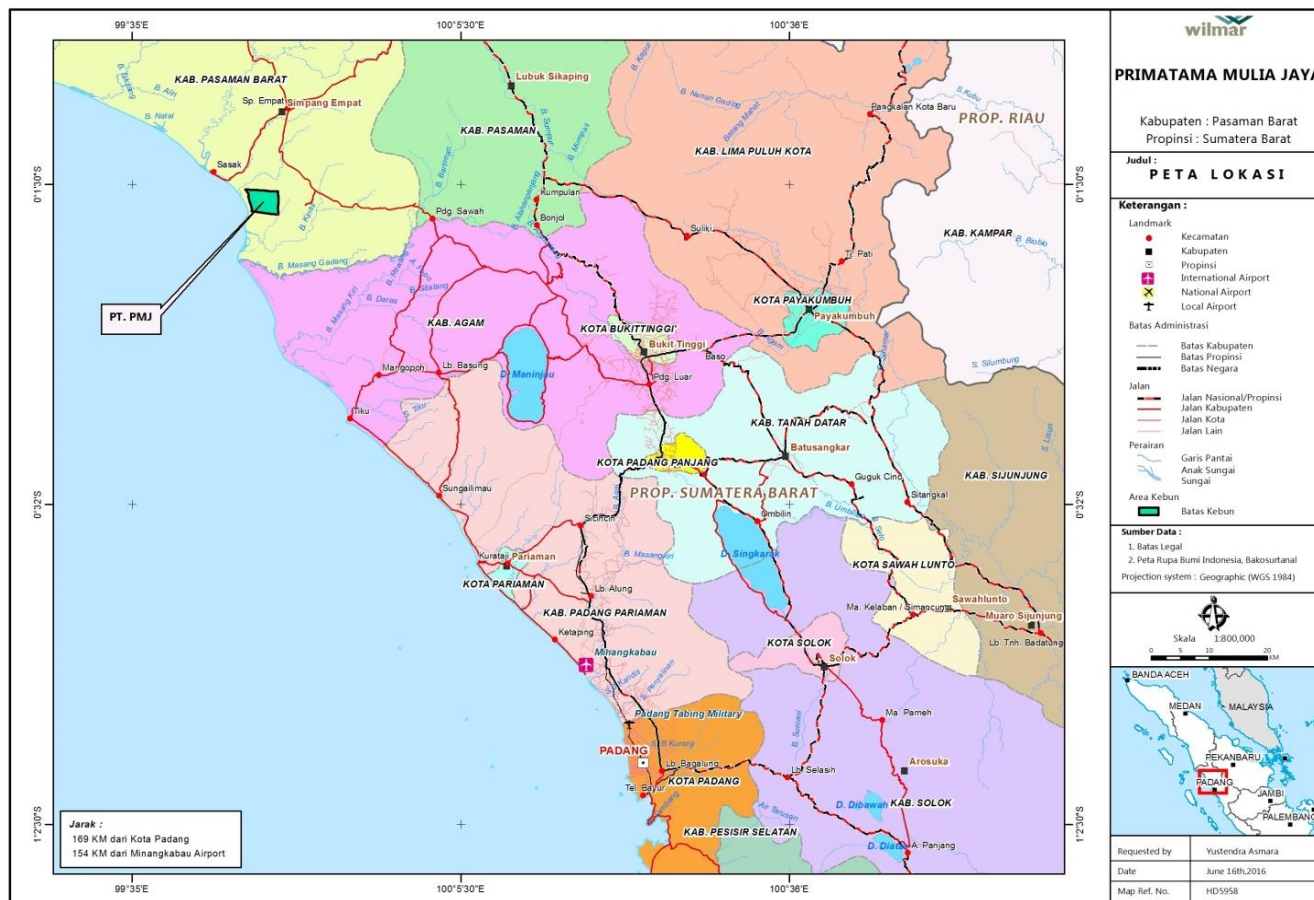


Figure 3. Operational Map of PT AMP Plantation

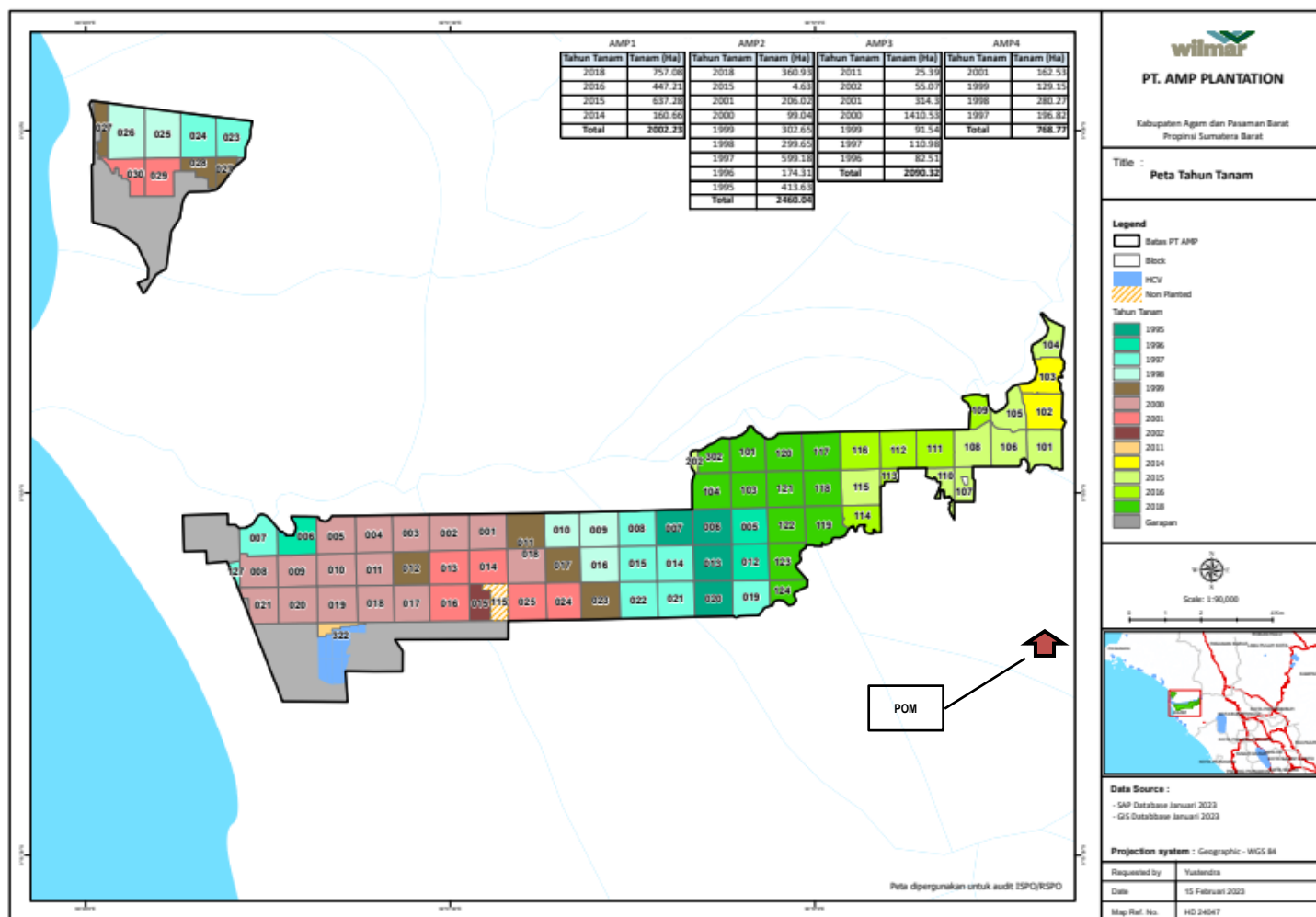


Figure 4. Operational Map of PT Primatama Mulia Jaya

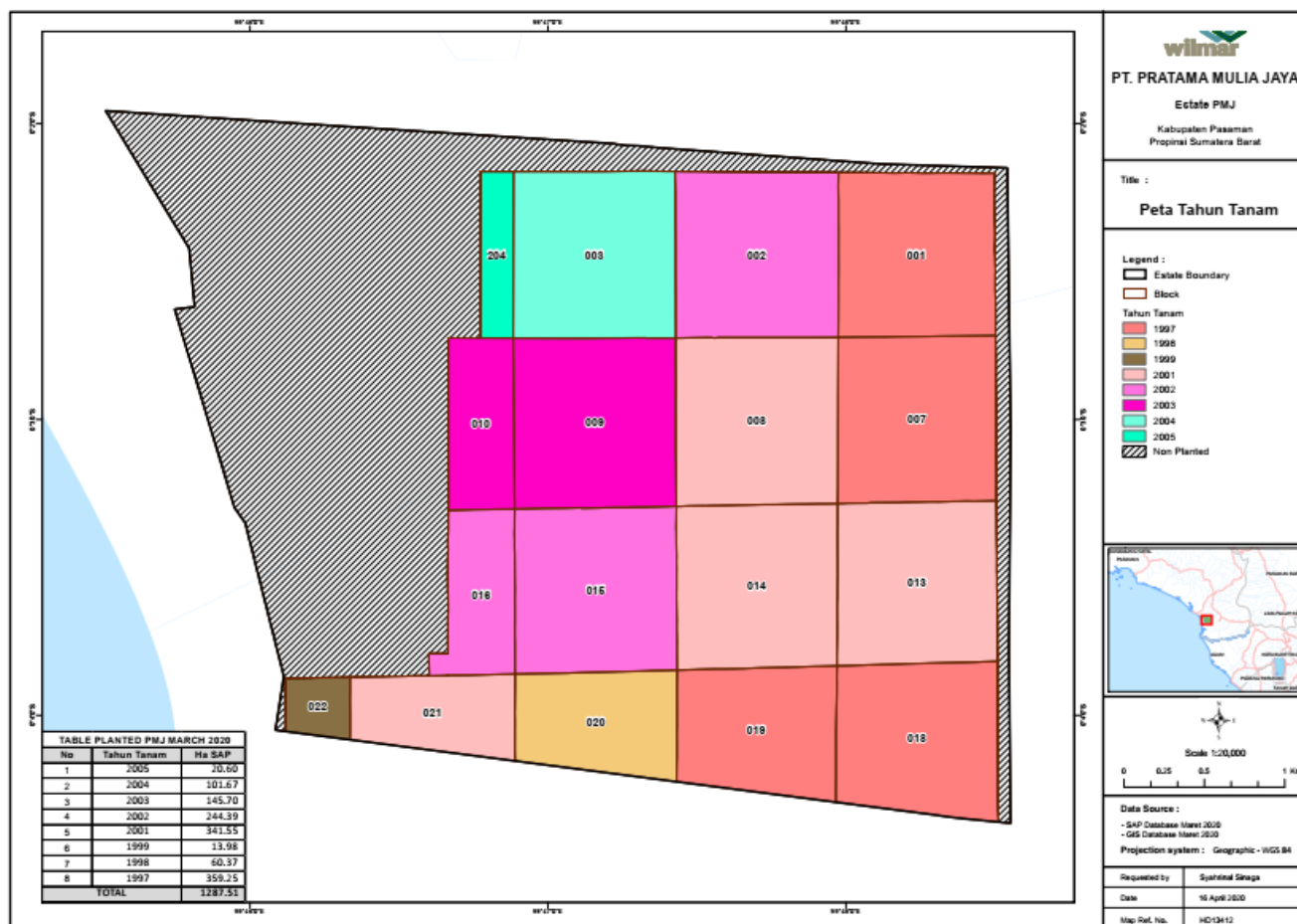


Figure 5. Operational Map of KPS Bukit Sanding Tigo

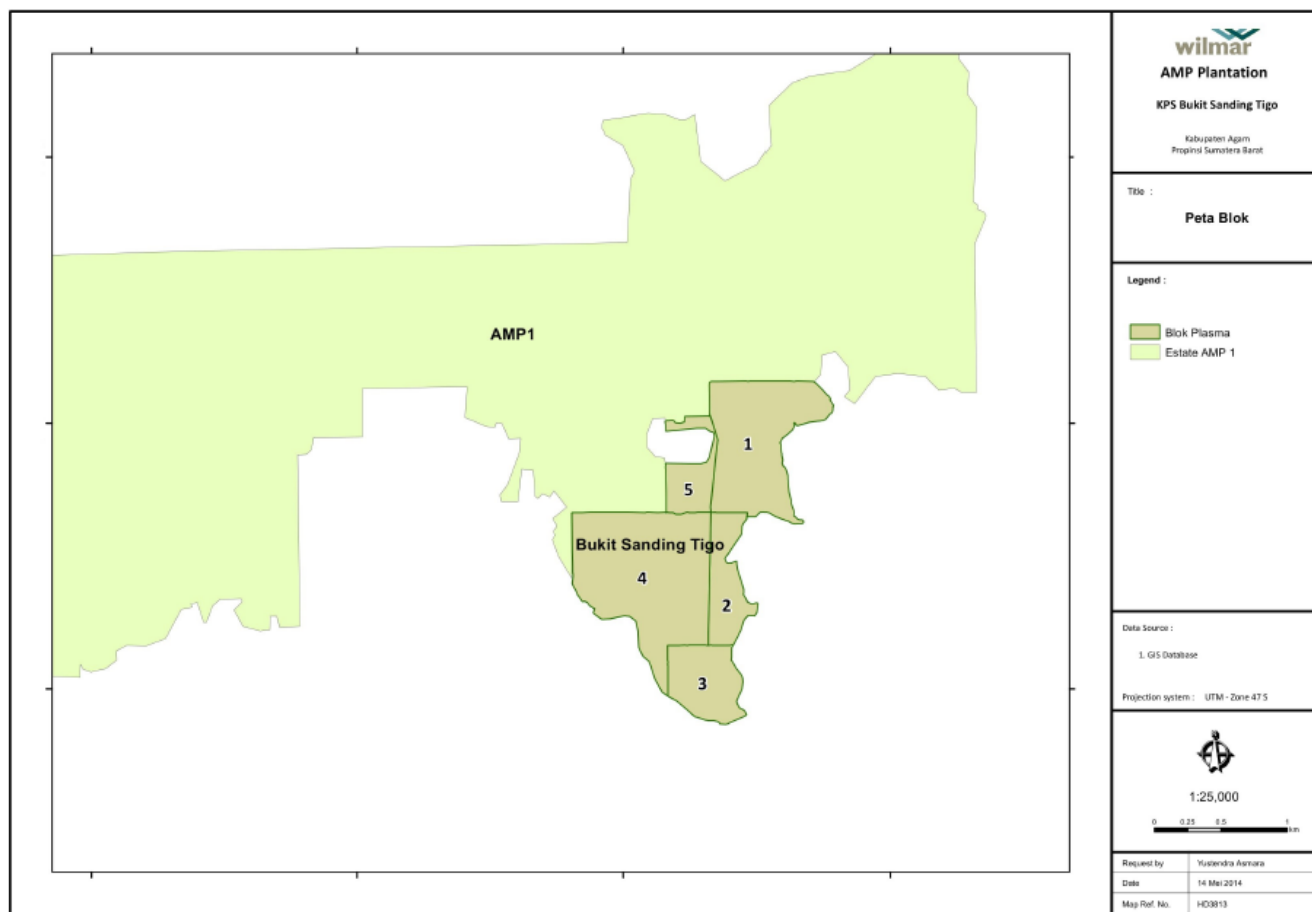


Figure 6. Operational Map of KPS Tompek Tapian Kandis

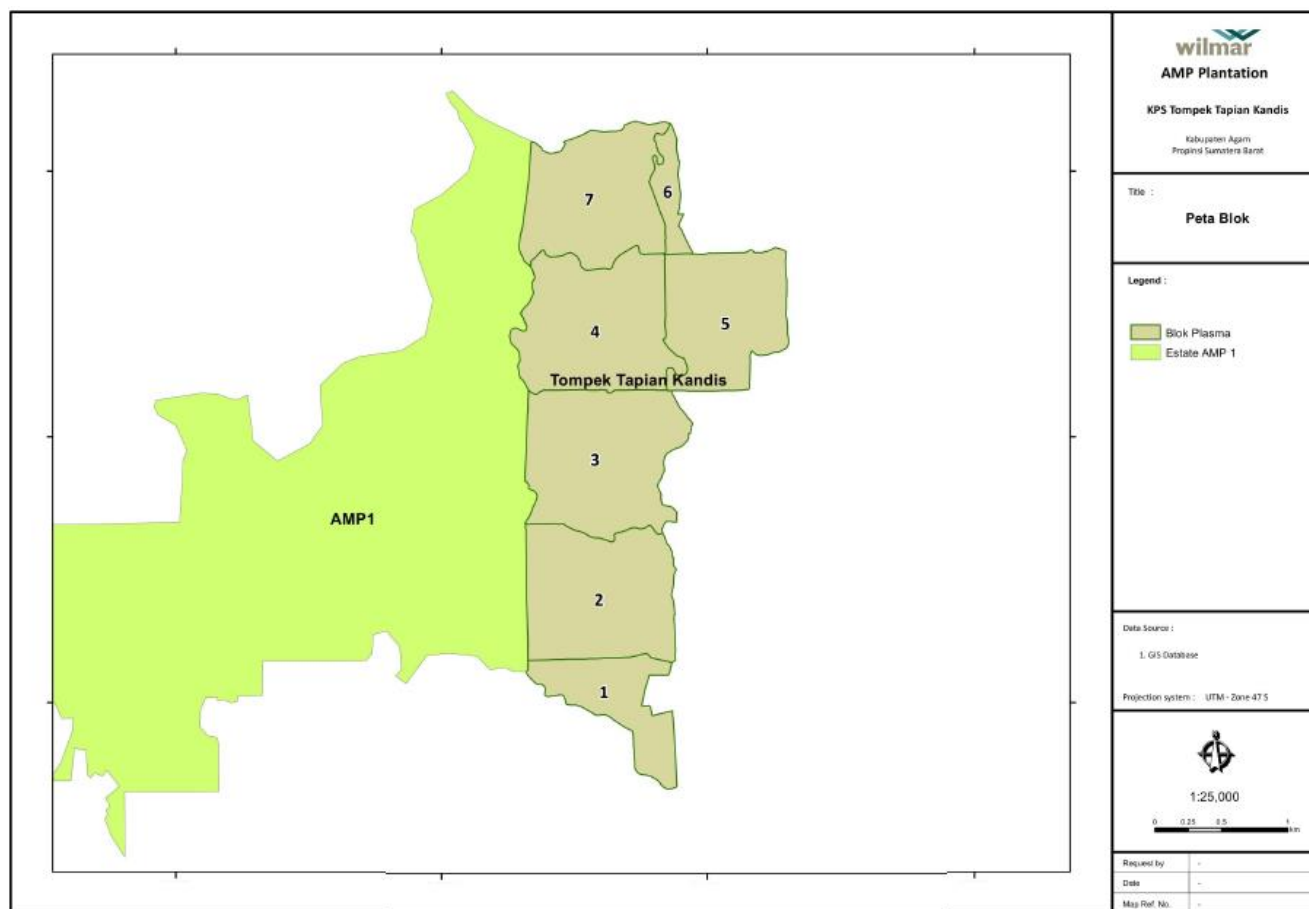


Figure 7. Operational Map of KUD Agro Wira Masang

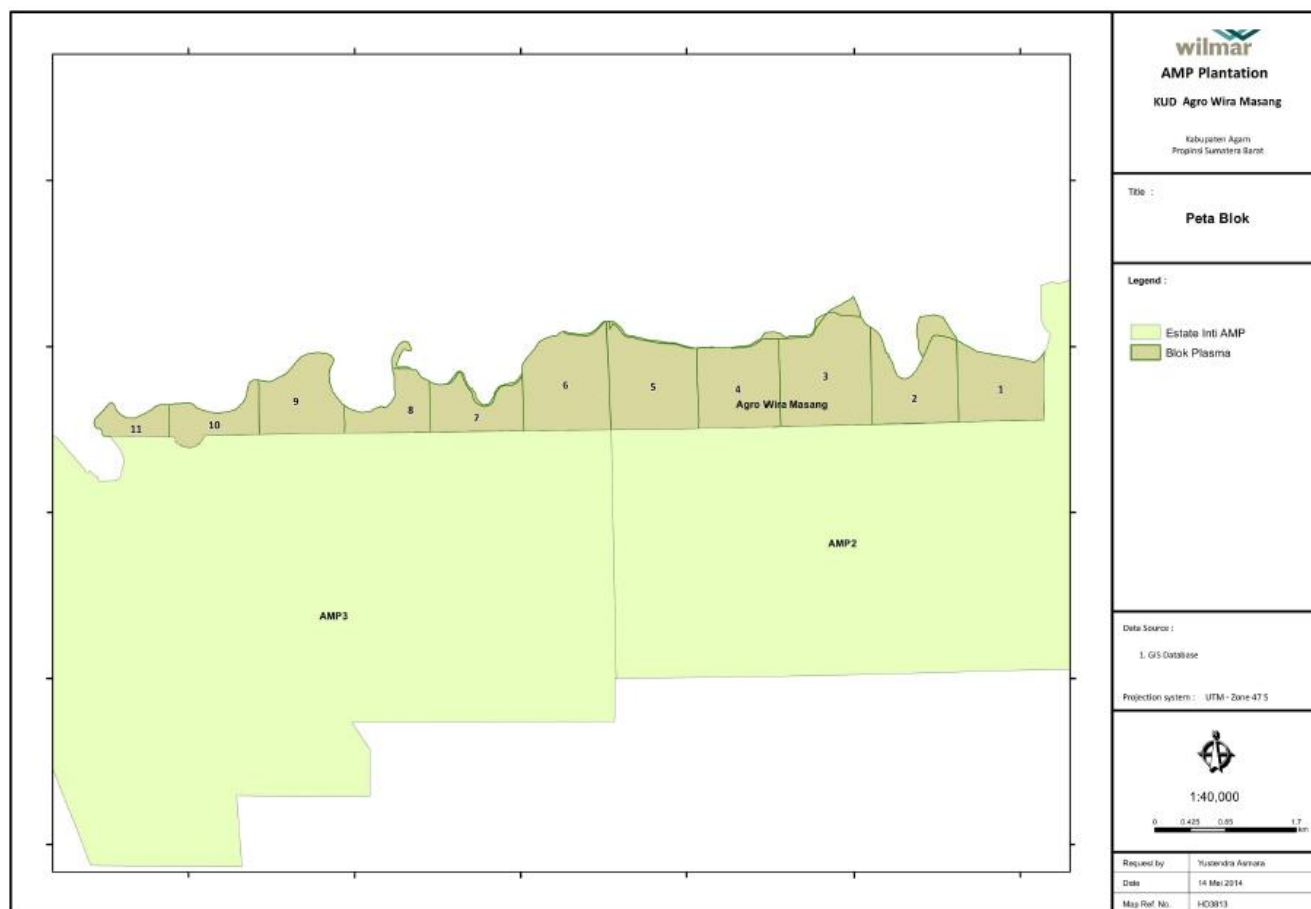
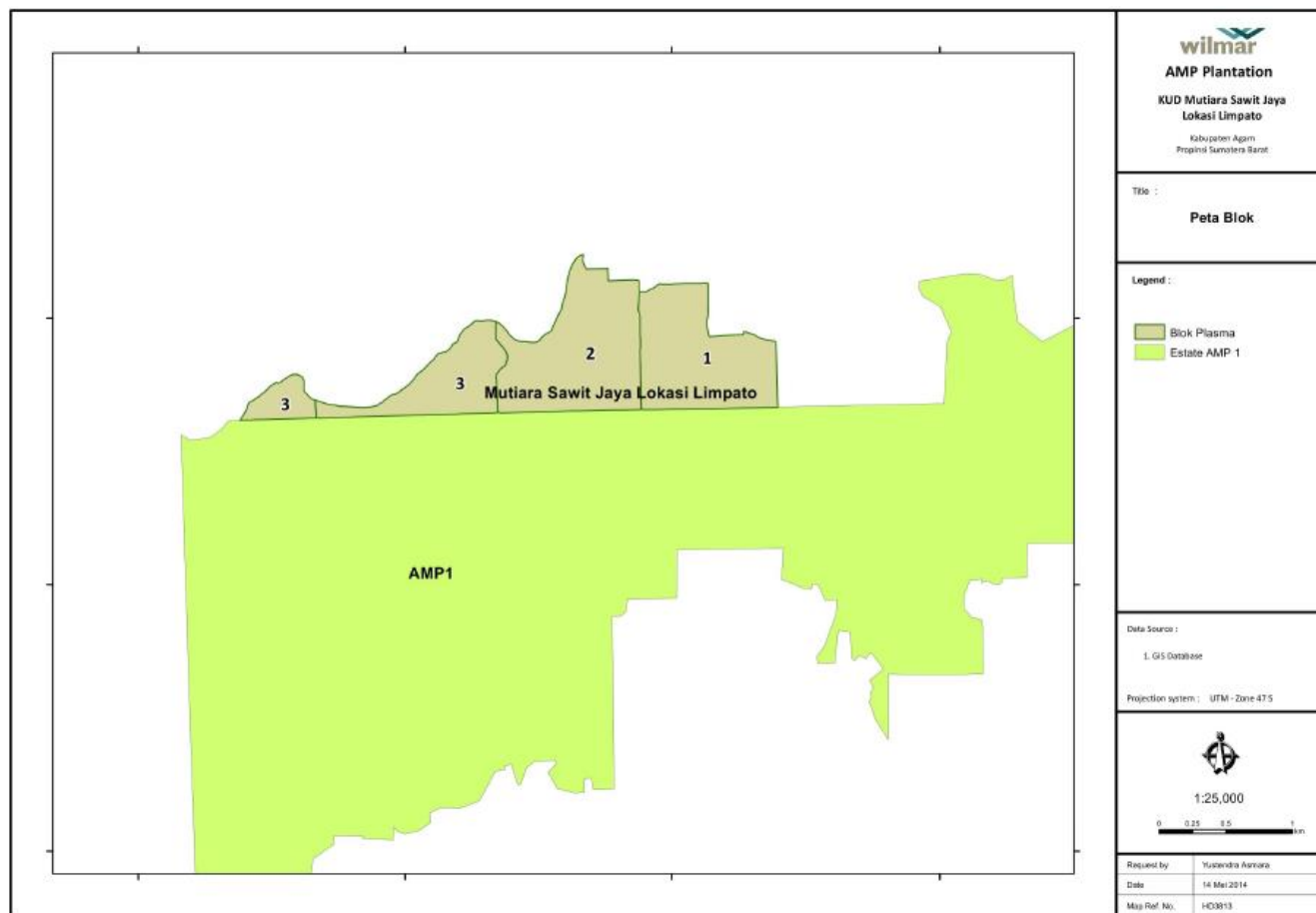


Figure 8. Operational Map of KUD Mutiara Sawit Jaya



Abbreviations Used

ASA	:	Annual Surveillance Assessment
AWM	:	Agro Wira Masang (Associated Smallholders of AMP Plantations)
BMS	:	Block Manuring System
BPBD	:	<i>Badan Penanggulangan Bencana Daerah</i> (Regional Disaster Management Agency)
BPB	:	<i>Badan Pertanahan Nasional</i> (National Land Agency)
BSS	:	Block Spraying System
BST	:	Bukit Sanding Tigo (Associated Smallholder of AMP)
CB	:	Certification Body
CEC	:	Cation Exchange Capacity
CH	:	Certificate Holder
CPO	:	Crude Palm Oil
CR	:	Collection Road
CSPK	:	Certified Sustainable Palm Kernel
CSPO	:	Certified Sustainable Palm Oil
CSR	:	Corporate Social Responsibility
DELH	:	Environmental Evaluation Document (<i>Dokumen Evaluasi Lingkungan Hidup</i>)
EFB	:	Empty Fruit Bunch
EHS	:	Environment Health and Safety
EWS	:	Early Warning System
ENT	:	Ear Nose Throat
FFB	:	Fresh Fruit Bunch
FPIC	:	Free, Prior, Informed, Consent
GAPKI	:	<i>Gabungan Pengusaha Kelapa sawit Indonesia</i>
GEM	:	General Estate Manager
GHG	:	Greenhouse Gasses
GM	:	General Manager
HCV	:	High Conservation Value
HGB	:	<i>Hak Guna Bangunan</i> (Land Use Title for Building)
HGU	:	<i>Hak Guna Usaha</i> (Land Use Title/Right)
HRGA	:	Human Resources General Administration
IPM	:	Integrated Pest Management
ISCC	:	International Sustainability & Carbon Certification
ISPO	:	Indonesian Sustainability Palm Oil
Jorong	:	Hamlet
KAMU	:	Karya Agung Megah Utama
KMSI	:	<i>Komisi Minyak Sawit Indonesia</i>
KPSTTK	:	<i>Koperasi Plasma Sawit Tompek Tapian Kandis</i>
KPSBST	:	<i>Koperasi Plasma Sawit Bukit Sanding Tigo</i>
KPSMSJ	:	<i>Koperasi Plasma Sawit Mutiara Sawit Jaya</i>
KPSAWM	:	<i>Koperasi Plasma Sawit Agro Wira Masang</i>
KUD	:	<i>Koperasi Unit Desa</i>
LA	:	Land Application
LPUP	:	<i>Laporan Perkembangan Usaha Perkebunan</i> (Plantation Business Progress Report)
LSU	:	Leaf Sampling Unit
MR	:	Main Road
MSDS	:	Material Safety Data Sheet
MSJ	:	Mutiara Sawit Jaya
Nagari	:	Village

NGO	:	Non-Government Organization
OHS / OSH	:	Occupational Health and Safety
P&D	:	Pest & Disease
P2K3	:	<i>Panitia Pembina Keselamatan dan Kesehatan Kerja</i> (OHS Committee)
PANP	:	Perkebunan Anak Negeri Pasaman
PHP	:	Permata Hijau Pasaman -1
PIPIB	:	<i>Peta Indikatif Penundaan Pemberian Izin Baru</i> (Indicative Map of Delay in Granting New Permits)
PIC	:	Person In Charge
PMJ	:	Primatama Mulia Jaya
POM	:	Palm Oil Mill
POME	:	Palm Oil Mill Effluent
PPE	:	Personal Protective Equipment
PTUN	:	<i>Pengadilan Tata Usaha Negeri</i> (Government Administration Court)
RKL/RPL	:	<i>Rencana Kelola Lingkungan/ Rencana Pemantauan Lingkungan</i> (Environmental Management Plan / Environmental Monitoring Plan)
RSPO	:	Roundtable Sustainable Pal Oil
RTE	:	Rare threatened and Endangered
R & D	:	Research and Development
SCCS	:	Supply Chain Certification System
SEIA	:	Social Environment Impact Assessment
SHM	:	<i>Sertifikat Hak Milik</i> (Ownership Right)
SIA	:	Social Impact Assessment
SUMBAR	:	Sumatera Barat
SOP	:	Standard Operation Procedure
SPS	:	Siak Prima Sakti
SPSI	:	Serikat Pekerja Seluruh Indonesia
SSU	:	Soil Sampling Unit
TTK	:	Tompek Tapian Kandis
UOC	:	Unit of Certification
UPTD	:	<i>Unit Pelayanan Teknis Daerah</i> (Regional Technical Service Unit)
<i>Wali Nagari</i>	:	Head of Village
WHO	:	World Health Organization
WTP	:	Water Treatment Plant
WWTP	:	Waste Water Treatment Plant
YOP	:	Year of Planting

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 AMP Plantation subsidiary of Wilmar International Limited.	
1.2.2	Contact person	Jules Sonny Parapat	
1.2.3	Organisation address and site address	RSPO Registered company: Multivision Tower Lt.15 Jl. Kuningan Mulia Kav. 9B, Kuningan, Jakarta 12980 – Indonesia Liaison Office: Tapian Kandis Village, Palembayan Sub-district, Agam District, Sumatera Barat Province, 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 dated September 29th, 2004	
1.3	Type of Assessment		
1.3.1	Scope of Assessment and Number of Management Unit	Estates: PT AMP Plantation (AMP-1, AMP-2, AMP-3, AMP-4 Estate) and PT Primatama Mulia Jaya (PMJ Estate). Smallholders Cooperatives (full managed by PT AMP): Tompek Tapian Kandis (TTK), Mutiara Sawit Jaya (MSJ), Bukit Sandiang Tigo (BST), and Agro Wira Masang (AWM).	
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
			LatitudeLongitude
	AMP POM	Tapian Kandis Village, Palembayan Sub-District, Agam District, Sumatera Barat Province, Indonesia	S 00° 09' 22"E 100° 01' 40"
1.4.2	Location of Certification Scope of Supply Base		

Name of Supply Base	Location	Coordinate			
		Latitude	Longitude		
AMP 1	Tapian Kandis Village, Palembayan Sub District, Agam District, Sumatera Barat Province, Indonesia	S 00° 08' 23"	E 100° 00' 28"		
AMP 2	Tapian Kandis Village, Palembayan Sub District, Agam District, Sumatera Barat Province, Indonesia	S 00° 09' 30"	E 99° 55' 13"		
AMP 3	Tapian Kandis Village, Palembayan Sub District, Agam District, Sumatera Barat Province, Indonesia	S 00° 10' 48"	E 99° 49' 06"		
AMP 4	Ampat Koto Village, Kinali Sub District, Pasaman Barat District, Sumatera Barat Province, Indonesia	S 00° 04' 23"	E 99° 48' 10"		
PT PMJ	Jorong IV Koto Kenagarian Kinali, Kinali Sub District, Pasaman Barat District, Sumatera Barat Province, Indonesia	S 00° 03' 17"	E 99° 47' 51"		
Koperasi Perkebunan Sawit Tompek Tapian Kandis (256 smallholders)	Tepian Kandis Village, Palembayan Sub District, Agam District, Sumatera Barat Province, Indonesia	S 00° 08' 20"	E 100° 01' 00"		
Koperasi Unit Desa Mutiara Sawit Jaya (110 smallholders)	Taratak Nan Tigo Tiku Village, Tanjung Mutiara Sub District, Agam District, Sumatera Barat Province, Indonesia	S 00° 08' 42"	E 99° 58' 32"		
Koperasi Plasma Sawit Bukit Sanding Tigo (113 smallholders)	Bawan Village, Ampek Nagari Sub District, Agam District, Sumatera Barat Province, Indonesia	S 00° 10' 25"	E 99° 59' 29"		
Koperasi Unit Desa Agro Wira Masang (450 smallholders)	Kinali Village, Kinali Sub District, Pasaman Barat District, Sumatera Barat Province, Indonesia	S 00° 10' 02"	E 99° 52' 58"		
1.5	Description of Area Statement				
1.5.1	Tenure				
	• State		11,188.52 Ha		
	• Community		1,857.28 Ha		
	Total		13,046.30 Ha		
1.5.2	Area Statement				
	Description	PT AMP (Ha)	PT PMJ (Ha)	Scheme Smallholders (Ha)	Total (Ha)
	Total area	9,248.52	1,940.00	1,857.78	13,046.30
	Mature area	7,321.36	1,287.51	1,528.91	10,137.78
	Immature Area	-	-	251.25	251.25
	Land preparation	26.53	-	17.84	44.37
	Nursery	16.84	-	-	16.84
	Occupation Area	1,307.82	610.82	-	1,918.64
	HCV	260.51	-	-	260.51
	Not plantable area	60.90	-	-	60.90
	Road, housing, drainage	232.46	41.67	59.78	333.91
	Mill (HGB)	22.10	-	-	22.10

1.6	Planting Year and Cycles										
1.6.1	Age profile of planting year										
	Planting Year	AMP 1	AMP 2	AMP 3	AMP 4	PMJ	TTK	MSJ	BST	AWM	Total
	1992	-	-	-	-	-	36.88	-	-	-	36.88
	1993	-	-	-	-	-	-	-	73.63	-	73.63
	1994	-	-	-	-	-	92.58	142.61	96.07	-	331.26
	1995	-	413.63	-	-	-	17.27	-	25.96	-	456.86
	1996	-	174.31	82.51	-	-	65.14	-	22.87	646.38	991.21
	1997	-	599.18	110.98	196.82	359.25	-	-	-	110.7	1,376.93
	1998	-	299.65	-	280.27	60.37	66.25	-	-	-	706.54
	1999	-	302.65	91.54	129.15	13.98	-	-	-	-	537.32
	2000	-	99.04	1,410.53	-	-	-	-	-	-	1,509.57
	2001	-	206.02	314.30	162.53	341.55	-	-	-	-	1024.40
	2002	-	-	55.07	-	244.39	-	-	-	-	299.60
	2003	-	-	-	-	145.70	-	-	-	-	145.70
	2004	-	-	-	-	101.67	-	-	-	-	101.70
	2005	-	-	-	-	20.60	-	-	-	-	20.60
	2011	-	-	25.39	-	-	-	-	-	102.6	127.99
	2014	160.66	-	-	-	-	-	-	-	-	160.66
	2015	637.28	4.63	-	-	-	-	-	-	-	641.91
	2016	447.21	-	-	-	-	-	-	-	-	447.21
	2018	757.08	360.93	-	-	-	-	-	-	-	1,118.01
	2019	-	-	-	-	-	29.97	-	-	-	29.97
		Subtotal Mature Area	2,002.23	2,460.04	2,090.32	768.77	1287.51	308.09	142.61	218.53	859.68
	2021	-	-	-	-	-	177.47	-	-	-	177.47
	2022	-	-	-	-	-	-	73.78	-	-	73.78
	Subtotal Immature Area	-	-	-	-	-	177.47	73.78	-	-	251.25
	TOTAL	2,002.23	2,460.04	2,090.32	768.77	1,287.51	485.56	216.39	218.53	859.68	10,389.03
1.6.2	New Planting area after January 2010					- Ha					
1.6.3	Planting Cycle					2 nd Cycle					
1.7	Description of Mill and Supply Base										
1.7.1	Description of Mill										
	Name of Mill	Capacity (tonnes/ hour)	FFB Processed (tonnes/year)	CPO		Palm Kernel					
				Out put (tonnes)	Extraction (%)	Out put (tonnes)	Extraction (%)				
	AMP POM	80	423,891	77,176	18.21	18,484	4.36				
	*Production data source from 12 months before assessment (February 2022 to January 2023)										
1.7.2	Description of Certification Scope of Supply Base										
	Name of Estate	Total Area (Ha)	Production Area (Ha)	FFB (ton/yr)	Yield (ton/ha/yr)	Supplied to Mill					
						FFB (ton/year)	%				
	AMP 1	2,128.33	2,002.23	58,128	29.03	58,128	100.00				
	AMP 2	2,595.08	2,460.04	41,140	16.72	41,140	100.00				

AMP 3	3,225.11	2,090.32	38,313	18.33	38,313	100.00
AMP 4	1,300.00	768.77	17,925	23.32	17,917	100.00
PMJ	1,940.00	1,287.51	27,012	20.98	27,012	100.00
Koperasi Perkebunan Sawit Tompek Tapani Kandis (256 smallholders)	511.78	308.09	2,253	7.31	2,253	100.00
Koperasi Unit Desa Mutiara Sawit Jaya (110 smallholders)	220.00	142.61	3,185	14.59	3,185	100.00
Koperasi Plasma Sawit Bukit Sanding Tigo (113 smallholders)	226.00	218.53	2,103	9.62	2,103	100.00
Koperasi Unit Desa Agro Wira Masang (450 smallholders)	900.00	859.68	15,042	17.50	15,042	100.00
TOTAL	13,046.30	10,137.78	205,100	20.08	205,100	100.00

**Production data source from 12 months before assessment (February 2022 to January 2023)*

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)
PHP 1		PT Permata Hijau Pasaman	-	-	114
Total Certified					114
PT. AMP II PLASMA MPH		Wilmar Smallholder	-	-	12,451
PT. AMP III PLASMA		Wilmar Smallholder	-	-	11
PMJ PLASMA		Wilmar Smallholder	-	-	2,291
TBS local		Independent smallholder	-	-	204,069
PT. GMP Plasma		Smallholder of PT PHP 1	-	-	40
PT. PHP II Plasma		Smallholder of PT PHP 2	-	-	8
Total Noncertified					218,870
TOTAL					218,984

**Production data source from 12 months before assessment (February 2022 to January 2023)*

1.7.4	Product categories	FFB, CPO, PK
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1.8 Tonnage of Product

1.8.1	Past Annual Claim Certified Product	Last Year Projected Certified Volume (Ton) 07 June 2022 – 06 June 2023	Realization from Feb 22 – Jan 23
	FFB Processed	205,021	205,207.30
	CPO Production	38,760	37,969.02
	Palm Kernel (PK) Production	10,200	9,028.40
1.8.2	Product selling		
	Type of selling product	Actual selling product for last year (Feb 22 – Jan 23) (MT)	
	CSPO sold as RSPO certified product	37,621.08	

	CSPK sold as RSPO certified product			8.962.41				
	CSPO sold under another scheme			-				
	CSPK sold under another scheme			-				
	CSPO sold as conventional			-				
	CSPK sold as conventional			-				
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)		
	AMP 1		2,128.33	2,002.23	61,034	30.48		
	AMP 2		2,595.08	2,460.04	43,197	17.56		
	AMP 3		3,225.11	2,090.32	40,229	19.25		
	AMP 4		1,300.00	768.77	18,821	24.48		
	PMJ		1,940.00	1287.51	28,363	22.03		
	Koperasi Perkebunan Sawit Tompek Tapani Kandis (256 smallholders)		511.78	308.09	2,366	7.68		
	Koperasi Unit Desa Mutiara Sawit Jaya (110 smallholders)		220.00	142.61	3,344	23.45		
	Koperasi Plasma Sawit Bukit Sanding Tigo (113 smallholders)		226.00	218.53	2,208	10.10		
	Koperasi Unit Desa Agro Wira Masang (450 smallholders)		900.00	859.68	15,794	18.37		
	TOTAL		13,046.30	10,137.78	215,356	21.24		
	*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 (%)	
	AMP POM	80	215,356	45,000	20.89	10,000	4.64	MB
	*Projected CSPO and CSPK production for 12 months of certificate							
1.9	Other Certifications							
	ISO 9001:2008		-					
	ISO 14001: 2004		-					
	OHSAS 18001:2007		-					
	ISCC		EU-ISCC-Cert-ID218-20220076 valid until 25 April 2023					
	ISPO		ISPO Certificate No. MUTU-ISPO/022 valid until 27 July 2025					
1.10	Time Bound Plan							
1.10.1	Time Bound Plan for Other Management Units							
	Management Unit		Estate (Supply Base)	Time Bound Plan	Location	Status		
	Mill	Time Bound Plan						
	Indonesia – Kalimantan Region							
	Mustika Sembuluh 1 POM	2010	Mustika Sembuluh 1	2010	Central Kalimantan	Certified		
	Mustika Sembuluh	2015	Mustika Sembuluh	2010	Central	Certified		

	POM 2 (PT Mustika Sembuluh)		2		Kalimantan	
			Mustika Sembuluh 3	2010	Central Kalimantan	Certified
			KUD Bitu Maju Bersama	2014	Central Kalimantan	Certified
	Kerry Sawit Indonesia 1 POM	2011	Kerry Sawit Indonesia 1	2011	Central Kalimantan	Certified
	Kerry Sawit Indonesia 2 POM (PT Kerry Sawit Indonesia)	2015	Kerry Sawit Indonesia 2	2011	Central Kalimantan	Certified
			Kerry Sawit Indonesia 3	2011	Central Kalimantan	Certified
			KUD Karya Bersama	2026	Central Kalimantan	-
			KUD Sejahtera Bersama	2026	Central Kalimantan	
			KUD Tabiku Makmur	2026	Central Kalimantan	
			KUD Kosudra	2026	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)	2026	Sarana Titian Permata 1	2026	Central Kalimantan	-
			Sarana Titian Permata 2	2026	Central Kalimantan	-
			Sarana Titian Permata 3	2026	Central Kalimantan	-
	Mentaya Sawit Mas POM (PT Mentaya Sawit Mas)	2015	Mentaya Sawit Mas 1	2015	Central Kalimantan	Certified
			Mentaya Sawit Mas 2	2015	Central Kalimantan	Certified
			KUD Karya Makmur Pahirangan	2026	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	2026	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	Certified

				Kalimantan		
		KUD Sentama Lestari	2019	West Kalimantan	Certified	
		Sri Maram Estate	2026	West Kalimantan	-	
		Sri Maram Cooperative	2026	West Kalimantan	-	
		Pusaka Abadi Nan Jaya Cooperative	2026	West Kalimantan	-	
		Anugrah Semaro Cooperative	2026	West Kalimantan	-	
	Bumipratama Khatulistiwa POM (PT Bumi Pratama Khatulistiwa)	2016	Bumi Pratama Khatulistiwa Estate	2016	West Kalimantan	Certified
			PT Buluh Cawang Plantation	2026	West Kalimantan	-
			KUD Tuah Jubata	2026	West Kalimantan	-
	Agro Nusa Investama (Landak) POM PT Agronusa Investama - Pahauman	2023	PT Agronusa Investama Pahauman Estate	2026	West Kalimantan	-
			Pratama Procentindo Estate (PT Pratama Procentindo)	2026	West Kalimantan	-
	Agro Palindo Sakti POM (PT Agro Palindo Sakti 2)	2023	Agro Palindo Sakti Estate	2026	West Kalimantan	-
			Putra Indotropical Estate (PT Putra Indotropical Estate)	2026	West Kalimantan	-
			Daya Landak Plantation Estate (PT Daya Landak Plantation)	2026	West Kalimantan	-
			Indoresin Putra Mandiri (PT Indoresin Putra Mandiri)	2026	West Kalimantan	-
	Indonesia – Sumatera Region					
	Pinang Awan POM (PT Perkebunan Milano)	2009	Sei Daun	2009	North Sumatera	Certified
			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	2011	Kencana Sawit Indonesia (Division 1, Division 2 and	2011	West Sumatera	Certified

	Indonesia)		Division 3)			
	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 Tapan 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)	2026	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)	2026	Riau	-	
Musi Banyuasin POM (PT Musi Banyuasin Indah)	2023	Sei Selabu	2026	South Sumatera	-	
		Sei Jarum	2026	South Sumatera	-	
		Agro Palindo Sakti Estate	2022	South Sumatera	Certified	

	Sinarsiak Dianpermai POM (PT Sinarsiak Dianpermai)	2023	Sinarsiak Dianpermai Estate	2026	Riau	-
	Agro Indah Persada 2 POM (PT. Agroindo Indah Persada)	2023	Agrindo Indah Persada Estate	2026	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

	Berhad)				Malaysia	
			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	Acquired in 2019, 3 years till certification deadline (2022); but postponed till 2023 due to Covid-19 which impeded movement of assessor for SIA, HCV/ HCS assessments
	Suburmas POM (PPB Oil Palms Berhad)	2023	Suburmas	2023	Bintulu, Serawak, Malaysia	Added into Wilmar Membership in 2018, 3 years till certification deadline (2021); but postponed till 2023 due to Covid-19 which impeded movement of assessor for SIA, HCV/ HCS assessments
	Africa					
	BOPP POM, Biase Plantation Limited	2014	Adum Bansa	2014	Western Region, Ghana	Certified
			Scheme Smallholder	2014	Western Region, Ghana	Certified
	-	-	Treboum Smallholders	2023	Western Region, Ghana	
	Biase Plantation Limited	2021	Calaro	2021	Cross River State, Nigeria	Certified
	Biase Plantation Limited	2022	Calaro extension	2023	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
Time bound plan Indonesia update October 2022, Malaysia update October 2022, Africa update October 2022						
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.

Regarding the TBP more than 2023, Wilmar has communicated about the TBP to RSPO on 10 August 2022. RSPO response about the TBP is RSPO approved on 07 October 2022 the latest TBP with some notes to take into consideration by Wilmar.

2.0	ASSESSMENT PROCESS
2.1	Assessment Team
ASA – 2.1	<p>1. Haikal Ramadhan Kharismansyah (Lead Auditor). Indonesian citizen, Bachelor of Agriculture department of plant and pest disease (Agrotechnology). He has 3 years' experience as an Agronomy Staff in private oil palm plantation in Indonesia. Training which had attended including Basic Management Development Program Agronomy, Integrated Urban Pest Management, Integrated Pest Management, ISO 9001:2015, Auditor ISPO, RSPO Lead Auditor Training, ISO 22000 awareness, RSPO SCCS. Did some audit ISPO scheme with aspects best management practices. During this audit, he assigned to verify legal aspect, worker welfare, Transparency land dispute, SCCS, TBP and partial certification aspect.</p> <p>2. Arief Tajalli (Auditor). Indonesian citizen, Bachelor of Forest Resources Conservation and Ecotourism, Faculty of Forestry, Bogor Agricultural University. Has been involved as a researcher at a wildlife laboratory, Faculty of Forestry, IPB. The trainings that have been attended include training for ISO 9001; 2008, ISO 14001; 2004, ISO 17021; 2015, ISO 17065, ISO 19011 and ISPO Auditor training by Mutu Institute and RSPO Auditor Training by Checkmark, also participating in several IHT in the field of environment, BMP, and so on. Has participated in several audit simulation activities related to the sustainable palm oil certification system since 2020 with social, environmental, GHG, and waste management aspect. During this assessment, he verified the Environmental, Social, GHG, and Waste management aspects.</p> <p>3. Kiki Fadli (Auditor). Indonesian citizen. Bachelor of Agricultural Engineering, Agricultural Engineering Study Program. Has experience working in the sustainability department in private and state-owned oil palm plantations. Has attended training on New Refreshment Lead Auditor ISPO, Lead Auditor RSPO, General OHS Expert, ISO 9001:2008, ISO 14001:2015, ISO 17021, ISO 17065, HCV, SMK3 and ISH Lead auditor training conducted by RSPO. During this assessment, he verified the OHS and BMP aspect.</p> <p>4. Ririn Sipayung (Auditor Trainee). Experience working as a Sustainability Assistant for 6 years in several private oil palm plantation companies in Indonesia. The training that has been attended includes Training Lead Auditor 9001: 2015 IRCA, Refreshment New ISPO (PERMENTAN 38 Year 2020), Awareness (ISO 9001, ISO 14001, ISO 45001: 2018, ISO 19011: 2018, ISO 17021: 2015, ISO 17065 : 2012), In House Training (Best Management Practice, Environment, Labor, Social, and Transparency), Prospective Occupational Safety and Health Expert (AK3U) by KEMENAKER RI, ISPO Auditor Certification by LPP and ISPO Commission, Traceability Supply Chain and Smallholder Engagement and so on. Has carried out several audit activities and in this audit, activity verified the aspects of worker welfare and Transparency under the supervision of the Lead Auditor.</p> <p>Curriculum vitae (CV) of the members and the assessment team is available at the PT. Mutuagung Lestari.</p>
2.2	Assessment Methodology, Assessment Process and Locations of Assessment
2.2.1	Figure of person days to implement assessment
ASA – 2.1	<p>Number of auditors: 3 auditor and 1 Observer</p> <p>Number of days for ASA – 2.1 onsite audit: 6 days</p> <p>Number of working days for ASA – 2.1 onsite audit: 18 Working days</p>
2.2.2	Assessment Process
ASA – 2.1	<p>The assessment was conducted by measuring the sufficiency of implementation with the consistency done by the PT AMP Plantation subsidiary of Wilmar International – AMP POM to the requirements of Principles and Criteria for the Production of Sustainable Palm Oil 2018, Endorsed by the RSPO Board of Governors on 20th April 2020 and RSPO Certification Systems for Principles & Criteria and RSPO Independent Smallholder Standard, Endorsed by the RSPO Board of Governors on 12 November 2020.</p> <p>The 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.</p> <p>The assessment was conducted in three methods: (1) document review, aiming to observe the sufficiency of types or</p>

substances from required documents; (2) interview, aiming to obtain more detailed information and cross check the information; and (3) field observation, aiming to observe directly the sufficiency of implementation on site.

Some opportunities for improvement of the results **ASA-2.1** delivered by the MUTU auditor to the management unit and the results are the subject will be verified at the next assessment phase (**ASA-2.2**). All information obtained was recorded in Check List of PT Mutuagung Lestari (MUTU) and part of **ASA-2.1**.

The opening meeting was held on February 13, 2023. As for the participants who attended the opening meeting included the Estate and Mill Managers, Support Team from Padang and other staff at PT AMP Plantation subsidiary of Wilmar International – AMP POM. Closing meeting was held on February 18, 2023 attended by the same participants as the opening meeting. Management PT AMP Plantation subsidiary of Wilmar International – AMP POM accept all the onsite ASA-2.1 audit results.

Public Stakeholder Notification was made on 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 taken into account in the assessment.

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wife 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.

The assessment program please find Appendix 2

2.2.3	Locations of Assessment
ASA – 2.1	<p>The sampling location consider the issue arose from the review documents and stakeholder's consultation that are fundamental and crucial. On this assessment sample locations that visited and respondent that interviewed by team auditor are:</p> <p>PT AMP Plantation AMP POM</p> <ul style="list-style-type: none"> • Loading Ramp. Field observation with officers sorting FFB. Based on the interview, the officer can explain the criteria FFB decent though, demonstrating how sorting FFB, employment aspect, OHS aspect and working procedures specified. • Sterilizer Station. Field observation with operator Sterilizer regarding employment aspect, OHS aspect and working procedures specified. • Press Station. Field observation with operator Press regarding employment aspect, OHS aspect and working procedures specified. • Kernel Station. Field observation with operator Press regarding employment aspect, OHS aspect and working procedures specified. • Boiler Station. Field observation with Boiler operator regarding employment aspect, OHS aspect and working procedures specified. • Engine Room. Field observation with engine room operator regarding employment aspect, OHS aspect and working procedures specified. • Workshop. Field observation related workshop activity, OHS, environmental and worker welfare aspect. • Hazardous Waste Temporary Store. Field observation related hazardous waste management, OHS and environmental aspect. • Chemical Warehouse. Field observation related chemical management, OHS, and environmental aspect. • Empty Bunch Area. Field observation related to empty bunch management.

- **Water Treatment Plant (WTP).** Field observation related to OHS and water management.
- **Waste Water Treatment Plant (WWTP) or Effluent Plant.** Field observation related POME management, recording, OHS and environmental.
- **Mill Drainage.** Field observation related mill drainage and potency of environmental contamination.
- **Hydrant simulation.** field observation related emergency response, readiness of firefighting equipment
- **General Storage.** Field observation related management of mill material, OHS and Environmental.
- **Weight Bridge.** Field observation related SCCS activity, emergency procedure, and safety aspect.

AMP 1 Estate

- **EFB Application, Block 14.** Field observations related EFB application as nutrient cycle on nutrient deficit area, dosage and method of applications, and soil condition.
- **Land Application, Block 9.** Field observation related Mill effluent application and environmental aspects.
- **Fire Monitoring Tower, Block 4.** Field observation fire monitoring tower, and the fire patrol.
- **Boundaries Poles No XIV, IV, XXX, XXV, 16.** field observation related legal boundaries and potential conflict area
- **HCV area Rawang River Block101A.** Field observation to HCV management and implementation.
- **HCV area Anggang River Block101A.** Field observation to HCV management and implementation.
- **HCV area Masang Kanan River Block103C.** Field observation to HCV management and implementation.
- **HCV area Masang Kanan River Block120D.** Field observation to HCV management and implementation.

AMP 2 Estate

- **Pesticide applicator PPE rinse room.** Field observation related to management of agrochemical material and waste, MSDS, emergency response facilities and the types of fertilizer used.
- **Fertilizer Store.** Field Observations towards health, safety and environment aspect.
- **Agrochemical Store.** Field Observations towards health, safety and environment aspect.
- **Emplacement Facilities.** Field Observations n to emplacement facilities such as assembling points, fire extinguisher, in-organic waste store, sanitation system, housing quality, playground, and masjid.
- **Day care.** Filed Observation and interview with worker related labor aspect and OHS
- **Pesticide Mixing Area and PPE Storage.** Field Observations related to pesticide mixing activities, safety sign, and personal protective equipment storage
- **Rinse House.** Field Observations towards rinsing process regarding OHS and environmental aspect.

AMP 3 Estate

- **Harvesting activity (Block 10BC).** Field observation related to Procedure implementation, OSH implementation, workers welfare, wages and complaint mechanism.
- **Fertilizer activity (Block 3DE).** Field observation related to Procedure implementation, OSH implementation, workers welfare, wages and complaint mechanism.
- **Pesticide activity (Block 1CD).** Field observation related to Procedure implementation, OSH implementation, workers welfare, wages and complaint mechanism.
- **Subsidence Poles No 1 (Block 14 B).** Field Observations related to conditions and monitoring of poles.
- **Piezometer Poles No 12 (Block 14 B).** Field Observations related to conditions and monitoring of poles.
- **Fire Monitoring Tower, Block 10.** Field Observations related fire monitoring tower, and the fire patrol.
- **Boundaries Poles No LXIX, KP02, KP01, AMP73 and 70.** Field Observations related legal boundaries and potential conflict area
- **HCV Peat area Block 17.** Field Observations n to HCV management implementation and management.
- **HCV Riparian Block 06/07,** Field Observations towards integrated pest management
- **Fertilizer Store.** Field Observations towards health, safety and environment aspect. Fertilizer stored is NPK-13.
- **Agrochemical Store.** Field Observations towards health, safety and environment aspect.
- **Emplacement Facilities.** Field Observations to emplacement facilities such as assembling points, fire extinguisher, in-organic waste store, sanitation system, housing quality, playground, and masjid.
- **Day care.** Field Observations related labor aspect and OHS
- **Land Fill Block 7,** Observation related domestic waste management

- **Pesticide Mixing Area and PPE Storage.** Field Observations related to pesticide mixing activities, safety sign, and personal protective equipment storage
- **Hazardous Waste Temporary Storage** Field Observations related hazardous waste management, OHS and environmental aspect.
- **Fire Station** Field Observations related to occupational safety and health as well as established work procedures
- **Rinse House.** Field Observations towards rinsing process regarding OHS and environmental aspect.
- **Solar Fuel Tank.** Field observation towards oil storage management, MSDS, emergency response, and type of pesticide used.
- **Clinic.** Field observation towards workers medical facility.
- **Agrochemical Store.** Field Observations towards health, safety and environment aspect.
- **Emplacement Facilities.** Field Observations to emplacement facilities such as assembling points, fire extinguisher, in-organic waste store, sanitation system, housing quality, playground, and masjid.
- **Day care.** Field Observations related labor aspect and OHS.

AMP 4 Estate

- **Boundaries Poles No V and IV.** Field Observations related legal boundaries and potential conflict area
- **HCV Mangrove area Block 37B.** Field Observations to HCV management implementation and management.
- **HCV Riparian area Block 23A,** Field Observations towards integrated pest management
- **Buffer with Occupation area Block 30F.** Field Observations related legal boundaries and potential conflict area.
- **Selective Weeding activity (Block 26C).** Field observation related to Procedure implementation, OSH implementation, workers welfare, chemical handling, and complaint mechanism.
- **Subsidence Poles (Block 23E).** Field Observations related to conditions and monitoring of poles.
- **Piezometer Poles No 12 (Block 25D).** Field Observations related to conditions and monitoring of poles.

PT Primatama Mulia Jaya

PMJ Estate

- **Harvesting activity (Block 7E).** Field observation related to Procedure implementation, OSH implementation, workers welfare, wages and complaint mechanism.
- **Fertilizer activity (Block 8C).** Field observation related to Procedure implementation, OSH implementation, workers welfare, wages and complaint mechanism.
- **Pesticide activity (Block 4A).** Field observation related to Procedure implementation, OSH implementation, workers welfare, wages and complaint mechanism.
- **Subsidence Poles (Block 13 C).** Field Observations related to conditions and monitoring of poles.
- **Piezometer Poles No 12 (Block 14 B).** Field Observations related to conditions and monitoring of poles.
- **Boundaries Poles No IV and 12.** Field Observations related legal boundaries and potential conflict area.
- **Buffer with Occupation area Block 016.** Field Observations related legal boundaries and potential conflict area.

Tompek Tapian Kandis Cooperative

- **Harvesting activity (Block 4A).** Field observation related to Procedure implementation, OSH implementation, workers welfare, wages and complaint mechanism.
- **FFB Transport activity (Block 01).** Field observation related to Procedure implementation, OSH implementation, workers welfare, wages, and complaint mechanism.
- **Harvesting activity (Block 4).** Field observation related to Procedure implementation, OSH implementation, workers welfare, wages, and complaint mechanism.
- **FFB Transport activity (Block 4C).** Field observation related to Procedure implementation, OSH implementation, workers welfare, wages, and complaint mechanism.
- **Weeding activity (Block 2A).** Field observation related to Procedure implementation, OSH implementation, workers welfare, chemical handling, and complaint mechanism.
- **Weeding activity (Block 3).** Field Observations to Procedure implementation, OSH implementation, workers welfare, chemical handling, and complaint mechanism.
- **Housing plasma.** Field Observations about domestic waste management, hazardous waste management, emergency facilities, and facilities provided for workers.

	<p>KUD Bukit Sandiang Tigo Housing plasma. Field Observations about domestic waste management, hazardous waste management, emergency facilities, and facilities provided for workers.</p> <p>Mutiara Sawit Jaya Cooperative (KPSMSJ)</p> <ul style="list-style-type: none"> • Selective Weeding activity (Block 1C). Field Observations to Procedure implementation, OSH implementation, workers welfare, chemical handling and complaint mechanism. • Harvesting activity (Block 1C). Field Observations to Procedure implementation, OSH implementation, workers welfare, wages and complaint mechanism. • Housing plasma. Observation about domestic waste management, hazardous waste management, emergency facilities, and facilities provided for workers. <p>Agro Wira Masang Cooperative</p> <ul style="list-style-type: none"> • Harvesting activity. Field Observations to Procedure implementation, OSH implementation, workers welfare, wages and complaint mechanism. • Weeding activity (Block 11D). Field Observations to Procedure implementation, OSH implementation, workers welfare, chemical handling and complaint mechanism.
2.3	Stakeholder Consultation and Stakeholders Contacted
2.3.1	Summary of stakeholder consultation process.
ASA – 2.1	<p>Summary of stakeholder consultation process for PT AMP Plantation was held by:</p> <ul style="list-style-type: none"> • Public Notification on website on RSPO and MUTU Website on 30 January 2023 • Public consultation with NGOs (by email) such as WALHI, AMAN, and Sawit Watch on 08 February 2023 • Public consultation meeting with government institution on 13 February 2023 • Public consultation meeting with internal stakeholders and contractor on 14 February 2023 <p>Numbers of input from stakeholders were clarified by PT AMP Plantation</p>
2.3.2	Stakeholder contacted
	Please find appendix 1
2.4	Determining Next Assessment
	The next visit (ASA-2.2) 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 AMP POM – PT AMP Plantation subsidiary of Wilmar Internasional Ltd of one (1) mill and nine (9) oil palm estates.

During the assessment, there were one (1) Nonconformity were assigned against Major Compliance Indicator and one (1) opportunity for improvement were identified.

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

MUTUAGUNG LESTARI found that AMP POM – PT AMP Plantation subsidiary of Wilmar Internasional Ltd complied with the requirements of **Principles and Criteria for Sustainable Palm Oil Production 2018, The Indonesia National Interpretation, Endorsed by the RSPO Board of Governors on 20 April 2020 and RSPO Certification Systems for Principles & Criteria and RSPO Independent Smallholder Standard, Endorsed by the RSPO Board of Governor on 12th 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 already has an SOP for Information Services for Stakeholders (PRO-BNM-006, Revision 04, dated September 2, 2017), in which the document lists the types of documents available to the public and can be informed to stakeholders, including:		
<ul style="list-style-type: none"> • EIA documents • Company's annual report • Company policy • Company Permits, HGU Permits and related Permits • The operational area of plantations and factories accompanied by a map • Plantation and factory operational procedures/procedures • HCV Report and HCV Management Plan • Social Impact Study Report • Company CD & CSR Implementation Report • General summary of certification assessment • Results of Identification of Environmental Impact and OHS Risk Aspects • OHS & Environment Program • Records of Complaints and their Handling • Conflict Resolution SOP • Records of Handling Public Relations • Continuous Improvement Plan 		
Based on the results of interviews with management, information was obtained that all available documents are information documents that can be accessed by the public by submitting an official letter requesting information, however other than the		

information listed above is information that cannot be accessed in general/confidential in nature. All information is provided in Indonesian.

Based on the results of document reviews and interviews with agencies such as the Manpower and Transmigration Offices of Agam Regency and Pasaman Barat Regency, it is known that the information presented by the company has been presented in an appropriate language and can be accessed by stakeholders

1.1.2

Based on the results of interviews with management, information was obtained that all publicly available documents are information that can be accessed by the public by submitting an official letter requesting information or documents that are mandatory reports. The unit of certification can show evidence that information has been received in an appropriate form and language regarding stakeholder engagement, company rights and obligations that are conveyed to all relevant stakeholders, among others:

Compliance with Social and Environment Regulation

- Hazardous Waste Management Report and Quarter IV Land Application Report and Environmental Management Plan / Environmental Monitoring Plan Semester 2 of 2022 for the scope of AMP 1-3 and AMP POM to the Environmental Office of Agam Regency and West Sumatra Province on 8 February 2023
- Quarter 4 of 2022 Hazardous and Toxic Waste Report for the scope of AMP 4 and PNJ Estate to the Pasaman Barat Regency Environmental Service on January 25, 2023.
- RKL-RPL Semester 2 2022 report for AMP 4 and PMJ Estate units to the Environment Agency and the Pasaman Barat Regency Plantation Service on 25 January 2023.
- Environmental Management Plan / Environmental Monitoring Plan Semester 2 2022 report for each KPS-BST and KPS-TTK unit to the Agam District Environment Agency on 8 February 2023.
- Forest and Land Fire Monitoring Report for Semester 2 of 2022 for all units to the Agam Regency Environment Agency on 8 February 2023.
- Environmental Management Plan / Environmental Monitoring Plan Semester 2 2022 report for AMP 1-3 and POM units, Report on Water Pollution Management, Air Pollution Management and Report on Hazardous and Toxic Waste Management to the Ministry of Environment and Forestry on 26 January 2023 with proof of ID TTE 1674698948- 2670.
- Environmental Management Plan / Environmental Monitoring Plan Semester 2 2022 report for AMP 4 and PNJ Estate units to the Ministry of Environment and Forestry dated 26 January 2023 with proof of ID TTE 1674698819-2670.
- Report on the results of HCV management for the 2021 – 2022 period which was reported to the Agam and Pasaman Barat Regency BKSDA on 18 November 2022.

Compliance with Best Management Practices Regulation:

- Report on plantation business activities for the second semester submitted to the Plantation Office of Agam and Pasaman Barat Districts on January 10, 2023.
- Land fire monitoring report for the second half of the year submitted to the Plantation Services of Agam and Pasaman Barat Districts on 25 January 2023.

Compliance with Legal Regulation:

- Report on the utilization of Land Use Title AMP Plantation to the Head of BPN/ATR of Agam Regency on 10 January 2023. As for PT PMJ it is reported to the Head of BPN/ATR of West Pasaman Regency
- Investment Activity Report with receipt No : LK1732640 quarter IV of 2022 for AMP Plantation (Estate) January 12, 2023
- Investment Activity Report with receipt No : LK1732658 quarter IV of 2022 for AMP Plantation (Estate) January 12, 2023

Compliance with manpower Regulation:

AMP

The company shows a mandatory report related to employment, namely a mandatory report on employment with reporting number 26164.20220521.0001 which was reported on May 21, 2022 and reported back on May 21, 2023

PMJ

The company shows mandatory reports related to employment, namely Mandatory employment reports with reporting number 26567.20220521.0001 reporting date on May 21, 2022 and mandatory reporting on May 21, 2023.

Based on interviews with internal and external stakeholders, it was conveyed that personnel can explain company information that can be accessed publicly through the website or direct requests.

1.1.3

The company already has SOP for Information Services for Stakeholders (PRO-BNM-006 revision 4 dated 2 September 2017). In the procedure, where the document lists the types of documents available to the public and can be informed to stakeholders. Requests for information will be responded to within 3 months.

The company already has a record of requests for information and responses to requests for information contained in the 2022 Entry Letter Information Request document with document number FRM-BNM-016. Based on these documents, it is known that the letters that come to the company are letters requesting information, letters requesting assistance, invitation letters, etc.

1.1.4

From verification of Communication and Consultation SOP documents with No. PRO-GEN-011 revision 04 dated 2 October 2021, the company has procedures related to consulting and communicating activities to all company stakeholders through CD & CSR related to policies, company programs, dissemination related to providing information to stakeholders, receiving complaints and disputes, and communication, consultation and coordination with stakeholders.

Based on the results of interviews with the Agam Regency Environmental Service, information can be obtained that the company has carried out socialization regarding the procedures set by the company in a language that is understood.

The company also maintains an information record book for each management unit. The book shows that no incoming information was requested, but suggestions or invitations to attend meetings held by stakeholders. However, the company has periodically submitted mandatory reports to relevant agencies such as employment reports, environmental management reports, and plantation development reports.

1.1.5

The company shows the List of Stakeholder Names and Addresses for the year updated as of December 2022 made by the binamitra department. The document also divides stakeholders into several categories, namely:

- Primary stakeholders (most important)
- Secondary (important) stakeholders
- Marginal stakeholders

The document also describes stakeholder information consisting of the person's contact number, address, contact number, and position.

Based on the document, there are stakeholders, namely:

- Regency, sub-district and village governments
- External suppliers
- Indigenous peoples and non-governmental organizations
- Contractor
- Labor union
- Culture
- NGOs and youth organizations
- Cooperative institutions/organizations of core company partners.
- Suppliers of raw materials/FFB
- Material supplier

Based on the results of interviews with stakeholders such as contractors and suppliers who were randomly selected from the list of stakeholders, it can be seen that the information listed on the list is appropriate and valid.

Status: Comply

1.2
The unit of certification commits to ethical conduct in all business operations and business transactions.

1.2.1

The company shows the Company Code of Ethics No: 044/DIR-KP/XII/2015 revision 1 which took effect on March 28 2016 which explains several things, including:

- Employees must act in a good and polite manner in accordance with ethical values and behave according to the ethical standards and norms set by the company.
- Employees must refrain from illegal or unethical acts that can damage the company's reputation such as bribery and illegal trade practices.
- There are several documents that can be accessed by the public.

The company also regularly conducts outreach to employees and stakeholders such as contractors and the surrounding community regarding the company's code of ethics, for example, which was carried out on January 5, 2022 which was held in the hall/plantation office which was attended by 42 people including employees, community representatives and contractor representatives. In addition, based on interviews with harvest workers at AMP 1 Estate and contractors, it is known that personnel can explain things that violate the company's code of ethics.

Based on document reviews and interviews with trade unions, it was conveyed that the recruitment process was carried out through a checking mechanism for administrative completeness such as id card and other identity documents, then entered the assessment stage either through interviews or interviews, written test and ended with a medical examination and free of charge in the process. Likewise with contractors who work with companies, where the legality check process is carried out and ends with the commitment of both parties.

Based on the explanation above, it is known that an ethical policy has been implemented in terms of recruitment and contracts.

1.2.2

The company has a system to monitor compliance and implementation of these policies, as well as overall ethical business practices by conducting internal audits and external audits. For external audits such as the financial audit conducted at PT AMP for the 2021 financial year which was conducted on April 22, 2022 as stated in the financial audit report document No. 00797/2.1032/AU.1/01/0692-1/1/IV/2022 conducted by the Public Accounting Firm Purwantono, Sungkoro & Surja with the opinion that the attached financial statements present fairly.

In addition, internal audits were also carried out to ensure compliance and implementation of policies and ethical business practices as a whole listed in the system's internal audit, for example conducted on January 12, 2023. Based on the results of the internal audit, it was found that there were 45 non-conformances, all of which had been fulfilled, the latest on date January 30, 2023.

Meanwhile for contractors, the company conducts performance evaluations which include explaining the quality of work, the accuracy of the completion schedule, the completeness and feasibility of human resources, compliance with rules, level of communication, discipline in the use of PPE and others and the company also installs CCTV cameras in areas areas prone to violations of ethical business practices, such as bribery and others.

Based on interviews with unions and contractors, it is known that personnel can explain the reporting mechanism if there is a violation of ethical business practices.

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 AMP POM certification unit has several supply bases. In fulfilling compliance, the company has complied with several relevant regulations, namely by having the following documents:

Compliance with Social and Environment regulation

- For the Scope of PT AMP Plantation (Estate AMP 1, AMP 2, AMP 3 and AMP POM), the Company has made an Environmental Impact Assessment addendum which has changed to an Environmental Evaluation Document (DELH) where the document is

equivalent to the Environmental Impact Assessment published in 2018. The document has been approved by the Sumatra Barat Provincial Environmental Office with Number 660/24/SK/TL/DLH-2018 on March 12, 2018. The scope of the DELH study is oil palm plantations with an area of 7,926.42 Ha and factories covering 22,099 Ha which include factories FFB processing with a capacity of 80 tons of FFB/hour, replanting activities and biogas utilization activities (methane capture). Through this document, the company has also obtained an Environmental Permit based on the Decree of the Governor of West Sumatra Number 660-5-2018 on April 4, 2018.

- For the scope of PT AMP Plantation IV (Estate AMP 4), the company has an Environmental Management Document (DPLH) for the scope of oil palm plantations with an area of 1,300 Ha which has been approved by the Regent of Pasaman Barat with Number 660/02/BUP-PASBAR-2011 on July 4, 2011.
- For the scope of PT Primatama Mulya Jaya (Estate PMJ), the company has an Environmental Management and Monitoring Document (DPPL) for the scope of oil palm plantations with an area of 2000 Ha which has been approved by the Regent of Pasaman Barat with Number 188.045/183/BUP-PASBAR- 2009 on January 30, 2009.
- For the scope of the Tompek Tapan Kandise Oil Palm Cooperative (KPSTTK), the Cooperative already has an Environmental Management Document (DPLH) for the scope of oil palm plantations with an area of 511.18 Ha which has been approved by the Head of the Environmental Management Agency, Agam Regency Number 41 of 2014 on October 21, 2014, and an Environmental permit issued based on the Decree of the Regent of Agam No. 437 of 2014 on October 27, 2014.
- For the scope of the Bukit Sanding Tigo Palm Oil Cooperative (KPSTTK), the Cooperative has an Environmental Management Document (DPLH) for the scope of Oil palm Plantations with an area of 226 Ha which has been approved by the Head of the Environmental Management Agency, Agam Regency Number 43 of 2014 on October 21, 2014, and an Environmental Permit issued based on the Decree of the Regent of Agam No. 438 of 2014 on October 27, 2014.
- For the scope of the Mutiara Sawit Jaya Oil Palm Cooperative (KPSMSJ) and Agro Wira Masang (KPSAWM), the Cooperative has conducted an environmental study as evidenced in the form of UKL-UPL (Document for Environmental Management and Monitoring Efforts) for the scope of oil palm plantations with an area of 310 Ha and 810 Ha in 2014. However, this document has not been ratified due to obstacles in fulfilling the completeness of the legality documents for the Cooperative land. This will be explained in detail in Indicator 3.4.2.
- Hazardous Waste Warehouse Permit for the Scope of AMP-POM, based on the Decree of the Head of the One-Stop Integrated Service Investment and Employment Service of Agam Regency Number 01 of 2020 dated 25 June 2020. The permit is valid for 5 years starting from 13 October 2020 to 12 October 2025.
- Hazardous Waste Warehouse Permit for AMP-1 Scope (as the main warehouse for AMP 1, AMP 2, AMP 3 Estate units and 4 plasma units in the vicinity). The permit is based on the decision of the Head of the One-Stop Integrated Services Investment Service and the Agam Regency manpower number 4 of 2018 dated July 16 2018 and is valid for 5 years.
- Hazardous Waste Warehouse Permit for the Scope of PT PMJ (as the main warehouse for AMP 4 and PMJ Estate units located at AMP 4 Estate). Permit based on the decision of the Regent of Pasaman Barat number 188.45/235/BUP-PASBAR/2018 dated 25 April 2018 which is valid for 5 years.
- For the scope of AMP POM, the company already has a permit for the utilization of factory wastewater for Land Application which was granted based on the Decree of the Investment Service Office of Agam District No. 01 of 2018 dated April 6, 2018 and is valid for 5 years. Currently, the company is in the process of extending the Land Application Permit which was submitted on December 13, 2022, and is in the stage of fulfilling the document requirements that have been submitted to the consultant.

Compliance with Best Management Practices Regulation:

Based on the results of the document review, it is known that the certificate holder has complied with the provisions related to best management practice, including:

- The company does not clear and/or cultivate land by burning, this is in accordance with Law No. 39 of 2014 concerning Plantations.
- Using pesticides that are registered and whose distribution permits are still valid according to Minister of Agriculture Regulation No. 43 of 2019, for example using pesticides with the trademark Supremo 480 SL, Glifosate chemicals, permit No. 01030120021712 and valid until 4 October 2026.

Compliance with OHS Regulation:

The OHS Committee approval decree issued by the Sumatra Barat Province Manpower and Transmigration Office with No. 564/02/P2K3/HI-Was/I/2023 issued on January 10, 2022 with the organizational structure including the OHS Committee Secretary having attended General OHS Expert training, for example for secretaries at Mill with certificate number 5/3417/AS.02.04/IV/2021 issued on April 22 2021 and the appointment of General OHS Expert with registration No. 96537/PK3/AJ/13/2021/P0 issued on 22

April 2021 is valid until 22 April 2024, this is in accordance with minister of labor regulations No. 4 of 1987.

Compliance with Legal Regulation:

Unit of Certification have HGU, HGB, and Business permit with following detail

- **PT AMP Plantation (totaled HGU and HGB of 9,248.52 ha)**
 - HGU Certificate totaled 9,226.42 ha, consist of six certificates
 - HGB (land title for building) Certificate totaled 22.099 ha.
 - Plantation business permit (IUP) No. 499 of 2008 dated 8 August 2008 (7,925.42 ha) and No. 188 of 2012 dated 12 July 2012 (\pm 1,300 ha).
- **PT Primatama Mulia Jaya (1,940 ha)**
 - HGU Certificates No. 1 of 1998 amount of 1,940 ha.
 - Plantation business permit (*Surat Pendaftaran Usaha Perkebunan / SPUP*) No. 206 of 2000 dated 10 March 2000 amount of 1,940 ha.
- **Scheme Smallholders (total area 1,857.78 ha)**
 - Cooperative Bukit Sandiang Tigo → Customary land letter total area **226 Ha** (113 smallholder)
 - Cooperative Tompek Tapan Kandis → Private land title (SHM) total area **512 Ha** (256 smallholder)
 - Cooperative Agro Wira Masang → Customary land letter total area **810 Ha** (405 smallholder) and **90 Ha** (private land title)
 - Cooperative Mutiara Sawit Jaya → Private land title (SHM) total area **220 Ha** (110 smallholder)

Then total scope of certification AMP Plantation are 13,046.52 Ha.

Compliance with manpower Regulation:

- Mandatory AMP Employment Reporting Document (online), reporting number 26164.20220521.0001, reporting date 21 May 2022 and mandatory reporting date 21 May 2023.
- Mandatory PMJ Employment Reporting Document (online), reporting number 26567.20220521.0001, reporting date 21 May 2022 and mandatory reporting date 21 May 2023.
- Decree of the Governor of West Sumatra Number 562-863-2022 concerning the 2023 West Sumatra Provincial Minimum Wage of IDR 2,742,476. set on November 25, 2022

2.1.2

The company has a documented system to ensure legal compliance contained in the SOP document Identification and Evaluation of Legal Aspects and Applicable Regulations Number PRO-BNM-005 Revision 02 dated 1 September 2021 The procedure explains personnel who have a responsibility to update the regulation and law, identify and inventory, evaluation, and monitor Information of regulations from national, provincial, and district regulatory bodies and renewal any changes to prevailing laws and regulations, and monitoring of expired regulations/licenses.

Results of document verification, the company can show a list of laws and regulations which explains the aspects, laws, and clauses of these regulations. The list of regulations divided into plantation aspect, worker welfare, OHS Aspect and environmental aspect. Based on documents verifications it was known the last update was carried out on 12 January 2023. The evaluation also includes regulatory compliance for cooperating third parties as described in criterion 2.2. Legal compliance verified and also assessed when internal audit of RSPO conduct and/or at the time frequently evaluation (once a year).

2.1.3

Company has procedure of Maintenance of Cultivation Rights Limit. Based on SOP *Pemeliharaan Tapal Batas HGU* (Maintenance of Cultivation Rights Limit) No. PRO-BNM-012, 3rd revise on 2 October 2021. Based on the results of monitoring of the last HGU stakes, it is known that the overall condition of the HGU pole is in good condition. This is similar to the results of a field visit for example to HGU pole No XIV, IV, XXX, XXV, and 16 (AMP-1 Estate), HGU pole No LXIX, KP02, KP01, AMP73 and 70 (AMP-3 Estate), and HGU Pole No IV and 12 (PMJ Estate). The UoC also conducted routine monitoring for its boundaries which scheduled twice a year. The last monitoring was conducted in Dec 2022. For scheme smallholder legal boundaries is UoC road.

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

The company already has a list of contractors contained in the stakeholder list document which was updated in December 2022 by the Binamitra Department and there are 10 contractors working with the company.

The company also shows the contractor's Work Agreement, for example the CV Putra Bundo, number 161/SPK/AMPI/XI/2022, dated 29 November 2022, which among other things explains the obligations to fulfil the labor aspects of the contractor to his workers and has been agreed upon by both parties. In addition, it is also equipped with a Contractor's Statement of Compliance with the company's management system in the RSPO principles.

2.2.2

All contracts have separate clauses regarding fulfilment of relevant legal obligations, as shown in CV Putra Bundo number 161/SPK/AMPI/XI/2022, on 29 November 2022. Based on these documents, clauses regarding fulfilment of relevant legal obligations, among others listed in articles 4 and 5.

This can be proven by the third party concerned regarding its implementation. As an example, proof of payment of Social Security Administrator for Employment contributions for January 2023 via bank transfer is shown. In addition, the contractor also shows a list of workers along with the amount of wages paid for each worker, where payment of salaries uses receipts.

The company also shows documentation of Subcontractor Performance Evaluation, which among other things explains evaluation points such as quality of work, accuracy of completion schedule, completeness and eligibility of human resources, compliance with rules, level of communication, discipline in using PPE and others.

2.2.3

All contracts have separate clauses that prohibit practices involving child labor, forced labor, and workers from human trafficking, as indicated in CV Putra Bundo number 161/SPK/AMPI/XI/2022, on 29 November 2022.

Based on the document, the clause regarding the prohibition of practices involving child labor, forced labor, and workers from human trafficking, is contained in article 5, which states that contractors do not employ children under 18 years of age, forced labor or the result of human trafficking.

Based on the verification of the contractor's employee list document that there were no workers under 18 years of age and the results of interviews with contractor workers in the field, information was also obtained that the workers were not under 18 years of age.

Status: Comply

2.3
All FFB supplies from outside of the unit of certification are from legal sources.
2.3.1 & 2.3.2

There is no additional information from previous assessment due the same of FFB supplier. Based on documents verification and interview with commercials team it was known the entire FFB process in AMP POM originally from:

- Own estate under the scope of certification
- Other sources from the estates / company under management of Wilmar Intl Ltd.
- Local Farmers were based on documents there 6 suppliers with initial name MI (P), RB (P), RRP (P), ROS (P), TB (P), MA (P)

The unit of certification can present the requirements of directly sourced FFB as follows the Information on geo-location of FFB origins and proof of the ownership status or the right/claim to the land by the grower, For example:

a. MI

- Coordinate X) E100.00591 (Y) S00.24406
- Address: village of Tapian Kandis, Kanagarian Selaras Air, Sub District of Palembayan, Agam District
- Legal Document: Freehold Tittle (SHM)

b. RB

- Coordinate X) E100.00587 (Y) S00.244429
- Address: village of Tapan Kandi, Kanagarian Selaras Air, Sub District of Palembang, Agam District
- Legal Document: Freehold Title

Status: Comply
PRINCIPLE #3 OPTIMISE PRODUCTIVITY, EFFICIENCY, POSITIVE IMPACTS AND RESILIENCE
3.1

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

3.1.1

The company shows a long-term plan contained in the long-term planning document for the period 2023-2028 which contains plantation business information including production projections, plantation and factory operational plans, FFB source plans, projected costs and others, for example, such as:

PT AMP

DESCRIPTION	UNIT	YEAR					
		2023	2024	2025	2026	2027	2028
FFB Production	Ton	162,100	138,500	102,000	102,300	104,800	113,000
CPO Production	Ton	82,826	74,607	64,643	64,065	67,399	72,466
OER	%	19.05	19.05	19.05	19.05	19.05	19.10
PK Production	Ton	18,913	17,036	14,761	14,629	15,390	16,547
KER	%	4.35	4.35	4.35	4.35	4.35	4.40
Replanting	Ha	414	599	1,108	-	-	-

PT PMJ

DESCRIPTION	UNIT	YEAR					
		2023	2024	2025	2026	2027	2028
FFB Production	Ton	28,300	18,100	-	-	4,100	13,500
Replanting	Ha	-	516.38	1,287.51	1,287.51	771.13	-

In addition, based on interviews with landowners (smallholder scheme), it was conveyed that the personnel knew the company's business and management plans for their land and periodically evaluated/achieved by the company to the landowners.

3.1.2

The company has demonstrated a plan to replant oil palm for the period 2023 – 2028 which includes long-term plan documents including the following:

Year	Plan (ha)		
	AMP	PMJ	Plasma
2023	414	-	787.43
2024	599	516.38	879.83
2025	1,108	1,287.51	372.71
2026	-	1,287.51	-
2027	-	771.13	-
2028	-	-	-

The company has also conducted an annual evaluation of its oil palm replanting plan. Based on the evaluation carried out in 2022, it is known that the plan for replanting in 2021 is 177.47 Ha in the TTK partnership and in 2022 it is 73.78 Ha in the MSJ partnership.

3.1.3

The company has conducted a management review within the planned time according to the scale and nature of the activities carried out, which was indicated in the management review report on February 1, 2023 which was attended by the Estate and Mill management. The management review meeting discussed the results of external audits and internal audits, customer feedback, process performance and product conformity, etc. with the following recommendations:

- Evaluating the level of work accidents.
- Prioritizing community economic empowerment and development.
- Conduct outreach and training to employees for the next period.

	Status: Comply
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3.2

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

3.2.1

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

- The company no longer uses pesticides with the active ingredient paraquat.
- The company has implemented biological pest control in this case by using host plants and 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 fuels accordance to reduce the use of fossil fuels.
- Using renewable energy-producing technology, namely methane capture or biogas.
- Waste management and monitoring through WWTP pond management, testing the quality of the effluent and reporting it to the Environmental Agency.
- Air quality, groundwater through, and Hazardous waste is managed and monitored also reported to the related Environmental Agency.
- Greenhouse Gas (GHG) Management. Implement a zero-burning policy, utilization of EFB, shells and fiber as renewable energy, regular engine maintenance, and regular emission quality tests.

In relation to the previous OFI, the company continues to approach and communicate with the surrounding community, for example by carrying out CSR activities with a focus on community needs and conducting regular SIA reviews.

3.2.2

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

Name of RSPO Member	: Wilmar International Limited
RSPO Membership Number	: 2-0017-05-000-00
Name of Certified Unit	: PT AMP Plantation
Name of Certification Body	: PT Mutuagung Lestari
RSPO PalmTrace ID Number	: RSPO_PO1000000601
Number of Mills	: 1
Number of Estates	: 9
Production Area (ha) - Estate	: 10.186
Certified Area (ha) - Estate	: 13.046
High Conservation Value (HCV) Area (ha)	: 261
Peatlands - Planted (ha)	: 1.248
Peatlands - Unplanted (ha)	: 311
Freshwater Usage per PO produced tonne	: 8,20

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. Based on team auditor's review, the information has been matched with others document, such as supply chain record, demographic

workers, work accident, etc.

Status: Comply

3.3

Operating procedures are appropriately documented, consistently implemented and monitored.

3.3.1

The company shows a list of procedures listed in the master list of documents which informs the name of the procedure/IK/form, number of procedure/IK/form, revision and date of publication which include the following:

- Procedures for processing palm oil are presented in document No. PRO-MIL-001 to No. PRO-MIL-008 which includes receiving FFB, processing FFB, storing products (CPO and PK), workshops, purchasing FFB from local residents, product delivery and supply chain. In addition, the company also has a mechanism at each station contained in procedure No. SOP-MIL-001 to No. SOP-MIL-028 covering technical matters at the weighbridge station, grading, loading ramp, sterilizer, capstan, threshing, press, clarification, nut and kernel, boiler, power plant, water treatment, kernel crushing plant, waste, transportation EFB, hazardous waste storage, plant safety, workshops, land application, commodity shipping, sounding, statistical cranes, CPO storage tanks, mass balancing, solid waste management, materials handling, etc.
- Oil palm agronomy procedures are presented in document no. PRO-EST-001 to PRO-EST-008 through zero burning, planting, maintenance, harvesting, pesticide application, integrated pest control, and leaf and soil analysis as well as documents No. SOP-EST-001 to SOP-EST-026 covering technical matters of fertilization, application of pesticides by means of spraying, selective weeding, pruning, pest and disease control, weed control, empty fruit mulching, road maintenance, platform planting, extortion, BMP on sandy land, calibration of pesticide application equipment, measurement of soil erosion, integrated pest control, replanting and calibration of fertilization.
- Safety procedures are presented in document No. PRO-GEN-008 concerning identification of impact aspects and document No. PRO-GEN-014 concerning emergency measures.

Based on interviews with harvesting and spraying workers at AMP 1 and PMJ plantations as well as sorting workers, it is known that officers can explain the work procedures of their work, for example spray work where officers already know the target weeds to be sprayed, the dosage and the effective method of spraying.

3.3.2-3.3.3

The company has a system that guarantees consistent implementation of SOPs by carrying out an Internal Audit system carried out by internal parties as well as daily supervision carried out by the supervisor level starting from Foreman, Divisional Assistants, Head Assistants to Managers who also include scheme smallholders.

The last operational internal audit was carried out on January 12, 2023 with the results of 45 discrepancies. Then it also shows documents of proof of improvement of non-compliance, for example the company finds that pets are in an unkempt and wild condition so the company conducts socialization and monitoring of housing so that the pets owned are looked after and their condition is monitored. All discrepancies have been fulfilled on January 30, 2023.

The company also conducts periodic evaluations of contractors to ensure that contractors comply with applicable regulations and company policies/procedures.

All inspection activities and corrective actions carried out by the company are recorded in the form of a report in accordance with the audit carried out.

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 has several documents related to social and environmental impact assessments which are carried out independently and in a participatory manner, involving affected stakeholders. The document covers the pre-construction activities, the operation stage and the post-operation stage. Some of the documents held by the certification unit include:

Environmental Impact Assessment (EIA)**For PT AMP Plantation Units (Estate AMP 1, AMP 2, AMP 3 and AMP POM)**

The company has conducted several environmental studies with stages starting in 1994 to prepare environmental documents in the form of UKL-UPL (Document for Environmental Management and Monitoring Efforts) for plantations and factories. Then, it was renewed in 2003 with the same document form. In connection with the existence of the latest regulations based on the Decree of the Governor of West Sumatra Number 30 of 2004, the company again renewed an environmental study in 2007 under the name Environmental Management Document (DPL). In connection with the replanting and development of Biogas (methane Capture) activities, the company has renewed an environmental study, or an AMDAL addendum which has changed to an Environmental Evaluation Document (DELH) where the document is equivalent to the AMDAL published in 2018. This document has been approved by Department of the Environment of West Sumatra Province with Number 660/24/SK/TL/DLH-2018 on March 12 2018. The scope of the DELH study is oil palm plantations with an area of 7,926.42 Ha and factories covering an area of 22,009 Ha which includes FFB processing factories with capacity of 80 tons of FFB/hour, replanting activities and biogas utilization activities (methane capture). The company also has an Environmental Permit document issued based on the above DELH document. The Environmental Permit document was issued based on the Decree of the Governor of West Sumatra Number 660-5-2018 on April 4, 2018.

For PT AMP Plantation IV Unit (Estate AMP 4)

The company has conducted an environmental study as evidenced by the Environmental Management Document (DPLH) for the scope of oil palm plantations with an area of 1,300 Ha which has been approved by the Regent of Pasaman Barat with Number 660/02/BUP-PASBAR-2011 on 4 July 2011.

For PT Primatama Mulya Jaya Unit (Estate PMJ)

The company has conducted an environmental study as evidenced by the Environmental Management and Monitoring Document (DPPL) for the scope of Oil palm Plantations with an area of 2000 Ha which has been approved by the Regent of Pasaman Barat with Number 188.045/183/BUP-PASBAR-2009 on January 30, 2009.

For Tompek Tapian Kandis Oil Palm Cooperative Unit (KPSTTK)

The Tompek Tapian Kandis Cooperative has conducted an environmental study as evidenced by the Environmental Management Document (DPLH) for the scope of the Oil Palm Plantation with an area of 511.18 Ha which was approved by the Head of the Environmental Management Agency, Agam Regency Number 41 of 2014 on 21 October 2014.

The Tompek Tapian Kandis Cooperative also has an Environmental Permit issued based on the DPLH documents mentioned above. Environmental Permit Documents Issued Based on the Decree of the Regent of Agam No. 437 of 2014 on October 27, 2014.

Regarding the difference in the area recorded in the area statement (511.78 Ha) with the environmental documents owned (511.18 Ha) the company can show evidence of communication with the Environmental Service with letter number 660.1 / 616 / TL-1/2020 dated 4 September 2020 which explains the difference in area is due to a writing error in the DPLH document, so the actual area is listed in the area statement.

For the Bukit Sanding Tigo Palm Oil Cooperative Unit (KPSBST)

The Bukit Sanding Tigo Cooperative has conducted an environmental study as evidenced by the Environmental Management Document (DPLH) for the scope of the Oil Palm Plantation with an area of 226 Ha which was approved by the Head of the Environmental Management Agency, Agam Regency Number 43 of 2014 on October 21, 2014.

The Bukit Sanding Tigo Cooperative also has an Environmental permit issued based on the DPLH document mentioned above. Environmental Permit Documents Issued Based on the Decree of the Regent of Agam No. 438 of 2014 on October 27, 2014.

For the Mutiara Sawit Jaya Sawit Plasma Cooperative Unit (KPSMSJ)

Mutiara Sawit Jaya Cooperative has conducted an environmental study as evidenced in the form of UKL-UPL (Environmental Management and Monitoring Efforts Document) for the scope of oil palm plantations with an area of 310 Ha in 2014. However, the document cannot be ratified due to problems in fulfilling the completeness of the document the legality of the cooperative land. This will be explained in detail in Indicator 3.4.2.

For the Agro Wira Masang Palm Oil Plasma Cooperative Unit (KPSAWM)

The Agro Wira Masang Cooperative has conducted an environmental study as evidenced in the form of UKL-UPL (Document for Environmental Management and Monitoring Efforts) for the scope of oil palm plantations with an area of 810 Ha in 2014. However,

the document cannot be ratified due to problems in fulfilling the completeness of the document the legality of the cooperative land. This will be explained in detail in Indicator 3.4.2.

All of the above documents have identified each aspect and parameter that must be monitored with a clear description of the target and implementation time included in the matrix of environmental documents for each unit. The company has 7 units that are included in the scope of certification with 7 environmental documents, so the company has an obligation to make as many as 7 environmental management and monitoring documents each semester. For KPSAWM and KPSMSJ units that have not been approved, the company continues to make environmental management and monitoring documents even though no reporting is done to the relevant agencies.

Social Impact Assessment (SIA)

Certification unit already conducted a Social Impact Assessment (SIA), carried out in 2010 by AKSENTA Consultants. Field data collection was carried out on April 18 - May 4 2010. The scope of the SIA study included AMP1, AMP2, AMP3, AMP4, KAMU, PMJ, PANP units and the plasma units were studied in Dastra 1, Dastra 2, Manggopoh 1, Manggopoh 2, MSJ TNT, MSJ Kinali, and MSJ Limmopot. Meanwhile, PT AMP Plasma KPSTTK, Plasma KPSBST, plasma KPSMSJ, and plasma KPSAWM had a social impact study conducted on 17 July 2014. The social impact assessment activities were conducted based on discussions with affected parties during the period of 17 June - 21 June 2014. This study explains the impacts arising from plasma activities, including: employment, natural resources, public health, economic development, physical development, population migration, and work safety. Social impact assessment is included as part of Complementary to all environmental impact assessments. The assessment involved all parties affected by both internal and external stakeholders, including employees, workers union, village heads around the plantations and local NGOs. Participatory evidence with affected parties is shown in the form of attendance at FGD meetings and photos during interviews.

Community representatives who became resource persons in this assessment were the village heads, village secretaries, village apparatus, hamlet heads, traditional leaders, village midwives, and farmers/fishermen/laborers. The types of data collected were primary and secondary data. Primary data collection for monitoring social impact management was obtained from informants as the affected party as well as local village officials who represented the community and as verifiers. The secondary data or indirect data collection is in the form of evidence, notes, archives or published historical reports as well as references in the form of AMDAL, HCV documents, local government literature, notes on CSR implementation and others. The aspects of the assessment are Economic Life (Natural Potential, Livelihoods, Local Economy, Food Security, Vulnerable Groups, Company Contribution, Plasma Plantation Development) and Social and Cultural aspects. Meanwhile, other secondary data is obtained indirectly through intermediary media in the form of published evidence, records, archives, or historical reports. Retrieval of secondary data through literature studies. Secondary data is obtained from related units in order to document impact management as well as additional data from relevant affected parties. The reading material used is documentation of the implementation of impact management, internal company data, correspondence between the company and affected parties, and so on. Secondary data is also obtained from parties that are not directly related, such as sub-district data or news or pages from the media.

Negative and positive issues were summarized during the assessment including management recommendations. The data collection process was carried out by involving the community and workers as a source of information by using the interview method, focus group discussions (Focus Group Discussion) and distributing questionnaires in the village. In the report, there is also a matrix on the Social Management Plan and Social Monitoring Plan and Attachments to the Attendance List of participants in the data collection process in the surrounding villages and within the scope of PT AMP Employees. Some of the social impact management plans listed in the document include mitigating negative impacts, advancing benefits, mitigating and managing issues and risks, and encouraging corporate social contributions.

3.4.2

Based on the results of document verification, it can be concluded that all management and monitoring parameters requested in environmental documents have been implemented. Certification unit has also evaluated for each significant impact monitoring parameter that is implemented as required in the decision of the minister of environment 45 of 2005, which includes an evaluation of trends, evaluation of critical levels, and evaluation of compliance. Based on the results of the evaluation, it is known that all parameters are still appropriate according to the related Quality Standards, and there is no indication of contamination.

The implementation of environmental management has been carried out in accordance with all RKL-RPL documents and Environmental Permits owned by the company. The certification unit makes RKL-RPL reports based on attachment of Environmental

Permit where the matrix is a compilation of all previously owned UKL-UPL Matrix. The environmental management report is carried out every 6 months and submitted to the relevant agency, namely the RKL-RPL Report for Semester 2 of 2022 which was sent to the Environment Agency of Agam District with proof of receipt dated 25 January 2023 and attached with the stamp, signature and name of the recipient as well as proof of sending documents notes. Based on the report on the implementation of the RKL-RPL in the semester 2 of 2022, it is known there is no negative impact caused by the unit of certification, such as all factory waste quality testing which is carried out periodically and in accordance with the quality standard set by the government.

Meanwhile, the social impact monitoring and management plan has been managed and monitored through the SIA Implementation Report of PT AMP Plantation for 2022 based on the results of the SIA management plan 2020-2022. Social programs from companies related to community development, economic improvement of the surrounding community, strengthening communication and networks with stakeholders, environmental improvement programs, and reforming the workforce. The program is equipped with activities to be carried out, challenges, opportunities, implementation strategies, expected outcomes, and implementation timelines. The planned program comes from the results of the Focus Group Discussion carried out in SIA activities that have been carried out in villages around the company is added with the results of the analysis. The program is a general plan that will be implemented by the company based on the analysis of stakeholder needs and mapping of stakeholders 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 in order to achieve the company's goals. Activities are derivatives of programs that have been planned and are technical activities that will be carried out by the company in the context of implementing the planned program.

Based on analysis document from SIA Management Plan 2020-2022, The social impact in this assessment is divided into positive impact and negative impact. Positive impact is an influence arising from the company's activities that provide better benefits/conditions for a particular object, while the negative impact is an influence from the company's activities which makes certain objects worse off. The social impact assessment is carried out based on the perceptions of the representative's community in the assessment location that represents that community. Community perception is the perspective of a group of people who live together in a certain environment that is the same in providing a conclusion to an object. The conclusion on an object is formed based on knowledge, vision, and observation so that the community with each other allows to produce a different perception for the same object. the company has analyzed the positive and negative impacts arising from each activity specifically, for example physical assets for production activities that have positive and negative impacts on both external and internal levels, and so on. The company conducts an annual evaluation to align the SIA management program according to the needs in the field according to the conditions as for example in Document Social Impact Management Plans for 2022 set up on 18 January 2022 which explains, among other things:

- Providing work training outside the plantation sector
- Improving the quality of service or giving responses.
- Providing facilities and funds for the implementation of local cultural activities
- Managing road by routine maintenance and watering periodically
- Management also explained that for the 2022 semester 2 period there were additional social activities being carried out, namely stakeholder mapping. This will be included in the management plan for 2023 which will be prepared in April.

Based on the results of consultations with representatives' workers, there were no forms of discrimination against workers, no underage workers were found, the company has 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, educational infrastructure (schools), and other facilities. The company also allocates resources for the maintenance of the entire facility. Stakeholder mapping activities are carried out to mitigate the increasing level of social issues ahead of the 2024 election, it is hoped that this will strengthen the relationship between the company and the surrounding community to avoid provocations from outside parties that encourage people to make land claims as is currently common in West Sumatra.

Regarding obtaining RKL-RPL document approval for the Mutiara Sawit Jaya Palm Oil Plasma Cooperative (KPSMSJ) and the Agro Wira Masang Palm Oil Cooperative (KPSAWM), until the time the audit was carried out, no agreement was reached because the cooperative land did not want the status of the house to be privately owned but wanted to remain private customary land. Based on the results of interviews with the management of the cooperative, the person in charge of the cooperative from PT AMP, as well as the company management stated that the biggest obstacle in fulfilling these requirements was the land ownership/grant/loan-use certificate (Certificate) where the Pasaman Barat Regency Environmental Service required all members to the cooperative already has a Property Right (SHM) on the land. These conditions cannot be met by farmers because the land they manage as plasma is customary land, where rights and ownership are regulated by the landlord or local customary head. Meanwhile, if the land is legalized

with a certificated status of ownership rights for each farmer, then the land is no longer customary land. This is what makes the cooperative unable to fulfil the request from the Department of the Environment. The company has also conducted mediation from 2015 to 2022, the Pasaman Barat Regency Environmental Service also still requires fulfilment of these requirements, so that the case for ratifying the RKL-RPL document does not have a meeting point from both parties.

The results of interviews with the cooperative stated that if the company insisted on helping to make a Certificate of Ownership (SHM) on the land, it would cause internal conflict between farmers because the activity had violated customary law and the status of the customary land would be lost, which would cause conflict. The struggle for power over the land of each member of the cooperative. Based on these considerations, the company can also show evidence that it has made efforts to resolve the issue with documentary evidence and communications to all related parties since 2015, as well as evidence of meetings with the parties, namely on 27 March 2016, 25 May 2016, 5 December 2016, 7 March 2017, 19 November 2018, 26 November 2020 and finally at 21 October 2022, but the condition is deadlocked. The company stated that the process of ratifying the RKL-RPL document will continue to be fulfilled considering its needs for future ISPO certification obligations.

3.4.3

The unit of certification has made efforts to implement the management and monitoring of social and environmental impacts as described in indicator 3.4.2. Some of the programs that have been carried out include:

Environmental Impact Assessment (EIA)

The company has documents, the implementation of the results of the environmental permit including reports to agencies in the form of RKL-RPL documents which are conducted every semester. The company can show proof of reporting in the form of a document affixed with a stamp, the name and signature of the recipient which is sent to relevant agencies that explain in indicator 1.1.1 related to Environmental Aspect. The implementation of environmental management and monitoring is carried out in accordance with the direction of the RKL-RPL as described in indicator 3.4.1. The effectiveness of environmental management and monitoring can be seen from the results of environmental management and monitoring analysis, which can also be seen from the suitability between the management and monitoring plans and their implementation in the field. The RKL-RPL document also shows that the company has managed all the impacts recommended in the UKL-UPL Documents. In general, the forms of evaluation carried out by the company include Trend Evaluation, Critical Level Evaluation and Compliance Evaluation. The RKL-RPL report discusses about:

- PT. AMP has carried out environmental management by obeying and complying with statutory obligations regarding the environment and applicable laws and other requirements.
- PT. AMP has prevented soil, water and air pollution by reducing the use of chemicals, managing good waste and managing good waste disposal in each area.
- Commitment of workers regarding environmental management and matters related to the environment have participated and cooperated in minimizing impacts.
- Prevent potential occupational diseases
- PT. AMP has made efforts to manage waste gas by utilizing it as Biogas
- PT. AMP has planted for reforestation in the area around the plantation and factory
- Efforts to manage sources of significant impacts and ongoing monitoring
- Collaboration with mutual support between companies, communities and government
- PT. AMP has made efforts to save the environment by protecting important areas for environmental sustainability such as river banks
- Conduct environmental studies to identify important areas for environmental preservation
- Manage and monitor the potential impact of land and plantation fires
- Manage and monitor the impact of community unrest
- Manage and monitor the impact of soil, air, surface water and noise quality
- Environmental management is carried out by utilizing palm oil mill solid waste. The shells are used as boiler fuel, the fibers are used as boiler fuel, the empty fruit bunches are used as organic fertilizer in estate fields.
- Palm oil mill effluent (POME) is applied as a substitute for liquid fertilizer in plantation areas. All liquid waste produced is used as fertilizer, nothing is disposed of into water bodies/river.
- The liquid waste BOD applied to the land meets the requirements in accordance with the decision of the minister of environment No 28 of 2003, seen from the monthly tests conducted.
- Ambient air quality and noise are still below the quality standards for employee residential areas and for locations around PKS.

- The quality and quantity of groundwater taken from monitoring wells still meets quality standards (Minister of Health regulations 32 of 2017).

Based on the results of field observations, it can be seen that the company has carried out environmental management in accordance with the RKL-RPL by installing signboards for conservation areas. In addition, there is also marking 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 fertilizer workers, they also stated that they were aware of the prohibition on applying chemicals to the buffer zone marked in red. In addition, they do not apply chemicals when they are close to water bodies such as canals, reservoirs or artificial ponds.

Social Impact Assessment (SIA)

The social management and monitoring plan is implemented, monitored and updated periodically in a participatory manner. In general, the social management plan of AMP POM is work programs from companies that are grouped into the social community, strengthening stakeholders, social culture and employment. The planned program is derived from the results of the Focus Group Discussions held in SIA 2020 activities that have been carried out in villages around the company and the workers/employees within the company (already explain in 3.4.1).

Through the implementation of the SIA program, AMP POM applies the RSPO's 7 principles on responsible new plantation development. For this reason, the company is currently carrying out the stages of the Free, Prior, Informed and Consent (FPIC) PSR program to comply with the 7 RSPO principles. The principle of FPIC which is the basis for the company in carrying out the process of developing oil palm plantations in the CSR program involves women's representatives as community representatives who have an important role. Through this CSR program, it is hoped that it will be able to encourage women to be more active and involved in decision making in villages that are CSR targets in accordance with the FPIC Principles. Referring to the results of the verification of the SIA 2010 and 2014 studies, AMP-POM has implemented Free, Prior and Informed Consent (FPIC) in the management of its plantations and palm oil mills. The application of FPIC in every aspect of activities that involve interaction with the community is contained in the company's commitment to sustainability and in the company's obligations as a member of the RSPO. The implementation of FPIC is a manifestation of the company's respect for community rights and other social components related to company activities.

Based on the results of the study of the SIA document, the company has a Social Impact Assessment Management and Monitoring Plan (SIA) which is prepared every 2 years, by collecting data related to community perceptions which is carried out periodically every year. Based on the results of the study of the SIA Report 2020, information was obtained that the last public perception data collection already carried out as shown in the minutes of the event held on December, 2022 for the scope of AMP 1 - 4 and PMJ Estate. The results of interviews with management regarding the collection of community perception data in 2022, there are no negative issues or significant impacts occurring within the scope of the company's operational area. The issue identified by the company is the multiple land claims that have been going on for the last few years. Management in the field is by giving the area to remain occupied by providing clear area boundaries so as to avoid conflicts that may arise. The results of map analysis and field observations show that all occupational areas have been identified by the company, and are no longer being managed by the company.

3.4.3	Status: Comply
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3.5 **A system for managing human resources is in place.**

3.5.1
The system implemented by the certification unit for recruitment, selection, promotion, retirement and termination of employment is available to workers in accordance with the applicable regulations contained in the PKB. For example, in the process of recruiting new workers who can be accepted, they must be at least 18 years old, as stipulated in the Manpower Law No. 13 of 2003. In addition, related to retirement and termination of employment have also been explained in the PKB. Stating that it must be carried out in accordance with the applicable labor laws and regulations.

The company has a recruitment procedure no. PRO-HRD-001 revised document 07 dated 2 October 2021. The procedure describes the stages of the recruitment procedure, including:

- HR plans needs
- Create a job application letter database
- Placing advertisements for labor needs
- Selecting application files

- Carry out the initial selection process
- Conduct advanced selection process
- Make a letter of acceptance of employees
- And others.

The company also demonstrates the implementation of recruitment procedures for workers, for example employees with the initials JG recruited in 2023 with work agreement number 05/SPK-PMJ/Intl/II/2023 with a probationary period of 06 February 2023 to 06 May 2023 made on January 31, 2023.

In addition, the company also shows examples of employee performance appraisal and promotion, for example promotional documents in the form of SK Promotion ES (workers' initials) with NIK AG/1AMP/0501/251 and document number 02/AMP1/SK-XII/2022 issued on December 31, 2022. The worker was promoted from class 2A to class 2B.

Based on the results of interviews with workers and workers' representatives (trade unions and gender committees), it is known that workers have understood several points mentioned in the work agreement and PKB, such as there are no fees during the recruitment process, wage calculation, social security and others.

3.5.2

The following is an example of employment procedures that have been implemented by the company:

- Recruitment
Recruitment of workers, for example employees with the initials JG recruited in 2023 with work agreement number 05/SPK-PMJ/Intl/II/2023 with a probationary period of 06 February 2023 to 06 May 2023 made on 31 January 2023.
- Promotions
Promotional document in the form of ES Promotional Decree (worker's initials) with NIK AG/1AMP/0501/251 and document number 02/AMP1/SK-XII/2022 issued on 31 December 2022. The worker is promoted from class 2A to class 2B.
- Overtime
Letter of agreement for overtime to carry out work by employees for 2 hours with the initials DE on December 7, 2022.

Based on the results of a document review, interviews with workers' representatives (trade unions and gender committees), it is known that employment procedures have been implemented and documented, such as documented employee recruitment, payment of wages and overtime in accordance with regulations and there is an assessment of work performance.

Based on the explanation above, it is known that the unit of certification has implemented employment procedures, and the documents that were examined turned out to be well-maintained.

Status: Comply

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

3.6.1

The company demonstrates the OHS Policy set by the Chairman and CEO of Wilmar International, Ltd. on April 1 2019. This policy is the company's commitment to Zero Incidents by implementing an integrated Occupational Health and Safety (OHS) management.

This policy is directly related to other policies, such as:

- High Risk Employment Policy
- Environmental Policy
- Accident and Hazard Reporting Policy
- Safety Discipline Policy

This policy has been socialized, among others shown in the company policy training minutes documents which include OHS policies, ethics, environment, HIRAC and others which were carried out in the plantation Hall/Office on January 23 2023 which was attended by 50 people.

The company also shows OHS procedures, which are listed in the document:

- PPE SOP with No. PRO-GEN-018 revision 0 effective date 1 June 2017.
- SOP for identification of environmental and OSH impact aspects with No. PRO-GEN-008 revision 0 effective date 1 October 2013.
- SOP for emergency action with No. PRO-GEN-014 revision 0 effective date 1 October 2013.
- SOP for reporting and investigation of accidents and environmental pollution with No. PRO-GEN-015 revision 0 effective date 1 October 2013.
- SOP for workers' health examination with No. PRO-KLK-002 revision 0 effective date 1 October 2013.
- First aid SOP with No. PRO-KLK-004 revision 0 effective date 1 October 2013.

The company shows the updated April 2022 HIRADC Form, which was prepared by the OSH Expert and approved by the manager. From these documents, it is known that the company has identified Hazard Identification, Environmental Impact Analysis and OHS Risk Assessment in each work unit, for example in land clearing, nursery, planting, land maintenance, harvesting and transportation, fertilizing, spraying, warehouses, filling stations fuel, hazardous and toxic waste warehouse, polyclinic, electrical installation, generator house, lawn mower, infrastructure (heavy equipment, road maintenance), infrastructure (civil), Estate office, workshop, harvesting mechanization, housing, fire patrol, environmental monitoring.

The results of the risk identification and implementation plan have also been disseminated to management and workers, for example what was done at the plantation Hall/Office on January 23, 2023 which was attended by 50 people. Based on the results of interviews with harvest workers, it is known that workers already know and understand documents related to hazard identification, risks and control plans, and are able to implement them in the field. for the smallholders scheme, because the cooperation is full management so that the same thing is carried out and adhered to in the smallholders scheme.

3.6.2

The company monitors the effectiveness of the OHS plan periodically which is carried out in OHS Committee meetings which have also been held routinely every month with discussions on OHS issues and their follow-ups, for example the OHS Committee meeting on 31 December 2022 at the Mill and 28 December 2022 at the PMJ Estate with discussions including work accident reports and OHS in work followed by 11 people.

The company also shows documents related to the provision of PPE, for example at PMJ Estate, which are contained in the personal protective equipment (PPE) guide document no. SOP-GEN-022 revision 02 dated 9 September 2019 which explains that for PPE that has been damaged/cannot function properly before the predetermined replacement frequency, you can request replacement by bringing the old PPE and obtaining approval from their respective superiors.

Based on field observations of spray workers in block 204A at PMJ Estate and Harvesting activity in Block 4A at TTK Cooperative, the personnel explained that employees had received PPE free of charge by the company and understood the mechanism for replacing PPE if PPE was damaged/lost. The PPE used by workers is currently in good condition and ready to use.

Status: Comply

3.7

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

3.7.1

The training and/or outreach program is outlined in the 2022 period Training Program document. The document, among other things, explains the Training Title, Department/Section, Implementation Time and Information. Training activities are planned, for example in AMP units, such as Training on Harvesting & Sorting Procedures and SOP, Training on Fertilization Procedures and SOP, Training on Spraying Procedures and SOP, Training on Fire Fighting/Emergency Response, OHS and Environment, First Aid, HIV & AIDS and Drugs, OHS and Environment for Contractors, Company Policy and others.

3.7.2

The company already has an employee training program for the 2022 period. This document, among other things, explains the Training Title, Department/Section, Implementation Time and Information. Training activities are planned, for example in AMP units, such as Training on Harvesting & Sorting Procedures and SOP, Training on Fertilization Procedures and SOP, Training on Spraying Procedures and SOP, Training on Fire Fighting/Emergency Response, OHS and Environment, First Aid, HIV & AIDS and Drugs, OHS and Environment for Contractors, Company Policy and others.

The results of interviews with representatives of trade unions and workers such as warehouse workers, harvesters, spraying workers, grading officers, boiler officers stated that the company had provided training or socialization regarding work procedures to each worker in a language understood by workers.

In addition, from the results of interviews with boiler officers, it was also conveyed that these workers had been given boiler officer training. There are training programs that involve contractors, such as socialization of SOPs and training related to OHS. From the results of interviews with workers and contractors it is known that workers and contractors can explain the training they have received such as work procedures and the application of OSH.

3.7.3

The company has regularly conducted SCCS training involving related parties such as production clerks, weighbridge officers, security, staff and commercial department. Based on the results of interviews with weighing officers and production clerks, it is known that those concerned have understood the supply chain flow and the model used, including the source of FFB. The last training was conducted in 10 February 2023.

Status: Comply

3.8

Supply Chain Requirements for Mills

3.8.1 & 3.8.2

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

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. The estimates of certified production for the next license period also have been set, in reasonable amount taking into account the last year production. The data are shown in the following table:

Product	Estimate Production period of 07 June 2022 – 06 June 2023	Actual Production (MT) of previous audit Feb 22 – Jan 23	Estimate Production for 12 month (MT)
FFB	204,000	205,207.30	215,356
CSPO	38,760	37,466.82	45,000
CSPK	10,200	8,901.71	10,000

*Although FFB exceeded estimates, the actual production of CSPO and CSPK had not exceeded the quota

3.8.4

AMP POM has been registered as RSPO member under Wilmar International Limited (No. 2-0017-05-000-00 and was registered in RSPO Palm Trace as PT AMP Plantation Unit POM with License ID CB136909 and Member ID RSPO_PO1000000601. The reporting requirements in the period of 12 months previous the audit has been conducted by the Mill through RSPO Palm Trace, such as product sales announcement and confirmation from the buyer. Other than that, the product sold in another certification scheme has been removed

3.8.5

The Mill has had procedures of RSPO Supply Chain of Mass Balance (No. SOP-MILL-24 Rev. 09 dated 02 October 2021). The procedure has covered all aspects in latest RSPO supply chain standard, such as receiving and recording that identify the traceability of RSPO certified and uncertified source and products, FFB processing, the announcement in RSPO Palm trace will be conducted monthly, key persons such as security, weight bridge clerk, dispatch/kernel officer, production clerk, Administration Head, as well as the training. Based on interviews with weighbridge officers, production clerks, and security officers, it is known that the officer understand their respective job descriptions

3.8.6

The company has had the internal audit procedure (PRO-GEN-003 rev 05 dated 02 October 2021) which described the internal audit conducted every 12 months. Based on document review, the latest internal audit for supply chain has been conducted on 12 January

2023. All SCCS indicators has been assessed and complied. Management Review of RSPO supply chain implementation conducted on 01 February 2023. The management review discussion has covered the input from internal audit result, correction and corrective action, customer feedback, process Performa and product.

3.8.7

Product	Estimate Production period of 07 June 2022 – 06 June 2023	Actual Production (MT) of previous audit Feb 22 – Jan 23
FFB	204,000	205,207.30
CSPO	38,760	37,466.82
CSPK	10,200	8,901.71

*Certified FFB Feb 2022 – Jan 2023 : 205.207.30 MT and Non certified FFB was 218,984 MT

Based on the table known there is no over production of certified product compared to the quota. Although FFB exceeded estimates, the actual production of CSPO and CSPK had not exceeded the quota for handling non-conforming oil palm products, has been set in :

- SOP Mill 026 Rev 09 Dated 02 October 2021 about Method of acceptance FFB
- SOP Mill 026 Rev 20 Dated 02 October 2021 about Commodity Delivery
- SOP-MILL-24 Rev. 09 dated 02 October 2021 about RSPO Supply Chain Mass Balance

3.8.8

Based on document verification obtained information in the license period it was known if the certified product sold as described in the table below:

		Despatch period (MT) Feb 22 – Jan 23
CSPO sold under RSPO Scheme		37,621.08
CSPO sold under other scheme		
CSPO sold as conventional		
CSPK sold under RSPO Scheme		8.962.41
CSPK sold under other scheme		
CSPK sold as conventional		

*Opening stock CSPO 502.20 MT

*Opening stock CSPK 126.69 MT

Product	Actual Production (MT) of previous audit Feb 2022 – Jan 2023
FFB	205,207.30
CSPO	37,466.82
CSPK	8,901.71

Based on the data, there is no over sales of certified products or any non-certified products that are claimed to be certified products. Examples of sales documents shown include TR-8e9b9291-b4eb with following information :

- Seller Contract Number : No attachment
- Seller Reference Number : January 2023
- Product Name : CSPO
- Volume : 3,208.89 MT
- Creation Date : 14-02-23
- Confirmation Date : 15-02-23
- Shipping B/L date : 31-01-2023

- Buyer Member Name : PT Wilmar Nabati Indonesia Padang; member ID : RSPO_PO1000002322

3.8.9; 3.8.10; 3.8.11

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

3.8.12

AMP POM has record of all Certified FFB, CSPO and CSPK as presented in the table below :

- FFB**
February 2022 – Jan 2023 : 205,207.30

- CSPO**

Period	CPO production (MT)		Total	Cert CPO Dispatch (MT)			Total	Stok CPO	
	Cert	Non Cert		RSPO	Other scheme	Non Cert		Certified	Non Certified
Feb 22 – Jan 23	37,466.82			37,621.08	-			347.94	

*Opening stock CSPO 502.20 MT

- CSPK**

Period	CSPK production (MT)		Total	Cert PK Dispatch (MT)			Total	Stok PK	
	Cert	Non Cert		RSPO	Other scheme	Non Cert		Certified	Non Certified
Feb 22 – Jan 23	8,901.71			8,962.41	-			65.99	

*Opening stock CSPK 126.69 MT

Based on the mass balance calculation, it is known that:

- CSPO production is 37,466.82 MT. Sold as RSPO certified 37,621.08 MT. Opening stock in January 2022 is 502.20 MT so that CSPO stock is 347.94 MT
- CSPK production is 8,901.71 MT and sold as RSPO product amounting to 8,962.41 MT. Opening stock in January 2022 is 126.69 MT so that CSPK stock is 65.99 MT

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

AMP POM applied SCCS – module E (MB) since its received and processing the FFB from certified and uncertified sources, verification is done through field observation and interview to security and weigh-bridge operator as well as management representative. The mill claims only the volume of oil palm products produced from certified FFB as MB.

3.8.16

Based on the mass balance calculation, it is known that:

- CSPO production is 37,466.82 MT. Sold as RSPO certified 37,621.08 MT. Opening stock in January 2022 is 502.20 MT so that CSPO stock is 347.94 MT
- CSPK production is 8,901.71 MT and sold as RSPO product amounting to 8,962.41 MT. Opening stock in January 2022 is 126.69 MT so that CSPK stock is 65.99 MT

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. The unit of certification can present the supporting documents 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, certificate number, sender's name, and address of the seller.

3.8.17

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

Status: Comply

PRINCIPLE #4 RESPECT COMMUNITY AND HUMAN RIGHTS AND DELIVER BENEFITS

4.1

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

4.1.1

The company has a Wilmar policy issued in 2015 regarding the Human Rights Policy at point 3 that it will not exploit fellow humans and the local community. The company also has a Complaint Procedure for the Implementation of the Wilmar No Deforestation, No Peat, No Exploitation (NDPE) Policy revision 2 which was published in November 2019 which describes the Protection of Human Rights Defenders, Whistle-blowers, Complainants and Community Spokespersons including prohibiting retaliation against Rights Defenders Human Rights (HRD) or stand-alone policies to protect human rights defenders..

The company has disseminated this policy to all workers and third-party representatives, for example, it was carried out on January 24, 2023, which was attended by 51 people.

Based on interviews with stakeholders such as government agencies, Traditional Leader of the Jorong Ampek Koto Community, trade unions and workers, it is known that there are no indications of human rights violations. Based on the field visit it is also known that the company does not use mercenaries and paramilitaries in its operations.

4.1.2

Based on the results of interviews with management, interviews with stakeholders such as Traditional Leader of the Jorong Ampek Koto Community, representatives of workers and related agencies, it was found that the certification unit did not initiate acts of violence or any form of intimidation in its operations.

The company also does not use security forces for extra-judicial acts of interference (nuisance) and intimidation.

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 company has the following procedures:

- Procedure for Receiving Complaints and Settlement of Disputes (PRO-BNM-007, Effective 09 February 2017, Revision 05). This procedure is a technical guideline for receiving various complaints submitted by stakeholders or other related parties and the process for their resolution.
- Complaints and Employee Complaints Procedure (PRO-HRD-005, effective date 23 April 2015, Revision 03). This procedure is a guideline for accommodating complaints and grievances from employees working at PT AMP Plantation.
- The company also has a Complaint Procedure for the Implementation of the Wilmar No Deforestation, No Peat, No Exploitation (NDPE) Policy updated version 2.0 November 2019. Point 4.2 in the document describes the Protection of Human Rights Defenders, Whistleblowers, Complainants and Community Spokespersons. Point 5.1.3 also describes complaint cases that are investigated through external mechanisms such as the RSPO complaint procedure.

Based on the results of interviews with workers and workers' representatives (trade unions and gender committees), it was conveyed that complaints can be submitted to the direct supervisor, also to the trade union or gender committee (specific complaints on women's issues).

4.2.2

There are procedures to ensure the system is understood by the requested party, including those who cannot read and write, which are accommodated in the Communication, Consultation and Coordination Procedures with Stakeholders, document number PRO-BNM-008, Revision 04, effective date 02 October 2021, which among other things explains:

- Procedures aim to meet the needs/desires of stakeholders
- Determination of personnel who are considered to carry out communication, consultation and coordination with stakeholders
- Explanation of the responsibilities of management and the team of public speakers
- Responding to input or trying to fulfil the needs of the company's operational support to external parties
- Convey company policies to interested parties and conduct joint discussions in an atmosphere of mutual respect, respect and trust in language that is easy to understand
- etc

The company has appointed a PIC who acts as a communicator between the company and the community so that people who cannot read/write can be informed by the communicator concerned.

4.2.3

As explained in the previous indicators, it is known that there are procedures related to communication and consultation procedures. Regarding how the unit of certification informs the progress of handling complaints to the parties, this is done in several ways such as through documents of incoming and outgoing letters or with company representatives appointed as liaisons between the two parties who can hold formal and informal meetings as well as direct communication or by telephone.

4.2.4

The company has procedures for conflict resolution:

- Procedure for Receiving Complaints and Settlement of Disputes (PRO-BNM-007, Effective 09 February 2017, Revision 05). This procedure is a technical guideline for receiving various complaints submitted by stakeholders or other related parties and the process for their resolution.
- Complaints and Employee Complaints Procedure (PRO-HRD-005, effective date 23 April 2015, Revision 03). This procedure is a guideline for accommodating complaints and grievances from employees working at PT AMP Plantation.
- Procedure for Settlement of Land Disputes (Doc Number: PRO-BNM-013, Rev. 02) dated 23 August 2016. The procedure explains that alternative settlements are carried out by deliberation and direct consensus. The procedure also explains Settlement through legal entities, through Special Teams and Out of Court Settlements.
- The company also has a Complaint Procedure for the Implementation of the Wilmar 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. Point 5.1.3 also describes complaint cases that are investigated through external mechanisms such as the RSPO complaint procedure.

From the results of interviews with labor unions and workers in the field, for example harvesters, that there were no complaints submitted to the company as well as the company's complaint recording documents.

	Status: Comply
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4.3

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

4.3.1

The form of social responsibility to the community around the company is manifested in CSR programs and realization. During the 2022 CSR period that has been carried out by the company including the following:

- Funding assistance for the rehabilitation of the impact of the Kinali Regency earthquake in April 2022
- Construction assistance for the Nurul Ikhlas Sei Paku Jorong IV Koto Nagari Kinali Mosque in October 2022
- Assistance for maintenance of Tapian Kandis road in January 2022
- Assistance in making the Jorong Tompek emergency bridge in January 2022

The CSR plan has involved key figures and stakeholders who were identified through FGD activities or direct visits when attending village development plan meetings as the results of interviews with representatives of the Ampek Koto community, namely Datuk Bandaro and Datuk Marajo and representatives of the Tapan Kandi 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

Unit of Certification have HGU, HGB, and Business permit with following detail

- **PT AMP Plantation (total HGU and HGB of 9,248.52 ha)**
 - HGU Certificate totaled 9,226.42 ha, consist of six certificates
 - HGB (land title for building) Certificate totaled 22.099 ha.
 - Plantation business permit (IUP) No. 499 of 2008 dated 8 August 2008 (7,925.42 ha) and No. 188 of 2012 dated 12 July 2012 (± 1,300 ha).
- **PT Primatama Mulia Jaya (1,940 ha)**
 - HGU Certificates No. 1 of 1998 amount of 1,940 ha.
 - Plantation business permit (*Surat Pendaftaran Usaha Perkebunan / SPUP*) No. 206 of 2000 dated 10 March 2000 amount of 1,940 ha.
- **Scheme Smallholders (total area 1,857.78 ha)**
 - Cooperative Bukit Sandiang Tigo → Customary land letter total area **226 Ha** (113 smallholder)
 - Cooperative Tompek Tapan Kandi → Private land title (SHM) total area 512 Ha (256 smallholder)
 - Cooperative Agro Wira Masang → Customary land letter total area 810 Ha (405 smallholder) and 90 Ha (private land title)
 - Cooperative Mutiara Sawit Jaya → Private land title (SHM) total area **220 Ha** (110 smallholder)

Then total scope of certification AMP Plantation are 13,046.30 Ha.

4.4.2; 4.4.4; 4.4.5; 4.4.6

PT AMP Plantations and PT PMJ are long established company which has been started operational since early period of 1990. The concession area of PT AMP Plantation and PT PMJ is in the customary land (*Tanah Ulayat*) of Minangkabau Tribe, Sumatra Barat Province, Indonesia. Based on the results of public consultations with the Minangkabau elder (*Pucuk Adat* with *Ninik Mamak* as well as previous landowner) and management, it was known that as a descendant (*Cucu Kemenakan*) of the Minangkabau tribe, they still adhere to cultural customs, especially those related to land law. Land ownership is communal ownership which is ruled in customary law. The land is wealth that cannot be divided into individual ownership and the economic value of the land is distributed evenly throughout the *Ninik Mamak* and their descendants (*Cucu Kemenakan*).

Interview result with customary landowner (Datuk Marajo and Datuk Bandaro) it was known the submission of customary land has been involved governments. The *ninik mamak* submission their customary land to the government then the government has mandated PT AMP Plantation and PT PMJ to manage their land with the involved customary landowner in the program scheme smallholders. Based on documents verifications and interview with management as well as previous landowner it was known customary land release documents that carried out by is completed. It's evidenced with statement letter about land submission from each *Ninik Mamak* as follows:

a. PT AMP Plantation

- Statement letter on land submission from *Ninik Mamak* Tapan Kandi on 7 April 1993.
- Statement letter on land submission from *Ninik Mamak* Tompek Tapan Kandi on 7 April 1993.
- Statement letter on land submission from *Ninik Mamak* Bawan on 25 August 1991.
- Statement letter on land submission from *Ninik Mamak* Kinali on 9 April 1993 (First Submission of Kinali)
- Statement letter on land submission from *Ninik Mamak* Kinali in Village Tapan Kandi on 29 November 1994 (Second Submission of Kinali)
- Statement letter on land submission from *Ninik Mamak* Desa IV Koto and Mandiangin, Kanagarian Kinali on 06 June 1996 to PT PMJ. However, based on Decree Regent of Pasaman District No 590/7248/Tapem-1996 on 14 August 1996 there are several areas been transferred to PT AMP (Third Submission of Kinali)

- Statement letter on land submission from *Ninik Mamak* Manggopoh on 1 March 1994
- Statement letter on land submission from *Ninik Mamak* Nagari Tiku which located in Nagari Tiku V Jorong on 19 September 1994.
- Statement letter on land submission from *Ninik Mamak* Katiagan, Kanagarian Katiagan Kinali on 24 August 1995.

b. PT PMJ

Statement letter on land submission from *Ninik Mamak* Village of IV Koto and Mandiangan, Kanagarian Kinali on 06 June 1996.

4.4.3

The company already has an operational map with a scale of 1: 90,000 which indicates the legal boundaries and the company's management area. The map reference is the HGU and HGB maps issued by BPN. Apart from that, as explained in 4.4.2, the origin of land acquisition is from communal land so that the determination of legal boundaries is also known to the customary owner. Similar information was also obtained from interviews with one of the customary owners, namely Datuk Marajo and Datuk Bandaro.

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; 4.5.2; 4.5.3; 4.5.4; 4.5.5; 4.5.6; 4.5.7; 4.5.8

As explained in 4.4 it is known that the origin of land acquisition is customary rights so that the FPIC process is represented by *Ninik Mamak* or the customary head holding the rights. Since the beginning of land clearing until now there has been no development or plans to build new plantations.

Status: Comply

4.6

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

4.6.1 & 4.6.2

The procedure for identifying legal rights or legal rights and FPIC available in the:

- Land Acquisition Procedure document (SOP PRO-BNM-014 on 02 October 2021). The procedure explains the stages of land acquisition starting from determining the original status of the land, the meaning of land acquisition, community interests in the land acquisition process, land acquisition procedures starting from inventory and field research, to granting compensation or payment of damages.
- Identification of Parties Receiving Compensation and compensation for planting Procedure (SOP PRO-BNM-015, rev 03 dated 02 October 2021). The aims of this procedure are to ensure all steps during identifications the persons who received compensation based on agreement in accordance with regulations with pat attention HCVF and FPIC

Based on documents verifications, interview with managements as well as public consultation it was known there is no any negotiations concerning compensation Since last assessment until period of recertification audit.

4.6.3 & 4.6.4

As mentioned in indicator 4.4.2 PT AMP Plantations and PT PMJ are long established company which has been started operational since early period of 1990, where on that's period FPIC concept not yet available. However, based on interview with managements as well as previous landowner, obtained information prior the submission of their land, there are several meetings between company, Governments and *Ninik Mamak*. The meeting discussion about allocation area for "*Inti*" (company area) and "Plasma" (Scheme Smallholders) and the mode of association with Schemed Smallholder Cooperatives.

Interview result with customary landowner found that he has freely access information regarding the impacts of palm oil plantation project. There were a long communication and discussion between community representatives, government, and company during the project preparation. Furthermore, they stated that Company never conducted any intimidation/coercion and never use paramilitary during 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, Local Language and provided by participatory mapping.		
	Status: Comply	
4.7 Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.		
4.7.1 & 4.7.2 The company has a procedure to identify people who are entitled to compensation in the document Procedure for Identification of Parties Receiving Compensation or Indemnity for Growing Plantation No. PRO-BNM-015 1 st revision dated 9 September 2019. This document describes the procedure for identifying the parties entitled to receive compensation starting from the preparation of the plan, determining the aspects of the parties to the payment of compensation.		
4.7.3 Interview result with customary landowner found that he has freely access information regarding the impacts of palm oil plantation project. There were a long communication and discussion between community representatives, government, and company during the project preparation. Furthermore, they stated that Company never conducted any intimidation/coercion and never use paramilitary during 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, Local Language and provided by participatory mapping.		
In addition, based on interviews with the company, there was no plantation expansion. The company also has partnerships with smallholder cooperatives in the area around the company, so that customary people obtained benefit from plantation activities.		
	Status: Comply	
4.8 The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.		
4.8.1; 4.8.2; 4.8.3; 4.8.4 Based on the results of document reviews and interviews with representatives of community leaders such as customary leaders from Jorong Ampek Koto (Datuk Bandaro and Datuk Marajo), as well as representatives of the Jorong Tapian Kandis community, it is known that the company's land acquisition originated from communal land. Although the documentation of customary rights has been relinquished since 1993, according to the customary owner, if the HGU expires, the customary ownership returns to the right owner.		
Based on the results of document reviews and interviews with management representatives when ASA-2.1 was implemented, there were several developments in information regarding the issue of company land disputes as follows:		
<ul style="list-style-type: none"> • HGU No 09 Dispute <ul style="list-style-type: none"> - Update on Salwi Dt Rangkayo Mulia: There was a meeting again with Salwi Dt Rangkayo Mulie on February 14, 2022. At the time of the meeting no agreement was found and the complaint filed a civil lawsuit with the Lubuk Basung District Court Number 08/Pdt.G/PN/Lbb dated March 22, 2022. The decision of the Lubuk Basung District Court on November 29, 2022 stated that the lawsuit was rejected. Against this decision the plaintiff filed an appeal to the Padang High Court. Until now the appeal process is still ongoing - Katiagan plasma problems: On June 24 2022 a joint meeting was held at the West Pasaman DPRD office with the conclusion that the internal problems of the Farmer Group management were resolved first with the ninik mamak and community leaders after which discussions were held again with the KUD/Company regarding the continuation of Katiagan Plasma management • HGU No 11 Dispute (Ninik Mamak Bawan and Tiku V Jorong) <ul style="list-style-type: none"> - Meeting at Agam Government on 01 November 2022 in the hall of the District Head of Agam with the result of a statement that legally the HGU certificate No. 11 of 2004 belonging to PT AMP is still valid and recommends continuing to resolve social problems with the indigenous people of Bawan and Tiku V jorong and resolve demands for deficiencies and/or surplus plasma with KUD Manggopoh II/YTM that has been agreed upon. The local government of Agam will facilitate problem solving through non-litigation channels. - Meeting on 17 January 2023 as a follow-up to the meeting on 01 November 2022 with the following agreement: <ul style="list-style-type: none"> o Reserved land with a composition of 60% nucleus and 40% plasma o The shortage of KUD Mangopo plasma land is calculated based on the area of HGU No. 11 with an area of 4,360 Ha including Kinali's land area of 600 Ha o Follow-up meeting will be held again on 26 January 2023 		

At the time of the assessment, a follow-up meeting scheduled for January 26, 2023 had not yet been carried out, so there was no update regarding HGU No. 11. However, based on the documentation and explanations from management representatives, it can be concluded that the Certification Unit has made positive progress and is always open to resolving any existing land issues.

Status: Comply

PRINCIPLE #5 SUPPORT SMALLHOLDER INCLUSION

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

5.1.1
The price used in the payment of plasma FFB uses the price of the Sumatra Barat Provincial Plantation Service, which can be accessed openly by related parties. In meeting the needs of FFB, unit certification is supplied by plasma plantations, one of which is the Topek Tapan Kandi Cooperative (TTK) with an agreement signed by both parties on January 8 2001, valid for 1 cycle (25 years) or until replanting. The company shows an example of payment for the January 2023 period which is paid directly to the TTK Cooperative account according to the Plantation Service price. Before payment is made, checking the correctness of the payment calculation has been checked by both parties in the Calculation document for the sale and purchase of plasma FFB, so that all complaints and confirmations related to payment have been completed before payment is made.

The current and previous FFB prices are publicly available and can be accessed by farmers online. The work agreement contains that the price of Plasma FFB is determined based on a decision of the governor or the government which has the duties and responsibilities in the process of setting the plasma FFB price every month. Currently, the FFB price is determined by the Sumatra Barat Provincial Plantation Office's price per week. The company shows the minutes of the results of the FFB Purchase Price Determination Team meeting for January 2023, and based on verification of the price comparison between the Plantations Service and the documents resulting from FFB payments to plasma, it can be concluded that the company has made payments according to what has been determined by the Office.

The pricing mechanism has been explained in the FFB purchase agreement which was signed by both parties. The interview with the management unit also obtained information if FFB prices that have been determined are available and could be accessed by suppliers, information on price changes was made via SMS, WA and telephone to the supplier's PIC. For external suppliers such as a middleman or independent smallholder, the FFB prices are stipulated in a work agreement agreed by both parties. Some considerations in determining the price of FFB such as CPO prices, transportation costs, and the proposed price from the supplier.

5.1.2
Based on document reviews, field observations and interviews with staff and management, it is known that AMP POM also purchases FFB from third parties/ FFB suppliers. AMP POM accepts FFB from the own estate, own plasma, and from FFB suppliers as described in indicator 2.3.1. Information about FFB prices was obtained that all documents related to pricing issued by the Plantation Agency can be accessed by suppliers directly from the Plantation Office or communication media (handphones). In addition, the unit of certification regularly explains the FFB pricing to suppliers, the company also has a mechanism to convey prices. Based on the results of interviews with suppliers (AS and TB), stated that the price set by the company was in accordance with some considerations in determining the price of FFB such as CPO prices, transportation costs, and the proposed price from the suppliers.

5.1.3
The company has made a fair price determination that has been agreed upon with the external supplier, which is documented in the Letter of Agreement, in the document there is a statement that the price set to determine the FFB selling price is the price set by the Plantation Office Pricing Team, so that the parties hereby declare that they will obey the price fixing so that one party and the other party are not entitled to request an increase or decrease in price. There are also specifications and implementation requirements as well as sanctions that must be met by the second party.

As for collaboration with Plasma, the Partnership Cooperation Agreement document that has been agreed upon, contains the proceeds from plasma FFB during the investment credit period that has not been paid off, 50% of the net sales of plasma FFB will be deposited to the bank, and the remaining 50% will be handed over to plasma farmers through cooperatives. The document also explains that the proceeds from the sale of FFB are deducted between the company and the cooperative. Proof of payment of FFB

yields can be seen in the FFB sale proceeds document for plasma plantations, information in the document includes operational costs, gross yields, net proceeds before tax, net proceeds after tax and PPh23 deductions, insurance and others. Based on the results of interviews with companies and cooperatives, it was stated that all plasma cooperatives that are incorporated within the scope of certification are currently going through the credit/investment settlement stage so that the distribution of the proceeds from the sale of FFB as stated in the contract is no longer valid. Currently the relationship between AMP POM and Plasma is only limited to buying and selling of FFB but still refers to the price of the Plantation Service.

In addition, to purchase FFB from external suppliers, the company provides subsidies to independent smallholders and middlemen in the form of a Value Added Tax (VAT) payment of 10% of total sales. The results of verification of the proof of sale and purchase of FFB to 6 samples of external suppliers for the January 2023 period show that the company has made the tax payments, and the prices paid have also been in accordance with those set for that period. The results of interviews with external suppliers (Ade Suasman and Thomas Basri) stated that the company had cooperated well and had no complaints regarding payment. The company routinely submits the latest FFB price every morning if there is a price change. FFB payments are also made every 1 – 2 days after the process of sending FFB is done. Based on this, the company has entered into a form of cooperation with smallholders, both plasma and independent, at a price that is fair and mutually agreed upon.

5.1.4

The company can show evidence that parties from the organization's representatives have been involved in the decision-making process and understand the contents of the contract. This is stated in the document Letter of Agreement (SPK) signed by all representatives of the cooperative management and farmer groups. The Letter of Agreement (SPK) contains the FFB sale and purchase agreement to independent smallholders, as well as an agreement on a scheme partnership with plasma farmers.

The company has made improvements to the welfare of the communities around the plantations by building and fully managing plasma plantations. The company assigns Managers and Assistants to help manage plasma. All cooperation that joins in the scope of certification supplies all FFB to AMP POM in accordance with the contract agreed by both parties, its members consist of farmers from surrounding villages, where members consist of all members who want to be involved, not limited to men or women. Women who are members of the cooperative are also involved in the company's operational activities such as the results of field visits to fertilizer and weeding workers who are all women. In addition, for positions such as foreman in cooperatives, the chairperson of labor unions and gender associations is a woman. They are also involved in determining the agreement between the two parties.

5.1.5

The company cooperates with 6 cooperatives around its operational area, with 4 of these cooperatives having joined the scope of certification. The signing was carried out by both parties (certification unit and cooperative management) and an independent representative, namely the District Head. Based on Indonesian regulations, the determination of smallholders is determined at the government level (Village, District, Regency and Provincial Officials). The following is evidence of the cooperation agreement that the company has with cooperatives, including:

- Cooperation Agreement for the Transfer of Management of Plasma Plantations which have produced and borrowed the production of the nucleus plantations between PT. AMP Plantation with Village Unit Cooperative (KUD) Manggopoh II, Number: 108/AMP-DIR/PK-IX/1997 KUD.M II/110/09/97 dated 13 September 1997.
- Cooperation Agreement Between PT. AMP Plantation with KUD Manggopoh I in the Context of Development and Management of Oil Palm Plantations with a Partnership Pattern in Lubuk Basuang District, Agam Regency, Number: 217/AMP-DIR/PK-X/97/KUD October 24, 1997 (1,216 Ha, 608 households)
- Cooperation Agreement Between PT. AMP Plantation with Mutiara Sawit Jaya KUD in the Context of Development and Management of Oil Palm Plantations with a Partnership Pattern in Tanjung Mutiara Sub-District & Palembayan Sub-District, Agam Regency, Number: 219/AMP-DIR/PK-X/97/KUD Dated October 24, 1997 (2,150 Ha, 1,075 households).
- Cooperation Agreement Between PT. AMP Plantation with KUD Damai Prosperity in the Context of Development and Management of Oil Palm Plantations with a Partnership Pattern in Kinali District, Pasaman Regency, Number: 218/AMP-DIR/PK-X/97/KUD October 24, 1997 (780 Ha, 390 households).
- Cooperation Agreement Between PT. Primatama Mulia Jaya (PMJ) With KUD Damai Prosperity, Palm Oil Farmer Groups Agree and Prosperous Farmer Groups in the Context of Development and Management of Oil Palm Plantations with a Partnership Pattern in Kinali District, Pasaman Regency, Number: 024/PMJ-DIR/PK-XI/96 and Number: 031/KUD-DASTRA/XI/96 November 15, 1996 (840 Ha).

- Cooperation Agreement Between PT. AMP Plantation with KUD Bukit Sanding Tigo in the Context of Development and Management of Oil Palm Plantations with a Partnership Pattern in Pembantu Lubuk Basung District, Agam Regency, Number: 299/AMP-DIR/PK-X/2001 /KUD October 11, 2001 (226 Ha).

Based on a review of the contractual agreement, as well as consultation with the Cooperative Official, the agreement has been set and the Official has understood the provisions of finance, FFB pricing, management, management fees, loans, disputes, etc. The agreement has been made legally, fairly, transparently, and has a time frame, which is one cycle and can be extended if agreed by both parties.

5.1.6

The SPK contains payment procedures/systems. Payment of net proceeds from the sale of Plasma FFB is regulated and agreed as follows:

- Payment of FFB purchases through the Bank system
- Payment every 3 months
- Payments are made based on the Minutes of Calculation of the sale and purchase of plasma FFB and the Minutes of Sale and Purchase of Plasma FFB which have been signed by the parties.

The company every quarter period makes a presentation related to the results and explanation of the costs of producing plasma plantations. This is indicated by the minutes of the presentation of the results and explanation of the operational costs of the results of the plasma plantations in the 4th quarter of 2022 which were attended by representatives from cooperatives and companies. Payment has been made and can be proven via receipt of payment receipt. The results of interviews with cooperatives stated that currently all cooperatives that are members of the scope of certification are independent and have no debt ties with companies, but currently they are working with companies in future plans to carry out replanting activities which will be carried out in stages from 2023 to finished. The resource person also explained that while working with PT AMP Plantation there had never been a delay in payment, and the price given was always in accordance with the agreement made, namely referring to the price of the Plantation Service. The price is considered higher and profitable when compared to selling to collectors.

5.1.7

The company has tested the electronic weigh bridge which was carried out on August 12, 2022 for AMP POM and September 14, 2022 for AMP 4 Estate by the Head of UPTD Metrology legal, Padang city government and valid until August 12, 2023 for AMP POM and 14 September 2023 for AMP 4 Estate with evidence, among others:

- **AMP POM**
 - Test Result Certificate number 510.2/ 017/ SKHP/ UML/ VIII/ 2022 for serial number P5M 200399 with a maximum capacity of 60,000 Kg
 - Test Result Certificate number 510.2/ 018/ SKHP/ UML/ VIII/ 2022 for serial number P5M 200396 with a maximum capacity of 60,000 Kg
- **AMP 4 & PMJ Estate**
Test Result Certificate number 317.2/ 073/ SKHP/ UPTDMP/ IX/ 2022 for serial number PSC 7801 with a maximum capacity of 40,000 Kg

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.

5.1.8

The company has conducted socialization related to RSPO certification to cooperatives/plasma farmers through annual meetings between the company and cooperative members. The company shows the Minutes of the annual meeting on December 23, 2022 at the Cooperative Office which was attended by the company, village government, community representatives and plasma farmers. Apart from that, the company also socialized the RSPO-SCCS & ISPO certification to Contractors, Management and Plasma Members which was carried out on January 8, 2023. The results of the two meetings stated that plasma smallholders from the Dastra Cooperative could not take part in the company's initiation to include their land into ISPO and RSPO certification due to constraints on the legality of the land owned which is still in the form of customary land (*Tanah Ulayat*).

The results of interviews with company management stated that until now, the process being carried out was still constrained by land

legality, but the company continued to assist the plasma smallholders. The obstacle faced by the cooperative is land rights which are currently held by only one or a few landlords (*ninik mamak*) because the status of the land they own is customary land. If the land has to go through the legalization process, then the status of the customary land is lost, this is the main obstacle in the certification process both in ISPO and RSPO as explained in indicator 3.4.2.

5.1.9

Based on the results of interviews with the company's plasma department, that in relation to the complaint handling mechanism, it still refers to the Procedure of Complaints Acceptance Procedure Complaints and Dispute resolution with document SOP Number PRO-BNM-007, rev 6, and active since October 2, 2021 and SOP on Handling External Complaints Number PRO-BNM-016, rev 0, and active since 1 January 2022. These procedures as a technical guidance in receiving various complaints raised by stakeholders or other parties and way to process of completion. Community complaints can also be submitted at the annual meeting by filling out the complaint form provided by the company and then pouring it into the Minutes of the Annual Meeting. There is no complaint from smallholders during 2022.

	Status: Comply
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5.2

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

5.2.1

The certification unit has conducted consultations with farmers who are suppliers of FFB to AMP POM as shown by evidence of the RSPO Socialization that is proven from the official report on 23 December 2022 which was attended by 21 participants. This activity contains Sustainable oil palm cultivation, Implementation of the sustainability system in oil palm plantations (RSPO), introduction of non-environmentally friendly agricultural materials and anticipation and management of forest and land fires. In this outreach activity, the certification unit also promoted the RSPO that in the future, outside suppliers of FFB must also follow RSPO certification. Based on the results of the socialization carried out to FFB suppliers, the conclusions obtained were not able to realize certification activities. This is due to the legality of the land which is currently constrained due to the status of farmers' land, most of which cannot be certified.

The results of interviews with independent smallholders stated that the company is currently helping to process the legality of the land itself so that the certification process can be carried out. The informant stated that they were unable to take part in the initiation of the company to include their land in ISPO and RSPO certification due to constraints on the legality of the land owned which is still in the form of customary land (*Tanah Ulayat*). Until the ASA 2.1 audit was carried out, there were 4 plasma management cooperatives that had entered the scope of the AMP POM certification. Meanwhile, the other 2 plasma cooperatives could not follow. Likewise, independent smallholders have not been able to participate in RSPO certification due to problems related to the formation of management and the legality of land that still has the status of customary land (*Tanah Ulayat*).

5.2.2

The company has made improvements to the welfare of the communities around the plantations by building and fully managing plasma plantations, which has created prosperity since 1997. The company assigns Managers and Assistants to help manage plasma. All cooperation supplies all FFB to AMP POM in accordance with the contract agreed by both parties, its members consist of more than 1000 farmers from surrounding villages, where members consist of all members who want to be involved, not limited to men or women. Further explanation regarding the assistance that has been provided by the company to farmers and surrounding communities can be seen in indicator 4.3.1 related to CSR.

5.2.3

For now, the Certification unit already has 4 cooperatives that are included in the scope of certification from 6 cooperatives that work with companies. The four cooperatives are still incorporated into the scope of PT AMP Plantation's RSPO certification even though their condition is no longer under the management of PT AMP. They have managed their own cooperative independently, but are still assisted in non-technical matters such as training and mentoring. Currently the cooperative and the company are planning a collaboration for replanting activities that will be carried out around 2023.

Other support provided by the company is providing housing for cooperative workers and assistants for plantation activities. The supply of daily needs for plantation activities is also in collaboration with companies such as the provision of fertilizers, pesticides, PPE and others. In supporting the legality process, the company has carried out the process since 2015 but the 2 cooperatives that

did not join the scope of the certification were unable to resolve internal problems among farmers. they are constrained by the existence of customary and cultural rules in which land rights and ownership are owned by the landlord and his family, so that the land cannot be legalized because it will lose its land rights.

5.2.4

When the audit was carried out, the certification unit had collaborated with the 4-smallholder scheme since 1997 and until now the overall operational activities were carried out by PT AMP. All workers who work at cooperatives are trained by PT AMP's staff so that pesticide handler training is only provided to company workers, not to smallholder schemes. For training that has been carried out is the Integrated Pest Management Training (including pesticide handling) which was attended by 18 participants for integrated pest control, 54 participants for spray training and 12 participants for fertilization training around November 2022. Based on the results of interviews with pesticide applicators at AWM Cooperative, it is known that workers have received routine training every year by the certification unit and during field visits workers have applied good and correct use of pesticides according to the procedures owned.

5.2.5

The unit of certification can show evidence that it has reported the support program for farmers, especially plasma farmers publicly regarding its progress which is carried out on a regular basis. The evidence shown is based on the receipt of the Semester 2 2022 LKUP submission documents to the Pasaman Barat Regency Agriculture Office on January 10 2023 as well as the 2022 CSR Report which can be accessed publicly.

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

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

- The composition of workers consisting of various ethnic groups, religions, gender and workers' origins.
- Recruitment of workers based on the results of selection, performance appraisal, ability and expertise of workers.
- Worker placement and training are carried out in accordance with their expertise / type of work, such as prospective harvest workers are placed as harvest workers and receive regular harvest training.
- Women workers are given equal rights, wages and opportunities to get promotions with male workers of the same type of work, for example there are several maintenance foreman who are female workers.

The promotion process is carried out based on skills, capabilities and quality where the assessment is carried out by appraisers, direct supervisors and indirect supervisors. In addition, based on the results of interviews with management and labor unions, it is known that the employee recruitment process begins with a process of checking administrative completeness, an initial medical examination before work and a work assessment process by supervisors.

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

Based on the results of field observations, interviews with workers, interviews with worker unions and gender committees as well as the results of consultations with the labor office, it is known that the certification unit has implemented policies related to non-discrimination and equal opportunity, such as employees who work vary from race / ethnicity, religion, gender, educational background, etc.

6.1.2

To ensure its implementation, the auditor verified the manpower list documents, and it was found that the workers recruited had diverse educational, ethnic and religious backgrounds. In addition, based on field observations, it is known that workers come from various ethnicities, religions, races and genders.

6.1.3

The company has kept employee record data. For employee recruitment, the recruitment stages are a job application letter, CV, photocopy of ID Card, and supporting documents such as certificates, diplomas, transcripts and others. The company shows employee track record documents stored in each unit (factory and plantation).

The company has shown records of the implementation of employment procedures, for example:

- Recruitment
Recruitment of workers, for example employees with the initials JG recruited in 2023 with work agreement number 05/SPK-PMJ/Intl/II/2023 with a probationary period of 06 February 2023 to 06 May 2023 made on 31 January 2023.
- Promotions
Promotional document in the form of ES Promotional Decree (worker's initials) with NIK AG/1AMP/0501/251 and document number 02/AMP1/SK-XII/2022 issued on 31 December 2022. The worker is promoted from class 2A to class 2B.

The results of interviews with workers and trade union representatives explained that the employment procedures had been carried out by the company in accordance with applicable regulations. They also know that workers are already aware of employment procedures such as recruitment, retirement or promotion. Based on the interview, it is known that there is no discrimination against workers. The company has provided employee rights in accordance with company regulations and applicable regulations.

6.1.4

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

6.1.5

The company already has a document establishing a gender committee known as the Woman of Working Group with the minutes of its formation on November 20, 2019.

In its formation, regarding the naming of the Woman of Working Group (WOW), the company explained the background, including to ensure consistency in the naming of the committee, even though it functions similarly to the gender committee. This committee deals with key critical areas related to workers, such as protection and maintenance of women's health, maintenance of family life and welfare, protection from sexual harassment and violence, non-discrimination, fairness, voice representation and equal opportunities in employment and continuing education for the betterment of personal and family life.

The organizational structure consists of advisor, supervisor, chairman, deputy chairman, secretary and members consisting of men and women.

The company also has a gender committee program for the 2023 period, including:

- Committee gender restructuring
- Board meeting
- Gender outreach
- Healthy exercise
- Kartini's Day kebaya competition
- Mother's Day cooking competition
- Coloring competition for kindergarten children in commemoration of Mother's Day

Based on the results of interviews with the management of the gender committee, information can be obtained that there have been no complaints of harassment or violence at the company.

6.1.6

Fair wage payments have been carried out by the company properly, taking into account abilities, performance, expertise, length of service and other factors as a basis for remuneration. So that the payment of wages given is in accordance with the load/task/type of work of each. For example, harvesting workers (men) and maintenance employees (women) who receive wages in December 2022 whose value is above the minimum wage, but with different amounts based on years of service, ability, attendance and work performance (wages structure and scale).

In addition, based on the results of a study on the structure and scale of wages, it is known that the company already has a structured wage scale for each worker based on position, class, work performance, and not based on differences in gender or origin. For example, the minimum wage for class 2B is Rp. 2,612,550 and class 2C is Rp. 2,978,300 which takes effect on January 1, 2022.

Based on the results of interviews with harvesting workers (men) and maintenance employees (women), information can be obtained that employees have been given the same wages by the company.

Status: Comply

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

6.2.1

The company already has a Collective Labor Agreement that has been ratified by the relevant agencies, including:

- The CLA for 2021 – 2023 has been ratified based on the Decree of the head of the One-Stop Integrated Service Investment and Employment Office of Agam Regency No. 3 of 2021 dated 19 November 2021 concerning PT AMP Plantation's collective works agreement with the Management of PT AMP Plantation's SPSI Federation Work Unit
- The 2021 – 2023 CLA has been ratified based on the Decree of the Head of the Pasaman Barat Regency Manpower Office No. KEP.004/PP-PKB/Disnaker/2021 dated 28 October 2021 concerning the PT Primatama Muliajaya Collective Labor Agreement.

The unit of certification does not have workers with contract status as casual workers or contract workers, the current status of workers is permanent workers with Orientation Worker status (3 months orientation period), such as Regular Daily Worker (work class). 2A), Regular Monthly Workers (2B-2D) and Staff (class 3 workers and above). All rights for each employment status have been differentiated.

Verification of wage documents for the January 2023 period for security workers, and process employees proves that the wages received are above the minimum wage and are in accordance with the wage scale structure determined by the company for 2023.

6.2.2

The company already has documents governing the structure and scale of wages. During the audit activity, the following evidence was obtained:

Company Wages Structure and Scale

Internal memorandum dated 04 January 2022 No. 002/WIP-HRR/Int-I/2022 concerning pay scales for groups 2A-2D in 2022 which regulates the wage scale and benefits for working time, for example the minimum wage for class 2B is Rp. 2,612,550 and class 2C is Rp. 2,978,300 which took effect on January 1, 2022.

List of Employees and Salary Recap

From the 2022 wage data at AMP-POM, it is known that there are personnel with class 2B and 2C who have differences in wage payments compared to the provisions of the wage scale structure, for example:

- The initial HAS (Maintenance/2B) receives wage payments of Rp. 2,512,550. Referring to the internal memo, the minimum wage paid should be Rp. 2,612,550 so that there is an underpayment of Rp. 100,000.00 per month.
- Initial S (LA/2C) wage payment of IDR 2,879,000. Referring to the internal memo, a minimum payment of Rp. 2,978,300.00 should be paid so that there is an underpayment of Rp. 99,300.00 per month.

Based on this explanation, the company has not been able to show sufficient evidence that the implementation of the wage structure and scale is in full compliance with the published regulations. **(Non-Conformity Number 2023.01, Grade Major)**

6.2.3

There is evidence of legal compliance with labor regulations, including:

- Payroll deductions
There is evidence of wage deductions for Social Security Administrator for Employment and health contributions which are the responsibility of workers according to what is stated in the CLA (Chapter VII regarding Social Security and Welfare), which refers to regulations related to Social Security Administrator.
- Overtime
Letter of agreement for overtime to carry out work by employees for 2 hours with the initials DE on December 7, 2022.
- The right to get a holiday
Leave application form on behalf of M (initials) PT PMJ employee, dated 13 February 2023, who applied for 5 days leave on 13 February 2023 – 17 February 2023. The request for leave has been approved with the signature of the direct superior and the management.

From the results of interviews with trade unions and workers, said that the wages paid were in accordance with the applicable provisions. The company also does not prohibit employees from getting holiday rights.

Based on interviews and wage verification, it is also known that deductions for workers are like Social Security Administrator tax deductions and have been explained in company regulations. Based on interviews with contractors and verification of the wages of contractor workers (sample), it is known that contractor workers have been given the minimum wage by the contractor.

6.2.4

From the results of field observations in residential areas and interviews with workers and trade unions it is known that the company has provided housing, infrastructure and facilities that are proper/in good condition to workers such as houses, clean water facilities, prayer facilities, sports, first aid centres and others-other. The condition of the house is permanent and has good sanitation. From the interviews it was also known that in each housing location there is a day care, trash bin and others.

6.2.5

The unit of certification has provided sufficient access for workers and suppliers to meet and transact in the plantation area. This is evidenced by, among other things:

- Payday market every time payroll is paid
- Itinerant vegetable vendors who enter employee housing areas
- Stores opened by employees with company permission
- Employee cooperatives that provide groceries for workers in the company

Based on the results of interviews with housing residents and workers, it was stated that workers had no difficulty obtaining sufficient food sources at competitive prices. There is an impromptu market every month after payday, itinerant vegetable vendors who enter the employee housing area. Apart from that, there are also housing employees who sell basic necessities in the housing area.

6.2.6

Based on the results of interviews with management, that the determination of the living wage calculation is carried out every 3 years and has been carried out in 2022 and is valid until 2025.

A living wage standard is not yet available in Indonesia, the Company has implemented the Sumatra Barat minimum wage regulations for employees for the period of 2023. The company has also made a list and calculated the applicable wages and benefits in kind for a living wage. Components in applicable wages include housing, electricity, clean water, child care, schools, school transportation, clinics, etc. In general, the value of these benefits in cash ranges from 31% - 38% of the employee's basic salary.

6.2.7

The results of verification of the labor list documents, work agreement documents, interviews with trade unions, workers, the Department of Manpower and field observations, it is known that there are no casual daily workers or contract workers. There are only permanent workers in the scope of certification.

6.2.2

Status: Non-Conformity Number 2023.01, Grade Major

6.3

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

6.3.1

The company has a policy of association as stated in the Internal Memorandum No. 026 / WIP-HRD / Int-VIII / 2009 dated 12 August 2009 stated that the company has respected and allowed its employees / workers to express their freedom in forming trade unions or associations. This has been approved through the existence of the Labor Union, as follows:

- The PKB for 2021 – 2023 has been ratified based on the Decree of the Head of the One-Stop Integrated Service Investment and Manpower Office of Agam Regency No. 3 of 2021 dated 19 November 2021 concerning PT AMP Plantation's collective works Agreement with the Management of PT AMP Plantation's SPSI Federation Work Unit.
- The 2021 – 2023 PKB has been ratified based on the Decree of the Head of the Pasaman Barat Regency Manpower Office No. KEP.004/PP-PKB/Disnaker/2021 dated 28 October 2021 concerning the PT Primatama Muliajaya Collective Labor Agreement.
- Registration for the PT PMJ PUK-SPSI Organizing Committee for the 2019-2024 period is shown through Letter No. 01 / PMJ-Ext / V / 2019 dated 02 May 2019. The number of members is 560 employees.
- The PT AMP bipartite has registered through the Decree of the Head of DPMPSTP No. 02.LKS / BP / DPMPSTP-NAKER / 2019 dated 07 May 2019. Bipartite is valid until 06 May 2021. The number of members is 22 people.
- PUK-SPPP-SPSI PT AMP Plantation with organizational structure No. 002/SPSI-AMP/Ext-III/2020 dated March 11, 2020, and has been registered with the Agam Regency One-Stop Integrated Service Investment Service, and has received Service Certificate No. 563/628/DPMPSTP-Naker/2020 dated 18 March 2020
- Indonesian Plantation Workers' Union (SERBUNDO) with a registered certificate from the Agam Regency One-Stop Integrated Service Investment Agency No. 561/01/DPMPSTP-Naker/2018 dated 22 January 2018

The results of interviews with workers such as harvesters, spray workers, fertilizers, FFB loaders, factory workers and others show that the company has provided outreach regarding freedom of association.

6.3.2

The company already has documentation of a meeting with the workers' union which was held on June 13, 2022, with the aim of this activity:

- Develop harmonious and balanced industrial relations within the company environment
- In order to achieve peace, tranquillity and tranquillity at work in the company

In addition, the meeting discussed among others:

- Bipartite institution activity program which is conducted every 3 months
- Handling related to covid - 19
- Check housing facilities and public facilities
- The need to prepare a playground for employees' housing environment
- The need for socialization regarding occupational safety and health to all employees to use PPE

6.3.3

The company already has registration documents with the union, namely:

- The CLA for 2021 – 2023 has been ratified based on the Decree of the Head of the One-Stop Integrated Service Investment and Manpower Office of Agam Regency No. 3 of 2021 dated 19 November 2021 concerning PT AMP Plantation's collective works agreement with the Management of PT AMP Plantation's SPSI Federation Work Unit
- The 2021 – 2023 CLA has been ratified based on the Decree of the Head of the Pasaman Barat Regency Manpower Office No. KEP.004/PP-PKB/Disnaker/2021 dated 28 October 2021 concerning the PT Primatama Muliajaya Collective Labor Agreement

The results of interviews with representatives of trade union members obtained information that there was no company/management interference in the formation of the trade union. The union officials are freely elected by union members.

Status: Comply

6.4

Children are not employed or exploited.

6.4.1

The Wilmar international has Non-Deforestation, Peat, and Exploitation (NDPE) Policy dated 15 December 2013 and revised on November 2019. It stated: "other Wilmar Policies that support our human rights values and commitments (i.e. Human Rights Framework, Child Protection Policy, Occupational Health and Safety Policy, Equal Opportunity Policy, and Sexual Harassment, Violence, and Abuse, and Reproductive Rights Policy, Whistleblowing Policy and Women's Charter. The company also has a Child Protection Policy that was established in November 2017. In this policy, explained that Wilmar International does not tolerate child labour, exploitation of children in any form and violence against children.

The company also shows Contractor Work Agreements for contractors that have stipulated a ban on employing children under the age of 18, forced labor and workers from human trafficking, for example the Work Agreement Letter of CV Putra Bundo (contractor of empty bachelor applications) with number 161/SPK/AMPI/XI/2022 on November 29, 2022.

6.4.2

Documentation evidence regarding the fulfilment of the age requirements of workers, one of which is in the form of worker recruitment documentation which attaches the identity cards of prospective workers. Based on recruitment documents and labor registers that inform the worker's name, date of entry, date of birth, religion, address, origin of the worker and others.

The results of field observations on operational activities such as harvesting and manual maintenance and others showed that there were no workers under 18 years of age. In addition, from the results of interviews with workers in the field, it is also known that workers already know the age requirements of workers and are not allowed to bring children or families to help with operational work.

6.4.3

The results of the verification of the employment list document, interviews with internal and external stakeholders, and field observations revealed that there were no indications of any workers under the age of 18 in the company environment.

6.4.4

The results of verification of the labor list documents, interviews with internal and external stakeholders, and field observations revealed that there was no indication of workers under the age of 18 in the company environment. Apart from that, the results of field observations in the company's offices, housing and operational areas also placed signboards prohibiting the use of child labour.

Status: Comply

6.5

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

6.5.1

The Wilmar international has Non-Deforestation, Peat, and Exploitation (NDPE) Policy dated 15 December 2013 and revised on November 2019. It stated: "other Wilmar Policies that support our human rights values and commitments (i.e. Human Rights Framework, Child Protection Policy, Occupational Health and Safety Policy, Equal Opportunity Policy, and Sexual Harassment, Violence, and Abuse, and Reproductive Rights Policy, Whistleblowing Policy and Women's Charter".

Based on the results of interviews with the Gender Committee, it is known that the company has policies on the prevention of sexual harassment and violence. This policy has been communicated to all workers during morning briefing, *Posyandu* activities or special times specified. The gender committee also explained that so far there have been no incidents of sexual harassment and violence.

6.5.2

The policy on preventing sexual harassment and violence is also contained in the Corporate Policy issued by the Group Plantation Head and Group CSR Head in September 2010, and Internal Memorandum Head HRD No. 026 / WIP-HRD / Int-VIII / 2009 dated August 12, 2009. Both policies state that employees are obliged to support morality and safety in the workplace, and to avoid all forms of harassment and sexual violence directed at all workers.

Based on the results of interviews with the Gender Committee, it is known that the company has policies regarding the protection of reproductive rights, especially for women, such as menstrual leave (H1). They explained that if the female employees wanted to take H1 leave, they had to do a check in the company clinic.

6.5.3

The company has carried out an assessment of the needs of new mothers which is contained in the Record of Evidence of Fulfillment of Basic Needs for Working Women. The document provides information on the basic needs of women workers, including:

- Initial work needs → consist of menstrual leave and marriage leave
- Pregnant → consists of job transfers when related to chemicals, *posyandu*, providing referral letters for pregnant women if there are complaints, maternity
- Maternity leave → *posyandu*, breastfeeding permits and providing breastfeeding corners/lactation room at the daycare.

Based on the results of interviews with the Gender Committee, it is known that when a new mother gives birth, the company provides easy job which is located close to the housing so that the new mother can provide exclusive breastfeeding to his son.

6.5.4

The company has procedures for complaint:

- Procedure for Acceptance of Complaints and Dispute Resolution (PRO-BNM-007, Effective 09 February 2017, Revision 05). This procedure is a technical guide in accepting various complaints submitted by stakeholders or other related parties as well as the resolution process.
- Employee Complaints and Complaints Procedure (PRO-HRD-005, effective date 23 April 2015, Revision 03). This procedure is a guideline for accommodating complaints and complaints from employees who work at PT AMP Plantation.
- 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 November 2019. At point 4.2 in the document, it is explained about the Protection of Human Rights Defenders, Whistleblowers, Complainants and Community Spokespersons.

Based on the results of interviews with workers and workers 'representatives (workers' unions and gender committees), it is known that complaints can be submitted to direct superiors, as well as to trade unions or to the gender committee (complaints specifically for women's issues).

Based on the results of interviews with the Gender Committee, it is known that the complaint mechanism can be done in person or by letter. To date, no reports have been submitted to the Gender Committee.

Status: Comply

6.6

No forms of forced or trafficked labour are used.

6.6.1

The company has a policy regarding the prohibition of forced or bonded or bonded labor and takes steps to prevent it. Procedures related to human resource management indicate that each worker has a work agreement that describes a specific job description. Based on the list of employees for the period December 2022 and January 2023 and field observations, it is known that there are no migrant workers. Each worker has a work agreement that describes a specific job description, there is no replacement of the contract without prior consultation and approval from the worker.

There were no problems related to employment or violations of company regulations. For example, for harvesters to work every day based on 7 hours of work. The unit of certification provides an output target that can be obtained in less than 7 working hours. If the harvester obtains more results in or more than 7 working hours, the harvester will receive a harvest premium payment. No penalty is given to harvesters if they do not get results due to natural factors such as rain. Based on the list of payments in December 2022 and January 2023, harvesters have been earning above the minimum wage.

6.6.2

Based on the employee list for the January 2023 period, it is known that there are no migrant workers in the company unit.

Based on the results of interviews with trade unions, it is known that there is no practice of withholding identity documents, paying recruitment fees, substituting work agreements without labor agreements, forcing work overtime, preventing workers from leaving the employment relationship, imposing penalties for termination of employment, coercing work due to debt obligations and withholding wages.

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 OHS organization that has been approved by the relevant agencies including the following:

- PT AMP : Decree of OHS Committee approval issued by the Manpower and Transmigration Office of West Sumatra Province with No. 564/02/P2K3/HI-Was/I/2023 issued on January 10, 2022, with an organizational structure including a chairman with the initials HP and secretary Mill with the initials CB and DP and secretary Estate with the initials IZ.
- PT PMJ: Decree of OHS Committee ratification issued by the West Sumatra Province Manpower and Transmigration Office with No. 564/72/P2K3/HI-Was/IV/2021 published in April 2021, with an organizational structure including a chairman with the initials HJ and a secretary with the initials AS.

The OHS Committee Secretary from each unit has also attended General OHS Expert training such as:

- Secretary at Mill with certificate number 5/3417/AS.02.04/IV/2021 issued on April 22 2021 and General OHS Expert designation with Reg No. 96537/PK3/AJ/13/2021/P0 issued on 22 April 2021 is valid until 22 April 2024.
- The secretary at PMJ Estate has participated in General OHS Expert training with certificate number 564/134/III-Was/2017 issued on June 19 2017 and the appointment of General OHS Expert with No. 5/4545/AS.02.04/IV/2021 issued on 27 April 2021 is valid until 27 April 2024.

OHS Committee meetings have also been held routinely every month with discussions of OHS issues and their follow-ups, for example the OHS Committee meeting on 28 December 2022 with discussions including reports of work accidents and OHS at work which was attended by 11 people at PT PMJ and on 31 December 2022 at Mill followed by 11 people.

The company also shows reports on the implementation of OHS reported every 3 (three) months to the Manpower Office, including the 4th Quarter 2022 OHS Committee Report to the Agam Regency Manpower and Transmigration Office on 23 January 2023 by PT AMP and the 4th Quarter 2022 OHS Committee report to the Pasaman Barat Regency Manpower and Transmigration Office on January 23, 2023 by PT PMJ.

In addition, the company also has operators who have special competencies listed in the SIO list document, for example:

UNIT	NAME INITIALS	TYPE OF LICENSE	NO LICENSE	VALIDITY PERIOD
Mill	AS	Boilers	18.P.025-OPK3-PUBT/VII/2018	July 4, 2023
	MM	Hoisting Cranes	11.1607-OPK3-OC/PAA/VII/2018	July 6, 2023
	DH	First Aid	594/UPTD/WASII/IX/2022	September 1, 2022
	R	Class D Firefighter	5/1485021022/AS.01.04/X/2019	October 2, 2027
AMP Estate	TD	First Aid	06/P3K/I/2022	January 1, 2024
	E (Paramedic)	Hyperkes	19.545/PM-IV/15	-
	K	Excavators	P.09.3494-OPK3-LT/PAA/III/2020	March 30, 2025
	W	Tractor	P.11.9295-OPK3-LT/PAA/XII/2021	November 15, 2026
PMJ Estate	NJ	First Aid	01/P3K/I/2022	January 1, 2024
	TD	First Aid	06/P3K/I/2022	January 1, 2024
	E (Paramedic)	Hyperkes	19.545/PM-IV/15	-
	R	Class D Firefighter	5/1485021022/AS.01.04/X/2019	October 2, 2027

The company also shows evidence that all workers receive adequate OSH training, which is shown in the program documents and the realization of OSH training, such as:

- Basic housekeeping training which was conducted on October 5, 2022 which was attended by 7 people.
- Work accident identification and investigation training which was held on July 27 2022 which was attended by 11 people.
- Training on the use of spraying which was held on September 16 2022 which was attended by 9 people.

- Training on the use of fire extinguishers which was held on January 19, 2022 which was attended by 20 people.
- Spray training conducted on 27 July 2022 which was attended by 8 people.
- Training on the use of fire simulation which was conducted on September 13, 2022 which was attended by 25 people.

6.7.2

The company shows OHS procedures, which are listed in the document:

- PPE SOP with No. PRO-GEN-018 revision 0 effective date 1 June 2017.
- SOP for identification of environmental and OSH impact aspects with No. PRO-GEN-008 revision 0 effective date 1 October 2013.
- SOP for emergency action with No. PRO-GEN-014 revision 0 effective date 1 October 2013.
- SOP for reporting and investigation of accidents and environmental pollution with No. PRO-GEN-015 revision 0 effective date 1 October 2013.
- SOP for workers' health examination with No. PRO-KLK-002 revision 0 effective date 1 October 2013.
- First aid SOP with No. PRO-KLK-004 revision 0 effective date 1 October 2013.

The company has an emergency management team including a team that manages forest and land fires, which consists of the following:

- Head of Emergency Response Team
- Secretary
- Task Force Coordinator
- Emergency Management Task Force
- Rescue Task Force
- Security Task Force
- Paramedic Task Force
- Investigation Task Force
- Communications Task Force
- Recovery and Repair Task Force

The company has first aid workers who are licensed in each unit, for example a Mill first aid officer with the initials DH with certificate number 594/UPTD/WASII/IX/2022 and with the initials TD with certificate number 06/P3K/I/2022. Periodically the company also conducts first aid outreach to employees, for example, it was carried out on January 19, 2022 which was attended by 32 people in the plantation Hall/Office.

The company has fire facilities and infrastructure that apply to the Minister of Agriculture Regulation Number 5 of 2018, for example for PMJ Estate as follows:

- Personal or individual equipment such as 19 safety helmets and 29 head lamps.
- Hand tools such as 6 two-function axes and 3 sharp rakes.
- Water pumps and accessories such as 1 unit of pressure pump.
- 1 data processing and communication facility such as GPS.
- Transportation facilities (according to work area) such as 1 unit patrol facility.
- 1 unit Clinic.

From the results of field observations at the fire fighting warehouse at PMJ Estate it is known that there are emergency response facilities in the form of water pumps that are in good condition and functioning properly as well as evacuation routes and assembly points in mill and housing. This is in line with the results of interviews with related agencies, that the company already has good emergency response facilities and infrastructure.

Based on interviews and field visits in harvesting, fertilizer and spraying activities, it is known that each foreman has brought first aid so that he can provide first aid when there is an accident and the foreman can also explain the function of the medicines and equipment in the first aid bag. In addition, every accident that occurs will be investigated as one of the references to the HIRADC revision and every work accident will also be documented and reported to the relevant agencies.

6.7.3

Business actors show documents related to the procedure for providing PPE in Procedure document No. PRO-GEN-018 revision 0 dated 01 June 2017 concerning personal protective equipment (PPE) which describes the mechanism for providing PPE, the matrix for scheduling PPE replacement, damage to PPE due to work risks, and evidence of investigation of PPE damage.

In the context of implementing these regulations, the Company provides adequate Personal Protective Equipment (PPE) according to its designation for each worker, which is shown as follows:

- Records of PPE distribution on September 6 2022 in the form of helmets to 8 AMP 1 Estate employees.
- Record of the provision of PPE on November 22 2022 in the form of Helmets and Safety Shoes to 15 Mill employees.
- Records of PPE distribution on November 8 2022 given to spray employees in the form of 5 masks, 5 aprons and 5 gloves in Plasma.

Based on field observations of spray workers and sorting workers, personnel explained that employees had received PPE free of charge by the company and understood the mechanism for replacing PPE if PPE was damaged/lost. The PPE currently used by workers is in good condition and ready to use according to HIRADC. In addition, each plantation also has a rinse room that is used for cleaning and washing PPE using spray power and an MSDS for each chemical. Wastewater that is used for sanitation of pesticide workers, is reused for the next application.

The auditor also made observations at the storage warehouse, it was found that the company had provided spare PPE, for example at PT AMP, such as:

- 20 pairs of PPE safety shoes.
- 45 pairs of PPE helmets.
- 17 pairs of PPE aprons and rubber gloves.

6.7.4

From the results of verifying the documents the company has paid for workers' health insurance with BPJS Health and Employment, the following are examples of proof of payment for AMP, Mill and Plasma units, including:

- AMP Units
 - Social Security Administrator for health AMP 1 unit paid on December 9, 2022 for 467 workers with 547 dependents
 - Social Security Administrator for Employment AMP 3 unit paid on January 13, 2023 for 413 workers
 - Social Security Administrator for Employment AMP 2 unit paid on January 13, 2023 for 430 workers
- Mills
 - Mill unit Employment BPJS paid on January 31, 2023 for 127 workers
 - Mill unit Employment BPJS paid on February 14, 2023 for 127 workers
 - Social Security Administrator for Health Mill units paid on 09 December 2023 for 129 workers
- Tompek Tapan Kandise Cooperative
Employment Social Security Administrator paid on January 13, 2023 for 54 workers

6.7.5

The company has recorded work accidents for the 2022 period using the LTA method with the results, for example:

- PMJ Estate → LTI : 2 days, FR : 0.7 , SR : 0.7
- AMP 4 Estate → LTI : 2 days, FR : 1.9 , SR : 1.9

From the accident records above, it is known that there were work accidents at PMJ Estate and AMP 4 Estate which were experienced by 1 worker in each unit with a loss of 2 working days. Work accidents experienced in mild conditions and only need treatment at the clinic and work breaks.

	Status: Comply	
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	PRINCIPLE #7 PROTECT, CONSERVE AND ENHANCE ECOSYSTEMS AND THE ENVIRONMENT	
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7.1

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

7.1.1

The company implements integrated pest management (IPM) as outlined in several documents, including the following:

- Document No. PRO-EST-004 Rev 0 dated 01 May 2010 regarding field maintenance.
- Document No. PRO-EST-006 Rev 2 dated 15 October 2012 regarding pesticide application.
- Document No. PRO-EST-007 Rev 0 dated 02 January 2011 regarding pest and disease control.
- Document No. SOP-EST-002 Rev 3 dated 25 April 2017 regarding spraying circles and lanes.
- Document No. SOP-EST-003 Rev. 1 dated 02 May 2011 regarding selective weeding.
- Document No. SOP-EST-005 Rev. 0 dated 01 May 2012 regarding Monitoring P&D Attacks/Incidents.
- Document No. SOP-EST-006 Rev. 2 dated 10 November 2012 regarding weed control.
- Document No. SOP-EST-009 Rev. 0 dated 01 April 2011 regarding the safety of pesticide application.
- Document No. SOP-EST-018 to No. SOP-EST-024 regarding pest and disease control for certain pests and/or diseases.

The company also shows the results of a census of plant disturbance organizations, for example, for the fourth quarter of 2022, which are as follows:

- In AMP 1 Estate, it is known that there is an oryctes pest attack of 0.03% (criteria for mild attack below 5%), caterpillar pest attack of 0.07% (criteria for mild attack below 5%) and ganoderma pest attack of 1.34% (high attack criteria above 2%). The results of field visits, for example block 101 AMP 1 Estate, found signs of caterpillar attack but only a few points (light attacks).
- In PMJ Estate, it is known that there is an oryctes pest attack of 0.20% (criteria for mild attack below 5%), caterpillar pest attack of 0.67% (criteria for mild attack below 5%) and ganoderma pest attack of 8.56% (high attack criteria above 2%). For the ganoderma attack, the company plans to uproot the affected trees. The results of field visits, for example block 204A, found signs of a ganoderma attack.

In addition, the company has also used *Tyto alba* as a method of biological pest control, for example at the PMJ Estate for the January 2023 period with 15 gupon cages and at AMP 4 Estate with 8 gupon cages. The results of field visits, for example at PMJ Estate Block 7D, found that the owl's cage was in good condition and active.

7.1.2

Based on the results of a review of useful plant monitoring documents and interviews with company management, it is known that the company uses owls and *Cassio tora* plants as biological control agents. Based on the regulations in force in Indonesia, it is known that this species is not an invasive species.

Based on field visits, for example block 101 AMP 1 Estate, no invasive plants were found.

7.1.3

Based on document review, 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 procedures related to plant pests observation and control contained in document Number PRO-EST-007 revision 3 effective date 01 October 2013 which describes the observation and control of OPT in the TM and TBM areas and briefly includes EWS (detection & census), Control integrated pests (biologically, manually, chemically), economic threshold value, justification for pesticide use, pesticide management.

The company shows records of plant pests observation and control, including:

- Based on pest census records for the fourth quarter of 2022 at PT AMP, it is known that there was an oryctes pest attack of 0.03% (criteria for light attack below 5%), caterpillar pest attack of 0.07% (criteria for light attack below 5%) and ganoderma pest attack of 1.34% (high attack criteria above 2%). The results of field visits, for example block 101 AMP 1 Estate, found signs of caterpillar attack but only a few points (light attacks).
- Based on pest census records for the fourth quarter of 2022 at PMJ Estate, it is known that there was an oryctes pest attack of 0.20% (criteria for light attack below 5%), caterpillar pest attack of 0.67% (criteria for light attack below 5%) and ganoderma pest

attack of 8.56% (high attack criteria above 2%). For the ganoderma attack, the company plans to uproot the affected trees. The results of field visits, for example block 204A, found signs of a ganoderma attack.

The company also shows a list of pesticides used by the company including:

Brand	Active Ingredients	No. Permission	Validity period
Supremo 480 SL	Glyphosate	RI. 01030120021712	October 4, 2026
Kenlly 20 WG	Methyl Metsufuron	RI. 01030120062432	January 1, 2027
Inteam 150 SL	Ammonium Glyphosinate	RI. 01030120072763	May 19, 2024

Based on the document review, it is known that the company has used registered pesticides and has not used restricted pesticides. The results of the field visit to the rinse house revealed that the company already has sanitation facilities equipped with rinse rooms, showers, drainage channels, storage areas for control devices and PPE. As a result of field visits to chemical/pesticides storage warehouses, it is known that chemical storage areas have been equipped with hazardous and toxic materials symbols, warnings on the use of PPE and emergency response facilities.

7.2.2-7.2.3

The company shows records of the use of pesticides as follows:

Description	Active Ingredients	Unit	2021		2022	
			Application Area	Use	Application Area	Use
AMP 1 Estate	Glyphosate	Litre	8.184	3.524	9.098	8.922
	Methyl Metsufuron	Kg	8.686	725	8.686	695
	Ammonium Glyphosinate	Litre	445	547	485	430
AMP 4 Estate	Glyphosate	Litre	1.039	2.447	703	2.962
	Methyl Metsufuron	Kg	3.157	137	3.157	98
PMJ Estate	Glyphosate	Litre	2.023	4.239	6.009	4.882
	Methyl Metsufuron	Kg	6.566	110	2.334	130

Based on the review of pesticide use documents, it was found that there was a reduction in the use of pesticides. Based on the results of document review and field visits, it is known that the company has utilized beneficial plants and natural enemies of pests as a method of reducing pesticide use.

And based on owl observation data, it is known that the company has utilized *Tyto alba* as a method of biological pest control, such as:

- In PMJ Estate for the January 2023 period with a total of 15 gupon cages.
- In AMP 4 Estate for the January 2023 period with a total of 8 gupon cages.

From the results of field visits, for example in Block 7D at PMJ Estate and Block 23D AMP 4 Estate, it is known that the owl cages are in good condition and active.

7.2.4

Based on the results of virtual field visits, review of pesticide use documents, and monitoring of pests and diseases, it is known that the company does not use pesticides in a preventive manner. The use of pesticides must be based on actual field conditions and the results of pest and disease censuses.

7.2.5

The company shows procedures related to pesticide mitigation contained in document No. PRO-EST-006 revision 2 dated 15 October 2012 concerning pesticide application which explains the classification of pesticides, procedures for using pesticides, storing pesticides, pesticide poisoning and its symptoms, first aid for pesticide poisoning.

The company also shows an environmental policy published on July 1 2019 which describes taking practical steps to prevent soil, water and air pollution through reducing the reduction of chemicals including pesticides, natural resource conservation, reducing recycled waste, reuse of waste disposal in every activity including banning pesticides included in the World Health Organization (WHO) Class 1A or 1B list or included in the Stockholm or Rotterdam Conventions, as well as paraquat.

Based on verification of pesticide use documents for 2021-2022, it is known that the company does not use pesticides with the active ingredient paraquat and WHO class 1A and 1B pesticides, as well as interviews with spray workers, it is stated that workers have not applied pesticides with the active ingredient paraquat.

7.2.6

The company has procedures for handling materials and materials listed in SOP No. SOP-GEN-034 revision 1 which was issued on October 2, 2021 which describes the mechanism for storing, handling and mixing chemicals as well as first aid for poisoning.

The company also periodically conducts chemical application training for employees, as shown on 16 September 2022 which was attended by 9 participants. Based on interviews with workers, it can also be concluded that workers understand the technicalities of chemical applications as well as the hazards and risks associated with chemicals. In addition, workers were found to have fully used the free PPE provided by the company, in accordance with the identification and understanding of mechanisms to replace PPE if there is damage.

Based on field visits to hazardous and toxic materials rinse houses and warehouses, it was found that there was already a product label and MSDS in Indonesian for each chemical and the placement of chemicals had been arranged based on the trade name and type of chemical. In addition, the rinse house also has PPE and sanitation facilities for chemical applicators such as bathrooms, washing areas and clothesline.

7.2.7

Based on the results of field observations in the hazardous materials warehouse as a storage place for pesticides, it is known that the storage of all chemicals is in accordance with recognized best practices, namely referring to PP No. 74 of 2001 concerning Management of Hazardous and Toxic Materials. This can be proven based on the results of field observations which show that the storage area has been equipped with hazard symbols and labels, MSDS, ventilation, channels to accommodate pesticide spills, eyewash and showers, fire extinguishers, OHS Boxes, emergency handling pathways, shelves for the preparation of appropriate packaging and more.

In addition, the location of the pesticide storage warehouse is also far enough from watercourses and employee settlements so as to avoid contamination of the environment and the health of workers. Based on the results of interviews with the manager of the chemical storage warehouse, it was shown that the respondent was able to explain regarding first aid in accidents, good pesticide preparation techniques, logbook inventory of types of pesticides used, and use of personal protective equipment and so on. Based on this, the company has been able to manage pesticide storage properly.

7.2.8

Companies can show the SOP for Hazardous and Toxic Waste Control with document number SOP-GEN-006 Revision 05 dated 2 October 2021 which was approved by GEM PT AMP Plantation. The SOP explains the mechanism for storing pesticides in a special warehouse, including a place for mixing pesticide ingredients to be used in the field in a special isolated place so that there is no potential for exposure to chemicals outside the warehouse. Storage of used pesticide packaging is stored in a temporary storage area for hazardous waste and then sent to a licensed collector. In addition, the company also has procedures for washing used poison and used fertilizer packaging and managing waste water used for washing SOP-GEN-016 number revision 04 dated 2 October 2021. All waste water management activities used for washing fertilizer sacks or used agrochemical packaging are carried out in a special washing place in each estate and carried out by specially appointed officers, besides that the waste water used for washing poison packages that has been accommodated can be reused for mixing the next chemicals. After the completion of the washing activities, the packaging is stored, counted, recorded and there is evidence of periodic monitoring and the amount is accumulated. The company also held socialization on the ban on the use of B3 waste packaging on January 8, 2023.

Based on field visits to pesticide warehouses and temporary storage areas for Hazardous Waste AMP 1 and 4 Estate, it is known that

pesticide storage areas are well managed, oil traps are available, air ducts are sufficient and isolated so there is no potential for exposure of pesticides to leaving the warehouse. Pesticide waste such as used pesticide packaging which is classified as Hazardous Waste is also found stored in a well-monitored Hazardous Waste temporary storage warehouse which is then collected to a licensed collector. Prior to being stored in the Hazardous Waste Warehouse, used pesticide packaging in the form of jerry cans is chopped first, this is done by management to avoid reusing pesticide packaging and to make the storage area efficient.

Based on interviews with employees and pesticide application foremen at AMP 1, 3 and 4 it is known that all used pesticide packaging containers were returned and sent to the Hazardous Waste Warehouse and not used for any other purpose than pesticide application activities. Used packaging containers, work tools and work clothes are all stored in a special storage area. Thus, no contaminated items are brought home. The results of observations in employee housing revealed that used pesticide packaging was not disposed of in landfills and was not used for other purposes such as trash cans, flower pots and so on.

7.2.9

Based on document verification, interviews with spray workers and field visits, it was found that there was no aerial spraying of pesticides.

7.2.10

The company periodically conducts health checks for workers who work in high-risk activities, including pesticide workers. Health checks are carried out 2 times a year, the last time being carried out, for example, on 16-17 September 2022 in collaboration with the Regional Technical Implementation Unit OHS Ministry of Manpower and Transmigration Sumatra Barat Province, followed by AMP 1 Estate with 76 employees and PMJ Estate with 73 people with the inspection result that there were no employees who have health problems.

7.2.11

The company has demonstrated procedure No. SOP-EST-002 was issued on September 9 2019 concerning job changes for pregnant and lactating mother workers. The contents of the policy include, "for pregnant women workers and women workers who are still breastfeeding not to be employed in this type of chemical substance.

Based on the verification of pregnancy information monitoring documents, it was found that there were no pregnant workers carrying out pesticide application activities. The results of interviews with spraying workers, it was stated that if there were pregnant workers, these workers would be transferred to low-risk jobs and were not allowed to apply chemicals.

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 the waste contained in the PT AMP 2023 Waste Identification and Waste Management Plan documents that are made by each Estate and POM. The identification is grouped by activities that produce waste, waste name, waste code, solid or liquid type, and its management. Determination of the waste code based on PP number 101 of 2014. For the scope of AMP 1, AMP 2 and AMP 3 Estate units, identification of waste generated from plantation activities is listed in the waste source identification document with document number FRM-GEN- 036. For the scope of AMP POM, identification of waste sources is listed in the Waste and Pollution Source Identification document which contains the results of identification of waste sources for each location, for example loading ramp stations, sterilizers, threshers, presses, clarifications, kernels, boilers, engine rooms, water treatment plans, and PKS housing. Meanwhile, for the scope of PMJ and AMP 4 Estate as well as cooperatives, the identification of waste and its handling is stated in the FRM-GEN-055 document.

The certification unit has procedures for managing waste generated by the company, including:

- SOP-GEN-006 concerning Hazardous and Toxic Waste Management, revision 05 dated 2 October 2021.
- SOP-MIL-016 concerning Storage of Hazardous Waste, revision 04 dated 2 October 2021.
- SOP-MILL-025 concerning Solid Waste Management, revision 03 dated 2 October 2021. The solid waste contained in this procedure includes boiler ash, fiber, shells.
- SOP-MIL-015 concerning Management of Empty Stilts, revision 04 dated 2 October 2021.
- SOP-MILL-019 concerning Application Land Management, revision 03 dated 2 October 2021.

- PRO-GEN-013 concerning Waste Management Revision 04 dated 2 October 2021.
- SOP-MILL-031 concerning Management of Methane Capture revision 02 dated 2 October 2021. This document describes the procedures for managing and utilizing methane as biogas and the complete stages of operating the equipment.
- SOP-GEN-008 concerning Factory Wastewater Treatment Plant (WWTP) revision 03 dated 2 October 2021.
- SOP-MILL-014 regarding Effluent revision 04 dated 2 October 2021.
- PRO-MILL-008 concerning Handling of Disturbance to Immovable Resources revision 03 dated 2 October 2021.
- SOP-EST-001 regarding Fertilization revision 05 came into effect on September 9 2019 which explains the management of sacks and inner plastic fertilizers to go through the washing stage before being disposed of or reused.

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

The company has 3 licensed hazardous and toxic waste storage areas, including:

- **Scope of the Agam Unit (AMP POM and AMP 1-3)**

Hazardous Waste Warehouse Permit for the Scope of AMP-POM, based on the Decree of the Head of the One-Stop Service Investment and Employment Service of Agam Regency Number 01 of 2020 dated June 25 2020. The permit is valid for 5 years starting from October 13 2020 to October 12 2025. Storage location coordinates 00° 09' 21,7" S 100° 01' 39,9" E.

Hazardous Waste Warehouse Permit for AMP-1 Scope (as the main warehouse for AMP 1, AMP 2, AMP 3 Estate units and 4 plasma units in the vicinity). The permit is based on the decision of the Head of the One-Stop Integrated Services Investment Service and the Agam Regency manpower number 4 of 2018 dated July 16 2018 and is valid for 5 years. The coordinates for storage location are 0° 8' 24.5" S and 100° 0' 29.8" E and cold storage (medical waste) with coordinates 0° 8' 18" S and 100° 0' 23" E.

- **Scope of the Pasaman Barat Unit (AMP-4 and PMJ)**

Hazardous Waste Warehouse Permit for the Scope of PT PMJ (as the main warehouse for AMP 4 and PMJ Estate units located at AMP 4 Estate). Permit based on the decision of the Regent of Pasaman Barat number 188.45/235/BUP-PASBAR/2018 dated 25 April 2018 which is valid for 5 years. The coordinates of the storage location are 00° 4' 26.1" S and 99° 48' 9.0" E.

Based on this permit, it is known that the types of hazardous and toxic waste that are allowed to be stored are used oil, used filters, used batteries, pesticide packaging, spill kit waste, used cartridges, TL lamps, and clinical waste. Companies are also required to provide occupational safety and health equipment, including fire extinguishers, eyewash, and other emergency response facilities.

Regarding the transportation of hazardous and toxic waste, the company cooperates with the several official waste collection contractors, namely:

- The scope of the AMP POM Unit is cooperating with PT Wahana Pamurah Waste Industry (PT WPLI) with contract number 154/AMP-SHL-WPLI/SPK/LEGAL/VIII/2022 dated 28 June 2022 and is valid for 1 year.
- AMP Unit Scope 1 - 3 is cooperating with PT Wahana Pamurah Waste Industry (PT WPLI) with contract number 155/AMP.1-SHL-WPLI/SPK/LEGAL/VIII/2022 dated 28 June 2022 and valid for 1 year.
- The scope of the AMP Unit 4 and PMJ is cooperating with PT Shali Riau Lestari (PT SRL) with contract number 016/SRL-PKU/MOU/IV.2022 dated 1 April 2022 and is valid for 1 year.
- For the management of medical waste, the PT AMP clinic also cooperates with a licensed transporter, namely PT Triguna Pratama Abadi with contract number 0012/SHL-MOU/VI/2022 dated 28 June 2022 and is valid for 1 year.

The company has and can show documents for storing and handling Hazardous and Toxic Waste in accordance with SOPs for storing and handling waste and Government Regulation Number 101 of 2014. These documents include balance sheets, logbooks and Hazardous and Toxic waste manifests. Based on the results of the document review by comparing the balance sheet and logbook, it can be seen that the delivery of waste to AMP POM and AMP-1 Estate waste warehouse in November and December 2022 was appropriate and there was no difference in the amount submitted. Similarly, the comparison between the balance sheet and Manifest waste transportation carried out on December 27, 2022 shows that the balance document states the amount of waste in the month after transportation (January 2023) starting from empty. As well as for AMP-4 and PMJ Manifest waste transportation carried out on January 31, 2023 shows that the balance document states the amount of waste in the month after transportation (February 2023) starting from empty. The company has kept records properly so that waste management data can be traced easily and there are no recording differences. The company also records incoming and outgoing hazardous and toxic waste in every warehouse, this is also

regulated and according to the company's SOP.

Thus, it can be concluded that there are no recording errors and differences based on the Balance Sheet, Logbook and Festronek documents, this shows that the company has properly documented the storage and handling of Waste. In addition to waste that is contaminated with chemicals, clinical waste is also classified in this section, clinical waste is given special treatment that is directly transported to a licensed container. The company can show all licensing documents for the transporters, processors and users of hazardous and toxic waste as well as medical waste, from the results of document verification it can be concluded that PT AMP has collaborated with all waste management parties who have permits and are still valid until the next surveillance is carried out.

The results of field visits to hazardous waste warehouses in AMP 1 and AMP 4 Estate also show that the company has carried out hazardous waste management quite well with no discrepancies found in these locations. All requests for hazardous waste storage permits have been completed, such as the presence of fire extinguishers, showers, eyewash, coordinates, alarms, first aid kits, oil traps and appropriate labeling. In addition, lighting and air ventilation are well provided, on the outside of the warehouse there are also good drainage channels to anticipate pollution to the surrounding environment. The results of the interview with the warehouse manager also showed that the manager had fully understood the SOP in the management of hazardous waste. The results of interviews with the company stated that there is no specific transportation schedule, transportation is carried out when the results of identification of the warehouse have been declared full, but so far, transportation is carried out about every 6 to 7 months for estate and 3 months for Mill.

Non-hazardous and toxic waste

Non-hazardous and toxic waste, including domestic waste, is managed in the form of reuse for items that can still be used, such as used fertilizer sacks, as well as plastic layers inside the sacks to transport loose fruits and tie the sacks. In addition, waste that cannot be reused will be collected, if it still has economic value such as scrap metal and used tires, it will be sold. Non-hazardous waste that cannot be reused will be disposed of in a landfill with a landfill system when it is full. Transportation of non-hazardous waste from employee housing or emplacement areas is carried out once every 2 weeks using dump trucks and directly disposed of to the Landfill.

For the waste of used fertilizer packaging and chemical packaging that can still be used such as oil barrels, further management is carried out through the process that has been regulated in SOP-GEN-006. Such as sacks of fertilizer, the company already has a special tub for soaking and washing the sacks so that they are suitable for reuse. This is done by the company to reduce waste production with the principles of reuse, recycle and reduce.

Liquid, Solid and Air Waste

The company does not utilize waste air which is generally used as a biogas power plant, but the company does utilize liquid and solid waste. For liquid waste (POME) utilization is carried out as a Biogas in Methane Capture and land application which is pumped from the WWTP to an application area that already has a permit. Meanwhile, solid waste such as shells and fiber are used as a substitute for diesel fuel as boiler fuel. Meanwhile, other solid wastes such as sludge and EFB are used for composting and applied to land for fertilizer substitution.

7.3.2

Based on interviews with company management and the Head of the Hazardous and Toxic Waste Warehouse at the sampling location, it was found that they had an understanding of handling waste disposal, especially hazardous waste and domestic waste and managing hazardous waste in accordance with procedures owned by the management unit. In addition, respondents also stated that these regulations were strictly enforced and there were sanctions for those who violated them. All waste disposal facilities have also been provided by the company such as organic, non-organic and hazardous waste bins and landfills. Respondents' understanding of waste management is the result of socialization and training that is carried out regularly and consistently as evidenced by the minutes taken on July 17 2021 to all AMP 3 Estate staff and employees with photo evidence and attendance lists. The results of interviews with workers and the community living in the company area also stated that the waste management carried out by the company was very good and organized. Trash bins are properly provided and replaced if damaged. Regulations related to waste disposal are also strictly enforced and there are sanctions for violators. The resource person really understands how to separate the types of waste they produce.

Based on the results of a visit to the AMP 4 Estate hazardous waste warehouse, information was obtained that the last transportation

was carried out on January 31, 2023, so the condition of the warehouse at the time of the visit was relatively empty. In addition, visits to the landfills also show that there are landfills that are full and have been stockpiled. For the new landfill, it is not yet full and there are also no signs of burning waste in that location. Landfills are divided into two, namely for types of organic waste and non-organic waste.

However, based on the results of field observations in the AMP 1 and 4 Estate residential areas, it is known that for domestic waste management, the company has prepared temporary trash bins which will then be disposed of in a landfill. The company has also routinely transported hazardous waste and provided a special temporary storage area for hazardous waste. However, traces of burnt waste were still found in residential areas and domestic waste in the form of mineral water containers and plastic waste that was disposed of in irrigation canals and around residential areas. In addition, traces of chemically contaminated packaging in the form of drums of fuel were also found in the AMP 3 Estate fertilizer warehouse area. Related to this, the company immediately made improvements by sending hazardous waste to TPS LB3, as well as cleaning up domestic waste by sending it to landfills. The company also immediately conducted outreach to workers and PICs who were at the location. Based on this, the company has the opportunity to increase employee understanding of domestic and hazardous waste management as stipulated in company procedures, so as to ensure that environmental pollution does not occur. **(OFI)**.

7.3.3

The company does not carry out open burning for waste culling, this can be proven from a field visit to the Landfill where there are no encounters of incinerated waste. The results of interviews by mill and estate employees also stated that there was no burning of rubbish, because they were aware of the prohibition on burning activities and the sanctions they would receive if burning incidents. Organic waste from housing is managed by burial, while inorganic trash is disposed of in the space provided, then transported every 2 times a week and dumped into landfill and then buried when the landfill is full.

The results of field observations in the employee housing area also showed that there were no traces of burning activities, besides that there were also many warnings to prohibit waste burning activities as well as the dangers that could arise from burning activities. Interviews with employees who live in the housing estate also stated that they had never burned waste due to sanctions.

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 and 7.4.4

The company shows documents related to land management procedures contained in several documents, as follows:

- Fertilization SOP No. SOP-EST-001 revision 8 published date of October 2, 2021 which discusses fertilization techniques.
- SOP for soil fertility management procedures No. PRO-EST-008 dated 01 July 2013 concerning leaf and soil analysis.

The company also shows reports on recommendations and realization of fertilization for the 2022 period, including the following:

UNIT	FERTILIZER TYPE	RECOMMENDATION		REALIZATION	
		TON	AREA	TON	AREA
AMP 1 Estate	NPK	3,120	961.27	3,120	961.27
	MOP	234	961.27	234	961.27
	Borate	16	921.85	16	921.85
AMP 4 Estate	NPK	436	769.73	436	769.73
PMJ Estate	NPK	736	1,287.51	736	1,287.51

Based on the review of the data on the realization of the fertilization, it is known that the fertilizer has been fully realized (100%). Based on the results of visits to the field in block 101 AMP1 Estate, it is known that the planting area and plants are in a well-maintained and well-maintained condition.

7.4.2

The company periodically conducts soil analysis and leaf analysis to monitor and manage changes in soil fertility and plant health, such as:

PT AMP

- Soil Analysis Number 135/LAB/01/IX/2022 dated 19 September 2022 issued by the Agricultural Research and Development Agency of the Ministry of Agriculture for 12 samples from PT AMP. The parameters analyzed include texture, acidity (pH), content of C, N, P, K, Mg, Ca, Na, BS, CEC, Al and H.
- Leaf Analysis with No. 21/BAHAN TANAMAN/III/2022/AMP dated 18 April 2022 issued by the EMU R&D Laboratory for a total of 86 samples. The parameters analyzed include CU, Zn, P, K, Mg, Ca, N and B.

PT PMJ

- Soil Analysis with No. 071/LAB/01/XI/2021 dated 20 September 2021 issued by the Agricultural Research and Development Agency of the Ministry of Agriculture as many as 4 samples from PT PMJ. The parameters analyzed include texture, acidity (pH), and content of C, N, P, K, Mg, Ca, Na, BS, CEC, Al and H.
- Leaf Analysis with No. 35/BAHAN TANAMAN/IV/2022/PMJ dated 6 April 2022 issued by the EMU R&D Laboratory for a total of 26 samples. The parameters analyzed include CU, Zn, P, K, Mg, Ca, N and B.

7.4.3

The company has a nutrient recycling strategy which includes the utilization of empty, fiber, shell and liquid waste (POME). Based on the implementation document for the utilization of empty stubs for the 2022 period, it is known, among others, as follows:

- AMP 1 Estate with a realization of 75,947 tons with an area of 1,265.79 Ha.
- AMP POM using 8,598 tons of shells and 51,615 tons of fiber used for boiler fuel.

Apart from that, the company also applies liquid waste (POME) to the land, for example in the 2022 period as much as 332,792 M³.

	Status: Comply	
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7.5
Practices minimize and control erosion and degradation of soils.
7.5.1

The company shows a map of the types of land and the slope map for each estate, including the following:

- AMP-1 soil survey map with a scale of 1: 35000, based on the results of the Param Agricultural Land Survey it is known that the soil types found there are Entisols, Inceptisols, Ultisols Histosols, Oxisols, Alfisols, Spodosols.
- Slope / PMJ Slope Map with a scale of 1: 50000, based on the map it is known that there are no areas with steep slopes. PMJ's plantation is dominated by flat, undulating areas.
- Map of Tompek Tapian Kandis Plasma Slope with a scale of 1: 50000, based on this map it is known that the slope class of Tompek Tapian Kandis Plasma is flat to hilly.
- Pearl Sawit Jaya Plasma Slope Map with a scale of 1: 30000, based on this map it is known that the slope class in Mutiara Sawit Jaya Plasma is dominated by flat wave areas with a percentage of 97.59% of the total plasma area.

Based on the above documents, the company has maps that identify marginal and fragile soils, including areas of steep sulfur.

7.5.2-7.5.3

Based on document verification, there were no new plantings in the company area, but the last replanting was carried out in the Tompek Tapian Kandis plasma area in 2019 and 2021 with a planting area of 29.97 ha and 104.95 ha, respectively. Based on the Tompek Tapian Kandis plasma slope map of 1:50,000 scale, it was found that there were no areas with steep slopes. All replanting activities were carried out in blocks 1-3 with a slope class of 0-6 (flat, bumpy).

	Status: Comply	
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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.
7.6.1-7.6.3

Based on the verification of the areal statement documents, long-term plans and other supporting documents, it is known that the company has no new development plans. This was also in line with interviews with management, where it was stated that the company focuses on optimizing existing areas and does not yet have a new development plan.

	Status: Comply	
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7.7

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

7.7.1

Based on the 2022 area statement and peat inventory reporting, it is known that there have been no new plantings of oil palm in the existing area, except for the purpose of replanting. The company also informs that there will be no additional new development areas after November 15, 2018.

7.7.2

The company has the results of a Land Survey conducted by the PARAM Agricultural Soil Survey PT AMP May 2008. Furthermore, to update the suitability of the land, the company refers to the results of PIPPIB 2022 period 2 issued by the Ministry of Environment and Forestry. From the results of PIPPIB it is known that there are peatlands with cultivation functions covering an area of 1,247.72 Ha and other functions such as buildings and roads covering an area of 310.98 Ha.

The company has also reported the peat inventory to the RSPO secretariat via the Google form for the second reporting period (November 2022-November 2023) which was conducted on 21 December 2022.

7.7.3-7.7.4

The company demonstrates the technical procedures for planting on peat land which are included in the SOP for management and monitoring of peat soil No. SOP-EST-008 revision 4 effective date 9 September 2019 which explains the techniques for planting on peat land such as determining the spacing, making planting holes, applying fertilizer for planting holes and others.

Based on interviews with the foreman and workers, it was found that the personnel understood and could explain the techniques for planting on peatland as determined by the company. Based on the results of field observations in block 204A, it is known that the planting has been in accordance with established procedures.

The company also shows records of peatland management including:

- Monitoring of subsidence is carried out every semester, it is known that the subsidence of the peat soil layer in the 2022 period, for example at stake number 1, is 0.9 cm.
- Piezometer monitoring is carried out every 2 weeks, it is known that the peat ground water level, for example in the 2022 period for stake number 4, is an average of 45 cm.

Based on the results of the monitoring review above, it can be concluded that the subsidence stakes and groundwater level are in accordance with the statutory regulations. From field observations in block 13C, it is known that the water level markers, piezometers and subsidence markers are in good condition and functioning as they should according to the SOP set by the company.

7.7.5

Referring to PIPPIB for 2022 period 2 issued by the Ministry of Environment and Forestry, the company's peat area is located in PMJ Estate with the distribution of planting years starting from 1997-1999 and 2001-2005. From the year of planting, it is known that the age of planting in peat areas ranges from 18 – 26 years.

The company also shows the Drainability Assessment for PMJ Estate using version 1. Meanwhile, for the implementation of version 2 or the latest, the RSPO is conducting socialization to plantation companies, for example, which was carried out on 25-26 January 2023 which was attended by company personnel with the initials NI and FAG.

7.7.6

The company demonstrates the technical procedures for planting on peat land which are included in the SOP for management and monitoring of peat soil No. SOP-EST-008 revision 4 effective date 9 September 2019 which explains the techniques for planting on peat land such as determining the spacing, making planting holes, applying fertilizer for planting holes and others.

The company also shows records of settlement arrangements for the subsidence of high peat soil layers, including the following:

- The mechanism for regulating the subsidence of high peat soil layers is contained in the SOP for peat soil management and monitoring No. SOP-EST-008 revision 4 effective September 9 2019 which explains peat subsidence and water management.

- Based on a review of subsidence and piezometer monitoring documents, it is known that the company already has 5 subsidence markers and 6 piezometer benchmarks.
- Based on the results of field visits (subsidence stakes, piezometer and water level), for example in block 13C, it is known that the infrastructure is in good condition.
- Based on the results of interviews with water management officers, it is known that these personnel understand and can explain the mechanism for regulating the subsidence of peat soil layers.

The company has the results of a Land Survey conducted by the PARAM Agricultural Soil Survey PT AMP May 2008. Furthermore, to update the suitability of the land, the company refers to the results of PIPPIB 2022 period 2 issued by the Ministry of Environment and Forestry. From the results of the PIPPIB, it is known that there is a peat area of 1,287.51 Ha with a cultivation function of 1,247.72 Ha and other functions such as buildings and roads covering an area of 310 Ha.

The company shows records of peatland management including:

- Monitoring of subsidence is carried out every semester, it is known that the subsidence of the peat soil layer in the 2022 period, for example at stake number 1, is 0.9 cm.
- Piezometer monitoring is carried out every 2 weeks, it is known that the peat ground water level, for example in the 2022 period for stake number 4, is an average of 45 cm.

Based on the results of the monitoring review above, it can be concluded that the subsidence stakes and groundwater level are in accordance with the statutory regulations. From field observations in block 13C, it is known that the water level markers, piezometers and subsidence markers are in good condition and functioning as they should according to the SOP set by the company.

7.7.7

From the results of field observations, it is known that all planned areas have been planted, areas that were not planted from the beginning become HCV areas

Status: Comply

7.8

Practices maintain the quality and availability of surface and ground water

7.8.1

Based on the AMDAL 2018 document for PT AMP, document identification of HCV 2010, as well as maps of river flows and water sources it can be seen that there are several water source points in the operational area of PT AMP namely, the Batang Masang Kanan, Batang Masang Kiri and Batang Anggang River, as well as tributaries that around the company's management area. Based on the document, it is also known that the management plan for water sources is to test the quality of surface water every 6 months and monitor wells every 6 months. All tests are carried out by a KAN accredited laboratory (LP-1247-IDN). Regarding this, the company shows the results of surface water quality testing for all identified water sources contained in all RKL and RPL reports for the semester 2 of 2022. The company conducted a surface water test with 16 indicators in accordance with the matrix request in the The 2018 AMDAL was carried out in 6 sample locations, namely the Upstream and Downstream of Batang Kanan River, Batang Kiri River and Batang Anggang River. The Quality standards based on Regulation Government Number 22 of 2021, class 2. Based on the test results for all these locations indicate that there is no parameter value that is above the applicable quality standard. The results of testing on monitoring wells carried out for semester 2 of 2022 also show that there is no test result value above the applicable quality standard, namely Permenkes No. 32 Year 2017. All of these tests were carried out on September 4, 2022.

For the AMP and PMJ Estate units, surface water testing is carried out on the Batang Mandiangan Upstream and Downstream rivers carried out by a KAN accredited laboratory (LP-1247-IDN) using quality standards based on Regulation Government Number 22 of 2021, class 2. Based on the test results for all these locations indicate that there is no parameter value that is above the applicable quality standard. All of these tests were carried out on October 17, 2022. Even so, there is an increase in several fish parameters compared to the upstream and downstream of the river, for example BOD and COD. The increase in value was due to the existence of settlements on the banks of the river and community plantations directly adjacent to the river. However, from the location map it can be seen that the river is outside the scope of the company's HGU and there is no indication of company activity at the river border location.

The unit of certification also does not limit access to clean water, and workers also have adequate access to clean water. Based on the results of field observations in the Estate housing area 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 by the company and for factory workers who lived in factory housing, the water source came from reservoirs which have been processed in WTP. The unit of certification has consistently had a water management plan for mills and plantations that is stated in the Environmental Management and Monitoring document as well as river bank management programs and other water sources. Testing for drinking water is also carried out by the company to see the quality and quantity of ground water taken from monitoring wells and drilled wells. The guidelines used in measuring and testing drinking water quality use the Minister of Health Regulation Number 492 of 2010, concerning Environmental Health Quality Standards and Water Health Requirements and it appears that all parameters are below the standard quality standards. The tests are carried out by a KAN accredited laboratory (LP-1247-IDN) on September 4, 2022.

The company also has a river boundary management plan - riparian belt described in procedure SOP-GEN-018, Rev 02, effective date October 02, 2021 approved by GEM. For those with river and tributary status, they follow the law, namely the border width for the river is 100 meters and the tributary is 50 meters wide from the riverside. The realization of water quality improvements that have been carried out by the company include:

- Conduct socialization to all employees and the surrounding community not to use the water for consumption activities.
- Maintain a hygienic environment around water sources so that sources of pollutants can be minimized.
- Create a program to gradually improve water quality with the provisions of the applicable laws.
- Report the results of the examination in accordance with the provisions of the applicable laws.
- Testing the quality of river water and boreholes listed in the RKL/RPL report
- Management of surface water erosion and runoff, water management in low-lying areas and monitoring of surface.
- Management of river banks and water sources in the form of reservoirs.
- Waste water management using WWTP and utilizing it in licensed application areas as well as monitoring the quality of wastewater and monitoring wells.
- Monitoring the use of water for palm oil processing and evaluating its use.
- Recording of flow meters in WTP
- Checking for water faucet leaks at the factory and flowmeter calibration
- Distribution control and maintenance of water distribution pipes to housing
- Creation of water saving posters and water saving campaigns
- Socialization of water usage savings in mills and housing.

Besides that, the Certification unit also has a riparian restoration program which is planting a local forestry species in the riparian areas. Based on field observation at HCV in the Batang Masang Kanan River and Batang Anggang River areas in AMP-1 and AMP-3, and also Batang Mandiangin River in AMP-4, it can be seen that the Certification unit has already planted a local tree such as Mahogany, Sengon, Trembesi, Durian, Bamboo, etc. Based on verification of the border restoration data that has been carried out by the company for the 2021-2022 period, it can be seen that the company has planted 4,265 local tree seedlings such as *Matoa*, *Medang*, *Ketapang*, *Pinang*, *Bamboo* etc.

7.8.2

The company already has procedures for riparian management, including SOP-EHS-017 regarding procedures for riparian management, Revision 04, and SOP-GEN-018, Revision 06 which took effect on 02 October 2021 which was approved by GEM. Those with the status of rivers and tributaries follow the law, namely the width of the border for rivers is 100 meters and the width of the tributaries is 50 meters from the mouth of the river. Where is contained in the SOP, for example:

Preventive efforts to reduce the carrying capacity of watersheds (DAS)

- Protect and maintain riparian zones and river water bodies
- Protect watersheds that are utilized by the local community
- Conduct outreach and warnings to operational employees and other parties regarding protecting watersheds

Watershed Management

- Boundary boundaries
- Installation of stakes / signs on the river border line.
- Management measures include making a management plan for watersheds and/or buffer zones, maintaining and protecting natural riverbank vegetation which functions to reduce surface and soil erosion, carrying out river restoration efforts in a planned and gradual manner

- Control measures. Carry out monitoring and monitoring of river areas and/or riparian zones based on the management plan,
- Do not carry out spraying, fertilizing and slashing activities in river border areas or buffer zones.
- Determination of the width of the river border line and buffer zone (riparian reserve)

In addition, it is explained for water flows other than rivers to determine the boundaries as follows:

- Width < 5 meters, minimum width of 5-meters on the left and right of the river
- 5-10 meters wide, minimum 10-meter-wide border on either side of the river
- 10-30 meters wide, minimum 50-meter-wide border on either side of the river
- Width > 30 meters, minimum width of 100-meter border on either side of the river

The company has also planted woody plants along the riverbanks, consisting of bayur, mahogany, bamboo, durian, matoa, vertifer grass, etc. species. There are several activities that have been carried out by the company as a form of protection of the river border area based on field visits, such as:

- Post warnings prohibiting hunting, HCV areas, prohibiting the application of chemicals or fertilizers.
- Do not apply chemicals in HCV areas with a distance of \pm 100 meters
- Marking the boundaries of the managed area (chemical application) with a yellow mark on the tree
- Carry out enrichment by planting mahogany plants
- The company has also socialized the ban on spraying on the sides of the ditches on November 21, 2022 for AMP 3 spraying personnel.

The results of field observations in the HCV areas along the Batang Masang Kanan and Batang Anggang rivers showed that the company had planted in the riparian area, and left the oil palm plantations that had continued to be planted so that they would no longer be treated. Observations showed that the entire border had been overgrown with local forestry plants such as *Matoa*, *Bamboo*, *Sengon*, etc which were already quite large with plant cover that had started to grow natural vegetation.

7.8.3

The company has a Wastewater Treatment Plant (WWTP) as a form of liquid waste management resulting from FFB processing before being discharged to Land Applications. The WWTP consists of 6 ponds consisting of Cooling Pond, Mixing Pond, Anaerobic Pond, Aerobic Pond 1, Aerobic Pond 2, Methane Capture Pond. With a total volume (wastewater production January-December 2022) of 326,195 m³ or an average of around 893 m³/day per day. Based on these data, and when compared with the obligation to own the waste pond contained in the document for Extension of Permit for Utilization of Oil Palm Processing Wastewater on PT AMP Plantation's Palm Oil Plantation, it shows that the company has fulfilled the obligations in the permit. Based on the WWTP plan shown by the company, the liquid waste that flows to the land application comes from the output pool which is in pond number 5.

The results of field observations on WWTP ponds at AMP POM show that the company already has a well-functioning flow meter. The results of interviews with WWTP managers also showed that the interviewees had a good understanding of liquid waste management in waste management installations. Based on this explanation, the company already has an adequate Wastewater Treatment Plant (WWTP) to meet wastewater quality standards.

The company already has a Liquid Waste Utilization Permit for Land Application (LA) through the document Extension of the Factory Wastewater Utilization Permit at PT AMP SK Investment Service One-Stop Services and Employment District. Religion No. 01 of 2018 dated April 6 2018. Permits are valid for 5 years. Permit for liquid waste to be used to irrigate plantation land with an area of 362.98 hectares permissible for liquid waste, namely block 105 (B-C), block 106 (B-C), block 107 (A-C), block 108 (A-C), and block 111 (A-D). The quality standards used are in accordance with Ministerial Decrees 28 and 29 of 2003 concerning Utilization of Wastewater in oil palm plantations. Before being used, the liquid waste is processed until it reaches the quality standards for wastewater utilization in oil palm plantations, namely pH 5-9 and BOD less than 5000 mg/l. Wastewater from the IPAL pool outlet is then pumped and flowed to the location designated as the location for the utilization of wastewater on land (LA).

In this regard, companies can show documents on the results of measuring the quality of liquid waste applied to land, namely documents on the results of testing liquid waste for the period October - December 2022 and the RKL-RPL Report for semester 2 of 2021. The test was carried out by the Agam Regency Environmental Service, UPT Environmental Laboratory that has been accredited by KAN (LP-1247-IDN) conducted on December 26, 2022) with reference to KepMenLH regulation Number 29 of 2003. Based on the results of the analysis of the test documents, it shows that all the parameters tested are in accordance with the quality standards set

apply.

Based on the results of field observations to WWTP, it shows that the company has managed POME well, which can be shown from the POME that is discharged into water bodies, which has a bright color and does not smell. In addition, there is also no potential for WWTP to overflow or runoff, the boundary between the body of the embankment and the surface of the wastewater is around 50 cm. The company also maintains a reserve pool which is used in case POME volumes increase.

7.8.4

The company has a permit to use surface water based on the Decree of the Governor of West Sumatra Number 611-441-2016 dated 26 April 2016, wherein the letter stipulates the use of water of + 50,000 m³/month. Water is taken from the Batang Anggang River, which is in Tapian Takis Village, Palembang District. The coordinate points for the location of surface water extraction are 100° 01' 47" East Longitude and 0° 09' 35" South Latitude with the validity period of the permit being 10 years after the date of stipulation.

Companies can also show documents recording daily water use, as well as the results of recapitulation of water use for palm oil processing units every month, for example for the period January - December 2022. Based on data on surface water utilization, if the average water use for processing FFB is taken, that is equal to 44,899 m³/month or total 538,792 m³/year. However, when calculating the overall use of water (domestic and washing) for the AMP-POM scope, the total water use is 52,212 m³/month, where this value is already above the permitted quota. Based on the results of consultations with the company, this is still permissible because the difference in quotas is not too significant as long as the company still pays retribution fees.

The company has also carried out its obligations as a surface water and groundwater user, namely paying monthly water usage fees for the entire scope of certification, namely AMP 1 to 4 Estate, PMJ Estate and AMP POM which are paid separately by each management unit. The evidence shown is proof of payment of fees for the use of surface water and underground water every month, records of proof of invoice for surface water tax, local tax assessment letters for underground water, as well as proof of transactions for payment of fees by bank transfer for January to December 2022.

The results of field observations at the Water Treatment Plan (WTP) and Water Intake also show that the flowmeter used is still functioning properly. The results of interviews with officers responsible for WTP also show that operators are very knowledgeable about how WTP work and record flowmeter data. Officers can also show data entering and exiting water which is recorded every day.

Status: Comply

7.9

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

7.9.1

The Unit of Certification has made efforts to increase the efficiency of using fossil fuels and optimize renewable energy, these efforts are also monitored and documented in the form of a Biofuel to Solar Conversion document in AAI POM Period 2022. The biofuel in question is solid waste in the form of shells and fibers used for substitution fossil fuels (diesel) as a producer of electrical energy using a boiler. The recapitulation of solid waste utilization for the period January - December 2022 shows that of the 416,537 tonnes of FFB processed, 22,980 tonnes of shells and 52,381 tonnes of fiber can be produced biofuel, all of which are used for the combustion process in boilers or equivalent to 18% of the total processed FFB. The company also utilizes 100% of the EFB produced to be used as a substitute for fertilizer and applied to the field with a total of 79,323 tons of EFB applied in 2022.

Based on an analysis of data on the use of diesel fuel for FFB processing, information on the estimated diesel needed to generate electricity in the factory area for the period January - December 2022 is obtained, namely 2,883,606 liters/year or 6.92 liters/ton FFB. However, due to the efficient use of diesel fuel which is substituted with biofuel and biogas, it can reduce the use of diesel fuel to only 70,600 liters/year or the equivalent of 0.17 liters/ton of FFB. This shows that the use of Biofuels and Biogas can reduce by 99% the use of diesel. The company uses methane capture to produce Biogas which can then be converted into energy. For FFB production activities for the 2022 period, energy of 1,925,627 Kwh/year is obtained.

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 an initial power generator. This energy efficiency is also applied to all of the company's operational activities by minimizing the use of fuel by contract workers, including all machinery and transportation operations. The total utilization of diesel for Semester 2, 2022 is 86,946 liters where there has been a decrease in the use of diesel

from Semester 1, 2022 of 75,133 liters which proves that the company has succeeded in minimizing the use of fossil fuels.

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 2023 Greenhouse Gas Emission Mitigation Program document, based on document analysis it can be concluded that the company has identified the source of GHG produced by the AMP POM unit and its suppliers. Identification of significant sources of GHG emissions identified and mitigation plans have been developed by the company covering mills and plantations. Significant GHG emissions include changes in land use, processing of POME, use of fertilizers and pesticides, use of fossil fuels for operations and transportation. The mitigation plan includes, among other things, proper dosage of fertilizer uses and application according to recommendations, reduction of reuse and recycling actions, restrictions on electricity use, transportation and machine maintenance, as well as regular air quality tests. The company has also reported the results of GHG calculations to the public which are submitted to the RSPO GHG website.

Reduction of fossil fuels in AMP POM has been carried out by using fiber and shells for fuel substitution and the use of biogas through methane capture. The company also uses POME to apply to land with test results from the monitoring period January – December 2022 which shows that all parameters of wastewater testing have met the applicable quality standards. Based on a review of documents such as pesticide use monitoring, diesel fuel monitoring, HCV identification and others it was found that accurate data had been entered into the RSPO GHG Calculator version 4.0. The summary of GHG emissions for the period January – December 2022 is as follows:

General Information

Association	No. of Estates/Plantations	FFB Processed (t)	Planted Area (ha)
Own Plantation	9	204,006.84	10,390.82
Group Plantation	1	114.47	727.66
3rd Party	1	212,415.99	0.00
Total	11	416,537.29	11,118.48

Summary Emissions

Description	Value	Unit	Description	Value	Unit
CPO	7.79	tCO ₂ e/tProduct	Oil palm planted on mineral soil	9,871.18	Ha
PK	7.79	tCO ₂ e/tProduct	Oil palm planted area on peat	1,247.30	Ha
PKO	0	tCO ₂ e/tProduct	Total oil palm planted area	11,118.48	Ha
PKE	0	tCO ₂ e/tProduct	Conservation area (Forested)	127.28	Ha
OER	18.22	%	Conservation area (non-Forested)	133.23	Ha
KER	4.35	%	FFB Production per hectare	38.59	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	9,606.80	0.02	PK from own mill	0.00
Fuel Consumption	393.37	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	-39,817.91	-0.10		
Sale of EFB	0.00	0.00		
Total	-29,817.74	-0.08		

Estate / Plantation Field Emissions and Sinks

Description	Emission (tCO2e)			TOTAL
	Own	Group	3rd Party	
Emission Source				
Land Conversion	80,439.75	148.61	0.00	80,588.36
CO2 Emissions from Fertilizer	6,103.82	6.68	0.00	6,110.51
N2O Emissions from Peat	9,337.06	0.00	0.00	9,337.06
N2O Emissions from Fertilizer	3,833.86	3.94	0.00	3,837.80
Fuel Consumption	2,176.98	3.07	0.00	2,180.05
Peat Oxidation	68,103.12	0.00	0.00	68,103.12
Sinks				
Crop Sequestration	-65,173.97	-99.31	0.00	-65,273.28
Sequestration in Conservation Area	-1,167.16	0.00	0.00	-1,167.16
Total	103,653.47	62.99	658,489.55	762,206.01

FFB Supplier

Supplier Name	FFB Production by Estate/Plantation (t)	FFB Supplied by Estate/Plantation (t)	Percentage of FFB supplied by Estate/Plantation (%)
AMP 1 Estate	57,545.72	57,545.72	100.00
AMP 2 Estate	40,750.38	40,750.38	100.00
AMP 3 Estate	38,522.46	38,522.46	100.00
AMP 4 Estate	25,054.81	17,944.81	71.62
PMJ Estate	26,642.37	26,642.37	100.00
PHP 1 Estate	5,535.76	114.47	2.07
External Suppliers	212,415.98	212,415.98	100.00
Plasma 1 TTK	2,180.73	2,180.73	100.00
Plasma 2 MSJ	3,268.09	3,268.09	100.00
Plasma 3 BST	2,075.94	2,075.94	100.00
Plasma 2 AWM	15,076.33	15,076.33	100.00

Palm Oil Mill Effluent Treatment

Description	Unit	Value
POME Produced	t/yr	293,309
Diverted to Compost	%	0
Diverted to anaerobic digestion	%	100
POME to anaerobic pond	%	4.4
POME to methane capture (flaring)	%	74.5
POME to methane capture (electricity generation)	%	21.1
COD value before anaerobic digestion	mg/l	44,849
COD value after anaerobic digestion	mg/l	3,663
COD removed during digestion	tCOD/tPOME	0.04
POME Produce	t/yr	293,309
CH ₄ (Total)	t/yr	431.77
Applied N in POME	t/yr	131.99
Total N ₂ O emission from POME	tCO ₂ e/yr	0.88

*POME is processed in WWTP and Methane Capture

Based on the results of the data analysis above, it can be seen that the emission value from CPO and PK production is quite high, namely 7.79 tCO₂e/tProduct. Likewise, when compared with the emission values of the previous period, it shows that there was a reduction in CPO and PK emissions, which were originally 7.85 tCO₂e/tProduct to 7.79 tCO₂e/tProduct. The results of interviews with management stated that the emission reduction was due to different components in the calculation where previously, the 4 plasmas had not yet been included in their own plantation, and now they have been included in their own plantation which represents that the

4 plasmas are included in the scope of certification.

7.10.2

The Certification Unit did not carry out any new developments after 2014, but the company continued to manage GHG by taking an inventory of emission sources and making procedures related to the management of greenhouse gases contained in the Greenhouse Gas Emission Calculation Document Number SOP-GEN-028 dated 9 September 2019. They can show identification documents of activities that generate emissions for the 2023 period for Mills and Plantations. This is done to estimate the carbon stock in the management area along with the potential sources of emissions that can occur directly as a result of the management, and a plan to minimize these emissions is developed and implemented.

The GHG emission reduction mitigation plan developed by the company is the use of renewable fuels in the form of shells and fiber as a substitute for diesel, carrying out maintenance on operational equipment on a regular basis, and utilizing POME in Land Applications. Companies can show records of GHG mitigation for Estate and Mill units, for example the use of fertilizers according to the dosage, routine maintenance of operational vehicles, socialization on the ban on burning waste, application of efficient use of electricity and integrated pest control to minimize the use of pesticides and substitution of the use of fossil fuels using Biofuel and Biogas.

7.10.3

The certification unit already has SOPs or work instructions to deal with immovable source disturbances in accordance with the guidelines issued by the Ministry that administers government affairs in the environmental sector, which are contained in the Procedure for Handling Immovable Disturbance Sources (Doc No. PRO- MILL-008, revision 03 October 02, 2021). The SOP contains a flow chart from identifying activities to reporting and evaluating the performance of handling fixed source disturbances.

Identification of sources of greenhouse gas emissions is listed in document FRM-GRN-033, this document explains the sources of emissions produced and their mitigation actions. The certification unit has also identified other significant pollutants, as well as plans to reduce or minimize their impacts. Other sources of pollutants include ambient air quality, odor, vibrations and noise which are carried out every 6 months. Significant impacts that are monitored include the operation of factory machinery, operation of generators, receipts and management of FFB as well as waste management activities. All tests for emission and ambient are carried out by a KAN accredited laboratory (LP-607-IDN), and for semester 2 of 2022, testing has been carried out on September 17, 2022. Based on the results of measurements and testing of air for emission parameters originating from the use of fiber and shells in boilers and generator operations in general, it does not have a negative impact because it is still below the applicable quality standard value, namely Government Regulation Number 7 of 2007. Based on the results of the ambient air test in the replanting area and other areas, no test results were obtained that were above the applicable quality standard, namely Government Regulation number 41 of 1999. The company also conducted tests for air emissions for the Methane Capture area where the test results also showed that all of them had in accordance with the applicable quality standards, namely Minister of Environment regulations No. 13 of 2009.

Based on the results of measurement and testing of odor at the WWTP location and employee housing, it is still below the quality standard of the odor level stipulated in the Decree of the State Minister of the Environment No. 50 of 1996. Based on the test data, it can be concluded that wastewater treatment technology does not have a negative impact on the air (odor). The main anticipatory step is to maintain the condition of the bottom of the pond with adequate aeration where aeration really helps create an aerobic atmosphere at the bottom of the pond, besides that aeration also helps maintain high dissolved oxygen concentrations.

The vibration test results are still below the vibration quality standard required by the Decree of the State Minister of the Environment No. 49 of 1996 concerning Vibration Level Quality Standards. Preventive measures in controlling the level of vibration that are expected to have a negative impact on the environment, among others, through periodic preventive engine units.

For the results of noise testing in employee housing areas and Mill offices, none of them are above the quality standard (the decision of the minister of environment No. 48 of 1996). However, for the results of noise measurements, based on minister of labor regulations No. 5 of 2018 the area of the Boiler, Kernel, and Engine Room Stations shows that they are above the required quality standard values and for Thresher and Sterilizer stations are still in accordance with the required quality standards. With these conditions, in order to reduce potential hazards in the form of noise in the workplace and decrease health status (employee hearings), several control action plans (programs) have been prepared to reduce the impact on the health factors of operators working at the location/station in accordance with the control hierarchy. danger and does not conflict with the basic principles of factory planning,

namely economic feasibility factors, ease of tool operation, ease of maintenance factors and safety factors. Efforts that have been made by the company include:

- Replacement of components / redesign of tools / machines so that noise can be reduced, program maintenance of tools / machines periodically so that they are maintained
- 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 at the Mill and socializing it to all related employees
- Conduct periodic SOP socialization and training for related operators.
- Installation of a "Noise Zone" warning signboard and mandatory use of PPE.
- Inspection and evaluation of the health of the workforce and the routine work environment at stations with a level of potential noise hazard.
- Inspection / inspection of the use of PPE by safety officers related to the discipline of using PPE and monitoring the condition of and number of existing PPE.
- Provide PPE in the form of earplugs and earmuffs as well as perform audiometric health checks for factory employees.

Status: Comply

7.11

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

7.11.1

PT AMP and PT PMJ show the Zero Burning Land Clearing Procedure in document Number PRO-EST-002, Revision 05 which was approved by Senior GEM, coming into force on 02 October 2021. The land clearing procedure is carried out including by: Carrying out land clearing by not burning but carrying out packing, felling trees and clearing the paths for planting holes.

It is prohibited to clear land in HCV areas, watersheds or land with a slope of > 40% or 25o slope.

The scope of the SOP includes planning, prevention, suppression, post-fire management and reporting and coordination of work for firefighting and Land Preparation, where the procedure explains that land clearing is carried out by mechanical means and Zero Burning.

Apart from that, Wilmar International Ltd., as the parent company of Wilmar Group Indonesia, also has a policy on the environment in 2010 by the Group Plantation Head which explains that the company will implement zero burning in all plantation development activities and waste disposal.

Until the field observation activities were carried out in 2023, the certification unit did not carry out any replanting activities for 2022-2023 period. Based on the results of the document review, it is known that until 2023 there is no plan for replanting activities within the scope of PT AMP Plantation. Based on the results of interviews with management and the Environment Agency, it was also stated that the company is committed not to carry out burning activities for land clearing. Based on the results of field visits at AMP-1, AMP-3, AMP-4 and PMJ Estate, it was found that there were no signs or evidence of land clearing by burning, all land clearing was done mechanically by the company. The Tompak Tapan Kandis Cooperatives has been doing replanting since 2019 gradually until 2021. The results of field visits to the area also prove that the company does not clear land by burning, all land clearing is done mechanically.

7.11.2

The company already has procedures related to fire prevention and control that have not changed, which are presented in several documents, as follows:

- Procedure No. SOP-GEN-012 revision 04, dated 02 October 2021 concerning fire-fighting and emergency response.
- Procedure No. SOP-GEN-014 revision 02, dated 02 October 2021 regarding prevention of emergency measures.
- Procedure No. SOP-GEN-015 revision 02, dated 02 October 2021 concerning land and forest fires.
- Procedure No. SOP-GEN-021 revision 04 dated 02 October 2021 regarding light fire extinguishers (APAR).

Based on the above document review, it is known that the company's fire control techniques refer to the laws and regulations in force in Indonesia, including Law no. 18 of 2004, Law no. 32 of 2009, Minister of Environment regulations No. 32 of 2016 and Minister of Agriculture No. 5 of 2018. The fire control and prevention program has been included in PT AMP's OHS program, for example, monitoring APAR, monitoring firefighting equipment and fire simulation. The company has also managed and monitored the prevention and control of land and forest fires, including the following:

- Manage and monitor the source of fire impact by providing fire alert ditches on plantation land
- Keep the peat area soft by wetting the area
- Carry out isolation of used bunches disposal
- Natural ponds in each block of oil palm plantations are left as they are or are not planted with oil palm trees
- Construction of a reservoir as a water reserve around the location of PT AMP Plantation's housing/office for fire-fighting.
- Formation of a fire-fighting team equipped with the necessary equipment.
- Provide fire-fighting equipment such as fire trucks, shovels and other equipment.
- Conduct fire-fighting drills and increase the frequency of fire patrols by involving local communities.
- Training on Land Fire-fighting Simulation and APAR Simulation for all TPKD teams and employees which will be held in Semester 2, 2022.

Companies can also show a list of facilities and infrastructure owned by referring to standardization of equipment in Minister of Agriculture regulations 5 of 2018. The results of field observations at the Fire-fighting Warehouse show that all facilities and infrastructure are in good condition and well maintained, firefighting simulation activities are also running well and the equipment used to function optimally. The company already has complete facilities and infrastructure as shown in the document List of Fire-fighting Equipment and Other Equipment with the latest update in October 2023. Based on field visits and at the location of fire towers and reservoirs it shows that the company manages these facilities and infrastructure well, the results of interviews with several employees also stating that the company had made efforts to prevent and control fires through the installation of signboards, outreach, and fire simulations by the AMP POM, AMP Estate and PMJ Estate fire-fighting teams.

7.11.3

The company shows the Minutes of Training and Simulation of Land and Forest Fire Fighting on 6 October 2022. The training was attended by representatives from surrounding villages, cooperatives, Estate and POM at the AMP-1 Estate meeting Hall. The company has also shown a joint commitment between AMP and the surrounding village community regarding fire prevention. content of commitment:

- Cooperating in prevention and control of forest and land fires in areas around the operational area
- Take care of each other's land from the possibility of fire
- Not clearing land by burning
- Assist each other in carrying out forest and land fire prevention and control activities.

The company also has a fire-fighting team at each estate and POM which is owned by a total of 11 administrators and 35 members. The cooperative also has its own fire-fighting team consisting of 5 people and will coordinate with the company in the event of a fire. In managing fires, the company monitors hotspots with a radius of 5 Km from the company area so that it can cover the villages in the vicinity, this is shown in the fire report on July 16 2022 which was recorded in Katiangan Village, based on the minutes it stated that there were no fire incidents, the results of the identification of the hotspots were caused by the burning of corn agricultural waste carried out by the community. The company then provides assistance and outreach in the prohibition of land burning activities to minimize the risk of greater fires. The company also conducts fire monitoring in collaboration with the community and the surrounding Fire Department using drones to speed up prevention measures.

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 sent the Disclosure of Liability and LUCA of PT AMP and PMJ to the RSPO and it was received on January 26, 2017. The company has shown approval for Disclosure Liability which has been reviewed by RSPO on August 16, 2017 with a statement of zero liability.

7.12.2

Land clearing was first carried out from 1992 to 2005 for the scope of AMP 2, AMP 3, AMP 4 and PMJ Estate as well as the four cooperatives in the vicinity. The area to be managed had an HCV assessment carried out from April to May 2010 with the 2010 Final document. HCV assessment activities were carried out by AKSENTA using the 2008 toolkit. The HCV area identification activities

were divided into 2 stages, namely for the scope of PT AMP and PT PMJ. The drafting team from AKSENTA consists of Sujatnika (RSPO accredited assessor), Dwi Rahmad Muhtaman (RSPO accredited assessor), Resit Sozer (RSPO accredited assessor), Bambang Widyatmiko (RSPO accredited assessor), Robert Sinaga, Pupung F Nurwantha, Yunus Arifin, and fersely gethsemame. The HCV assessment was carried out in a participatory way through participatory mapping and public consultation which was conducted on 29 April 2010. The results of the study in the PT PMJ area found that there were no HCV attributes in the plantation area and there were no species categorized as RTE species. The HCV identification assessment was carried out for the scope of the PT AMP Unit, namely the nucleus with an area of 10,351.10 Ha and plasma of 5,060.90 Ha. The following is data from the 2010 HCV study, among others:

Location	Class of HCV	Area HCV (Ha)		
		AMP	Plasma	Total
River Border	1.2; 1.4; 4	99.65	180.28	279.93
Swamp	1.2; 1.4; 4	11.88	25.38	37.26
Jawi-Jawi Tree	1.3	-	0.4	0.4
Beach Forest	1.3; 3	46.08	-	46.08
Peat Swamp Forest	1.2; 1.4; 3	127.28	-	127.28
Total Area		284.89	206.06	490.95

There have been several changes in the area of the HCV area in the PT AMP Plantation area due to changes in the area of the riparian area, the results of delineation and re-determination of the planted area into a forested area, from the results of the latest measurements using drones it is known that the current total area of HCV area is 260.51 Ha with the stages of changing the area are as follows:

Deskripsi Area	Stages of change in area (Ha)			Information
	ASA-1.2	ASA-1.3	ASA -2.1	
AMP 1 Estate	35.27	46.56	47,63	River Boundary Changes
AMP 2 Estate	0	14.30	14,30	River Boundary Changes
AMP 3 Estate	127.28	127.28	130,98	Addition of forested area
AMP 4 Estate	57.96	67.60	67,60	River Boundary Changes
PMJ Estate	0	0	0	Does not have HCV areas
Total	220,51	255.74	260,51	

Based on the above data, there was a reduction in the HCV area from the initial study in 2010, but an increase in the HCV area from the previous surveillance was due to the change in the area previously identified as a planted area and entering a forested area. HCV areas that are in Plasma are not included in the HCV area in the data area statement because they are still included in oil palm planted areas. The change in the HCV area from the results of the previous identification was due to the character of the Batang Masang Kanan river which always changes when a flood occurs. This is evidenced from the results of map analysis from 2010 to 2016 and its comparison with the results of field visits in 2021 where there was a river that was originally on the map, had disappeared (dried up) on field trips. This character is common in large rivers on the island of Sumatra because of the high rate of erosion and high-water levels that rise during floods.

7.12.3

Indicator 7.12.3. currently irrelevant to Indonesia, until further decisions from the RSPO.

7.12.4

Based on the results of HCV identification, it is known that there is an HCV area within the company's Manage area of 260,51 Ha with several types of RTE species consisting of *mammals*, *aves* and *reptiles*. The company has compiled and determined the HCV management plan in the 2022 HCV Management Program Matrix document with the scope of Management for each Unit. 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 carried out in conjunction with the Realization and Review of PT AMP Plantation's HCV Plant Management Document for each Unit. The HCV still maintained and cared for by the company by providing boundary stack, signboards and provide a border marking the boundaries of the HCV area in the form of a ditch that surrounds the entire HCV peat area. A management and monitoring plan is implemented for each type of HCV with the following programs:

- Monitoring of areas that have been designated as HCV areas, river borders and swamp forests on a regular basis to see threats

- Conducting socialization to all employees and the surrounding community, as well as inviting the community to conduct participatory monitoring of HCV areas
- Conduct rapid surveys for flora and fauna inventory
- Making, installing and maintaining boundary markers in the form of stakes or yellow paint as well as adding or replacing damaged stakes
- Carry out monitoring and maintenance of information boards
- Periodic checks or riparian monitoring for signs of damage
- Plant enrichment in riparian areas with local plant species
- Drilling wells in the peat HCV area
- Making transects for observing animals and installing camera traps
- Creating and developing forest plant nurseries
- Identify and establish communication with communities who are already working on HCV areas.

To protect the existence of RTE species, the company also has a policy contained in the SOP for the protection of endangered species with document No. SOP-GEN-020 revision 04, effective date October 2, 2021. The purpose of the SOP is to minimize threats to endangered species in all areas of the company. The procedure also explains that it is not allowed to capture, maintain or kill animals, whether protected by state regulations or those that are not protected without the company's permission. In addition, it is not allowed to trade these animals.

The implementation of HCV management and monitoring for 2022 is carried out in accordance with the 2022 HCV management plan where the implementation time and intensity are also appropriate, which can be shown based on the following documents:

- Carry out riparian restoration for the 2021-2022 with local trees such as *Matoa*, *Medang*, *Ketapang*, *Pinang*, *Bamboo* etc and has been planted 4,265 seeds.
- HCV outreach to workers Spray, fertilizer, 10 September 2022 which was attended by 30 participants
- HCV socialization for AMP-1 housing on 5 November 2022 which was attended by 85 participants
- HCV socialization for AMP-2 housing on 28 May 2022, which was attended by 87 participants
- HCV socialization for AMP-3 housing on 7 March 2022, which was attended by 30 participants
- HCV socialization for AMP-4 housing on 10 September 2022, which was attended by 59 participants
- HCV socialization for PMJ 30 housing on August 2022, which was attended by 30 participants
- Indirect socialization by installing information boards and brochures warning signs related to conservation areas and the existence of endangered plants and animals that are protected in places that are easily visible, such as estate entrances, estate roads that are often crossed by the community, and other strategic places. For example, evidence of the installation of warning signs for the presence of crocodiles in the HCV area of the Masang Kanan River border, AMP 2, on November 16, 2022.
- Rapid Survey of Flora and Fauna conducted in January - April 2022.

PT AMP Plantation already has a Protected Area Map, consisting of:

- Map of protected areas AMP 1, AMP 2, AMP3, 1:40,000 scale; There is information about: map title, cardinal directions, map legend, map date October 1 2015, and map source. The area of the protected area consists of Riparian 63.60 Ha and Mangrove Area covering an area of 127.28 Ha.
- AMP 4 protected area map at 1:70,000 scale; There is information about: map title, cardinal directions, map legend, map date October 1 2015, map source. The area of the protected area is 11.88 Ha.

The company has conducted a review related to management and monitoring activities in 2022 which is contained in the report on the implementation of management and monitoring of high conservation value herds in 2021 which contains evaluation and recommendations for management and monitoring as an improvement effort. Based on the results of the field visit to HCV Area in AMP Estate, it can be seen that the management has been carried out by the company in the HCV area, such as installing signboards in all HCV areas visited, marking the boundaries of chemical application areas with yellow paint and planting local plants in river border areas. Interviews with management, workers and surrounding communities also stated 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, although the river area in HCV was informed that there were crocodiles (*Crocodylus porosus*), but because the condition of the condition of the river which is quite large and not used for community activities, there is never a conflict with the crocodile.

7.12.5

The company has identified the needs of the community and the areas needed by affected communities to meet their basic needs, taking into account the potential for positive and negative changes in their livelihoods as a result of the company's operational activities. This can be proven by the existence of mediation between the company and the community in providing an area for grazing cows, because some people who live around the company area have cattle with a cattle system without kennels. This condition has been optimally managed by the company which can be proven from the 2020 - 2022 Social Impact Assessment Report where the company has identified all management components and carried out activities to minimize risks and impacts.

The unit of certification has also considered various land tenure and management options to protect HCV management areas in a way that also protects the rights and livelihoods of local communities. Because the area managed by the company has all become oil palm plantations both by the company and the local community, areas that have been managed by the community but still have potential HCV areas are carried out with the option of joint management.

As a result of field visits to the HCV areas managed by the company, there were no HCV 5 and 6 areas where rights to culture and important places for the surrounding community were not identified in the company area. The environmental conditions of the company both within the scope and the community area is almost entirely oil palm planted areas. The company also has joint agreements with local communities, for example for monitoring and patrol activities, the company has entered into agreements with communities located on river banks. This is evidenced from the minutes of the agreement on the supervision and care of protected areas and animal habitats in PT AMP's HCV area on April 14 2016 for residents of Muara Binguang Jorong IV Koto Nagari Kinali, Pasaman Barat Regency.

7.12.6

The Certification Unit already has a policy contained in the SOP for the protection of endangered species with document No. SOP-GEN-020 revision 04, effective date October 2, 2021. The document contains procedures consisting of preventive and repressive measures in the effort to protect protected wild animals and plants such as sustainability principle, all employees are advised not to hunt, capture, kill and sell endangered protected animals and plants 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 applicable laws and regulations. The company also installs no hunting signboards with photos of species and sanctions for violating government regulations in all HCV areas.

Based on the 2010 PT AMP Plantation Protected Area Identification Report document by an external consultant, namely AKSENTA, 78 species of flora and 118 species of fauna were identified, including 12 species of fish, 10 species of amphibians, 74 species of birds, 11 species of mammals and 11 species of reptiles. Of the total 118 fauna species, there are several protected species in the company area, including *Helarctos malayanus*, *Cervus unicolor*, *Prionailurus bengalensis*, *Leptoptilos javanicus*, *Tomistoma schlegelii*, and *Crocodylus porosus*.

The company also shows the results of HCV monitoring carried out in January – December 2022, based on data from routine monitoring using animal encounters in the field and information on the existence of protected and endangered species that can still be found in the plantation area. The results of observations of flora in the plantation area still found protected animals such as *Crocodylus porosus* as well as several other species that are included in the protection status according to the Minister of Environment and Forestry Regulation Number 106 of 2018. Based on the results of the identification of flora and fauna for the period January – December 2022 for protected animals such as *Crocodylus porosus*, *Spilomis cheela*, *Trachypithecus cristatus*, *Prionailurus bengalensis* and *Varanus Salvator*.

The company has also carried out socialization of the existence of endangered plants and animals to all employees and the surrounding community, which is shown in the minutes of socialization document that already explain in indicator 7.12.4. All activities can prove with photos and the attendance list that attached to the document. Indirect socialization is also carried out by installing information boards and brochures warning signs related to conservation areas and the existence of endangered plants and animals that are protected in easily visible places, such as Estate entrances, Estate roads that are often crossed by the community, and other strategic places like office, and other public facilities.

Based on the results of 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 maintaining wild animals in the company's environment. The procedures for animal protection also regulate the existence of sanctions or penalties for violating the provisions.

7.12.7

Monitoring of protected areas in 2022 is carried out periodically every week to ensure the security of the area. The monitoring activities were carried out at several river border locations. This monitoring is carried out to see the progress of the results of HCV management from the initial stage to the current conditions. The results of field visits to several conservation areas show that the company has carried out management of protected areas such as replanting local species, not logging, not using chemicals, and installing Protected Area signs and prohibiting hunting. Avoid and prevent illegal hunting and/or encroachment of HCV areas that have been determined by PT. AMP, several warning boards have been installed regarding the prohibition of poaching and encroachment. Routine monitoring of HCV areas is carried out by several personnel appointed by the company. The results of field observations also indicate that there are signs that prohibit hunting of protected animals, burning, and marking the boundaries of conservation areas.

The company also conducts annual monitoring and evaluation for the management of HCV areas where these activities are aimed at identifying risks and impacts on conservation areas and enhancing protection efforts. The company also carries out an HCV area management plan which is made every 2 years which is carried out in conjunction with the SIA program preparation activities by involving all relevant stakeholders in the company's operational areas. In its evaluation activities, the company also involves local communities, especially landlords and law enforcement. Several activities are proposed based on the results of the 2022, including:

- Monitoring the presence of key animal species in their distribution locations
- Monitoring habitat conditions and threats/ disturbances
- Identify and map areas prone to hunting and logging activities
- Monitor the condition of the reflux and the threat/disruption
- Monitoring river water quality with integrated activities
- Monitor the effectiveness of controlling the use of agrochemicals
- Monitoring cases of fire incidents and the area of burned land
- Monitor the condition of the signs, the accuracy of their placement, and the level of understanding of employees and the public about the information contained therein
- Carry out maintenance and planting of forestry plants in river border areas
- Perform boundary sign maintenance, signboard and borehole maintenance.

All the evaluation results will be reviewed and will be adjusted to the HCV management program in the 2022 period. the evaluation results also show that there is an increase in the results of the management of the HCV area where for areas that have previously been planted with oil palm, then restoration is carried out with forestry plants, currently the condition of the plant already has a diameter of 20 cm and is well maintained, therefore there is an increase in the HCV area from the previous surveillance because the area that was previously classified as a well-known oil palm area is now classified as a forested HCV area. Based on verification of the riparian restoration data that has been carried out by the company for the 2021-2022 period, it can be seen that the company has planted 4,265 local tree seedlings such as *Matoa*, *Medang*, *Ketapang*, *Pinang*, *Bamboo* etc.

7.12.8

The Certificate Holder (PT AMP and PT PMJ) has performed the HCV identification on 2010 by RSPO Approved HCV Assessor. Management unit has shown confirmation from RSPO on August 16th 2017 related status of the Certificate Holder liability. Explanation from RSPO Secretariat that PT. AMP and PT PMJ has submit Disclosure of Liability on 26 January 2017 with status of Zero Liability and has been approved from RSPO with zero liability status on 16 August 2017.

Based on the verification of the planting year, there was an area planted in 2011 for AWM cooperative covering an area of 102.60 Ha. The results of document verification and interviews with the company and the cooperative stated that the planted area was an insertion activity in a flooded area. The AWM cooperative carried out land clearing concurrently in 1995-1996 and there was no additional clearing after that period. Based on this information, the company does not have any compensation obligation because apart from having conducted an HCV assessment in 2010, all areas included in the scope of certification also had no plantings above 2005 which were carried out prior to the HCV assessment.

	Status: Comply	
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3.2 Conformity Checklist of Certificate and Trademark Use

1.	Evidence of permission or approval certificate and trademark from Certification Body which submitted by Client	X or √
ASA 1-1	PT AMP Plantation 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 √
ASA 1-1	PT AMP Plantation do not use RSPO trademark and CB Logo.	✓
	Status: Comply	
3.	Implementation of Certificate and Trademark is not used on product	X or √
ASA 1-1	PT AMP Plantation do not use RSPO trademark and CB Logo.	✓
	Status: Comply	
4.	Controlling of Certificate and Trademark, including withdrawing inappropriate trademark.	X or √
ASA 1-1	PT AMP Plantation 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, Malaysia and Africa update in October 2022

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>Biase Plantations limited RSPO NPP public comment was completed on the 11th of October 2012, with zero public comments.</p> <p>Biase Plantations Limited (Calaro extension) RSPO NPP public comment was completed on the 16th of September 2016, with zero public comments.</p> <p>Eyop Industries is made up of three sites or estates – Ibad Estate, Kwafalls Estate and Oban Estate. Ibad Estate is undergoing replanting and hence not an issue as it stands. Kwafalls underwent replanting and fully planted since 2017. Oban Estate is greenfield and no operations have started, pending when all assessments will be done and completed. Due to the conflicting status of Oban Estate and parts of Ibad, management have excluded Oban and the disputed parts of Ibad Estate from any development until the status</p>

2.1 Un-Certified Units or Holdings		
Section	Requirement	Concerns to Discuss, if any
		<p>of the two areas are resolved with the CRNP and the State government.</p> <p>The internal audit documentation for uncertified areas were observed and it is confirmed that there was no replacement of primary forest.</p>
2.1.3	Any new plantings since January 1 st 2010 must comply with the RSPO New Plantings Procedure.	<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>Biase Plantations limited RSPO NPP public comment was completed on the 11th of October 2012, with zero public comments.</p> <p>Biase Plantations Limited (Calaro extension) RSPO NPP public comment was completed on the 16th of September 2016, with zero public comments.</p> <p>Eyop Industries is made up of three sites or estates – Ibad Estate, Kwafalls Estate and Oban Estate. Ibad Estate is undergoing replanting and hence not an issue as it stands. Kwafalls underwent replanting and fully planted since 2017. Oban Estate is greenfield and no operations have started, pending when all assessments will be done and completed. Due to the conflicting status of Oban Estate and parts of Ibad, management have excluded Oban and the disputed parts of Ibad Estate from any development until the status of the two areas are resolved with the CRNP and the State government.</p> <p>The internal audit documentation for uncertified areas were observed and it is confirmed that there was no replacement of primary forest.</p>
2.1.4	Land conflicts, if any, are being resolved through a mutually agreed process, such as the RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO criteria 2.2, 6.4, 7.5 and 7.6 (it has changed be Criterion 4.8, 4.7 and 4.5 in P&C 2018).	<p>There is currently only one active RSPO complaints made on PT Bumi Pratama Khatulistiwa, subsidiary of Wilmar International Limited, registered as an RSPO complaint case on the 4th of March 2022. Complaint is on land issue, and the status of the complaint is still ongoing and under investigation.</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</p>

2.1 Un-Certified Units or Holdings		
Section	Requirement	Concerns to Discuss, if any
		<p>alleged improprieties and for appropriate follow-up actions as link below:</p> <p>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:</p> <p>https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/grievance/grievance-sop/grievance-procedure_final.pdf?sfvrsn=7670cea2_2</p>
2.1.5	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>
2.1.6	Legal non-compliance, if any, is being addressed through measures consistent with the requirements of RSPO P&C criterion 2.1 (it has changed be Criterion 4.2 in P&C 2018).	<p>The internal audit procedure doc no PBB/PRO12/(03)/0212 revision 23 March 2020 (Rev 4) conducted 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 after the noncompliance identified in the internal audit have been addressed.</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 Recertification

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): <p style="text-align: center;"><i>No Non-Conformance were found in this audit activity</i></p>			
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 ASA – 2.1 Assessment

NCR No.	:	2023.01	Issued by	:	Kiki Fadli/Ririn Sipayung
Date Issued	:	18 February 2023	Time Limit	:	19 May 2023
NC Grade	:	Major	Date of Closing	:	15 May 2023
Standard Ref. & Requirement	:	6.2.2 Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed, including work done by family members.			
Evidence observed (filled by auditor): The company already has documents governing the structure and scale of wages. During the audit activity, the following evidence was obtained: <ul style="list-style-type: none">- Company Wages Structure and Scale Internal memorandum dated 04 January 2022 No. 002/WIP-HRR/Int-I/2022 concerning pay scales for groups 2A-2D in 2022 which regulates the wage scale and benefits for working time, for example the minimum wage for class 2B is Rp. 2,612,550 and class 2C is Rp. 2,978,300 which took effect on January 1, 2022.- List of Employees and Salary Recap From the 2022 wage data at AMP-POM, it is known that there are personnel with class 2B and 2C who have differences in wage payments compared to the provisions of the wage scale structure, for example:<ul style="list-style-type: none">• The initial HAS (Maintenance/2B) receives wage payments of Rp. 2,512,550. Referring to the internal memo, the minimum wage paid should be Rp. 2,612,550 so that there is an underpayment of Rp. 100,000.00 per month.• Initial S (LA/2C) wage payment of IDR 2,879,000. Referring to the internal memo, a minimum payment of Rp. 2,978,300.00 should be paid so that there is an underpayment of Rp. 99,300.00 per month.					
Non-Conformance Description (filled by auditor): The company has not been able to show sufficient evidence that the implementation of the wage structure and scale is fully in accordance with the published regulations.					
Root Cause Analysis (filled by organization audited): The implementation of the wage structure and scale has been running at AMP-POM, but its implementation still cannot cover the condition that there is an increase in the class of personnel at POM, which should be immediately followed by a salary increase according to the wage scale for the new class. This is because the control and communication/coordination functions have not run well enough from the three directly related parties, especially in anticipating the promotion process					
Correction (filled by organization audited): <ol style="list-style-type: none">1. Recapitulate the recap of employee wages for class 2A - 2D if there is a difference in payment compared to the wage scale based on the "HRR Internal Memorandum on Pay Scale"2. Paying the underpayment to each employee concerned, accompanied by proof of payment (attached)					
Corrective Action (filled by organization audited): Monitoring in the form of data checking and three-way communication/coordination between PGA POM, HRR, and POM HO Management in each annual salary increase or when there is a promotion process to ensure that salary payments are adjusted to each of these employees according to a predetermined wage scale by management.					
Assessor Evaluation and Conclusion (filled by auditor): Verification Date 06 April 2023: The company sends proof of improvement in the form of:					

- Minutes document for underpayment of employee salaries based on discrepancies in SA 2.1 RSPO and Surveillance 1.3 ISPO PT AMP on March 17 2023 made by PGA AMP POM, Acknowledged by Sr.Asst P.GAM and HRR Manager and Approved by Mill Manager and PC.
- The document explains that the company has carried out cross-checking and data collection and there are 8 (eight) employees whose wages are below the scale of the Internal HRR Manager memorandum stipulated on January 4, 2022 under number 002/WIP-HRR/Int-I/2022 regarding scale wages for class 2A-2D in 2022 and take effect on January 1, 2022 for AMP POM units. The minutes also inform that the company has made payments for employee wage shortfalls from January to December 2022 which are combined with employee salaries in February 2023 for a total of IDR 7,105,800 (seven million one hundred five thousand eight hundred rupiah).
- Proof of salary slips for the period of February 2023 for 8 employees, initial name IB, J, S,S,S, AP,A, and HS.

However, it is still necessary to provide additional explanation on root cause analysis and corrective action

Conclusion

Based on this, the discrepancy in this indicator is declared not fulfilled.

Verification Date 15 April 2023:

Based on the explanation on the results of the repair of the root cause analysis, corrective actions, and follow-up evidence submitted, the discrepancies in this indicator are stated to have been fulfilled and will be observed in the next assessment.

Follow up on next audit *(filled by auditor):*

-

Verified by

:

Ririn / Kiki Fadli

3.4.3. Opportunity for Improvement

No	Ref. Std.	Description
1	7.3.2	<p>There is evidence of waste disposal according to procedures fully understood by workers and managers.</p> <p>The company already has an SOP regarding waste management and has implemented it in the field with evidence based on observations in the AMP 1 and AMP 4 Estate housing areas, it is known that for domestic waste management, the company has prepared a temporary trash bin which will then be disposed of in a landfill. The company has also routinely transported hazardous waste and provided a special temporary storage area for hazardous waste. However, traces of burnt waste were still found in residential areas and domestic waste in the form of mineral water containers and plastic waste that was disposed of in irrigation canals and around residential areas. In addition, traces of chemically contaminated packaging were also found in the form of fuel drums in the AMP 3 Estate fertilizer warehouse area and used pesticide jerry cans in the AMP 1 Estate phase-2 rinse house. Related to this, the company immediately cleaned up the domestic waste by sending it to the Landfill, as well as making improvements by sending the hazardous waste to TPS LB3. The company also immediately conducted outreach to workers and PICs who were at the location. Based on this, the company has the opportunity to increase employee understanding of domestic and hazardous waste management as stipulated in company procedures, so as to ensure that environmental pollution does not occur.</p>

3.4.4. Noteworthy Positive Components

No	Description
1	Commitment to continue to apply the principles of sustainable palm oil management
2	Has got ISPO certificate
3	Has provided drinking water needs for employees using Reverse Osmosis (RO) and Water Treatment Plant (WTP)
4	Has realized social responsibility to the community around the company



3.5 Summary of Arising Issues from Public and Auditor Verification

Public Issues (Institution/ NGO/Community)	Auditor Verification
<p>Department of Manpower and Transmigration Agam and Pasaman Barat Regency</p> <ul style="list-style-type: none"> • The company has conducted regular employment reporting • The wage applied in the company refers to the Provincial Minimum Wage • All employees have been registered in the BPJS Employment and Health BPJS programs • There were no reports of work accident cases in the last 1 year • There were no reports regarding employment issues received by the Office of Manpower and Transmigration • There are 2 foreign workers working at the company and the company reports regarding permission to use the foreign workers • The status of all employees working in the company has become permanent employee status <p>Suggestion: It is recommended that companies always communicate with the Agam District Manpower and Transmigration Office</p>	<p>There are no negative issues that need further verification by the auditor</p>
<p>Environmental Services Agam and Pasaman Barat Regency</p> <ul style="list-style-type: none"> • The company has carried out regular reports regarding the application of environmental permits such as RKL - RPL reports every semester • There is no change from the environmental permit that is owned • The company has a permit for storing hazardous and toxic waste (LB3) • There has never been a report on environmental pollution from the company's operational impact that was reported to the Agam or Pasamaman Barat Regency Environmental Service 	<p>There are no negative issues that need further verification by the auditor</p>
<p>Workers Union (SPSI) PT AMP, Serbundo AMP 1 Estate and PT PMJ</p> <ul style="list-style-type: none"> • The trade union has been registered with the Manpower Office • Meetings between the Labor Union and Management and Bipartites can be held at any time if the situation requires it • PPE can be replaced if damaged by showing proof of damage • No problems regarding overtime payments • Wages according to the 2023 provincial minimum wage 	<p>There are no negative issues that need further verification by the auditor</p>

Public Issues (Institution/ NGO/Community)	Auditor Verification
<ul style="list-style-type: none"> Infrastructure officers promptly respond to housing complaints The Collective Labor Agreement is still valid Payment of harvest wages based on attendance and work performance (tonnage system) The management unit does not interfere with the formation or activities of registered organizations/labor unions. 	
Gender Committee PT AMP and PT PMJ There are no negative issues such as discrimination and sexual harassment or child labour. The management of the gender committee has programs related to sexual harassment policies and the protection of reproductive rights. The outreach also includes a prohibition on pregnant and breastfeeding women from spraying. Socialization is conveyed through meetings such as lectures, etc.	There are no negative issues that need further verification by the auditor
Employee Cooperative The company supports the activities carried out by the cooperative. There is assistance in the form of a building where the cooperative runs its business. The cooperative is engaged in the provision of basic needs.	There are no negative issues that need further verification by the auditor
Local Contractor - CV Putra Bundo The company has had a good cooperative relationship and there were no problems during the collaboration.	There are no negative issues that need further verification by the auditor
National Land Agency Agam and Pasaman Barat Regency <ul style="list-style-type: none"> There is a land dispute with the community. The company has routinely submitted annual land use reports. The company already has a valid HGU. The company also has HGU boundaries in the form of clear stakes in the field. 	Related to the dispute will be explained in the relevant indicators
Plantation Service Agam and Pasaman Barat Regency <ul style="list-style-type: none"> The company has carried out routine reporting obligations. The company can demonstrate that it has fire prevention and control facilities and infrastructure that are considered sufficient and there is no history of fire incidents in the last 2 years. Communication between the company and agencies has been well established. 	There are no issues that need further clarification and this information has been explained in the relevant indicators.

Public Issues (Institution/ NGO/Community)	Auditor Verification
<ul style="list-style-type: none"> There are no issues of disruption due to company operational activities that enter agencies. CSR implementation has been carried out and there are assisted villages. 	
AWM Partnership Representative <ul style="list-style-type: none"> Cooperation has been going well. There are personnel from the company to monitor the development of plantation management in the partnership. There were no complaints about the payment of TBS. 	<p>There are no issues that need further clarification and this information has been explained in the relevant indicators.</p>
Traditional Leader of the Jorong Ampek Koto Community Datuk Bandaro & Datuk Marajo Community Leader of Jorong Tapian Kandis <p>The existence of the company basically contributes to improving people's living standards. Forms of contribution include the development of plasma plantations, recruitment of workers, and the realization of social responsibility. However, they felt they had never been involved in the preparation of the program</p> <p>Currently there are no issues regarding environmental pollution and land disputes because the company is operating within the HGU land. The company is the supervisor of KUD Dastra and currently KUD management is independent because debts and receivables have been paid off since 2019</p>	<p>Companies can show evidence of community involvement in the preparation of CSR, which is indicated by the minutes of SIA socialization and CSR implementation plans. Stakeholders involved include Wali Nagari Kinali, Jorong Aia Kasing, Jorong Katiagan, Jorong Subang – Subang, and Jorong Ampek Koto.</p>
Secretary of KUD Dastra <p>Collaboration with companies has been carried out since 1996 and in 2019 the management of plasma plantations, which were previously fully managed, has shifted to completely independent management. There are problems when the management becomes independent because the workforce that was previously paid by the company is now being charged to the KUD as a whole. The current condition is that the KUD cannot pay wages in full because there are areas that are being replanted, so it was agreed to terminate the employment relationship. Employee compensation expenses have not yet met a meeting point because the KUD believes that the company should settle compensation payments. Regarding this matter, it has now been rolled out to court because mediation with the assistance of the Manpower Office did not meet a common ground</p>	<p>Based on the results of the document review, it is known that the chronology is as follows;</p> <ul style="list-style-type: none"> 11 Feb 2021 complaints from 76 KUD Dastra employees to the Manpower Office. Bipartite meeting on 22 February 2021. Discussion on severance pay. By conclusion the employee asks for severance pay 1.5 provisions. KUD agrees to 0.5 provisions so that it does not result in agreement Mediation with West Pasaman Manpower Office March 16 2021. No agreement was found regarding severance pay and it was suggested that deliberations be held within 15 days Mediation on April 9, 2021. There is no agreement regarding employee status. Is it the responsibility of KUD Dastra or PT PMJ Mediation on 19 April 2021. No agreement. Delegated to West Sumatra Provincial Labor Office Recommendation from the West Sumatra Manpower and Transmigration Office No 565/332/HI-WAS/2021. Advise KUD Dastra to pay workers' rights. Lawsuit Thursday April 7 2022 (Case Number: 5/pdt.Sus-

Public Issues (Institution/ NGO/Community)	Auditor Verification
	<p>PHI/2022/PN/Pdg and Case Number: 6/pdt.Sus-PHI/2022/PN/Pdg)</p> <ul style="list-style-type: none"> • Decision on Case Number: 5/pdt.Sus-PHI/2022/PN/Pdg by the Padang District Court against Jamanel et al. By decision KUD Dastra paid severance pay and work awards (the plaintiffs' rights) for a total of 36 people • Case Number: 6/pdt.Sus-PHI/2022/PN/Pdg dated 19 July 2022. With the decision of KUD Dastra to pay severance pay and work awards (rights of the plaintiffs) for a total of 37 people • Relas notification of statement of cassation by KUD Dastra Case Number: 5/pdt.Sus-PHI/2022/PN/Pdg and Case Number: 6/pdt.Sus-PHI/2022/PN/Pdg dated 05 August 2022. • Decision no 1578K/Pdt.Sus/PHI/2022 dated 21 November 2022 with the result of rejecting the cassation from KUD Dastra <p>Thus the legally responsible party in the settlement of employee rights is KUD Dastra and cannot be delegated to the Certification Unit as the parent company.</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;"> <div style="text-align: center;"> <p>PT AMP Plantation Management Representative</p>  <p>Monday, 15 May 2023</p> </div> <div style="text-align: center;"> <p>Mutuagung Lestari Lead Auditor</p>  <p><u>Haikal Ramadhan Kharismansyah</u> Monday, 15 May 2023</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	Department of Manpower and Transmigration Office of Agam District	Sumatera Barat Province	-	Direct Interview	13 February 2023	✓	
2	Environmental Services of Agam District	Sumatera Barat Province	-	Direct Interview	13 February 2023	✓	
3	Labour Unions (All Indonesian Workers Union) PT AMP and PT PMJ	Sumatera Barat Province	-	Direct Interview	14 February 2023	✓	
4	Gender Committee PT AMP and PT PMJ	Sumatera Barat Province	-	Direct Interview	14 February 2023	✓	
5	Employee Cooperative	Sumatera Barat Province	-	Direct Interview	14 February 2023	✓	
6	Local Contractor CV Putra Bundo	Sumatera Barat Province	-	Communication by Phone	14 February 2023	✓	
7	Sawit Watch	Jakarta	info@sawitwatch.or.id	Email	08 February 2023	-	
8	WWF	Jakarta	supporter-service@wwf.or.id	Email	08 February 2023	-	
9	Walhi	Jakarta	informasi@walhi.or.id	Email	08 February 2023	-	
10	AMAN	Jakarta	-	Email	08 February 2023	-	
11	National Land Agency of Agam District	Sumatera Barat Province	-	Direct Interview	13 February 2023	✓	
12	Plantation Services of Agam District	Sumatera Barat Province	-	Direct Interview	13 February 2023	✓	
13	Department of Manpower and Transmigration Office of Pasaman Barat District	Sumatera Barat Province	-	Communication by Phone	14 February 2023	✓	
14	Environmental Services of Pasaman Barat District	Sumatera Barat Province	-	Communication by Phone	14 February 2023	✓	
15	National Land Agency of Pasaman Barat District	Sumatera Barat Province	-	Communication by Phone	14 February 2023	✓	
16	Plantation Services of Pasaman Barat District	Sumatera Barat Province	-	Communication by Phone	14 February 2023	✓	
17	AWM Partnership Representative	Sumatera Barat Province	-	Communication by Phone	15 February 2023	✓	
18	Interview : AMP 3 • 3 harvest workers and 1 foreman • 2 fertilizer workers and 1 foreman	Sumatera Barat Province	-	Direct Interview	14-17 February 2023	✓	

	<ul style="list-style-type: none"> 4 spray workers and 1 foreman <p>AMP 4</p> <ul style="list-style-type: none"> 2 harvest workers and 1 foreman 4 fertilizer workers and 1 foreman 4 spray workers and 1 foreman <p>AWM</p> <p>5 harvest workers and 1 foreman</p> <p>PMJ</p> <p>3 maintenance workers and 1 foreman</p>						
19	Secretary of KUD Dastra	Sumatera Barat Province	-	Direct Interview	14 February 2023	✓	
20	Jorong Ampek Koto, Jorong Tapian Kandis	Sumatera Barat Province	-	Direct Interview	14 February 2023	✓	

Appendix 2. Assessment Program

DATE / TANGGAL	13 – 18 February 2023	
PLANNED TIME RENCANA WAKTU	PROCESSES / CLAUSES TO BE AUDITED PROSES / HAL YANG DIAUDIT	AUDITOR
Monday, 13 February 2023		
06.00 – 07.45	Jakarta → Padang (ID6814)	HAI/KID/ART/RIS
09.00 – 16.00	Padang → Lubuk Basung/Kabupaten Agam → Site Public consultation with stakeholder to relevant agency in Ketapang Regency (Direct Interview)	KID/RIS
09.00 – 12.00	Padang → Site	HAI/ART
12.00 – 14.00	Break	HAI/KID/ART/RIS
14.00 - 15.00	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) 	HAI/ART
15.00 – 17.00	Document Review <ul style="list-style-type: none"> Document Review <ul style="list-style-type: none"> Verification of Basic Information Mill and Estate (mill and estate), legality, CSR, boundaries, SCCS, etc BMP and OHS Worker welfare and Transparency Environment, GHG, HCV, smallholder Preparing for next day's field visit (Maps, Daily Work Plan, Stakeholder list, etc) 	HAI KID HAI/RIS ART HAI/KID/ART/RIS
Tuesday, 14 February 2023		
08.00 – 12.00	Public Consultation <ul style="list-style-type: none"> Stakeholder consultation to affected communities surrounding the plantations and previous land owner, and associated smallholder representative (Direct Interview) Interview with Gender Committee, Worker's Union, Worker's Cooperative (if any) Interview with Local Contractor (for Mill and Estate), Third Party Supplier Field observation to AMP-3 Estate : <ul style="list-style-type: none"> Implementation of legal aspect (Land Ownership, Legal Boundaries) and HCV Management Implementation of Agronomy Aspect (Harvesting & transport, Manuring, Pesticide Application, IPM, EFB Application, etc) Implementation of environment and waste management aspect (inspection to chemical storage, fertilizer storage, Hazardous Waste Storage, clinic, etc) Observation of worker facilities (housing, school, worship, clean water, etc) 	HAI ART/RIS/KID HAI ART KID/RIS ART KID/RIS
12.00 – 14.00	Break	HAI/ART/KID/RIS

14.00 – 16.30	Field observation to AMP POM : <ul style="list-style-type: none"> Supply chain verification (FFB receiving, weightbridge, FFB Sorting, Despatch CPO) Observation to chemical storage, hazardous waste storage, POME Pond, Emergency simulation, WWTP, etc Observation to processing activity 	HAI ART/RIS KID
16.30 – 17.00	Presentation of Daily Progress.	HAI/KID/ART/RIS
Wednesday, 15 February 2023		
08.00 – 12.00	Field observation to AMP-4 and PMJ Estate <ul style="list-style-type: none"> Implementation of legal aspect (Land Ownership, Legal Boundaries) and HCV Management Implementation of Agronomy Aspect (Harvesting & transport, Manuring, Pesticide Application, IPM, EFB Application, etc) Implementation of environment and waste management aspect (inspection to chemical storage, fertilizer storage, Hazardous Waste Storage, clinic, etc) Observation of worker facilities (housing, school, worship, clean water, etc) 	ART/HAI KID/RIS ART/HAI KID/RIS
12.00 – 14.00	Break	HAI/KID/ART/RIS
14.00 – 16.30	<ul style="list-style-type: none"> Document review and completing audit checklist. Continuing public consultation (If needed) 	HAI/KID/ART/RIS
16.30 – 17.00	Presentation of Daily Progress.	HAI/KID/ART/RIS
Thursday, 16 February 2023		
08.00 – 12.00	Field observation to AMP-1 and AMP-2 <ul style="list-style-type: none"> Implementation of legal aspect (Land Ownership, Legal Boundaries) and HCV Management Implementation of Agronomy Aspect (Harvesting & transport, Manuring, Pesticide Application, IPM, EFB Application, etc) Implementation of environment and waste management aspect (inspection to chemical storage, fertilizer storage, Hazardous Waste Storage, clinic, etc) Observation of worker facilities (housing, school, worship, clean water, etc) 	HAI/ART KID/RIS HAI/ART KID/RIS
12.00 – 14.00	Break	HAI/ART/KID/RIS
14.00 – 16.00	Document review and completing audit checklist.	HAI/ART/KID/RIS
16.00 – 17.00	Presentation of Daily Progress.	HAI/ART/KID/RIS
Friday, 17 February 2023		
08.00 – 11.00	Field observation to Tompek Tapian Kandis, Mutiara Sawit Jaya, Bukit Sandang Tigo, and Agro Wira Masang Cooperative <ul style="list-style-type: none"> Implementation of legal aspect (Land Ownership, Legal Boundaries) and HCV Management Implementation of Agronomy Aspect (Harvesting & transport, Manuring, Pesticide Application, IPM, EFB Application, etc) Implementation of environment and waste management aspect (inspection to chemical storage, fertilizer storage, Hazardous Waste Storage, clinic, etc) Observation of worker facilities (housing, school, worship, clean water, etc) 	HAI/ART KID/RIS HAI/ART KID/RIS
11.00 – 14.00	Break (Friday Prayer)	HAI/ART/KID/RIS
14.00 – 16.30	Document review and completing audit checklist.	HAI/ART/KID/RIS

16.30 – 17.00	Presentation of Daily Progress.	HAI/ART/KID/RIS
Saturday, 18 February 2023		
07.00 – 08.00	Closing Meeting : <ul style="list-style-type: none"> • Presentation of audit findings (Noteworthy Positive Component, Non Conformities, OFI, Timelie of CAR's, Conclusion)/ • Comments, Responses and Questions 	HAI/ART/KID/RIS
08.00 – 11.00	Site → Padang	HAI/ART/KID/RIS
12.15 – 14.10	Padang → Jakarta (GA 149)	HAI/ART/KID/RIS