

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

[✓] Re-Certification

Name of Management Organisation : **KELOMPOK TANI TENERA**
 Plantation Name : **KELOMPOK TANI TENERA**
 Location : Village of Hampalit, Sub District of Katingan Hilir, District of Katingan, Province of Kalimantan Tengah, Indonesia
 Certificate Code : **MUTU-RSPO/116**

Date of Initial Registration : 16 July 2018
 Date of Certificate Issue : 04 August 2023 Date of License Issue : 04 August 2023
 Date of Certificate Expiry : 15 July 2028 Date of License Expiry : 15 July 2024

Assessment	Assessment Date	PT. Mutuagung Lestari Auditor	Reviewed by	Approved by
RC	19 to 22 June 2023	Leonada (lead Auditor Witnessing), Radityo Puspanjana (Lead Auditor Witnessed), Erika Lucitawati, and Mia Rahmah Qadryani.	Harso Yuliantena	Octo HPN Nainggolan

Assessment	Approved by MUTUAGUNG LESTARI on:
RC	09 August 2023

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Figure 1. Location Map of Kelompok Tani Tenera

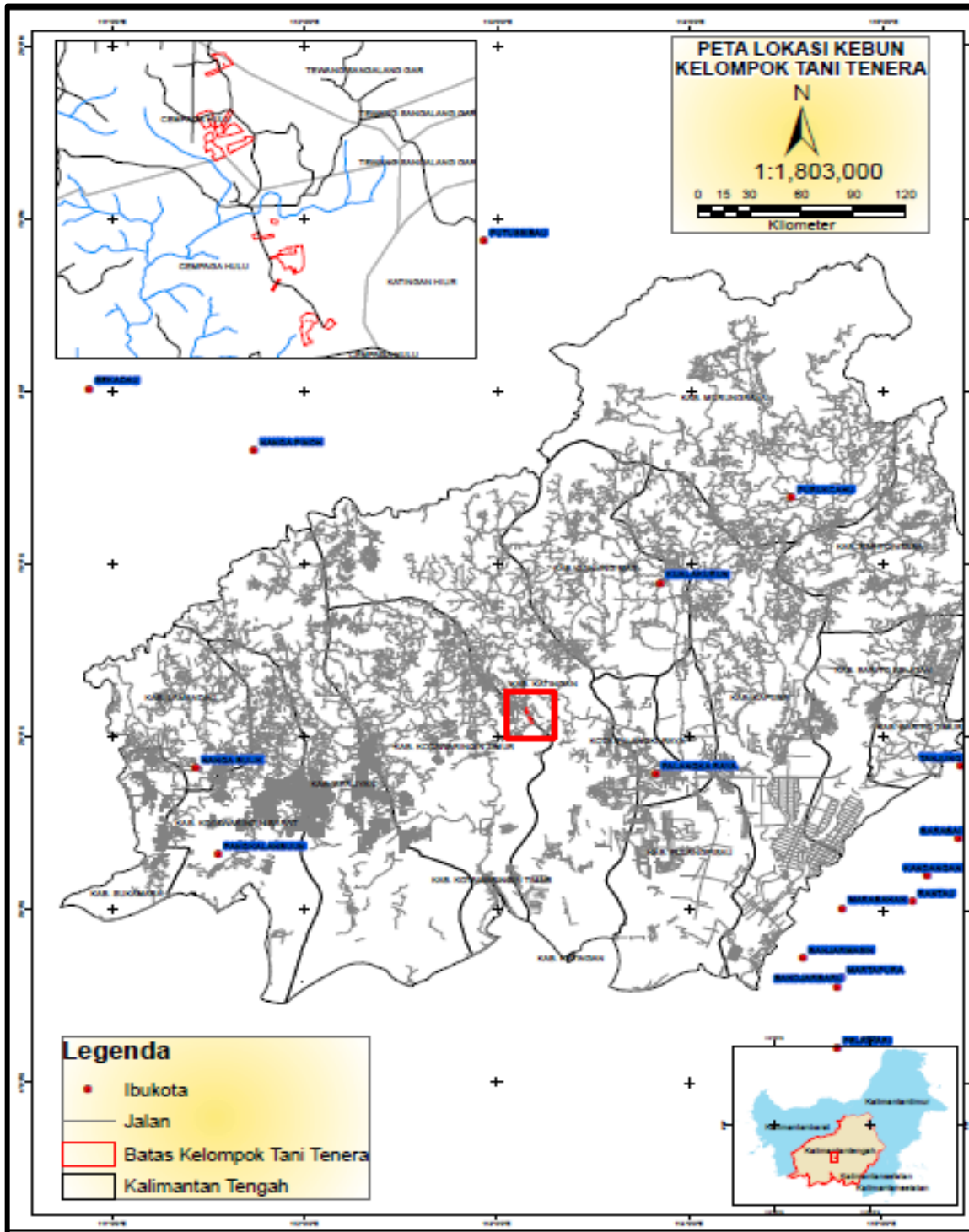
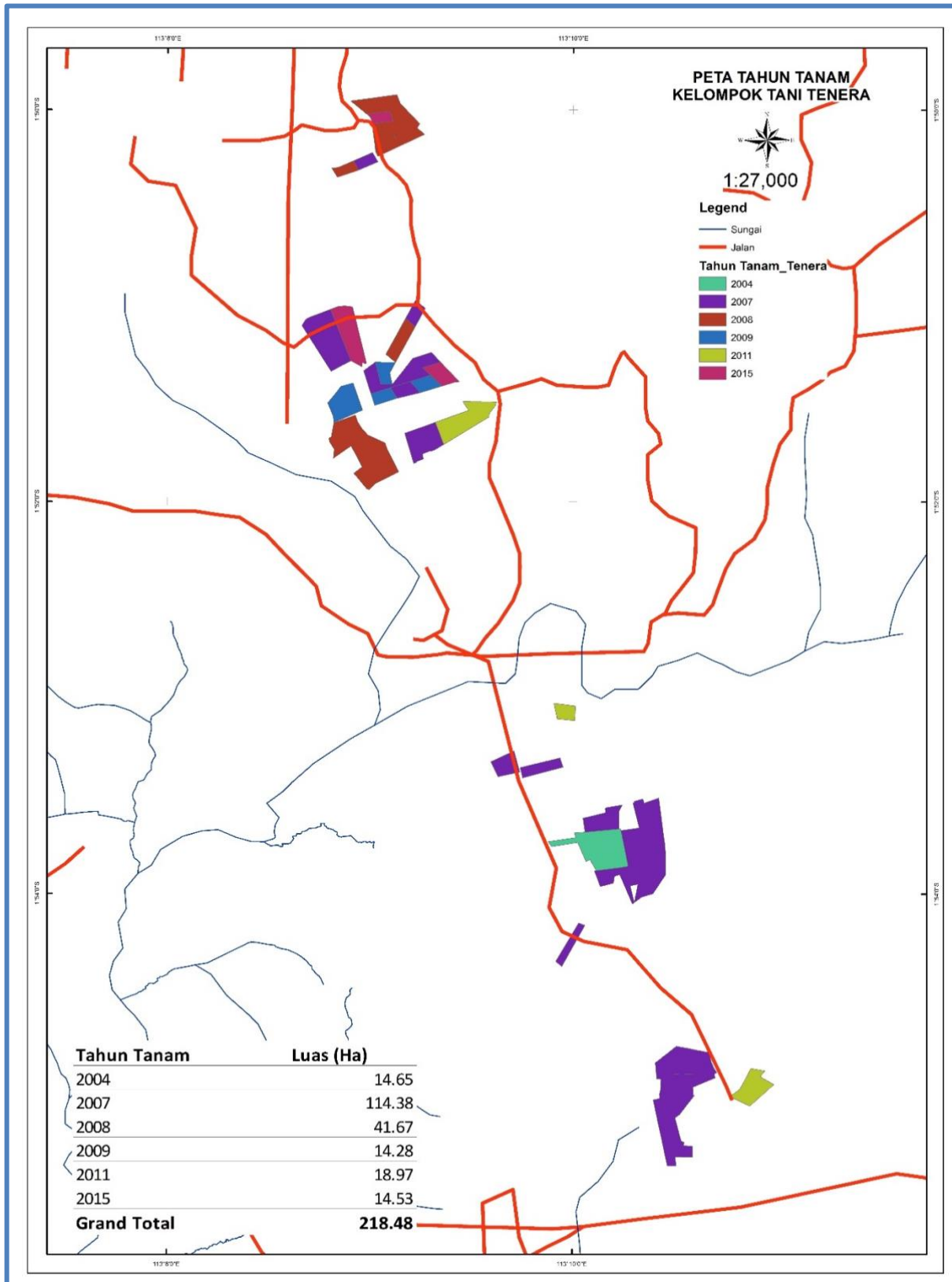


Figure 2. Operational Map of Kelompok Tani Tenera



Abbreviations Used

ALS	:	Assessor Licensing Scheme
ASA	:	Annual Surveillance Assessment
BPJS	:	<i>Badan Penyelenggara Jaminan Sosial (Social Insurance Agency)</i>
BPN	:	<i>Badan Pertanahan Nasional (National Land Agency)</i>
CB	:	Certification Body
CPO	:	Crude Palm Oil
CSPKE	:	Certified Sustainable Palm Kernel expeller
CSPKO	:	Certified Sustainable Palm Kernel Oil
CSPO	:	Certified Sustainable Palm Oil
EFB	:	Empty Fruit Bunch
EWS	:	Early warning system
FFB	:	Fresh Fruit Bunches
FPIC	:	Free Prior and Informed Consent
GAP	:	Good Agricultural Practices
GHG	:	Green House Gases
HCS	:	High Carbon Stocks
HCV	:	High Conservation Value
HIRAC	:	Hazard Identification Risk Assessment and Risk Control
IC	:	Initial Certification
ICS	:	Internal Control System
IPM	:	Integrated Pest Management
ISH	:	Independent Smallholders
KER	:	Kernel Extraction Rate
LD50	:	<i>Lethal Dose 50</i>
LUCA	:	Land Use Change Analysis
MS	:	Milestone
MSDS	:	Material Safety Data Sheet
OER	:	Oil Extraction Rate
OFI	:	Opportunity of Improvement
OHS	:	Occupational Health and safety
PIC	:	Person in Charge
PK	:	Palm Kernel
POM	:	Palm Oil Mill
POME	:	Palm oil mill effluent
PPE	:	Personal Protection Equipment
RACP	:	Remediation and Compensation Plan
RISS	:	RSPO Independent Smallholders Standard
RSPO	:	<i>Roundtable on Sustainable Palm Oil</i>
RTE	:	Rare, Threatened or Endangered
SCCS	:	Supply Chain Certification Standard
SIA	:	Social Impact Assessment
SEIA	:	Social Environment Impact Analysis
SHM	:	<i>Surat Hak Milik (Free Hold Title)</i>
SKGR	:	<i>Surat Keterangan Ganti Rugi (Land Compensation Certificate)</i>
SKT	:	<i>Surat Kepemilikan Tanah (Land Ownership Certificate)</i>
SOP	:	Standard Operational and Procedure
SPPL	:	<i>Surat Pernyataan Pengelolaan Lingkungan (Statement of Environment Management)</i>
STDB	:	<i>Surat Tanda Daftar Berusaha (Plantation Business Registration Certificate for Cultivation)</i>

1.0	SCOPE of the CERTIFICATION ASSESSMENT		
1.1	Assessment Standard Used	<ul style="list-style-type: none"> RSPO Certification Systems for Principles & Criteria and RSPO Independent Smallholder Standard Endorsed by the RSPO Board of Governors on 12 November 2020 RSPO Independent Smallholder Standard, Indonesia National Interpretation for the Production of Sustainable Palm Oil 2020, endorsed by the RSPO Boar of Governors on 14 February 2022 	
1.2	Organisation Information		
1.2.1	Organisation name listed in the certificate	Kelompok Tani Tenera	
1.2.2	Contact person	Sugiyarno	
1.2.3	Organisation address and site address	Village of Hampalit, Sub District of Katingan Hilir, District of Katingan, Province of Kalimantan Tengah, Indonesia	
1.2.4	Telephone	+62 812 5092 700	
1.2.5	Fax	-	
1.2.6	E-mail	giadianasyafitri@gmail.com	
1.2.7	Web page address	-	
1.2.8	Management Representative who completed the application for certification	Sugiyarno	
1.2.9	Registered as RSPO member	1-0248-18-000-00, dated 06 February 2018	
1.3	Type of Assessment		
1.3.1	Scope of Assessment and Number of Management Unit	Kelompok Tani Tenera consist of 35 Smallholders	
1.3.2	Type of certificate	Single	
1.4	Locations of Plantation		
1.4.1	Location of Certification Scope of Supply Base		
	Name of Smallholder Organisation	Location	Coordinate
			Latitude Longitude
	Kelompok Tani Tenera	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1° 54' 51.40" E 113° 10' 38.34"
1.5	Description of Area Statement		
1.5.1	Tenure		
	• State	- Ha	
	• Community	223.92 Ha	
1.5.2	Area Statement		
	• Total Area	223.92 Ha	
	• Mature Area	218.48 Ha	
	• Infrastructure (road, bridge)	2.25 Ha	
	• Office and building	0.60 Ha	
	• Emplacement (housing)	0.61 Ha	
	• HCV	1.05 Ha	

	• Other (Rubber plant)	0.60 Ha					
1.6	Planting Year and Cycles						
1.6.1	Age profile of planting year						
	Planting Year	Hectarage (Ha)					
		Kelompok Tani Tenara		Total			
	2004	14.50		14.50			
	2007	113.10		113.10			
	2008	43.69		43.69			
	2009	14.41		14.41			
	2011	18.67		18.67			
	2015	14.11		14.11			
	TOTAL	218.48		218.48			
1.6.2	New Planting area after January 2010	32.78 Ha					
1.6.3	Planting Cycle	1 st Cycle					
1.7	Description of Supply Base						
1.7.1	Description of Certification Scope of Supply Base						
	Name of Smallholder Organisation	Total Area (Ha)	Production Area (Ha)	FFB (tonnes/year)	Yield (tonnes/ha/year)		
	Kelompok Tani Tenara	223.92	218.48	6,166.91	28.43		
	<i>*Production data source period from June 2022 to May 2023</i>						
1.8	Tonnage of Product						
1.8.1	Past Annual Claim Certified Product	Last Year Projected Certified Volume (MT)		Last Year Actual Certified Volume (June 2022 – May 2023) (MT)			
	• FFB Production	6,100		6,166.91			
	• CSPO Production	-		1,233.38			
	• CSPKE Production	-		169.59			
	• CSPKO Production	-		138.75			
	<i>*Production data source period from June 2022 to May 2023</i>						
1.8.2	Product selling						
	Tonnage of selling product	Actual selling product for last year (June 2022 – May 2023) (MT)					
	• IS-CSPO sold as RSPO Credit	890					
	• IS-CSPKO sold as RSPO Credit	111					
	• IS-CSPKE sold as RSPO Credit	-					
	• FFB sold as RSPO Certified Product	-					
	• FFB sold under other scheme	-					
	• FFB sold as conventional	6,166.91					
1.8.3	Estimate Certified FFB Claim						
	Name of Smallholder Organisation	Total Area (Ha)	Production Area (Ha)	FFB (tonnes/year)	Yield (tonnes/ha/year)		
	Kelompok Tani Tenara	223.92	218.48	6,300	28.84		
	<i>*Projected FFB production for 12 months of certificate June 2022 to May 2023</i>						
1.8.4	Estimate Certified Palm Product Claim						
	FFB Processed (tonnes/year)	CPO		CSPKE		CSPKO	
		Out put	Extraction	Out put	Extraction	Out put	Extraction

		(tonnes)	(%)	(tonnes)	(%)	(tonnes)	(%)
		-	-	-	-	-	-
<i>*Extraction of CSPO, CSPKO and CSPKE from document "A seller Guide to RSPO Credits"</i>							
1.9	Other Certifications						
	Others			-			

2.0	ASSESSMENT PROCESS
2.1	Assessment Team
RC	<p>1. Leonada (Lead Auditor Witnessing). Bachelor of agriculture for plant breeding and seed technology programme study, department of agronomy, faculty of agriculture in Bogor Agricultural University. Having experience of more than five years working as a plantation operations staff and sustainability in private company of Indonesian oil palm plantations and is currently working on independent certification bodies as auditor. Training have been followed are: training of Indonesian sustainable palm oil (ISPO) lead auditor, training of RSPO lead auditor, RSPO SCCS training, SA 8000, ISO 17021; 2011, ISO 17065; 2012, ISO 19011; 2011, lead auditor ISO 9001; 2008, ISO 14001; 2005, training of management development program agronomy, training of analysis base solution for operation, training of integrated pest management (IPM), use of limited pesticides training, training management of waste pesticides and fertilizers, training mediation and conflict resolution, RSPO social and worker welfare training, general safety specialist training, health and safety management system (SMK3) auditor.</p> <p>2. Radytio Puspanjana (Lead Auditor). Indonesian Citizen. Bachelor of agriculture, majoring in Soil Science. Agriculture Faculty. He was working as honorarium Officer at the Riau Province Plantation Agency in the division of huge estate for 1 year. The participated trainings are Survey and Mapping (GIS) Training, which was held by National GMT, ISPO auditor training, RSPO Independent Smallholder Standard Training in 2022, ISO 9001/2008 auditor training, ISO 14001/2004 auditor training, IHT Geospatial Information System, IHT High Conservation Value, IHT Environmental Impact Assessment, IHT Green House Gas, RSPO ISH Training and RSPO Lead Auditor Course by Checkmark Training. Since 2015 has been following many audits as auditor base on Best Management Practice and Environment. Currently working for an independent certification body. During this audit, he verifies Legal, Lan disputes, TBP, Partial and SCCS.</p> <p>3. Erika Lucitawati (Auditor). Indonesian citizen. Bachelor of Engineering with major in Environmental Engineering. The trainings that have been attended include ISPO Lead Auditor Training, RSPO ISH Training, RSPO Lead Auditor Training, Awareness SA8000, In House Training of ISO 19011: 2018, ISO 17021: 2015, ISO 17065: 2012, ISO 9001: 2015, ISO 14001: 2015, ISO 45001: 2018, and The Supervision of Occupational Health and Safety Training. During this assessment, she verified environmental, GHG, and conservation aspects.</p> <p>4. Mia Rahmah Qadryani (Trainee Auditor). Indonesian citizen. Bachelor of Agriculture Majoring in Pest and Plant Disease, Universitas Padjadjaran. The training she has followed namely: ISO 9001 and ISO 19011 Lead Auditor Training in 2021, RSPO Independent Smallholder Standard Training in 2022, ISPO Auditor Training in 2022, Awareness ISO 17021 in 2021, Awareness ISO 17065 in 2021, Awareness ISO 14001 in 2021, Awareness ISO 45001 in 2021 and RSPO ISH Training. She has participated in several audit simulation activities related to the social and worker welfare. During this audit, she verified Worker Welfare and Best Management Practice supervised by Lead Auditor.</p>
2.2	Assessment Methodology, Assessment Process and Locations of Assessment
2.2.1	Figure of person days to implement assessment
RC	<p>Number of auditors: 2 auditors and 1 auditor trainee Number of days for Recertification at site: 4 days Number of working days for ASA 4 at site: 8 Working days</p>
2.2.2	Assessment Process
RC	<p>The assessment was conducted by measuring the sufficiency of implementation with the consistency done by the Kelompok Tani Tenera to the requirements of RSPO Independent Smallholder Standard, Indonesia National Interpretation for the Production of Sustainable Palm Oil 2020, endorsed by the RSPO Board of Governors on 14 February 2022 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 onsite assessment was conducted on 19 to 22 June 2023, the assessment program is included in appendix 2. This assessment conducted for scope of certification covering 223.92 ha Ha 35 members and 93 land Plots.</p>

The assessment was conducted in three methods: (1) document review, aiming to observe the sufficiency of types or substances from required documents; (2) interview, aiming to obtain more detailed information and cross check the information; and (3) field observation, aiming to observe directly the sufficiency of implementation on site.

Some opportunities for improvement of the results Recertification delivered by the MUTU auditor to the management unit and the results are the subject will be verified at the next assessment phase (ASA-1.1).

Improvement of findings from main assesment findings were observed by auditors at this Recertification assessment. All information obtained was recorded in Check List of PT Mutuagung Lestari (MUTU) and part of this report.

Team of auditor flighted from Jakarta to Palangkaraya on 19 June 2023 . Opening Meeting in the Meeting Room of Kelompok Tani Tenera. Opening meeting was attended by head of association, farmer members and other related personnel. Closing Meeting held on 22 June 2023 in Palangkaraya. As for the closing meeting, APKS KK management accepted all the conclusions of the audit results.

The assessment program please find Appendix 2

2.2.3 Locations of Assessment

RC Assessment was conducted with the scope of certification 223.92 Ha; 35 members and 93 land Plots. The location of assessment were 1 village. During this assessment the association considered medium risk its due to there is considerable heterogeneity in the Group (e.g. members are geographically or jurisdictionally separated from one another, a range of terrains, varying levels of experience of oil palm cultivation among members, diverse sizes of plantations, a range of socioeconomic situations among members, etc.) and additional new members. Sampling method for RC: $\sqrt{35^*}$ (1.2): 7 smallholder members.

The sampling location considering the issue from the review documents, village distribution and stakeholder's consultation if any crucial issues. The smallholders and locations visited by auditor were as follows:

1. **Farmers and Harvesting in PAL 5, Plots 5.01.** Observations and interviews regarding the implementation of harvesting according to procedures, and safe work practices.
2. **Farmers Plot No 5.02 (3.93 Ha)** Field Observation and interview related to association procedures (Legal, Agronomy, Labor and Environment aspect).
3. **Farmers Plot No 1.01 (1.96 ha).** Field Observation and interview related to association procedures (Legal, Agronomy, Labor and Environment aspect).
4. **Farmers Plot No 1.03 (1.99 ha).** Field Observation and interview related to association procedures (Legal, Agronomy, Labor and Environment aspect).
5. **Farmers Plot No 1.06 (2.74 ha).** Field Observation and interview related to association procedures (Legal, Agronomy, Labor and Environment aspect).
6. **Farmers Plot No 1.07 (2.43 ha).** Field Observation and interview related to association procedures (Legal, Agronomy, Labor and Environment aspect).
7. **Farmers Plot No 5.03 (2.66 Ha)** Field Observation and interview related to association procedures (Legal, Agronomy, Labor and Environment aspect).
8. **Housing Complex of Pal 4.** Observation and interview with residents about housing facilities, domestic waste management, and complaint mechanism.
9. **Manuring in PAL 1, Plots 1.06.** Observations and interviews regarding the implementation of manuring according to procedures, and safe work practices.
10. **Pesticide warehouse, Body shower of spraying team and mixing.** Observations and interview with worker regarding to implementation of procedure, manpower, OHS, environmental aspect.
11. **HCV 4.1 in PAL 11, Plot 11.03.** Observations related to the management of HCV areas and stake boundaries.
12. **Boundary Poles No. BPN Plot 11.04.** Observation of land demarcation and maintenance of Boundary poles.
13. **Boundary Poles No. BPN Plot 11.08.** Observation of land demarcation and maintenance of Boundary poles.
14. **Boundary Poles No. BPN Plot 11.03.** Observation of land demarcation and maintenance of Boundary poles.
15. **Boundary Poles No. BPN Plot 11.05.** Observation of land demarcation and maintenance of Boundary poles.

2.3	Stakeholder Consultation and Stakeholders Contacted
2.3.1	Summary of stakeholder consultation process
RC	<p>Consultation of stakeholders for Kelompok Tani Tenera was held by:</p> <ul style="list-style-type: none"> • Public announcement from RSPO and Mutuagung website on 18 May 2023. • Public consultation meeting with government institution in Katingan District on 20 to 21 June 2023. • Public consultation meeting with community including land owner on 20 to 21 June 2023. • Public consultation with NGOs (by email) such as WALHI, WWF, and Sawit Watch on 14 June 2023 <p>Numbers of input from stakeholders were clarified by Kelompok Tani Tenera and became as part of this report.</p>
2.3.2	Stakeholder contacted
	Please find appendix 1
2.4	Determining Next Assessment
	The next visit (ASA 1.1) will be determined 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 Kelompok Tani Tenera operation consisting of thirty five (35) smallholders.

During the assessment, there were no nonconformities were assigned against both Major/Critical Compliance and Minor/Non-critical, and there is one (1) opportunity for improvement was identified.

Further explanation of the non-conformities raised and corrective actions taken by the company are provided in section 3.3.

MUTUAGUNG LESTARI found that Kelompok Tani Tenera complied with the requirements of **RSPO Independent Smallholder Standard, Indonesia National Interpretation for the Production of Sustainable Palm Oil 2020, endorsed by the RSPO Boar of Governors on 14 February 2022 and RSPO Certification Systems for Principles & Criteria and RSPO Independent Smallholder Standard Endorsed by the RSPO Board of Governors on 12 November 2020.**

Therefore MUTUAGUNG LESTARI Recommends RSPO Certification of compliance is Continued.

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

Ref Std.	VERIFICATION RESULT of MUTU-Certification
A – ICS: Group Entity and Group Management Requirements	
A.1 The Group demonstrates that they are legally formed	
<p>A.1.1 Eligibility Appointed Group Manager (Sugiyarno) for this based on election from group members on 01 February 2017. The appointment of group managers also endorsed by Village Head of Hampalit on 01 February 2017 based on Minutes of Inauguration of Tenera Farmers Group Management No 048/HPT/EKBANG/II/2007. The organization structure consists of Head of Association, Secretary, Treasury, documentation PIC, and internal auditor. The association has been registered as RSPO member on 5 February 2018 with registration number: 1-0248-18-000-00. Kelompok Tani Tenera has been reported RSPO Annual Communication of Progress 2022 to RSPO on 18 April 2023.</p> <p>Milestone A; Milestone B Not Applicable; there was no changed of group managers</p> <p>A.1.2 Eligibility Kelompok Tani Tenera and later will mentioned as “The Association”, has a clearly legal entity such as minutes of association establishment on 01 February 2017. After that, the Association has Deed of Establishment by Notary No. 50 dated 22 January 2018, and has been registered in Ministry of Law and Human Rights with registration No. AHU-0513.AH.01.01 dated January 28th, 2018. In 2019 there is a amendment of deed in accordance with deed No 128 dated 22 July 2019 about Based on Deed of Resolutions of General Meeting of Association Kelompok Tani Tenera and the amendment of deed has been registered in Ministry of Law and Human Rights with registration No. AHU-0000628.AH.01.08 on 23 July 2019.</p> <p>Furthermore, the association can show Domicile License No 470/283 DS-HPT/IV/2022 on 12 April 2022 from village head of Hampalit /PP-SK/II/2021 dated 24 February 2021 from village head of Hampalit which described the association located in Village of Hampalit, Sub District of Katingan Hilir Regency of Katingan.</p>	

Milestone A; Milestone B

Not Applicable; there was no changed of legal identity .

A.1.3

Eligibility

Membership requirements of associations ruled in:

- Procedure of acceptance of new members (KELOMPOK TANI-TENERA-SOP-PAB-45)
- Procedure of expulsion of members ((KELOMPOK TANI-TENERA-SOP-PAK-046)
- Memorandum of Association/ Articles of Association Kelompok Tani Tenera, on specific article in example:
 - Article IV about membership
 - Article V about rights and obligations of members
 - Article VI about organizational structure

The association has shown the documentation of those requirement documents in Personal File of each member. In initial certification the association consist 35 smallholders in 93 land parcels and 223.92 ha. Based on interview to the smallholders and field observation on their land parcel, they understood the membership requirement and the consequences in RSPO certification, such as aware about membership requirements, such as requirement to be a member, internal audit process, sanction for SOP violation as well as benefit and advantage joint RSPO Certification.

Milestone A; Milestone B

The results of the document review and interviews during the onsite audit, it was found that there were no additional members of the farmer group.

A.1.4

Eligibility

The results of the document review and interviews during the onsite audit, it is known that all members have signed the membership requirements at the time of initial joining the farmer group and have known the membership requirements. The signing of a statement letter to join a farmer group was carried out for the period from February to May 2017, which contained a willingness to join, support and be involved in farmer group membership, a statement of compliance with all regulations, farmer group policy procedures. Support sustainable palm oil and RSPO certification, improve documentation, improve cultivation, environment and society.

Up to RC there are no new members in the farmer groups. From the results of interviews with several members of farmer groups, it is known that they have understood the requirements of members.

Furthermore as required in new standard of independent smallholders on 2 January 2023 Kelompok Tani Tenera and all members sign smallholders declaration regarding RSPO Certification commitment as mentioned in annex 2.

MS.A

Based on interview to the smallholders and field observation on their land parcel, they understood the membership requirement and the consequences in RSPO certification, such as aware about membership requirements, such as requirement to be a member, internal audit process, sanction for SOP violation as well as benefit and advantage joint RSPO Certification.

MS-B

Not Applicable.

Status: Comply

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

A.2.1

Eligibility

Kelompok Tani Tenera already has an ICS structure consisting of the board director, chairman, treasurer, secretary, FFB sales unit, field extension unit, fire fighting unit, supervisor unit, pest and disease control unit, and member registration unit. Kelompok Tani Tenera has an Internal Control System Policy stated in Internal Audit Procedure No. Document KELOMPOK TANI_TENERA-SOP-IA-21 which was approved by the Farmers Group Manager on 1 July 2017. The procedure explained the criteria, methods,

responsibilities for the implementation of the RSPO Internal Audit which was carried out once a year by auditors who certified RSPO internal training.

The manager of Kelompok Tani Tenera has planned the implementation of the ICS as shown in planned work program period of 2023 to 2025 validated on 2 January 2023. The planned work program mentioned several aspect as follows:

- Legality Aspects including *SPPL*, *STDB*, and Establishment Deed.
- Operational activities including fertilizing, chemical control, installation of pheromone traps, beneficial plants, and barn owls.
- Social Community including Health, Education, Public Facility Assistance, and Religion.

The planned work program document also explains the percentage of its achievement and the follow up if it hasn't been realized.

MS A

The work program of Kelompok Tani Tenera in 2023 has implemented to all group members along the period, for instance: the cultivation of beneficial plants, the installation of pheromone trap, and the application of EFB and manure. The proof of its implemented program showed as follows:

- The realization of the manure application in 2023 (January and February 2023) of 42,800 Kg for total area of 223.92 Ha.
- The realization of the EFB application in 2023 (January and February 2023) of 96,915 Kg.
- The minutes of pheromone traps installation for *Oryctes rhinocerus* on 06 February 2023.

Based on the field observation in the harvesting area in Plots 5.01 and the interviews of smallholder land owners, it's known that the smallholder land owners and the workers has a good understanding related to ICS, Procedures, RSPO, HCV area, and the hazardous waste management.

MS B

Same as MS-A.

A.2.2

Eligibility

The manager of Kelompok Tani Tenera has a good understanding of ISH standards and well experienced in the field related to palm oil plantations. The manager of Kelompok Tani Tenera also has certified Internal Audit training for Independent Smallholders from the Fortasbi Indonesia Foundation in collaboration with RSPO and TUV Rheinland Indonesia which was held in Palembang on 27 February 2020.

In addition, the manager of Kelompok Tani Tenera registered in *Asosiasi Petani Kelapa Sawit Indonesia* (the association of Indonesian Palm Oil Growers). The member of ICS organization consisting of a protective section, chairman, treasurer, secretary, FFB sales unit, field extension unit, fire fighting unit, supervisor unit, pest and disease control unit, and member registration unit. Smallholders association also showed the job description of its organizational structure mentioned in SOP No. POKTAN_TENERA-SOP-SO-01 validated on 1 July 2017.

Based on the interviews with the the ICS members, it's known that they had a good understanding of their own responsibilities and also showed their competence well.

MS A

The group manager of Kelompok Tani Tenera has a good understanding of ISH standards and well experienced in the field related to palm oil plantations. The manager of Kelompok Tani Tenera also has certified Internal Audit training for Independent Smallholders from the Fortasbi Indonesia Foundation in collaboration with RSPO and TUV Rheinland Indonesia which was held in Palembang on 27 February 2020.

Smallholders association showed the realization of training conducted in 2023, as follows:

- Harvesting training conducted on 5 June 2023 attended by smallholder land owners and harvesting workers.
- Fertilization training conducted on 5 June 2023 attended by fertilizer workers.
- Pesticide training conducted on 9 May 2023 attended by spraying workers.
- The usage of fire extinguishers training conducted on 25 May 2023 for Kelompok Tani Tenera and the surrounding communities.
- Pesticide mixing training conducted on 09 May 2023.
- Firefighting training conducted on 13 May 2023.

- The socialization of audit understanding on 8 May 2023.

Based on the interviews with the group managers, it's known that they were able to explain the responsibilities of their job and showed their competence well during the audit process.

MS B
Same as MS-A.

A.2.3 Eligibility

Kelompok Tani Tenera showed the planned training program for the period of 2023 validated by the Manager of Kelompok Tani Tenera in January 2023. In this document, the group manager has determined a training program for 2023, for instance the training planned to be held in June 2023 were as follows: fire emergency response training, the direction use of fire extinguishers, first aid training, and HCV training.

MS A
The manager of Kelompok Tani Tenera has implemented a well phased approach due to ensure the members understanding in ISH standard. The implementation can be seen from the attendance list of employees for the provided training in 2023 and the from the interviews with the smallholder land owners and the workers that showed a quite good understanding towards RSPO and ISH standard.

In addition, the training realization attendance in 2023 showed that the attendant of the training held in 2023 were the members of Kelompok Tani Tenera and the workers of Kelompok Tani Tenera, proven as follows:

- Harvesting training conducted on 5 June 2023 attended by smallholder land owners and harvesting workers.
- Fertilization training conducted on 5 June 2023 attended by fertilizer workers.
- Pesticide training conducted on 9 May 2023 attended by spraying workers.
- The usage of fire extinguishers training conducted on 25 May 2023 for Kelompok Tani Tenera and the surrounding communities.
- Pesticide mixing training conducted on 09 May 2023.
- Firefighting training conducted on 13 May 2023.
- The socialization of audit understanding on 8 May 2023.

MS B
Based on interviews with the sampling farmers (smallholder land owners), it's known that the information was obtained that all members of the Kelompok Tani Tenera had attended the provided training. Smallholder land owners can also prove their understanding towards the Standard for Independent Smallholders, group management and certification requirements such as palm oil management practice, environmental management, social welfare of workers, FFB sales operations and other related stuffs.

In addition, based on the document review of the minutes of training, it is known that the group has documented every training attended by the group members, both internal and external training. For example, the external training related to the RSPO Independent Smallholder Standard, the National Interpretation of Indonesia 2020 conducted on 20 to 22 December 2020. Moreover, the ISH standard of RSPO also socialized to all smallholder land owners on 8 May 2023.

	Status: Comply	
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B – ICS: Policies and Management

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

B.1.1 Eligibility

Associations has formed Internal Control System (ICS) organization for operational management as well as role and function, furthermore the group Internal Control System already has a documented policies and procedures for operational management such as:

- Procedure of acceptance of new members (KELOMPOK TANI-TENERA-SOP-PAB-45).
- Procedure of expulsion of members ((KELOMPOK TANI-TENERA-SOP-PAK-046.
- Memorandum of Association/ Articles of Association Kelompok Tani Tenera, on specific article in example:

- Article IV about membership
- Article V about rights and obligations of members
- Article VI about organizational structure
- Procedure for Internal Audit (KELOMPOK TANI-TENERA-SOP-IA-21) dated 07 January 2021.

The association has shown the documentation of those requirement documents in Personal File of each member. In initial certification the association consist of 35 smallholders in 93 land parcels and 223.92 ha. Based on interview to the smallholders and field observation on their land parcel, they understood the membership requirement and the consequences in RSPO certification, such as aware about membership requirements, such as requirement to be a member, internal audit process, sanction for SOP violation as well as benefit and advantage joint RSPO Certification.

Milestone A; Milestone B

Mechanism for Internal Audit ruled in the Procedure of Internal Audit (KELOMPOK TANI-TENERA-SOP-IA-21). The purpose of the procedure is as a guidance during carry out internal audit. On the procedure described regarding internal audit planning, internal audit team, as well as methodology of internal audit. In the procedure also mentioned if internal audit conducted at least annually for each member. The last internal audit activity was carried out on 25 May 2023 with the scope of all members of Kelompok Tani Tenera. Result of auditor verification of OFI in the previous assessment, internal audit conducted by Kelompok Tani Tenera on 25 May 2023 that based on the results of the internal audit there was 1 nonconformity, that is, medical check-up for employee which had not been held. The results of the internal audit have been carried out systematically by considering aspects related to RSPO for Independent Smallholders including aspects of land legality, work reports, outreach, training, land legality and HCV, PPE, procedures, as well as facilities and infrastructure.

B.1.2

Eligibility; Milestone A; Milestone B

Association as well as group manager has recorded all plantations information including production data for each farmer per month, recorded legality documents (Copy of land title documents), *SPPL*, and a copy of the smallholder member declaration. Documents verifications, interviews with associations management as well as farmers during field visit it was known if all members have signed and acknowledged membership requirements.

The results of the document review and interviews during the onsite audit, it is known that all members have signed the membership requirements at the time of initial joining the farmer group and have known the membership requirements. The signing of a statement letter to join a farmer group was carried out for the period from February to May 2017, which contained a willingness to join, support and be involved in farmer group membership, a statement of compliance with all regulations, farmer group policy procedures. Support sustainable palm oil and RSPO certification, improve documentation, improve cultivation, environment and society.

Up to RC, there are no new members in the farmer groups. From the results of interviews with several members of farmer groups, it is known that they have understood the requirements of members. Furthermore, as required in new standard of independent smallholders on 03 January 2023 Kelompok Tani Tenera and all members sign smallholders' declaration regarding RSPO Certification commitment as mentioned in annex 2

Based on observation in the Association Office, the Group Manager has maintained the documentation for each members covering but not limited to, list of names and contact detail, polygon map and geolocation, copy of land right/title, member identification number and Member Card, farm area, production data and taxation, records of training given, declaration letter to join the association and willingness to involve in RSPO certification, etc. The results of interviews with farmers during field observation it was known that the understanding and commitment in implementing the RSPO P&C for Independent Smallholders was quite good and there was no coercion prior joint the associations.

	Status: Comply	
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C – ICS: Group business planning

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

C1.1

Eligibility

Kelompok Tani Tenera demonstrates production projections for the 2023-2025 which describes that there will be increase in FFB production in each year in that shows in the table below:

NO	YEAR OF PLANTED	QTY (MT)		
		2023	2024	2025
1	2004	472.149	474.498	476.847
2	2007	3,540.449	3,558.064	3,575.678
3	2008	1,222.714	1,228.797	1,234.880
4	2009	384.064	385.975	387.885
5	2011	412.997	415.052	417.107
6	2015	135.101	135.773	136.445
TOTAL		6,167.474	6,198.159	6,228.842

Kelompok Tani Tenera has data related to all plantation operations up to the income of each member of Kelompok Tani Tenera. For example, there are reports for the period June 2022-May 2023 related to reports on FFB production of 6,207,638 Tons, FFB sales of Rp. 15,578,407,969, FFB harvest cost Rp. 308,949,085, FFB transport costs Rp. 772,412,498, fertilizer and transportation costs Rp. 1,894,910,820, herbicide material cost Rp. 31,595,680, fertilization wage Rp. 78,371,230, spray wage Rp. 50,057,096, farmer group admin fee Rp. 37,013,500, farmer group leaders cost Rp. 38,500,000, harvest foreman costs Rp. 37,013,500, the foreman's fee is Rp. 37,013,500, workers social security and healthcare social security fee Rp. 8,533,440, plant pest costs Rp. 5,338,200, plant maintenance equipment costs Rp. 1,500,000, and the cost of harvesting equipment is Rp. 9,231,000.

Milestone A

Kelompok Tani Tenera has a work program for 2023 period which was made on 02 January 2023 which was approved by Head of Kelompok Tani Tenera, which is related to legality, operations, production, fertilization, use of chemicals, labor, development of owls, manufacture of Ferotrap, beneficial planting plant, community social, health, public assistance education and religious activities. This work program has also involved all group members. Results of evaluation of the achievement can generally be achieved including of all members having STDB and SPPL. Planing of Kelompok Tani Tenera to be completed in the end of 2022 include fertilizing activities, planting beneficial plants and social activities.

Milestone B

Kelompok Tani Tenera has 10 management sections, Head Hampalit Sub District, Head of Kelompok Tani, Treasurer, Secretary, Fruit Sales Unit, Field Extension Unit, Fire Fighting Unit, Supervisory Unit/Internal Audit, IPM Unit and Member Registration Unit. Kelompok Tani Tenera produces an average of 517,303 tons/month of FFB whose sales are in collaboration with CV Graha Tenera. The proceeds from the sale of FFB are divided among members of Kelompok Tani Tenera after deducting operational costs. In addition, there is an example of recording employee wages for the May 2023 period as many as 13 people who were paid on 02 June 2023, including on behalf of DL as Farmer Group Administration, W as Harvest Foreman, PR as Harvester and MAH as Upkeep Employee.

Status: Comply

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

C.2.1 Eligibility

Kelompok Tani Tenera has established management plan for 2023 including training plan to improve productivity of group members, an approach to strengthen links within the supply chain, as well as plan for continuous improvement project . Plans for continous improvement projects included in Kelompok Tani Tenera such as used of utilization of fronds for soil fertilizer. Kelompok Tani Tenera conducts internal training for its employees to improve their understanding and technical skills in the field. Several technical related trainings in the field such as:

- FFB harvesting training on 05 June 2023 was conducted by Head of Kelompok Tani Tenera for 1 harvest foreman and 6 harvesters, which aims to enable employees to practice harvesting methods and use PPE properly.
- Fertilization training on 05 June 2023 for 5 employees was conducted by Head of Kelompok Tani Tenera.
- Weeding spraying training on 09 June 2023 which was attended by 5 participants so that the employee understands how to spray and ensures that the employee can use PPE properly.
- HCV area socialization on 07 May 2023 which was attended by 9 participants (including upkeep employees) so that the employee understands how to spray and ensures that the employee can use PPE properly.

In addition, there is training from external as the organizer of the activity, namely TUV Rheinland on December 20th to 22nd, 2020 in Pangkalan Bun which discusses the RSPO Independent Smallholder Standard, the National Interpretation of Indonesia 2020, management of farmer, certification requirements including understanding of HCV, environmental protection, workers' social welfare,

and business operations. This activity was attended by 23 people, 1 of whom are employees of Kelompok Tani Tenera.

Milestone A

Kelompok Tani Tenera has a work program for the 2023 period which was made on 02 January 2023, approved by Head Kelompok Tani Tenera, which is related to legality, operations, production, fertilization, use of chemicals, labor, development of owls, manufacture of ferotrap, planting of beneficial plants, community social, health, education, assistance for public facilities and religious activities. The results of the evaluation of the achievement of the predetermined plan can be achieved including of all members having STDB, SPPL, and no additional members of Kelompok Tani Tenera. Fertilization activities, beneficial plant planting and social activities will be completed until the end of 2023. Kelompok Tani Tenera has implemented and reviewed the management plan annually with their all members. The implementation and reviewed of the last management plan have been done in 02 January 2023.

Milestone B

Head of Kelompok Tani Tenera has a good understanding of ISH standards, farmer group certification and other operational standards. experience in the field related to oil palm plantations. Head of Kelompok Tani Tenera has obtained knowledge regarding ISH standards and Internal Audit training for Independent Smallholders from the Fortasb Indonesia Foundation in collaboration with the RSPO and TUV Rheinland Indonesia which was held in Palembang on February 27th, 2020. In addition, Head of Kelompok Tani Tenera is a member of *Asosiasi Petani Kelapa Sawit Indonesia*. Kelompok Tani Tenera has 10 management sections, Hampalit Sub District, Head of Kelompok Tani Tenera, Treasurer, Secretary, Fruit Sales Unit, Field Extension Unit, Fire Fighting Unit, Supervisory Unit/Internal Audit, IPM Unit and Member Registration Unit. Kelompok Tani Tenera produces an average of 517,303 tons/month of FFB that sales are in collaboration with CV Graha Tenera. The proceeds from the sale of FFB are divided among members of Kelompok Tani Tenera after deducting operational costs. In addition, there is an example of recording employee wages for the May 2023 period as many as 13 people who were paid on 02 June 2023, including on behalf of DL as Farmer Group Administration, W as Harvest Foreman, PR as Harvester and MAH as Upkeep Employee. Furthermore, based on the results of interviews with general employees and document review, it is known that salary payments to employees of the Kelompok Tani Tenera are carried out smoothly and on time, this shows that the financial resources of the farmer group are sufficient to carry out their activities.

Kelompok Tani Tenera also shows result of annual internal audit as evidences to show group's compliance with ISH standard. The results of the internal audit have been carried out systematically by considering aspects related to RSPO for Independent Smallholders including aspects of land legality, work reports, outreach, training, land legality and HCV, PPE, procedures, as well as facilities and infrastructure. The last internal audit activity was carried out on 25 May 2023, result of 1 nonconformity, that is, medical check-up for employee which had not been held. Based on the result of field observation and interview with sample farmers and worker, the operational activities have been in accordance with their own procedure. Result of interview with sample farmers and workers (harvester and upkeep workers), they have been able to demonstrate their technical skill in the field, such as harvesting, fertilizing, and spraying, as well as describe prohibition areas to be sprayed.

Status: Comply

D – ICS: Group Trading System for Certified Volumes

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

D1.1 Eligibility

Based on field observation, interviews with workers and ICS obtained information to track the actual production mechanism carried out by kelompok Tani Tenera carried out separately during harvesting and transportation as well as the workers where workers for the certified area are different from the uncertified area. Furthermore The Kelompok Tani Tenera documents the annual production in the Data document for the Report, the report explains the name of the owner, the area of land, and the monthly production of each owner.

The responsible person for recording production data is the administration and sales of certified products are members of the group who have competence. During field observation and interview, farmers can demonstrate FFB production calculation and separation between certified and uncertified as well as documentation methods that will be carried out.

Based on the results of field visits, interviews with workers including ICS and group managers to ensure traceability of certified FFB production, the steps taken by the Kelompok Tani Tenera through:

- Harvesting activities carried out separately
- Transport activities carried out separately
- Employees who carry out harvesting activities are employees specifically for RSPO certification areas
- Documentation of production carried out separately.

Tenera Farmers Group has established monitoring of FFB production which is carried out every 3 months to ensure that actual production is still in balance with the quota credit given, this is also done to prevent over sales credit. This monitoring is carried out by the management of the traceability system section. Therefore, the Tenera Farmers Group has followed up OFI in the previous assessment.

Milestone A, Milestone B

Group Manager has been maintaining annual production records properly in the form of Kelompok Tani Tenera Productions Report. Since 12 Months before audit it was known all FFB from Kelompok Tenera sold as conventional, all FFB sold to no certified mill namely PT Panca Mitra Katingan and PT WNL RSPO certified Pundu Nabatindo Mill, its evidenced based on field observations, interview with group manager and ICS as well as the farmers. Furthermore, Kelompok Tani Tenera can presented FFB selling documents, invoice and weighbridge slips.

Based on field observation and interview with the Chairperson of Kelompok Tani Tenera and farmers, is known farmers can demonstrate FFB production calculation and separation between certified and uncertified as well as documentation method is separate the harvest schedule from the uncertified area and look at the uncertified area boundary marks on the block.

Status: Comply

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

**D2.1
Eligibility
NA**

Milestone A; Milestone B

Group Manager has been maintaining annual production records properly in the form of Kelompok Tani Tenera Productions Report. Based on documents verifications the production of certified product from Kelompok Tani Tenera presented in the below:

Product	Volume / MT)
FFB	6,166.91
CSPO	1,233.38
CSPKE	169.59
CSPKO	138.75

Based on documents verifications and interview with managements it was known the sales model that carried out by Kelompok Tani Tenera through book and claim model, and the product that sold has been consideration actual production where until audit carried certified product that been sold are CSPKO Covering 111 MT.

In previous assessment there are OFI regarding to establish a mechanism for selling certified products to ensure that there will be no excess sales of certified products compared to the actual production and this OFI has been verify where on this period the product sold is below the projections and Tenera Farmers Group has established monitoring of FFB production which is carried out every 3 months to ensure that actual production is still in balance with the quota credit given, this is also done to prevent over sales credit. This monitoring is carried out by the management of the traceability system section. Therefore, the Tenera Farmers Group has followed up OFI in the previous assessment.

Status: Comply

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

**D.3.1
Eligibility**

Regarding the awarding of certification premiums, the Tenera Farmers Group has the latest document/policy in the Certification Credit Sales SOP (No. POKTAN-TENERA-SOP-PKS-045) which is effective from January 2, 2022. In documents related to matters of utilization of certification funds, for example:

- Credit sales are carried out by the Group manager
- The credit volume is made before the validity period ends
- Revenue sharing is paid for:
 - Operational costs for 1 year of 40%

- Farmer group cash of 6%
- Achievement of the ICS target of 2%
- Tax 6%
- ICS business capital outside of certification activities by 12%
- For members 31 %
- CSR 3 %

- Income received by members is calculated based on the land area of each member
- In distributing incentives to members, clear documentation and proof of transaction receipts are required.

Based on interview with members it was known the distribution of premiums has been agreed and communication to all members.

Milestone A

The Tenera Farmers Group also shows records of awarding certification premiums to members through each farmer group containing the premium amount and details, records of premium payments explained in the Tenera Farmers Group's financial report documents, for example records of minutes of handing over of RSPO 2021 certification credit sale funds in accordance with ownership each farmer's land, premium delivery is carried out directly by the group leader via bank transfer. Meanwhile, the 2022 premium distribution has not been carried out because it is still waiting for the last sales to be paid and waiting for the closing of the books in 2022 (refer to the license period).

Based on interview with members it was known disbursement of premiums, including price and timing of the disbursement to group members has been clearly and proper recorded.

Translate

Milestone B

Not Applicable.

	Status: Comply	
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3.2.2 The Principle Criteria and Indicators that are applicable to both smallholders (as individual group members) and group managers

Ref Std.	VERIFICATION RESULT of MUTU-Certification	
PRINCIPLE 1: OPTIMISE PRODUCTIVITY, EFFICIENCY, POSITIVE IMPACTS AND RESILIENCE		
1.1 Smallholders establish a legal entity which has organisational capacity to comply with the RSPO Independent Smallholder Standard.		
<p>1.1 Eligibility</p>	<p>Kelompok Tani Tenera has a clearly legal entity such as minutes of association establishment on 01 February 2017. After that, the Association has Deed of Establishment by Notary No. 50 dated 22 January 2018, and also has been registered in Ministry of Law and Human Rights with registration No. AHU-0513.AH.01.01 dated January 28th 2018. In 2019, there is an amandement of deed in accordance with deed No. 128 dated 22 July 2019 about Based on Deed of Resolutions of General Meeting of Association Kelompok Tani Tenera and the amendment of deed has been registered in Ministry of Law and Human Rights with registration No. AHU-0000628.AH.01.08 on 23 July 2022. Furthermore, Kelompok Tani Tenera can show Domicile License No 470/283 DS-HPT/IV/2022 on 12 April 2022 from village head of Hampalit /PP-SK/II/2021 dated 24 February 2021 from village head of Hampalit which described the association located in Village of Hampalit, Sub District of Katingan Hilir Regency of Katingan.</p> <p>Kelompok Tani Tenera as well as group manager has recorded all plantations information including production data for each farmer per month, recorded legality documents (Copy of land title documents), <i>SPPL</i>, and a copy of the smallholder member declaration. Documents verifications, interviews with associations management as well as farmers during field visit it was known if all members have signed and acknowledged membership requirements.</p> <p>The results of the document review and interviews during the onsite audit, it is known that all members have signed the membership requirements at the time of initial joining the farmer group and have known the membership requirements. The signing of a statement letter to join a farmer group was carried out for the period from February to May 2017, which contained a willingness to join, support and be involved in farmer group membership, a statement of compliance with all regulations, farmer group policy procedures. Support sustainable palm oil and RSPO certification, improve documentation, improve cultivation, environment and society.</p> <p>Then, related to the management of the association, decision making, member requirements, and association operations are regulated in the Memorandum of Association/Articles of Association which ruled contain regulations for members of the organization in carrying out organizational activities.</p> <p>Up to RC, there are no new members in the farmer groups. From the results of interviews with several members of farmer groups, it is known that they have understood the requirements of members. Furthermore, as required in new standard of independent smallholders on 03 January 2023 Kelompok Tani Tenera and all members sign smallholders' declaration regarding RSPO Certification commitment as mentioned in annex 2.</p> <p>Based on observation in Kelompok Tani Tenera Office, group manager has maintained the documentation for each members covering but not limited to, list of names and contact detail, polygon map and geolocation, copy of land right/title, member identification number and Member Card, farm area, production data and taxation, records of training given, declaration letter to join the association and willingness to involve in RSPO certification, etc. The results of interviews with farmers during field observation it was known that the understanding and commitment in implementing the RSPO P&C for Independent Smallholders was quite good and there was no coercion prior joint the associations.</p> <p>Milestone A</p> <p>Kelompok Tani Tenera has an Internal Control System policy, including the Internal Audit SOP No. KELOMPOK TANI_TENERA-SOP-IA-21 document endorsed by Head of Kelompok Tani Tenera on 01 July 2017. The purpose of this SOP is to ensure the effectiveness of the implementation of the RSPO internal audit. The RSPO Internal Audit is conducted once a year by auditors who have attended RSPO internal training and are experienced in RSPO implementation. ICS makes an audit plan made on the internal audit schedule form. Kelompok Tani Tenera checked the effectiveness of its implementation in the field on 25 May 2023 with total of 1 nonconformity</p>	

related to medical check-up for employee which had not been held and that has been followed up on 12 June 2023. All nonconformity was monitored by group manager Kelompok Tani Tenera so that these findings do not happen again. Besides, on 08 May 2023, Field Extension Unit kept conducting a socialization of audit understanding which was attended by 12 employees of Kelompok Tani Tenera with the aim of enabling employees to understand the principles and criteria of the RSPO.

Head of Kelompok Tani Tenera has a good understanding of ISH standards, farmer certification and other operational standards. experience in the field related to oil palm plantations. Head of Kelompok Tani Tenera has obtained knowledge related to ISH standards and Internal Audit training for Independent Smallholders from the Fortasbi Indonesia Foundation in collaboration with the RSPO and TUV Rheinland Indonesia which was held in Palembang on February 27th, 2020. In addition, Head of Kelompok Tani Tenera is a member of Asosiasi Petani Kelapa Sawit Indonesia. In managing Kelompok Tani Tenera there are 10 management sections, Hampalit Sub District, Head of Kelompok Tani Tenera, Treasurer, Secretary, Fruit Sales Unit, Field Extension Unit, Fire Fighting Unit, Supervisory Unit/Internal Audit, IPM Unit and Member Registration Unit.

Milestone B

Based on interviews with farmers sample it was known if work program has disseminated to all *Kelompok Tani* (Farmers Group) and its members. Furthermore, the Group Manager has set a series of SOP as a plan in ICS with the total there are 56 Procedures.

Related to the management of the association, decision making, member requirements, and association operations are regulated in the Memorandum of Association/Articles of Kelompok Tani Tenera which ruled contain regulations for members of the organization in carrying out organizational activities.

Based on interview with ICS member and some member of smallholder, it is known that all the decision in the smallholder made from annual meeting with the member. Result of meeting also informed to others members through social media such as *WhatsApp* group. Financial management also managed by the administration of smallholder. Based on interview with smallholder member, the best management practice is conducted according to the procedure for example the technique for harvesting, upkeep activity, internal audit, and more. The latest Annual Member Meeting was held on 03 January 2023.

Status: Comply

1.2 Smallholders have the capacity to effectively manage their farm.

Eligibility

N/A.

Milestone A

Kelompok Tani Tenera conducted an internal training on 08 May 2023, which was conducted by the Field Extension for employees, which was attended by 12 participants at Kelompok Tani Tenera Office. The training material presented was an understanding of auditing so that employees can understand the principles and criteria of the RSPO, including those related to operations, monitoring, and plantation business planning, including keeping production records, buying and selling FFB transactions and others. Based on the document review for the period June 2022 until May 2023, there are records of production data input of 6,207,638 tons, reports on sales of Rp. 15,578,407,969, FFB transport costs Rp. 772,412,498 and harvest costs Rp. 308,949,085. Based on the description above, it shows that the farmers have completed the training and can be able to make production reports and FFB transactions.

Milestone B

Based on field observation, interviews with workers and ICS obtained information to track the actual production mechanism carried out by Kelompok Tani Tenera carried out separately during harvesting and transportation as well as the workers where workers for the certified area are different from the uncertified area. Furthermore, Kelompok Tani Tenera documents the annual production in the Data document for Report. The report explains the name of the owner, the area of land, and the monthly production of each owner.

The responsible person for recording production data is the administration and sales of certified products are members of the group who have competence. During field observation and interview, farmers can demonstrate FFB production calculation and separation between certified and uncertified as well as documentation methods that will be carried out.

Based on the results of interviews with smallholder member in the field, members have recordings of FFB sales which they routinely inform to cooperation.

Group Manager has been maintaining annual production records properly in the form of Kelompok Tani Tenera Productions Report. In the last 12 Months before audit, it was known all FFB from Kelompok Tani Tenera sold to certified mill namely Pundu Nabatindo Mill, its evidenced based on field observations, interview with group manager and ICS as well as the farmers. Furthermore, Kelompok Tani Tenera can presented FFB selling documents, invoice and weighbridge slips.

Status: Comply

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

1.3 Eligibility

Kelompok Tani Tenera is committed to implementing GAP in its plantations through 56 SOP that were approved by Head of Kelompok Tani Tenera on 01 July 2017. These procedures have been socialized to all employees before employees working in the field. When members of the Kelompok Tani Tenera joined, they are making a statement to follow all the rules, procedures and policies set by the Kelompok Tani Tenera. Support sustainable cooking oil initiatives and RSPO certification and participate in building documentation improvements and improvements in aquaculture, environment and society. For example, a statement letter to join the Kelompok Tani Tenera on behalf of Fajar Mega Sari No. 10/II/KT/2017 and Yami No. 33/II/KT/2017, both signed on 01 February 2017. All members have signed Farmers Declaration, as for example on behalf of Fajar Mega Sari and Yami, where as required in new standard of independent smallholders on 03 January 2023, which the declaration content regarding to RSPO Certification commitment as mentioned in annex 2.

Milestone A

Kelompok Tani Tenera conducts internal training for its employees to improve their understanding and technical skills in the field. Several technical related trainings in the field such as:

- FFB harvesting training on 05 June 2023 was conducted by Head of Kelompok Tani Tenera for 1 harvest foreman and 6 harvesters, which aims to enable employees to practice harvesting methods and use PPE properly.
- Fertilization training on 05 June 2023 for 5 employees was conducted by Head of Kelompok Tani Tenera.
- Weeding spraying training on 09 June 2023 which was attended by 5 participants so that the employee understands how to spray and ensures that the employee can use PPE properly.
- HCV area socialization on 07 May 2023 which was attended by 9 participants (including upkeep employees) so that the employee understands how to spray and ensures that the employee can use PPE properly.

In addition, there is training from external as the organizer of the activity, namely TUV Rheinland on December 20th to 22nd, 2020 in Pangkalan Bun which discusses the RSPO Independent Smallholder Standard, the National Interpretation of Indonesia 2020, management of farmer, certification requirements including understanding of HCV, environmental protection, workers' social welfare, and business operations. This activity was attended by 23 people, 1 of whom are employees of Kelompok Tani Tenera. Result of interview with sample farmers and workers (harvester and upkeep workers), they have been able to demonstrate their technical skill in the field, such as harvesting, fertilizing, and spraying, as well as describe prohibition areas to be sprayed.

Kelompok Tani Tenera has also established a training plan which included training on oil palm pricing mechanisms, financial management, and best practices annually through annual members meeting. This has been done on 2 January 2023.

Milestone B

Based on a review of documents from June 2022 to May 2023, Kelompok Tani Tenera has data on FFB production, FFB sales reports, FFB transportation, Harvesting, Fertilization, Herbicide Material, Fertilization Wages, Spraying Wages, Tenera Admin, Supervision, Harvester, Plantations, Workers Social Security Agency and Healthcare Social Security Agency, and Pest management. Based on the information above, Kelompok Tani Tenera can have implemented GAP in their plantations and group members can continue to monitor the progress of their productivity. Based on field observation to harvesting activity, manuring activity and plots of farmers, it is also known that they have implemented GAP in their plantation such as harvesting and manuring technique in accordance with their own procedure and documented their productivity progress logbook.

Decision making process of Kelompok Tani Tenera is fair, transparent and in accordance with the group governance. This is also described in statement letter to join the Kelompok Tani Tenera, such as on behalf of Fajar Mega Sari No. 10/II/KT/2017 and Yami No. 33/II/KT/2017, both signed on 01 February 2017. Kelompok Tani Tenera also has established a financial management plan which include current performance and forecast. Kelompok Tani Tenera has showed document of current data related to all plantation operations up to the income of each member which then be used for forecasting of their financial management plan on next three

years (2023-2025).

Status: Comply

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

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

Eligibility

The results of the document review and interviews during the onsite audit, it is known that all members have signed the membership requirements at the time of initial joining the farmer group and have known the membership requirements. The signing of a statement letter to join a farmer group was carried out for the period from February to May 2017, which contained a willingness to join, support and be involved in farmer group membership, a statement of compliance with all regulations, farmer group policy procedures. Support sustainable palm oil and RSPO certification, improve documentation, improve cultivation, environment and society.

Up to RC there are no new members in the farmer groups. From the results of interviews with several members of farmer groups, it is known that they have understood the requirements of members. Furthermore as required in new standard of independent smallholders on 03 January 2022 Kelompok Tani Tenera and all members sign smallholders declaration regarding RSPO Certification commitment as mentioned in annex 2.

Milestone A

Kelompok Tani Tenera showed the list of members and their land coordinates. There are 35 members. All members already have the legal rights in form of *Surat Hak Milik*, business permit in form of STD-B, and environment permit in form of SPPL. All the legal documents covering area of 223.92 Ha. Kelompok Tani Tenera consist of consist of 35 smallholders in 93 land parcels and 223.92 ha. During audit group manager presented the coordinates or maps of their plots and evidence of ownership or rights to use the land, as described on the sample below:

No	Smallholders Name	Coordinate		Total Area (Ha)	Land Registration Number / Legal Rights
		South	East		
1	Parti	S 1°51'23.8278348"	E 113°9'6.1668828"	6.60	<ul style="list-style-type: none"> • SHM <ul style="list-style-type: none"> - No 00099 dated 05 December 2016 covering area 255516 M² - No 00101 dated 05 December 2016 covering area 23114 M² - No 01054 dated 21 December 2015 covering area 17376 M² - • SPPL <ul style="list-style-type: none"> - No 660.2.2/III/DLH-TL/SPPL/IV/2018 dated 23 April 2018 with area 1.736 Ha - No 660.2.2/II2/DLH-TL/SPPL/IV/2018 dated 23 April 2018 with area 2.552 Ha - No 660.2.2/II2/DLH-TL/SPPL/IV/2018

					<p>dated 23 April 2018 with area 2.331 Ha</p> <ul style="list-style-type: none"> • STDB No. 503/017/DPMPSTP/STD-B/I/2018 dated 09 January 2018
2	Waluyo	<p>S 1°53'54.2189544" S 1°51'20.0792628" S 1°51'25.847352"</p>	<p>E 113°10'25.553208" E 113°9'13.0216392" E 113°9'9.9316512"</p>	6.62	<ul style="list-style-type: none"> • SHM <ul style="list-style-type: none"> - No 01045 dated 21 December 2015 covering area 16021 M² - No 00102 dated 05 December 2016 covering area 26997 M² - No 00103 dated 05 December 2016 covering area 23201 M² • SPPL <ul style="list-style-type: none"> - No 660.2.2/I01/DLH-TL/SPPL/IV/2018 dated 23 April 2018 with area 2.700 Ha - No 660.2.2/I00/DLH-TL/SPPL/IV/2018 dated 23 April 2018 with area 1.602 Ha - No 660.2.2/I02/DLH-TL/SPPL/IV/2018 dated 23 April 2018 with area 2.320 Ha - • STDB No. 503/007/DPMPSTP/STD-B/I/2018 dated 09 January 2018
3	Samawati	<p>S 1°55'16.2078708" S 1°53'35.3054364"</p>	<p>E 113°10'29.1788508" E 113°10'20.0261316"</p>	5.03	<ul style="list-style-type: none"> • SHM <ul style="list-style-type: none"> - No 01008 dated 21 December 2015 covering area 24901 M² - No 01066 dated 05 December 2016 covering area 25432 M² - • SPPL <ul style="list-style-type: none"> - No 660.2.2/60/DLH-TL/SPPL/IV/2018 dated 23 April 2018 with area 2.490 Ha - No 660.2.2/61/DLH-

					<p>TL/SPPL/IV/2018 dated 23 April 2018 with area 2.543 Ha</p> <ul style="list-style-type: none"> • STDB No. 503/018/DPMPSTP/STD-B/I/2018 dated 09 January 2018
4	Sarsini Uus Ujianto	<p>S 1°53'20.5888092" S 1°51'43.0289208" S 1°51'7.9282872"</p>	<p>E 113°9'40.0372272" E 113°9'12.7573128" E 113°9'10.105938"</p>	9.04	<ul style="list-style-type: none"> • SHM <ul style="list-style-type: none"> - No 01000 dated 21 December 2015 covering area 39333 M² - No 00049 dated 11 November 2016 covering area 29090 M² - No 00059 dated 11 November 2016 covering area 21935 M² • SPPL <ul style="list-style-type: none"> - No 660.2.2/62/DLH-TL/SPPL/IV/2018 dated 23 April 2018 with area 2.194 Ha - No 660.2.2/63/DLH-TL/SPPL/IV/2018 dated 23 April 2018 with area 2.909 Ha - No 660.2.2/64/DLH-TL/SPPL/IV/2018 dated 23 April 2018 with area 3.933 Ha • STDB No. 503/019/DPMPSTP/STD-B/I/2018 dated 09 January 2018
5	Sri Suharni	<p>S 1°53'53.4522192" S 1°53'34.1592504" S 1°51'35.5135536" S 1°51'41.1492816"</p>	<p>E 113°10'22.8061164" E 113°10'23.6321724" E 113°9'27.4354848" E 113°9'15.7547556"</p>	8.46	<ul style="list-style-type: none"> • SHM <ul style="list-style-type: none"> - No 01047 dated 21 December 2015 covering area 19573 M² - No 01057 dated 21 December 2015 covering area 22451 M² - No 0047 dated 11 November 2016 covering area 25834 M² - No 0048 dated 11 November 2016

					<p>covering area 16762 M²</p> <ul style="list-style-type: none"> • SPPL <ul style="list-style-type: none"> - No 660.2.2/75/DLH-TL/SPPL/IV/2018 dated 26 April 2018 with area 2.242 Ha - No 660.2.2/74/DLH-TL/SPPL/IV/2018 dated 26 April 2018 with area 1.576 Ha - No 660.2.2/77/DLH-TL/SPPL/IV/2018 dated 26 April 2018 with area 1.957 Ha - No 660.2.2/76/DLH-TL/SPPL/IV/2018 dated 26 April 2018 with area 2.583 Ha • STDB No. 503/020/DPMPTSP/STD-B/I/2018 dated 09 January 2018
6	Okta Dwi Indriana	<p>S 1°53'36.9351168" S 1°53'54.123342"</p>	<p>E 113°10'11.17722" E 113°10'19.0198452"</p>	5.44	<ul style="list-style-type: none"> • SHM <ul style="list-style-type: none"> - No 01069 dated 21 December 2015 covering area 32653 M² - No 01046 dated 21 December 2015 covering area 21785 M² - No 0047 dated 11 November 2016 covering area 25834 M² - No 0048 dated 11 November 2016 covering area 16762 M² • SPPL <ul style="list-style-type: none"> - No 660.2.2/50/DLH-TL/SPPL/IV/2018 dated 26 April 2018 with area 3.265 Ha - No 660.2.2/51/DLH-TL/SPPL/IV/2018 dated 26 April 2018 with area 2.179 Ha • STDB No. 503/015/DPMPTSP/STD-

					B/I/2018 dated 09 January 2018
7	Sugiyantoro	<p align="center">S 1°53'54.5530128"</p> <p align="center">S 1°53'42.1476756"</p> <p align="center">S 1°51'39.7865016"</p> <p align="center">S 1°51'13.4079264"</p>	<p align="center">E 113°10'9.9804216"</p> <p align="center">E 113°10'22.5703452"</p> <p align="center">E 113°9'18.7761276"</p> <p align="center">E 113°9'7.2050508"</p>	9.46	<ul style="list-style-type: none"> • SHM <ul style="list-style-type: none"> - No 01041 dated 21 December 2015 covering area 26703 M² - No 01053 dated 21 December 2015 covering area 23267 M² - No 0052 dated 11 November 2016 covering area 22647 M² - No 0060 dated 11 November 2016 covering area 21938 M² • SPPL <ul style="list-style-type: none"> - No 660.2.2/55/DLH-TL/SPPL/IV/2018 dated 26 April 2018 with area 2.194 Ha - No 660.2.2/53/DLH-TL/SPPL/IV/2018 dated 26 April 2018 with area 2.327 Ha - No 660.2.2/54/DLH-TL/SPPL/IV/2018 dated 26 April 2018 with area 2.265Ha - No 660.2.2/76/DLH-TL/SPPL/IV/2018 dated 26 April 2018 with area 2.670 Ha • STDB No. 503/021/DPMPSTP/STD-B/I/2018 dated 09 January 2018

***Notes:**

SHM: *Sertifikat Hak Milik / Freehold Title*

SPPL: *Surat Pernyataan Pengelolaan Lingkungan / statement of readiness to manage and monitor the environment*

STDB: *Surat Tanda Daftar Berusaha / Cultivation Registration Letter*

In the previous standard (RSPO Independent Smallholder Standard, 6 November 2019) it was stated that the total land owned by individuals is not more than 50 Ha which is the accumulation of the total land ownership wherever the location is located. Furthermore, in the RSPO Independent Smallholder Standard, Indonesia National Interpretation for the Production of Sustainable Palm Oil 2020, endorsed by the RSPO Board of Governors on 14 February 2022, it is stated that the maximum area of individual ownership is 20 Ha and the total area is the accumulation of total land ownership wherever it is located.

In relation to the above, at the time of the previous assessment, there were farmers who had land above 20 Ha, related to this, on June 1, 2022, the person concerned has been granted part of his land to other parties who are still members of the farmer group so

that the current total area is not more than 20 hectares. Ha. The current grant process is in the process of being approved by the relevant agencies regarding changes to land ownership documents including STDB and SPPL. Kelompok Tani Tenera showed the GRANT letter document dated June 1, 2022 to on behalf of Fajar Mega Sari with the following details:

- Freehold Title certificate number (15.10.06.04.1.00096) covering an area of 19,560 M3
- Freehold Title certificate number (15.10.07.08.1.01016) covering an area of 19,986 M3
- Freehold Title Certificate number (15.10.06.04.1.00094) covering an area of 18.297M3

In addition, Kelompok Tani Tenera showed a certificate document Number 976/Ds-HPT/VI/2023 dated 21 June 2023 from the Head of Hampalit Village which explained that individual plantation land ownership is a maximum of 20 Ha with reference to PERPU No. 56 of 1960 article 1.

In this regard, Kelompok Tani Tenera is encouraged to continue to monitor the process of changing legal aspects of land ownership which is currently still in the process of delegating rights which are being processed by a Notary (on behalf of Defina Octarina SH) then the GRANT (*hiba*) process will be continued to the land agency of Katingan Regency. In this regard, the Kelompok Tani Tenera, is encouraged to continue to monitor the change process regarding the legal aspects of land ownership (**OFI**).

Milestone B

Based on documents verifications and interview with association managements it was known if the group manager has been maintain a list of members with their coordinates and maps. All smallholders / farmers members have legal or customary rights to use the land in accordance with national and local laws and customary practices as evidenced by the existence of documents showing the name of the farmer, legality of land ownership (SHM), coordinate points, geographical location, and map of plot locations.

Each plot has proof of land ownership in accordance with the land ownership documents. Based on the results of field visits, it is known that the farmers have been operating on their respective lands which are marked by the presence of stakes / markers between plots / land plots or other markers (trench, tree, midrib and so on).

Kelompok Tani Tenera has document boundary stone maintenance KELOMPOK TANI-TENERA-SOP-PSHM-29 dated 1 July 2017. All Group member conducted regularly maintenance every four months.

In addition to information related to the legality of land ownership, farmers also have clear boundaries in their respective areas. Auditor made field visits to several farmer, for example plot number 11.04, 11.05, and 11.08. There, it is clear that the boundaries of the member's land area are in arrears of pipe-shaped boundary stakes. Kelompok Tani Tenera conducts regular monitoring, this can be seen in the recording of the "Monitoring Report of Patok Plot" on March 22, 2023.

Status: Comply

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

2.2. Eligibility

There are no customary rights and traditional rights within the lands of Association member, all plots are areas with individual ownership rights in the form of Free Hold Title.

Based on verification of land titles documentation and stakeholder consultations, known that all smallholders land acquisition has been conducted before the establishment of the association. However, based on land titles verification and stakeholder consultations, known that the land acquisition processes have been made in participation manner in accordance with applicable regulation. Based on public consultation with plantation agency of Katingan Regency and Village Head of Hampalit obtained information if there are non report regarding land under member of Kelompok Tani Tenera.

Association as well as group manager has recorded all plantations information including production data for each farmer per month, recorded legality documents (Copy of land title documents), SPPL, and a copy of the smallholder member declaration. Documents verifications, interviews with associations management as well as farmers during field visit it was known if all members have signed and acknowledged membership requirements.

The results of the document review and interviews during the onsite audit, it is known that all members have signed the membership

requirements at the time of initial joining the farmer group and have known the membership requirements. The signing of a statement letter to join a farmer group was carried out for the period from February to May 2017 (update 30 August 2022), which contained a willingness to join, support and be involved in farmer group membership, a statement of compliance with all regulations, farmer group policy procedures. Support sustainable palm oil and RSPO certification, improve documentation, improve cultivation, environment and society.

Up to RC there are no new members in the farmer groups. From the results of interviews with several members of farmer groups, it is known that they have understood the requirements of members. Furthermore, as required in new standard of independent smallholders on 14 February 2022 Kelompok Tani Tenera and all members sign smallholders' declaration regarding RSPO Certification commitment as mentioned in annex 2.

Milestone A & Milestone B

Same with eligibility.

Status: Comply

2.3

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

Eligibility

Procedure of land conflict resolution was presented in document No. KELOMPOK TANI_TENERA-SOP-PKL-38, issued by Group Manager on July 1st 2017. However, based on hectare statement and operational map, it was informed that there were no land conflict within Tenera Smallholder Group operational areas. Furthermore based in interview community representative from Village of Hampalit, it could be concluded that land conflict or occupation within Tenera Smallholder Group operational areas were not exist. All areas were has Land Ownership Certificate which issued by National Land Agency of Katingan Regency.

The members of was consist of surrounding community which generally has family relationship or relatives of Group Manager. Since the first time of smallholder operational on September 2004 and starting of Group operational on May 2017, it was reported that land conflict were never been happened. Hence, involvement of para-military for security maintenance was never been happened as well. This matter has confirmed during field observation and interview with community representatives from Village of Hampalit and Group members.

Documents verifications, interviews with associations management as well as farmers during field visit it was known if all members have signed and acknowledged membership requirements. All members prior joint with the association need to complete the requirements as a prospective member, among others copy id cards, land ownerships evidence, family identity cards as well as statement letter of RSPO Certification commitment as mentioned in annex 2 are:

- Not clearing or acquiring land from indigenous peoples, local communities, or other users without their free, prior and informed consent (FPIC), based on a simplified FPIC approach.
- Resolve any existing disputes, disclosure for Land Tenure and Utilization History and Presence of Land Conflict. Information regarding land acquisition can also be seen in the Land Certificate or the Member's Ownership Certificate. Every sale and purchase of land is always based on the agreement of both parties witnessed by the parties including village officials.

The completeness document requirements for members have been checked and evaluated before joining and documented in the master list of farmer data which explains the completeness of member data. Associations can present several smallholders declarations / farmers' statement letters that been signed by members which interviewed during assessments.

Milestone A & Milestone B

Based on the results of field observations to smallholder's land parcels, it is observed that all the boundaries are clearly visible in the field, the boundaries formed in the form of poles or stakes. Based on observation, there was no planting beyond their land boundaries. Based on interviews with smallholders and the results of field observations there are no areas of smallholders who are in the process of dispute. furthermore, Group Manager ensure that group members lands are not claimed or contested by any third parties or local communities and there is no violation of customary rights and its confirmed with the result of public consultation with village head and plantation agency. If there is any land dispute, there will be go through the mechanism of communication and grievance.

Based on public consultation with plantation agency of Katingan Regency and Village Head of Hampalit obtained information if there are non report regarding land under member of Kelompok Tani Tenera. During audit Kelompok Tani Tenera present Disclosure Form for Land Tenure and Utilisation History and Presence of Land Conflict that known by Group Managers, based on auditor verifications

it was known there are potential land conflict in the members land.

Status: Comply

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

Eligibility

Referring to the overlay result of Kelompok Tani Tenera Operational map, Kelompok Tani Tenera location is outside the Forest Area (Nature Reserve/Nature Conservation Area, Protection Forest, Limited Production Forest, Permanent Production Forest or Convertible Production Forest) and is in Other Use Areas. All areas within the Kelompok Tani Tenera area have a Certificate of Ownership (SHM). This is inline with public consultation with Plantation Agency of Katingan District which mentioned the entire certification of Kelompok Tani Tenera in other uses area.

Milestone A & Milestone B

Same with Eligibility.

Status: Comply

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

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

Eligibility

Documents verifications, interviews with associations management as well as farmers during field visit it was known if all members have signed and acknowledged membership requirements. All members prior joint with the association need to complete the requirements as a prospective member, among others copy id cards, land ownerships evidence, family identity cards, as well as statement letter of RSPO Certification commitment as mentioned in annex 2, are:

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

Milestone A and Milestone B

Based on interview with manager group, there is no plan for new planting/land addition to the smallholder.

Status:

PRINCIPLE #3 RESPECT HUMAN RIGHTS, INCLUDING WORKERS' RIGHTS AND CONDITIONS

3.1 There is no use of forced labour.

Eligibility

Kelompok Tani Tenera showed their commitment regarding the prohibition of forced labor to all workers stated in workers management validated by the Manager of Kelompok Tani Tenera on 1 July 2017. Moreover, the no-force labor commitment also stated in smallholder land owners declaration revised in August 2022 signed by all smallholder land owners.

MS A

Kelompok Tani Tenera conducted a socialization regarding the group policies related to free and fair labor conducted on 6 May 2023. The socialization presented was including the prohibition of retention of identity documents, recruitment fees, contract substitution, involuntary overtime, lack of freedom of workers to resign, penalty for termination of workers, debt bondage, and withholding of wages. The socialization was attended by smallholders' workers and smallholders land owners.

MS B
Based on the interview with the Manager of Kelompok Tani Tenera, the member of Kelompok Tani Tenera and the harvesting workers, it's known that all workers who work were local workers and there was no identity detention and any indications of force labor. Kelompok Tani Tenera also showed the Work Agreement between the harvesting workers on behalf of Rafael Antonius dated on 2 January 2023. This document stated the responsibilities of both parties including the work rules, wages, employee treatment referring to BPJS regulations, leave permits, and resolving workers disputes. Based on the document review, there were no restrictions on access to workers identities and workers have freedom of movement and can declare their employment was freely chosen.

Status: Comply

3.2 Children are not employed or exploited. Work by children is acceptable on family farms, under adult supervision and when not interfering with education programmes. Children are not exposed to hazardous working conditions.

Eligibility

Smallholders showed the socialization related to the prohibition of child labor conducted on 6 May 2023 attended by smallholder's land owners and the workers. Based on the interviews with all sampled farmers and the workers, it's known that they had a good understanding regarding the prohibition of child labor. Besides, all smallholders land owners have signed their declaration in August 2023 which stated their commitment to not employed child under the age of 18 years old.

MS A
Kelompok Tani Tenera showed the decree No. 004/P-TNR/SK/VII/2017 on 1 July 2017 which was validated by the manager of Kelompok Tani Tenera. The decree stated that they do not employ underage workers (less than 18 years old). Kelompok Tani Tenera also showed their list of workers consisting of 6 harvesting workers, 4 maintenance workers, 1 harvesting foreman, and 1 maintenance workers in the age above 18 years old.

Based on the field observations and interviews with the workers and smallholder's land owners, it's known that there were no children or underage workers employed in their land area.

MS B
Same as MS-A.

Status: Comply

3.3 Workers' pay complies with minimum legal requirements, mandatory industry standards as defined by national law or collective bargaining, whichever takes priority in local regulations.

Are there workers on the farm? If no, SKIP

Eligibility

Kelompok Tani Tenera showed the decree No. 008/P-TNR/SK/II/2023 related to workers salary validated on 2 January 2023. The document stated the worker's salary determination of Kelompok Tani Tenera referred to the minimum wage of Katingan Hilir District of Rp. 3,230,700 per month or Rp. 129,228 per day. The document also stated that besides the basic wage, harvesting workers also received the allowance if they achieved the FFB more than the daily basic (1,200 Kg per day).

MS A
Kelompok Tani Tenera showed the workers' payslip for the period of April and May 2023, for instance:

- Harvesting worker on behalf of KH (initial) period of May 2023 received the basic salary Rp. 3,230,700, the allowance for FFB after basic Rp. 3,140,000, the allowance for achieving basic Rp. 221,000.
- Maintenance worker on behalf of SS (initial) period of May 2023, received the basic salary Rp. 3,230,700.
- Harvesting worker on behalf of SF (initial) period of May 2023 received the basic salary Rp. 3,230,700, the allowance for FFB after basic Rp. 2,459,500, the allowance for achieving basic Rp. 221,000.

In addition, the manager of Kelompok Tani Tenera also provided free staple food for all workers. Based on the document review, it's known that there was no discrimination against vulnerable groups as seen in the payslip's document for male and female workers which prove that they received the same wage without any discrimination.

MS B

Same as MS-A.

Status: Comply

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

Are there workers on the farm? If no, SKIP

Eligibility

Kelompok Tani Tenera showed their commitment to respect workers' right to submit their complaints/grievances (if any) stated on the procedure No. KELOMPOK TANI_TENERA-SOP-K-25 validated by the Head of Kelompok Tani Tenera on 1 July 2017. This procedure explained the mechanism for resolving complaints submitted by external parties and internal parties. Moreover, it's also stated the method for submitting complaints by telephone and text message if there was any reports of irregularities, fraud, violations and morality within the Kelompok Tani Tenera.

MS A

Kelompok Tani Tenera has carried out the socialization regarding the mechanism for workers complaints on 6 May 2023 attended by all workers including the smallholder's land owners. Based on the interviews with the workers and the smallholder's land owners, it's known that they received the socialization regarding the mechanism of handling workers grievances in 2023.

MS B

Based on the interviews with the maintenance and harvesting workers, it's found that the workers had a good understanding related to submit complaints and the media of submitting complaints. In fact, there was no complaints from the workers regarding the facilities, manpower abusing rights, and others.

Status: Comply

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

Eligibility

Kelompok Tani Tenera is committed to ensure the welfare of its workers by providing housing, water, electricity, and safe working condition as stated in smallholder's land owners' declaration signed by all members in August 2022. Besides, the group also have the procedure in identifying hazard area or any other aspects No. POKTAN_TENERA -SOP-IAB-04, PPE procedure No. POKTAN_TENERA-SOP-APD-11, and also Medical Check Up No. POKTAN_TENERA-SOP-PKK-24.

MS A

Kelompok Tani Tenera showed the planned training program for the period of 2023 validated by the Manager of Kelompok Tani Tenera in January 2023. In this document, the group manager has determined a training program for 2023, for instance the training planned to be held in June 2023 related to safe working conditions were fire emergency response training, the direction use of fire extinguishers, and first aid training. Besides, based on the interviews with all workers in field, it's known that they received the training related to the importance of PPE.

Based on the field visit and the interviews with the workers, it's known that they had a good understanding and show their implementation of their mandatory PPE in the working area. For instance, the harvesting workers wore helmet, boots, gloves, and the uniform provided by the groups. Kelompok Tani Tenera also cooperated with BM Medical in order to conducting workers medical check-up which were carried out once a year, for example on 12 June 2023 a worker on behalf of SS (maintenance worker by initial) conclude in healthy condition.

Moreover, Kelompok Tani tenera also registered their workers in Health Insurance (BPJS Kesehatan) and Social Security Insurance (BPJS Ketenagakerjaan), proven as follows:

- Health insurance for 12 workers period of May 2023 paid on 8 May 2023.
- Social Security insurance for 12 workers period of May 2023 paid on 23 May 2023.

MS B

Based on the field visit, it's known that Kelompok Tani Tenera provided the adequate housing area located in pals 4, first aid supplies in working areas handled by the foreman, PPE facilities for all workers (including the spare if there's a damaged PPE), access to toilets located in Kelompok Tani Tenera Office and the housing area, and the adequate water to drink.

Based on the interview with workers in field, it's known that all provided facilities were free to all workers.

Status: Comply

3.6

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

Are there workers on the farm? If no, SKIP

Eligibility

Kelompok Tani Tenera showed their written commitment regarding the prohibition of sexual harassment in the workplace and supports a non-discrimination policy regardless of race, ethnicity, religion and origin validated by The Head of Kelompok Tani Tenera on 1 July 2017. Besides, it's also stated in the group declaration in August 2023 signed by all smallholders land owners.

MS A

The group has conducted the socialization regarding the non-discrimination policies on 6 May 2023 attended by all workers and the smallholder's land owners. Based on the interviews with the workers, it's known that they had a good understanding regarding the existing policies related to non-discrimination and any harassment forms.

MS B

Based on the field visit in the harvesting plot, there was no indication of any discrimination, harassment, or abuse. Moreover, based on the interviews with harvesting and manuring workers, they stated that all workers worked freely without any felt of discrimination, harassment or abuse. All manpower system went fairly in order to create the safe working space. Moreover, the interview with the head of Hampalit Village also stated that there was no negative record against Kelompok Tani Tenera in such discrimination, harassment, or violence.

Status: Comply

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

4.1

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

4.1

Eligibility

Kelompok Tani Tenera can show a commitment document to protect HCV and HCS forests through a precautionary practice approach from each member which is contained in the statement letter of RSPO Certification commitment Kelompok Tani Tenera which has been signed by each member. Result of documents verification, interview with group management as well as its members during field visit, it is known if all members have signed and acknowledged membership requirements. All members prior joint with Kelompok Tani Tenera need to complete the requirements as a prospective member, among others copy id cards, land ownerships evidence, family identity cards and etc. Furthermore, the members also need to sign several documents as follows:

- Farmers' statement letter of willingness to follow the RSPO certification as mentioned in annex 2
- Statement letter of Smallholder Declaration as mentioned in annex 2
- Statement letter of RSPO Certification commitment as mentioned in annex 2.

All member has committed to protecting HCV and HCS forests through a precautionary practice approach. This is contained in Statement letter of Smallholder Declaration as mentioned in annex 2. Kelompok Tani Tenera has determined their conservation area with prudence by including locations outside the scope of certification as HCV areas. The total area of HCVs contained within the scope of certification is 1.05 hectares in the form of river border.

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

Milestone A

Kelompok Tani Tenera already has a work program for the management of High Conservation Value Areas for the 2023 period. Some of the planned activities include socialization of HCV, monitoring of the prohibition of spraying in HCV areas, maintenance of HCV

boundary fences, maintenance of HCV signboards and HCV training.

Kelompok Tani Tenera shows documentation of the maintenance and enhancement of HCV zones in the operational areas, for example:

- Minutes of socialization of HCV area to employees on 07 May 2023, located at PAL IV and attended by 10 employees. Kelompok Tani Tenera can show documentation and attendance list for the socialization.
- Minutes of maintenance of HCV sign board on 07 May 2023. Kelompok Tani Tenera can show documentation of the activity.

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

Milestone B

Kelompok Tani Tenera identified areas with high conservation values in March 2017 conducted by Bumitama Gunajaya Agro (BGA) under the guidance of the RSPO for independent smallholders in managing high conservation values in established oil palm plantations (criterion 5.2), version 2.4, 9 December 2015. The study has covered all member of the group. This activity is carried out because independent smallholders must meet the RSPO principles and criteria to obtain certification. Kelompok Tani Tenera also has SOP No. POKTAN_TENERA-SOP-HCV-26 regarding HCV Management Program. Based on results of initial identification, it is known that there is Lake Toman which is categorized as HCV 4.1. In this case, Kelompok Tani Tenera shows HCV management documents, including: installation of signs, socialization to employees and the surrounding community and planting of woody plants in the HCV area.

In the implementation of HCV management, Kelompok Tani Tenera also has provide information board regarding to protected fauna and flora in several places in smallholders' farm. Besides, Kelompok Tani Tenera has conducted socialization to employees and farmers which was held on 07 May 2023. The training material covering also explained about the importance of maintaining and conserving HCVs and HCS forests, human-wildlife conflict and mitigation efforts, and RTE species and important ecosystems. The results of interviews with all sample farmers concluded that all members are aware of RTE, HCV and HCS forest species in their area. The resource persons were also able to explain the precautionary practices applied in their area, including:

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

Status: Comply

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

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

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

- Any existing land disputes
- Ownership and land use status
- Source of farm labor.

Milestone A

Independent smallholder has made the template for disclosure of areas without Prior HCV Assessment since November 2005 planting after November 2005-2015 did not open plantations in primary forest. Kelompok Tani Tenera has attached an email communication with the RSPO as follows:

- 31 December 2017 from RSPO membership (membership@rspo.org) regarding an RSPO membership application that still lacks remediation and compensation documents.
- 03 January 2018 from representative of Kelompok Tani Tenera regarding the delivery of HCV Assessment Disclosure Template of Kelompok Tani Tenera.
- 10 January 2018 from RSPO (nanda.ismael@rspo.org) to RSPO Compensation (rspocompensation@rspo.com) regarding the stages of verification of disclosure documents by RSPO Compensation.
- 11 January 2018 from RSPO Compensation (rspocompensation@rspo.com) regarding confirmation of receipt of HCV Assessment Disclosure Template document of Kelompok Tani Tenera from RSPO (nanda.ismael@rspo.org) as well as additional documents needed in the form of shapefiles of farm and HCV Assessment Report for LUCA checking stage (which will then go through the RaCP if there is a non-compliance land clearance category).
- 06 February 2018 from representative of Kelompok Tani Tenera regarding the delivery of HCV Identification based on the RSPO Guidance for Independent Smallholders on Managing HCV in Established Oil Palm Plantation and the shapefile of the farmers. This was replied by RSPO on the same date due to the shapefile which could not be opened. On the same date, the RSPO (nanda.ismael@rspo.org) also sent an email regarding the acceptance of RSPO members of Kelompok Tani Tenera.
- 21 February 2018 from RSPO which states “for independent smallholder only disclosure is required for the membership application. For LUCA and HCV Assessment, it is required for the next step remediation and compensation procedure (RaCP). RSPO will share Shape File to the reviewer for LUCA Analysis when the reviewer is available.”

Kelompok Tani Tenera is independent smallholders. In conclusion, based on the RSPO Remediation & Compensation Procedure approved by BOG on November 16, 2015, the remediation and compensation procedure does not apply to independent smallholders seeking certification.

Milestone B

Kelompok Tani Tenera is independent smallholders. In conclusion, based on the RSPO Remediation & Compensation Procedure approved by BOG on November 16, 2015, the remediation and compensation procedure does not apply to independent smallholders seeking certification.

Status: Comply

4.3

New plantings of independent smallholders, since November 2019:

- Do not replace any HCVs
- Do not replace any HCS forests as defined by the simplified combined HCV-HCS approach
- Are not on steep slopes (more than 25 degrees or as in NI)
- Are not on peat areas of any depth.

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

4.3

Eligibility

Based on document verification of planting year data, the last planting year of Kelompok Tani Tenera is 2015. Based on result of document verification, there is no plan to plant new oil palm inside or outside the current certification area according to long-term plan of 5 years. Results of interviews with group managers and sample farmers also stated same thing. Regarding replanting in conservation areas, all members have signed a declaration not to carry out new plantings in HCV or HCS forests, on steep slopes or on peat. In addition, for all the current Kelompok Tani Tenera members, there are no areas with these qualifications.

Milestone A & Milestone B

There is no new planting or new member in Kelompok Tani Tenera since established in May 2017.

Status: Comply

4.4

Where smallholder plots exist on peat, subsidence and degradation of peat soils is minimised by use of best management practices.

Do any smallholders within the group have existing plots on peat? If no, SKIP

Eligibility, Milestone A, Milestone B

Information of soil properties is presented in document of Soil Map (Scale 1:25,000), which informed there were six soil type in Kelompok Tani Tenera operational areas, e.g. *Placaquods*, *Troposamants*, *Dystropepts*, *Tropudults*, *Dystropepts* and *Placaquods*. Based on field overview, it was known that in general land slope condition was flat to undulating and there were no presence of peat soil within operational areas. Hence, it could be concluded that there are no fragile soil on the accessed areas. Main limitation were seems mainly due to low fertility and sandy soil texture.

Status: Comply

4.5

Plots on peat are replanted only on areas with low risk of flooding or saline intrusion as demonstrated by a risk assessment.

Do any smallholders within the group have plans for replanting plots that are located on peat? If no, SKIP

Eligibility, Milestone A, Milestone B

Information of soil properties is presented in document of Soil Map (Scale 1:25,000), which informed there were six soil type in Kelompok Tani Tenera operational areas, e.g. *Placaquods*, *Troposamants*, *Dystropepts*, *Tropudults*, *Dystropepts* and *Placaquods*. Based on field overview, it was known that in general land slope condition was flat to undulating and there were no presence of peat soil within operational areas. Hence, it could be concluded that there are no fragile soil on the accessed areas. Main limitation were seems mainly due to low fertility and sandy soil texture. On the other hand, the oldest planting year in the operational area of the Kelompok Tani Tenera was the 2004 planting year that based on interviews with the management representatives it was found that in the next 5 years there is no plan to carry out replanting activities.

Status: Comply

4.6

Fire is not used on the oil palm plot for preparing land or for pest control, nor open fire for waste management on the farm.

Eligibility

Kelompok Tani Tenera showed their policy related to the prohibition of burning in land clearing, pest control, and any waste management as stated in point 7 of The Commitment of Kelompok Tani Tenera signed by the Manager of Kelompok Tani Tenera on 1 July 2017. Moreover, the latest declaration of smallholder's land owners in August 2022 also stated their commitment to not burning for preparing land or pest control.

MS A

Kelompok Tani Tenera has demonstrated the realization of training to employees regarding the prohibition of using fire in plantation operations, for example the socialization on 6 March 2023 for all workers and the member of Kelompok Tani Tenera regarding the ban on the use of fire for land clearing, pest control and waste management. Kelompok Tani Tenera also provided training related to fire respond, as follows:

- The usage of fire extinguishers training conducted on 25 May 2023 for Kelompok Tani Tenera and the surrounding communities.
- Firefighting training conducted on 13 May 2023.

Based on the field visit in plots 5.01, it's known that there's no burning activities or any burnt area.

MS B

Based on field observations and interviews with the workers, it's known that Kelompok Tani Tenera has provided training to employees regarding the prohibition of using fire in field operations (as explained in MS-A section). It was further explained that during the audit activity, there were no replanting or new plantings activities.

Based on the document review, it's known that the group the pest management carried out in mechanical-physical control and chemical control, as follows:

- The minutes of pheromone traps installation for *Oryctes rhinocerus* on 06 February 2023.
- The analysis of the use of pesticide ingredients for the period June 2022-May 2023. The document explained that the pesticides used were the pesticide with Glyphosate and Methyl Metsufuron as the active ingredients with a total usage of 1,068.80 Kg in May 2023.

Regarding the waste management, the group provided organic and inorganic waste bins for domestic waste in workers' housing, and chemicals used were stored in the prepared Kelompok Tani Tenera waste storage warehouse.

Status: Comply

4.7

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

4.7

Eligibility

Kelompok Tani Tenera has a policy No 005 / P-TNR / SK / VII / 2017 dated 1 July 2017 to protect the water boundaries located within the area of Kelompok Tani Tenera. The form of planning that is taken is not spraying around the river border area. Kelompok Tani Tenera has also identified a riparian buffer zone within the group with result that there are members who are members of Kelompok Tani Tenera that have a riparian zone in their plantation area with a total area of 1.05 ha. All group members represented from sample members have also signed a declaration not to carry out new plantings in riverbank areas which can be demonstrated in statement of commitment document to protect HCV and HCS forests through precautionary practice approach of each member as contained in statement letter of RSPO Certification commitment of each member.

Milestone A

Kelompok Tani Tenera has provided training to all group members related to riparian/buffer zone which is shown in the following types of documents:

- Minute of training regarding to HCV area on 07 May 2023 to 9 participants including members and employees held by representative of group management.
- Minute of training regarding to manuring technique on 05 June 2023 to 5 employees held by representative of group management.
- Minute of socialization of spraying technique on 09 June 2023 to 5 employees held by representative of group management.

The training materials are attached in all of the above documents. Based on the results of interviews with sample of farmer members and manuring workers, information was obtained that all respondents could demonstrate all their knowledge related to the results of the training and had been applied in their respective fields. Result of the interview with Kelompok Tani Tenera members also showed that members are aware of prohibition of burning for preparing land or pest control which was suggested by Kelompok Tani Tenera.

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

Based on the results of verification of OFI in the previous assessment, Kelompo Tani Tenera has SOP of HCV Management Program No. POKTAN_TENERA-SOP-HCV-26 which contains procedures for HCV management, one of which is the establishment of buffer zone boundaries in HCV 4.1. Based on the results of field observations to the HCV 4.1 Plot 11.03 area, it is known that HCV management has been carried out by setting a buffer zone boundary using wooden stakes as far as 3 oil palm trees along the HCV 4.1 border. The results of field observations also show that there are no indications of the application of chemicals such as fertilizers and sprays in the buffer zone area of HCV 4.1. Kelompok Tani Tenera's HCV Area Management & Monitoring Report document made in June 2023 also informs that the management of the HCV 4.1 area includes the installation of HCV guardrails and maintenance of the signboard which was last carried out on 07 May 2023.

Milestone B

Based on result of verification of HCV document and maps of distribution of member lands, it is shown that there are lands belonging to Kelompok Tani Tenera members located on river borders. The entire area is protected and designated as an HCV area with a total area of 1.05 Ha. Some of activities planned are marking of area boundaries and prevention and control of land fire hazards. Types of derivative activities that will be carried out include making signboards prohibiting land clearing by burning, installing a signboard for prohibiting spraying completely, and prohibiting hunting signboards. Result of interview also showed that members were aware of the management of river border buffer zones including action plans to maintain and/or increase river border buffer zones such as not applying chemicals such as fertilizers and pesticides, or not replanting in river border areas. Kelompok Tani Tenera also has SOP No. POKTAN_TENERA-SOP- concerning HCV Management Program. Smallholders maintain and increase riparian buffer zone areas as evidenced by interviews and field visits. Results of interview with all sample members stated that they already know how to manage riparian areas such as not using agrochemical for palm oil management in riparian areas.

	Status: Comply	
4.8 Pesticides are used in ways that do not endanger health of workers, family, communities or the environment.		
<p>Eligibility The commitment related to the phase out of paraquat and any pesticides categorized as WHO Class 1A or 1B stated in the smallholder land owners declaration revised in August 2022 signed by all smallholder land owners. Besides, the group management decree number 008/P-TNR/SK/VIII/2017 dated on 3 August 2017 also stated the group commitment not to use class 1A and 1B herbicide.</p> <p>MS A Kelompok Tani Tenera showed training documents on best management practices for pesticides, such as socialization and training on the risks of using (especially for pregnant and breastfeeding women), storage and disposing of used pesticide packaging which was conducted on 9 May 2023 attended by pesticide application workers and the smallholder's members including their family members.</p> <p>Based on the interviews with the workers and sampling smallholders land owners, it's known that they all had a good understanding related to the pesticide usage, storage and disposal of pesticides and prohibition of pesticide application by pregnant and breastfeeding women.</p> <p>MS B During the audit, there were no pesticide application activities in the field. There was only fertilization activities did by the same personnel who worked as pesticide application. Based on interviews with the maintenance workers and the document review of pesticide usage record, it's known that the group only use the pesticides with the active ingredients <i>Methyl metsufuron</i> and <i>Glyphosate</i>. Based on the field observations in the pesticide storage warehouse, there wasn't any pesticides with <i>Paraquat dichloride</i> or pesticides categorized by WHO in class 1A or 1B as the active ingredients.</p>		
	Status: Comply	
4.9 The group and smallholders manage pests, diseases, weeds and invasive introduced species using appropriate techniques, including but not limited to Integrated Pest Management (IPM) techniques.		
<p>4.9 Eligibility N/A</p> <p>Milestone A Kelompok Tani Tenera shows statement letter regarding the reduction of the use of chemicals with the active ingredient paraquat which includes an appeal to reduce the use of paraquat and prohibits making new purchases and has been signed on 03 January 2023 by members of the Kelompok Tani Tenera.</p> <p>Kelompok Tani Tenera has conducted training related to the safe use of chemicals, IPM, and weed management, for example:</p> <ul style="list-style-type: none"> • Chemical mixing technique training on 09 May 2023 which took place at the farmer group office and was attended by 5 employees. Kelompok Tani Tenera can show documentation and attendance list for the socialization activity. • Spraying technique training on 09 June 2023 which took place at the farmer group's office and was attended by 5 employees. Kelompok Tani Tenera can show documentation and attendance list for the socialization activity. • Pest control training on 09 June 2023 which took place at the farmer group's office and was attended by 5 employees. Kelompok Tani Tenera can show documentation and attendance list for the socialization activity. <p>Based on interviews with upkeep workers in Plot 1.06 revealed that Kelompok Tani Tenera always provides training to employees regarding the use of safe chemicals, IPM, and weed management. They also has been able to demonstrate their technical skill in the field, as well as describe prohibition areas to be sprayed. All upkeep workers have been attended training for BMP for IPMs above. Result of interview with sample farmers also shows that they have good understanding related to work activities in the field including spraying activities, as well as describe prohibition areas to be sprayed such as HCV area.</p> <p>Milestone B Kelompok Tani Tenera already has statement letter document signed by all members of group on 03 January 2023 which contains point D.15 that prohibition of using fire to prepare land or control pests and point D.17 that prohibition of using paraquat. Kelompok</p>		

Tani Tenera also shows evidence regarding the use of an IPM approach to minimize the use of pesticides and herbicides in their estate by utilizing the beneficial plant type *Turnera subulata*:

- Minutes of the Turnera subulate nursery on January 2, 2023 located at PAL 1.
- Minutes of the Turnera subulate planting on March 7, 2023, located at PAL 4.

Based on field observations in PAL 1 revealed that Kelompok Tani Tenera had utilized the beneficial plant of the *Turnera subulata* type for controlling nettle caterpillar and also to minimize the use of pesticides.

Status: Comply

3.2 Conformity Checklist of Certificate and Trademark Use

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

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

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

NCR No. :		Issued by :	
Date Issued :		Time Limit :	
NC Grade :		Date of Closing :	
Standard Ref. & Requirement :			
Evidence observed (filled by auditor): During the audit process, the auditor team did not identify non-conformity with the RSPO Independent standard			
Non-Conformance Description (filled by auditor):			
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 :			

3.3.2 Identification of Findings, Corrective Actions and Observations at Recertification Assessment

NCR No. :		Issued by :	
Date Issued :		Time Limit :	
NC Grade :		Date of Closing :	
Standard Ref. & Requirement :			
Evidence observed <i>(filled by auditor):</i> During the audit process, the auditor team did not identify non-conformity with the RSPO Independent standard			
Non-Conformance Description <i>(filled by auditor):</i>			
Root Cause Analysis <i>(filled by organization audited):</i>			
Correction <i>(filled by organization audited):</i>			
Corrective Action <i>(filled by organization audited):</i>			
Assessor Evaluation and Conclusion <i>(filled by auditor):</i>			
Verified by :			

3.3.3. Opportunity for Improvement

No	Ref. Std.	Description
1	2.1	<p>In the previous standard (RSPO Independent Smallholder Standard, 6 November 2019) it was stated that the total land owned by individuals is not more than 50 Ha which is the accumulation of the total land ownership wherever the location is located. Furthermore, in the RSPO Independent Smallholder Standard, Indonesia National Interpretation for the Production of Sustainable Palm Oil 2020, endorsed by the RSPO Board of Governors on 14 February 2022, it is stated that the maximum area of individual ownership is 20 Ha and the total area is the accumulation of total land ownership wherever it is located.</p> <p>In relation to the above, at the time of the previous assessment, there were farmers who had land above 20 Ha, related to this, on June 1, 2022, the person concerned has been granted part of his land to other parties who are still members of the farmer group so that the current total area is not more than 20 hectares. Ha. The current grant process is in the process of being approved by the relevant agencies regarding changes to land ownership documents including STDB and SPPL. Kelompok Tani Tenera showed the GRANT letter document dated June 1, 2022 to on behalf of Fajar Mega Sari with the following details:</p> <ul style="list-style-type: none"> - Freehold Title certificate number (15.10.06.04.1.00096) covering an area of 19,560 M3 - Freehold Title certificate number (15.10.07.08.1.01016) covering an area of 19,986 M3 - Freehold Title Certificate number (15.10.06.04.1.00094) covering an area of 18.297M3 <p>In addition, Kelompok Tani Tenera showed a certificate document Number 976/Ds-HPT/VI/2023 dated 21 June 2023 from the Head of Hampalit Village which explained that individual plantation land ownership is a maximum of 20 Ha with reference to PERPU No. 56 of 1960 article 1.</p> <p>In this regard, Kelompok Tani Tenera is encouraged to continue to monitor the process of changing legal aspects of land ownership which is currently still in the process of delegating rights which are being processed by a Notary (on behalf of Defina Octarina SH) then the GRANT process will be continued to the land agency of Katingan Regency. In this regard, the Kelompok Tani Tenera, is encouraged to continue to monitor the change process regarding the legal aspects of land ownership.</p>

3.3.4. Noteworthy Positive Components

No	Description
1	The commitment from farmer groups to implement sustainable palm oil principles.
2	The document presentation and assistance during audit activities by responsive.
3	Have CSR programs and realization that are right on target
4	Improving the economy of the surrounding community
5	Have a commitment in the management of HCV areas

3.4 Summary of Arising Issues from Public and Auditor Verification.

Public Issues (Institution/ NGO/Community)	Auditor Verification
<p>Environmental Agency of Katingan Regency.</p> <p>Kelompok Tani Tenera has complied with applicable regulations related environmental. All smallholder has had license “<i>Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup</i>” (SPPL). There is no land fire has occurred in the operational area of Kelompok Tani Tenera in last 1 year period. There are no complaints from stakeholder related environmental issue.</p>	<p>There’s no negative issue need to be further clarification.</p>
<p>Head of Hampalit Village</p> <ul style="list-style-type: none"> • The Kelompok Tani Tenera has realized aids such as mosque construction, Umroh etc. • There are no issues related to conflicts or land disputes. • There are no issues related to the Kelompok Tani Tenera activities such as environmental pollution and fires. • The Kelompok Tani Tenera has good relations and communication with community representatives. • The majority of people’s livelihoods are planting oil palm. • Hampalit community, who were the previous land owners, had no problems with land compensation. Many people work in the company as a compensation on communities’ land. 	<p>There are no issues that need to be verified further, all information obtained from the results of the interviews has been submitted to the relevant indicators.</p>
<p>Plantation Agency of Katingan Regency</p> <p>Kelompok Tani Tenera already has business permit for all farmers in Form of STD-B. Group manager also have good communication with The agency. Kelompok Tani Tenera location is outside the Forest Area (Nature Reserve/Nature Conservation Area, Protection Forest, Limited Production Forest, Permanent Production Forest or Convertible Production Forest) and is in Other Use Areas. There is no complaint from local residents about operational Activity of kelompok tani.</p>	<p>There was no negative issue that need further verification.</p>
<p>General Assistent</p> <ul style="list-style-type: none"> • The Kelompok Tani Tenera has provided a livable house • The Kelompok Tani Tenera has three sources of water and good sanitation. • The Kelompok Tani Tenera has managed waste by separating organic and inorganic waste • No hazardous and toxic waste was found in the Kelompok Tani Tenera housing. 	<p>There are no issues that need to be verified further, all information obtained from the results of the interviews has been submitted to the relevant indicators</p>

4.0 CERTIFIED ORGANISATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY

4.1 Formal Sign-off of Assessment Findings

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.

Signed on behalf of:

Kelompok Tani Tenera
Management Representative

Mutuagung Lestari
Lead Auditor



Thursday, 06 July 2023



Leonada
Thursday, 06 July 2023

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

No	Institution/ NGO/ Community	Address	Phone/ Email	Form of Communication	Date of Contact	Response	
						Yes	No
1	Environmental Agency of Katingan Hilir District	Katingan Hilir District	-	Via telephone	20 June 2023	√	
2	Land Agency of Katingan Hilir District	Katingan Hilir District	-	-	-		√
3	Plantation Agency of Katingan Hilir District	Katingan Hilir District	-	Direct Interview	20 June 2023	√	
4	Hampalit village	Katingan Hilir District	-	Direct Interview	20 June 2023	√	
5	7 smallholder's land owners	Katingan Hilir District	-	Direct Interview	20 and 21 June 2023	√	
6	6 harvesting workers	Katingan Hilir District	-	Direct Interview	20 June 2023	√	
7	3 upkeep workers	Katingan Hilir District	-	Direct Interview	20 June 2023	√	
8	Sawit Watch	Indonesia	info@sawitwatch.or.id	Email	14 June 2023		√
9	WWF	Indonesia	wwf-indonesia@wwf.or.id	Email	14 June 2023		√
10	WALHI	Indonesia	informasi@walhi.or.id	Email	14 June 2023		√
11	AMAN	Indonesia	rumahaman@cbn.net.id	Email	14 June 2023		√

Appendix 2. Assessment Program

DATE	19 – 22 June 2023	
PROGRAM	PROCESSES / CLAUSES TO BE AUDITED	AUDITOR
Monday, 19 June 2023		
11.00 – 12.00	JAKARTA → Palangkaraya (JT-866)	All Auditor
12.00 – 15.00	From the airport to the audit location	
15.00 – 16.00	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) 	All Auditor
16.00 – 17.00	Verification of Basic Information : <ul style="list-style-type: none"> • FFB Production Data • Scope of Certification • Map 	
Tuesday, 20 June 2023		
08.00 – 12.00	Aspect to be verified: <ul style="list-style-type: none"> • Implementation of Legal Aspect (Land Ownership, Legal Boundaries); • Implementation of Agronomy Aspect (Harvesting, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring,) • Implementation of Environmental, Conservation/HCV and Waste Management Aspect • Implementation of Occupational Health & Safety Aspect • Implementation of Employment Procedure and Mechanism Aspect 	All Auditor
12.00 – 14.00	Break	
14.00 – 15.30	<ul style="list-style-type: none"> • Continued field observation and interview with stakeholders 	All Auditor
15.30 – 16.30	<ul style="list-style-type: none"> • Document review and completing audit checklist. 	All Auditor
16.15 – 17.00	<ul style="list-style-type: none"> • Progress Audit Presentation 	All Auditor
Wednesday, 21 June 2023		
08.00 – 12.00	Public consultation with stakeholder <ul style="list-style-type: none"> • Stakeholders consultation by phone to related agencies • Public consultation with village officials around the audit site Document review and completing audit checklist.	All Auditor
12.00 – 14.00	Break	
14.00 – 16.30	<ul style="list-style-type: none"> • Document review and completing audit checklist. 	All Auditor
16.30 – 17.00	<ul style="list-style-type: none"> • Presentation of Daily Progress. 	
Thursday, 22 June 2023		

DATE	19 – 22 June 2023	
PROGRAM	PROCESSES / CLAUSES TO BE AUDITED	AUDITOR
07.30 – 08.00	Internal discussion by auditor team preparing for Closing Meeting	All Auditor
08.00 – 09.30	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 	
10.00 – 13.00	AUDIT LOCATION → PALANGKARAYA	
13.50 - ...	PALANGKARAYA → JAKARTA (QG-453)	

Appendix 3. Smallholder Data

No	Smallholder Name	Location	Coordinate		Area (Ha)		FFB Production (MT/Year)	Yield (MT/Ha/Year)	Projection FFB Production (MT/Year)	Yield (MT/Ha/Year)	Date of Joining	Date of Leaving
			Latitude	Longitude	Total	Production						
Katingan District, Kalimantan Tengah Province, Indonesia												
1	Adnan Tirta Mayogia	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°49'57.9458532" S 1°49'58.2983184"	E 113°8'58.3410768" E 113°9'4.255632"	2.98	2.98	78.43	26.34	80.00	26.87	1 February 2017	-
2	Alex Suyanto	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°51'50.1241392"	E 113°9'4.6953"	2.51	2.51	69.10	27.52	70.48	28.07	1 February 2017	-
3	Candra Saputra	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°51'10.68237" S 1°51'12.0287052"	E 113°8'45.8504916" E 113°8'43.8114048"	3.83	3.83	150.96	39.44	153.98	40.23	1 February 2017	-
4	Endang Fitri Subekti	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°51'8.456634" S 1°51'9.9882828"	E 113°8'50.1302544" E 113°8'48.2513028"	3.86	3.86	152.18	39.44	155.22	40.23	1 February 2017	-
5	Eritrina Magri Kurniawan S.	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°51'15.430842" S 1°51'7.1445852"	E 113°8'55.8531708" E 113°8'53.1971376"	4.36	4.36	34.43	7.90	39.99	9.18	1 February 2017	-
6	Eritrina Monoyuniasih	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°51'10.375722" S 1°51'11.3837544"	E 113°8'47.101488" E 113°8'44.8144836"	3.90	3.90	154.02	39.44	157.10	40.23	1 February 2017	-

No	Smallholder Name	Location	Coordinate		Area (Ha)		FFB Production (MT/Year)	Yield (MT/Ha/Year)	Projection FFB Production (MT/Year)	Yield (MT/Ha/Year)	Date of Joining	Date of Leaving
			Latitude	Longitude	Total	Production						
		District, Katingan District, Kalimantan Tengah Province, Indonesia										
7	Erna Catur Purnawati	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°51'11.1614868"	E 113°8'54.4618356"	2.07	2.07	16.32	7.90	21.52	10.42	1 February 2017	-
8	Erna Setyowati	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°51'31.76019" S 1°51'28.3302936"	E 113°8'49.3301796" E 113°8'54.3763608"	4.92	4.92	119.07	24.21	121.45	24.70	1 February 2017	-
9	Fajar Mega Sari	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°54'51.0864372" S 1°54'57.453948" S 1°50'15.8227548" S 1°51'38.3652828"	E 113°10'32.695014" E 113°10'28.0863372" E 113°8'58.3084968" E 113°9'21.6600732"	14.01	14.01	257.56	18.37	262.71	18.74	1 February 2017	-
10	Fajar Syamsudin	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°50'5.6163588" S 1°53'58.8325092" S 1°51'36.9366264"	E 113°9'3.4432488" E 113°10'21.0885132" E 113°9'24.5517768"	5.95	5.95	136.59	22.96	139.33	23.42	1 February 2017	-
11	Fasokah	Hampalit Village, Katingan Hilir Sub District, Katingan District Kalimantan Tengah Province, Indonesia	S 1°51'52.8635628"	E 113°8'59.0513964"	2.59	2.59	71.22	27.52	72.65	28.07	1 February 2017	-

No	Smallholder Name	Location	Coordinate		Area (Ha)		FFB Production (MT/Year)	Yield (MT/Ha/Year)	Projection FFB Production (MT/Year)	Yield (MT/Ha/Year)	Date of Joining	Date of Leaving
			Latitude	Longitude	Total	Production						
12	Gia Diana Syafitri	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°54'59.8998132" S 1°55'2.0496504" S 1°49'59.9566296" S 1°51'16.6588164"	E 113°10'33.7694916" E 113°10'28.2357984" E 113°9'0.8623296" E 113°9'16.4414304"	7.62	7.62	232.22	30.46	236.86	31.07	1 February 2017	-
13	H. Sugiarno	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°54'51.4025604" S 1°54'51.2472636" S 1°55'6.0893832" S 1°50'8.7753876" S 1°50'5.8446564"	E 113°10'38.3373192" E 113°10'29.9347392" E 113°10'28.2905472" E 113°9'3.5755308" E 113°9'8.6712768"	19.05	16.19	723.61	38.01	738.08	38.77	1 February 2017	-
14	Hadi Susilo	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°55'19.8317856" S 1°53'38.3910072" S 1°51'36.9132264" S 1°51'42.8136876"	E 113°10'31.1764692" E 113°10'5.8692936" E 113°8'51.5667336" E 113°8'58.4728584"	11.03	11.03	307.75	27.90	313.91	28.46	1 February 2017	-
15	Haryono	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°51'2.71368" S 1°51'9.175104"	E 113°8'51.7801884" E 113°8'49.172802"	4.70	4.70	97.81	20.81	99.77	21.22	1 February 2017	-
16	Hj. Lasmi	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°54'55.437498" S 1°55'1.5750732" S 1°55'7.8390084"	E 113°10'38.6552244" E 113°10'31.539522" E 113°10'26.5593432"	11.28	8.70	309.20	27.40	315.39	27.95	1 February 2017	-
17	Jalu Saputra	Hampalit Village, Katingan Hilir Sub District, Katingan	S 1°54'15.5555496" S 1°53'21.4187892"	E 113°9'58.999104" E 113°9'50.4201204"	6.53	6.53	143.41	21.97	146.28	22.41	1 February 2017	-

No	Smallholder Name	Location	Coordinate		Area (Ha)		FFB Production (MT/Year)	Yield (MT/Ha/Year)	Projection FFB Production (MT/Year)	Yield (MT/Ha/Year)	Date of Joining	Date of Leaving
			Latitude	Longitude	Total	Production						
		District, Kalimantan Tengah Province, Indonesia										
18	Okta Dwi Indriana	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°53'36.9351168" S 1°53'54.123342"	E 113°10'11.17722" E 113°10'19.0198452"	5.44	5.44	147.29	27.06	150.24	27.60	1 February 2017	-
19	Parizon	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°53'4.3370484"	E 113°9'57.5353908"	2.66	2.66	72.27	27.17	73.72	27.71	1 May 2017	-
20	Parti	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°51'23.8278348"	E 113°9'6.1668828"	6.60	6.60	223.63	33.88	228.11	34.56	1 February 2017	-
21	Purwanto	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°50'2.3972424" S 1°53'55.8197916" S 1°53'42.4689612" S 1°51'22.385862"	E 113°9'2.7992664" E 113°10'15.9166128" E 113°10'18.2913204" E 113°9'22.0728996"	7.83	7.83	173.38	22.14	176.84	22.58	1 February 2017	-
22	Samawati	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°55'16.2078708" S 1°53'35.3054364"	E 113°10'29.1788508" E 113°10'20.0261316"	5.03	5.03	142.19	28.25	145.04	28.82	1 February 2017	-
23	Sarsini Lilis Ujianti	Hampalit Village, Katingan Hilir Sub	S 1°53'20.5888092" S 1°51'43.0289208"	E 113°9'40.0372272" E 113°9'12.7573128"	9.04	9.04	285.27	31.57	290.97	32.20	1 February 2017	-

No	Smallholder Name	Location	Coordinate		Area (Ha)		FFB Production (MT/Year)	Yield (MT/Ha/Year)	Projection FFB Production (MT/Year)	Yield (MT/Ha/Year)	Date of Joining	Date of Leaving
			Latitude	Longitude	Total	Production						
		District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°51'7.9282872"	E 113°9'10.105938"								
-24	Sri Suharni	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°53'53.4522192" S 1°53'34.1592504" S 1°51'35.5135536" S 1°51'41.1492816"	E 113°10'22.8061164" E 113°10'23.6321724" E 113°9'27.4354848" E 113°9'15.7547556"	8.46	8.46	232.23	27.46	236.88	28.01	1 February 2017	-
25	Sugiantoro	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°53'54.5530128" S 1°53'42.1476756" S 1°51'39.7865016" S 1°51'13.4079264"	E 113°10'9.9804216" E 113°10'22.5703452" E 113°9'18.7761276" E 113°9'7.2050508"	9.46	9.46	291.23	30.80	297.05	31.42	1 February 2017	-
26	Sumaji	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°51'39.718116" S 1°51'45.6532848"	E 113°8'52.2618108" E 113°9'0.1533132"	4.71	4.71	129.57	27.52	132.16	28.07	1 February 2017	-
27	Sumarno	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°55'12.345654"	E 113°10'28.330968"	1.44	1.44	42.50	29.47	43.35	30.06	1 February 2017	-
28	Sunarwi	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°53'45.5503884" S 1°53'47.51385"	E 113°10'15.799519" E 113°10'23.042316"	3.99	3.99	108.05	27.06	110.21	27.60	1 February 2017	-

No	Smallholder Name	Location	Coordinate		Area (Ha)		FFB Production (MT/Year)	Yield (MT/Ha/Year)	Projection FFB Production (MT/Year)	Yield (MT/Ha/Year)	Date of Joining	Date of Leaving
			Latitude	Longitude	Total	Production						
29	Tini	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°51'41.7261492" S 1°51'47.9808144"	E 113°8'53.7824436" E 113°9'1.5924492"	5.17	5.17	142.21	27.52	145.05	28.07	1 February 2017	-
30	Trias Luhur Amengku	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°54'51.3310284" S 1°54'52.5887388" S 1°51'32.3065152" S 1°51'2.374236"	E 113°10'35.4876204" E 113°10'26.6730312" E 113°9'31.8356496" E 113°9'13.0516704"	13.28	13.28	333.75	25.13	340.42	25.63	1 February 2017	-
31	Waluyo	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°53'54.2189544" S 1°51'20.0792628" S 1°51'25.847352"	E 113°10'25.553208" E 113°9'13.0216392" E 113°9'9.9316512"	6.62	6.62	225.66	34.08	230.17	34.76	1 February 2017	-
32	Winarto	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°51'23.95251" S 1°51'27.7913556"	E 113°9'16.1324712" E 113°9'3.606552"	4.65	4.65	112.64	24.21	114.90	24.70	1 February 2017	-
33	Yami	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°50'18.2771196" S 1°53'48.0141384" S 1°53'47.6389464" S 1°51'19.5382152"	E 113°8'52.3815396" E 113°10'18.924906" E 113°10'26.1945264" E 113°9'19.226898"	7.24	7.24	157.95	21.83	161.11	22.26	1 February 2017	-
34	Zainul Arifin	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan	S 1°51'20.36484" S 1°51'30.0591756"	E 113°9'4.0645332" E 113°8'51.6760476"	4.84	4.84	117.24	24.21	119.58	24.70	1 February 2017	-

No	Smallholder Name	Location	Coordinate		Area (Ha)		FFB Production (MT/Year)	Yield (MT/Ha/Year)	Projection FFB Production (MT/Year)	Yield (MT/Ha/Year)	Date of Joining	Date of Leaving
			Latitude	Longitude	Total	Production						
		Tengah Province, Indonesia										
35	Akhmad Ikmal	Hampalit Village, Katingan Hilir Sub District, Katingan District, Kalimantan Tengah Province, Indonesia	S 1°54'55.8881928" S 1°55'0.4132344"	E 113°10'53.0456232" E 113°10'53.076288"	6.28	6.28	175.96	28.03	179.48	28.59	1 October 2017	-
Total					223.92	218.48	6,166.91	28.43	6,300	28.84		

