

***Roundtable on Sustainable Palm Oil Certification
RSPO***

[✓] Surveillance

Name of Management : Rimba Harapan Sakti Palm Oil Mill - PT Rimba Harapan Sakti, subsidiary of Organisation Wilmar International Ltd.

Plantation Name : PT Rimba Harapan Sakti - Rimba Harapan Sakti-1 Estate and Rimba Harapan Sakti-2 Estate

Location : Village of Pematang Limau, Sub District of Seruyan Hilir, District of Seruyan, Province of Kalimantan Tengah, Indonesia

Certificate Code : **MUTU-RSPO/083**

Date of Initial Registration : 08 December 2015

Date of Last Issued : 22 October 2020 Date of Last Issued : 08 December 2023

Date of Certificate Expiry : 07 December 2025 Date of Certificate Expiry : 07 December 2024

Assessment	Assessment Date	PT. Mutuagung Lestari Tbk Auditor	Reviewed by	Approved by
ASA 1.3	4 – 8 September 2023	Moh Arif Yusni (Lead Auditor Witnessing), Radytio Puspanjana (Lead Auditor Witnessed), Ririn Sipayung, Johannes Kapri Pandiangan and Iwan Perala	Rahmat Abdiansyah	Leonada

Assessment	Approved by MUTUAGUNG LESTARI on:
ASA 1.3	08 October 2023

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Figure 1. Location Map of PT Rimba Harapan Sakti

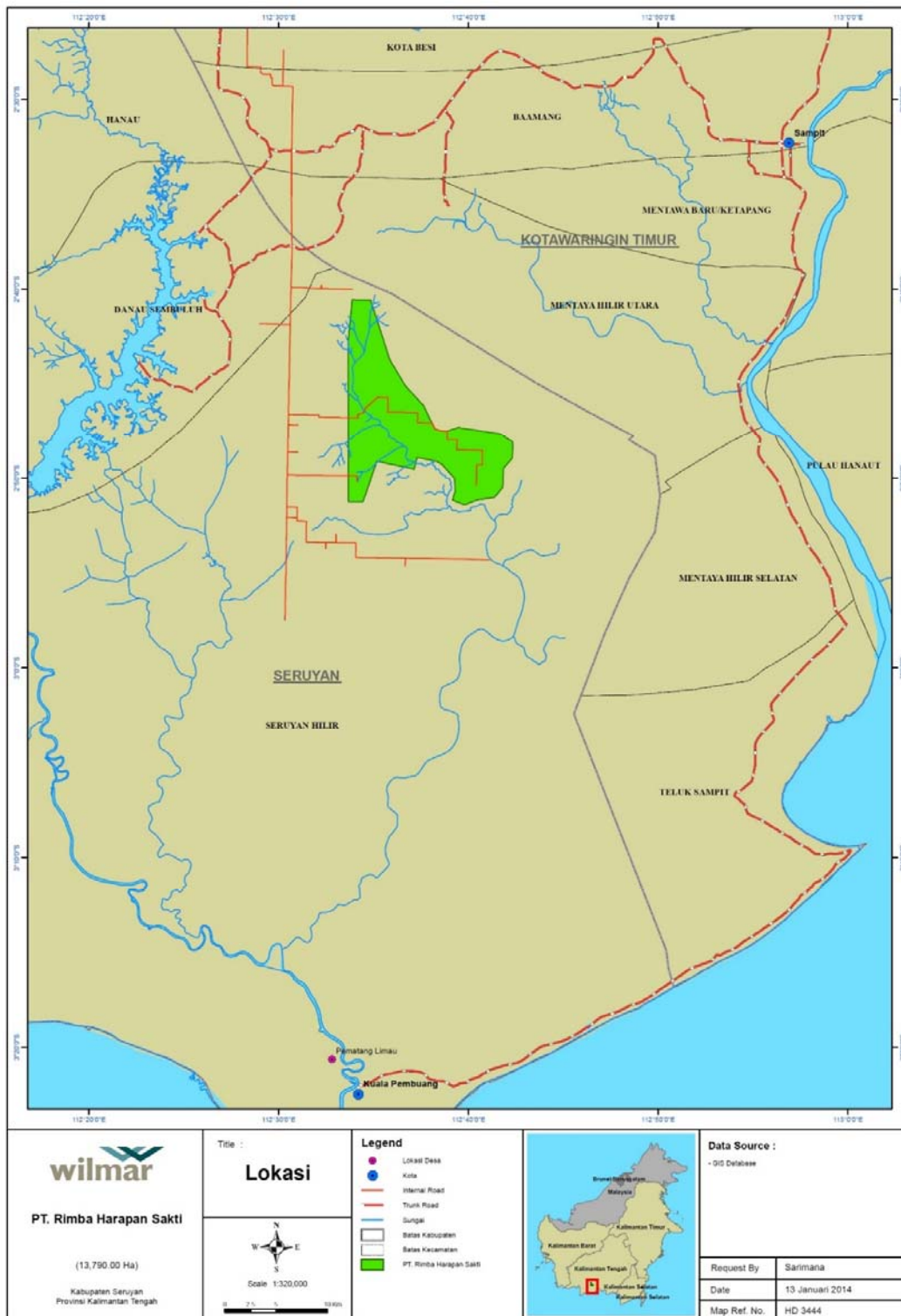
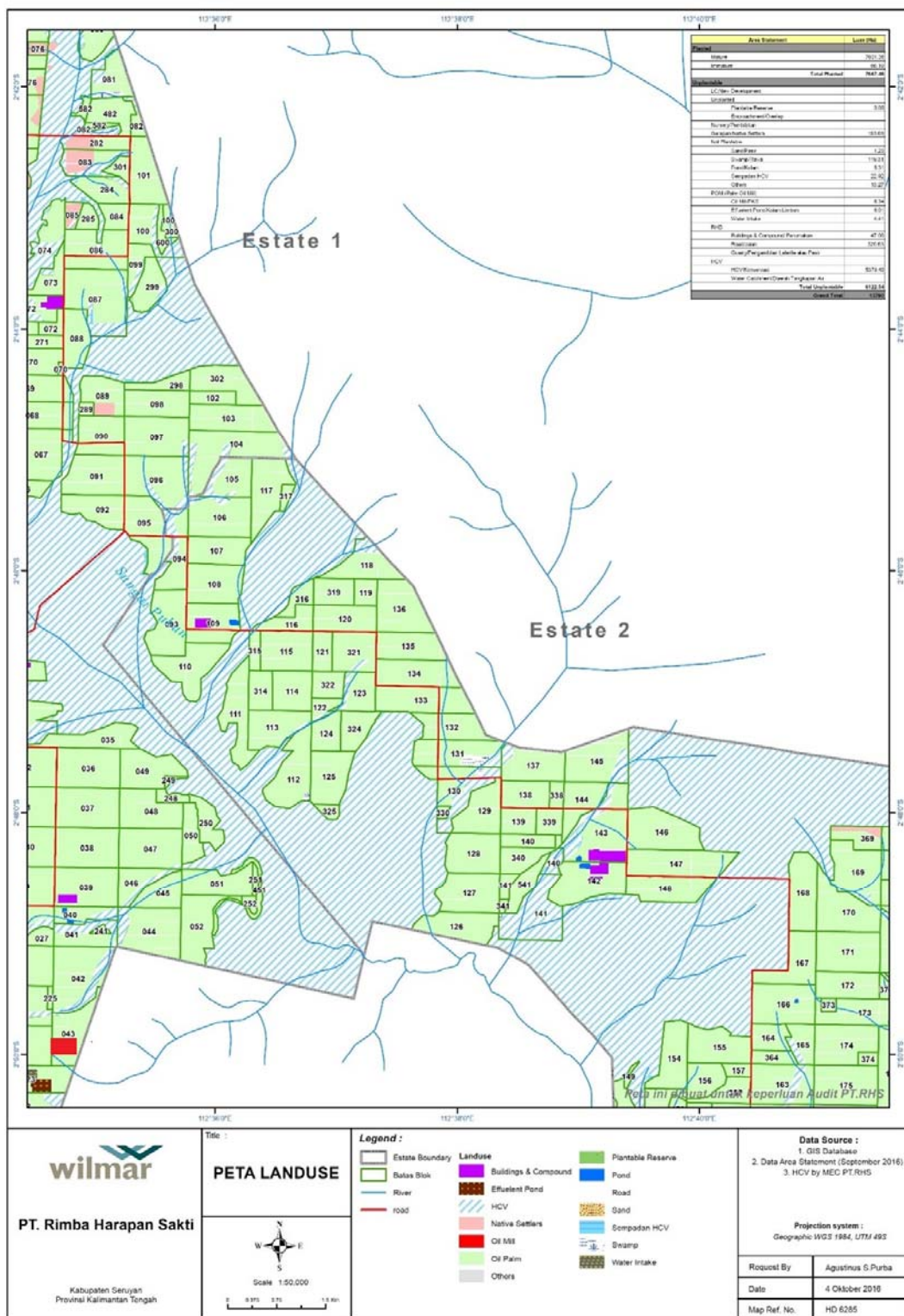


Figure 2. Operational Map of PT Rimba Harapan Sakti



Abbreviations Used

AK3U	:	<i>Ahli K3 Umum</i> (Occupational Safety and Health Expert)
AMDAL	:	<i>Analisis Mengenai Dampak Lingkungan</i> (Environmental Impact Analysis)
ASA	:	Annual Surveillance Assessment
BMP	:	Best Management Practices
BPJS	:	<i>Badan Penyelenggara Jaminan Sosial</i> (Social Insurance)
CB	:	Certification Body
CH	:	Certificate Holder
CLA	:	Collective Labor Agreement
CPO	:	Crude palm oil
CSPK	:	Certified Sustainable Palm Kernel
CSPO	:	Certified Sustainable Palm Oil
CSR	:	Corporate Social Responsibility
DLH	:	<i>Dinas Lingkungan Hidup</i> (Environment Agency)
EFB	:	Empty Fruit Bunches
EIA	:	Environment Impact Assessment
FFB	:	Fresh Fruit Bunch
FPIC	:	Free, Prior, Informed and Consent
FR	:	Fatality Rate
GHG	:	Green House Gas
GRIT	:	<i>Ganti Rugi Tanam Tumbuh</i> (compensation for growing crops)
HCS	:	High Carbon Stock
HCV	:	High Conservation Value
HGU	:	<i>Hak Guna Usaha</i> (Land Use Title/Right or Cultivation Right)
HK	:	<i>Hari Kerja</i> (Working Day)
ID	:	<i>Identity</i>
ILO	:	International Labor Organization
IPM	:	Integrated Pest Management
ISCC	:	International Sustainability Carbon Certification
ISPO	:	Indonesia Sustainable Palm Oil
IUP	:	<i>Izin Usaha Perkebunan</i> (Plantation Business Permit)
JK	:	<i>Jaminan Kematian</i> (Died Insurance)
JKK	:	<i>Jaminan Kecelakaan Kerja</i> (Work Accident Insurance)
KLHK	:	Kementerian Lingkungan Hidup dan Kehutanan (Ministry of Environmental and Forestry)
KMS	:	<i>Koperasi Makmur Sejahtera</i> (Makmur Sejahtera Cooperative)
KSY	:	Kerry Sawit
KUD	:	<i>Koperasi Unit Desa</i> (Cooperative)
kWh	:	Kilowatt hour
LA	:	Land Application
LCC	:	Legume Cover Crop
LD	:	Lethal Dosage
MCU	:	Medical Check Up
MOU	:	Memorandum of Understanding
MSDS	:	Material Safety Data Sheet
MSPO	:	Malaysia Sustainable Palm Oil
NGO	:	Non-Government Organization
OFI	:	Opportunity For Improvement
OHS	:	Occupational Health and Safety
PIC	:	Person In Charge
PK	:	Palm Kernel

PLC	:	Public Limited Company
POM	:	Palm Oil Mill
POME	:	Palm Oil Mill Effluent
PP	:	<i>Peraturan Pemerintah</i> (Government Regulation)
PPE	:	Personal Protective Equipment
P2K3	:	<i>Panitia Pembina Keselamatan dan Kesehatan Kerja</i>
PT	:	<i>Perseroan Terbatas</i> /Limited Corporation
QC	:	Quality Control
RHS	:	Rimba Harapan Sakti
RKL-RPL	:	<i>Rencana Pengelolaan dan Pemantauan Lingkungan</i> (Environment Management and Monitoring Plan)
RSPO	:	Roundtable on Sustainable Palm Oil
RTE	:	Rare, Threatened and Endangered
SCCS	:	Supply Chain Certification System
SIA	:	Social Impact Assessment
SOP	:	Standard Operations Procedure
SR	:	Severity Rate
STP	:	Sarana Titian Permata
TTE	:	Tanda Terima Elektronik
TPKD	:	Team Penanggulangan Keadaan Darurat
UNFCCC	:	United Nations Framework Convention on Climate Change
WTP	:	Water Treatment Plan
WWTP	:	Waste Water Treatment Plant

1.0	SCOPE of the CERTIFICATION ASSESSMENT		
1.1	Assessment Standard Used	<ul style="list-style-type: none">RSPO Certification Systems for Principles & Criteria and RSPO Independent Smallholder Standard, endorsed on 12 November 2020.Indonesia National Interpretation of Principles and Criteria for Sustainable Palm Oil Production 2018, endorsed on 20th April 2020.	
1.2	Organisation Information		
1.2.1	Organisation name listed in the certificate	PT Rimba Harapan Sakti subsidiary of Wilmar International Limited.	
1.2.2	Contact person	Jules Sonny Parapat	
1.2.3	Organisation address and site address	<ul style="list-style-type: none"><u>RSPO registered company:</u> 56 Neil Road Singapore, Singapore 088 030.<u>Indonesian Head Office:</u> Multivision Tower Lt. 15 Jl. Kuningan Mulya Blok B9, Kuningan, Jakarta 12980 – Indonesia.	
1.2.4	Telephone	(62-21) 2938 0777	
1.2.5	Fax	-	
1.2.6	E-mail	jules.parapat@id.wilmar-intl.com	
1.2.7	Web page address	www.wilmar-international.com	
1.2.8	Management Representative who completed the application for certification	Jules Sonny Parapat (Indonesia Certification Lead)	
1.2.9	Registered as RSPO member	2-0017-05-000-00, 16 th August 2005	
1.3	Type of Assessment		
1.3.1	Scope of Assessment and Number of Management Unit	Palm Oil Mill and supply base: Rimba Harapan Sakti Mill, Rimba Harapan Sakti-1 Estate, Rimba Harapan Sakti-2 Estate.	
1.3.2	Type of certificate	Single	
1.4	Locations of Mill and Plantation		
1.4.1	Location of Mill		
	Name of Mill	Location	Coordinate
			LatitudeLongitude
	Rimba Harapan Sakti POM	Pematang Limau Village, Sub District of Seruyan Hilir, Seruyan District, Province of Kalimantan Tengah, Indonesia	S 02° 50' 09"E 112° 34' 22"
1.4.2	Location of Certification Scope of Supply Base		
	Name of Supply Base	Location	Coordinate
			LatitudeLongitude
	Rimba Harapan Sakti-1 Estate	Pematang Limau Village, Sub District of Seruyan Hilir, Seruyan District, Province of Kalimantan Tengah, Indonesia	S 02° 46' 39"E 112° 34' 14"
	Rimba Harapan Sakti-2 Estate	Pematang Limau Village, Sub District of Seruyan Hilir, Seruyan District, Province	S 02° 48' 23"E 112° 39' 21"

	of Kalimantan Tengah, Indonesia						
1.5	Description of Area Statement						
1.5.1	Tenure						
	• State		13,789.75 Ha				
	• Community		- Ha				
1.5.2	Area Statement						
	• Total area		13,789.75	Ha			
	• Mature area		7,687.43	Ha			
	• Immature area		29.27	Ha			
	• Mill		17.36	Ha			
	• Road, housing, drainage		371.45	Ha			
	• Occupation		125.34	Ha			
	• HCV		5,379.45	Ha			
	• Unplantable		179.45	Ha			
*) there is 16.13 Ha of planted area is HCV area so total of HCV area is 5395.58 Ha							
1.6	Planting Year and Cycles						
1.6.1	Age profile of planting year						
	Planting Year	Hectarage (Ha)		Total			
		RHS-1 Estate	RHS-2 Estate				
	2009	2,607.58	692.44	3,300.02			
	2010	638.82	2,558.81	3,197.63			
	2011	180.57	234.62	415.19			
	2012	437.82	132.53	570.35			
	2013	129.80	44.15	173.95			
	2016	24.09	-	24.09			
	2018	-	6.20	6.20			
	Sub Total Mature	4,018.68	3,668.75	7,687.43			
	2020	29.27	-	29.27			
	Sub Total Immature	29.27	-	29.27			
	TOTAL	4,047.95	3,668.75	7,716.70			
1.6.2	New Planting area after January 2010		- Ha				
1.6.3	Planting Cycle		2 nd Cycle				
1.7	Description of Mill and Supply Base						
1.7.1	Description of Mill						
	Name of Mill	Capacity (tonnes/ hour)	FFB Processed (tonnes/year)	CPO		Palm Kernel	
				Out put (tonnes)	Extraction (%)	Out put (tonnes)	Extraction (%)
	RHS POM	45	192,574.78	38,592.33	20.04	8,674.21	4.50
	*Production data source from August 2022 – July 2023						

1.7.2	Description of Certification Scope of Supply Base						
	Name of Estate	Total Area (Ha)	Production Area (Ha)	FFB (tonnes/year)	Yield (tonnes/ha /year)	Supplied to Mill	
						FFB (tonnes/yea r)	%
	RHS-1 Estate	7,043.40	4,018.68	89,510.89	22.27	84.177,06	94.04%
	RHS-2 Estate	6,746.35	3,668.75	75,068.15	20.46	71.448,07	95.18%
	TOTAL	13,789.75	7,687.43	164,579.04	21.41	155.625,13	94.56%
	<i>*Production data source from August 2022 – July 2023</i> <i>*A few of RHS-1 FFB were sent to KSY POM-1, KSY POM 2, and STP POM-2</i>						
1.7.3	FFB description from other source						
	Name of Sources/Organisation (RSPO certified / non- certified)	Type of Organisation	Number of Smallholders	Production Area (Ha)	Supplied to Mill		
					FFB (tonnes/year)		
	KSY2 (kebun certified lain)	PT. Kerry Sawit Indonesia (Wilmar)	-	4,794.56	2,335.92		
	KSY3 (kebun certified lain)	PT. Kerry Sawit Indonesia (Wilmar)	-	2,514.83	12,594.05		
	STP1 (non certified)	PT. Sarana Titian Permata (Wimar)	-	5,312.52	86.11		
	STP2 (non certified)	PT. Sarana Titian Permata (Wimar)	-	6,324.52	2,728.82		
	STP3 (non certified)	PT. Sarana Titian Permata (Wimar)	-	5,285.08	8,866.11		
	KUD KOSUDRA (non certified)	PT. Kerry Sawit Indonesia (Wilmar)-Scheme Smallholder	568	1,031.38	7,849.97		
	AKUD KMS (RHS PLASMA) (non certified)	PT. Rimba Harapan Sakti (Wilmar)	355	364.54	2,317.8		
	KUD SEJAHTERA (non certified)	PT. Kerry Sawit Indonesia (Wilmar)-Scheme Smallholder	435	856.67	73.02		
	PT.STP POM 2 (non certified)	PT. Sarana Titian Permata (Wimar)	-	-	240.15		
	TOTAL					37,091.95	
		<i>*Production data source from August 2022 – July 2023</i>					
1.7.4	Product categories			FFB, CPO, PK			
1.8	Tonnage of Product						
1.8.1	Past Annual Claim Certified Product		Last Year Projected Certified Volume (MT)		Last Year Actual Certified Volume (August 2022 to July 2023) (MT)		
	FFB Processed		164,200		170,555.10		
	CPO Production		36,200		34,214.80		
	Palm Kernel (PK) Production		7,400		7,746.52		
1.8.2	Product selling						
	Type of selling product		Actual selling product for last year				

		(August 2022 to July 2023) (MT)						
	CSPO sold as RSPO certified product	34,147.26						
	CSPK sold as RSPO certified product	7,613.15						
	CSPO sold under other scheme	0						
	CSPK sold under other scheme	0						
	CSPO sold as conventional	0						
	CSPK sold as conventional	0						
1.8.3	Estimate of Certified FFB Claim							
	Name of Estate(s)	Total Area (Ha)	Production Area (Ha)	FFB (tonnes/year)	Yield (tonnes/ha/year)			
	RHS 1 Estate	7,043.40	4,018.68	100,100	24.91			
	RHS 2 Estate	6,746.35	3,668.75	79,700	21.72			
	TOTAL	13,789.75	7,687.43	179,800	23.32			
	<i>*Projected FFB production for 12 months of certificate August 2022 – July 2023</i>							
1.8.4	Estimate of Certified Palm Product Claim							
	Name of Mill	Capacity (tonnes/ hour)	FFB Processed (tonnes/year)	CPO		Palm Kernel		Supply Chain Module
				Out put (tonnes)	Extraction (%)	Out put (tonnes)	Extraction (%)	
	RHS Mill	45	179,800	37,182.64	20.68	8,108.98	4.51	MB
	<i>*Projected CSPO and CSPK production for 12 months of certificate</i>							
1.9	Other Certifications							
	Others			Italian Scheme for Biofuels and Bioliquids certificate number IT18/SBB135.				
1.10	Time Bound Plan							
1.10.1	Time Bound Plan for Other Management Units							
	Management Unit		Estate (Supply Base)	Time Bound Plan	Location	Status		
	Mill	Time Bound Plan						
	Indonesia – Kalimantan Region							
	Mustika Sembuluh 1 POM	2010	Mustika Sembuluh 1	2010	Central Kalimantan	Certified		
			Mustika Sembuluh 2	2010	Central Kalimantan	Certified		
	Mustika Sembuluh POM 2 (PT Mustika Sembuluh)	2015	Mustika Sembuluh 3	2010	Central Kalimantan	Certified		
			KUD Bitu Maju Bersama	2014	Central Kalimantan	Certified		
	Kerry Sawit Indonesia 1 POM	2011	Kerry Sawit Indonesia 1	2011	Central Kalimantan	Certified		
			Kerry Sawit Indonesia 2	2011	Central Kalimantan	Certified		
	Kerry Sawit Indonesia 2 POM	2015	Kerry Sawit Indonesia 3	2011	Central Kalimantan	Certified		
			KUD Karya Bersama	2026	Central Kalimantan	-		
			KUD Sejahtera Bersama	2026	Central Kalimantan			
			KUD Tabiku Makmur	2026	Central Kalimantan			

(PT Kerry Sawit Indonesia)		KUD Kosudra	2026	Central Kalimantan	
Bumi Sawit Kencana POM	2013	Bumi Sawit Kencana 1	2013	Central Kalimantan	Certified
(PT Bumi Sawit Kencana)		Bumi Sawit Kencana 2	2013	Central Kalimantan	Certified
POM 1 and POM 2 (PT Sarana Titian Permata)	2026	Sarana Titian Permata 1	2026	Central Kalimantan	-
		Sarana Titian Permata 2	2026	Central Kalimantan	-
		Sarana Titian Permata 3	2026	Central Kalimantan	-
Mentaya Sawit Mas POM (PT Mentaya Sawit Mas)	2015	Mentaya Sawit Mas 1	2015	Central Kalimantan	Certified
		Mentaya Sawit Mas 2	2015	Central Kalimantan	Certified
		KUD Karya Makmur Pahrangan	2026	Central Kalimantan	-
Rimba Harapan Sakti POM (PT Rimba Harapan Sakti)	2015	Rimba Harapan Sakti 1	2015	Central Kalimantan	Certified
		Rimba Harapan Sakti 2	2015	Central Kalimantan	Certified
		Serba Usaha Makmur Sejahtera Cooperative	2026	Central Kalimantan	-
Karunia Kencana Permaisejati POM (PT Karunia Kencana Permaisejati)	2017	Karunia Kencana Permaisejati 1	2017	Central Kalimantan	Certified
		Karunia Kencana Permaisejati 2	2017	Central Kalimantan	Certified
		Karunia Kencana Permaisejati 3,	2017	Central Kalimantan	Certified
Agro Nusa Investama POM (PT Agro Nusa Investama (Sambas))	2019	Agro Nusa Investama (Sambas) Estate	2019	West Kalimantan	Certified
		KUD Cempaka Biru	2019	West Kalimantan	Certified
		KUD Sentama Lestari	2019	West Kalimantan	Certified
		Sri Maram Estate	2026	West Kalimantan	-
		Sri Maram Cooperative	2026	West Kalimantan	-
		Pusaka Abadi Nan Jaya Cooperative	2026	West Kalimantan	-
		Anugrah Semaro Cooperative	2026	West Kalimantan	-
Bumipratama Khatulistiwa POM (PT Bumi Pratama Khatulistiwa)	2016	Bumi Pratama Khatulistiwa Estate	2016	West Kalimantan	Certified
		PT Buluh Cawang Plantation	2026	West Kalimantan	-
		KUD Tuah Jubata	2026	West Kalimantan	-
Agro Nusa Investama (Landak) POM PT Agronusa Investama - Pahauman	2023	PT Agronusa Investama Pahauman Estate	2026	West Kalimantan	-
		Pratama Procentindo Estate (PT Pratama Procentindo)	2026	West Kalimantan	-
Agro Palindo Sakti POM (PT Agro Palindo Sakti 2)	2023	Agro Palindo Sakti Estate	2026	West Kalimantan	-
		Putra Indotropical Estate	2026	West Kalimantan	-

		(PT Putra Indotropical Estate)			
		Daya Landak Plantation Estate (PT Daya Landak Plantation)	2026	West Kalimantan	-
		Indoresin Putra Mandiri (PT Indoresin Putra Mandiri)	2026	West Kalimantan	-
Indonesia – Sumatera Region					
Pinang Awan POM (PT Perkebunan Milano)	2009	Sei Daun	2009	North Sumatera	Certified
		Batang Saponggol	2009	North Sumatera	Certified
		Marbau	2009	North Sumatera	Certified
Tania Selatan POM (PT Tania Selatan)	2010	Burnai Barat	2010	South Sumatera	Certified
		Burnai Timur	2010	South Sumatera	Certified
Kencana Sawit Indonesia POM (PT Kencana Sawit Indonesia)	2011	Kencana Sawit Indonesia (Division 1, Division 2 and Division 3)	2011	West Sumatera	Certified
AMP Plantation POM (PT AMP Plantation)	2011	AMP I	2011	West Sumatera	Certified
		AMP II	2011	West Sumatera	Certified
		AMP III	2011	West Sumatera	Certified
		AMP IV	2011	West Sumatera	Certified
		Primatama Mulia Jaya	2011	West Sumatera	Certified
		Tompek Tapian Kandis cooperative	2014	West Sumatera	Certified
		Mutiara Sawit Jaya cooperative	2014	West Sumatera	Certified
		Bukit Sandiang Tigo cooperative	2014	West Sumatera	Certified
		Agro Wira Masang cooperative	2014	West Sumatera	Certified
Buluh Cawang Plantation POM (PT Buluh Cawang Plantation)	2012	Bumi Arjo	2012	South Sumatera	Certified
		Dabuk Rejo	2012	South Sumatera	Certified
		Sukamulya	2012	South Sumatera	Certified
		Bambu Kuning	2012	South Sumatera	Certified
Gersindo Minang Plantation POM (PT Gersindo Minang Plantation)	2012	Gersindo Minang Plantation	2012	West Sumatera	Certified
		Permata Hijau Plantation 1	2012	West Sumatera	Certified
		Permata Hijau Plantation 2	2012	West Sumatera	Certified
		PT Permata Hijau Pasaman (block 22)	2026	West Sumatera	-
Daya Labuhan Indah	2013	Wonosari	2013	North Sumatera	Certified

	POM (PT Daya Labuhan Indah)		Sei Deras	2013	North Sumatera	Certified
			Cabang Dua (PT Milano)	2013	North Sumatera	Certified
	Murini Samsam POM (PT Murini Sam Sam)	2015	Murini Sam Sam Estate	2015	Riau	Certified
			Part of PT Murini Samsam areas (466 ha)	2026	Riau	-
	Musi Banyuasin POM (PT Musi Banyuasin Indah)	2023	Sei Selabu	2026	South Sumatera	-
			Sei Jarum	2026	South Sumatera	-
			Agro Palindo Sakti Estate	2022	South Sumatera	Certified
	Sinarsiak Dianpermai POM (PT Sinarsiak Dianpermai)	2023	Sinarsiak Dianpermai Estate	2026	Riau	-
	Agro Indah Persada 2 POM (PT. Agroindo Indah Persada)	2023	Agrindo Indah Persada Estate	2026	Bangko – Jambi	-
	Malaysia					
	Sapi POM (PPB Oil Palms Berhad)	2008	Sapi 1	2008	Sandakan, Sabah, Malaysia	Certified
			Sapi 2	2008	Sandakan, Sabah, Malaysia	Certified
			Kiabau	2008	Sandakan, Sabah, Malaysia	Certified
	Reka Halus POM (PPB Oil Palms Berhad)	2008	Reka Halus	2008	Sandakan, Sabah, Malaysia	Certified
	Sabahmas POM (PPB Oil Palms Berhad)	2008	Sabahmas	2008	Lahad Datu, Sabah, Malaysia	Certified
	Saremas 1 POM (PPB Oil Palms Berhad)	2010	Saremas	2010	Bintulu, Serawak, Malaysia	Certified
			Saremas 2 (Div D)	2010	Bintulu, Serawak, Malaysia	Certified
			Suai	2010	Bintulu, Serawak, Malaysia	Certified
	Saremas 2 POM (PPB Oil Palms Berhad)	2010	Saremas 2 (exclude Div D)	2010	Bintulu, Serawak, Malaysia	Certified
			Kaminsky	2010	Bintulu, Serawak, Malaysia	Certified
			Segarmas	2010	Bintulu, Serawak, Malaysia	Certified
	Ribubonus (PPB Oil Palms Berhad)	2010	Ribubonus	2010	Sandakan, Sabah, Malaysia	Certified
	Terusan POM (PPB Oil Palms Berhad)	2010	Terusan 1 + 2	2010	Sandakan, Sabah, Malaysia	Certified
			Rumidi	2010	Sandakan, Sabah, Malaysia	Certified

				Malaysia	
Sri Kamusan POM (PPB Oil Palms Berhad)	2011	Sri Kamusan	2011	Sandakan, Sabah, Malaysia	Certified
		Hibumas 1	2011	Sandakan, Sabah, Malaysia	Certified
		Hibumas 2	2011	Sandakan, Sabah, Malaysia	Certified
		Jebawang	2011	Sandakan, Sabah, Malaysia	Certified
		Sekar Imej	2011	Sandakan, Sabah, Malaysia	Certified
		Sapi Sugut	2011	Sandakan, Sabah, Malaysia	Certified
		Laba Utama (Div of Jebawang)	2023	Sandakan, Sabah, Malaysia	Acquired in 2019, 3 years till certification deadline (2022); but postponed till 2023 due to Covid-19 which impeded movement of ssessor for SIA, HCV/ HCS assessments
Suburmas POM (PPB Oil Palms Berhad)	2023	Suburmas	2023	Bintulu, Serawak, Malaysia	Added into Wilmar Membership in 2018, 3 years till certification deadline (2021); but postponed till 2023 due to Covid-19 which impeded movement of assessor for SIA, HCV/ HCS assessments
Africa					
BOPP POM, Biase Plantation Limited	2014	Adum Banzo	2014	Western Region, Ghana	Certified
		Scheme Smallholder	2014	Western Region, Ghana	Certified
-	-	Treboum Smallholders	2023	Western Region, Ghana	To be certified, NPP completed

	Biase Plantation Limited	2021	Calaro	2021	Cross River State, Nigeria	Certified
	Biase Plantation Limited	2022	Calaro extension	2023	Cross River State, Nigeria	To be certified, NPP completed
	Biase Plantation Limited	2020	Ibiae	2023	Cross River State, Nigeria	To be certified, NPP completed
	Eyop Industries	2021	Ibad	2025	Cross River State, Nigeria	To be certified
	Eyop Industries	2020	Kwa Falls	2025	Cross River State, Nigeria	To be certified
	Eyop Industries	2021	Oban	2025	Cross River State, Nigeria	To be certified
<p><i>*Time bound plan Indonesia update October 2022, Malaysia update October 2022, Africa update October 2022</i></p> <p>The revision of time bound plan because there is the change of certification time plan to 2022, 2023, and 2025 for some uncertified management units with reason is still in process to get land use right (Hak Guna Usaha) for some unit in Indonesia, pending NPP assessment for some unit in Africa, and delayed certification due to Covid-19 for some unit in Africa and Malaysia.</p> <p>Regarding the TBP more than 2023, Wilmar has communicated about the TBP to RSPO on 10 August 2022. RSPO response about the TBP is RSPO approved on 07 October 2022 the latest TBP with some notes to take into consideration by Wilmar.</p>						
1.10.2	Progress of Associated Smallholders and Outgrowers for Certifiable Standard					
	<p>The company currently has associated smallholders since 2017, based on the following agreements:</p> <ul style="list-style-type: none"> - Agreement of 377.24 Ha dated 7 November 2017 with Makmur Sejahtera cooperation sub district of Seruyan Hilir, district of Seruyan. - Agreement of 224 Ha dated 7 November 2017 with Makmur Sejahtera cooperation sub district of Seruyan Hilir, district of Seruyan <p>The members of smallholders are 355 members according to decree of Seruyan district head No. 188.45/428/2015. The area of 377.24 currently are hand over areas from PT. Kerry Sawit Indonesia (subsidiary of Wilmar), which the FFB have been sent to RHS POM since July 2018 in the name of Makmur Sejahtera cooperation.</p> <p>The legally process of smallholder's areas, currently in location permit process:</p> <ul style="list-style-type: none"> • Approval of principle and location map from Head of Seruyan District No. 500/340/EK/II/2018 dated 13 February 2018 for ± 377 Ha. • Approval of principle and location map from Head of Seruyan District No. 500/1787/EK/XI/2016 dated 30 November 2016 for ± 224.06 Ha • Letter of application for technical consideration from Makmur Sekahtera cooperation No. 02/KSU-MS/PL/II/2017 dated 20 January 2017 to land agency of Seruyan district. • Letter of application for location permit from Makmur Sekahtera cooperation No. 02/KSU-MS/PL/II/2017 dated 20 January 2017 to Head of Seruyan District. <p>Plasma area is directly managed by PT RHS and plan to be certified on timebound plan at 2026.</p>					

2.0	ASSESSMENT PROCESS
2.1	Assessment Team
ASA 1.3	<p>1. Moh Arif Yusni (Lead Auditor Witnessing). Indonesian citizen. Bachelor of Agriculture, majoring in Plant Protection. Has experience as an operational staff at a private oil palm plantation company in Indonesia on 2010 to 2012. Has attended several trainings, i.e.: ISO 19011, ISO 9001; ISO 14001, SA 8000, RSPO lead auditor course in 204, ISPO lead auditor, OHS expert, OHS auditor based on National Government No. 50/2012, SCCS, RSPO and ISPO Lead auditor refresher course in 2021 etc. Has conducting ISPO, RSPO and MSPO audit as an auditor and lead auditor with expertise on best management practices for estate and mill, legality, worker welfare, safety, social, environment, conservation, transparency, long term economic management plan and supply chain for palm oil mill aspects. During the audit, he witnessing the Lead Auditor.</p> <p>2. Radytio Puspanjana (Lead Auditor Witnessed). 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 GMIT, ISPO auditor training, ISO 9001/2008 auditor training, ISO 14001/2004 auditor training, IHT Geospatial Information System, IHT High Conservation Value, IHT Environmental Impact Assessment, IHT Green House Gas and RSPO Lead Auditor Course by Checkmark Training. Since 2015 has been following many audits as auditor base on Best Management Practice and Environment. Currently working for an independent certification body. During this audit, he verifies Legal, Land disputes, TBP, Partial and SCCS.</p> <p>3. Ririn Sipayung (Auditor). Experience working as a Sustainability Assistant for 6 years in several private oil palm plantation companies in Indonesia. The training that has been attended includes RSPO PNC 2018 Lead Auditor Training by Checkmark Training, IRCA 9001: 2015 Lead Auditor Training, Refreshment New ISPO (PERMENTAN 38 Year 2020), Awareness (ISO 9001, ISO 14001, ISO 45001: 2018, ISO 19011 : 2018, ISO 17021: 2015, ISO 17065: 2012), In House Training (Best Management Practice, Environment, Labor, Social, and Transparency), Prospective Occupational Safety and Health Expert (AK3U) by the RI Ministry of Labor, ISPO Auditor Certification by LPP and the ISPO Commission, Traceability Supply Chain and Smallholder Engagement and so on. Has carried out several audit activities since 2022 and in this audit activity verified worker welfare and transparency aspect.</p> <p>4. Johannes Kapri Pandiangan (Auditor). Bachelor of Agriculture, Department of Agricultural Social-Economics, Faculty of Agriculture. Has 7 years of experience working as operational staff in one of the leading private oil palm plantation companies in Indonesia. The training that has been attended includes Forest and land fire emergency response training by BKSDA Riau Province, IHT ISPO P&C Certification System, IHT Awareness ISO 17021 and 17065, IHT Awareness RSPO, ISO 14001: 2015 Lead Auditor Training, and ISO 9001:2015 Lead Auditor Training. During this audit he verify aspects of Best Management Practice and OHS.</p> <p>5. Iwan Perala (Auditor Trainee). Indonesian Citizen, Bachelor of Forestry, Department of Silviculture and Master of Science, Soil and Environmental Biotechnology Study Program. The trainings that have been attended are Lead Auditor ISO 9001:2015 QMS certified by IRCA, IHT ISO 9001:2015 QMS, ISO 14001:2015 EMS, ISO 17021:2015, ISO 19011:2018, ISO 45001:2018 awareness, HSE Plan awareness, CSMS awareness, ISO 50001:2018 EnMS awareness, ISCC awareness. In this assessment, an assessment is made of aspects of Best Management Practices and OHS under the supervision of the Lead auditor.</p> <p>Curriculum vitae (CV) of the members and the assessment team is available at the PT Mutuagung Lestari office.</p>
2.2	Assessment Methodology, Assessment Process and Locations of Assessment
2.2.1	Figure of person days to implement assessment
ASA 1.3	<p>Number of auditors: 2 auditors and 1 auditor trainee</p> <p>Number of days for ASA 1.2 onsite audit: 5 days</p> <p>Number of working days for ASA 1.2 onsite audit: 10 Working days</p>
2.2.2	Assessment Process
ASA 1.3	The assessment was conducted by measuring the sufficiency of implementation with the consistency done by the RHS POM – PT Rimba Harapan Sakti to the requirements of Indonesia National Interpretation RSPO Principles and Criteria for the Production of Sustainable Palm Oil 2018 Endorsed by the RSPO Board of Governors on 20 th April 2020 and

RSPO Certifications Systems for Principles & Criteria and RSPO Independent Smallholders Standard (Endorsed by RSPO Board of Governors on 12 November 2020).

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 **ASA-1.3** delivered by the MUTU auditor to the management unit and the results are the subject will be verified at the next assessment phase (**ASA-1.4**)

Improvement of findings from ASA-1.2 assessment findings were observed by auditors at this **ASA-1.2**. All information obtained was recorded in Check List of PT Mutuagung Lestari (MUTU) and part of **ASA 1.2**

The opening meeting is conducted online while the closing meeting is held offline. Both activities were attended by auditee representatives such as the General Estate Manager, Estate Manager, operational staff, support team and sustainability team as well as representatives from HO Jakarta. When the auditor team submitted audit conclusions, there were no objections raised by the auditee to the audit conclusions

The assessment program please find Appendix 2.

2.2.3	Locations of Assessment
ASA 1.3	<p>RHS POM</p> <ul style="list-style-type: none"> • Chemical material warehouse. Field observations related to the fulfillment of health safety as well as interviews with a warehouse clerk of safety health. • Workshop. Observations and interviews with workers related to the management and implementation of health safety, and social worker and hazardous waste management. • Mill Drainage. Observations mill effluent lines, sanitation mill and flow of leaching mill and interview related mill drainage and potency of environmental contamination • Hazardous waste temporary warehouse. Field observations related to the fulfillment of the attributes health and safety, recording, and the implementation of compliance requirements hazardous waste temporary warehouse. • Solid Waste. Observation of the management of Solid waste consist of EFB, fiber and shell from the production process of mill. • Housing complex. Field observations and interviews with housing residence regarding domestic waste management, facility, environment and employment • WWTP. Field observations and interviews with WWTP operators regarding waste water management. • WTP. Observations and interviews related to water management, recording of water use, health checks, PPE and waste management. • Land Application at PT STP. Field observations and interviews about land application management • Empty bunch area. Field observations related to empty bunch management. • Hazardous Waste Temporary Warehouse. Field observations and interview related hazardous waste management, OHS and environmental aspect. • Sparepart Warehouse. Field observations and interview related sparepart management, OHS, and environmental aspect. • Chemical warehouse. Field observations and interview related chemical management, OHS, and environmental aspect. • Workshop. Field observations and interview related workshop activity, OHS, environmental and worker welfare aspect. • Weighbridge Station. Observation of supply chain procedure. • Security. Observation related to the acceptance of FFB. • Grading Station. Observations and interviews related to criteria for EFB grading, wages, sampling techniques, and PPE. • Engine room. Observations and interviews related to medical check-up, PPE, and operator understanding of emergencies • Boiler. Observations and interviews related to OHS, understanding of emergency response, and operator licenses

- **Sterilizer.** Observations and interviews related to the duties and responsibilities of daily work
- **Press Station.** Observations and interviews related to medical check-up, PPE feasibility, and operator responsibility
- **Diesel Tank Station.** Observation about emergency facility and OHS implementation.
- **Hydrant simulation at Engine Room Station.** Observation related emergency preparedness

RHS Estate - 1

- **Workshop.** Observations and interviews with warehouse officers related to work procedures, housekeeping, environmental management, hazardous material/waste management, employment, complaint mechanisms and OHS aspects.
- **Oil Warehouse.** Observations and interviews with warehouse officers related to work procedures, housekeeping, environmental management, hazardous material/waste management, employment, complaint mechanisms and OHS aspects.
- **Logistic/Sparepart Warehouse.** Observations and interviews with warehouse officers related to work procedures, environmental management, hazardous material/waste management, employment, complaint mechanisms and OHS aspects.
- **Chemical mixing place.** Observations related to the management of agrochemical materials and waste, MSDS, emergency response facilities and types of pesticides used.
- **Pesticide warehouse.** Observations related to the management of agrochemical materials and waste, MSDS, emergency response facilities and types of pesticides used.
- **Firefighting warehouse and simulation of firefighting equipment.** Material handling observations for OHS and simulations
- **Fertilizer warehouse.** Observation of material handling, OHS, and handling of hazardous materials.
- **PPE storage.** Observations related to the management of agrochemical materials and waste, MSDS, emergency response facilities
- **Solar Tank.** Observations related to environmental management and OHS aspects.
- **Housing complex Division 2 B30.** Field observations and interviews with housing residence regarding domestic waste management, water, and employment
- **Rinse House at Housing Division 2.** Observations related to the management of agrochemical materials and waste, MSDS, emergency response facilities and types of pesticides used.
- **Clinic.** Observations and interviews of health, environmental, training, and employment facilities.
- **Warehouse of hazardous and toxic waste materials solid, liquid, and medical.** Observation of hazardous and toxic waste materials management, environment, and OHS aspects.
- **Place For Washing Used Fertilizer Sacks.** Observations and interviews with worker related to work procedures, environmental management, employment, complaint mechanisms and OHS aspects.
- **Domestic Waste Landfill, Block C75 .** Observation related to domestic waste management.
- **HGU stakes and land demarcation No. 86, No. 87, No. 88, No. 89, No. 90, No. 91.** Observation of aspect of land demarcation and maintenance of HGU pole, and land dispute potency.
- **HCV Forest Area, Block 072, Division II.** Observation the implementation of HCV management in forest area.
- **HCV Pukun River Riparian Side, Block 087, Block 006, and Block 033.** Observation the implementation of management in HCV of riparian area.
- **Emplacement B58, Block 072.** Observations related to housing facilities condition, domestic waste management, emergency response systems.
- **Housing Water Treatment Plan.** Observations related to provision of free water consumption facilities for workers.
- **Block Spraying System (BSS) warehouse.** Observation related to management of agrochemical material and waste, MSDS, emergency response facilities and the types of pesticides used.
- **Daycare.** Observation and interview with worker related to labor aspect, OHS and building facilities condition.
- **Generator House (Electricity).** Observation for waste management, and interviews related to workers facility, electricity, domestic waste, sources of fresh water, socialization of company policy and complaint mechanism.
- **Harvesting, Block 067 Division 2A and Block 054 Division 2B.** Field observations and interviews related to aspects of BMP, K3, and Labour.

- **Path Spraying, Block 086 Division 2A.** Field observations and interviews related to aspects of BMP, OHS, Environment and labour.
- **Circle Spraying, Block 086 Division 2A.** Field observations and interviews related to aspects of BMP, OHS, Environment and labour.
- **EFB Application Block 050 Division 1A.** Field observations and interviews related to aspects of BMP, OHS, Environment and labour.
- **Barn Owl Box, Block 067 Division 2A.** Observations regarding the use of Tyto alba for integrated pest control by the company.
- **Fire Watchtower. Block 067 Division 2A.** Observation of hotspot monitoring facilities.
- **Worker Cooperative.** Observation of the fulfillment of basic needs.
- **Boundary pole number RHS 080, 081, 096 and 097.** Observation regarding maintenance and marking of company boundary markers

RHS 2 Estate

- **Workshop.** Observations and interviews with warehouse officers related to work procedures, housekeeping, environmental management, hazardous material/waste management, employment, complaint mechanisms and OHS aspects.
- **Oil Warehouse.** Observations and interviews with warehouse officers related to work procedures, housekeeping, environmental management, hazardous material/waste management, employment, complaint mechanisms and OHS aspects.
- **Logistic/Sparepart Warehouse.** Observations and interviews with warehouse officers related to work procedures, environmental management, hazardous material/waste management, employment, complaint mechanisms and OHS aspects.
- **Chemical mixing place.** Observations related to the management of agrochemical materials and waste, MSDS, emergency response facilities and types of pesticides used.
- **Pesticide warehouse.** Observations related to the management of agrochemical materials and waste, MSDS, emergency response facilities and types of pesticides used.
- **Firefighting warehouse and simulation of firefighting equipment.** Material handling observations for OHS and simulations
- **Fertilizer warehouse.** Observation of material handling, OHS, and handling of hazardous materials.
- **PPE storage.** Observations related to the management of agrochemical materials and waste, MSDS, emergency response facilities
- **Solar Tank.** Observations related to environmental management and OHS aspects.
- **Housing complex Division 2 B30.** Field observations and interviews with housing residence regarding domestic waste management, water, and employment
- **Clinic.** Observations and interviews of health, environmental, training, and employment facilities.
- **Warehouse of hazardous and toxic waste materials for solid and liquid.** Observation of hazardous and toxic waste materials management, environment, and OHS aspects.
- **Place For Washing Used Fertilizer Sacks.** Observations and interviews with worker related to work procedures, environmental management, employment, complaint mechanisms and OHS aspects.
- **Piezometer, weirs, and Subsidence Stake Block 130 and 131.** Observations related to the management of planted peatland.
- **Peatland at block 541.** Observations related to the management of peatland
- **Domestic Waste Landfill, Block 142.** Observation related to domestic waste management.
- **Generator room.** Observation and interview with clerk related to generator system, engine capacity, and possible occurrence of spills to environment, PPE dan Health safety and labor management.
- **HCV Forest Area, Swamp Area, Riparian Side Block 116.** Observation related to implementation of HCV management in forest, swamp area, riparian side and implementation in take over of HCV compensation area.
- **HCV Forest Area, Block 125, Block 130 and Block 144.** Observation related to implementation of HCV management in Forest area and implementation in take over of HCV compensation area.
- **HCV Pukun River Riparian Side, Block.** Observation the implementation of management in HCV of riparian area.

	<ul style="list-style-type: none"> • Emplacement K72, Block 142. Observations related to housing facilities condition, domestic waste management, emergency response systems. • Housing Water Treatment Plan. Observations related to provision of free water consumption facilities for workers. • Daycare. Observation and interview with worker related to labor aspect, OHS and building facilities condition. • Kindergarten of Bina Bangsa 05. Observation and interview with worker related to labor aspect, OHS and building facilities condition. • Harvesting, Block 123 Division 1B. Field observations and interviews related to aspects of BMP, OHS, and Labour. • Spraying, Block 319 Division 1A. Field observations and interviews related to aspects of BMP, OHS, Environment and labour. • Manual Maintenance Block 139 Division 1B. Field observations and interviews related to aspects of BMP, OHS, Environment and labour. • Loading FFB Block 139 Division 1B. Field observations and interviews related to aspects of BMP, OHS, Environment and labour. • Barn Owl Box, Block 123 Division 1B Observations regarding the use of Tyto alba for integrated pest control by the company. • Fire Watchtower. Block 121 Division 1. Observation of hotspot monitoring facilities. • Worker Cooperative. Observation of the fulfillment of basic needs • Boundary pole number RHS 076, 077, 027, 025, 024 and 032. Observation regarding maintenance and marking of company boundary markers
2.3	Stakeholder Consultation and Stakeholders Contacted
2.3.1	Summary of stakeholder consultation process.
ASA 1.3	<p>Summary of stakeholder consultation process</p> <p>Consultation of stakeholders for PT Rimba Harapan Sakti was held by:</p> <ul style="list-style-type: none"> • Public Notification on website PT Mutuagung Lestari on 21 Agustus 2023 • Public consultation with NGOs (by email) such as WALHI, AMAN, and Sawit Watch on 29 Agustus 2023 • Public consultation meeting with government institution in Seruyan District 05 – 07 September 2023 • Public consultation meeting with Community around the company PT Rimba Harapan Sakti on 05 September 2023 • Public consultation meeting with internal stakeholders and contractor 05 – 07 September 2022 <p>Numbers of input from stakeholders were clarified by PT Rimba Harapan Sakti</p>
2.3.2	Stakeholder contacted
	<i>Please find appendix 1</i>
2.4	Determining Next Assessment
	The next visit (ASA-1.4) will be conducted eight (8) months until 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 Rimba Harapan Sakti POM – PT Rimba Harapan Sakti, Subsidiary of Wilmar Group operation consisting of one (1) mill and two (2) oil palm estates.

During the assessment, there were zero (0) Nonconformities and four (4) opportunity for improvement were identified. Further explanation of the non-conformities raised and corrective actions taken by the company are provided in section 3.5.

MUTUAGUNG LESTARI found that Rimba Harapan Sakti POM – PT Rimba Harapan Sakti, Subsidiary of Wilmar Group complied with the requirements of Indonesia National Interpretation RSPO Principles and Criteria for the Production of Sustainable Palm Oil 2018 Endorsed by the RSPO Board of Governors on 20th April 2020 and RSPO Certifications Systems for Principles & Criteria and RSPO Independent Smallholders Standard (Endorsed by RSPO Board of Governors on 12 November 2020)

Therefore, MUTUAGUNG LESTARI Recommends RSPO Certification of compliance is continued.

Ref Std.	VERIFICATION RESULT of MUTU-Certification	
PRINCIPLE #1 BEHAVE ETHICALLY AND TRANSPARENTLY		
1.1	The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.	
1.1.1	<p>Based on the review document, it is known that the company has an SOP for Information Services for Stakeholders (PRO-BNM-006, Revision 04, dated 02 September 2017), where in this document the types of documents that are available to the public and can be informed to stakeholders include:</p> <ul style="list-style-type: none"> • AMDAL document • Company annual report • Company policy • Company Licensing, Cultivation Land Permits and related permits • The operational area of the plantation and factory is accompanied by a map • Operational procedures/procedures for plantations and factories • HCV Report and HCV Management Plan • Social Impact Study Report • Company CD & CSR Implementation Report • General summary of certification assessment • Results of Identification of Environmental Impact and K3 Risk Aspects • OHS & Environmental Program • Records of Complaints and Handling • Conflict Resolution SOP • Records of Public Relations Handling 	

- Continuous Improvement Plan

Based on the results of interviews with management, information was obtained that all available documents are information documents that can be accessed by the public by submitting an official letter requesting information, but apart from the information listed above, this is information that cannot be accessed by the public/is confidential. All information is provided in Indonesian.

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

1.1.2

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

Compliance with Environment Regulation

- RKL-RPL report to KLHK Semester 2 with reporting number 07/RHS/EHS-CKP/IV/2023, 3 May 2023 to Serunyan District Environmental Service
- Hazardous Waste Temporary Storage Report for Quarter I 2023 (Period January to March 2023) number 07/RHS/EHS-CKP/IV/2023, Wednesday, 3 May 2023, to Serunyan Regency Environmental Service
- Hazardous Waste Temporary Storage Report for Quarter II 2023 (Period April to June 2023) number 14/RHS/EHS-CKP/VII/2023 to the head of the Serunyan Regency Environmental Service, Monday, August 14 2023.
- RKL-RPL report to KLHK Semester 2 2022 with TTE ID number 1688129948-2400 to Serunyan Regency, with print time 15 July 2023
- RKL-RPL report to KLHK Semester 2 2022 with TTE ID number 1689393331-22233 print time 15 July 2023
- Fire Control System Emergency Report for Plantation Land, Facilities and Infrastructure Number 002/EHS/RHS-EST/Sarpras Darkarhutla/I/2022, on Friday 13 January 2023 to Serunyan Regency, copied to the Food Security and Agriculture Service of Serunyan Regency, and on 27 January 2023 to the Governor of Central Kalimantan Province, CC to the Central Kalimantan Province Plantation Service
- Report on Fire Management Activities in the Workplace to the Serunyan Regency Environmental Service Quarter II 2023 for the period April – June 2023, with number 028/RHS-POM/EHS-CKPP/VII/2023 and number 016/EHS/RHS-EST /LKPK /VII/2023 dated August 14 2023.

Compliance with OHS Regulation:

- P2K3 Quarter II 2023 Report (Estate) to the Serunyan Regency Manpower and Transmigration Service, dated 14 August 2023
- P2K3 Report for the Second Quarter of 2023 (Mill) to the Serunyan Regency Manpower and Transmigration Service, dated 14 August 2023
- P2K3 Report for 2023 Quarter II (Estate) to the Central Kalimantan Province Manpower and Transmigration Service, dated 4 August 2023
- P2K3 Report for Quarter II 2023 (Mill) to the Central Kalimantan Province Manpower and Transmigration Service, dated 4 August 2023

Compliance with Plantation Regulation:

- Plantation Business Development Report (LPUP) for the first quarter of 2023 on April 10 2023 to the Serunyan Regency Food Security and Agriculture Service.

Compliance with manpower Regulation:

The company has an employment report with reporting number 74213.20230530.0003 which was reported on May 30, 2023 and reported it again on May 30, 2024.

Legal Aspect:

- Investment Activity Report for the second quarter of 2023 with report number LK2124465 – Production dated 06 July 2023.
- HGU Utilization Report period 2022 to the National Land Agency of Seruyan Regency and received on March 17, 2023
- Plantation Business Development Report dated April 10, 2023 to the Seruyan Regency Food and Agriculture Security Service.

1.1.3

The Company has an SOP for Information Services for Stakeholders (PRO-BNM-006 revision 4 dated 2 September 2017). In procedures, the document lists the types of documents that are available to the public and can be communicated to stakeholders. Requests for information will be responded to no later than 3 months.

The company can show the information request document sent by Karang Taruna "Dahlia" Pematang Limau Village, Seruyan Hilir District with document number 01/KTD/DPL/VI/2023 on June 26 2023 regarding the application to obtain financial assistance for the Katinting Boat Racing Activity in Pematang Village Lime.

From the letter requesting information, the company responded on June 29, 2023, document number 036/SSL-RHS/VI/2023 and realized the request for assistance on August 11, 2023.

From the results of interviews with representatives of Pematang Limau Village, information was obtained that the company always responded to the village when sending requests for information.

1.1.4

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

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

The company also has an information record book for each management unit. In the book it appears that no incoming information is requested, but rather a proposal or invitation to attend a meeting held by stakeholders. However, the company has submitted regular mandatory reports to relevant agencies, such as employment reports, environmental management reports and plantation development reports.

1.1.5

The company has a contact list and detailed stakeholder information which was updated on July 1 2023 for the July – December 2023 period.

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

Based on this document, there are stakeholders including:

- 13 Central Kalimantan provincial government
- 11 Seruyan district governments
- 1 sub-district head in Seruyan district
- 1 village head around the company
- 3 community leaders
- 6 WOW female representative managers (internal)
- 3 administrators of Bipartite cooperation institutions/LKS
- 4 Estate Contractors
- 4 POM Contractors

From the list of stakeholders, companies can obtain information from 11 government agencies, including the Seruyan

Regency Manpower Service, Environment Service, Plantation Service and so on.

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

Status: Comply

1.2

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

1.2.1

There is a Code of Ethics Policy available, which was last reviewed on June 1 2019. This policy states three main principles, namely avoiding conflicts of interest, avoiding abuse of position/authority and ensuring confidentiality of information and preventing misuse of information obtained through company operational activities for personal or other purposes. other than corporate interests.

Implementation of this policy is included in the cooperation contract with the contractor. For example, what is stated in the Letter of Commitment from the contractor CV Ain Ito (CPO transport contractor), dated 01 September 2022 and signed by the Director, which stated, among other things, that CV Ain Ito will carry out work in accordance with procedures and comply with the Code of Ethics that applies in the company.

Based on the results of interviews with worker representatives (Plantations and Factories) as well as parties such as representatives of bipartite cooperation institutions, it is known that the code of ethics policy has been submitted periodically.

1.2.2

The company has a system to monitor compliance and implementation of policies contained in the Inter Office Memo document number 007/HRD-RO/IOM/VIII/2021 on August 18 2021 which informs, among other things, that reviewing the effectiveness of implementing the company's code of ethics can be carried out through various means. methods such as carrying out annual RSPO-ISCC certification audits, annual SDC (System Development Controller) audits, Internal Audits carried out from head office, management reviews, results of visits and findings by external parties (certification auditors, related government agencies), complaints from stakeholders internal or external, and other appropriate methods.

Based on the results of interviews, company representatives have also carried out socialization of the code of ethics to contractors. The company has carried out socialization of the code of ethics on July 5 2023, which was attended by 33 representatives of the company and contractors.

From the results of management's views and internal audit documents, there are no violations of the established code of ethics.

Status: Comply

PRINCIPLE #2 OPERATE LEGALLY AND RESPECT RIGHTS

2.1

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

2.1.1

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

Compliance with Environment Regulation

- RKL-RPL report to KLHK Semester 2 with reporting number 07/RHS/EHS-CKP/IV/2023, 3 May 2023 to Seruyan District Environmental Service
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- Fire Control System Emergency Report for Plantation Land, Facilities and Infrastructure Number 002/EHS/RHS-EST/Sarpras Darkarhutla/II/2022, on Friday 13 January 2023 to Seruyan Regency, copied to the Food Security and Agriculture Service of Seruyan Regency, and on 27 January 2023 to the Governor of Central Kalimantan Province, CC to the Central Kalimantan Province Plantation Service
- Report on Fire Management Activities in the Workplace to the Seruyan Regency Environmental Service Quarter II 2023 for the period April – June 2023, with number 028/RHS-POM/EHS-CKPP/VII/2023 and number 016/EHS/RHS-EST/LKPK /VII/2023 dated August 14 2023.

Based on the results of the document review, it is known that the Company has environmental documents in the form of AMDAL documents for PT Rimba Harapan Sakti's Palm Oil Plantation and Processing Factory Development Activities covering an area of 13,800 Hectares, with a factory capacity of 45-ton FFB/hour in Sembuluh I and Sembuluh II Villages, District Sembuluh Lake, Seruyan Regency, Central Kalimantan Province, 2009.

The results of the document review also show that the Company has a Palm Oil Industry Waste Water Utilization Permit for PT Rimba Harapan Sakti on land in the PT Sarana Titian Permata Palm Oil Plantation based on SK. Number 188.45/512/2015 issued by the Regent of Seruyan on 16 December 2015, is valid for 5 years.

Based on interview with management unit and also based on document review, it is known that the company already has Temporary Storage Permit for Hazardous and Toxic Waste from PT Rimba Harapan Sakti number 503/977/DPMPSTP/XII/2019 dated 17 December 2019 and is valid for 5 (five) years. The permit states the types of waste that can be stored, provisions for building emergency response facilities, and the coordinates for the location of Hazardous Waste Temporary Storage are given as follows:

- Hazardous Waste Temporary Storage for Solid Waste RHS Estate 1, S: 02°46'73.0" and E: 112°34'23.2"
- Hazardous Waste Temporary Storage for Liquid Waste RHS Estate 1, S: S 02°46'71.7" and E: 112°34'28.2"
- Hazardous Waste Temporary Storage for Medical Waste RHS Estate 1, S : 02°46'66.8" and E: 112°34'27.0"
- Hazardous Waste Temporary Storage for Solid Waste RHS Estate 2, S: 02°48'20.4" and E : 112°39'16.7"
- Hazardous Waste Temporary Storage for Liquid Waste RHS Estate 2, S: 02°48'19.8" and E: 112°39'20.3"
- Hazardous Waste Temporary Storage for Solid and Liquid Waste RHS POM, S: 02°50'11.1" and E: 112°34'22.3"

Based on the results of interviews with the PT Rimba Harapan Sakti Management Unit and verification of the documents mentioned above, it is known that the Company is currently applying for an extension for the LA Permit as well as preparing an addendum to environmental documents (AMDAL) for the transfer of the Land Application drainage location and the addition of tools and machines at the factory for the Company's operational activities. The company has been able to show the progress of the application as follows:

On May 6th 2020, the Company submitted an Application for Extension of PT Rimba Harapan Sakti's Industrial Waste Water Permit number 14/BMP-RHS/V/2020 to the One-Stop Integrated Investment and Licensing Service which was forwarded to the Seruyan Regency Environmental Service.

- On March 11th 2021, there was a field verification process for the permit to utilize liquid waste by application to the land of PT Rimba Harapan Sakti, which was proven by a certificate of visit from the Seruyan Regency Environmental Service number 660/330/DLH/II/VI/2021.
- On June 2nd 2021, a Field Verification Letter was issued from DLH Seruyan regarding the extension of PT Rimba Harapan Sakti's Waste Water Utilization Permit, which is shown in the Minutes document number: 49/PPA/II/2023 regarding the Discussion on the Substance Assessment of the Waste Water Utilization Technical Study Document to Add Soil Nutrients for Cultivation of PT Rimba Harapan Sakti.
- The company consulted with the Ministry of Environment and Forestry by telephone in February 2022, and was directed to carry out an addendum to environmental documents at the same time as processing the latest LA Permit.
- On February 3 2022, PT Rimba Harapan Sakti appointed a consultant to carry out the preparation of an addendum to the Environmental Impact Analysis of Development at PT Rimba Harapan Sakti, as evidenced by SPK document

Number 135/POM/RHS-IAC/O/01/2022 between PT RHS with PT Amas Interconsult for the Work of Preparing PT Rimba Harapan Sakti Environmental Impact Analysis Addendum Document (Amdal addendum).

- On February 17, a Field Survey was carried out regarding PT Rimba Harapan Sakti's Technical Study of Waste Water Utilization at the Central Ministry of Environment and Forestry as shown in the Minutes of Field Survey Document for PT Rimba Harapan Sakti's Technical Study of Waste Water Utilization (Land Application).
- On October 11 2022, the Company submitted a request for Technical Approval for Wastewater Utilization for Land Application for PT RHS to the KLHK website portal with registration number R202210110021.
- On December 13 2022, validation of technical approval for wastewater utilization for application to PT Rimba Harapan Sakti land.
- On January 9 2023, the Company sent a Letter of Request for Technical Discussion of Land Application Technical Approval for PT Rimba Harapan Sakti number 001/EHS/EKS/II/2023 to the Director of Water Pollution Control (PPA) of the Ministry of Environment and Forestry.
- On January 20 2023, Discussion on the assessment of the substance of the technical study document on the use of waste water to increase soil nutrition at PT Rimba Harapan Sakti.
- On February 6 2023, the consultant team sent a revised document from the results of the KLHK assessment regarding the technical study of PT RHS waste water utilization.
- As of September 2023, the Company and the consultant team are still in the process of revising the AMDAL document preparation.

Based on the information above, the Company has the opportunity to ensure that the Process of Processing the Industrial Waste Water Utilization Permit and PT Rimba Harapan Sakti AMDAL Addendum to the Ministry of Environment and Forestry can proceed positively. **OFI**

Compliance with OHS Regulation:

- The establishment of the *P2K3* (OHS Committee) for PT RHS which has been explained in indicator 6.7.1
- Provision of PPE for free to all workers and arrange the use of PPE according to the type of work based on the free predetermined HIRAC which has been explained in indicator 6.7.3
- POM. Have licensed workers, for example OHS electric technicians, class 1 and 2 welders, operator permits (SIO) for lift and transport aircraft, operator permits (SIO) for steam aircraft, sterilizers and boilers class 1 and 2, power aircraft permits and production, first aid officers at work, etc. For example, on behalf of KT (Wheel Loader) has a class 1 lifting and lifting SIO which is valid until 26 October 2025.
- RHS1. Has 33 lift and transport aircraft operators who have licenses and are still valid, consisting of dump truck operators, tractor operators, excavator operators, grader operators and Backhoe Loader operators. For example, in the name of Sa, hooklift, certificate number 1136171122/A-OABT/31/XI/2022, valid until 17 November 2027.
- RHS-2. Has 29 operators consisting of lift and transport aircraft and power and production aircraft, class 1 diesel motors, which have licenses and are still valid, consisting of dump truck operators, tractor operators and class 1 diesel motor operators. For example, on behalf of AH, Excavator, certificate number P16.64535-LT/PAA/III/2021, valid until 9 March 2026
- Has a license / competency for some special jobs that require more expertise such as OHS experts, hyperkes, boiler operators, diesel engine operators, welders, wheel loader operators and others in accordance with the requirements contained in the legislation. For example, on behalf of NS who has had a hyperkes certificate from the Ministry of Manpower since September 2016

Compliance with Plantation Regulation:

In terms of best management practices, it is known that plantation and factory management have implemented several legal regulations in Indonesia, for example they have used mechanical methods or without burning during land clearing, the oil palm planted comes from seed producers recognized by the Indonesian government, such as Lonsum, Tania Selatan and Socfindo. Furthermore, plantations (each management unit) have implemented integrated pest control, biological control and only use pesticides that have a distribution permit from the Ministry of Agriculture.

Compliance with manpower Regulation:

- The company has an employment report with reporting number 74213.20230530.0003 which was reported on May 30, 2023 and reported it again on May 30, 2024.

- The company has set wages in the company in accordance with the Decree of the Governor of Central Kalimantan Number 188.44/472/2022 concerning the 2023 Regency City Minimum Wage which was determined on 06 December 2022 and came into effect from 01 January 2023 to 31 December 2023 and the wages set for Seruyan Regency is IDR. 3,594,095.56.
- The company has an Inter Office Memo document from the General Manager with Number 026/HRD-RO/IOM/XII/2022 regarding information on determining the Seruyan District Minimum for 2023 according to the district's minimum wage of IDR. 3,594,150,- and rounded wages per day of Rp. 143,766,-

Legal Aspect:

- Company has showed plantation business permit issued by Seruyan Regent through decree No. 525/109/EK/2009 on 2 May 2009 covering area for about $\pm 13,800$ Ha.
- Company showed HGU (*Hak Guna Usaha*) based on decree of Head of Indonesia National Land Agency No. 26/HGU/BPN RI/2011 dated 13 June 2011 for an area of 13,789.745 ha. This area was from forest area that has been released based on Decree of Forestry Minister No: SK.100/Menhut-II/2005, on 21 April 2005 for an area of 16,702.26 Ha. The compensation process of other rights in the HGU has been conducted since 2009 to 2016.
- Minutes of Implementation of the 2021 Plantation Business Assessment dated December 16, 2021, signed by the assessment team of Kalimantan Tengah Province. Until this assessment the results of the plantation class assessment have not been published still waiting for the issuance of the certificate and the governor's signature.

2.1.2

The company has a documented system to ensure legal compliance contained in the SOP document identifying legal rules and requirements SOP Number 08/PR/(5)/2021 Revision 5 dated 21 September 2021 where there are changes from the previous version regarding the addition of RSPO, ISPO, and the latest ISCC. This document can be accessed in the form of an electronic or physical database containing applicable regulations with elements that explain how these regulations are maintained and complied with in carrying out operations. This procedure states that in the context of monitoring and updating statutory regulations, RSPO managers and staff are required to actively check and coordinate with government agencies or agencies.

The company displays a list of rules and regulations as follows, for example a list of rules and regulations related to occupational safety and health, including Law Number 36 of 2009 concerning Health, Government Regulation Number 50 concerning the implementation of SMK3, Presidential Regulation Number 7 of 2019 concerning diseases that arises as a result of employment relations and the Minister of Manpower, Transmigration and Cooperative Regulation Number 01 of 1976 concerning the obligation to practice hyperhealth for company doctors.

To update regulations regarding employment aspects, for example Central Kalimantan Governor Decree No. 188.44/472/2022 concerning Regency/City Minimum Wages in Central Kalimantan Province.

2.1.3

The company shows the procedure for Installation and Monitoring of Boundary Pole Document No: 001/SOP/GIS/2018 dated 01 May 2018. The procedure states that the period of maintenance and monitoring of *HGU* pole is 6 months from the time the boundary pole are installed. If there are missing/damaged, repairs will be carried out no later than 3 months after there is a report from the monitoring activities of the boundary pole in the field

There is a monitoring result that was last carried out in June 2023. Based on the report, it is known that there are 81 *HGU* pole on RHS-1 and 57 *HGU* pole on RHS-2. In addition, it was also stated that there was 1 *HGU* pole in a damaged condition on RHS 2 estate, namely *HGU* stake number 38 block M63. From the results of field visits to the RHS 1 estate on *HGU* stake number 080, 081, 096 and 097 and RHS 2 estate *HGU* stake number 076, 077, 027, 025, 024 and 032 the boundary stake, it is known that the condition of the stakes is in good condition according to the latest monitoring results.

Status: Comply

2.2

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

2.2.1

The company has a list of contracting parties consisting of:

- 4 Estate Contractors namely CV Randu Mas, Sinas Barokah, CV Usaha Barokah, CV Borneo MOF, PT Mahameru Citra Perkasa.
- 4 POM contractors, namely PT Marga Dinamik Perkasa, CV Trimitra Sejahtera, CV Ain Aito, CV Molada, CV Marhsa Elok Sejahtera.
- 213 suppliers (non FFB)

The company can also show a cooperation agreement document with the contracting party, for example with CV Molada with agreement document number 004/PK/RHS/KTRK-BGD-2023 for cooperation in the field of transporting palm kernel (PK) commodities which was made on January 1 2023 and is valid until December 31, 2025.

2.2.2

All contracts have their own clauses regarding the fulfillment of relevant legal obligations, as shown in CV Molada (CPO commodity transportation contractor from Mill), number 004/PK/RHS/KTRK-BGD-2023 which was signed on January 1, 2023. Based on the document Accordingly, clauses regarding the fulfillment of relevant legal obligations, including those contained in article 1 regarding employment regulations.

The company has also carried out evaluations of all contract parties once a year. The evaluation consists of:

- Completeness and suitability of human resources and equipment owned
- Compliance with company rules
- Discipline in using personal protective equipment (PPE)
- Environmental concern
- Ability to achieve zero accidents
- Compliance with statutory regulations

Companies can also show evidence of evaluation results, for example for the CV Molada contractor, including proof of BPJS Health and Employment payments to their workers which were paid in the April 2023 period, the workers have a driving license, the wages for the workers have exceeded the minimum wage set for the Regency. Seruyan, workers have a copy of the cooperation agreement with the contractor.

From the results of the interview with CV Molada, information was also obtained that both parties had agreed to implement the agreement that had been signed and there had never been any problems during the cooperative relationship and the workers had also been given the minimum wage, none of the workers under 18 years of age had been given health insurance and so on.

Based on this explanation, all contractors have complied with the applicable regulations.

2.2.3

The company does not have a contracted supplier in terms of supplying FFB. However, the company has a cooperation agreement with a contractor, for example CV Molada (contractor for transporting CPO commodities from the Mill) with number 004/PK/RHS/KTRK-BGD-2023 which was signed on 01 January 2023.

Based on this document, the clause regarding the prohibition of practices involving child labor, forced labor and workers from human trafficking, is stated in article 1, namely that the second party is prohibited from employing minors (under the age of 18 as proven by showing the worker's original KTP and providing a photocopy of the KTP workers to the first party), forced labor and workers from human trafficking.

From the results of the interview with CV Molada, information was also obtained that none of the workers were under 18 years of age and the contractor had also complied with the labor regulations set by the government.

Status: Comply

2.3

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

2.3.1

RHS POM received FFB directly from the source, from scheme smallholder and other company under Wilmar Group. Company showed the list of FFB supplier in document "List of FFB Supplier Non RSPO PT RHS – POM 2023". The document informed about name of supplier, PIC, address, phone number, coordinate location, and proof of land owner. There are 6 direct FFB supplier to RHS POM. For example:

- KOSUDRA, Danau Sejahtera cooperative (KSY Scheme Smallholder) geolocation 112°30' 29.165" E and 2°49' 25.056" S, legality location permit for Seruyan Regency, decree Regent of Seruyan Number 86 of 2003, plantation business license No. 979.6/481/KPPT/V/2013, decree No. 188.45/386/2014.
- KUD SEJAHTERA (KSY Scheme Smallholder) geolocation 112°33' 22.059" E and 2°50' 12.039" S, legality dokumen penyerahan tanah tanggal 8 February 2017 dengan SK 3.369/TDH/W. 2017.

2.3.2

RHS POM doesn't receive FFB from indirect supplier.

Status: Comply

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

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

3.1.1

There is a long-term plan, which is documented in the PT RHS Financials Projections from 2022 – 2027 document, which explains several parameters, including total planted area, FFB Production, yield per hectare, OER, KER, total FFB processed, CPO Production, PK Production and others. For example, for 2023 it is projected that FFB production will be 182,000 mt, OER 22.5% and KER 5%. Plasma management planning is included in RHS-1.

3.1.2

Based on the 5 year replanting program document, it is known that there are no replanting plans until 2029 for the main estate. Meanwhile, for plasma, there is a replanting plan in 2026 covering an area of 201.46 ha and in 2027 covering an area of 163.08 ha

3.1.3

The certification unit carries out a management review within the planned time in accordance with the scale and nature of the activities carried out, as indicated in the Management Review Minutes of PT RHS Estate and POM for the period 2023, which was carried out on 3 August 2023 (estate) and 18 August 2023 (POM) which discusses best practices in operational processes, use of chemicals, maintenance of riparian belts and HCVs, OHS aspects, and employee rights and facilities.

Status: Comply

3.2

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

3.2.1
BMP and Sustainability Aspects

- RSPO internal audit conducted on 17 – 21 July 2023 and documented in the PT RHS (Estate & POM) RSPO Internal Audit Report (P & C 2018) document.
- Inspection activities for Early Warning System for IPM, consist of census and sampling
- Minutes of Management Review of PT RHS Estate and POM for the period 2023, which will be held on 3 August 2023 (estate) and 18 August 2023 (POM)

OHS Aspects

Monitoring the effectiveness of the OHS plan in dealing with health & safety risks is carried out periodically through monthly OHS Committee meetings which discuss OHS issues in the certification unit. The following are several recordings of monitoring activities for the effectiveness of the OHS plan through the monthly OHS Committee meetings:

- Minutes of the *P2K3* monthly meeting on July 24 2023 include discussing the performance achievements of the Dept. EHS in the July period was still unstable compared to the previous month
- Minutes of the *P2K3* monthly meeting on August 29 2023 include discussing safety and housekeeping issues in housing
- Minutes of the *P2K3* meeting on April 11 2022 include discussing issues related to work accidents that occurred in the admin workshop and the risk of traffic accidents in plantation areas

Environmental Aspects

Based on Minutes of Management Review of PT RHS Estate and POM for Period of 2023 it is known that there is environmental management activities that has been done as continuous improvement in environmental aspects such as:

- Reduce the use of chemicals (poisons) by not spraying in riparian areas, create training programs for employees, use empty beds to restore soil nutrients, and conduct periodic checks on spray equipment.
- Reducing methane gas by monitoring PH and BOD, managing liquid waste by adding bacteria, reforesting the WWTP pool area.
- Regarding energy efficiency, it is known The use of diesel has decreased. The use of shells and fiber has increased by 11.4%. The decreasing in diesel fuel consumption has occurred due to the increase in the amount of FFB produced in the 2022 period so that the remaining FFB production waste is used to become fuel (shells and fiber) to be more optimal.

Legal Aspect

- The company has had annual management review for continuous improvement.
- Plantation Business Development Report dated April 10, 2023 to the Seruyan Regency Food and Agriculture Security Service.
- Investment Activity Report for the second quarter of 2023 with report number LK2124465 – Production dated 06 July 2023.

Based on that management review, it is also known that top management has given feedback and suggestion as action plan for 2023 periode:

- Committed to continuous improvement related to outstanding status are still in progress.
- Respond to social and environmental issues appropriately and quickly and coordinate with related parties in the resolution process.
- Ensure that every good work program involving socialization and training runs according to the predetermined schedule.
- Work accidents and environmental pollution must be prevented properly, through increasing safety talks, reporting hazards and near misses, and conducting scheduled LK3 inspections, safety patrols and safety observations
- Ensure that every policy has been socialized and understood by all employees and always monitor implementation in the field.
- Ensure that each latest SOP has been distributed to each relevant PIC.
- Every complaint must be properly recorded and corrected immediately and quickly and accurately.
- Ensure the legality of permits is updated and monitored according to regulations.

Based on the results of field visits to the Empty Fruit Bunch and WWTP areas, it is known that the Company has carried out environmental management related to the management of solid and liquid waste left over from processed FFB production at the Rimba Harapan Sakti mill as stated in the PT Rimba Harapan Sakti continuous improvement program.

3.2.2

Based on document verification, for The RSPO metric template known annual data 12-month periods use (January to December 2022) for schedule reporting annual data peat area, pesticide usage, average LTIFR (Lost Time Injury Frequency Rate) and fresh water usage.

The company has shown the auditor regarding the RSPO metric template Version 2.1 for the period of 2022 that has been filled in according to the facts and data in the company's record documents. The data presented can be ascertained in accordance with the existing raw data.

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

Name of RSPO Member	: Wilmar International Limited
RSPO Membership Number	: 2-0017-05-000-00
Name of Certified Unit	: PT. Rimba Harapan Sakti
Name of Certification Body	: PT Mutuagung Lestari - Indonesia
RSPO PalmTrace ID Number	: RSPO_PO1000003486
Number of Mills	: 1
Number of Estates	: 2
Production Area (ha) - Estate	: 7,687 Ha
Certified Area (ha) - Estate	: 13,790 Ha
High Conservation Value (HCV) Area (ha)	: 5,395 Ha
Peatlands - Planted (ha)	: 0
Freshwater Usage per PO produced tonne	: 269,354 (5.82) m ³
Average LTIFR	: 0

Status: Comply

3.3

Operating procedures are appropriately documented, consistently implemented and monitored.

3.3.1

The company shows the 2015 Agronomy Guide and SOP for Palm Oil Plantations which contains:

- Pre-Land Clearing Survey, Land Assessment and Planning
- Palm Oil Nursery Practices
- Land Clearing and Preparation
- Planting and Care of Ground Cover Legumes (LCC)
- Palm Oil Planting
- Care and Maintenance of Palm Oil
- Harvesting Fresh Fruit Bunches
- Plant Protection – Pest and Disease Control
- Empty Bunch Mulch (EFB)

The company also shows a master list of SOPs for mills and estates. The procedures that the company has established include procedures regarding agronomic aspects, palm oil mill aspects, EHS aspects, HCV aspects, HRD aspects, R & D aspects, GIS aspects, sustainability aspects and others.

Then the company showed proof of SOP socialization, for example the SOP for Traceability of Fresh Fruit Bunches on 22 August 2023.

Based on field observations and interviews with workers in estates and mills, it is known that workers have received socialization and training regarding their respective work procedures, for example based on the results of interviews with harvest workers in Block 067 Division 2A and spraying in Block 086 Division 2A RHS-1 Estate, it is known that workers can explain and practice harvesting and spraying procedures.

3.3.2

The company has a mechanism to check the consistency of implementation of procedures by conducting internal audits, both internal operational audits and internal sustainability audits. The company carries out regular internal audits in implementing SOPs for estates and mills including checking harvests, pest detection, rat census, etc.

The internal audit mechanism is contained in document no. SOP 63/SUS/(7)/0921, Rev. 7, September 2021 concerning Internal Audit, Improvement & Continuous Improvement Actions.

Mechanisms to ensure compliance with RSPO standards for contractor workers are supervised by operational departments such as foremen, foremen I, assistants, security personnel, managers, and so on. Then, the safety officer also supervises the contractor's OHS implementation, such as the use of PPE and ownership of heavy equipment and other permits by the contractor. Then the sustainability team also oversees ongoing work agreements. For example, adding insurance provisions and OHS aspects. Procedures that apply to any nonconformities that arise, are required to take corrective action plans and preventive actions and submit them to the internal audit department.

3.3.3

The company shows records of measurement and monitoring results carried out internally as well as records of corrective actions taken, for example shown in the RSPO internal audit records carried out on 17 – 21 July 2023 carried out by MC, IF, and RR.

Based on internal audit results, it is known that there were 37 nonconformities and 4 OFI. All discrepancies have been closed before an external audit is carried out.

Status: Comply

3.4

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

3.4.1

Environmental Impact Assessment

The company has environmental documents in the form of an AMDAL document for PT Rimba Harapan Sakti for Palm Oil Plantation and Processing Factory Development Activities covering an area of 13,800 Hectares, with a factory capacity of 45-ton FFB/hour in Sembuluh I and Sembuluh II Villages, Danau Sembuluh District, Seruyan Regency, Province Central Kalimantan.

Central Kalimantan Governor's Decree No. 188.64/285/2009, concerning Environmental Feasibility of Development Activities for Palm Oil Plantations and Processing Factories, PT. Rimba Harapan Sakti covering an area of 13,800 hectares, POM capacity of 45 tons of FFB/hour, in Sembuluh II Village, Danau Sembuluh District, Seruyan Regency, Central Kalimantan Province, on August 25 2009.

Based on these environmental documents, the Company has an Environmental Management and Monitoring Matrix of year 2009 as follows:

- Microclimate, monitored every 2 times a year
- Gas and Dust, monitored every 2 times a year
- Noise, monitored every 2 times a year
- Soil Physical and Chemical Properties, monitored every 2 times a year
- Erosion, monitored every 2 times a year
- River Water Quality, monitored every 3 times a year (every once in 4 months)
- Groundwater Quality, monitored every 2 times a year
- River Water Discharge, monitored every 3 times a year (every once in 4 months)
- Aquatic Biota, monitored every 3 times a year (every once in 4 months)
- Community Attitudes and Perceptions, monitored every once in 2 years
- Potential for Land Fires, monitored once in every once in 2 years
- Flora and Fauna, monitored every once in 2 years
- Job and Business Opportunities, monitored every once in 2 years
- Public Unrest, monitored every once in 2 years
- Social Jealousy, monitored every once in 2 years
- Public Health Quality, monitored every once in 2 years

Based on the results of document review and interviews with the Company's management unit, it is known that the Company has plans for an addendum to the environmental impact assessment (AMDAL) document with the process as stated in indicator 2.1.1.

The company also has the HCV assessment that was carried out in the area to be managed in June 2008 and the report was published in February 2009. The HCV assessment activity was carried out by Malaysian Environmental Consultant Sdn. Bhd. using the 2003 toolkit. The HCV assessment was carried out for the scope of the Central Kalimantan Project (CKP) with a total study area of 121,875.4 Ha which was divided into 7 units, one of which is currently PT RHS. At the time the HCV identification was carried out, PT Rimba Harapan Sakti (PT RHS) was still using the name PT Prima Sawit Makmur (PT PSM) with a total area of 13,792.4 Ha. From the results of this assessment, it is known that an area of 5009.20 Ha was

identified as an HCV area for PT RHS and management was determined to maintain and increase the value of the HCV.

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However, for the HCV/HCS assessment will be explain further on Criteria 7.12.

Social Impact Assessment:

The company has carried out an Identification Study of the Social Impact of PT Rimba Harapan Sakti's Operational Activities with a third party consultant. The results of this study are contained in the Social Impact Assessment Report document of PT Rimba Harapan Sakti, Estate (RHS1 & RHS 2) and POM, Seruyan Hilir District, Seruyan Regency, Central Kalimantan. The assessment process was carried out on 19 – 26 January 2014 by the AFI ERFOLG Team – Bogor.

The village directly adjacent to the Company is Pematang Limau Village, which is shown on the Company Location Map. Based on this, and from the results of the study, it is known that the PT Rimba Harapan Sakti Social Impact Study is focused on Pematang Limau Village. Based on the results of the study, the only village that is included as a management village for PT RHS is Pematang Limau Village, because its geographical location is closest to the Company's operational area.

Based on the results of the study, it is known that villages other than Pematang Limau Village are administratively located quite far from the PT Rimba Harapan Sakti Administrative area, so they are not the target of the PT RHS Social Impact Study.

The social management plan was prepared based on the results of FGDs, interviews, observations, and distribution of questionnaires carried out in Pematang Limau Village, which was demonstrated by documentary evidence and a summary of minutes of public consultation results using the methods mentioned above.

The PT RHS SIA management and monitoring matrix based on the results of the initial identification study of the SIA program is as follows:

- Plasma Program, monitored through FGD every once in 6 months
- Tenure, monitored through interview and field observation every once in 6 months
- CSR Program, monitored through FGD and interview and field observation every once in 6 months
- Environmental Management Program, monitored through FGD, interview and field observation every once in 6 months
- Labor, monitored through FGD, interview, questionnaire, every once in 6 months
- Improving the Quality of Education, monitored through FGD, field observation every once in 6 months

Based on the results of the initial identification study, the issues detected and managed and must be monitored by PT RHS are as follows:

- Plasma Realization
- Land Claims
- Employment
- Low community income
- CSR programs that have not touched on community empowerment
- Pollution of the Pukun River and fish catches

Regarding Recommendations, one of the recommendations regarding land conflicts was submitted as follows;

- Compile and archive all land handover processes, land buying and selling, plantation business permits and various other documents related to legal aspects
- Conduct outreach to the community regarding the HGU area and PT RHS HGU boundaries

- The company always applies FPIC in building agreements and resolving land issues with the community.

Based on the results of the document review, it is known that the Company has involved relevant stakeholders in reviewing the current SIA program and preparing a new SIA program for the latest program year as stated in the SIA RKS-RPS matrix for 2022 - 2024 as stated in indicator 3.4.2.

Based on the results of interviews with the affected villages, namely Pematang Limau Village, the Company has involved village communities in developing PT Rimba Harapan Sakti's social impact management program through several methods such as direct interviews, filling out questionnaires and FGDs with representatives of the Company's management unit. Based on this interviews, it is known that there was no social impact that has not been identified and become issue in Local's area community from Pematang Limau Village.

Based on the information above, it is known that the Company has identified and prepared an environmental and social management program involving affected stakeholders located around the Company's operational areas.

3.4.2

Environmental Impact Assessment

Based on document review, and interview with management unit, it is known that the environmental management plan are still accordance to the management plan of AMDAL 2009 as mentioned on indicator 3.4.1. It's known that every environmental parameter that are managed and monitored was reported in Laporan RKL-RPL in every semester to related agency as mentioned on indicator 1.1.2.

However, based on that document review and interview with management, it is also known that company is in progress to submission of new environmental documents and land permit application as mentioned on indicator 2.1.1.

Unit certification also known to has conduct local's community participatory in every year to compile EIA, and updated HCV and SIA management planned as follows :

- Minutes of PT RHS's Internal Review of SIA dated 19 – 20 May 2022 are accompanied by evidence of employee interviews in the framework of PT Rimba Harapan Sakti's SIA internal review in 2022.
- Minutes of the External Review of SIA PT RHS dated 24 May 2022, complete with evidence from interviews with 58 participants from village communities in Pematang Limau Village.
- Minutes of the Social Impact Assessment of Community Activities in the PT RHS HCV Area June 1 – June 11 2022.

This meetings results in EIA management plan as mentioned above, Social impact assesment management plan as mentioned below, and HCV management plan as follows such as:

- HCV patrols and wildlife monitoring using the SMART database program conducted every week
- Installation of camera traps for monitoring orangutans which is carried out 2 times a year
- Conduct a rapid assessment of HCV which is carried out every quarter.
- Creation of nursery collection of local plant seeds that will be used as plants for restoration of HCV areas
- Carry out restoration activities every month
- Patrol of potential forest and land fires which is carried out every quarter
- Drilling wells in HCV areas with high fire potential
- Socialization and communication to workers and communities around the company about forest fires, HCV, and protected flora and fauna
- Make an agreement on HCV management with stakeholders every 2 times a year
- Maintenance and installation of signboards and markers for HCV area every month
- Reporting the results of HCV management every year
- Review and evaluate the HCV management plan every year
- Carry out monitoring using drones which is carried out every year
- Provide assistance for the HCV area to be compensated
- Creating guidebooks and catalogues for the types of flora and fauna found in the company area
- Conduct virtual HCV training and seminars

Based on the explanation above, all the implementation of environmental management and monitoring plan as well as HCV Management and monitoring plan were reported in RKL-RPL Reports which informed there is no negative impact caused by the unit certification, such as all factory waste quality testing which is carried out periodically and in accordance with quality standard set by the government.

Social Impact Assessment

The company has prepared a social impact management and monitoring plan for 3 years from 2019 – 2021. The plan has been prepared to reduce negative impacts and maintain positive impacts based on the results of the SIA assessment that has been carried out. The plan provides a description of social aspects, impact parameters, impact sources, impact benchmarks, management objectives, management plans, success indicators, management period, management location, PIC and reporting.

The Management Matrix is as follows:

- Employment Opportunity
- Occupational Health and Safety
- Workers' Rights and Facilities
- Communication and Consultation Mechanisms
- Workforce Stability
- Business Opportunities
- Household Income
- Institutional
- Public Perception
- Socio-Cultural Change
- Public and Employee Health
- Tenure Issues
- Plasma/Partnership plantations

The company has also carried out a review of Social Impact Management for the 2019 – 2021 Management Program which is explained in indicator 3.4.3.

The results of this review are used as the basis for preparing the Management Matrix for the 2022 – 2024 period, as follows:

- **Employment Opportunity :**
 - Recruitment policy of 40% local workers, monitored every once a year
 - Employee Recruitment Procedure, monitored Per-semester
 - Company's new planting activity such as requires additional workers for replanting activities
- **Occupational Health and Safety**, monitored every 6 months, such as holding general outreach and MCU for workers, ensuring the contents of the first aid box are in accordance with the list and the availability of unexpired first aid medicines every day
- **Workers' rights and facilities**, monitored every 6 months. Prepare summary and realization plans. Construction of permanent houses and housing layouts, monitoring housing plans and realization in every month, managing and picking up waste in housing for transport to Domestic Landfill every two days.
- **Communication and consultation**, such as Prepare a summary and aspirations of the responses of *LKS BIPARTIT* members every semester,
- **Workforce stability**, such as Socialization of incentives and list of incentive recipients and Socialization of final opportunities and Company facilities to employees in accordance with Company policy every semester,
- **Business opportunities**, such as hold regular meetings with villages regarding partnership programs or other business activities and convey the information transparently every semester
- **Regional Revenue**, such as carries out all financial obligations to the state such as taxes once a year
- **Household Income**, such as data on welfare levels according to per capita income once a year
- **Community Institutions**, such as ensuring good communication flows between the Company and the Community through new institutions and new institutions, per semester

- **Perception of the Company**, such as providing employment opportunities and ensuring that workers' children can go to school in every semester, holding regular meetings with the village for coordination per semester,
- **Socio-cultural changes** such as maintaining changes in cultural patterns and/or managing new cultures once a year,
- **Employee and Community Health**, such as socialization regarding health facilities provided by the Company every semester
- **Tenurial**, such as identify tenure problems in all RHS plantation areas and create maps of tenure cases and install signs of disputed locations. Together with the problematic parties every semester, formulate together appropriate patterns and methods for resolving land problems, especially in HCV areas of companies controlled by the community. individually so that in the future the HCV area will not experience disruption and management can be carried out maximally once a year
- **Plasma plantations**, such as implementing oil palm plantations with surrounding villages/communities through cooperative partnerships once a year

Based on the results of interviews with the Pematang Limau village head, it is known that the Company has prepared an environmental and social management program along with a monitoring program based on a study of the social and environmental impacts caused by the Company's operational activities. The preparation of this program is known to have involved community representatives from Pematang Limau Village through direct interviews, public consultations, filling out questionnaires and FGDs. Based on the results of the interview, it is known that the Company has also conveyed the mechanism for submitting complaints to affected villages if there are issues related to the management of social and environmental aspects. Based on the explanation above, Pematang Limau Village is known to know the mechanism for conveying information if there are pollution issues or social conflict issues caused by the Company's operational activities.

3.4.3

Unit certification also known to has conduct local's community participatory in every year to compile EIA, and updated HCV and SIA management planned as follows :

- Minutes of PT RHS's Internal Review of SIA dated 19 – 20 May 2022 are accompanied by evidence of employee interviews in the framework of PT Rimba Harapan Sakti's SIA internal review in 2022.
- Minutes of the External Review of SIA PT RHS dated 24 May 2022, complete with evidence from interviews with 58 participants from village communities in Pematang Limau Village.
- Minutes of the Social Impact Assessment of Community Activities in the PT RHS HCV Area June 1 – June 11 2022.

Environmental Impact Assessment:

Based on the RKL-RPL Report of PT Rimba Harapan Sakti Semester 2 of 2022, it is known that the Company has carried out environmental monitoring of several test parameters such as those related to surface water quality, noise tests, air quality tests and liquid waste quality tests. Based on this report, it is known that the testing was carried out by an accredited laboratory and refers to quality standards that have been determined in accordance with applicable laws and regulations. Based on the test results for semester 2 of 2022, it is known that there are no test results that exceed the quality standards, however the noise results at several stations at the PT RHS's POM exceed the quality standards, such as the noise test results at St. Engine room. Regarding the results of this test, the Company has carried out control efforts by implementing the obligation to use PPE as stated in the SOP for Personal Protective Equipment with number SOP 03/EHS/960/0921 dated 1 October 2021, where it is explained that for ear protectors that cover the entire leaf ear. This tool is used to protect against sounds whose intensity is >85 dB, so it is mandatory to use Ear Muffs. Meanwhile, for ear protectors that aim to protect against sounds with an intensity < 85 dB, you are required to use Ear Plugs.

The company also carries out routine MCU for workers who work in high-risk locations, always carrying out special MCU such as Audiometry for workers who work in locations with high noise levels. From the MCU Audiometry results for workers working in St. In the engine room with quite high noise test results, it is known that no workers experienced hearing problems because they always used personal protective equipment in the form of ear muffs in accordance with the provisions of the SOP for working at that location.

Social Impact Assessment:

Based on the results of the review, it is known that the Company has carried out social monitoring in accordance with the program stated in the Social Management and Monitoring Plan matrix where the results of the review are presented in the

SIA Review Report which is carried out every 2 years. Some of the results of the review are as follows:

- Data for the 2021 - 2022 period, the achievement target for local workforce absorption of 40% has not been achieved, where the realization results are only 32.13%. So that the program to increase local employment will continue to be increased in the next period.
- Monitoring parameters in social impact management for the OHS sector are the number and types of work accidents that occur, by looking at the severity level (SR) and frequency level (FR) through statistics and work accident figures for each type of work in the operational unit. All work accidents have been recorded and monitored during the 2021 – 2022 period, where there are no work accidents that have not been recorded and monitored.
- Monitoring worker facilities and benefits for the 2021 – 2022 period, it was discovered that there were no negative issues regarding the condition of facilities and benefits for workers. The parameter for the success of the program is the level of employee satisfaction with the facilities and benefits provided by the Company for its employees, seen from the employee's length of service at the Company, where there are 18.8% of workers who have worked for more than 10 years at the Company and are still working because of the needs related to the facilities and benefits can be fulfilled properly by the Company. Likewise, looking at the shortest work period, namely 1-3 years, it is 42.2%. If there are complaints regarding facilities and benefits for workers, the Company can handle them well. For example, if a complaint regarding a housing facility has a leaking roof, the company immediately repairs the damaged unit.
- Implementation of communication and consultation mechanisms for employees is facilitated through the *LKS Bipartit* forum and Women's committee, or can be done through suggestion boxes provided in the offices of each Company unit. Based on the monitoring period from 2021 – 2022, it is known that there were no conflicts between workers, nor cases of sexual disclosure and worker discrimination that occurred within the Company.
- Monitoring employee stability seen from the parameters of employees leaving and withdrawing from the Company. In the 2021 – 2022 period, it is known that an average of 2.1% of workers leave the company in every month. Companies need to look for factors that cause workforce instability, especially newly recruited workers, so this will be the focus in the next implementation and monitoring period.
- Monitoring business opportunities during the 2021 – 2022 period, it is known that the presentation of traders from the surrounding community is still high, with 54.5% dominated by traders with an average monthly income of 1 million. This is caused by pandemic conditions which cause Pasar Upahan (wage market) traders to only carry out trading activities once a month. The dominance of business opportunities is expected to increase average income beyond 1 million with the frequency of trading activities increasing in the next period.
- Data on total tax payments and contributions to the state in the 2021-2022 period shows a good trend, which is a manifestation of the Company's commitment to implementing compliance with applicable laws. It is hoped that this can be maintained in the following period, so that it does not give rise to social issues from non-fulfillment of tax obligations and contributions to the state by the Company.
- For the 2021 – 2022 period, it is known that the Company's contribution to increasing household income in the surrounding community is quite significant, one of which is through employment opportunities and collaboration with local contractors.
- For the 2021 – 2022 period, for monitoring the institutional sector at the Company, it is known that there are new institutions that have emerged as a result of the Company's presence in areas around its operations, such as the existence of educational institutions such as kindergartens and elementary schools, as well as the existence of a plasma partnership program for workers and village communities around the area. Company. There are no negative issues from the results of monitoring the existence of these institutions. In the next period, it is hoped that the Company can maintain the quality of existing institutions and partnerships and be able to capture the needs of new institutions for the benefit of the community around the Company.
- For the 2021 – 2022 period for monitoring community perceptions, it is known that there are no negative perceptions emerging from the community. The results of the FGD with the Pematang Limau Village Community revealed that the Company was asked to increase assistance to the Village related to the economy, education, health, religion, sports and social matters. In the next period, it is hoped that there will be no negative perceptions from the public that cannot be resolved and managed by the Company.
- Monitoring of Social and Cultural Changes during the 2021 – 2020 period, no negative issues were found due to the Company's existence. The use of local traditional rights from generation to generation at the PT RHS's Cultivation Right location does not indicate a cultural shift due to the Company's operational activities. This will continue to be monitored in the following period to ensure that the Company's operational activities do not eliminate the original social and cultural values of the surrounding village communities, especially Pematang Limau Village.

- Monitoring the Health of Employees and the Community for the period 2021 – 2022, it was discovered that the predominant disease suffered was ARI (Respiratory Tract Infection) with a total of 944 cases and dermatitis (skin disease). Data was obtained from community health centers that collaborate with the Company. It is hoped that the number of sufferers/patients will decrease in the next observation period by starting to develop a special management program related to the emergence of dominance of these two diseases in the area around the Company's operations.
- For the 2021 – 2022 period, problems related to tenure, in this case land claims in HCV areas, have been resolved by the Company by reaching an agreement where the Company provides compensation for the party making the claim and has succeeded in maintaining the claimed area as an HCV area within the Cultivation rights area of the Company. Monitoring and resolving claims on land that have the potential to experience conflict with surrounding communities remains a focus for the next period.
- The development of the Plasma Partnership with the surrounding community is running positively during the 2021 – 2022 period, where it is known that the land which was originally 377 Ha is currently in the LC process for an additional target area of 224 Ha, while still adhering to the zero burning policy in the process of developing the plasma partnership. The partnership program will always be monitored in the following period to ensure that the Company can implement Community needs in increasing income through the assistance of plasma partnerships supported by the Company.

Based on the explanation above, the Company is known to have implemented a Management Matrix and monitored environmental and social impacts that occur in the Company's operational areas. The results of the implementation are then evaluated and reviewed with all relevant stakeholders and become the basis for forming a management program for the next period.

Status: Comply

3.5

A system for managing human resources is in place.

3.5.1

The company has labor regulation documents contained in the Seruyan Regency Manpower and Transmigration Decree Number 500.15.12/1/363/DISNAKERTRANS/VI/2023 concerning Ratification of Company Regulations PT Rimba Harapan Sakti Estate 1, PT Rimba Harapan Sakti - Estate 2 and PT Rimba Harapan Sakti – POM which is valid from 26 June 2023 to 26 June 2025.

The company regulations regulate, among other things:

Article 6. Overtime Work

- That overtime work is carried out in accordance with the provisions of government regulation 35 of 2021 article 26, namely a maximum of 4 hours in one day and 18 hours in one week.
- Before overtime work is carried out, employees are required to first obtain an overtime order that is acknowledged and approved by the superior or appointed company representative, and has the signature of the employee concerned.

Article 7. Training and development

Training and development is organized and directed to improve employee competency. To develop knowledge and skills, the company organizes development and training in the form of theory and practice through educational programs within the company and outside the company.

Article 9. Annual Leave

- Every employee who has worked for 3 (three) months after passing the probationary period without interruption, is entitled to rest or annual leave for 3 (three) working days with wages in accordance with applicable company policy
- During the annual leave period, employees are entitled to receive wages as usual if they comply with the applicable provisions.

Article 10. Maternity Leave

- By using a doctor's/midwife's certificate, pregnant employees are given maternity leave for 90 (ninety) calendar days, provided that 1.5 (one and a half) months are taken before giving birth and 1.5 (one and a half) months are taken before giving birth.
- Employees who take maternity leave after giving birth, their maternity leave entitlement is only 1.5 (one and a half)

months after giving birth.

Article 14 Wage System

An employee's wages are determined and included in the employment agreement for the first time when the employee begins an employment relationship with the company

Article 19 Social Security for Health

Employees have the right to receive health social security from the company by participating in the program of the health social security administration agency (BPJS Health) in accordance with Presidential Regulation of the Republic of Indonesia Number 111 of 111 ARTICLE 16 C paragraphs 1 and 2.

Based on the results of interviews with representatives of Bipartite Cooperation Institute, the company's regulations have been understood by the workers and are in accordance with labor regulations.

3.5.2

The company has labor regulation documents contained in the Seruyan Regency Manpower and Transmigration Decree Number 500.15.12/1/363/DISNAKERTRANS/VI/2023 concerning Ratification of Company Regulations PT Rimba Harapan Sakti Estate 1, PT Rimba Harapan Sakti - Estate 2 and PT Rimba Harapan Sakti – POM which is valid from 26 June 2023 to 26 June 2025.

As an implementation of these labor regulations, the company has shown evidence including:

Employee Recruitment

Employee with initials RS with the position of Dump Truck Operator with work agreement number 5410/RHS1/SPK/H/VI/2023 which was signed by the worker and the company on June 10 2023. The work contract document includes, among other things, wages and insurance. BPJS Employment and Health, religious holiday allowances and so on. From the results of the auditor's verification in recruitment, supporting evidence is also available such as family cards, results of health examinations, photocopies of workers' identities, and explanations of job descriptions and so on. From employee recruitment, the company can show that the employee was appointed as a permanent employee after undergoing a 3 month trial period as outlined in Decree No. 067/RHS1/SK-PHT/H/IX/2023 concerning the appointment of permanent daily workers starting from 10 September 2023.

Promotion

Companies can show several examples of employee promotions, including:

- Employees with the initials RSA who work in the Mill unit were promoted from the position of sample boy with class 2D to class 3A with a new position as Quality Control Foreman in the Quality Control Department.
- Employees with the initials DTS who work in the RHS – Estate 1 unit are promoted from harvesters to class 2A foremen on May 30 2023.

Employee assessment

Employees with the initials SR with NIK RA/PRHS/1121/129 with the position of Gardener class 2a received an assessment result of 80% in the 2022 period, then from the assessment results they were recommended to get a class promotion to the operator position.

Termination of Employment (Resignation)

There was a termination of employment at the company because the worker resigned in the name of employee initials M with the position of Maintenance at the Mill which was proposed by the employee himself on July 1 2023 with a work period of 4 years and 10 months.

From the results of the auditor's verification, the company has provided compensation and compensation for the employee's rights while working at the company.

Termination of Employment (Retirement)

There are employees who have reached retirement age at the company with the initials employee A as stated in decision letter number 212/HRD-RHS/SK-PHK/H/2023 at the PT RHS-1 unit starting from May 8, 2023.

From the results of the auditor's verification, the company has provided an appropriate calculation of severance pay and

other rights received by employees.

Based on this explanation, the company has implemented employment procedures correctly and documented them. From the results of interviews with LKS Bipartite, information was also obtained that there were no employee complaints or other negative issues related to employment matters carried out by the company.

Status: Comply

3.6

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

3.6.1

The company showed the Wilmar Group Indonesia OHS policy document which contains:

- Implement an integrated EHS management system (WIMS) correctly and sustainably
- Develop and implement minimum safety, environmental and process safety standards
- Involve employees to build and maintain a safe workplace
- Comply with all local and national legislation in the area where the unit operates

The company also showed several mechanism documents related to OHS, including:

- SOP for Personal Protective Equipment (PPE) No. SOP 03/EHS/(6)/0921 rev. 6 dated 1 October 2023, which explains that the results of identifying PPE needs can be sourced from identifying aspects and impacts of LK3 and/or risk assessment
- SOP Risk Assessment No. SOP 11/EHS/(3)/0921 rev. 3 dated 1 October 2021, which explains that all potentials that may arise as a result of product and service activities must be registered in the Risk Assessment identification. This can also be based on the types of accidents that may have occurred and the addition of new activities

Then the company shows the HIRADC document as follows:

- HIRADC RHS Estate (No. FRM 02/SOP 11/EHS/(3)/0921 rev. 3 which was ratified on July 1 2023 rev. 3 contains the results of hazard identification and control, for example in spraying, manuring, slashing, landscaping, harvesting, etc.
- An example of a potential risk identified in the document is an accident due to limited visibility due to dusty roads. The planned hazard control includes installing traffic signs and conducting regular vehicle raids. The company then showed evidence of the installation of signs, for example in block 005 division 1A with a maximum driving speed limit of 40 km/hour. Based on interviews with management, it is known that those responsible for carrying out raids are the EHS and security teams.
- HIRADC RHS POM (No. FRM 01/SOP 11/EHS/(2)/0619 which was ratified on 10 July 2019 and reviewed on 20 January 2023 which contains the results of hazard identification and control, for example in FFB weighing operations, loading ramp stations, sterilizer station operation, thresher station, press station operation, boiler station operation, etc.

Apart from that, the certification unit has also established other procedures related to OHS throughout operations, including SOPs for Accident First Aid and SOPs for Personal Protective Equipment. Apart from that, the certification unit has also prepared an OHS Committee program, such as regular OHS Committee meetings, HIRADC evaluations, employee periodic MCUs, FR/SR work accident data, quarterly OHS Committee reporting and others.

Then the company shows a recording of the HIRADC document review, for example as follows:

- Minutes of PT RHS's HIRADC 2023 review and evaluation event on 13 and 14 June 2023, including discussing potential risks in operational work related to the application of EFB using mobile machines
- News of training events and reviews of HIRADC 2023 PT. The RHS dated 13 and 14 July 2023 includes discussing the addition of LOTO usage items related to every job that has a high risk

The company shows PPE identification documents for POM, including in the electrical, store, CPO despatch and sterilizer sections. The company also showed PPE identification documents for estates including those in the harvest, spray and fertilization sections.

Based on field observations and interviews with workers at the RHS-1 and RHS-2 warehouses, it is known that officers understand potential work risks and how to minimize these risks. It is also known that workers at RHS-1, RHS-2, whether in

the field or in the warehouse, have used PPE that complies with the PPE matrix.

The company shows Socialization Minutes, for example as follows:

- PPE socialization was held on July 1 2023 at RHS POM attended by 42 workers
- Socialization of safety and use of PPE when driving at RHS POM on November 10 2022

Then, the company also showed records of general health examinations for 788 workers at the mill and RHS-1 and 592 workers at RHS-2 on 10 – 25 October 2022. Furthermore, the company showed records of special health examinations (cholinesterase) for a total of 245 workers, for example spray workers, fertilizer, warehouse and plasma on 2 – 3 March 2023. The company also showed records of special health examinations (audiometry) for 43 workers at RHS-1 and RHS-2 on 20 and 30 August 2023. There are workers with the initials SN who transferred from his initial job as a grass cutting machine operator to a non-noise department for 6 months due to hearing loss on the right and left.

3.6.2

Monitoring the effectiveness of the OHS plan in dealing with health & safety risks is carried out periodically through monthly OHS Committee meetings which discuss OHS issues in the certification unit. The following are several recordings of monitoring activities for the effectiveness of the OHS plan through the monthly OHS Committee meetings:

- Minutes of the *P2K3* monthly meeting on July 24 2023 include discussing the performance achievements of the Dept. EHS in the July period was still unstable compared to the previous month
- Minutes of the *P2K3* monthly meeting on August 29 2023 include discussing safety and housekeeping issues in housing
- Minutes of the *P2K3* meeting on April 11 2022 include discussing issues related to work accidents that occurred in the admin workshop and the risk of traffic accidents in plantation areas

Based on an interview with the Seruyan District Manpower Office, it is known that work accidents have been reported periodically in the quarterly reports of the OSH Supervisory Committee. There are no cases of death.

Based on the results of field observations at the estate and mill, it is known that workers have used Personal Protective Equipment (PPE) in accordance with the PPE Matrix and PPE SOPs, such as for harvest workers at block 067 division 2A using boots, gloves, goggles and helmets, spray workers use aprons, carbon masks, goggles, rubber gloves and boots and factory workers use safety shoes, ear plugs/ear muffs and masks.

Based on the results of interviews with workers in both estates and mills, it is known that PPE is provided free of charge to all workers in the workplace. Meanwhile, if the employee damages intentionally/lost due to the negligence of the worker, the worker must replace it according to the specifications that have been set.

The company showed proof of handover of PPE, for example on behalf of MK (RHS-1) in the form of boots, apron and mask on March 28 2023 and in the name of AS in the form of a helmet, boots and egrek gloves on April 12 2023.

Based on the results of field observations, for example in the Estate RHS-I housing G20, it is known that the company has provided sanitation facilities for herbicide and fertilizer applicators, which function so that workers who use pesticides and chemicals such as fertilizers can remove PPE, clean yourself and wear personal clothes.

The certification unit also shows records of the results of annual health examinations and documented evidence thereof. As an example, the Medical Check Up Minutes are shown on February 7 2023 with 37 participants from RHS Mill, then 37 people from RHS-1. Based on the results of the examination carried out, it is known that all employees have received a health examination and are fit to work.

Status: Comply

3.7

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

3.7.1; 3.7.2

The company provides training programs for all workers including plasma farmers who are also managed by companies and contractors, including the following:

- Refresh Grading Training on April 18 2023 attended by 18 workers

- Refresh Internal Training (E-Grading) on August 15 2023 attended by 7 workers
- Socialization of high-risk work policies on February 25 2023, attended by 18 workers
- News of the best practice spraying training event on March 25 2023, attended by 7 workers
- News of the socialization event on best practice harvesting, RSPO, plasma KMS PT RHS 1 attended by 25 workers
- Minutes of incident investigation and accident reporting training on June 14 2023, attended by 15 workers
- Minutes of incident investigation and accident reporting training on June 7 2023, attended by 19 workers
- News of the emergency fire response team training event on June 20 2023, attended by 26 workers
- Training on the use of light fire extinguisher (APAR) on July 12 2023 was attended by 21 workers
- The operator's morning rowcall on August 7 2023 included discussing safety riding, housing cleanliness SOPs, waste management SOPs, and ISPO and RSPO certification attended by 100 workers at the mile. This training is carried out periodically.
- News of the LOTO and Permit to Work (PTW) training event on March 9 2023 attended by 7 workers

The results of interviews with representatives of bipartite cooperation institutions and workers such as warehouse officers, harvesters, fertilizer workers, stated that the company had provided training or socialization regarding work procedures to each worker orally and was understood by the workers. Apart from that, the results of interviews with sack washing officers also revealed that these workers had been given the relevant training. There are training programs involving contractors, such as socialization of SOPs and training related to OHS. From the results of interviews with workers and contractors, it is known that workers and contractors can explain the training they have received, such as work procedures and OHS implementation.

3.7.3

RHS POM demonstrated supply chain training 18 August 2023, which was attended by 18 employees from security guards, weighbridges, sorting and grading divisions, staff, CPO and PK Transporter, administration and production clerk.

Based on the results of interviews with Harvesting foreman RHS 1 & RHS 2 estate, the officer can demonstrate how to record FFB originating from certified and non-certified areas and they admit that they have been trained in SCCS. Training for workers in the estate will be held on 24 August 2023.

Status: Comply

3.8

Supply Chain Requirements for Mills

3.8.1 & 3.8.2

Based on FFB processing document period 2022-2023 known the FFB is from certified and uncertified area, such as KSY 2 estate (PT Kerry Sawit Indonesia) Thus, RHS POM implemented MB Module.

3.8.3

Estimated certified product recorded in the last Assessment Report and Certificate, and updated in the RSPO Palm Trace. Actual certified produced has been verified during this assessment. The estimates of certified production for the next license period also have been set, in reasonable amount taking into account the last year production. The data are shown in the following table:

Product	Last Year Projected Certified Volume (MT)	Last Year Actual Certified Volume (August 2022 to July 2023) (MT)	Estimation for the next 12 months
FFB	164,200	170,555.10	179,800
CSPO	36,200	34,214.80	37,182
CSPK	7,400	7,746.52	8,108

3.8.4

Rimba Harapan Sakti POM has registered in RSPO IT platform with information :

- Member name : PT Rimba Harapan Sakti
- Member ID : RSPO_PO1000003486
- Member Country : Indonesia

- Member category : Oil Mill
- Core product : Palm Oil
- License ID : CB141997
- RSPO membership number : Wilmar International Ltd (No.2-0017-05-000-00)

3.8.5

RHS POM has procedure about supply chain in RSPO Supply Chain Certification Procedure document no. SOP 01/RSPOSCC-MB/MILL/(1)/0921 Revision: 02 validation date: 01 June 2023. This document explains about the procedure related to supply chain model IP and MB, the person in charge of RSPO supply chain, the mechanism of goods in, outsourcing, selling product, training, recording related to RSPO supply chain, claim, complaint procedure, internal audit, etc. This procedure has socialized to PIC of supply chain on 5 June 2023. In addition there are several other SOPs such as examples:

- SOP/RHSPOM-LOG-02 revision 4 regarding Acceptance of FFB effective date 4 November 2021
- SOP/RHSPOM-LOG-03 revision 3 regarding Shipments of CPO & PK dated 19 June 2020
- SOP/RHSPOM-LOG-04 revision 2 regarding washing storage tanks April 14, 2023
- SOP/RHSPOM-LOG-05 revision 2 regarding weighbridge operation dated 19 June 2020
- SOP 37/SUS/(2)/0921 revision 2 regarding Document Control dated 1 September 2021
- SOP 63/SUS/(7)/0921 revision 7 regarding Internal audit dated 1 September 2021
- SOP 97/SUS/(3)/0921 revision 2 regarding management review dated 1 September 2021
- SOP 95/CKP/(20)/0419 revision 2 regarding handling customer complaints dated April 1, 2019.

Based on interviews in RHS POM note that the weighbridge and dispatch operators understand the supply chain management system. It also known that training and refreshment (awareness) of supply chain management system were carried out annually. The last SCCS training was held on 18 August 2023 to security, operator weighbridge, laboratory, logistic and sortation.

Based on the results of interviews with Harvesting foreman RHS 1 & RHS 2 estate, the officer can demonstrate how to record FFB originating from certified and non-certified areas and they admit that they have been trained in SCCS. Training for workers in the estate will be held on 24 August 2023.

3.8.6

RHS POM has procedure related to internal audit in document RSPO Supply Chain Certification Procedure document no. SOP 01/RSPOSCC-MB/MILL/(1)/0921 Revision: 01 validation date: 28 September 2021. Based on procedure, the internal audit is conducted at least once a year.

The RSPO P & C internal audit has conducted on 17 – 21 July 2023. There are 2 nonconformities related to supply chain aspect and has been fulfilled on August 24 2023. The company also shows the Minutes of Management Review for Estate the period 2021 – 2022 dated August 3, 2023. Aspects discussed include company policies, operational conditions in 2022, internal audit results, and compliance with laws and regulations. For POM Management Review conducted on 18 August 2023 Aspects discussed include company policies, operational conditions in 2022, internal audit results, and OHS.

3.8.7

- FFB period August 2022 to July 2023: 170,555.10 MT (certified) and 22.161,98 MT (uncertified)
- CSPO

Period	CPO production (MT)		Total	Certified CPO Dispatch (MT)			Total	Stock CPO	
	Cert	Non-Certified		RSPO	Other scheme	Non Certified		Certified	Non-Certified
August 2022 to July 2023	34,214.79	4,377.54	38,592.33	34,147.26	-	-	34,147.26	2,500.39	255.83

*Opening stock CSPO 2,540.50 MT

*Opening stock Non CSPO 15.34 MT

• **CSPK**

Period	PK production (MT)		Total	Cert PK Dispatch (MT)			Total	Stock PK	
	Certified	Non-Certified		RSPO	Other scheme	Non-Certified		Certified	Non-Certified
August 2022 to July 2023	7,746.52	927.69	8,674.21	7,613.15	-	-	7,613.15	109.32	31.74

*Opening Stock CSPK 176.57 MT

*Opening stock non-CSPK 55.54 MT

Mill has a mechanism for handling non-compliant FFB and/or documents, which are included in the RSPO Supply Chain Certification Procedure document, document number SOP 01/RSPOSCC-MB-IP/MILL/(2)/0623, Revision 02, Effective Date June 01, 2023.

3.8.8

The unit of certification shows sales documents for RSPO certified products as can be seen from the following information:

CSPO

- Bill of lading 13 June 2023
- No Bill of lading SEROJA XVI-112305
- Document DO SEROJA XVI-112305 date 13 June 2023
- No PO 8101184958 and 8101185211,
- Quantity is 666.28 MT
- And at the end of the document with CSPO certified sales reporting to palm palm trace RSPO dated 12 August 2023:

Seller

Member Name : PT Rimba Harapan Sakti

Member ID : RSPO_PO1000003486

Seller reference number : CPO MB – June 2023

Product Name : CSPO

Supply Chain Model : Mass Balance

Volume : 666.28 MT

Shipping/BLdate : 11-06-2023

Buyer :

Member name : PT Wilmar Nabati Indonesia

Peitung

Transaction ID : TR-66b708f4-ab87

Creation date : 11-08-2023

Confirmation date : 12-08-2023

CSPK

An example of CSPK certified sales recording:

- Document DO delivery order no. PK/001/RHS/V/2023 dated 5 May 2023, quantity PK 350,000 kg unique number 8091101814.
- Work order letter with number 8096000747 dated 5 May 2023 to CV Trimitra Sejahtera transporter.
- Replace document for palm kernel weighing ticket with unique number RA11164588 dated 4 May 2023.
- Deliveries will be made from 20 April – 5 May 2023 totaling 350,000 kg to PT WINA Bagendang.
- There is a bill off lading from 3 May – 26 May 2023 with delivery by ship 10 times to PT WINA Gresik totaling 871.77 MT.

- And at the end of the document with CSPK certified sales reporting to palm palm trace RSPO dated 27 June 2023:

Seller

Member Name : PT Rimba Harapan Sakti

Member ID : RSPO_PO1000003486

Seller reference number : PK MB – May 2023

Product Name : CSPK

Supply Chain Model : Mass Balance

Buyer :

Member name : PT Multimas Nabati Gresik KCP

Transaction ID : TR-49030e-c591

Creation date : 27-06-2023

Volume : 871.77 MT
Shipping/BLdate : 3-05-2023

Confirmation date : 06-07-2023

3.8.9

The Mill outsources its products transportation to the third parties and has contractual agreements. CSPO and PK transporter handled for period 2023 any 5 contractors there is :

- PT Marga Dinamik Perkasa
- CV Tri Mitra Sejahtera
- CV Ain Ito
- CV Maryscha Elok Sejahtera
- CV Molada

To ensure the contractors complies with the RSPO Supply Chain, in the agreement, there were clauses that set obligations of the contractor to comply with the supply chain rules. For example, PK transporting contractor number 004/PK/RHS/KTRK-BGD/2023 dated 1 Januari 2023 on clausul 4 explained the carrier can be audited by the CB that audits PT RHS, In addition there is also a commitment letter stating that the third party is willing to provide access to the CB for auditing if necessary.

RHS POM also carries out outsourcing activities for the storage of CPO and PK. CPO and PK that will be purchased by the buyer are deposited in advance to PT Wilmar Nabati Indonesia. There is a work contract for bulking activities between PT RSH and PT Wilma Nabati Indonesia contract number 8100700255 dated 28 December 2022 valid until 31 December 2023, this bulking is RSPO certified with certificate number INTERTEK-RSPO-01395223 valid until 18 February 2028.

3.8.10

The Mill has the record period 2023 of details of the contractors, covers the contractor company profile, address, contact person, email and phone number, contract agreement and period, and list of vehicles. The contractors used are :

- PT Marga Dinamik Perkasa (CPO transporter)
- CV Tri Mitra Sejahtera (PK transporter),
- CV Ain Ito (CPO transporter)
- CV Maryscha Elok Sejahtera (PK transporter)
- CV Molada (PK transporter)
- PT Wilmar Nabati Indonesia (Bulking)

There is new contractor and transporter since previous assessment to this assessment is CV Molada (PK transporter) and the company has sent the latest data to CB for RSPO certified product handling contractors on September 4 2023.

3.8.11

The Mill has the record period 2023 of details of the contractors, covers the contractor company profile, address, contact person, email and phone number, contract agreement and period, and list of vehicles. The contractors used are :

- PT Marga Dinamik Perkasa (CPO transporter)
- CV Tri Mitra Sejahtera (PK transporter),
- CV Ain Ito (CPO transporter)
- CV Maryscha Elok Sejahtera (PK transporter)
- CV Molada (PK transporter)
- PT Wilmar Nabati Indonesia (Bulking)

There is new contractor and transporter since previous assessment to this assessment is CV Molada (PK transporter) and the company has sent the latest data to CB for RSPO certified product handling contractors on September 4 2023.

3.8.12

Rimba Harapan Sakti POM has record all certified FFB, CSPO, and CSPK as presented in table below

- FFB period August 2022 to July 2023: 170,555.10 MT
- CSPO

Period	CPO production (MT)		Total	Certified CPO Dispatch (MT)			Total	Stock CPO	
	Certified	Non-Certified		RSPO	Other scheme	Non-Certified		Certified	Non-Certified
August 2022 to July 2023	34,214.79	4,377.54	38,592.33	34,147.26	-	-	34,147.26	2,500.39	255.83

*Opening stock CSPO 2,540.50 MT

*Opening stock Non CSPO 15.34 MT

• **CSPK**

Period	PK production (MT)		Total	Cert PK Dispatch (MT)			Total	Stock PK	
	Certified	Non-Certified		RSPO	Other scheme	Non-Certified		Certified	Non-Certified
August 2022 to July 2023	7,746.52	927.69	8,674.21	7,613.15	-	-	7,613.15	109.32	31.74

*Opening Stock CSPK 176.57 MT

*Opening stock non-CSPK 55.54 MT

3.8.13 & 3.8.14

Extraction rates from CPO and PK production are based on actual production data. Over the past 12 months, the extraction rate for CPO was 20.04 % and PK was 4.5 %.

3.8.15

Rimba Harapan Sakti Mill only apply MB Module.

3.8.16

The certified product sold under RSPO scheme in period **August 2022 to July 2023 (MT)**, for CSPO sold under RSPO Scheme is 34,147,26 MT and CSPO sold under other scheme 7,613,15 MT, No CSPO & CSPK sold under conventional and other scheme.

The company shows examples of sales documentation, for example for transaction number TR-3c631acd-dff3, which among others informs the following:

CSPO

Seller

Member Name: PT Rimba Harapan Sakti

Member ID: RSPO_PO1000003486

Seller reference number: CPO MB – January 2023

Product Name: CSPO

Supply Chain Model: Mass Balance

Volume: 524.73 MT

Shipping/BLdate : 28-01-2023

Buyer:

Member name: PT Multimas Nabati Asahan

Transaction ID: TR-166d76b4-2262

Creation date: 04-04-2023

Confirmation date: 10-04-2023

The sales document has been informed several information for example shipping date on 28 January 2023, transaction ID number TR-166d76b4-2262, Volume product, and RSPO certificate number for seller RSPO_PO1000003486.

CSPK

Next is an example of CSPK certified sales recording:

- Document DO delivery order no. PK/001/RHS/V/2023 dated 5 May 2023, quantity PK 350,000 kg unique number

8091101814.

- Work order letter with number 8096000747 dated 5 May 2023 to CV Trimitra Sejahtera transporter.
- Replace document for palm kernel weighing ticket with unique number RA11164588 dated 4 May 2023.
- Deliveries will be made from 20 April – 5 May 2023 totaling 350,000 kg to PT WINA Bagendang.
- There is a bill of lading from 3 May – 26 May 2023 with delivery by ship 10 times to PT WINA Gresik totaling 871.77 MT.
- And at the end of the document with CSPK certified sales reporting to palm palm trace RSPO dated 27 June 2023:
 Seller Buyer :
 Member Name : PT Rimba Harapan Sakti Member name : PT Multimas Nabati Gresik KCP
 Member ID : RSPO_PO1000003486
 Seller reference number : PK MB – May 2023
 Product Name : CSPK Transaction ID : TR-49030e-c591
 Supply Chain Model : Mass Balance Creation date : 27-06-2023
 Volume : 871.77 MT Confirmation date : 06-07-2023
 Shipping/BLdate : 3-05-2023

3.8.17

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

Status: Comply

PRINCIPLE #4 RESPECT COMMUNITY AND HUMAN RIGHTS AND DELIVER BENEFITS

4.1

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

4.1.1

The certification unit has established a policy related to Human Rights Defense which was last reviewed on December 10 2021. Several things stated in the policy are that the Wilmar Group supports the protection of human rights defenders, respects the rights of human rights defenders and prevents and mitigates human rights risks. related to the business operations and supply chain of the Wilmar Group. The certification unit shows documentation of the socialization of human rights policies which was carried out on 24 May 2022 at the Pematang Limau Village Hall. This policy is conveyed to employees, local communities and contractors.

4.1.2

Based on document review, interviews with management, interviews with community representatives and field observations, it is known that the certification unit does not use security personnel/private security officers. The certification unit uses its own employees as security units for the estate and mill. Based on interviews with estate and mill employees as well as representatives of Pematang Limau Village, it was revealed that there was no problem of confrontation and intimidation by the certification unit to maintain peace and order.

Status: Comply

4.2

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

4.2.1

The company also has a Complaints Procedure for the Implementation of the Wilmar No Deforestation, No Peat, No Exploitation (NDPE) Policy updated version 2.0 November 2019. In point 4.2 in the document, it explains the Protection of Human Rights Defenders, Whistleblowers, Complainants and Community Spokespeople. Point 5.1.3 also explains complaint cases that are investigated through external mechanisms such as the RSPO complaints procedure.

Based on the results of interviews with workers and worker representatives (Bipartite Cooperation Institute and gender committee), it was stated that complaints can be submitted to their direct superiors, as well as to the Bipartite Cooperation Institute or gender committee (special complaints for women's issues).

4.2.2

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

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

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

4.2.3

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

4.2.4

The company has procedures for conflict resolution:

- Procedure for Receiving Complaints and Dispute Resolution (PRO-BNM-007, Effective 09 February 2017, Revision 05). This procedure is a technical guide for receiving various complaints submitted by stakeholders or other related parties and the process for resolving them.
- Procedure for Settlement of Land Disputes (Doc No: PRO-BNM-013, Rev. 02) dated 23 August 2016. This procedure explains that alternative resolution is carried out by direct deliberation and consensus. The procedure also explains about settlement through legal entities, through a special team and out-of-court settlement.
- The company also has a Complaints Procedure for the Implementation of the Wilmar No Deforestation, No Peat, No Exploitation (NDPE) Policy updated version 2.0 November 2019. In point 4.2 in the document, it explains the Protection of Human Rights Defenders, Whistleblowers, Complainants and Community Spokespeople. Point 5.1.3 also explains complaint cases that are investigated through external mechanisms such as the RSPO complaints procedure.

	Status: Comply	
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4.3

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

4.3.1

Contribution to the development of the community around the company is realized in the form of CSR. The preparation of the CSR program has been based on consultation with community representatives as indicated by socialization and agreement with community representatives in December 2022. Community representatives consist of the Acting Village Head of Pematang Limau, Pematang Limau BPD, Pematang Limau Community Leaders and Pematang Limau Youth Leaders.

Areas that are the focus of development include Coordination and Public Communication: Routine Village Visits, Economy, Arts, Culture and Sports, Incidental Donations, Emergency Response, Village Infrastructure and Religion. The realization of the program, for example, is assistance for the construction of habitable houses for 2 residents of Pematang Limau village on January 3, 2023, basic food assistance for the city of Palangka Raya, Badminton Tournament on February 25 2023, Assistance for implementing Dayak traditional activities 14 July 2023 and basic food assistance for Seruyan Regency. The results of consultations with representatives of Pematang Limau Village, it is known that the company has realized a CSR program which was prepared on the basis of the participation of the Village parties such as the Village Head, BPD, community leaders, and youth leaders. Apart from that, the Company also demonstrated a Plasma MoU with the Makmur

Sejahtera Multi-Business Cooperative dated November 7, 2023 for the development of a 224 Ha Plasma Plantation in the village of Pematang Limau Currently in the progress of opening and planting oil palm plantations.

Based on the description above, it can be concluded that the company has contributed to community development based on the results of consultations with the community.

Status: Comply

4.4

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

4.4.1; 4.4.2; 4.4.4

The scope of certification covering an area of **13,789.75 ha**. This area has had the land title in the form of HGU (*Hak Guna Usaha*) based on decree of Head of Indonesia National Land Agency No. 26/HGU/BNP RI/2011 dated 13 June 2011 for an area of 13,789.745 ha. This area were from forest area that has been released base on Decree of Forestry Minister No: SK.100/Menhut-II/2005, on 21 April 2005 for an area of 16,702.26 Ha. The compensation process of other rights in the HGU has been conducted since 2009 to 2021. The company also has had plantation business permit in the form of IUP (*Ijin Usaha Perkebunan*) based on Regent Decree No. 188.45/1.6.1/2015, dated 14 April 2015, covering an area of \pm 13,800 ha and 45 tons FFB/hour of Mill's capacity. The all area company operational areas are included in the scope of certification.

The area of 2,571 Ha mentioned in the previous assessment as the area resulting from measuring community claims, the current condition is as follows:

- Still in the form of forest or natural land and has the potential to be cleared by the community. The total claims that have been completed in the Sungai Pukun Lestari Farmer group and above are:
 - In **Compensation Phase-1 and Phase-2**, the total area of land that receives compensation is **1,043.82 Ha in 2021**.
 - Based on the **2023 Update**, the total additional land area that **has been compensated is 528.21 Ha** (this is Compensation and Replacement of Land's data in HCV in 2009). So the **total area of land that has received compensation and replacement is 1,572.03 Ha (1,043.82 + 528.21 Ha)**.

4.4.3

The maps shown by the company include the following:

1. Map of the company operational area which includes block boundaries, emplacement locations, estate boundaries, and HGU boundaries
2. Map of the occupation area
3. Map of distribution of *HGU* pole
4. Overlay HGU map with HCV areas that have been compensated or HCV areas that are still under the control of other parties

The maps are made by the internal mapping team with a scale of 1: 50,000 and are equipped with legends.

4.4.5

Based on the land acquisition documentation shown by the company, it is known that the land owner acts for himself without being represented by any party. External parties are more like witnesses to ensure the transaction goes according to the agreement. The results of an interview with one of the previous land owners from Pematang Limau Village, it was found that the socialization process from the company related to land release was carried out individually or jointly involving village officials and community leaders. There is no coercion or intimidation when the process is carried out.

4.4.6

Based on the results of interviews with representatives of Pematang Limau Village and KMS Cooperative as parties who understand the process and agreement for land release, it is known that the company has fulfilled the commitments and agreements submitted, such as:

1. Development of plasma plantations
2. Labor recruitment

3. Implementation of CSR

Status: Comply

4.5

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

4.5.1

Based on the results of the document review and interviews with stakeholders including village representatives and Ketapang Regency BPN representatives, it is known that until now there has been no additional permit or expansion of the company operational area. GRIT process were carried out in the period 2009 – 2021. Unit of Certification has SOP No. SOP 30/BM/(0)/0409 issued on 1 July 2010 on FPIC. Procedures explaining the land compensation process through FPIC begin from identification of landowners, Input data (soil mapping), Negotiating compensation (according to the agreement and witnessed by a competent witness), payment of compensation, documentation. In addition, there is SOP No. 43/PR/(2)/0510 on recognition and company commitment to customary rights and community legal rights, issued on 17 May 2010.

4.5.2

Company already has HGU based on decree of Head of Indonesia National Land Agency No. 26/HGU/BPN RI/2011 dated 13 June 2011 for an area of 13,789.745 ha. This area were from forest area that has been released base on Decree of Forestry Minister No: SK.100/Menhut-II/2005, on 21 April 2005 for an area of 16,702.26 Ha. The compensation process of other rights in the HGU has been conducted since 2009 to 2020. There is a new land acquisition by the company for the HCV area in 2021 which are owned by another party. The following recapitulate is for an area 649,23 Ha (5 land owners) dan 201 Ha (8 Land owners). Companies can show examples of land acquisition documentation, for example for initial SRS in the form of willingness to relinquish rights and proof of payment including land maps.

Based on the interviews with representatives of the Pematang Limau community, it is known that the land acquisition process has been based on the agreement of both parties. The company does not impose if the community does not have the willingness to relinquish their rights.

4.5.3 & 4.5.4

Based on interview with representative of Pematang Limau surrounding communities, it was known that process of compensation has been carried out smoothly, transparent, voluntary and fair through participative and FPIC approach. Process of compensation or acquisition has conducted through FPIC manners and did not diminish any legal rights and/or customary rights. Previous land owner also informs during the acquisition the process is transparent and inform the planning for oil palm plantation development in their area. Especially for land acquisition in 2021, it is for HCV areas that are still owned by other parties.

Regarding the latest land acquisition, in 2019 it was actually agreed to build a partnership plantation covering an area of ± 412 Ha. The land cannot be acquired in its entirety, so a new land area of ± 1,542 ha is sought but is included in the forest area. In its development, a Community Forest Utilization Permit has been issued by the Ministry of the Environment of the Republic of Indonesia, but oil palm is not allowed to be planted. The company and the community have agreed to replace the commodity with corn and have conducted a comparative study on 17-20 March 2020 to corn cultivation companies, but after careful scrutiny, the Community Forest Utilization Permit also includes a prohibition on land clearing and clear cutting so that the realization of the partnership cannot be realized.

4.5.5 & 4.5.6

Interview with representative of previous land owners and surrounding communities from Pematang Limau Village known that they have access to information and advice such as from head of village of community figure regarding impact of land acquisition and also the oil palm plantation development. They also inform, head of village of community figure was take an active role during the initial development of plantation until the land title process.

4.5.7

Company already has HGU based on decree of Head of Indonesia National Land Agency No. 26/HGU/BPN RI/2011 dated 13 June 2011 for an area of 13,789.745 ha. This area were from forest area that has been released base on Decree of Forestry Minister No: SK.100/Menhut-II/2005, on 21 April 2005 for an area of 16,702.26 Ha. The compensation process of other rights in the HGU has been conducted since 2009 to 2020. There is a new land acquisition by the company for the HCV area in 2021 which are owned by another party. The following recapitulate is for an area 649,23 Ha (5 land owners) dan 201 Ha (8 Land owners). Companies can show examples of land acquisition documentation, for example for initial SRS in the form of willingness to relinquish rights and proof of payment including land maps.

Based on the interviews with representatives of the Pematang Limau community, it is known that the land acquisition process has been based on the agreement of both parties. The company does not impose if the community does not have the willingness to relinquish their rights.

4.5.8

Based on interview with community sighted that there is no communities in voluntary isolation around the certification unit.

Status: Comply

4.6

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

4.6.1 & 4.6.2

The company has procedure to identify legal rights, customary, rights and procedure to identify persons entitled to compensation in the SOP document for Settlement of Land Disputes (SOP 30/BM/2/0320). This document explains about the factors that cause land disputes, which also includes the sequence for identifying people who are entitled to compensation.

The results of interviews with representatives of Pematang Limau Village revealed that the land release process was preceded by socialization and then negotiations and after an agreement was reached, a compensation process would be carried out. The company also respects communities who do not want to relinquish land ownership rights. There was never intimidation and coercion in the whole process.

4.6.3

Company showed the land compensation recapitulation since 2009 – 2021 in document of List of Land Compensation in PT Rimba Harapan Sakti. Based on the list, also found woman as the previous land owner which compensated.

4.6.4

Company already has HGU based on decree of Head of Indonesia National Land Agency No. 26/HGU/BPN RI/2011 dated 13 June 2011 for an area of 13,789.745 ha. This area were from forest area that has been released base on Decree of Forestry Minister No: SK.100/Menhut-II/2005, on 21 April 2005 for an area of 16,702.26 Ha. The compensation process of other rights in the HGU has been conducted since 2009 to 2020. There is a new land acquisition by the company for the HCV area in 2021 which are owned by another party. The following recapitulate is for an area 649,23 Ha (5 land owners) dan 201 Ha (8 Land owners). Companies can show examples of land acquisition documentation, for example for initial SRS in the form of willingness to relinquish rights and proof of payment including land maps

Based on the interviews with representatives of the Pematang Limau community, it is known that the land acquisition process has been based on the agreement of both parties. The company does not impose if the community does not have the willingness to relinquish their rights.

Status: Comply

4.7

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

4.7.1 & 4.7.2

The company has procedure to identify legal rights, customary, rights and procedure to identify persons entitled to compensation in the SOP document for Settlement of Land Disputes (SOP 30/BM/2/0320). This document explains about the factors that cause land disputes, which also includes the sequence for identifying people who are entitled to compensation.

The results of interviews with representatives of Pematang Limau Village revealed that the land acquisition process was preceded by socialization and then negotiations and after an agreement was reached, a compensation process would be carried out. The company also respects communities who do not want to relinquish land ownership rights. There was never intimidation and coercion in the whole process.

4.7.3

Based on the results of a document review and interviews with representatives of the communities Pematang Limau Village it is known that the benefits obtained by people who have lost their land rights include:

1. Opening of road access
2. Recruitment of workers from the surrounding village community
3. The realization of plasma plantation development is managed in a full managed manner under KSM Cooperative

	Status: Comply	
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4.8

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

4.8.1; 4.8.2; 4.8.3 and 4.8.4

At the time of ASA-1.3 was there was an area of 125, 34 Ha which was included in the occupation and an HCV area of 2,571 Ha which was still owned by other parties because it had not been compensated since the beginning. In this regard, the company has made efforts to acquire land and has made compensation for an area of 1,284.80 hectares. The remaining area of 1,286.20 hectares has yet to be compensated. Regarding this, the company entered into a cooperation agreement with KUD Sawit Pukun Lestari to provide an area of ±412 Ha for the development of community plantation (outside HGU). At the time of surveillance 1.2 was carried out the cooperation agreement with KUD SPL had ended. Meanwhile, in its development the area of ±412 Ha cannot be fully controlled because there are other parties' ownership rights. In its development, a replacement land was sought so that it obtained a total area of ± 1,542 Ha. The land is in the the forest area.

In accordance with the Decree of the Minister of the Environment Number SK: 10602/MENLHK-PSKL/PKPS/PSL0/12/2019 concerning the granting of a business permit for the use of Community Forests for an area of ±1,542 Ha in a Permanent Production Forest Area of ±872 Ha and a convertible Production Forest of an area of 670 Ha. Permission has been given to manage the land but in one of the decrees it is stated that oil palm cannot be planted.

With this obligation, the company and the community have agreed to convert commodities into corn and have conducted a comparative study with PT Cheill Jedang Field Kalimantan on 17-20 March 2020. Until now, the development of the corn partnership has not been able to be carried out due to the continuation clause of the Community Forest Utilization Permit. There is a clause that states that it is forbidden to open new land by land clearing or clear cutting

To update the land partnership processes are as follows:

- PT RHS Plasma MoU with the Makmur Sejahtera Multi-Business Cooperative dated November 7, 2023 for the development of a 224 Ha Plasma Plantation in the village of Pematang Limau.
- Land surrender statement document dated 8 February 2017 no 3.3.72/TDH/W.2017 with an area of ± 224 Ha.
- Currently in the progress of opening and planting oil palm plantations.

Meanwhile, for the 2020 HCV land acquisition update, the area is 1,572.03 out of the total HCV area of 5,395.79 Ha. There is still a remaining HCV area that has not been released covering an area of 3,823.76 Ha. This is because not all of these areas are included in the compensation land measurement during the HGU land acquisition process on PT RHS, until now the names of the land owners have been obtained based on the first land measurements since the construction of the estate,

but they are still confirmed and re-matched with the Village party regarding the basis of the rights they have so that at least If the area is indeed controlled by another party, it has a recognized right base.

Based on field observation and stakeholder consultation with Representative of Pematang Limau Village and previous land owner, there is no evidence of dispossession and forced abandonment. The process of compensation is going through negotiation.

Status: Comply

PRINCIPLE #5 SUPPORT SMALLHOLDER INCLUSION

5.1

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

5.1.1 – 5.1.3 & 5.1.6

Based on document review, field observation and interviews with staff and management, it is known that RHS POM does not purchase FFB from third parties/ FFB suppliers. RHS POM only accepts FFB from the own estate, own plasma and plantations from the group as described in indicator 2.3.1. Information about FFB price was obtained that all documents related to pricing issued by the Plantation Agency can be accessed by supplier directly from the Plantation Office or communication media (handphone). In addition, unit of certification regularly explains the FFB pricing to supplier, the company also has a mechanism to convey prices. Based on the results of interviews with Plasma representative, stated that the price set by the company was in accordance with the price set by the local Plantation Service, where if there was a price update, the company immediately submitted the latest price through the FFB supplier communication group owned by the Certification Unit. For example, the latest price for FFB supplier accordance to Plantation Service of Kalimantan Tengah Province is Rp1,720.52 untuk tanaman berumur 3 tahun, umur empat tahun Rp1,881.01, umur 5 tahun Rp2,230.02, umur sembilan tahun Rp2,288.65 dan umur 10 sampai dengan 20 tahun Rp2,352.81.

Based on the results of a field visit to RHS POM and interviews with workers at the Grading Station, it is known that the Company does not receive fruit from outside parties or third parties, the Company only accepts fruit from Plasma, and other companies that are still in the same group as RHS, such as from STP and KSY.

The company can show the Partnership Cooperation Agreement Letter between PT RHS and the Makmur Sejahtera Cooperative for the Development and Management of a Partnership Pattern of Palm Oil Plantation covering an area of 377.24 Ha in Seruyan Hilir District, Seruyan Regency, Central Kalimantan Province dated November 7th 2017 to the Regency of Seruyan.

The term of partnership cooperation is valid from the time the agreement is signed until the Palm Oil Plant reaches approximately 25 years of age or until the palm oil plasma plantation no longer has economic value and can be continued if the first party (cooperative) still wishes to collaborate.

The Agreement itself states that the price of plasma FFB is determined based on the decision of the governor or government which has duties and responsibilities in the process of determining the price of plasma FFB every month. Currently, FFB prices are determined based on the prices set by the Central Kalimantan Provincial Plantation Service once a month. The company can show the price determination for the June 2023 period based on the Minutes of the Meeting of the Team for Determining the FFB Priing for Palm Oil Plantation Production in Central Kalimantan Province for the June 2023 Period. The Company has shown proof of payment for the June FFB purchase period to the Plasma Party in accordance with a price range determined by the Central Kalimantan Province Plantation Service.

Based on interview, with Makmur Sejahtera Cooperative representatives, it is known that the management of the Makmur Sejahtera Cooperatives, and its members know about the latest FFB prices every once a month. Based on the explanation above, it is concluded that the company periodically provides updated information on FFB prices to FFB suppliers.

5.1.4 – 5.1.5

The company showed that the Partnership Cooperation Agreement between PT RHS and the Makmur Sejahtera Cooperative for the development and management of a partnership of Palm Oil Plantation covering an area of 377.24 Ha

in Seruyan Hilir District, Seruyan Regency, Central Kalimantan Province, dated 7 November 2017, was known to the Regent of Seruyan. In the Partnership Cooperation Agreement in Article 5, the term of partnership cooperation is valid from the time the agreement is signed until the palm oil plant reaches approximately 25 years of age or until the oil palm plasma plantation no longer has economic value and can be continued if the first party (cooperative) is still willing to collaborate. The document is signed by each party, namely: Company Representative; Chairman, Secretary and Treasurer of the Cooperative and witnessed by the Regent of Seruyan.

The company also showed the Decree of the Regent of Seruyan Number 188.45/428/2015 concerning the Determination of Prospective Farmers and Prospective Land for the Makmur Sejahtera Cooperative for the Pematang Limau Plantation Revitalization Program in Seruyan Hilir District, Seruyan Regency in Partnership with the Palm Oil Plantation Company PT Rimba Harapan Sakti. In the list of names, it is known that plasma members are not limited to men only, but there are also women who are members and are involved in decision making.

Based on the results of interviews with the Plantation Service, it is known that the plasma area currently has not reached 20% of the total area owned by the Company as stated in its IUP. This has been requested to be increased again, because currently the development of plasma plantations is only around 5% of the total area owned by PT RHS. Based on verification with the Company, it is known that the Company is constrained in developing land because the available land is limited and most of it is included in forest areas which cannot be developed according to statutory regulations. So the Company, together with Plasma members, in developing the Plasma Estate area, does so in stages until they obtain suitable land and are allowed to develop it into a Makmur Sejahtera Cooperative Plasma Estate.

5.1.7

The company has weighing equipment that is calibrated regularly every year and is shown in the following documents:

- Certificate of Test Results from the Department of Cooperatives, Small and Medium Enterprises, Industry and Trade, Seruyan district, number 510/289/BID.IV/TJ/VI/2023, tool name Avery Weigh-Tronix/England, model E1205/J311, number series 113850204, capacity 50,000 kg/10 kg, dated 16 June 2023, valid until 26 May 2024.
- Certificate of Test Results from the Department of Cooperatives, Small and Medium Enterprises, Industry and Trade, Seruyan district, number 510/290/BID.IV/TJ/VI/2023, name of Avery weigh-Tronix/England, E1205/J311, serial number 141050374, capacity 50,000 kg/10 kg, dated June 16 2023, valid until May 26 2024.

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

5.1.8

The company has carried out outreach regarding RSPO certification to cooperatives/plasma farmers through annual meetings between the company and cooperative members. The company showed the Minutes of the annual meeting on July 15 2023 in Pematang Limau Village which was attended by the company, village government, community representatives and plasma farmers totaling 25 people.

5.1.9

Based on the results of interviews with the company's plasma department, the complaint handling mechanism still refers to the SOP for procedures for receiving complaints and resolving disputes outside of court, document number SOP 34/PR/(3)/2017. Community complaints can also be submitted at the annual meeting by filling in the complaint form provided by the company and then including it in the Minutes of the Annual Meeting. This is regulated in procedural document Number SOP 35/PR/(3)/0921 Revision 03 dated 21 September 2021 concerning Mechanisms for Implementing Communication and Consultation with the Community.

Based on the results of the document review, from the complaint book records there are no complaints from plasma members for the period 2022 - 2023. Based on the results of interviews with Plasma Koperasi Makmur Sejati, it is known that members have understood the mechanism for submitting complaints if there are any to the Company.

Status: Comply

5.2

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

5.2.1 – 5.2.3 & 5.2.5

Based on document review, field observation and interviews with staff and management, it is known that RHS POM does not purchase FFB from third parties/ FFB suppliers. RHS POM only accepts FFB from the own estate, plasma and plantations from the group as described in indicator 2.3.1. based on this explanation, this indicator does not apply to Rimba Harapan Sakti POM for the period 2022.

However, based on the interview with smallholder scheme from Koperasi Makmur Sejahtera as will be mentioned in 5.2.4, it is known that the company has been fully supported the farmers from Koperasi Makmur Sejahtera such as for the operational activities, given training in handling pesticides, and also in FFB buying. From the list of Koprasi Makmur Sejahtera's member it is known that the member itself was not limited to just men, but there are also female members in it.

Based on interview with unit management, it is known that the company actively informed the progress of farmer support programs through FGD or interview during the training for the smallholder scheme such as mentioned in indicator 5.2.4. below. From that, it can conclude that every progress was being discussed and informed in every occasion of meetings between the company and the Koperasi Makmur Sejahtera meeting such as through training, dofr example on Training for Handling Pesticide Chemicals and K3 on 29 September 2022 which was attended by 44 people.

5.2.4

When the audit was carried out, the certification unit had collaborated with the smallholder scheme (Koperasi Makmur Sejahtera) since 2017 and until now the overall operational activities were carried out by PT RHS. All workers who work at Plasma are PT RHS's workers so that pesticide handler training is only provided to company workers, not to smallholder schemes. The company shows the training minutes for handling pesticide chemicals and OHS by PT. Nufarm Indonesia which was held on September 29 2022, which was attended by workers in the EMU section, PIC PnD, warehouse heads, poison mixing officers and STC coordinators.

Based on the results of interviews with the management of the certification unit, it is known that the Plasma Cooperative is a fully managed cooperative by the Company, where all operational activities, including the provision of working time and labor from the company, as well as socialization and training related to plantation aspects are the responsibility of the management of PT RHS . Based on the results of interviews with the PT RHS Plasma Cooperative, it is known that the Company has conducted pesticide handling training for farmers as proven by the following documents:

- Minutes of Meeting of the Pest and Disease Refreshment Training Event on 21 – 23 August 2023 which was attended by 11 people.
- Minutes of Meeting of the Training for Handling Pesticide Chemicals and K3 on 29 September 2022 which was attended by 44 people.

Based on the results of interviews with pesticide applicators at RHS 1 and RHS 2 estate, it is known that workers have received routine training every year by the certification unit and during field visits the workers have applied good and correct use of pesticides according to the procedures owned.

Status: Comply

PRINCIPLE #6 RESPECT WORKERS' RIGHTS AND CONDITIONS
6.1

Any form of discrimination is prohibited.

6.1.1

The certification unit has a commitment to respecting human rights and describe in the Equal Employment Opportunity Policy review on January 2018, explained that Wilmar International is committed to providing equality in employment opportunities to every employee. Our beliefs and labor standards confirm that we will not discriminate when making decision to employees, promotion or retire works/candidates based on race, color, sex, age, social class, religion, sexual orientation, politics, or disability-only subject to the conditions attached to the role to be performed. The fundamental aims is to ensure

diverse and representative profiles of workers through the promotion equality of labor.

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

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

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

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

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

6.1.2

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

6.1.3

The company has a policy regarding employee recruitment which came into effect on April 1 2015 with document number 023/DIR-KP/IV/2015 which was made by the Human Capital Sub Div Head.

These policies include, among others

- Fulfillment of employee needs must be based on man power planning and organizational structure prepared and approved by the Business Unit Head or Division Head which has been approved by the Relevant Director.
- Every prospective employee who has passed the selection must undergo a trial period (probation) for 3 (three) months where every month an evaluation is carried out by a superior at least equivalent to the department head, to determine whether the trial period is passed, as well as being appointed as a permanent employee.

As an implementation of this policy, the company shows proof of employee recruitment documents with the initials RS with the position of Dump Truck Operator with work agreement number 5410/RHS1/SPK/H/VI/2023 which was signed by the worker and the company on June 10 2023. The documents The work contract contains, among other things, wages, BPJS Employment and Health insurance, religious holiday allowances and so on. From the results of the auditor's verification in recruitment, supporting evidence is also available such as family cards, results of health examinations, photocopies of worker identity, and explanations. regarding job descriptions and so on.

From employee recruitment, the company can show that the employee was appointed as a permanent employee after undergoing a 3 month trial period as outlined in Decree No. 067/RHS1/SK-PHT/H/IX/2023 concerning the appointment of permanent daily workers starting from 10 September 2023.

Apart from that, the company has evidence of other employment implementations, namely:

Promotion

Companies can show several examples of employee promotions, including:

- Employees with the initials RSA who work in the Mill unit were promoted from the position of sample boy with class

2D to class 3A with a new position as Quality Control Foreman in the Quality Control Department.

- Employees with the initials DTS who work in the RHS – Estate 1 unit are promoted from harvesters to class 2A foremen on May 30 2023.

Employee assessment

Employees with the initials SR with NIK RA/PRHS/1121/129 with the position of Gardener class 2a received an assessment result of 80% in the 2022 period, then from the assessment results they were recommended to get a class promotion to the operator position.

Based on this explanation, the company has fulfilled indicator 6.1.3

6.1.4

Based on interviews with female workers in estates and mills as well as WOW, it was stated that pregnancy tests were only carried out for pesticide applicators to prevent workers from being exposed to pesticides. It was further explained that so far there had never been a pregnancy test which was a discriminatory act.

6.1.5

The company has a women's committee called WOW (Women of Working Group) to handle issues such as harassment of employees, domestic violence and others. The WOW organizational structure consists of advisor, supervisor, chairman, deputy chairman, secretary, treasurer and members consisting of men and women. The WOW organization also has a work program for the 2023 period, for example:

- Socialization of sexual violence and harassment in April 2023
- Monthly meetings
- Midwife assistance every month

The company also shows the realization of this program, for example as stated in the minutes number 052/WOWRHS/VII/2023 on 13 – 14 July 2023 regarding the implementation of Focus Group Discussion activities for staff employees who are pregnant, breastfeeding, young mothers who have children under 24 month and discussing the mother's needs, and this activity was attended by paramedics and company doctors.

The results of interviews with female workers such as spraying workers, fertilizer workers and daycare workers showed that the workers already knew about the WOW organization and the functions of the organization. Workers also know WOW representatives if there are complaints or complaints regarding women's problems or issues. As a result of interviews with representatives of women's committees and women workers, it was found that there had been no complaints regarding women's issues in the last 1 year.

6.1.6

The company has set wages in the company in accordance with the Decree of the Governor of Central Kalimantan Number 188.44/472/2022 concerning the 2023 Regency City Minimum Wage which was determined on 06 December 2022 and came into effect from 01 January 2023 to 31 December 2023 and the wages set for Seruyan Regency is IDR. 3,594,095.56. Then the company has an Inter Office Memo document from the General Manager with Number 026/HRD-RO/IOM/XII/2022 regarding information on determining the Seruyan District Minimum for 2023 according to the district's minimum wage of IDR. 3,594,150,- and rounded wages per day of Rp. 143,766,-.

Payment of fair wages has been carried out by company units correctly, taking into account ability, performance, expertise, length of service, and other factors as the basis for remuneration. So that the wage payments given are in accordance with each load / task / type of work.

Companies can also show proof of payment of equivalent wages for the same scope of work for the period July 2023, for example:

- Salary slips for employee initials B with ID RA/RHS1/1010/977 (male) who works as a harvester employee.
- Salary slips for employee initials M with ID RA/RHS1/0421/4915 (female) who works as a maintenance employee.

Based on the results of the auditor's interviews in the field with male and female maintenance workers in the plantation, it is known that the workers receive the same basic wage.

Status: Comply

6.2

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

6.2.1

The company has labor regulation documents contained in the Seruyan Regency Manpower and Transmigration Decree Number 500.15.12/1/363/DISNAKERTRANS/VI/2023 concerning Ratification of Company Regulations PT Rimba Harapan Sakti Estate 1, PT Rimba Harapan Sakti - Estate 2 and PT Rimba Harapan Sakti – POM which is valid from 26 June 2023 to 26 June 2025.

And for payment documentation, the Company has determined wages in the company in accordance with the Decree of the Governor of Central Kalimantan Number 188.44/472/2022 concerning the 2023 City Regency Minimum Wage which was determined on 06 December 2022 and came into effect from 01 January 2023 to 31 December 2023 and the wage set for Seruyan Regency is IDR. 3,594,095.56.

Then the company has an Inter Office Memo document from the General Manager with Number 026/HRD-RO/IOM/XII/2022 regarding information on determining the Seruyan District Minimum for 2023 according to the district's minimum wage of IDR. 3,594,150,- and rounded wages per day of IDR 143,766,-

From the results of the auditor's interviews with representatives of Bipartite Cooperation Institution workers, information can be obtained that the workers have understood the contents of the company regulations that have been set and the results of the auditor's verification of the sampling of wage payments for the July 2023 period show that the company has paid workers according to the minimum wage set, this is in accordance with The results of interviews with harvest workers in the field show that workers already know the information regarding wage determination.

6.2.2

The company already has proof of employment contracts, for example for employees recruited in 2023 in the name of employees with the initials RS with the position of Dump Truck Operator with employment agreement number 5410/RHS1/SPK/H/VI/2023 which was signed by the employee and the company on the date June 10 2023. The employment contract document includes, among other things, wages, BPJS Employment and Health insurance, religious holiday allowances and so on. From employee recruitment, the company can show that the employee has been appointed as a permanent employee after undergoing a trial period of 3 months as outlined in Decree No. 067/RHS1/SK-PHT/H/IX/2023 concerning the appointment of permanent daily workers starting from 10 September 2023.

Apart from that, there is an official report document on the Conveyance of Employee Rights and Obligations at the Time of Recruitment for Employees with the initials RS with the position of Dump Truck Operator which was signed by PGA Staff, the Worker and acknowledged by the Division Manager on June 10 2023, which explains, among other things:

- Notifying Company Regulations
- Work relations related to the appointment of permanent employees, arrangement of working times and days, overtime work, training and development and organizational recognition
- Leave and Permission to Not Come to Work
- Annual leave, maternity leave, menstrual leave, rest due to illness and permission to leave work
- Remuneration
- Wage system (daily/piece rate), wages during prolonged illness, unpaid wages, etc
- Employee welfare and social security
- Social health security, social security for workers, company facilities, work equipment and supplies and occupational safety and health

Apart from that, from the results of the auditor's verification of the sampling of wage payments for the July 2023 period, it is clear that the company has paid workers according to the minimum wage set.

Regarding nonconformity in previous assessments, the auditor has also verified the consistency of follow-up improvements, for example, in the company a salary scale has been determined for employees in Groups 2A, 2B, 2C and 2D which was determined on December 12 2022. From the results of the verification, the implementation of the salary scale shows that It has also been applied to all workers in accordance with the wages given to each group and regarding overtime calculations, information can be obtained that employees who carry out overtime work and the calculation of overtime payments are in accordance with established government regulations and company regulations.

This is in accordance with the results of auditor interviews, for example with WTP operators, that workers understand the mechanism for calculating overtime and the overtime pay given by the company is in accordance with the overtime worked by the worker.

6.2.3

The company has labor regulation documents contained in the Seruyan Regency Manpower and Transmigration Decree Number 500.15.12/1/363/DISNAKERTRANS/VI/2023 concerning Ratification of Company Regulations PT Rimba Harapan Sakti Estate 1, PT Rimba Harapan Sakti - Estate 2 and PT Rimba Harapan Sakti – POM which is valid from 26 June 2023 to 26 June 2025.

As implementation of company regulations, the following evidence can be obtained:

Annual leave

- Employees with the initials IZ with the position of Clarification Operator use their leave rights for 1 day on June 10 2023
- Employees with the initials WW with the title Clarification Operator use their 2 day leave rights on 10 – 11 July 2023

Maternity leave

Employees with the initials H with the Maintenance position use leave 1.5 months before giving birth and from 19 July 2023 and 1.5 months after giving birth from 31 August – 14 October 2023

Overtime Work

- Employees with the initials AP with the title Weighbridge do overtime work for FFB, PK and CPO weighing for 1 hour
- Employees with the initials E with the position Weighbridge do overtime work for FFB, PK and CPO weighing for 1 hour
- Employees with the initials MKH with the position Weighbridge do overtime work for FFB, PK and CPO weighing for 1 hour
- Employees with the initials D with the position Weighbridge do overtime work in Grading FFB and Housekeeping for 1 hour

Termination of Employment (Resignation)

There was a termination of employment at the company because the worker resigned in the name of employee initials M with the position of Maintenance at the Mill which was proposed by the employee himself on July 1 2023 with a work period of 4 years and 10 months.

From the results of the auditor's verification, the company has provided compensation and compensation for the employee's rights while working at the company.

Termination of Employment (Retirement)

There are employees who have reached retirement age at the company with the initials employee A as stated in decision letter number 212/HRD-RHS/SK-PHK/H/2023 at the PT RHS-1 unit starting from May 8, 2023.

From the results of the auditor's verification, the company has provided an appropriate calculation of severance pay and other rights received by employees.

Based on this explanation, the company has implemented employment procedures correctly and documented them. From the results of interviews with LKS Bipartite, information was also obtained that there were no employee complaints or other negative issues related to employment matters carried out by the company.

6.2.4

From the results of field observations in residential areas and interviews with workers and the Bipartite Cooperation Institute,

it is known that the company has provided housing, infrastructure and facilities that are adequate/in good condition to workers, such as houses, clean water facilities, worship facilities, sports, first aid centers and etc. The condition of the house is permanent and has good sanitation. From interviews it is also known that in every housing location there is a child care center, trash can and so on.

6.2.5

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

- Payday market every time paycheck is paid
- Mobile vegetable vendors who enter employee housing areas
- Employee cooperatives that provide basic necessities for company workers

Based on the results of interviews with housing residents and workers, it was stated that workers had no difficulty getting sufficient food sources at competitive prices. There is an impromptu market every month after payday, mobile vegetable traders who enter the employee housing area.

6.2.6

The company has determined a living wage determined by the General Estate Manager which was signed on January 1 2023 which is given to all workers which includes, among others:

- Lifetime house
- Annual taxes, fees, levies and house insurance
- Annual cost of maintenance
- Annual electricity consumption cost
- Bus cost
- Day care cost
- Cost Education
- Cost Healty

Based on the results of the auditor's verification, the determination of the living wage has exceeded the minimum wage set by the government and the calculation is also based on actual and rational prices at the location of the company unit.

6.2.7

From the results of the document review, information can be obtained, for example, from the list of workers for the period July 2023, for the PT RHS-1 unit there are 714 workers and for the PT RHS-2 unit there are 598 workers and all of these workers, including those working in harvesting and maintenance work, have the status of permanent workers.

From the results of the auditor's interview with the harvest foreman in the field, information was also obtained that there were no contract employees working as harvesters in the company unit.

	Status: Comply	
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6.3

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

6.3.1

The company has a union policy as stated in Internal Memorandum No. 026 / WIP-HRD / Int-VIII / 2009 dated 12 August 2009 states that the company has respected and allowed its employees / workers to express their freedom in forming trade unions or associations.

Based on the results of interviews with representatives of Bipartite Cooperation Institution workers and harvesting workers in the field, information was obtained that they were aware of the policy for unionizing, but the worker representatives did not yet have the desire to form a union organization because they considered that the existence of the Bipartite Cooperation Institution was sufficient to accommodate all complaints. what they experience if there is.

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

6.3.2

The company has documented minutes with the Bipartite Cooperation Institute for example on May 19 2023 which were prepared by GA, known to the Chairman of the Bipartite Cooperation Institute and approved by the Mill Manager, which discussed, among other things:

- Finger print transactions 6 times and several employees still have incomplete finger prints
- For incomplete finger prints, an official report will be prepared by the worker which will be signed by the worker and made known to the superior and Mill Manager
- Finger print discipline can be improved again because it uses an online system, thereby reducing errors in overtime reading.

Based on this explanation, the company has documented meetings with the Bipartite Cooperation Institute.

6.3.3

Based on the results of interviews with representatives of Bipartite Cooperation Institution workers and harvesting workers in the field, information was obtained that they were aware of the policy for unionizing, but the worker representatives did not yet have the desire to form a union organization because they considered that the existence of the Bipartite Cooperation Institution was sufficient to accommodate all complaints. what they experience if there is.

Status: Comply

6.4

Children are not employed or exploited.

6.4.1

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

The company has a cooperation agreement with a contractor, for example CV Molada (CPO commodity transportation contractor from Mill) with number 004/PK/RHS/KTRK-BGD-2023 which was signed on January 1, 2023.

Based on this document, the clause regarding the prohibition of practices involving child labor, forced labor and workers from human trafficking, is stated in article 1, namely that the second party is prohibited from employing minors (under the age of 18 as proven by showing the worker's original KTP and providing a photocopy of the KTP workers to the first party), forced labor and workers from human trafficking.

6.4.2

The sample employee list for PT RHS 1 in the June 2023 period is 643, and no employees under 18 years of age are found in accordance with the policies set by the company and employment regulations.

6.4.3

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

6.4.4

The results of verification of the labor list documents, interviews with internal and external stakeholders, and field observations revealed that there was no indication of workers under the age of 18 in the company environment. Apart from

that, the results of field observations in the company's offices, housing and operational areas also placed signboards prohibiting the use of child labour.

Status: Comply

6.5

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

6.5.1

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

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

6.5.2

Policies related to sexual harassment are also contained in the Policy on Sexual Harassment, Violence and Abuse, and Reproductive Rights Policy" which was signed by the Chairman and Chief Executive Officer in January 2018 and the Internal Memorandum of the Head of HRD No.026/WIP-HRD/Int-VIII/2009 dated 12 August 2009. The second policy states that workers are obliged to support morality and safety in the workplace, and avoid all forms of sexual violence and violence directed at all workers.

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

6.5.3

The company has an action plan report based on the results of an assessment of the needs of new mothers which was made on 13 – 14 July 2023 which was attended by 21 participants from estate 1 and 22 participants from estate 2. The company has also identified pregnant workers, for example there are 16 pregnant workers in the RHS-1 unit

Companies can show the identification of young mothers by filling out a questionnaire sheet, for example for a young mother worker with the initials Z who is 29 years old who has 2 children aged 2 months. The questionnaire covers breastfeeding activities, pregnancy checks, and time for breastfeeding.

From the results of interviews with the gender committee, information was obtained that the company gives workers time if they want to breastfeed their children

6.5.4

The company has procedures for complaint:

- Procedure for Acceptance of Complaints and Dispute Resolution (PRO-BNM-007, Effective 09 February 2017, Revision 05). This procedure is a technical guide in accepting various complaints submitted by stakeholders or other related parties as well as the resolution process.
- The company also has a Grievance Procedure for The Implementation of Wilmar's No Deforestation, No Peat, No Exploitation (NDPE) Policy updated version 2.0 November 2019. At point 4.2 in the document, it is explained about the Protection of Human Rights Defenders, Whistleblowers, Complainants and Community Spokespersons.

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

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

Status: Comply

6.6

No forms of forced or trafficked labour are used.

6.6.1

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

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

6.6.2

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

Based on the results of interviews with the Bipartite Cooperation Institute, it is known that there is no practice of withholding identity documents, payment of recruitment fees, substitution of employment agreements without the consent of the workforce, forced overtime work, preventing workers from quitting employment, imposing penalties for termination of employment, forced employment due to debt obligations and wage retention.

Status: Comply

6.7

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

6.7.1

POM

Based on interviews with management, it is known that the previous P2K3 secretary, BAG, had resigned and been replaced with MRA. The company presented BAG's resignation letter on August 10 2022. Based on this, the OFI in the previous audit has been verified.

The company shows the Application for Ratification of the P2K3 and TPKD Organizational Structure - PT Rimba Harapan Sakti documents for POM dated 20 August 2023 which was received by the Manpower and Transmigration Service of Central Kalimantan Province on 31 August 2023.

Then the company showed the P2K3 RHS POM structure with secretary on behalf of MRA. The company also showed statement letter no. 2635/SPSKM/VI/2023 from PT Samudra Karya Mustika dated 30 June 2023 which stated that MRA had attended AK3U candidate training on 15-31 May 2023, but MZA's certificate, SKP and AK3U candidate card were still in publishing process at the Indonesian Ministry of Manpower.

Based on the explanations, companies are encouraged to ensure that the ratification of the P2K3 structure and the granting of licenses to new P2K3 secretaries are carried out. (OFI)

Estate

The company shows documents for Ratification of the P2K3 Organizational Structure and emergency management team (TPKD) - PT Rimba Harapan Sakti for Estate on 31 August 2022.

Then the company showed the P2K3 RHS Estate structure with secretary on behalf of Su (SKP AK3U No.

5/15493/AS.01.03/X/2022) set for 14 October 2022 valid for 3 years.

The company also showed Certificate No. 2346/SPSKM/IV/2023 explains that on behalf of EAL has attended electricity OHS training on 6 – 25 February 2023. The issuance of the license is still in process.

Then, the company shows recordings of P2K3 meetings including the following:

- Minutes of the P2K3 monthly meeting on July 24 2023 include discussing the performance achievements of the Dept. EHS in the July period was still unstable compared to the previous month
- Minutes of the P2K3 monthly meeting on August 29 2023 include discussing safety and housekeeping issues in housing
- Minutes of the P2K3 meeting on April 11 2022 include discussing issues related to work accidents that occurred in the admin workshop and the risk of traffic accidents in plantation areas

6.7.2

Emergency response procedures are available, including those listed in SOP 02/EHS/(5)/0622, Revision 5, date of issue June 2022 and work accident procedures, including those listed in SOP 05/EHS/(4)/0921, Revision 4, date of issue September 2021, in Indonesian that is clearly understood by all workers.

There are workers who are assigned to the field and other work locations and have received training in First Aid for Accidents (P3K), the Company has a First Aid Officer at the workplace who is licensed and still valid, for example:

- RHS Estate-1 has 7 licensed first aid officers, for example UH license number 560/105/UPT-BPKS/P3K/VII/2022, valid until 1 July 2025.
- RHS Estate-2 has 6 licensed first aid officers, for example in the name of Su license number 560/108/UPT-BPKS/P3K/VII/2022, valid until 1 July 2025.

The company also shows records of work accidents from 2022 to July 2023. Based on work accident board data, it is known that:

- Mill, there will be no work accidents until July 2023
- RHS-1 Estate, in 2022 there will be 1 work accident (LTI) and 1271 internal reports (hazard/near miss)
- RHS-1 Estate, in 2023 there will be 3 work accidents (LTI) and 1184 internal reports (hazard/near miss)
- RHS-2 Estate, in 2022 there will be 3 work accidents (LTI) and 1278 internal reports (hazard/near miss)
- RHS-2 Estate, in 2023 there will be 3 work accidents (LTI) and 1292 internal reports (hazard/near miss)

The company showed the results of investigations into work accidents that caused lost time injury (LTI) in the names of MDM, LN, Sla, Mi, JSC, Su, Ar, DTS, and SB. The company also shows the minutes of the P2K3 meeting, including discussing work accidents that occurred, for example on April 11 2022 discussing work accidents that occurred at the admin workshop of MDM.

The company shows the investigation documents of the work accident as well as the Phase I Work Accident Case Report to health service provider body (BPJS) employment, for example a.n LN, S and MDM.

The company also showed the P2K3 Report for the second, third and fourth quarters of 2022 which was reported to the Central Kalimantan Provincial Manpower Service and the Seruyan Regency Manpower and Transmigration Service which also discussed the Recapitulation of Work Accidents. For example, the P2K3 Report for the fourth quarter of 2022 will be reported on January 10 2023.

Based on interviews with management, it is known that to anticipate near misses, HIRADC discussions were carried out. Then the company also showed recordings of HIRADC document reviews, for example as follows:

- Minutes of PT RHS's HIRADC 2023 review and evaluation event on 13 and 14 June 2023, including discussing potential risks in operational work related to the application of EFB using mobile machines
- News of training events and reviews of HIRADC 2023 PT. The RHS dated 13 and 14 July 2023 includes discussing the addition of LOTO usage items related to every job that has a high risk

The company indicates SOP 54/MED/(1)/0921 rev. 1 concerning First Aid for Accidents (P3K), which has been in effect

since 18 April 2016, point 5.2.2.4, states that first aid boxes and their contents, whether in the office or brought to land, must be frequently controlled so that they are always available when needed.

Then in point 5.2.2.5 monitoring of the implementation of first aid control is carried out by the Assistant Manager of each division/department, this monitoring is carried out once a month.

The company also demonstrated first aid monitoring for POM for the period January – August 2023 at 8 points, namely the LB3 warehouse, workshop, panel room, store, sorting, security, laboratory and office, all of which were in complete condition. Based on field observations it is known that:

- There are no quick plaster items in the boiler station first aid kit. There is no monitoring form in the first aid box.
- There were expired iodine and rivanol in 4 firefighter first aid bags in the RHS-1 estate fire brigade warehouse
- There are several items in the RHS-1 estate TPA housing first aid kit, namely 10 cm wide bandages, safety pin gloves. Then there was only 1 quick plaster out of the supposed 10, but there was no record of its use. Based on the monitoring form, it is known that the last monitoring was carried out in April 2023.
- There is a first aid kit in the RHS-2 workshop which contains 8 quick plasters instead of the supposed 10, but there is no record of their use. Based on the monitoring form, it is known that it will be carried out last in September 2023.

Based on the explanations, companies are encouraged to carry out first aid monitoring in accordance with the procedures applicable in the company. (OFI)

6.7.3

The company has procedures related to Personal Protective Equipment contained in document No. SOP 03/EHS/(6)/0921 which has been revised 6 times and the latest document has been approved by the General Manager. This procedure is related to the management of personal protective equipment in mill and plantation operations in the Wilmar Group Indonesia – Central Kalimantan Project area. In general, this procedure describes the identification of the need for PPE, the mechanism for providing and replacing PPE as well as the maintenance, monitoring and evaluation of the suitability of PPE. The company has also provided socialization on the use of PPE, for example on July 1 2023 at the mill, which was attended by 42 employees.

Based on the results of field observations at the estate and mill, it is known that workers have used Personal Protective Equipment (PPE) in accordance with the PPE Matrix and PPE SOP, such as for harvest workers in block 067 division 2A using boots, gloves, goggles and helmets, workers spray using an apron, carbon mask, goggles, rubber gloves and boots and factory workers, for example in the engine room, use safety shoes, ear plugs/ear muffs and masks.

Based on the results of interviews with workers at both the estate and mill, it is known that PPE is provided free of charge to all workers at the workplace. However, if an employee damages it intentionally/loses it due to worker negligence, the worker must replace it according to the specified specifications.

The company showed proof of handover of PPE, for example in the name of MK (RHS-1) in the form of boots, apron and mask on March 28 2023 and on behalf of AS in the form of helmet, boots and egrek gloves on April 12 2023.

Based on the results of field observations, for example in the RHS-I G20 housing estate, it is known that the company has provided sanitation facilities for herbicide and fertilizer applicators, which function so that workers who use pesticides and chemicals such as fertilizer can remove PPE, clean themselves and wear personal clothing.

Based on the results of field observation, for example in the chemical warehouse/warehousing area, it is known that there is an MSDS installed in the warehouse area.

6.7.4

From the results of document verification that the company has made workers' health insurance payments with BPJS Health and Employment, the following are several examples of proof of payment for the July 2023 period:

- BPJS Employment payments to 714 workers at the PT RHS -1 unit on August 15 2023
- BPJS Employment payments to 598 workers at the PT RHS -2 unit on August 15 2023
- BPJS Employment payments to 93 workers at the PT RHS -POM unit on August 15 2023
- BPJS Health payments to 684 workers at the PT RHS -1 unit on August 10 2023

- BPJS Health payments to 589 workers at the PT RHS -2 unit on August 10 2023
- BPJS Health payments to 90 workers at the PT RHS -POM unit on August 10 2023

Companies can provide justification and explanations to auditors regarding differences in BPJS Employment and Health payments, for example in July 2022 there were 714 workers registered in the BPJS Employment program and in July 2022 there were 684 workers registered in the BPJS Health program, this is because several employees The company is still registered in the health insurance program provided by the government.

6.7.5

The company showed the PT RHS – POM Work Accident Board documents for 2022 and 2023, which explained that until 2022 – August 2023 there were no work accidents that caused lost work days at the mill. However, there are work accidents (LTA), for example a.n MDM in RHS-1 and work accidents (LTA) on behalf of LN and S, in RHS-2. The company shows the investigation documents of the work accident as well as the Phase I Work Accident Case Report to the employment health service provider body (BPJS), for example on behalf of LN, S, MDM.

The company also showed the P2K3 Report for the second, third and fourth quarters of 2022 which was reported to the Central Kalimantan Provincial Manpower Service and the Seruyan Regency Manpower and Transmigration Service which also discussed the Recapitulation of Work Accidents. For example, the P2K3 Report for the fourth quarter of 2022 will be reported on January 10 2023.

Based on the recapitulation of work accidents, it is known that the LTIFR at RHS-1 estate is 0.11 with an SR of 0.46. Meanwhile in the RHS-2 estate the LTIFR is 0.45 with an SR of 9.59.

Status: Comply

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

7.1

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

7.1.1

Documented IPM plans are listed in SOP Agronomy Detection and Census of Palm Oil Pests and Diseases, document number SA 02/EMU/(3)/1021, Revision 2, October 2021, which among other things explains pest and disease types, pest control thresholds and diseases, methods of taking samples at the time of detection or enumeration, as well as recommendations for control. This procedure explains that pest detection activities are carried out once every one or two months. In addition, it also describes the activities of planting beneficial plants, reporting and documentation.

The certification unit also shows implementation and monitoring documentation to ensure effective pest control, which includes:

- PT RHS 2 Oil Palm Leaf Eating Caterpillars Census Form, block 142, dated August 1 2023, which explains that the census results show that the level of bagworm attacks is 0.2 per midrib with a threshold of 5% so that no control is carried out using pesticide
- PT RHS 2 Oil Palm Leaf Eating Caterpillars Census Form, block 171, dated 3 August 2023, which explains the census results showing that the level of bagworm attacks was 0.84 per midrib with a threshold of 5% so that no control was carried out using pesticide
- PT RHS 1 Oil Palm Leaf Eating Caterpillars Census Form, block 278, dated June 22 2023, which explains the census results showing the level of bagworm attacks of 1.66 per midrib with a threshold of 5% so that control is not carried out using pesticide

Based on observations of the pesticide warehouses at RHS-1 and RHS-2, there are still many unused pesticide stocks.

7.1.2

The certification unit uses species mentioned in Minister of Environment and Forestry Regulation No.P. 94/MENLHK/SEKJEN/KUM.1/12/2016 concerning Invasive Types. This is based on documents shown such as the Progress

Document for Planting Beneficial Plants as PT RHS's IPM Program until July 2023. Based on the new beneficial plant planting document (July 2023), it is known that *Turnera subulate* and *Turnera ulmifolia* have been planted at RHS 1 and RHS 2, for example in blocks 35 and 36

The certification unit also uses the *Tyto alba* species to control rat pests biologically. This was demonstrated during field observations at RHS 1 and RHS 2. The company also showed monitoring documents for owls, for example at block 271 RHS 1 division 2A

7.1.3

Based on document reviews, field observations in RHS-1 and RHS-2, and interviews with workers and stakeholders such as head of Pematang Limau Village, it is known that the company does not use fire to control pests.

Status: Comply

7.2

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

7.2.1

The company has a list of types of pesticides published by the Central Kalimantan Province Manpower and Transmigration Service No. 560/ 32/PK.12/Disnakertrans/IX/2022 regarding Recommendations for the Use of Pesticides in the Workplace dated 19 September 2022 which explains that PT RHS is recommended to use 44 types of pesticides, including Garlon 670 EC, Basta 150 WSC, Inteam 150 SL, Petrokum 0.005 RB, Decis 25 EC, and Agrimec 18 EC. This recommendation is valid for 1 year from 19 September 2022 to 19 September 2023.

The company shows the 2023 Pesticide List, which specifies 4 rodenticides, 17 insecticides, 14 herbicides and 11 fungicides along with brand, active ingredient, pesticide class, nature, form, target, manufacturer and registration number and validity period.

For example, the insecticide brand Acemain 75 SP, active ingredient 75% Acephate, pesticide class III, contact and gastric properties, powder form, targets bagworms and fireworms, RI registration number 01010120114056 and validity period until 22 February 2026.

7.2.2

There are records of pesticide use available, including the active ingredients used and the LD50 of the active ingredients, treatment area, amount of active ingredient used per Ha and number of applications), which are listed in the Analysis of Active Ingredient Consumption Per Ha in 2023, which explains the Name of Agrochemical Type, Name Active ingredients, LD50-Oral, LD 50-Dermal, LC 50-Inhalation, % content, density and usage per month. For example:

Name of agrochemical type: Fastik

Active ingredient: Metsulfuron methyl

LD 50-oral: > 5000 mg/kg

LD 50-dermal: >2000 mg/kg

LC 50-inhalation: > 5 mg/L

The total use of the herbicide in January-May 2023 was 181.0239 L for an area of 9,887.22 ha with an active ingredient of 0.0005 g/mL/ha

7.2.3

The company has a Willmar Policy released on December 5, 2013 stating that "Pesticides categorized as World Health Organization Class 1A or 1B, or listed in the Stockholm or Rotterdam Conventions, are prohibited except in emergencies. The use of paraquat is prohibited."

The company has a program to reduce the use of pesticides (which is regulated in the Agronomy SOP) by replacing pesticides with biological controls such as using natural predators to control rats and planting beneficial plants. Based on document studies and field observations, several IPM programs with a biological approach have been implemented, such as controlling rats with *Tyto alba* and controlling oil palm leaf-eating caterpillar pests by planting beneficial plants such as *Turnera subulate*, *Turnera ulmifolia* and *Casia cobanensis*. Apart from that, the company has also carried out routine early detection as stated in the monthly early warning system report.

Based on a review of documents and field observations at the pesticide storage areas at PT RHS 1 Estate and RHS 2 Estate, it is known that the company does not use pesticides with WHO 1A or 1B groups.

7.2.4

There is no preventive use of pesticides to prevent pests and diseases (prophylactic use). This is proven, among other things, by the selection of special materials used or not by the company, which are listed in the 2023 Pesticide List and Recommendations for Use of Pesticides in the Workplace document. For example, insecticide brand Acemain 75 SP, active ingredient Acefat 75%, pesticide class III, contact and gastric properties, powder form, targets bagworms and fireworms, RI registration number 01010120114056 and validity period until 22 February 2026.

The certification unit also shows implementation and monitoring documentation to ensure effective pest control, which includes:

- PT RHS 2 Oil Palm Leaf Eating Caterpillars Census Form, block 142, dated August 1 2023, which explains that the census results show that the level of bagworm attacks is 0.2 per midrib with a threshold of 5% so that there is no control is carried out using pesticide.
- PT RHS 2 Oil Palm Leaf Eating Caterpillars Census Form, block 171, dated 3 August 2023, which explains the census results showing that the level of bagworm attacks was 0.84 per midrib with a threshold of 5% so that no control was carried out using pesticide.
- PT RHS 1 Oil Palm Leaf Eating Caterpillars Census Form, block 278, dated June 22 2023, which explains the census results showing the level of bagworm attacks of 1.66 per midrib with a threshold of 5% so that control is not carried out out using pesticide.

Based on observations of the pesticide warehouses at RHS-1 and RHS-2, there are still many unused pesticide stocks.

The company continues to minimize the use of pesticides as part of the plan in accordance with the IPM plan. The use of pesticides is not preventive to prevent disease (prophylactic use), but is based on census results that exceed the specified threshold value.

As an example of the company's efforts, the company is trying to develop the owl (*Tyto alba*) as a natural enemy of rat pests. Apart from that, in an effort to reduce the use of pesticides to control caterpillar pests by developing useful plants such as *Turnera subulata* and *Turnera ulmifolia*. Based on the results of field observations at RHS I and RHS II Estate, it was found that *Turnera subulata* plantings were very well developed and maintained as a form of controlling fireworm and bagworm pests.

7.2.5

The certification unit does not use pesticides listed in World Health Organization (WHO) Class 1A or 1B or included in the Stockholm or Rotterdam Conventions and paraquat. This is proven by the PT RHS Active Ingredient Use Analysis document per ha for 2021 - 2023 which, among other things, explains the amount of pesticide use and the amount of active ingredient used during 2021 - 2023 where there is no use of pesticides included in the World Health Organization's Class 1A or 1B list. (WHO) or included in the Stockholm or Rotterdam Conventions and paraquat. In addition, based on the field visit to the pesticide storage warehouse did not find any pesticides with the active ingredient paraquat.

7.2.6

Based on field observations, for example in agrochemical warehouses and pesticide mixing places, it is known that there is an MSDS for each type of pesticide. Then, at the pesticide mixing site, PPE is also available according to what is stated in the MSDS for pesticide mixing workers, for example masks, boots, rubber gloves and aprons. Based on the results of interviews with pesticide mixing officers, it is also known that workers understand the MSDS that have been socialized and have received training regarding pesticides and the risks that may arise from this work.

Pesticide applications are handled, used or applied by workers who have received training. This is shown in the recording of the training and socialization activities carried out. Here are a few examples of Pest and Disease Refreshment Training Event News, 21 and 23 August 2023 for PnD RHS-1 and RHS-2 officers, which were attended by 11 participants.

The company has SOPs for handling chemicals/pesticides, which include the following documents:

- Agrochemical Spray Equipment Calibration Procedure, document number SA 06/EMU/(1)/1021, Revision 0, October 2021.
- Spraying & Fumigation Procedure, PSKK document number 02/CKP/(2)/1111, Revision 2, November 2021.
- Mixing of Agrochemical Ingredients, PSKK document number 09/CKP/(2)/0320, Revision 2, March 2020.
- Procedure for Pesticide Storage, document number SOP 17/EHS/(1)/0518, Revision 1, May 2018.

7.2.7

The company has SOP for Pesticide Storage Place No. SOP 17/EHS(2)/0723, one of the references of which is PP No. 74 of 2001.

Based on the results of field observations at the RHS 1 Estate and RHS 2 Estate agrochemical warehouses, it is known that the storage of all pesticides is in accordance with recognized best practices, namely referring to PP No. 74 of 2001 concerning Management of Hazardous and Toxic Materials. Based on the results of these field observations, it can be explained that the storage area has been equipped with the B3 symbol, MSDS, ventilation, channels to accommodate pesticide spills, eyewash and shower, fire extinguisher, first aid box, emergency handling flow, shelves arranged according to packaging etc.

7.2.8

The company can show the SOP for pesticide storage SOP number 17/EHS/(1)/0518 revision 1, effective May 2018. The SOP describes the mechanism for storing pesticides in a special warehouse, including a place for mixing pesticide ingredients to be used in the field in a special isolated place so that there is no potential for chemical exposure to outside the warehouse. Storage of used pesticide packaging is stored in a temporary storage area for Hazardous Waste and then sent to a licensed collector.

Based on a field visit to the warehouse area at RHS-1, it was discovered that used pesticide containers were stored in TPS LB3 solidly. The inner parts of the fertilizer sacks are washed in the fertilizer sack washing area and then reused for construction needs, for example houses and roads. Then the used pesticide washing water is collected and reused for pesticide application. Based on observations, there were no leaks in the washing area for used pesticides or fertilizers.

Based on field visits to housing, for example POM housing and division 2 RHS-1 estate housing, no reuse of used pesticide containers was found.

Based on field visits to pesticide warehouses and temporary storage areas for Hazardous Waste RHS 1 and RHS 2, it is known that pesticide storage areas are well managed, oil traps are available, adequate and isolated air ducts so that there is no potential for exposure to pesticide materials from leaving the warehouse. Pesticide waste such as used pesticide packaging which is classified as Hazardous Waste is also found stored in a well-monitored temporary storage warehouse for Hazardous Waste which is then collected to licensed collectors. Before being stored in the Hazardous Waste Warehouse, used pesticide packaging in the form of jerry cans is chopped first, this is done by management to avoid reusing pesticide packaging and make storage space efficient.

The company also shows the SOP for washing used packaging, contaminated personal protective equipment and the management of used washing and rinsing water. No. document SOP 51/EHS/(1)/0320 revision 1 dated 27 March 2020. Based on interviews with employees and foremen of pesticide application at RHS 1 and RHS 2, it is known that all used pesticide packaging containers were returned and sent to the Hazardous Waste Warehouse and not used for purposes other than pesticide application activities. All used packaging containers, work tools and work clothes are stored in a special storage area. Thus, no contaminated items are taken home. The results of observations in employee housing estates revealed that it was not found that used pesticide packages were disposed of in landfills and were not used for other purposes such as trash cans, flower pots and so on.

Based on the results of interviews with the management of the certification unit, it is known that the Plasma Cooperative is a fully managed cooperative by the Company, where all operational activities, including the provision of working time and labor from the company, as well as socialization and training related to plantation aspects are the responsibility of the management of PT RHS. Based on the results of interviews with the PT RHS Plasma Cooperative, it is known that the Company has conducted pesticide handling training for farmers as proven by the following documents:

- Minutes of Meeting of the Pest and Disease Refreshment Training Event on 21 – 23 August 2023 which was attended by 11 people.
- Minutes of Meeting of the Training for Handling Pesticide Chemicals and K3 on 29 September 2022 which was attended by 44 people.

Based on the results of interviews with pesticide applicators at RHS 1 and RHS 2 estate, it is known that workers have received routine training every year by the certification unit and during field visits the workers have applied good and correct use of pesticides according to the procedures owned.

7.2.9

The sprayers workers on circles and path using selective pesticides three times a year. Based on field observations in RHS 1 and RHS 2, it is known if the workers already know the method of selective spraying, for example, only spraying the circle or the existing weeds and if there is no weed, no spraying is carried out. The company also does not apply pesticides by air.

7.2.10

The certification unit shows records of the results of annual special health examinations for pesticide operators and documented evidence for follow-up to the results of the examination, which includes the Special Periodic Medical Check Up Minutes (cholinesterase examination) semester 1 of 2023, March 2 - 3 2023, with participants from RHS 1 Estate numbered 114 people and RHS 2 Estate numbered 92 people.

Based on the results of the examination carried out, it was discovered that all employees showed normal cholinesterase activity in the blood and were declared Fit to Work.

7.2.11

Based on the results of field observations on pesticide application activities at RHS 1 and RHS 2 Estate, it is known that none of the female herbicide applicators are pregnant or breastfeeding, or people with medical limitations.

Based on the results of interviews with pesticide applicators, for example at RHS 1 Estate, it is known that the company carries out pregnancy monitoring for female herbicide applicators. Based on the results of interviews with the women's committee, the same thing was also stated.

Status: Comply

7.3

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

7.3.1

Management Waste Procedural Document

The company has several procedural documents in waste management as follows:

- SOP 22/EHS/(6)/0320 Management of B3 and B3 Waste rev 6, March 2020.
- SOP for Residential Solid Waste Management number 16/EHS/(3)/0723, revision 3, July 2023
- SOP for POME Pond Management (Liquid Waste) SOP Number 15/EHS/(0)/0409 Rev 00 April 2009.
- SOP for washing used packaging, work tools, contaminated personal protective equipment and management of used washing and rinsing water SOP Number 51/EHS/(1)/0320 March 2020.
- SOP POME Utilization for Land Application No. SOP 14/EHS/(02) 1021 Revision 2 on 1 October 2021.

Hazardous Waste

The company has a Temporary Storage Permit for Hazardous and Toxic Waste from PT Rimba Harapan Sakti number 503/977/DPMPSTP/XII/2019 dated 17 December 2019 and is valid for 5 (five) years. The permit states the types of waste that can be stored, provisions for building emergency response facilities, and the coordinates for the location of Hazardous Waste Temporary Storage are given as follows:

- Hazardous Waste Temporary Storage for Solid Waste RHS Estate 1, S: 02°46'73.0" and E: 112°34'23.2"
- Hazardous Waste Temporary Storage for Liquid Waste RHS Estate 1, S: 02°46'71.7" and E: 112°34'28.2"
- Hazardous Waste Temporary Storage for Medical Waste RHS Estate 1, S: 02°46'66.8" and E: 112°34'27.0"
- Hazardous Waste Temporary Storage for Solid Waste RHS Estate 2, S: 02°48'20.4" and E: 112°39'16.7"
- Hazardous Waste Temporary Storage for Liquid Waste RHS Estate 2, S: 02°48'19.8" and E: 112°39'20.3"

- Hazardous Waste Temporary Storage for Solid and Liquid Waste RHS POM, S: 02°50'11.1" and E: 112°34'22.3"

The company has a Letter of Cooperation Agreement between PT Rimba Harapan Sakti and PT Mitra Hijau Asia regarding Hazardous Waste Management Services, number C&A 1608.15/2022/RHS-666, with contract number 363/PKS/MHA-SMD/XII/2022 on Friday December 16, 2022 which ends on June 16, 2023. The contract had already ended when the ASA-1.3 audit activity took place and is currently in the process of extending the contract for further transportation.

Last transportation of hazardous waste manifest for POM, May 13th 2023 using vehicle with plate number 9319 UWX,

- KLHK-1691054266, used Hazardous Waste packaging, 0.5863 tons
- KLHK-1690424877, used Hazardous Waste packaging, 0.25 tons
- KLHK-1690957315, Used oil, 0.4 Tons
- KLHK-1691037710, Used oil, 1,232 Tons
- KLHK-1691049012, Used oil, 3.5068 Tons
- KLHK-1690426006, Used oil, 0.075 tons

The Last transportation of hazardous waste manifest for POM, May 8 2023 using a vehicle with plate number 9319 UWX,

- KLHK-1690426006, Used Oil, 0.075 Tons
- KLHK-1690424877, Used Hazardous Waste Packaging, 0.25 Tons
- KLHK-1690957315, Used Oil, 0.4 ton

The last transportation of hazardous waste manifest for POM, January 30 - January 31 using a vehicle with plate number 9319 UWX,

- KLHK-1681773346, Used Toner, 0.0262 Tons
- KLHK-1681763837, Medical Waste, 0.0693 Tons
- KLHK-1681730403, Laboratory Waste, 0.05 Tons, 31 January 2023
- KLHK-1681615761, Electronic waste (Lamp), 0.011 Tons, 31 January 2023

Solid Waste

The solid waste produced by the company is shells, fiber and EFB. The management plan is carried out by reusing solid waste such as shells and fiber as boiler fuel. Meanwhile, solid waste such as EFB is reused by applying it to plantation areas. This is proven by the results of field visits during audit activities that the company has used shells and fiber for boiler fuel, while EFB is reused on plantation land.

Liquid Waste (POME)

Liquid waste produced from factories is reused into Land Applications. Before being channeled to the LA, liquid waste is first managed at the IPAL with the aim of ensuring that the quality of the liquid waste channeled to the LA complies with the regulations.

Domestic Waste

Domestic waste generated from housing and offices will be disposed of at Final Waste Disposal Sites (Landfills). This is proven by the results of field visits to the Landfills area that the domestic waste produced will be placed in landfills by separating organic and inorganic waste. Apart from that, the location of landfills is far from residential areas and water sources.

Based on document review, it is known that the company has carried out socialization regarding waste processing to workers as proven by the following documents:

- Minutes of the Socialization of the Prohibition of Burning Waste and Sorting Types of Waste on July 12 2023 at the PT Rimba Harapan Sakti Housing Complex which was attended by 25 people.
- News of the Socialization of B3 and B3 Waste Management on July 12 2023 which was attended by 28 people.

Based on the results of interviews with RHS POM workers at the Boiler Station, it is known that the company is utilizing solid waste left over from FFB processing such as fiber and shells to be used as boiler fuel. Based on the results of the field visit to the IPAL, it is also known that the IPAL operator workers understand the main duties and work procedures in waste ponds along with the waste water management process and its use for application in land applications at PT STP. More detailed information regarding the management of RHS POM liquid waste will be explained in indicator 7.8.3.

7.3.2

Field observation in RHS 1 Estate, RHS 2 Estate, and RHS POM it is known solid and liquid wastes have been managed without polluting the environment. Solid waste management such as hazardous waste produced is stored in hazardous waste storage, empty bunch is disposed in empty bunch storage before being applied to land, shells and fiber are used as boiler fuel. Meanwhile, liquid waste from mill is processed through WWTP until it has been fulfilled quality standard before it is streamed to land application.

Based on field observation to Hazardous Waste Storage in RHS 1 Estate, RHS 2 Estate and RHS POM, it is known that hazardous waste from each unit has been stored to hazardous waste storage which has been equipped with emergency response facilities such as fire extinguisher, alarm, spill kit, emergency shower, secondary containment and first aid kit. Hazardous waste has been stored based on toxicity and hazardous characteristics, e.g., empty chemical containers and battery waste are stored in different location in hazardous waste storage. Besides, each stored waste is given MSDS and recorded in a logbook. Meanwhile, domestic waste from housing area is disposed into landfill in each unit. Based on interview with management representative, solid waste management, e.g., in housing area of RHS 1 Estate, and RHS 2 Estate is sorted into organic and inorganic waste and disposed into landfill.

7.3.3

Based on the results of document verification, it is known that the Company has a Zero burning policy, one of which prohibits waste burning activities. Based on the SOP for Residential Solid Waste Management number 16/EHS/(3)/0723, revision 3, July 2023, where in the document it is stated that the management of domestic solid waste must not involve burning. Companies can also show Minutes of Domestic Waste Processing Socialization, where in the socialization it is stated not to burn waste in residential areas.

Based on the results of visits to several locations, such as Factory Staff housing and RHS-1 Estate Housing, no indications of waste burning were found. As a result of a visit to the RHS-2 Estate Housing complex, it was found that there was an indication of 1 point of burnt rubbish. The company immediately took action to clean up the waste, and again socialized household residents not to burn waste. Minutes related to the Socialization of the Prohibition of Burning Trash in the RHS-Estate 2 Residential Area on September 7th 2023, due to the discovery of traces of burnt rubbish in the housing complex, which was attended by 7 people.

Based on the results of the interview, it is known that the Company has carried out routine patrols every day with a PIC from the Security section to ensure that there are no traces of burnt rubbish, and potential fire hotspots during Hazard Patrol activities, and submits real time reports after each patrol via the Whatsapp group consisting of the EHS team. PT RHS. The company can show proof of patrol results and Hazard Reports.

Based on the information above, this is an OFI where the company has the opportunity to ensure that the practice of burning waste in the company's operational areas, especially in residential areas, is not carried out by workers by making monitoring activities more effective through Hazard Patrol activities.

Status: Comply

7.4

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

7.4.1

The unit of certification demonstrates procedures related to the management of soil fertility so that yields are optimal and

have minimal impact on the environment, which among others are listed in the document Standard Procedures for Fertilizer Application, document number SA 05/EMU/(2)/ 1021, Revision 1, dated October 2021. Apart from that, there is also a Soil Sampling procedure for Soil Fertility Status (document number SA 12/EMU/(3)/1021 and a procedure for Collecting Palm Oil Leaf Samples (document number SA 14/EMU/ (1)/1021) as a consideration in calculating annual fertilizer recommendations.

The certification unit shows records of implementation of its practices according to established procedures, including:

- Leaf analysis results in 2023
- Soil analysis results in 2012
- Program and realization of organic fertilization using empty fruit bunch
- The 2022 and 2023 Core Estate Manuring Action Plan documents for mature and immature plantations.
- Documentation of fertilization recommendations and realization in 2022 for estate and plasma plantations.

Based on the results of field observations on fertilization activities, for example at RHS 1 Estate, it is known that fertilization is in accordance with the specified recommendations. Fertilizer workers understand the procedures for applying fertilizer and the measuring tools used have been calibrated by the R & D team. Apart from that, the company has also provided PPE that is in accordance with the results of the specified risk analysis.

7.4.2

Leaf Analysis

Shown is the SOP document for Palm Oil Leaf Sampling No. SA 14/EMU/(01)/2021 which explains leaf sampling procedures, nutrient deficiency symptoms, and leaf sample preparation.

Leaf analysis is carried out once a year by the Wilmar EMU RnD Laboratory. Documents are available for leaf analysis for PT RHS 1 and 2 carried out in 2023 with the parameters observed including the major elements N, P, K, Mg and Ca as well as the minor elements, namely: B, Cu, Zn and Fe. For example, planting year 2006 / 901 at RHS-1 Estate with test parameters of 2.58% N, 0.165% P, 1.06% K, 0.32% Ca, 0.62% Mg and 20 ppm B.

Soil Analysis

SOP SA 12/EMU/(02)/1021 dated 1 October 2021 was presented which explains that regular soil fertility sampling is carried out every 15 years, or if needed during replanting

Laboratory analysis of the condition and nutrient content of the soil will be carried out in 2022, for example sample ID RHS1/MRI/038/0-30 to measure pH 4.55, C org 3.3, N total 0.14, P Bray 58, P tot 308, Exc K 0.47, Exc Mg 0.41, Exc Ca 0.49, Exc Na 0.01, CEC 12.4, KB 11.1%.

Based on the results of interviews with representatives of the EMU (Ecology Management Unit) department, it was explained that the results of the analysis were included in the fertilization program.

7.4.3

The certification unit has and is implementing a nutrient recycling strategy, which includes recycling empty stalks, utilizing POM liquid waste and palm oil residue with the aim of encouraging the minimization of the use of inorganic fertilizers. Here is some documentation:

EFB application.

The certification unit shows the monthly EFB application return document - 2023. Based on this document, it is known that the EFB application program and realization was only carried out in RHS-1 Estate and 19,608.30 tons have been applied until July 2023 with an area of 4,012.46 ha.

Palm oil mill liquid waste.

The certification unit utilizes palm oil mill liquid waste for Land Application in several blocks at PT STP (outside the scope of certification).

7.4.4

Records of fertilizer use are maintained and can be shown during audit activities, which are included in the Monitoring of Manuring Program documents for 2022 and 2023 (updated to July 2023). Based on this document, the realization of fertilization in 2022 per type of fertilizer can be explained, for example as follows:

- Kieserite: recommended 283,359 mt and realized 265,500 mt (93.7 %)
- MOP: recommended 3,708 mt and realized 3,550 mt (95.73 %)
- Rock phosphate: recommended 81,469 kg and realized 75,400 kg (92.55%)

Then the company showed the Minutes of Not Receiving Fertilizer According to the 2022 Program document which explained that the realization of fertilizer was not achieved because there was a change in the hectare statement in RHS-1 of 0.6 ha for the construction of reservoirs and generator sites, so that the principal amount per hectare was reduced. Then in RHS-2 there is land that is inundated due to high rainfall in 2022, for example in blocks 541 and 378.

Status: Comply

7.5

Practices minimise and control erosion and degradation of soils.

7.5.1

The company has conducted a semi-detailed soil survey based on a survey of Param Agriculture June 2007, which describes the distribution maps of slope and type of soil in the operational area. Semi detailed soil survey indicated there are areas were classified as marginal land with soil type Sandy and the limitation factor is drainage. The company showed the Minutes of Verification Results of Peatlands at PT RHS Estate-II by EMU (Ecological Management Unit) R & D and GIS, with the results of verification of changes in peat area at PT RHS Estate II survey date August 2021, with results of 176.39 Ha , which is located in blocks 129, 130, 131, 132, 137, 152, 158, 159, 160, 169, 182, 183, 189, 330, 352, 357, 358, 382 and 541. Based on the RHS Estate Map 2 Subsidence Location Map, Weira, piezometer, January 22, 2022, Map Ref. No. HD 22292. Which also explains that there are 4 subsidence benchmarks, 4 piezometers and 65 weirs.

7.5.2

Based on the 5 year replanting program document, it is known that there are no replanting plans until 2029 for the main estate. Meanwhile, for plasma, there is a replanting plan in 2026 covering an area of 201.46 ha and in 2027 covering an area of 163.08 ha. Moreover, based on the identification result in the slope map of SRTM3 in 2010 it is known that the company area is located in the area with a slope of 0-6% with a flat classification, so that the company does not perform specific management strategy in areas with a certain slope.

7.5.3

Based on basic information, there will be new plantings in 2020 in the RHS-1 estate covering an area of 29.27 ha. The company also showed minutes of land opening for PT KMS plasma. RHS-1 dated 26 May 2023 which explains that 163.39 ha of land has been cleared. Then the company showed the 2021 Land Suitability Evaluation Report document for the Makmur Sejahtera Cooperative, Pematang Limau Village, which explained that the land belonging to the KMS plasma was not on steep land. Moreover, based on the identification result in the slope map of SRTM3 in 2010 it is known that the company area is located in the area with a slope of 0-6% with a flat classification, so that the company does not perform specific management strategy in areas with a certain slope.

Status: Comply

7.6

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

7.6.1

The company has conducted a semi-detailed soil survey based on a survey of Param Agriculture June 2007, which describes the distribution maps of slope and type of soil in the operational area. Semi detailed soil survey indicated there are areas were classified as marginal land with soil type Sandy and the limitation factor is drainage.

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The company has conducted a semi-detailed soil survey based on a survey of Param Agriculture June 2007, which describes the distribution maps of slope and type of soil in the operational area. Semi detailed soil survey indicated there are areas were classified as marginal land with soil type Sandy and the limitation factor is drainage.

Based on the identification result in the slope map of SRTM3 in 2010 it is known that the company area is located in the area with a slope of 0-6% with a flat classification, so that the company does not perform specific management strategy in areas with a certain slope.

The company carries out soil management to obtain appropriate results, including conducting soil fertility analysis, plant tissue analysis, implementing fertilization programs according to recommendations, reusing EFB to improve soil quality, etc.

7.6.3

Based on the identification result in the slope map of SRTM3 in 2010 known that the company area is located in the area with a slope of 0-6% with a flat classification, so that the company does not perform specific management strategy in areas with a certain slope.

Status: Comply

7.7

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

7.7.1

Based on basic information, there will be new planting in 2020 in RHS-1 estate covering an area of 29.27 ha in block 57 sub block A12-14. Based on the land type map, the Company shows the PT Land Suitability Survey Report document. Rimba Harapan Sakti 1 (RHS-1) explained that the planting was not carried out on peat land, but on sandy soil.

The company also showed minutes of land opening for PT KMS plasma. RHS-1 dated 26 May 2023 which explains that 163.39 ha of land has been cleared. Then the company showed the 2021 Land Suitability Evaluation Report document of the Makmur Sejahtera Cooperative, Pematang Limau Village which explained that the land belonging to the KMS plasma was not on peat land.

7.7.2

The certification unit has documented and reported the peat areas in the area managed by WILMAR GROUP to the RSPO Secretariat. This is shown based on proof of receipt from the RSPO GHG Unit on December 12 2022. In the proof of receipt it is also known that PT RHS has declared that the map used for peat inventory is an indicative map for the termination of the granting of new permits (PIPPIB) and does not use the results of a semi-detailed survey .

The company showed an indicative map of the termination of granting new permits (PIPPIB) for period 1 of 2023. It is known that the PT RHS area is not included in the peat hydrological area.

The company has conducted a semi-detailed soil survey based on a survey of Param Agriculture June 2007, which describes the distribution maps of slope and type of soil in the operational area. Semi detailed soil survey indicated there are areas were classified as marginal land with soil type Sandy and the limitation factor is drainage.

Based on the results of the interview, the company explained that the peat at PT RHS has only been managed since 2021 after conducting an internal verification survey of the characteristics of the peat ecosystem in the peat hydrological area (KHG) in accordance with the direction of Minister of Environment and Forestry Regulation No. 14 of 2017.

The company shows the RHS Peat Reporting Roadmap that shows the company is still in the communication stage with the relevant ministries and agencies that manage peat, so the determination of the peat hydrological area at PT RHS is still

not final

7.7.3

Companies can demonstrate the management of cultivation practices on peatlands, including the following:

- Monitoring of subsidence benchmarks is carried out every 3 months, for example on 21 August 2023 in Block 130 showing a decrease in peat of 0.5 cm. Installation of subsidence stakes will be carried out on April 20 2021
- Piezometer monitoring on August 2023 Week 3 in Block 158 which informed that the water level being maintained was 58 cm.

Based on the results of field observations at RHS-2 estate block 130, it is known that the monitoring results of the water level in the ditch are known to be 100 cm. This is due to dry conditions. The company shows rainfall data for 2023 which shows that in August 2023 rainfall was 58 mm with 2 rainy days. There was no rain during the audit activity.

Based on the Internal Verification Report document for the Peat Hydrological Unitary Area (KHG) at PT RHS, it explains that the peat at PT RHS is an ombrogen peat that only depends on rainfall, not tides because it is very far from the coastline.

7.7.4

The company shows recordings of monitoring water levels in peat soil at PT. RHS in 2023. Based on this document, it is known that there are 4 piezometers installed over an area of 176.6 Ha. Based on this document, it is known that the average results of piezometer monitoring measurements in January - August were between 33 - 55 cm. The document also explains that water level monitoring is carried out in the main and secondary ditches. Based on this data, it is known that the average monthly water level (January – August 2023) is 42 – 66 cm.

The company also showed monitoring data on the condition of the weirs at RHS-2 at 65 points in 2022. Based on this document, it is known that the weirs are in good condition and well maintained. Based on this data, it is known that water level measurements are carried out every week. For example, in block 158 division 2 on August 21 2023 the water level was 68 cm. Based on field visits, for example at collection drain block 130, it is known that the water level is 100 cm.

Based on the results of field observations at RHS-2 estate block 130, it is known that the monitoring results of the water level in the ditch are known to be 100 cm. This is due to dry conditions. The company shows rainfall data for 2023 which shows that in August 2023 rainfall was 58 mm with 2 rainy days. There was no rain during the audit activity.

Based on the Internal Verification Report document for the Peat Hydrological Unitary Area (KHG) at PT RHS, it explains that the peat at PT RHS is an ombrogen peat that only depends on rainfall, not tides because it is very far from the coastline.

The results of interviews with management revealed that peat management at PT RHS only started in 2021. The company also showed the Daily Report of Flood Central Kalimantan Project which explained that flooding occurred in September 2022, for example in blocks 130 and 131 with a height of 80 cm. Based on the field visit, it is known that the weirs in block 131 are being built permanently.

Based on the results of interviews with management, it is known that the company has plans to improve peat drainage. The company shows the budget for the construction of ditches on peat land, for example in block 130 RHS-2 with a length of 3,130 m.

7.7.5

Based on the 5 year replanting program document, it is known that there are no replanting plans until 2029 for the core estate. Meanwhile, for plasma, there is a replanting plan in 2026 covering an area of 201.46 ha and in 2027 covering an area of 163.08 ha.

Based on interviews with management, it is known that the plasma is not in the peat area. Additionally, with the 2023 period 1 indicative map for the termination of new permits (PIPIB), it is known that the RHS is not located in a peat area.

7.7.6; 7.7.7

The company has carried out a semi-detailed soil survey for the period of June 2007, published in the Param Agriculture document which describes information on the classification of soil types in the operational area. Based on the survey report, it is known that there is no indication of peatland, but there is a lowland area around the RHS 2 area.

The company showed a Semi-Detailed Soil Survey Data Update Report dated March 30 2023. In the report it was explained

that PT RHS has peat with an area of 176.4 ha. Based on interviews with management, it is known that the peat has been embedded.

The company shows recordings of monitoring water levels in peat soil at PT. RHS in 2023. Based on this document, it is known that there are 4 piezometers installed over an area of 176.4 ha. Based on this document, it is known that the average results of piezometer monitoring measurements in January - August were between 33 - 55 cm. The document also explains that water level monitoring is carried out in the main and secondary ditches at 4 monitoring points. Based on this data, it is known that the average monthly water level (January – August 2023) is 42 – 66 cm.

The company also showed monitoring data on the condition of the weirs at RHS-2 at 65 points in 2022. Based on this document, it is known that the weirs are in good condition and well maintained. Based on this data, it is known that water level measurements are carried out every week. For example, in block 158 division 2 on August 21 2023 the water level was 68 cm.

Based on the Internal Verification Report document for the Peat Hydrological Unitary Area (KHG) at PT RHS, it explains that the peat at PT RHS is an ombrogen peat that only depends on rainfall, not tides because it is very far from the coastline.

Status: Comply

7.8

Practices maintain the quality and availability of surface and ground water

7.8.1

The company has implemented a water management plan consisting of:

- Do not apply chemicals in river border areas
- Do not dispose of liquid waste into rivers but instead reuse it on plantation land. Before use, liquid waste is first managed at the IPAL so that the quality meets the standards set by the government.
- Utilize water for factory processing processes in accordance with standards set by the company.
- Conduct river water quality testing.

The unit of certification also does not limit access to clean water, and workers also have adequate access to clean water. Based on the results of field observations in the Estate housing area as well as interviews with fertilizer workers, spraying workers, and harvest workers, information was obtained that clean water facilities for housing were obtained from drilled wells provided by the company and for factory workers who lived in factory housing, the water source came from reservoirs which has been processed in WTP. The unit of certification has consistently had a water management plan for mills and plantations that is stated in the Environmental Management and Monitoring document as well as riverbank management programs and other water sources.

To ensure that the supply of water sources can be sustainable, efforts are being made:

- Construction of a water dam (reservoir) that has a spillway to monitor the water level/level. The level (height of the spillway) is determined to ensure that there is enough water for the people downstream
- Ensure that the use and management of water in operations will not negatively impact other users within the same catchment area, including local communities and water users in general;
- Ensuring that local communities, workers and their families have sufficient access to clean water for drinking water use and Bathing, Washing, Latrine.

Based on the explanation above, it can be concluded that the company already identifying, managing and maintaining water sources and quality as mentioned in management plan matriks as recorded in Amdal Dokumen, and monitored and reported every semester through RKL-RPL reports.

7.8.2

Company already has procedures for the Management of River Basin and Riparian Belts within the Company's HGU which are contained in the SOP document No. SOP 20/HCV/1/2019 revision 4, effective April 1, 2019 approved by the General Manager.

The company has monitored the quality of surface water through a KAN-accredited test laboratory (LP-195-IDN) such as the

Semester II 2022 Surface Test Results reported through RKL/RPL Report documents, as follows:

Surface Water Test Results Semester II 2022 of PT MP RHS

Parameter	Quality Standards of PP RI 22, 2021	Pukun River Upstream	Pukun River Midstream	Pukun River Downstream
pH	6 - 9	6	6	6
BOD	3 mg/L	7	6	7
COD	25 mg/L	35	31	37
Amoniac	0.2 mg/L	<0.03	<0.03	<0.03

The results of tests show that there are BOD and COD values which are all above the quality standard in 2nd semester of 2022, while COD are above the quality standard. The management explained that the cause of the high BOD and COD values had occurred since the initial baseline when the 2009 AMDAL study was conducted. This is due to the characteristics of the river which is a semi-peat swamp forest area, as well as permanently inundated areas. For other factors that influence that there is a fishing village in the upstream of the river and high rainfall so that there is runoff from the surrounding area.

Based on the results of a field visit to the Sungai Pukun area in RHS-1 Estate block 087, it was discovered that the location and condition of the water body was in accordance with the map shown by the company and was in a managed condition, where there were signboards, and spraying boundary markers as well as information prohibiting poisoning. fishing in the river. Based on the results of the visit, it was also discovered that there were no indications of the application of chemicals or pollution around the riparian area.

7.8.3

The company carries out liquid waste management by managing POM liquid waste through waste ponds (WWTP) and applying the liquid waste through planting blocks or through Land Applications. The company can show the Land Application Permit listed in the SK document. Regent of Seruyan number 188.45/512/2015 dated 16 December 2015, valid for 5 years. The Company has made efforts to extend the permit and the field verification stage has been carried out on March 11, 2021. However, based on the statement letter Number 660/330/DLH.II/VI/2021 issued by the Environment Service of Seruyan Regency in dated June 2, 2021, stated that the issuance of permits for Land Applications could not be carried out due to the latest law number 11 of 2020, so that it was waiting for the regulation of implementation instructions and technical instructions from Government Regulation Number 22 of 2021. In this ASA-1.3, it is known that the company already shown updated progress and has the opportunity to ensure this progress running positively as mentioned in 2.1.1 as OFI.

The company can show documents regarding the results of the measurement of the quality of liquid waste, namely the Liquid Waste Report per quarter and the RKL-RPL Implementation Report per semester which includes the results of the measurement of the quality of liquid waste every month. The test is carried out by accredited laboratory (LP-195-IDN) with reference to the Decree of Minister of Environment No. 28 of 2003. The results of the latest liquid waste quality testing in January-July 2023 have been in accordance with this regulation.

Monitoring the quality of wastewater at the outlet shows the results. Parameters monitored meet environmental quality standards. From the results of the Quarter 2 data analysis in 2023, there has never been a test result value that is above the specified quality standard. This shows that the liquid waste generated from FFB management activities is feasible to be applied to land (Land Application).

7.8.4

The company has a surface water extraction permit based on the Decree of the Head of the Central Kalimantan Province Investment and One Stop Service Office Number: 570/03/DPUPR-IPAP/II/DPMPSTSP-2018 concerning the Granting of a Surface Water Concession Permit on the Pukun River in Pematang Limau Village, Seruyan District Downstream of Seruyan Regency, Central Kalimantan Province by PT Rimba Harapan Sakti January 8, 2018 and valid for 3 years. The permit has expired on January 8, 2021. Company has shown extension of this permit in accordance with recent regulation based on Letter No. 05/RMKT/DPUPR-SDA/VIII/2022 on 23 August 2022 regarding to Technical Recommendation of Surface Water Utilization Permit in Pukun River. In this ASA-1.3, it is known that the company already shown updated progress and has

the opportunity to ensure this progress running positively as mentioned in 2.1.1 as OFI.

The company can show Water Usage data for the period January - December 2022 for PT RHS Water usage as follows:

No.	Months	FFB Processed (TON)	Water used for FFB Processed (m ³) (Process +Boiler)
1	January	11,625	14,265
2	February	13,915	16,724
3	March	20,113	25,174
4	April	22,058	26,592
5	May	22,639	25,720
6	June	25,480	28,733
7	July	21,444	25,752
8	August	17,191	24,977
9	September	16,943	20,562
10	October	13,561	16,128
11	November	14,459	18,102
12	December	15,355	17,614
TOTAL		214,762	260,354

The company also shows proof of payment for use of the Regional Revenue Service Unit water source in Seruyan Regency as follows:

1. Payment of Water tax payment for June 2023, payment in August 1 2023
2. Payment of Water Tax for May 2023, payment in June 27 2023
3. Payment of April 2023 Water Tax on May 30, 2023
4. Payment of water tax for March 2023 on April 28 2023

Based on the results of a field visit to the WTP section at Rimba Harapan Sakti Palm Oil Mill, it was discovered that the condition of the flow meter at the location was still functioning well, so that water usage recording could be carried out routinely and well monitored by the operator in charge of recording the flowmeter data. Based on the results of interviews with operators, it is known that operators understand their job duties well and use appropriate PPE that has been identified and provided by the company according to the type of work they do.

Based on the explanation above, the company has water use documents for the palm oil processing unit along with supporting documents in the form of Surface Water Use Permit Documents, water use recapitulation, as well as proof of payment of surface water use levies.

Status: Comply

7.9

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

7.9.1

Company utilizes solid waste to increase the efficiency of the use of fossil fuels and to optimize renewable energy which can be proven by records of the implementation of solid waste utilization. This can be shown in the document recapitulation of waste utilization for the period January-December 2022 with the following data as follow:

Description	Unit	TOTAL
FFB Process	Kg	214,782,390
Shell used	Kg	5,837,822
Fiber used	Kg	26,847,870
Energy is generated from biomass (KWh)	KWh	4,634,157
Energy use of biomass per tons of FFB	KWh/Ton TBS	46.35

Solid waste in the form of shells, and fiber is used to substitute diesel as boiler fuel. Based on the data on the results of solid waste utilization carried out by the company during this period, it can produce energy efficiency of 46.35 KWh/Ton FFB.

Status: Comply

7.10

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

7.10.1

The company has an inventory of GHG emission sources that are listed in the identification document for the source of greenhouse gas emissions produced by estates and mills. Based on the document review, it can be concluded that the company has identified the source of GHG produced by PT Rimba Harapan Sakti. Identification of significant sources of GHG emissions are identified and a mitigation plan has been developed by the company that includes estates and mills. Significant GHG emissions include land use change, processing of POME, use of fertilizers and pesticides, use of fossil fuels for operations and transportation. The mitigation plan includes the proper use of fertilizers and application as recommended, limiting the use of electricity, transportation and maintenance of machines, and periodic air quality tests.

The company has also reported the GHG calculation results to the public with a summary report which can be viewed on the RSPO website. This calculation has carried out routinely every year for January to December period, for example below this, has shown GHG Calculation of PT Rimba Harapan Sakti, with the data based on January to December period of 2022.

Summary Emission:

Emission per product	tCO ₂ e/tProduct
CPO	-0.42
PK	-0.42

Extraction	%
OER	20.33
KER	4.29

Land use	Ha
Planted area on mineral soil	33594.09
Planted on peat	0.00
Total oil palm planted area	33594.09
Conservation Area (Forested)	6041.57
Conservation Area (Non Forested)	1168.34
FFB Production per hectare	25.20 t/ha

Estate/Plantation field emission and Sinks

Description	Own		Group		3 rd Party		Total
	tCO ₂ e	tCO ₂ e/tFFB	tCO ₂ e	tCO ₂ e/tFFB	tCO ₂ e	tCO ₂ e/tFFB	
Land conversion	44307.82	0.25	10264.69	0.27	0.00	0.00	54572.5
CO ₂ emissions from fertilizer	7834.12	0.04	1281.53	0.03	0.00	0.00	9115.64
N ₂ O emissions from peat	0.00	0.00	0.00	0.00	0.00	0.00	0.00
N ₂ O from Fertilizer	4719.77	0.03	846.57	0.02	0.00	0.00	5566.34
Fuel consumption	2664.95	0.02	329.61	0.01	0.00	0.00	2294.55

Peat oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sinks							
Crop sequestration	- 71254.16	-0.40	- 13505.85	-0.36	0.00	0.00	- 84760.02
Sequestration in Conservation area	- 41422.26	-0.23	-363.20	-0.01	0.00	0.00	- 41785.46
Total	- 53149.77	-0.30	-1146.66	-0.03	0.00	0.00	- 54302.50

Mill Emissions and Credits

Description	tCO ₂	tCO ₂ e/t FFB
Emissions sources		
POME	42100.99	0.20
Fuel consumption	367.88	0.00
Grid electricity	0.00	0.00
Credits		
Export of grid electricity	0.00	0.00
Sales of POM	-10384.66	-0.05
Sales of EFB	0.00	0.00
Total	32084.41	0.15

Emissions from Palm Kernel Crusher

Emission Source	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumption	0.00
Total Crusher Emissions	0.00

Palm oil mill effluent (POME) treatment

Diverted to compost	0%
Diverted to anaerobic digestion	100%

POME diverted to anaerobic digestion.

Diverted to anaerobic pond	100 %
Diverted to methane capture (flaring)	0 %
Diverted to methane capture (electricity generation)	0 %

GHG calculation on January to December 2022 period shown net emission of GHG are decreasing compared to 2021 net GHG is -0.38 tCO₂e/t product meanwhile for year 2022 period shown net emission GHG is -0.42 tCO₂e/t product. It caused by the increasing of FFB production from FFB supplier (own estates, scheme smallholder, and group estates) that affected the increasing of frequency for FFB Transportation to deliver FFB to RHS POM, and also for the increasing FFB Processing in RHS POM. This phenomenon causing the amount of fuel used to be greater, therefore makes the net emission of GHG are decreasing.

7.10.2

Based on the document review and interview management representative it is known that no new land clearing was carried out above 2014.

In 2020, there was planting which was preceded by the clearing of 29.27 Ha of land in blocks 257, 559, and 575 RHS 1 Estate. This is because the land is land that cannot be compensated from the start, and the land owner only wants to receive compensation in 2018. The condition of the land is that some of it is already an area planted with oil palm, bushes and HCV areas. Regarding this matter, the company has coordinated with the RSPO with email evidence regarding land clearing in this area with the following evidence:

- On December 9, 2019, the company sent an email to the RSPO (khing.suli@rspo.org) asking whether it would be necessary to clear land of more than 10 Ha in the period November 2018-November 2019 whether it was necessary to carry out LURI.
- On December 9 2019, the RSPO (khing.suli@rspo.org) immediately responded to the company's question asking what scenario the company would use.
- On 9 December 2019, the company also immediately responded and stated that the scenario used was in an area that was an "existing certified plantation"
- On January 2, 2020, the RSPO (khing.suli@rspo.org) provided a response in the form of "the LURI will be made available on-site and shall be audited by the certification Body (CB) during the subsequent audit. Any nonconformance against the requirements during the audit shall result in heavy penalties which may include but may not be limited to a complaint case being filed and resolution being facilitated via the RSPO complaints system."

Regarding this matter, the company has carried out a LURI study and can show documents on the LURI results in the area where planting will be carried out. The company does not clear land, and it remains maintained as an HCV area in the No Go area (prohibited to do any land clearing activities). This has also been verified through the LURI map which is compared with actual conditions in the field. The identification results state that the area has several categories, including:

- For land resulting from compensation in the name of Waing with a total area of 7.16 Ha, there is an area with Low-Risk status covering an area of 4.34 Ha, a Risk area with a total of 1.69 Ha, and a No Go Area covering an area of 1.13 Ha where for the No area Go is an HCV area based on identification from the consultant.
- For land resulting from compensation in the names of Dimas and Sunyati with a total area of 40.7 Ha, there is an area with Low-Risk status of 36.93 Ha and a No Go area of 3.77 Ha where the No Go area is an HCV area based on identification from consultant.

Based on the results of the field visit during the previous assessment to Blocks 575 and 559 for land resulting from compensation in the names of Dimas and Sunyati, it showed that the company had cleared the area and had planted oil palm. However, for areas with No Go status, no land clearing is carried out, and they are still maintained as HCV areas. This has also been verified through the LURI map which is compared with actual conditions in the field.

7.10.3

Environmental aspects are identified in each palm oil mill activity, namely: entrance gate, weighbridge, parking lot, grading, loading ramp, sterilizer, thresher, press, but and kernel, clarification, storage tank, CPO dispatch, engine room, boiler, water Treatment Plants, chemical warehouses, temporary storage for hazardous waste, diesel fuel stations, vehicle washing offices, housing, and warehouses for lubricants or fuel oil.

The company has identified significant GHG emissions and pollutants from plantation and mill operations. Identification of sources of GHG emissions, among others:

1. Fuel for electricity
2. Operational vehicle fuel
3. Use of CaCO_3
4. Use of HCl and NaOH
5. Use of $\text{Al}_2(\text{SO}_4)_3$
6. Process at WWTP

Company has RKL-RPL Implementation Report every semester. For example, report for the period 2022 semester 2 which

contains the results of air emissions and ambient tests and has been reported to the relevant agencies. Emission and ambient air testing were carried out and the results of measuring the emission air quality of boilers and generators that met the quality standards stipulated in the Minister of Environment Regulation No. 07 of 2007, and the ambient air quality in factories and plantations has met the quality standards set out in Government Regulation No. 22 of 2021.

Status: Comply

7.11

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

7.11.1

The company demonstrated the Wilmar Policy "No Deforestation, No peat, No exploitation" on November 15th 2019. In this policy, there is a prohibition on burning which means not to use fire in opening new plantations or replanting or other development as written in it. this policy.

Based on the results of field observations during the audit activities, it was discovered that there were no indications of land burning carried out by the company.

7.11.2

The company has shown a summary of the activities of the PT Rimba Harapan Sakti Fire Management Unit as follows:

- Forming a Fire Emergency Response Team which was approved based on the Decree of the Head of the Central Kalimantan Province Manpower and Transmigration Service number Kep.258/DISNAKERTRANS/IX/2022 concerning Ratification of the Structure of the PT Rimba Harapan Sakti-Estate Emergency Response Team dated 31 August 2022, consisting of 2 fire teams for RHS Estate -1 and 2 fire teams for RHS estate-2, and 1 R3 fire team for RHS POM.
- Carry out monitoring and security and rescue in the event of a fire emergency and ensure the smooth process of evacuation and handling if there are victims
- Carrying out safety patrols/hazard patrols in residential areas, Estates and borders
- Monitoring hotspots using fire towers and drones
- Installation of signboards warning against burning
- Installation of fire indicator EWS boards
- Carrying out fire training for firefighting teams twice a year
- Prepare fire fighting equipment and ensure the equipment is suitable and ready for use
- Conduct socialization and fire simulations to all workers and surrounding village communities at least once a year
- The company also has certified K3 Fire Fighting Experts issued by the Indonesian Ministry of Manpower.

The company has a no-burn policy which states that PT RHS in carrying out its business is committed to clearing land by implementing a no-burn system in all development, plantation and waste disposal activities. The company also has procedure number SOP 02/EHS/(4)/0921 revision 04 concerning emergency response procedures - emergency response team which was updated on 30 September 2021. This document explains in detail all aspects related to fire prevention, such as the person in charge, classification emergency level, general provisions, member formation, emergency handling, description of duties and responsibilities of each member, fire emergency response flow and so on.

Report on Fire Management in the Workplace for the Second Quarter of 2023 (Period April – June 2023) PT Rimba Harapan Sakti Seruyan Hilir District, Seruyan Regency, Central Kalimantan Province 2023, where the report contains;

- List of existing fire management facilities and monitoring results of fire prevention facilities
- Recapitulation of Fire Management Unit activities in the Workplace
- SOP related to Fire Handling by the Fire Handling Team in Emergency Response Procedures - Emergency Handling Team (TPKD) SOP-02/EHS/(5)/0622 June 2022, where in the SOP states:
 - Carry out routine monitoring once a week via the fire tower
 - Conduct periodic patrols once a week in fire-prone area
 - Hotspot information and forecasts available via satellite information
 - The fire danger index board for updating the status of the fire index is carried out every time a fire point or hotspot is found as a result of satellite observations, fire towers, or the results of periodic patrols
- Create a map of fire-prone areas by carrying out routine field patrols

- Convey the structure of the fire management team / fire brigade team

The company also routinely carries out fire emergency response simulations periodically at least once a year as proven by the following documents:

1. Minutes of the Emergency Response Team (TPKD) for 31 December 2022 and 13 July 2023.
2. Minutes of Chemical/Flammable Leak/Spill Simulation Event January 5, 2023.

The results of field observations, and the results of firefighting simulations at the Engine Room Station using Hydrants, are that the infrastructure is in good condition and the firefighters have understood the extinguishing procedures well, and have carried out the simulation correctly. The results of the firefighting simulation at the RHS-1 Central Warehouse, using a fire truck, showed that the simulation ran smoothly, the team understood their main duties and functions and could carry them out well and the fire service was in good condition.

7.11.3

The company carries out routine reporting on fire prevention efforts listed in the 2022 Plantation Land Fire Control Systems, Facilities and Infrastructure Preparedness Report document, PT Rimba Harapan Sakti, Seruyan Raya District, Seruyan Regency, Central Kalimantan Province in 2022 and has reported it to the agency related as stated in indicator 2.1.1.

The contents of the report convey the following information:

- Plantation Land Fire Control Task Force
- Human Resources for Plantation Fire Control
- Operational Fire Control on Plantation Land
- Plantation Land Fire Control Facilities
- Plantation Fire Control Infrastructure

The company held an Alert Call for Forest and Land Fire Management and Socialization of Emergency Management Team and Fire Fighting Simulation on March 30 2022 from 15.00 – 16.00 WIB, in the PT RHS 1 Warehouse Area, with a total of 16 participants. Where from the results of this socialization there is an evaluation as follows:

- There is still a lack of infrastructure and infrastructure in accordance with the provisions of Minister of Agriculture Regulation 05 of 2018
- The fire simulation is not fully lit but has been doused with water so that the fire is easily extinguished
- The fire extinguisher is too large for the scale of the fire extinguished by the APAR so the fire is difficult to extinguish using the Fire Extinguisher

The results of this evaluation give rise to the following recommendations:

Make orders for fire and defense equipment which are still less than the provisions

The next training fire was made even better

The fire for fire extinguisher simulation is sufficient with just a small fire

Minutes of Simulation/Drill Emergency Response to Forest and Land Fires on Tuesday 29 March 2022 at RHS-2 Estate which was attended by 8 members of the fire team, and 2 coordinators of the Karhutla team, where the report stated the following:

- Security receives reports of fire incidents and provides danger alerts
- Gather the firefighting team and prepare firefighting equipment and personal protective equipment (PPE)
- The Firefighter team prepares to immediately go to the fire location
- If the fire team has not arrived, the patrol team and field staff can carry out early extinguishing
- If the fire has not been extinguished with manual equipment, do so with mechanical equipment
- Make sure the fire is completely extinguished by opening any smoking material
- After the fire extinguishing activity is complete, the fire team immediately collects fire equipment
- After the fire is extinguished, the fire team coordinator immediately conducts a briefing and evaluates the fire extinguisher's activities while checking the equipment of the team, and before leaving the fire location the coordinator once again ensures that the fire has really been extinguished.

Units of certification can show evidence of community involvement in fire prevention and control, including by conducting firefighting drills and increasing the frequency of fire patrols by involving the surrounding community, for example shown in Minutes of Training for Fire Fighting and Forest and Land Fires on 20 – 23 June 2022 at GOR Mustika Sembuluh 1 / CKP di PT Mustika Sembuluh Estate-1, delivered by the Manggala Agni Team attended by 45 people.

Based on the results of interview with the Seruyan Regency Plantation Office, it is known that there were no fire incidents in and around the company, training and prevention activities had been carried out by the company and orderly reporting had been carried out properly.

Based on the results of field visits to RHS-1 Estate, RHS-2 Estate there were no indications of land fires or land clearing by burning.

Based on the explanation above, it is known that the company has documents on the implementation of fire prevention, control, monitoring and maintenance of facilities and infrastructure as well as reporting.

Status: Comply

7.12

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

7.12.1 & 7.12.8

The company did not do clear land activities after 2005 without prior HCV assessment. The first land clearing was carried out from 2009 to 2013, at which time the HCV assessment was carried out in the area to be managed in June 2008 and the report was published in February 2009. The HCV assessment activity was carried out by Malaysian Environmental Consultant Sdn. Bhd. using the 2003 toolkit. From the results of this assessment, it was discovered that an area of 5009.20 Ha was identified as an HCV area for PT RHS.

WILMAR has reported a Disclosure of Liability for PT. RHS to RSPO on 31 July 2014, where the Summary of Raw Liability covers an area of 935 Ha (time clearance period Nov 2005 – 30 Nov 2007) with Zero Liability status. Meanwhile, the submission of Land Use Cover Change according to the RSPO format was sent via email to the RSPO secretariat on 8 April 2015. There is evidence of communication with the RSPO via rspocompensation@rspo.org on 2 March 2017 which states that PT RHS is declared as zero non-compliant land clearance.

In 2020, there was planting which was preceded by the clearing of 29.27 Ha of land in blocks 257, 559, and 575 RHS 1 Estate. This is because the land is land that cannot be compensated from the start, and the land owner only wants to receive compensation in 2018. The condition of the land is that some of it is already an area planted with oil palm, bushes and HCV areas. Regarding this matter, the company has coordinated with the RSPO.

Regarding this matter, the company has carried out a LURI study and can show documents on the LURI results in the area where planting will be carried out. The company does not clear land, and it remains maintained as an HCV area in the No Go area (prohibited to do any land clearing activities). This has also been verified through the LURI map which is compared with actual conditions in the field. The identification results state that the area has several categories, including:

- For land resulting from compensation in the name of Waing with a total area of 7.16 Ha, there is an area with Low-Risk status covering an area of 4.34 Ha, a Risk area with a total of 1.69 Ha, and a No Go Area covering an area of 1.13 Ha where for the No area Go is an HCV area based on identification from the consultant.
- For land resulting from compensation in the names of Dimas and Sunyati with a total area of 40.7 Ha, there is an area with Low-Risk status of 36.93 Ha and a No Go area of 3.77 Ha where the No Go area is an HCV area based on identification from consultant.

Based on the results of the field visit during the previous assessment to Blocks 575 and 559 for land resulting from compensation in the names of D and S, it showed that the company had cleared the area and had planted oil palm. However, for areas with No Go status, no land clearing is carried out, and they are still maintained as HCV areas. This has also been verified through the LURI map which is compared with actual conditions in the field.

7.12.2 & 7.12.5

The first land clearing was carried out from 2009 to 2013, at which time the HCV assessment was carried out in the area to be managed in June 2008 and the report was published in February 2009. The HCV assessment activity was carried out by Malaysian Environmental Consultant Sdn. Bhd. using the 2003 toolkit. The HCV assessment was carried out for the scope of the Central Kalimantan Project (CKP) with a total study area of 121,875.4 Ha which was divided into 7 units, one of which is currently PT RHS. At the time the HCV identification was carried out, PT Rimba Harapan Sakti (PT RHS) was still using the name PT Prima Sawit Makmur (PT PSM) with a total area of 13,792.4 Ha. From the results of this assessment, it is known that an area of 5009.20 Ha was identified as an HCV area for PT RHS and management was determined to maintain and increase the value of the HCV.

The results of the HCV identification in 2008 showed that an area of 4,960.57 hectares was identified as an HCV area and management was determined to maintain and increase the value of the HCV. On December 28 2013, the company internally re-delineated the HCV area. The results of the reassessment concluded that there was an area of 148.84 Ha with initial HCV status that had been cleared and planted by the company.

This resulted in the company implementing a compensation mechanism for open HCV areas worth 2.5 times the planted area. So the total actual HCV area identified is **5,395.58 Ha**. In 2020, there was planting which was preceded by the clearing of 17.03 Ha of land. At RHS 1 Estate block 559.

Based on the results of document review and interviews with management in this ASA-1.3 assessment, it is known that there is a total land area of **2,824.58 Ha** which is the clear area of HCV that are not included in the compensated area. While there is the Community claim area of **2,571 Ha** from the results of measurements and mapped by PT.RHS at the time acquisition of Cultivation land in 2009. Updated total HCV area of **PT. RHS is 5,395.58 Ha**. The condition of the remaining 2,824.58 Ha area is currently still in natural condition and has the potential to be reclaimed by the community so that it becomes a monitoring area and is included in the gradual management carried out by the Company. The area of 2,571 Ha mentioned in the previous assessment as the area resulting from measuring community claims, the current condition is as follows:

- Still in the form of forest or natural land and has the potential to be cleared by the community. The total claims that have been completed in the Sungai Pukun Lestari Farmer group and above are:
 - In **Compensation Phase-1 and Phase-2**, the total area of land that receives compensation is **1,043.82 Ha in 2021**.
 - Based on the **2023 Update**, the total additional land area that has been compensated is **528.21 Ha** (this is Compensation and Replacement of Land's data in HCV in 2009). So the **total area of land that has received compensation and replacement is 1,572.03 Ha (1,043.82 + 528.21 Ha)**.

Based on the explanation above, it is known that the Community claim area of **2,571 Ha** that has been compensated is **1,572.03 Ha**. Whereas there is still **998.97 Ha** that will be compensated on the next process. Based on audit assesment, in this ASA-1.3, also known that the company will compensated the remaining area (998.7 Ha) by gradually starting with **247,69 Ha**.

Based on interview and document review, it is known that there is 134.61 Ha as the total HCV outside the remaining area and an area of **113,08 Ha** is the total HCV opening outside the remaining area. So total HCV openings and remaining HCV openings which are currently the target for claim settlement and potential occupation from the community are **247.69 Ha**.

PT RHS is known to be on process to complete the compensation mechanism for total area of 247.69 Ha, of which currently there is 92 Ha is being worked on the first step, which is the total of 20 parties making claims, with details currently in the processing stage as follows:

- **68 ha** are originating from 9 parties, it has been 100% completed,
- **20 ha** is still progressing with a status of 75% for the 7 parties who made the claim,
- **4 ha** for 4 people is still in the 50% progress stage.

Based on the explanation above, it is known that there are **179.68 Ha** of HCV area which will be a stage in the process of

controlling HCV land back from Community claim after the 92 Ha which is still in progress has been fully controlled by 100% from a total of 20 parties. This will be the main focus in managing HCV areas in the next period.

Based on the results of a field visit to the HCV area in block 130, it was discovered that this area was one of the areas that had been claimed and occupied by the community for clearing private oil palm land and building community-owned cottages. During the visit, it was discovered that the location had been properly restored and had become an HCV area managed by the Company, and had been equipped with a signboard marking the HCV area and woody plants had been planted at the location. This proves that the Company has managed the HCV area in accordance with its management plan.

7.12.3

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

7.12.4

The company has compiled and determined the HCV management plan in the HCV Workplan of Central Kalimantan Project (CKP) Regular Program document for the period 2022 with the scope of Management, namely PT RHS. The integrated management plan was developed in consultation with relevant stakeholders and covers the areas that are directly managed and takes into account the relevant wider landscape level carried out in conjunction with the 2019 HCV Management Review Document. The HCV still maintained and cared for by the company by providing boundary stack, signboards and provide a border marking the boundaries of the HCV area in the form of a ditch that surrounds the entire HCV area. A management and monitoring plan is implemented for each type of HCV with the following programs:

- HCV patrols and wildlife monitoring using the SMART database program conducted every week
- Installation of camera traps for monitoring orangutans which is carried out 2 times a year
- Conduct a rapid assessment of HCV which is carried out every quarter.
- Creation of nursery collection of local plant seeds that will be used as plants for restoration of HCV areas
- Carry out restoration activities every month
- Patrol of potential forest and land fires which is carried out every quarter
- Drilling wells in HCV areas with high fire potential
- Socialization and communication to workers and communities around the company about forest fires, HCV, and protected flora and fauna
- Make an agreement on HCV management with stakeholders every 2 times a year
- Maintenance and installation of signboards and markers for HCV area every month
- Reporting the results of HCV management every year
- Review and evaluate the HCV management plan every year
- Carry out monitoring using drones which is carried out every year
- Provide assistance for the HCV area to be compensated
- Creating guidebooks and catalogues for the types of flora and fauna found in the company area
- Conduct virtual HCV training and seminars

The company has conducted a review related to management and monitoring activities in 2022 which is contained in the report on the implementation of management and monitoring of high conservation value herds in 2022 which contains evaluation and recommendations for management and monitoring as an improvement effort. Based on the results of the field visit, it can be seen that the management has been carried out by the company in the HCV area, such as installing signboards in all HCV areas visited, marking the boundaries of chemical application areas with red pole and planting local plants in river border areas.

Based on Interviews result with management, workers and surrounding communities also stated that they knew the location of the HCV and the regulations that had to be complied with. Regarding conflicts with animals in the company area, the interview results stated that there had never been a conflict with animals in the last 1 year, although the river area in HCV was informed that there were crocodiles (*Tomistoma schlegelii*), but because the condition of the HCV area was still forest with very large land cover tight and inaccessible, there is never a conflict with the crocodile.

7.12.6

The Certification Unit already has an SOP for Protection of Protected Animals and Plants Number 18/HCV/(2)/0419 Revision 3 dated October 2021. The document contains procedures consisting of preventive and repressive measures in the effort to protect protected wild animals and plants such as sustainability principle, all employees are advised not to hunt, capture, kill and sell endangered protected animals and plants and report any such activities. Maintain and not disturb the area designated as HCV area and report any illegal acts. Employees who do not comply will be subject to sanctions in accordance with applicable laws and regulations. The company also installs no hunting signboards with photos of species and sanctions for violating government regulations in all HCV areas.

The company routinely carries out outreach to the public and company workers regarding the existence of rare plants and animals, which is carried out in conjunction with outreach on HCV areas, for example:

Minutes of awareness-raising activities for residents/communities around the PT RHS plantation regarding HCV, protected flora and fauna, community fruit release hours, forest and land fires, delivery of the HCV management program including to stakeholders in the Lower Serunyan District on 11 – 21 June 2023, a total of 40 people. The total number of residents visited for socialization was as follows;

- PT RHS 1 Estate: 15 men and 11 women, a total of 26 people from Pematang Limau Village were participated
- PT RHS 2 Estate: 4 men and 2 women total 6 people from Pematang Limau Village were participated
- There are 8 male stakeholders (Pematang Limau village officials) were participated

7.12.7

Avoid and prevent illegal hunting and/or encroachment of HCV areas that have been determined by PT. RHS, several warning boards have been installed regarding the prohibition of poaching and encroachment. Routine monitoring of HCV areas is carried out by several personnel appointed by the company. The results of field observations also indicate that there are signs that prohibit hunting of protected animals, burning, and marking the boundaries of conservation areas.

Monitoring of protected areas in 2023 is carried out periodically every week to ensure the security of the area. The monitoring activities were carried out at several river border locations. This monitoring is carried out to see the progress of the results of HCV management from the initial stage to the current conditions. The results of field visits to several conservation areas show that the company has carried out management of protected areas such as replanting local species, not logging, not using chemicals, and installing Protected Area signs and prohibiting hunting.

The company also conducts annual monitoring and evaluation for the management of HCV areas where these activities are aimed at identifying risks and impacts on conservation areas and enhancing protection efforts. Several activities are proposed based on the results of the 2022 evaluation conducted in December 2022, including:

- Increase socialization activities to staff, plantation employees and the community around the plantation to increase the level of understanding of HCV
- conducting surveys and monitoring of orangutans and using HCV management with the latest technology such as camera traps and drones.
- Adjusted the poster of protected animals based on Permen LH No.106/2018
- Conducting an annual survey in which the activity is an in-depth survey by collecting primary data from field observations and secondary data from monitoring results for one year.
- Using a SMART system where the flora and fauna monitoring data obtained are well documented and very comprehensive information includes maps, distribution, location of findings, numbers, and others. The SMART system is applied to every weekly flora and fauna monitoring activity, so the data owned by the company is very good.
- Carry out large-scale restoration, especially in border areas and areas that are open due to occupation activities by the community.
- Very intense assistance, mediation and socialization activities are carried out by the company to the community in an effort to protect flora and fauna, prevent fires and minimize potential land occupations

Some realizations from the results of the HCV review of the HCV management program are as follows:

- Minutes of HCV Restoration Block 006 RHS 1 dated February 6 2021 carried out principal planting of shorea balangeran type seeds covering an area of 0.5 Ha.

- | |
|--|
| <ul style="list-style-type: none">• News of the opening of Plasma from February to May 2023 at PT RHS without using fuel using heavy excavator equipment for an area of 163.39 Ha• Minutes of HCV Restoration February 2020 at block 006 PT RHS 1, a total of 200 trees were planted, 150 trees were blangeran seeds and 25 were ubar, 50 gendi 1 February 2020 |
|--|

Status: Comply

3.2 Conformity Checklist of Certificate and Trademark Use

1.	Evidence of permission or approval certificate and trademark from Certification Body which submitted by Client	X or ✓
ASA-1.3	PT Rimba Harapan Sakti do not use RSPO trademark and CB Logo.	✓
	Status: Comply	
2.	Implementation of certificate and trademark used by Client comply with size and type (shape) against Guideline of Logo Use	X or ✓
ASA-1.3	PT Rimba Harapan Sakti do not use RSPO trademark and CB Logo.	✓
	Status: Comply	
3.	Implementation of Certificate and Trademark is not used on product	X or ✓
ASA-1.3	PT Rimba Harapan Sakti do not use RSPO trademark and CB Logo.	✓
	Status: Comply	
4.	Controlling of Certificate and Trademark, including withdrawing inappropriate logo.	X or ✓
ASA-1.3	PT Rimba Harapan Sakti do not use RSPO trademark and CB Logo.	✓
	Status: Comply	

3.3 Summary of RSPO Partial Certification.

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

Wilmar International Ltd Time Bound Plan (TBP) is explained in point 1.10. Wilmar International Ltd has informed the TBP progress, MUTU has considered that Wilmar International Ltd is complied with the RSPO requirement for TBP. The Time Bound Plan was revised and declared by Wilmar International Ltd for Indonesia update October 2022, Malaysia update October 2022, Africa update October 2022.

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

MUTU Auditor has verified company partial certification and concludes that:

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

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

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

2.1 Un-Certified Units or Holdings		
Section	Requirement	Concerns to Discuss, if any
		<p>Cross River State, Nigeria. The summary report of Wilmar International Limited - Biase Plantation Limited (Calaro extension) completed in 2016.</p> <p>https://www.rspo.org/certification/new-planting-procedure/public-consultations/wilmar-international-limited-biase-plantation-limited-calaro-extension</p> <p>Eyop Industries (Oban Estate) pending clarification and clearance from government for NPP assessment.</p>
2.1.4	Land conflicts, if any, are being resolved through a mutually agreed process, such as the RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO criteria 2.2, 6.4, 7.5 and 7.6 (it has changed be Criterion 4.8, 4.7 and 4.5 in P&C 2018).	<p>There is no land conflict in uncertified area also no complain or conflict observed in the RSPO Complains System.</p> <p>The group has policy for any complaint. Where employees of the Wilmar Group in confidence, raise concerns about possible corporate improprieties. This Policy ensures that arrangements are in place for independent investigations of alleged improprieties and for appropriate follow-up actions as link below; https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/wilmar-whistleblowing-policy.pdf</p> <p>This grievance procedure is open to all stakeholders, though is primarily focused on receiving grievances from external sources. For workers and local communities with specific local level grievances, each of our plantation and mill operational units have site specific complaints and grievances procedures, which have been a requirement of the RSPO Principles and Criteria since 2005. These site-specific procedures are accessible by workers and to any other stakeholder. Grievances raised through the site-specific procedures have a separate resolution process - Consultation and Communication Procedure. The SOP also available in website link as below; https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/grievance/grievance-sop/grievance-procedure_final.pdf?sfvrsn=7670cea2_2</p> <p>The internal audit documentation for uncertified areas were observed and it is confirmed that there were no land conflicts.</p>

2.1 Un-Certified Units or Holdings		
Section	Requirement	Concerns to Discuss, if any
2.1.5	Labour disputes, if any, are being resolved through a mutually agreed process, in accordance with RSPO criterion 6.3 (it has changed be Criterion 4.2 in P&C 2018).	<p>The group has Dispute & Resolution Procedure Doc No PPB/RSPO 6.3 (2.2)/(1) revision date 25 Oct 2018 purpose to facilitate a dispute and grievances resolution process between the management, growers and miller and employees, local communities and other affected external parties.</p> <p>The internal audit documentation for uncertified areas were observed and it is confirmed that there were no land conflicts.</p> <p>There are no reports of legal disputes at the time of reporting.</p> <p>The internal audit documentation for uncertified areas were observed and it is confirmed that there were no labour disputes.</p>
2.1.6	Legal non-compliance, if any, is being addressed through measures consistent with the requirements of RSPO P&C criterion 2.1 (it has changed be Criterion 4.2 in P&C 2018).	<p>The internal audit procedure doc no PBB/PRO 12/(03)/0212 revision 23 March 2020 (Rev 4) conducted periodically for uncertified and certified area and result of internal audit for uncertified areas were observed and it is confirmed that all laws are in compliance.</p> <p>Sample internal audit has been reviewed for: Laba Utama Estate.</p> <p>Assessment has been conducted on April 2021. Noted that there is no non-compliance during the assessment as required by uncertified management unit.</p> <p>PT Sarana Titian Permata. The assessment conducted on Jan 2021. Noted that pending on HGU process. Target completion by 2023.</p> <p>PT Agronusa Investama Assessment conducted in February 2021. Pending on the HGU process and target completion by 2022.</p> <p>Trebuom Adum Smallholder Oil Palm Project Assessment conducted in July 2021 with no non-compliance as per uncertified management unit requirements.</p> <p>Calaro Estate.</p>

2.1 Un-Certified Units or Holdings		
Section	Requirement	Concerns to Discuss, if any
		<p>Noted that the assessment has been conducted in May 2021. Noted that there are no identified of noncompliance in the management unit assessed.</p> <p>Sampled internal audit for Suburmas Plantation Sdn Bhd, Jebawang Sdn Bhd, Eyop Industries Limited (EIL) and Biase Plantation Limited (BPL).</p> <p>There has no public comment in website RSPO regarding uncertified area.</p>

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

3.4.1. Identification of Findings, Corrective Actions and Observations at ASA-1.2

NCR No.	:	2022.01	Issued by	:	Haikal RK																		
Date Issued	:	9 September 2022	Time Limit	:	8 December 2022																		
NC Grade	:	Major	Date of Closing	:	21 November 2022																		
Standard Ref. & Requirement	:	6.2.2 Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed.																					
Evidence observed (filled by auditor):																							
Wage Determination																							
<ul style="list-style-type: none">Inter Office Memo No. 010/HRD-RO/IOM/III/2022 regarding the salary scale for employees of class 2A, 2B, 2C and 2D which determines wages for each group in accordance with the Seruyan District Minimum Wage in 2022, for example for Group 2B of IDR 3,393,000 valid on January 1, 2022.Based on a review of documents in the form of payslips for July and August 2022 on one of the personnel in the PAPs (Group 2 B), it was found that the basic wage paid was Rp. 3,383,000, so there was a difference/underpayment of Rp. 10,000 in accordance with company regulations.Corrections have been made by showing the Minutes of the Employee Salary Rapel due to the difference in the 2022 wage scale with the actual basic salary of the employees from January to August 2022. However, it is not yet certain whether the error occurred only in one worker. Besides that, no plans have been shown to ensure that something similar doesn't happen again in the future																							
Overtime Implementation																							
<ul style="list-style-type: none">PT Rimba Harapan Sakti's company regulations for the period 2021-2023, among others, explain the following:<ul style="list-style-type: none">Article 6 point 1 explains that overtime work is doing work that is ordered or asked by the company to be done by employees outside of 7 hours of work from Monday to Friday and 5 hours of work on Saturdays.Article 6 point 4 explains that the hourly overtime pay is 1/173 times the monthly wage.Article 6 point 7 stipulates the calculation of overtime, namely on normal working days, for the first overtime hour it is multiplied by 1.5 and the second overtime hour and so on is multiplied by 2, As for overtime on Sundays, the overtime pay paid in the first hour until the seventh hour is multiplied 2, for the eighth hour multiplied by 3 and for the ninth and tenth hours it will be multiplied by 4 hours.SPK No 012/RHS2/SPK/H/X/2019 regarding personnel work agreements as generator operators, regulated working hours, namely:<ul style="list-style-type: none">Monday to Saturday working 03.00 – 05.00 WIB and 17.00 – 22.00 WIB (7 working hours).Sundays at 03.00 – 05.00 WIB, 08.00 – 12.00 and 17.00 – 22.00 WIB (11 working hours).For the shortest working day, the salary paid is the same as the usual effective dayEspecially on Sundays, overtime is paid up to a maximum of 4 hours according to the agreementBased on a review of documents in the form of details of overtime calculations for personnel as operators in July and August 2022, the following were found:																							
<table><tr><th rowspan="2">DATE</th><th colspan="2">FROM THE DOCUMENT PROVIDED</th><th rowspan="2">TOTAL</th><th colspan="2">ACCORDING TO CALCULATIONS IN COMPANY REGULATIONS</th><th rowspan="2">TOTAL</th></tr><tr><th>BASIC WAGE</th><th>OVERTIME</th><th>BASIC WAGE</th><th>OVERTIME</th></tr><tr><td>Saturday, 9 July 2022</td><td>132.708</td><td>-</td><td>132.708</td><td>132.708</td><td>67.121</td><td>199.829</td></tr></table>						DATE	FROM THE DOCUMENT PROVIDED		TOTAL	ACCORDING TO CALCULATIONS IN COMPANY REGULATIONS		TOTAL	BASIC WAGE	OVERTIME	BASIC WAGE	OVERTIME	Saturday, 9 July 2022	132.708	-	132.708	132.708	67.121	199.829
DATE	FROM THE DOCUMENT PROVIDED		TOTAL	ACCORDING TO CALCULATIONS IN COMPANY REGULATIONS			TOTAL																
	BASIC WAGE	OVERTIME		BASIC WAGE	OVERTIME																		
Saturday, 9 July 2022	132.708	-	132.708	132.708	67.121	199.829																	

Sunday, 9 July 2022	-	156.194	156.194	-	556.142	556.142	- 399.948
Saturday, 5 Agustus 2022	132.708	-	132.708	132.708	67.121	199.829	- 67.121
Sunday, 6 Agustus 2022	-	156.194	156.194	-	556.142	556.142	- 399.948

From the data sample, it was found that there was over time that was not paid on short days/ Saturdays and underpaid over time on holidays/ Sundays.

- Company Regulations for the period 2021 – 2023 article 45 point 3 states: If there are things or work requirements in this company regulation that are lacking or contrary to the provisions of the applicable laws and regulations, the provisions of the applicable laws and regulations will apply (References to the Company Regulations include is the job creation law and government regulation 35 of 2021)

Non-Conformance Description (filled by auditor):
The company has not been able to show sufficient evidence that the implementation of wages and overtime payments has fully complied with the published provisions

Root Cause Analysis (filled by organization audited):

- Wage scale is issued after the annual wage adjustment/increase.
- IOM wage scales have not been properly distributed to operating unit leaders.
- It is deemed not sufficient to comply with the calculation of working hours and normal wages.

Correction (filled by organization audited):

- Make a list of employees whose wages are below the structure of the class 2 wage scale (PIC: HR-Regional)
- Calculating the difference in the unpaid shortfall for the period of January-August 2022 (PIC: PGA Unit)
- Make payment for the difference in salary gap (PIC: HR-Regional)
- Paying overtime wages for generator operators according to the calculation results in July and August 2022 (PIC: EM)

Corrective Action (filled by organization audited):

- IOM wage scales are ensured to be distributed always at the first opportunity after the IOM is published (communication between PGA unit and HRR CKP) (PIC: HRD-Regional).
- Collecting wage data for class 2 employees after the issuance of the wage scale structure/internal memo scale wages and after the annual wage adjustment/increase (PIC: HRD-Regional)
- Make provisions (IOM) for generator operator holiday arrangements (PIC: HRD-Regional)
- Improved the generator operator's work description (PIC: HRD Group)
- Conduct IOM socialization to all generator operators (PIC: EM & HRD)
- Make a monthly work schedule and arrangement of permanent holidays for each generator operator (PIC: EM)
- Monitoring the implementation of the arrangement of working days and working hours of generator operators in accordance with applicable regulations (PIC: EM)

Assessor Evaluation and Conclusion (filled by auditor):
Verify November 21, 2022
The company shows evidence of improvement in the form of:

- Minutes of No. 001/RHS/POM-BA/X/2022 concerning wage adjustments for employees who have a wage difference against the 2022 wage scale.
- Payment of wage adjustments for overtime and salary differences.
- IOM No. 024/HRD-RO/IOM/X/2022 regarding operator settings and generator working hours.
- Minutes of socialization of generator operator working hours on 13 October 2022 in RHS 2 and on 21 October 2022 in RHS 1.
- Minutes of the difference in payment of wages and wages for RHS 1 and RHS 2 generator operators.
- Jodesk generator operator which has been revised on October 25, 2022 regarding work on Sundays is given according to the needs and calculations that have been determined by the company.
- Generator operator's work and holiday schedule.

Based on the root cause analysis, corrections, and corrective actions for discrepancies in this indicator are declared to have been fulfilled and will be re-observed in the next assessment.

Verified by	:	Haikal RK
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3.4.2. Identification of Findings, Corrective Actions and Observations at ASA 1.3

NCR No.	:	-	Issued by	:	-
Date Issued	:	-	Time Limit	:	-
NC Grade	:	-	Date of Closing	:	-
Standard Ref. & Requirement	:	-			
Evidence observed (filled by auditor):					
There is no conformance in PT Rimba Harapan Sakti on surveillance activities 1.3					
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	:				

3.4.3. Opportunity for Improvement

No	Ref. Std.	Description
1	2.1.1	<p>Based on the results of the document review, it is known that the Company has environmental documents in the form of AMDAL documents for PT Rimba Harapan Sakti's Palm Oil Plantation and Processing Factory Development Activities covering an area of 13,800 Hectares, with a factory capacity of 45-ton FFB/hour in Sembuluh I and Sembuluh II Villages, District Sembuluh Lake, Seruyan Regency, Central Kalimantan Province, 2009.</p> <p>The results of the document review also show that the Company has a Palm Oil Industry Waste Water Utilization Permit for PT Rimba Harapan Sakti on land in the PT Sarana Titian Permata Palm Oil Plantation based on SK. Number 188.45/512/2015 issued by the Regent of Seruyan on 16 December 2015, is valid for 5 years.</p> <p>Based on the results of interviews with the PT Rimba Harapan Sakti Management Unit and verification of the documents mentioned above, it is known that the Company is currently applying for an extension for the LA Permit as well as preparing an addendum to environmental documents (AMDAL) for the transfer of the Land Application drainage location and the addition of tools and machines at the factory for the Company's operational activities. The company has been able to show the progress of the application as follows:</p> <p>On May 6th 2020, the Company submitted an Application for Extension of PT Rimba Harapan Sakti's Industrial Waste Water Permit number 14/BMP-RHS/VI/2020 to the One-Stop Integrated Investment and Licensing Service which was forwarded to the Seruyan Regency Environmental Service.</p> <ul style="list-style-type: none"> On March 11th 2021, there was a field verification process for the permit to utilize liquid waste by application to the land of PT Rimba Harapan Sakti, which was proven by a certificate of visit from the Seruyan Regency Environmental Service number 660/330/DLH/II/VI/2021. On June 2nd 2021, a Field Verification Letter was issued from DLH Seruyan regarding the extension of PT Rimba Harapan Sakti's Waste Water Utilization Permit, which is shown in the Minutes document number: 49/PPA/II/2023 regarding the Discussion on the Substance Assessment of the Waste Water Utilization Technical Study Document to Add Soil Nutrients for Cultivation of PT Rimba Harapan Sakti. The company consulted with the Ministry of Environment and Forestry by telephone in February 2022, and was directed to carry out an addendum to environmental documents at the same time as processing the latest LA Permit. On February 3 2022, PT Rimba Harapan Sakti appointed a consultant to carry out the preparation of an addendum to the Environmental Impact Analysis of Development at PT Rimba Harapan Sakti, as evidenced by SPK document Number 135/POM/RHS-IAC/O/01/2022 between PT RHS with PT Amas Interconsult for the Work of Preparing PT Rimba Harapan Sakti Environmental Impact Analysis Addendum Document (Amdal addendum). On February 17, a Field Survey was carried out regarding PT Rimba Harapan Sakti's Technical Study of Waste Water Utilization at the Central Ministry of Environment and Forestry as shown in the Minutes of Field Survey Document for PT Rimba Harapan Sakti's Technical Study of Waste Water Utilization (Land Application). On October 11 2022, the Company submitted a request for Technical Approval for Wastewater Utilization for Land Application for PT RHS to the KLHK website portal with registration number R202210110021. On December 13 2022, validation of technical approval for wastewater utilization for application to PT Rimba Harapan Sakti land. On January 9 2023, the Company sent a Letter of Request for Technical Discussion of Land

		<p>Application Technical Approval for PT Rimba Harapan Sakti number 001/EHS/EKS/I/2023 to the Director of Water Pollution Control (PPA) of the Ministry of Environment and Forestry.</p> <ul style="list-style-type: none"> On January 20 2023, Discussion on the assessment of the substance of the technical study document on the use of waste water to increase soil nutrition at PT Rimba Harapan Sakti. On February 6 2023, the consultant team sent a revised document from the results of the KLHK assessment regarding the technical study of PT RHS waste water utilization. As of September 2023, the Company and the consultant team are still in the process of revising the AMDAL document preparation. <p>Based on the information above, the Company has the opportunity to ensure that the Process of Processing the Industrial Waste Water Utilization Permit and PT Rimba Harapan Sakti AMDAL Addendum to the Ministry of Environment and Forestry can proceed positively.</p>
2	7.3.3	<p>Based on the results of document verification, it is known that the Company has a Zero burning policy, one of which prohibits waste burning activities. Based on the SOP for Residential Solid Waste Management number 16/EHS/(3)/0723, revision 3, July 2023, where in the document it is stated that the management of domestic solid waste must not involve burning. Companies can also show Minutes of Domestic Waste Processing Socialization, where in the socialization it is stated not to burn waste in residential areas.</p> <p>Based on the results of visits to several locations, such as Factory Staff housing and RHS-1 Estate Housing, no indications of waste burning were found. As a result of a visit to the RHS-2 Estate Housing complex, it was found that there was an indication of 1 point of burnt rubbish. The company immediately took action to clean up the waste, and again socialized household residents not to burn waste. Minutes related to the Socialization of the Prohibition of Burning Trash in the RHS-Estate 2 Residential Area on September 7th 2023, due to the discovery of traces of burnt rubbish in the housing complex, which was attended by 7 people.</p> <p>Based on the results of the interview, it is known that the Company has carried out routine patrols every day with a PIC from the Security section to ensure that there are no traces of burnt rubbish, and potential fire hotspots during Hazard Patrol activities, and submits real time reports after each patrol via the Whatsapp group consisting of the EHS team. PT RHS. The company can show proof of patrol results and Hazard Reports.</p> <p>Based on the information above, this is an OFI where the company has the opportunity to ensure that the practice of burning waste in the company's operational areas, especially in residential areas, is not carried out by workers by making monitoring activities more effective through Hazard Patrol activities.</p>
3	6.7.1	<p>Based on interviews with management, it is known that the previous P2K3 secretary, Bayu Arga Giantino, had resigned and been replaced with Muhammad Rizali Akbar. The company presented Bayu Arga Giantino's resignation letter on August 10 2022. Based on this, the OFI in the previous audit has been verified.</p> <p>The company shows the Application for Ratification of the P2K3 and TPKD Organizational Structure - PT Rimba Harapan Sakti documents for POM dated 20 August 2023 which was received by the Manpower and Transmigration Service of Central Kalimantan Province on 31 August 2023</p> <p>Then the company showed the P2K3 RHS POM structure with secretary a.n Muhammad Rizali Akbar. The company also showed statement letter no. 2635/SPSKM/VI/2023 from PT Samudra Karya Mustika dated 30 June 2023 which stated that Muhammad Rizali Akbar had attended AK3U candidate training on 15-31 May 2023, but Muhammad Rizali Akbar's certificate, SKP and AK3U</p>

		<p>candidate card were still in publishing process at the Indonesian Ministry of Manpower</p> <p>Based on the explanations, companies are encouraged to ensure that the ratification of the <i>P2K3</i> structure and the granting of licenses to new <i>P2K3</i> secretaries are carried out.</p>
4	6.7.2	<p>The company indicates SOP 54/MED/(1)/0921 rev. 1 concerning First Aid for Accidents (P3K), which has been in effect since 18 April 2016, point 5.2.2.4, states that first aid boxes and their contents, whether in the office or brought to land, must be frequently controlled so that they are always available when needed.</p> <p>Then in point 5.2.2.5 monitoring of the implementation of first aid control is carried out by the Assistant Manager of each division/department, this monitoring is carried out once a month</p> <p>The company also demonstrated first aid monitoring for POM for the period January – August 2023 at 8 points, namely the LB3 warehouse, workshop, panel room, store, sorting, security, laboratory and office, all of which were in complete condition.</p> <p>Based on field observations it is known that:</p> <ul style="list-style-type: none"> - There are no quick plaster items in the boiler station first aid kit. There is no monitoring form in the first aid box. - There were expired iodine and rivanol in 4 firefighter first aid bags in the RHS-1 estate fire brigade warehouse - There are several items in the RHS-1 estate TPA housing first aid kit, namely 10 cm wide bandages, safety pin gloves. Then there was only 1 quick plaster out of the supposed 10, but there was no record of its use. Based on the monitoring form, it is known that the last monitoring was carried out in April 2023. - There is a first aid kit in the RHS-2 workshop which contains 8 quick plasters instead of the supposed 10, but there is no record of their use. Based on the monitoring form, it is known that it will be carried out last in September 2023 <p>Based on the explanations, companies are encouraged to carry out first aid monitoring in accordance with the procedures applicable in the company.</p>

3.4.4. Noteworthy Positive Components

No	Ref. Std.	Description
1	-	Commitment to implementing the principles of sustainable palm oil plantation management.
2	-	Competent accompanying team and good document presentation
3	-	Has had partnership cooperation and development of plasma plantations for the surrounding community
4	-	It has educational facilities, namely Bina Bangsa TK 05 and Bina Bangsa SD 05
5	-	The Company has provided Free Consumable Water Facilities for Workers through the WTP Housing Installation
6	-	Has an Unman Weigh Bridge and E-grading program for the RHS-POM Sorting Station.
7	-	Mechanization in the application of inorganic and organic fertilizers in EFB

3.5 Summary of Arising Issues from Public and Auditor Verification

Public Issues	Auditor Verification
Food security and Agriculture Agency of Seruyan Regency <ul style="list-style-type: none"> • CSR already exists, but needs to be improved • Plasma estate already exist but have not yet reached 20% according to applicable regulations • FFB prices are determined every month in the 2nd week • There were no land fires in the previous 1 year • Companies are encouraged to equip fire extinguishing facilities and infrastructure in accordance with Permentan No. 5/2018 	<p>There is no negative issue that need further verification.</p>
Environmental Agency of Seruyan District <ul style="list-style-type: none"> • The company has reported the implementation of environmental monitoring & management plans. • The company has a Toxic and Hazardous materials waste storage permit • There are no environmental issues from the surrounding community • Good cooperation and communication between the agency and the company 	<p>There is no negative issue that need further verification.</p>
Manpower and Transmigration Agency of Seruyan Regency <ul style="list-style-type: none"> • The company already has a P2K3 structure and has been approved by the Office • The company has carried out regular reporting • No work accident reports in 2023 • The company has paid employees wages not less than the stipulated minimum wage • There have never been any complaints or reports regarding slavery or the employment of underage children • The company has carried out labor management and OHS in accordance with the established regulations. • The company is very cooperative when there is a request for information from the agency 	<p>There is no negative issue that need further verification.</p>
National Land Agency of of Seruyan Regency <ul style="list-style-type: none"> • The company has carried out routine reporting of the land use according to schedule. • The company has also submitted monitoring reports on preventing forest and land fires. • There are no disputes regarding the legality of the land. • Have a valid HGU certificate. • There is no overlap of land with mining. • Boundaries are clear and well maintained. 	<p>There was no negative issue that need further verification</p>

Public Issues	Auditor Verification
<p>Village official of Pematang Limau</p> <ul style="list-style-type: none"> • CSR already exists, for example house renovations and table assistance in meeting halls. Everything is provided based on requests from the village government. However, the village government asked that it be adapted to village needs in the form of community empowerment • There has been outreach provided by the company, for example regarding environmental management • Recruitment of workers is provided openly by the company • There are no environmental issues from the surrounding community • Good cooperation and communication between the agency and the company 	<p>There is no negative issue that need further verification.</p>
<p>Previous land owner on behalf of AMK and MGI for Pondok Damar village</p> <p>Interview result with previous landowner (2 previous land owner) found that he has freely access information regarding the impacts of Palm Oil Plantation project from many stakeholders. He also stated he has well informed by company regarding Palm Oil Plantation Plan, the company need of plantation area, procedure of land acquisition and Compensation procedure. There were a long communication and discussion between community representatives and Company during the project preparation. Based on stakeholder consultation the landowner admit that they well informed regarding impacted areas and has been offered for land compensation inform of cash money. The community members had given by company their Free Prior and Informed Consent for the development of the project. Community aware of Palm Oil Plantation Projects run by the company, such as Land compensation, Job and business opportunity, and infrastructure improvements that giving direct improvement to local community welfare. They know where to submit their complaints and grievances if any problem occurs during the Palm Oil Plantation project operational process.</p>	<p>There is no negative issue that need further verification.</p>
<p>Gender Committee (Women of Work PT RHS)</p> <ul style="list-style-type: none"> • The gender committee consists of representatives of men and women. • There have been no cases of sexual harassment in the last 1 year • The company provides break time for new mothers to breastfeed their children • Menstrual leave is available with a reporting mechanism to the foreman and will be examined at the clinic. • Maternity leave is given 1.5 months before and 1.5 months after giving birth by showing the results of a doctor's examination. 	<p>There are no negative issues that need further verification.</p>

Public Issues	Auditor Verification
<ul style="list-style-type: none"> There is no difference between male workers and female workers. Every worker has the same rights in terms of employment opportunities as well as protection of anonymity. 	
Employee Cooperative (Harapan Sakti) <ul style="list-style-type: none"> Cooperatives have been registered with the Office of Cooperatives. The cooperative runs the business of buying and selling groceries and personal equipment. Company gave full support for Cooperatives operational such as provision of Cooperative building, transportation unit, pay role for payment system, meeting room, and administrative matters. Cooperative has annual meeting that will be held in early months of the year, for the latest RAT was being held in January 2023 and participated by all members of Harapan Sakti Cooperative. 	<p>There are no negative issues that need further verification.</p>
CV Ain Aito (CPO Transporter) and CV Molada (PK Transporter) <p>The company has had a good cooperative relationship and there were no problems during the collaboration. Every time they carry out collaborative activities with PT Rimba Harapan Sakti, the contractor always has a cooperation contract that is used as the basis for the cooperation ties that will be carried out in the future. Every work agreement always has a clause related to the obligation to fulfill the applicable laws and regulations and this has also been routinely carried out socialization and inspection by PT Rimba Harapan Sakti before signing the cooperation agreement.</p> <p>The certification unit always pays for the completion of the work in accordance with the timetable as well as what is written in the cooperation agreement. The contractor has also complied with the applicable laws and regulations while collaborating with the certification unit, including registering BPJS for its workers, providing PPE to workers, not using child labor under 18 years of age and providing wages that amount to more than the minimum wage Seruyan District.</p>	<p>There are no issues that need further clarification and this information has been explained in the relevant indicators.</p>
Bipartite Cooperation Institutes of PT RHS (Estate & Mill) <p>Currently, PT Rimba Harapan Sakti does not have a labor union since the previous assessment until the ASA-1.3 assessment was carried out. However, the workers assisted by the company have jointly formed a Bipartite Committee in the estate and mill units. The Bipartite Committees are still active until the audit activity takes place and their functions are deemed sufficient to</p>	<p>There are no issues that need further clarification and this information has been explained in the relevant indicators.</p>

Public Issues	Auditor Verification
<p>accommodate all aspirations and complaints of the workers.</p> <p>The current employment system at PT Rimba Harapan Sakti is deemed to be in accordance with the applicable laws and regulations in Indonesia, starting from the application of the minimum wage, calculation/payment of overtime, BPJS registration, work accident claims, and others. The company has also facilitated their work with adequate (free) PPE in accordance with the type of work and the level of risk that exists, for workers who have high risk, a special examination will be carried out every year to ensure that their health is always maintained.</p> <p>The company also regularly provides refreshment training every year to its employees. For the submission and resolution of complaints submitted by the workers, the company has always facilitated and resolved them properly so that the workers never felt that there was a shortage in the implementation of the complaint mechanism since until now.</p>	
<p>Harapan Sakti Employee Cooperative</p> <ul style="list-style-type: none"> • The type of employee cooperative business is the provision of basic necessities • The purpose was established to facilitate workers' access to meet their daily needs. In addition to accessing cooperatives, access to meet needs includes the existence of stalls in housing, mobile vegetable vendors and a payday market. • The company's forms of support include the provision of buildings, transportation and debt cutting through payroll • There were no complaints during the cooperative's establishment. 	<p>In general, it can be concluded that there are no negative issues related to industrial relations within the scope of the company.</p>
<p>KUD of <i>Koperasi Makmur Sejahtera</i></p> <ul style="list-style-type: none"> • <i>Koperasi Makmur Sejahtera</i> has already agreement with PT RHS related to FFB supply. • There is not any complaint from <i>Koperasi Makmur Sejahtera</i> including payment implementation. • FFB price for <i>Koperasi Makmur Sejahtera</i> is updated every month. Any changes for FFB price are made via text message or telephone. • Company has socialized/training related to RSPO standard, such as agronomical technique, environment, and conservation. 	<p>There is no negative issue that need further verification.</p>

4.0	CERTIFIED ORGANISATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY
4.1	Formal Sign-off of Assessment Findings
	<p>Hereunder sign by management representative from inspected company to acknowledge a field assessment and agree for all content explained in this assessment report, included of non-compliance findings.</p> <p>Signed on behalf of:</p> <div style="display: flex; justify-content: space-between; align-items: flex-end;"> <div style="text-align: center;">  <p>PT Rimba Harapan Sakti Indonesia Certification Lead</p> <p><u>Isnawan Haryoko</u></p> <p>Thursday, 05 October 2023</p> </div> <div style="text-align: center;"> <p>Mutuagung Lestari Lead Auditor</p>  <p><u>Moh. Arif Yusni</u></p> <p>Thursday, 05 October 2023</p> </div> </div>

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

No	Institution/NGO/Community	Address	Phone/Email	Form of Communication	Date of Contact	Response	
						Yes	No
1	Food security and Agriculture Agency of Seruyan Regency	Seruyan Regency, Kalimantan Tengah	-	Via telephone	5 September 2023	✓	
2	Environmental Agency of Seruyan Regency	Seruyan Regency, Kalimantan Tengah	-	Via telephone	5 September 2023	✓	
3	National Land Agency	Seruyan Regency, Kalimantan Tengah	-	Via telephone	5 September 2023	✓	
4	Manpower and Transmigration Agency	Seruyan Regency, Kalimantan Tengah	-	Via telephone	5 September 2023	✓	
5	CV Ain Aito (CPO Transporter) and CV Molada (PK Transporter)	Seruyan Regency, Kalimantan Tengah	-	Via telephone	5 September 2023	✓	
6	Pematang Limau Village Official	Seruyan Regency, Kalimantan Tengah	-	Via telephone	5 September 2023	✓	
7	Bipartite Cooperation Institutes of PT RHS (Estate & Mill)	Seruyan Regency, Kalimantan Tengah, PT Rimba Harapan Sakti	-	Direct Interview	5 September 2023	✓	
8	Gender Committee (Women of Work)	Seruyan Regency, Kalimantan Tengah, PT Rimba Harapan Sakti	-	Direct Interview	5 September 2023	✓	
9	Worker Cooperative (Harapan Sakti)	Seruyan Regency, Kalimantan Tengah, PT Rimba Harapan Sakti	-	Direct Interview	5 September 2023	✓	
10	WALHI	-	informasi@walhi.or.id	Email	29 Agustus 2023		✓
11	WWF	-	wwf-indonesia@wwf.or.id	Email	29 Agustus 2023		✓
12	AMAN	-	rumahaman@cbn.net.id	Email	29 Agustus 2023		✓
13	SAWIT WATCH	-	info@sawitwatch.or.id	Email	29 Agustus 2023		✓
14	RHS POM <ul style="list-style-type: none"> • 2 security • 4 sorter and 1 foreman • 1 Engine Station room operator • 2 Nut station worker • 1 Clarification Worker • 1 Press Station operator • 1 Press Station operator helper • 1 Station Kernel operator 	PT Rimba Harapan Sakti	-	Field observation and direct interview	5 September 2023	✓	

	<ul style="list-style-type: none"> • 2 boiler station operator • 1 Static Crane operator in EFB Area • 1 warehouse officer • 1 hazardous waste warehouse officer • 1 WTP operator • 1 WWTP operators • 1 Housing residence 						
15	RHS - 1 Estate <ul style="list-style-type: none"> • 1 workers of daycare • 1 worker of WTP of Housing B45 • 1 worker of Domestic Landfill area • 8 harvester • 2 foreman of harvesting • 8 spray workers • 1 foreman of spraying • 1 worker at Place For Washing Used Fertilizer Sacks • 2 storage workers • 3 Workshop workers • 1 worker at rinse house 	PT Rimba Harapan Sakti	-	Field observation and direct interview	6 September 2023	✓	
16	RHS 2 Estate <ul style="list-style-type: none"> • 2 workers of daycare • 1 worker in housing area • 1 worker in Domestic Landfill area • 3 workers family • 4 harvester • 10 spray workers • 17 manual maintenance workers • 2 foreman of harvesting • 3 FFB loading workers • 2 worker at Place For Washing Used Fertilizer Sacks • 3 mechanic worker • 1 patrol driver • 1 workshop officer • 1 genset operator 	PT Rimba Harapan Sakti	-	Field observation and direct interview	7 September 2023	✓	
17	2 previous land owners on behalf of AMK and MGI	Pondok Damar village Seruyan Regency,	-	Via telephone	5 September 2023	✓	

Appendix 2. Assessment Program

DATE	4 – 8 September 2023	
PLANNED TIME	PROCESSES / CLAUSES TO BE AUDITED	AUDITOR
MONDAY, 4 September 2023		
06.00 – 07.30 09.55 – 11.30 11.30 – 15.00 16.00 – 17.00	Jakarta, CGK (ID 6308) → Juanda (Surabaya) Juanda Surabaya (1804) → H. Asan (Sampit) Airport → Site PT Rimba Harapan Sakti 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 Management Representative PT Rimba Harapan Sakti All Auditor
TUESDAY, 5 September 2023		
08.00 – 12.00	<ul style="list-style-type: none"> Interview with previous land owner, scheme smallholders, Local NGO and Land Agency Interview with Worker's Union, Local Contractor (for Mill and Estate), Third Party Supplier and Labor Agency Interview with affected communities surrounding the plantations, Plantation Agency and Environment Agency Interview with Gender Committee, Worker's Cooperative (if any), Document review, basic info verification and metric template verification. 	TIO RIS IWP HEN
12.00 – 14.00	Break	
14.00 – 16.30 16.30 – 17.00	Field observation to RHS POM: <ul style="list-style-type: none"> Supply Chain verification (FFB Receiving, Weighbridge, FFB Sorting, Despatch CPO). Processing Activity Implementation of Employment Procedure, OHS and Mechanism Aspect. Occupational Health & Safety Aspect (Inspection to Chemical Storage, Hazardous Waste Storage, Fire Control Simulation. POME Pond and . Presentation of Daily Progress. 	TIO HEN RIS IWP All Auditor
WEDNESDAY, 6 September 2023		
08.00 – 12.00	Field Observation to Rimba Harapan Sakti-1 Estate Aspect to be verified : <ul style="list-style-type: none"> Implementation of Legal Aspect (Land Ownership, Legal Boundaries); Implementation of Environmental, Conservation/HCV. Implementation of the Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Workshop, Clinic, Fire Control Facilities, Waste Management). Implementation of Employment Procedure and Mechanism Aspect. Observation of Workers Facilities (Housing, School, Worship Place). Implementation of Agronomy Aspect (Harvesting & Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application). Implementation of Occupational Health & Safety Aspect. 	TIO RIS HEN IWP
12.00 – 14.00	Break	

DATE	4 – 8 September 2023	
PLANNED TIME	PROCESSES / CLAUSES TO BE AUDITED	AUDITOR
14.00 – 16.30 16.30 – 17.00	Document review and complete checklist and continue public consultation Presentation of Daily Progress	All Auditor
THURSDAY, 7 September 2023		
08.00 – 12.00	Field Observation to Rimba Harapan Sakti-2 Estate Aspect to be verified : <ul style="list-style-type: none"> • Implementation of Legal Aspect (Land Ownership, Legal Boundaries); • Implementation of Environmental, Conservation/HCV. • Implementation of the Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Workshop, Clinic, Fire Control Facilities, Waste Management). • Implementation of Employment Procedure and Mechanism Aspect. • Observation of Workers Facilities (Housing, School, Worship Place). • Implementation of Agronomy Aspect (Harvesting & Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application). • Implementation of Occupational Health & Safety Aspect. 	TIO RIS HEN IWP
12.00 – 14.00	Break	
14.00 – 16.30 16.30 – 17.00	Document review and completing audit checklist Presentation of Daily Progress	All Auditor
FRIDAY, 8 September 2023		
08.00 – 10.00	Closing Meeting <ul style="list-style-type: none"> • Presentation of audit findings (Noteworthy Positive Component, Non-Conformities, OFI, Timeline of CAR's, Conclusion) • Comments, Responses and Questions. 	All Auditor
10.00 – 17.45 17.45 – 19.00	<ul style="list-style-type: none"> • PT Rimba Harapan Sakti → Pangkalanbun • Pangkalanbun (IN-1901) → Jakarta (CGK) 	All Auditor