



**PENGUMUMAN**  
**Hasil Penilikan Ke 2 SFM IFCC**

Kami **PT Mutuagung Lestari Tbk**, selaku Lembaga Sertifikasi Sistem Manajemen yang terakreditasi oleh Komite Akreditasi Nasional (KAN), mengumumkan kepada khalayak bahwa:

| PT PERMATA HIJAU KHATULISTIWA                                                                                                               |           |                                                                                                                                                                                                                                                    |
|---------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Alamat Kantor : Jl. Syarifuddin Yoes No. 68 A – 68 B RT 45 Sepinggan Baru, Balikpapan Selatan, Kota Balikpapan Kalimantan Timur, Indonesia. |           |                                                                                                                                                                                                                                                    |
| Lokasi Hutan : Kecamatan Batu Ampar, Kabupaten Kutai Timur, Provinsi Kalimantan Timur, Indonesia.                                           |           |                                                                                                                                                                                                                                                    |
| Rincian Lingkup                                                                                                                             |           |                                                                                                                                                                                                                                                    |
| Lingkup Sertifikat : Hutan yang dikelola korporasi - Hutan Tanaman                                                                          |           |                                                                                                                                                                                                                                                    |
| Tipe Sertifikat : Single                                                                                                                    |           |                                                                                                                                                                                                                                                    |
| Kategori                                                                                                                                    | Luas (ha) | Informasi Tambahan                                                                                                                                                                                                                                 |
| Luas berdasarkan izin                                                                                                                       | 24.940,4  | Laporan Tata Batas: 19/BPKH.IV/IUPHHK/2018, tanggal 12 Desember 2018, Luas 24.940,4 Ha<br><br>Keputusan Menteri Lingkungan Hidup dan Kehutanan Republik Indonesia No. SK.562/MENLHK/SETJEN/HPL.0/9/2021 tanggal 3 September 2021, Luas ± 26.345 Ha |
| Areal tersertifikasi ( <i>Certified Area</i> )                                                                                              | 22.528,5  | - Planted: 14.625,5 ha<br>- Not Planted: 4.781,2 ha<br>- Conservation: 2.973,9 ha<br>- Infrastructure: 148,0 ha                                                                                                                                    |
| Areal tidak disertifikasi ( <i>Uncertified</i> )                                                                                            | 869,1     |                                                                                                                                                                                                                                                    |
| Areal berhutan ( <i>Forest Area</i> )                                                                                                       | 23.397,6  |                                                                                                                                                                                                                                                    |
| Areal bukan hutan ( <i>Non Forest Area</i> )                                                                                                | 1.542,9   |                                                                                                                                                                                                                                                    |

Berdasarkan hasil keputusan terhadap penilaian kinerja Pengelolaan Hutan Lestari menggunakan Standar IFCC ST 1001:2021, dinyatakan **"MEMENUHI"** sehingga **Sertifikat SFM IFCC dapat dipertahankan**.

Apabila ada keluhan/banding sehubungan hasil keputusan tersebut, dapat menyampaikan secara tertulis dilengkapi data pendukung kepada PT Mutuagung Lestari, Tbk.

Depok, 14 Desember 2025



**Miftah Farid**  
**VP OP I SBU Sertifikasi Kehutanan**

**PT Mutuagung Lestari Tbk**

: Jl. Raya Bogor Km 33,5, No. 19, Cimanggis – Depok  
Telp. (021) 8740202, Fax. (021) 87740745-46  
Email: [forestry@mutucertification.com](mailto:forestry@mutucertification.com)

Depok, 14 Desember 2025

No. : 043.3/SKEP-MUTU/XII/2025  
Lamp. : 1  
Perihal : Keputusan Hasil Penilikan ke-2 Sertifikasi SFM-IFCC

Kepada Yth.

**Direktur PT Permata Hijau Khatulistiwa**

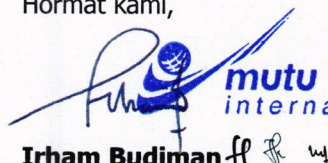
Dengan hormat,

Bersama ini kami sampaikan keputusan hasil Penilikan ke-2 sertifikasi SFM IFCC pada PT Permata Hijau Khatulistiwa sebagai berikut :

|                         |                                                                                                                                                                                                                                                       |
|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| No. Sertifikat          | : SFM-IFCC-MUTU-013                                                                                                                                                                                                                                   |
| Masa Berlaku Sertifikat | : 16 Januari 2024 s.d. 15 Januari 2027                                                                                                                                                                                                                |
| Ruang Lingkup           | : Hutan Tanaman / Plantation Forest                                                                                                                                                                                                                   |
| Luas                    | : Keputusan Menteri Lingkungan Hidup dan Kehutanan Republik Indonesia Nomor: SK.562/MENLHK/SETJEN/HPL.0/9/2021 tanggal 3 September 2021, Luas ±26.345 Ha<br>Laporan Tata Batas No. 19/BPKH.IV/IUPHHK/2018, tanggal 12 Desember 2018, Luas 24.940,4 Ha |
| Lokasi                  | : Kecamatan Batu Ampar, Kabupaten Kutai Timur, Provinsi Kalimantan Timur.                                                                                                                                                                             |
| Tanggal Penilikan       | : 09 s.d. 14 November 2025                                                                                                                                                                                                                            |
| Tim Audit               | : <ul style="list-style-type: none"><li>• Ence Hedi Hasan Z., S.Hut. (Lead Auditor, Bidang Produksi)</li><li>• Ujang Zulkarnaen, S.Hut. (Auditor, Bidang Ekologi)</li><li>• Ir. Falahudin (Auditor, Bidang Sosial)</li></ul>                          |
| Standar                 | : IFCC ST 1001:2021 Persyaratan Pengelolaan Hutan Lestari                                                                                                                                                                                             |
| Hasil Penilikan         | :                                                                                                                                                                                                                                                     |
| a. Pemenuhan Standar    | : Memenuhi                                                                                                                                                                                                                                            |
| b. NC Major             | : -                                                                                                                                                                                                                                                   |
| c. NC Minor             | : 2                                                                                                                                                                                                                                                   |
| d. Observasi            | : 9                                                                                                                                                                                                                                                   |
| Status Sertifikat       | : Sertifikat yang Ada Terpelihara                                                                                                                                                                                                                     |
| Audit Selanjutnya       | : Re-Sertifikasi , selambat-lambatnya dilaksanakan pada Oktober 2026.                                                                                                                                                                                 |

Demikian hasil ini disampaikan, atas perhatian dan kerjasamanya kami ucapkan terima kasih.

Hormat kami,



**Irham Budiman**  
Direktur Operasional

MUTU-4140N.FM/1.0/04082023

**SUMMARY OF THE 2<sup>ND</sup> SURVEILLANCE AUDIT RESULTS  
IFCC SUSTAINABLE FOREST MANAGEMENT SCHEME  
PT PERMATA HIJAU KHATULISTIWA**

**RESUME HASIL AUDIT PENILIKAN KE-2  
PENGELOLAAN HUTAN LESTARI SKEMA IFCC  
PT PERMATA HIJAU KHATULISTIWA**

**(1) Identitas LSSFM**

- a. *Institution Name/Nama Lembaga* : PT MUTUAGUNG LESTARI Tbk  
b. *Accreditation Number/ Nomor Akreditasi* : 756/3.a2/LIS/07/2023, 6 Juli 2023  
c. *Address / Alamat* : Jl. Raya Bogor Km. 33,5 No. 19 Cimanggis, Depok 16953.  
Website: [www.mutucertification.com](http://www.mutucertification.com)  
d. *Phone/ Fax/ E-mail/ Telepon/ Faks/ Email* : (021) 8740202, Fax. (021) 87740745-46  
Email : [forestry@mutucertification.com](mailto:forestry@mutucertification.com)  
e. *President Director/ Presiden Direktur* : Ir. H. Arifin Lambaga, MSE  
f. *Standard/ Standar* : IFCC ST 1001 : 2021 (*Sustainabel Foerst Managemenet*  
*Requarement*)  
g. *Audit Team/Tim Audit* : 1. Ence Hedi Hasan (Ketua Tim / Aspek Produksi)  
2. Ujang Zulkarnaen (Aspek Ekologi)  
3. Falahudin (Aspek Sosial)  
h. *Audit Date/ Tanggal Audit* : 09 – 14 November 2025  
i. *Decision Making Team/*  
*Tim Pengambil Keputusan* : 1. Taufik Margani  
2. Miftah Farid

**(2) Identitas Auditee**

- a. *Management Unit/Nama Unit Manajemen* : PT Permata Hijau Khatulistiwa  
b. *Management Unit Legality/*  
*Legalitas Unit Manajemen* : Keputusan Menteri Lingkungan Hidup dan Kehutanan Republik  
Indonesia Nomor: SK.562/MENLHK/SETJEN/HPL.0/9/2021  
tanggal 3 September 2021, Luas ±26.345 Ha  
Laporan Tata Batas No. 19/BPKH.IV/IUPHHK/2018, tanggal 12  
Desember 2018, Luas 24.940,4 Ha  
c. *Location/ Lokasi* : Kabupaten Kutai Timur, Provinsi Kalimantan Timur  
d. *Management Unit Address /*  
*Alamat Unit Manajemen* : Jl. Syarifuddin Yoes No. 68 A – 68 B RT. 45 Sepinggian Baru  
Balikpapan Selatan Kota, Indonesia  
e. *Phone/ Fax/ E-mail/*  
*Nomor Telepon/Faks/E-mail* : +62 542 8511690 / Fax. +62 542 8511692  
<https://borneohijaulestari.com>  
f. *Director / Direktur* : Bambang Sukoco Teguh Yuliarso  
g. *Location / Letak Areal* : KPHP Bengalon, Dinas Kehutanan Provinsi Kalimantan Timur

## (3) Stage Resume / Ringkasan Tahapan

| Stages/Tahapan                                                                                     | Time and Place<br>Waktu dan Tempat                                                            | Summary / Ringkasan Catatan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|----------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Opening Meeting /<br>Pertemuan Pembukaan                                                           | 10 November 2025<br>Estate Mahakam                                                            | <p>The opening meeting has been held, covering the following topics:</p> <ul style="list-style-type: none"> <li>• Introduction of Audit Team members</li> <li>• Purpose and scope of the audit and audit criteria to be used</li> <li>• Audit standards and guidelines used Audit implementation methodology</li> <li>• Status and definition of types of non-compliance records/CARs (Major, Minor) and Observations</li> <li>• Appointment of Personnel in Charge (PIC) from the Auditee for each auditor</li> <li>• Resources and facilities required for the audit</li> <li>• Confirmation of the availability, completeness, and transparency of data that can be provided by the auditee</li> <li>• Request for a letter of authorisation/assignment letter from Management Representative</li> <li>• Signing of the Opening Meeting Minutes</li> </ul> <p>Kegiatan pertemuan pembukaan telah dilaksanakan, materi yang disampaikan mencakup:</p> <ul style="list-style-type: none"> <li>• Perkenalan anggota Tim Audit</li> <li>• Tujuan dan ruang lingkup pelaksanaan audit dan kriteria audit yang akan digunakan</li> <li>• Standard dan Pedoman audit yang digunakan Metodologi pelaksanaan audit</li> <li>• Status dan definisi dari jenis catatan ketidaksesuaian / CARs (Major, Minor) dan Observasi</li> <li>• Penunjukan Personil In Charge (PIC) dari Auditee untuk setiap auditor</li> <li>• Sumberdaya dan fasilitas yang diperlukan dalam pelaksanaan audit</li> <li>• Konfirmasi ketersediaan, kelengkapan, dan transparansi data dapat dipenuhi oleh Auditee</li> <li>• Permintaan surat kuasa/ surat tugas Manajemen Representatif</li> <li>• Penandatanganan Berita Acara Pertemuan Pembukaan.</li> </ul> |
| Document Verification and<br>Field Observation<br><br>Verifikasi Dokumen dan<br>Observasi Lapangan | November 10–13, 2025<br>Mahakam Estate,<br>PBPH Work Area<br>PT Permata Hijau<br>Khatulistiwa | <ul style="list-style-type: none"> <li>• The audit team verifies evidence of compliance with previous audit findings</li> <li>• The audit team has collected and studied the auditee's data and documents and analyzed them using the clauses and requirements set out in this standard.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

| <b>Stages/Tahapan</b>                              | <b>Time and Place<br/>Waktu dan Tempat</b>                                                       | <b>Summary / Ringkasan Catatan</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|----------------------------------------------------|--------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                    | 10 – 13 November 2025<br>Estate Mahakam,<br>Areal Kerja PBPH<br>PT Permata Hijau<br>Khatulistiwa | <ul style="list-style-type: none"> <li><i>The audit team has conducted field observations to verify the accuracy of the data through observation, recording, sampling, interviews, and analysis using the clauses and requirements set forth in this standard.</i></li> <li>Tim audit memverifikasi bukti-bukti pemenuhan temuan hasil audit sebelumnya</li> <li>Tim audit telah menghimpun, mempelajari data dan dokumen auditee, dan menganalisis menggunakan klausul dan persyaratan yang ditetapkan pada standar ini.</li> <li>Observasi lapangan telah dilakukan Tim Audit untuk menguji kebenaran data melalui pengamatan, pencatatan, uji petik, wawancara dan menganalisis menggunakan klausul dan persyaratan yang telah ditetapkan pada standar ini</li> </ul>                                                   |
| <i>Closing Meeting /<br/>Pertemuan Penutupan</i>   | 13 November 2025<br>Estate Mahakam,                                                              | <p><i>The closing meeting was held, covering the following topics:</i></p> <ul style="list-style-type: none"> <li><i>Evaluation of the audit implementation</i></li> <li><i>Presentation of preliminary assessment results and confirmation of audit results and findings</i></li> <li><i>Explanation of the next stages of certification</i></li> <li><i>Signing of the Closing Meeting Minutes.</i></li> </ul> <p>Kegiatan pertemuan penutupan telah dilaksanakan, materi yang disampaikan mencakup:</p> <ul style="list-style-type: none"> <li>Evaluasi pelaksanaan audit yang telah dilakukan</li> <li>Penyampaian hasil sementara penilaian dan melakukan konfirmasi hasil dan temuan audit</li> <li>Penjelasan tahapan sertifikasi selanjutnya</li> <li>Penandatanganan Berita Acara Pertemuan Penutupan.</li> </ul> |
| <i>Decision Making /<br/>Pengambilan Keputusan</i> | 14 December 2025<br>14 Desember 2025                                                             | <p><i>PT Permata Hijau Khatulistiwa has been certified as complying with IFCC Standard ST 1001:2021, Sustainable Forest Management - Requirements for Plantation Forest Management.</i></p> <p>PT Permata Hijau Khatulistiwa diputuskan memenuhi Standar IFCC ST 1001:2021, Pengelolaan Hutan Lestari - Persyaratan Pengelolaan Hutan Tanaman</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

**(4) Progress of Previous Audit Corrective Actions (to be filled in by the auditor)**

**Progres Tindakan Perbaikan Audit Sebelumnya (diisi oleh auditor)**

*The results of the 1st surveillance assessment in 2024 showed that PT Permata Hijau Khatulistiwa had met the requirements in accordance with the IFCC ST 1001:2021 SFM standard, but there were still 10 notes/findings consisting of: 4 minor categories and 6 observation categories.*

Hasil pelaksanaan penilaian penilikan ke-1 tahun 2024, menunjukkan bahwa PT Permata Hijau Khatulistiwa telah memenuhi persyaratan sesuai dengan standar SFM IFCC ST 1001:2021, namun masih terdapat 10 catatan/temuan yang terdiri: 4 kategori minor dan 6 kategori observasi.

*These findings have been verified against evidence of fulfillment, both in the form of documents and/or implementation in the field, and it has been confirmed that all findings have been declared closed.*

Temuan-temuan tersebut telah verifikasi terhadap bukti-bukti pemenuhannya baik dokumen dan/atau implementasi di lapangan, dan dipastikan seluruh temuan telah dinyatakan dapat ditutup (closed)

**(5) PHL Performance Assessment Results Summary (filled in by the auditor)**

**Resume Hasil Penilaian Kinerja PHL (diisi oleh auditor)**

*A stakeholder consultation was conducted via email on October 13, 2025, to gather information related to forest management operations using the MUTU-4200N.FM form, which would then be considered and evaluated during the audit process. The form also allowed stakeholders to confirm their desire to meet and speak directly with the auditor. However, no comments were received by the end of the audit.*

*Information from stakeholders and the public was also obtained through media searches related to PT Permata Hijau Khatulistiwa's operations during the verification period. These media searches did not uncover any information requiring follow-up during the second audit.*

*Based on the investigation of incoming complaints, a complaint was identified that was submitted to the Director General of GAKKUM, Ministry of Environment and Forestry Number 002/S-APM/IV/2025 dated April 25, 2025. This Complaint Letter was copied to 1). Governor of East Kalimantan, 2). Forestry Service of East Kalimantan Province, 3). Regent of East Kutai, and 4). Chairman of the National Farmers and Fishermen Care Movement. This complaint was submitted by Mr. MAA on behalf of the Village Community of Batu Ampar District. The letter contains 7 points of complaints regarding the discrepancy between the realization of what was conveyed during the Socialization and the facts.*

*Consultation of the parties has also been carried out during the audit by holding meetings with community representatives in 2 (two) villages, namely: Mawai Indah Village and Himba Lestari Village on November 10 and 11, 2025. From consultations with village officials and community leaders in the two villages, it was obtained information that the community strongly supports the operations of PT Permata Hijau Khatulistiwa. This full support is due to the benefits felt by the community, namely the opening of job opportunities for the community, and the existence of a CSR program. Regarding the complaint from MAA which was submitted to the GAKKUM of the Ministry of Forestry, the results of the consultation on November 11, 2025 through an interview with the Secretary of Himba Lestari Village, the village where MAA is domiciled stated: 1). There is no coordination with the village regarding claims from MAA. The Village does not know anything, 2) Representing the community is a unilateral claim, 3). MAA is a resident of Himba Lestari Village but has moved to Sangatta and does not live in Himba Lestari Village, 4). If the MAA claims to be in the name of the village community, it is illegal because the community's land boundary with PT Permata Hijau Khatulistiwa is clear and there is no conflict. An interview with a PHBM participant in Himba Lestari Village revealed that there were no issues related to PHBM. The individual in question had received PHBM payments in the first cycle, and the area in question has now been replanted.*

Telah dilakukan konsultasi para pihak melalui email pada tanggal 13 Oktober 2025 untuk menghimpun informasi terkait operasional pengelolaan hutan menggunakan form MUTU-4200N.FM, untuk kemudian dipertimbangkan dan dievaluasi dalam proses audit. Dalam form tersebut juga memungkinkan para pihak untuk mengkonfirmasi jika ingin

bertemu dan berbicara secara langsung dengan auditor. Namun hingga audit selesai, tidak terdapat komentar yang masuk dari para pihak.

Penyerapan informasi para pihak dan publik juga diperoleh melalui pencarian informasi di media massa terkait operasional PT Permata Hijau Khatulistiwa periode verifikasi. Dari penelusuran media tersebut tidak ditemukan informasi yang harus ditindaklanjuti pada saat audit penilaian 2.

Berdasarkan penelusuran keluhan yang masuk, teridentifikasi adanya keluhan yang disampaikan kepada Dirjen GAKKUM Kementerian Lingkungan Hidup dan Kehutanan Nomor 002/S-APM/IV/2025 tanggal 25 April 2025. Surat Pengaduan ini ditembuskan kepada 1). Gubernur Kalimantan Timur, 2). Dinas Kehutanan Provinsi Kalimantan Timur, 3). Bupati Kutai Timur, dan 4). Ketua Umum Gerakan Peduli Tani Nelayan Nasional. Keluhan ini disampaikan oleh Saudara MAA mengatasnamakan Masyarakat Desa Kecamatan Batu Ampar. Surat tersebut berisi 7 butir keluhan ketidaksesuaian realisasi antara yang disampaikan pada saat Sosialisasi dengan fakta.

Konsultasi para pihak juga telah dilaksanakan saat audit berlangsung dengan melakukan pertemuan dengan perwakilan masyarakat di 2 (dua) desa, yaitu: Desa Mawai Indah dan Desa Himba Lestari pada tanggal 10 dan 11 Nopember 2025. Dari konsultasi pada aparat desa dan tokoh masyarakat di dua desa tersebut diperoleh informasi bahwa masyarakat sangat mendukung operasional PT Permata Hijau Khatulistiwa. Adanya dukungan penuh ini dikarenakan manfaat yang dirasakan oleh masyarakat yaitu terbukanya kesempatan kerja bagi masyarakat, dan adanya adanya program CSR. Terkait dengan adanya keluhan dari saudara MAA yang disampaikan ke GAKKUM Kementerian kehutanan, hasil konsultasi pada tanggal 11 Nopember 2025 melalui wawancara dengan Sekretaris Desa Himba Lestari desa dimana saudara MAA berdomisili menyatakan: 1). Tidak ada koordinasi dengan desa terkait klaim dari MAA. Pihak Desa tidak tahu menahu, 2) Mengatasnamakan masyarakat adalah klaim sepihak, 3). MAA merupakan warga Desa Himba Lestari akan tetapi sudah pindah ke Sangatta dan tidak tinggal di Desa Himba Lestari, 4). Jika MAA mengatasnamakan masyarakat Desa itu tidak legal karena batas lahan masyarakat dengan PT Permata Hijau Khatulistiwa sudah jelas dan tidak ada konflik. Wawancara dengan salah seorang peserta PHBM di Desa Himba Lestari menyatakan bahwa tidak ada permasalahan terkait PHBM. Yang bersangkutan telah menerima pembayaran PHBM pada daur pertama dan saat ini areal dimaksud sudah ditanami kembali.

#### **Assessment Results / Hasil Penilaian**

| No | Clause / Klausul                 | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|----|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1  | 4. Leadership<br>4. Kepemimpinan | <ul style="list-style-type: none"> <li>PT Permata Hijau Khatulistiwa has a complete Vision, Mission, Policy, and Objective document, demonstrating compliance with IFCC standards and continuous improvement of its sustainable forest management system. The Vision, Mission, and Policy document was approved by the Director on September 1, 2025.</li> <li>PT Permata Hijau Khatulistiwa is a company that is part of the PT Borneo Hijau Lestari (PT BHL) Group, which has media in the form of a website as a means of socializing forest management activities, for example the company's vision, mission and objectives which are presented on the website: <a href="https://borneohijaulestari.com/">https://borneohijaulestari.com/</a>. The results of a search on the website revealed the vision, mission, and company policies of PT PHK.</li> <li>The company's organizational structure has been approved by the Board of Directors through Decree Number: Number: 01/BHL/I/2025 dated January 1, 2025. The organizational structure reflects the responsibility to achieve the goal of sustainable forest management, namely there are 8 (eight) departments consisting of 1). Plantation, 2). Coomon Service (CS), Health Safety Environment - Fire and Certification, 4). Social Security Liasson (SSL), 5). Accounting, 6). Infrastructure-Building, 7). Planning, and 8). Harvesting. There is a Job Description for each position in the structure</li> <li>PT Permata Hijau Khatulistiwa telah memiliki dokumen Visi Misi, kebijakan dan tujuan organisasi lengkap, dimana visi misi dan kebijakan tersebut telah menunjukkan kepatuhan</li> </ul> |

| No | Clause / Klausul              | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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|    |                               | <p>terhadap standar IFCC dan secara terus menerus melakukan perbaikan terhadap sistem pengelolaan hutan lestari. Visi misi dan Kebijakan tersebut adalah Dokumen visi misi disahkan oleh Direktur pada tanggal 1 September 2025</p> <ul style="list-style-type: none"> <li>PT Permata Hijau Khatulistiwa merupakan perusahaan yang tergabung dalam Group PT Borneo Hijau Lestari (PT BHL), telah memiliki media dalam bentuk website sebagai sarana untuk sosialisasi mengenai kegiatan pengelolaan hutan, misalnya visi dan misi serta tujuan perusahaan yang disajikan dalam website: <a href="https://borneohijaulestari.com/">https://borneohijaulestari.com/</a>. Hasil penelusuran terhadap website tersebut ditemukan adanya visi misi dan kebijakan perusahaan PT PHK.</li> <li>Tersedia struktur organisasi perusahaan yang telah disahkan oleh Direksi melalui Keputusan Nomor : Nomor: 01/BHL/I/2025 tanggal 01 Januari 2025. Struktur Organisasi tersebut telah mencerminkan tanggung jawab untuk mencapai tujuan pengelolaan hutan lestari, yaitu terdapat 8 (delapan) departemen yang terdiri atas 1). Plantation, 2). Coomon Servise (CS), Health Safety Environment - Fire and Certification, 4). Social Security Liasson (SSL), 5). Accounting, 6). Infrastructure-Building, 7). Planning, dan 8). Harvesting. Terdapat dengan Job Description untuk masing-masing jabatan dalam struktur</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 2  | 5. Planning<br>5. Perencanaan | <ul style="list-style-type: none"> <li>PT Permata Hijau Khatulistiwa has a comprehensive risk and opportunity management document related to compliance with sustainable forest management requirements at all stages of plantation forest management operations. The Risk and Opportunity Management consists of Risk and Opportunity Identification, Risk Analysis, Control Actions, PIC (Property Control), and Risk Evaluation, covering the areas of Plantation, Harvesting, Nursery, Planning, PA &amp; GA, R&amp;D, SSL, and HSE Fire Management.</li> <li>PT Permata Hijau Khatulistiwa has established a comprehensive and periodic inventory and mapping system for forest resources, which includes: Timber forest resources from plantations (timber, non-timber forest products, environmental services); ecologically important forest areas; and social and cultural functions.</li> <li>PT Permata Hijau Khatulistiwa has established an adequate management plan that includes forest resource management in accordance with applicable laws and regulations, including Production Management, Environmental Management, and Social Management, as stated in the RKUPH for the 2022-2031 period approved by the Minister of Environment and Forestry based on Decree Number: SK.4815/MENLHK-PHPL/UPH/HPL.1/7/2021 dated July 21, 2021, and Amendments to the RKUPH for the 2022-2031 period approved based on Decree Number 800 of 2024 dated February 12, 2024, as well as the short-term plan document (RKTPH) which has been approved by self-approval.</li> <li>PT PHK has a multi-business forestry management plan document for the 2022-2031 period. The management plan has been ratified based on Decree of the Minister of Environment and Forestry Number 800 of 2024, dated February 12, 2024. The types of planned businesses include: Utilization of timber forest products, Utilization of carbon sequestration environmental services and forestry partnerships (utilization of timber forest products).</li> <li>PT Permata Hijau Khatulistiwa has created a management plan that includes the current forest management unit, long-term objectives and average annual cutting allowance including sustainable harvesting levels, namely in the RKUPH document for the 2022-2031 period and the annual management plan (RKTPH).</li> <li>PT PHK does not plan to utilize Non-Timber Forest Products (NTFPs) in its management plan. In the 2022-2031 RKUPH document, the self-management utilization plan includes the utilization of timber forest products and environmental services. Meanwhile, the partnership scheme plans to utilize timber forest products. PT PHK allows the community to utilize Non-Timber Forest Products (NTFPs). There is an agreement (MoU) with the community utilizing Non-Timber Forest Products (NTFPs), namely MoU Number 01/SPK-CD-PK/PHK/IX/2023 dated September 25, 2023. The MoU contains an agreement regarding the utilization of fish in the lake. This agreement covers the development of fish</li> </ul> |

| No | Clause / Klausul | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
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|    |                  | <p>NTFPs utilized by the community and assistance from PT PHK for the development of this community's economic enterprise.</p> <ul style="list-style-type: none"> <li>o In the management plan document (RKUPH) PT Permata Hijau Khatulistiwa has determined an environmental management and monitoring plan as an effort to minimize the risk of degradation and damage to the forest ecosystem, which can be caused by, among other things, uncontrolled tree felling activities, construction of access roads and skid tracks, non-optimal application of Reduced Impact Logging techniques, land clearing activities that do not immediately carry out regeneration/planting, management that does not pay attention to protected areas and inconsistent post-harvesting monitoring activities.</li> <li>o The organization considers the latest and applicable scientific research results in its management plan. The research includes; Nursery, Pest &amp; Disease, Biodiversity, KBKT and Orangutan Conservation, Carbon, Fertilizer, Pesticides. In addition, it has applied the results of scientific research in the management of plantation forests, including on the Efficacy of Several Types of Herbicides to Control Chicken Claw Weeds (<i>Eleusine indica</i>) and Herbicide Toxicity to Eucalyptus Plants.</li> <li>o PT Permata Hijau Khatulistiwa has provided management plan information to the public which can be accessed via the website: <a href="https://borneohijaullestari.com">https://borneohijaullestari.com</a> in the form of a public summary of the latest management plan (updated in 2025), and includes information on annual management plans and realization.</li> <li>o PT Permata Hijau Khatulistiwa has identified the applicable laws and regulations for forest management obtained through the website of the Ministry of Environment and Forestry (<a href="http://jdih.menlhk.go.id">jdih.menlhk.go.id</a>), the APHI website (<a href="http://rimbawan.com">rimbawan.com</a>) and through <a href="http://www.hukumonline.com">www.hukumonline.com</a>. And has conducted an evaluation related to compliance with applicable laws and regulations for forest management, in the form of an Evaluation of Compliance Obligation document. And has complied with government regulations related to SVLK, namely having obtained a PHL Certificate Number: 041.SHPL.019-IDN which is valid until March 29, 2026</li> <li>o PT Permata Hijau Khatulistiwa has also complied with applicable laws and regulations, both local, national, and ratified international regulations, including those related to Government Regulation of the Republic of Indonesia Number 23 of 2021 concerning production forest management, the obligation to pay applicable royalties and taxes to the state, protection of nature and the environment, endangered and protected species, K3L Policy, Human Resources (HR) policy, social policy, and zero burning policy.</li> <li>o PT PHK has a Forest Protection and Security SOP document, Document number 021-PHK-SSL-SOP, revised December 3, 2018. Thus, PT PHK has a mechanism to protect forests from non-procedural activities such as illegal logging and forest and land fires by collaborating with the security services provider company PT Security Group Indonesia (PT SGI).</li> <li>o The company has a mechanism related to the recognition of the rights of indigenous peoples or local communities in terms of ownership, control and use of land and forest resources in the form of SOPs, namely: SOP for Land Conflict Resolution (018-PHK-SSL-SOP), SOP for Recognition of Basic Rights of Indigenous Peoples &amp; Local Communities (003-PHK-SSL-SOP), SOP for Development of Community Life Plants (004-PHK-SSL-SOP) and SOP for Community Participation with a partnership pattern (012-PHK-SSL-SOP).</li> <li>o PT Permata Hijau Khatulistiwa has a policy document that recognizes and respects the law and customary rights, namely a social policy document signed by the Director on September 1, 2025, which states "Conducting Free Prior and Informed Concern (FPIC) to recognize and respect the rights of local communities and indigenous peoples in and around the concession area, by applying the principles of openness, equality and justice in the decision-making process."</li> <li>o The company has respected the rights of indigenous peoples and/or local communities in forest management practices and activities in accordance with applicable laws and</li> </ul> |

| No | Clause / Klausul | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
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|    |                  | <p>regulations, including: Having a Human Resources Policy dated September 1, 2025, Respecting and recognizing the existence of community cultural customs, in accordance with K.169 of the Convention on Indigenous and Tribal Peoples, the 2007 UN Declaration on the Rights of Indigenous Peoples, Complying with the ILO Convention on discrimination in employment and occupation), Implementing a social program for empowering forest village communities which is carried out regularly every year, No. P.39/Menhut-II/2013 concerning Empowerment of Local Communities Through Forestry Partnerships and Providing opportunities for surrounding communities to utilize non-timber forest products (NTFPs) within the company area</p> <ul style="list-style-type: none"> <li>○ The Company has committed to the Implementation of the ILO Core Conventions, dated July 23, 2025 and has endeavored to fulfill workers' rights as stipulated in applicable laws and regulations and the underlying ILO Conventions (ILO Conventions No. 29, 87, 98, 100, 105, 111, 138 and 182). And has an Employment and Human Resources Policy..</li> <li>○ PT Permata Hijau Khatulistiwa has a system to identify and take action on health risks and work accidents, namely; Occupational Safety Policy, Occupational Health and Environment (K3L) established on September 1, 2025, document Hazard Identification and Risk Control (IBPR) or Hazard Identification Risk Assessment and Determining Control (HIRADC), document number: 034-SBA-EHS-FM,. Management, employees, partners, contractors and related parties are responsible for ensuring that the Occupational Health, Safety and Environment (K3L) Policy is available as documented information, communicated, understood and implemented for interested parties.</li> <li>○ PT Permata Hijau Khatulistiwa has provided facilities and infrastructure for workers in the field, the types of facilities and infrastructure that have been provided are in the form of Offices, Employee/Worker Housing, Clean Water Facilities, Canteens, Clinics equipped with medical personnel, paramedics and Ambulances, Sports Facilities, Guest Houses, Worship Facilities, Toilets, Generator Rooms, HSE Posts, Store warehouses, Fuel stations</li> <li>○ PT Permata Hijau Khatulistiwa has provided personal protective equipment (PPE) for its workers in each section, and has procedures related to PPE (021-PHK-EHS-SOP), First Aid for Accidents (036-PHK-EHS-SOP), HIRDC documents (EHS-003), trained first aid personnel and a health clinic is available as a means of treatment and first aid for accidents for workers.</li> <li>○ PT Permata Hijau Khatulistiwa has complied with the applicable national laws and regulations or collective labor agreements regarding working hours and leave, as stipulated in the Company Regulations (PP) document for the 2025-2027 Period CHAPTER III (Working days, working hours and overtime) Article 12 (Working days and working hours)</li> <li>○ There is a labor and Human Resources (HR) policy dated September 1, 2025, which states "Providing wage rights for workers, meaning that every worker has the right to be paid as regulated in the law on labor and wages as well as overtime work provisions in accordance with applicable laws and regulations. And regarding wages, it is regulated in the Company Regulation document for the 2025-2027 Period, CHAPTER V (Wages) Article 20</li> <li>○ There is a policy of equal opportunity, non-discrimination, freedom from harassment in the workplace, and support for gender equality contained in employment and HR policy documents, and no discrimination is found in terms of employee recruitment, remuneration, access to training, promotion, termination of employment or retirement based on race, national or social origin, caste, place of birth, religion, disability, gender, family responsibilities, marital status, union membership, political affiliation, age or other conditions.</li> <li>○ PT Permata Hijau Khatulistiwa has ensured a clear career path based on regular assessments of employee performance, as stated in the company's regulatory documents for the 2025-2027 period CHAPTER IX (Skills improvement program) Article 10</li> </ul> |

| No | Clause / Klausul | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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|    |                  | <p><i>(Promotion) which states "Promotion is an increase to a higher career level in accordance with the procedures and mechanisms established by the Employer by taking into account the company's needs and the Employee's abilities."</i></p> <ul style="list-style-type: none"> <li>PT Permata Hijau Khatulistiwa telah memiliki dokumen manajemen resiko dan peluang secara lengkap terkait kepatuhan terhadap persyaratan untuk pengelolaan hutan lestari pada seluruh tahapan kegiatan operasional pengelolaan hutan tanaman. Manajemen Resiko dan Peluang tersebut terdiri dari Identifikasi Resiko dan Peluang, Analisis Resiko, Tindakan Pengendalian, PIC dan Evaluasi Resiko, yang meliputi bidang Plantation, Harvesting, Nursery, Planning, PA &amp; GA, R&amp;D, SSL dan HSE Fire Management.</li> <li>PT Permata Hijau Khatulistiwa telah menetapkan sistem inventarisasi dan pemetaan yang komprehensif dan berkala terhadap sumberdaya hutan yang meliputi: Sumberdaya hasil hutan kayu hutan tanaman (kayu, hasil hutan bukan kayu, jasa lingkungan); kawasan hutan yang penting secara ekologis; dan fungsi sosial dan budaya</li> <li>PT Permata Hijau Khatulistiwa telah menetapkan rencana pengelolaan yang memadai yang mencakup pengelolaan sumber daya hutan sesuai dengan peraturan perundang-undangan yang berlaku yang meliputi Kelola Produksi, Kelola Lingkungan dan Kelola sosial, sebagaimana tercantum dalam RKUPH Periode tahun 2022-2031 yang disetujui Menteri LHK berdasarkan keputusan Nomor: SK.4815/MENLHK-PHPL/UPH/HPL.1/7/2021 tanggal 21 Juli 2021, dan Perubahan RKUPH periode tahun 2022-2031 yang disetujui berdasarkan Keputusan Nomor 800 Tahun 2024 tanggal 12 Februari 2024, serta dokumen rencana jangka pendek (RKTPH) yang telah disahkan secara self approval</li> <li>PT PHK telah memiliki dokumen rencana kelola multi usaha kehutanan Periode 2022-2031. Rencana kelola telah disahkan berdasarkan SK MenLHK Nomor 800 tahun 2024, tanggal 12 Februari 2024. Jenis usaha yang direncanakan meliputi: Pemanfaatan hasil hutan kayu, Pemanfaatan jasa lingkungan penyerapan karbon dan kemitraan kehutanan (pemanfaatan hasil hutan kayu)</li> <li>PT Permata Hijau Khatulistiwa telah membuat rencana pengelolaan yang telah mencakup unit pengelolaan hutan saat ini, tujuan jangka panjang dan rata-rata jatah tebang tahunan termasuk tingkat pemanenan yang lestari, yaitu pada dokumen RKUPH untuk periode tahun 2022-2031 dan rencana kelola tahunan (RKTPH)</li> <li>PT PHK tidak merencanakan untuk memanfaatkan produk Hasil Hutan Bukan kayu dalam rencana pengelolannya. Dalam dokumen RKUPH 2022-2031, rencana pemanfaatan swakelola adalah pemanfaatan hasil hutan kayu dan pemanfaatan jasa lingkungan. Sedangkan rencana pemanfaatan pola kemitraan direncanakan pemanfaatan hasil hutan kayu. PT PHK mengizinkan masyarakat untuk memanfaatkan produk Hasil Hutan Bukan Kayu. Terdapat kesepakatan (MoU) dengan masyarakat pemanfaat HHBK yaitu MoU Nomor 01/SPK-CD-PK/PHK/IX/2023 tanggal 25 September 2023. MoU berisi kesepakatan terkait pemanfaatan ikan di Danau. Kesepakatan ini berisi pengembangan HHBK Ikan yang dimanfaatkan masyarakat dan adanya bantuan dari PT PHK untuk pengembangan usaha ekonomi masyarakat ini</li> <li>Dalam dokumen rencana pengelolaan (RKUPH) PT Permata Hijau Khatulistiwa telah menentukan rencana pengelolaan dan pemantauan lingkungan sebagai upaya untuk meminimalkan risiko degradasi dan kerusakan ekosistem hutan, yang dapat disebabkan antara lain oleh kegiatan Penebangan Pohon yang Tidak Terkendali, Pembuatan Jalan Akses dan Skid Track, Penerapan Teknik Reduced Impact Logging yang tidak optimal, Kegiatan Pembukaan Lahan yang tidak segera dilakukan regenerasi/penanaman, Pengelolaan yang tidak memperhatikan adanya areal dilindungi dan Kegiatan monitoring pada post harvesting yang tidak konsisten</li> <li>Organisasi mempertimbangkan hasil penelitian ilmiah terkini dan berlaku dalam rencana pengelolannya, Penelitian tersebut antara lain terkait; Nursery, Pest &amp; Disease, Keanekaragaman Hayati, KBKT dan Konservasi Orang utan, Karbon, Pupuk, Pesticida.</li> </ul> |

| No | Clause / Klausul | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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|    |                  | <p>Selain itu telah menerapkan hasil penelitian ilmiah pada pengelolaan hutan tanaman antara lain tentang Efikasi Beberapa Macam Herbisida untuk Mengendalikan Gulma Cakar Ayam (<i>Eleusine indica</i>) dan Toksikitas Herbisida terhadap Tanaman <i>Eucalyptus</i>.</p> <ul style="list-style-type: none"> <li>PT Permata Hijau Khatulistiwa telah menyediakan informasi rencana pengelolaan untuk umum yang dapat diakses melalui website: <a href="https://borneohijaulestari.com">https://borneohijaulestari.com</a> berupa ringkasan publik rencana pengelolaan terkini (update tahun 2025), dan telah mencakup informasi tentang rencana dan realisasi pengelolaan tahunan</li> <li>PT Permata Hijau Khatulistiwa telah mengidentifikasi peraturan perundang-perundangan yang berlaku untuk pengelolaan hutan yang diperoleh melalui website Kementerian Lingkungan Hidup dan Kehutanan (<a href="http://jdih.menhk.go.id">jdih.menhk.go.id</a>), website APHI (<a href="http://rimbawan.com">rimbawan.com</a>) dan melalui <a href="http://www.hukumonline.com">www.hukumonline.com</a>. Dan telah melakukan evaluasi terkait kepatuhan terhadap peraturan perundang-undangan yang berlaku untuk pengelolaan hutan, berupa dokumen Evaluation of Compliance Obligation. Dan telah mematuhi peraturan pemerintah terkait SVLK, yaitu telah memperoleh Sertifikat PHL Nomor: 041.SHPL.019-IDN yang berlaku sampai dengan tanggal 29 Maret 2026</li> <li>PT Permata Hijau Khatulistiwa juga telah mematuhi peraturan perundangan yang berlaku baik lokal, nasional maupun peraturan internasional yang sudah diratifikasi, diantaranya terkait Peraturan Pemerintah Republik Indonesia Nomor 23 Tahun 2021 terkait pengelolaan hutan produksi, kewajiban pembayaran royalti dan pajak yang berlaku kepada negara, perlindungan alam dan lingkungan, spesies yang terancam punah dan lindungi, Kebijakan K3L, kebijakan Sumber Daya Manusia (SDM), kebijakan sosial dan kebijakan zero burning.</li> <li>PT PHK telah memiliki dokumen SOP Perlindungan dan Pengamanan Hutan, Nomor dokumen 021-PHK-SSL-SOP, revisi 03 Desember 2018. Dengan demikian PT PHK telah memiliki mekanisme untuk melindungi hutan dari kegiatan non prosedural seperti kegiatan illegal logging dan kebakaran hutan dan lahan dengan bekerjasama dengan perusahaan penyedia jasa keamanan PT Security Group Indonesia (PT SGI)</li> <li>Perusahaan telah memiliki mekanisme yang berhubungan dengan pengakuan hak masyarakat adat atau masyarakat lokal dalam hal kepemilikan, kontrol dan penggunaan lahan dan sumberdaya hutan dalam bentuk SOP yaitu: SOP Penyelesaian Konflik Lahan (018-PHK-SSL-SOP), SOP Pengakuan Hak-hak Dasar Masyarakat Adat &amp; Masyarakat Setempat (003-PHK-SSL-SOP), SOP Pembangunan Tanaman Kehidupan Bersama Masyarakat (004-PHK-SSL-SOP) dan SOP Partisipasi masyarakat dengan pola kemitraan (012-PHK-SSL-SOP).</li> <li>PT Permata Hijau Khatulistiwa telah memiliki dokumen kebijakan yang mengakui dan menghormati hukum serta hak-hak adat yaitu berupa dokumen kebijakan sosial yang telah ditandatangani oleh Direktur pada tanggal 1 September 2025 yang menyebutkan "Melakukan Padiatapa (persetujuan atas dasar informasi diawal tanpa paksaan) atau FPIC (Free Prior and Informed Concern) untuk mengakui dan menghormati hak – hak masyarakat lokal dan masyarakat adat di dalam dan sekitar wilayah konsesi, dengan menerapkan azas keterbukaan, kesetaraan dan keadilan dalam proses pengambilan keputusan</li> <li>Perusahaan telah menghormati hak-hak masyarakat adat dan atau masyarakat lokal dalam praktik dan kegiatan pengelolaan hutan sesuai dengan peraturan perundangan yang berlaku, diantaranya adalah: Telah memiliki Kebijakan Sumber Daya Manusia tanggal 1 September 2025, Menghormati dan mengakui adanya adat budaya masyarakat, sesuai dengan K.169 Konvensi Masyarakat Hukum Adat, Deklarasi PBB tahun 2007 tentang Hak-hak Masyarakat Adat, Mematuhi Konvensi ILO mengenai diskriminasi dalam pekerjaan dan jabatan), Menerapkan program sosial pemberdayaan masyarakat desa hutan yang dilakukan secara reguler setiap tahun, No. P.39/Menhut-II/2013 tentang Pemberdayaan Masyarakat Setempat Melalui Kemitraan Kehutanan dan Memberikan kesempatan kepada masyarakat sekitar untuk memanfaatkan hasil hutan bukan kayu (HHBK) yang berada di dalam areal perusahaan</li> </ul> |

| No | Clause / Klausul                | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
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|    |                                 | <ul style="list-style-type: none"> <li>Perusahaan telah memiliki komitmen terhadap Penerapan Konvensi Inti ILO, tanggal 23 Juli 2025 dan telah berupaya memenuhi hak-hak pekerja sebagaimana yang ditetapkan pada peraturan perundang-undangan yang berlaku dan konvensi ILO yang mendasari (Konvensi ILO nomor 29, 87, 98, 100, 105, 111, 138 dan 182). Dan telah memiliki Kebijakan Ketenagakerjaan Dan Sumber Daya Manusia.</li> <li>PT Permata Hijau Khatulistiwa telah memiliki sistem untuk mengidentifikasi dan melakukan tindakan atas risiko kesehatan dan kecelakaan kerja yaitu; Kebijakan Keselamatan, Kesehatan Kerja dan Lingkungan (K3L) yang ditetapkan 1 September 2025, dokumen Identifikasi Bahaya dan Pengendalian Resiko (IBPR) atau Hazard Identification Risk Assessment and Determining Control (HIRADC), nomor dokumen: 034-SBA-EHS-FM,. Manajemen, karyawan, mitra, kontraktor dan pihak terkait bertanggung jawab memastikan bahwa Kebijakan Keselamatan, Kesehatan Kerja dan Lingkungan (K3L) tersedia sebagai informasi terdokumentasi, dikomunikasikan, dipahami dan dilaksanakan bagi pihak berkepentingan.</li> <li>PT Permata Hijau Khatulistiwa telah menyediakan sarana dan prasarana untuk pekerja di lapangan, jenis sarana dan prasarana yang telah disediakan berupa Kantor, Perumahan Karyawan/pekerja, Sarana air bersih Kantin, Klinik dilengkapi dengan tenaga medis, paramedis dan Ambulance, Sarana olah raga, Guest House, Sarana ibadah, Toilet, Ruang Genset, Posko HSE, Store warehouse, Fuel station</li> <li>PT Permata Hijau Khatulistiwa telah menyediakan alat pelindung diri (APD) untuk para pekerjanya pada setiap bagian, dan telah memiliki prosedur terkait APD (021-PHK-EHS-SOP), Pertolongan Pertama Pada Kecelakaan (036-PHK-EHS-SOP), dokumen HIRDC (EHS-003), tenaga petugas P3K terlatih dan Tersedia Klinik kesehatan sebagai sarana pengobatan dan juga pertolongan pertama pada kecelakaan bagi pekerja</li> <li>PT Permata Hijau Khatulistiwa telah mematuhi peraturan perundang-undangan nasional atau perjanjian kerja bersama yang berlaku mengenai jam kerja dan Cuti, sebagaimana diatur dalam dokumen Peraturan Perusahaan (PP) Periode 2025-2027 BAB III (Hari kerja, waktu kerja dan lembur) Pasal 12 (Hari kerja dan waktu kerja)</li> <li>Terdapat kebijakan ketenagakerjaan dan Sumber Daya Manusia (SDM) tanggal 1 September 2025 yang menyatakan "Memberikan hak upah bagi para pekerja, artinya setiap pekerja berhak untuk dibayar yang telah diatur dalam undang-undang tentang ketenagakerjaan dan pengupahan serta ketentuan kerja lembur sesuai dengan peraturan perundang-undangan berlaku. Dan terkait pengupahan diatur dalam dokumen Peraturan Perusahaan Periode tahun 2025-2027 BAB V (Pengupahan) Pasal 20</li> <li>Terdapat kebijakan kesempatan yang sama, nondiskriminasi, bebas dari pelecehan di tempat kerja, serta mendukung kesetaraan gender yang termuat dalam dokumen kebijakan ketenagakerjaan dan SDM, dan tidak ditemui adanya diskriminasi dalam hal perekrutan pekerja, remunerasi, akses untuk pelatihan promosi, pemutusan hubungan kerja atau pensiun yang berdasarkan pada ras, asal negara atau asal-usul sosialnya, kasta, tempat kelahiran, religi, disabilitas, gender, tanggung jawab keluarga, status perkawinan, keanggotaan serikat, aliran politik, usia atau kondisi lainnya</li> <li>PT Permata Hijau Khatulistiwa telah memastikan jenjang karir pekerjaan secara jelas berdasarkan penilaian rutin terhadap kinerja pekerja, sebagaimana disebutkan dalam dokumen peraturan perusahaan periode 2025-2027 BAB IX (Program peningkatan keterampilan) Pasal 10 (Promosi) yang menyatakan "Promosi adalah kenaikan ke jenjang karir yang lebih tinggi sesuai dengan prosedur dan mekanisme yang ditetapkan Pengusaha dengan memperhatikan kebutuhan perusahaan dan kemampuan Karyawan".</li> </ul> |
| 3  | 6. Supporting /<br>6. Penunjang | <ul style="list-style-type: none"> <li><i>PT Permata Hijau Khatulistiwa Lestari has adequate funding as stated in the Financial Report and realization of plantation forest management costs for 2023 and 2024, has an organizational structure in forest management with competent human resources and has built and/or maintained adequate infrastructure.</i></li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

| No | Clause / Klausul                   | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
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|    |                                    | <ul style="list-style-type: none"> <li>PT Santan Borneo has created a plan for developing employee competencies for 2024 and 2025. This plan is contained in the Master of Training (MoT) document for 2024 and 2025. The MoT document lists the Training Plan related to the Department, Training Need Analysis (TNA), Facilitator, participants, location, duration, and schedule.</li> <li>Communication and Information Procedures are available document number: 024-PHK-SSL-SOP issued on September 20, 2023. The company has built effective and continuous communication and consultation with the community, through socialization of activities that are routinely carried out every year in the approval process based on prior information without coercion in the assisted/affected villages around the work area.</li> <li>PT Permata Hijau Khatulistiwa has a complaint handling mechanism, namely the Complaint/Dissatisfaction Handling Procedure (Grievance) Document Number 025-PHK-SSL-SOP, as a reference for PT PHK staff and management in handling any complaints and dissatisfaction originating from external parties, both from individuals, government organizations and non-government organizations regarding the implementation of FCP.</li> <li>PT Permata Hijau Khatulistiwa has procedures related to record keeping as stated in the SOP for Record Document Control No. 032-PHK-EHS-SOP dated June 30, 2022. The procedure explains that to support the continuity of business activities in the management of timber forest products that are well documented and sustainable, the company must create, store records for a period of 5 years and maintain and update the documented information.</li> <li>PT Permata Hijau Khatulistiwa lestari memiliki pendanaan yang memadai sebagaimana tercantum dalam Laporan keuangan dan realisasi biaya pengelolaan hutan tanaman tahun 2023 dan 2024, memiliki struktur organisasi dalam pengelolaan hutan dengan SDM yang kompeten dan telah membangun dan/atau memelihara infrastruktur secara memadai</li> <li>PT Santan Borneo telah membuat rencana pengembangan kompetensi karyawan tahun 2024 dan 2025. Rencana ini terdapat pada dokumen Master of Training (MoT) tahun 2024 dan 2025. Dalam dokumen MoT tersebut tercantum Rencanan Training terkait Department, Training Need Analysis (TNA), Fasilitator, peserta, tempat, durasi, dan tata waktu</li> <li>Tersedia Prosedur Komunikasi dan Informasi nomor dokumen: 024-PHK-SSL-SOP terbit tanggal 20 September 2023. Perusahaan telah membangun komunikasi dan konsultasi yang efektif dan terus-menerus dengan masyarakat, melalui sosialisasi kegiatan yang secara rutin setiap tahun dalam proses persetujuan atas dasar informasi di awal tanpa paksaan di desa binaan/terdampak sekitar areal kerja.</li> <li>PT Permata Hijau Khatulistiwa telah memiliki Mekanisme penanganan keluhan yaitu Prosedur Penanganan Keluhan/Ketidakpuasan (Grievance) Document Nomor 025-PHK-SSL-SOP, Sebagai acuan bagi staff dan manajemen PT PHK dalam menangani setiap keluhan dan ketidakpuasan yang bersumber dari pihak eksternal baik dari perorangan, organisasi pemerintah maupun organisasi non pemerintah tentang implementasi FCP.</li> <li>PT Permata Hijau Khatulistiwa memiliki prosedur terkait penyimpanan catatan yang tertuang dalam SOP Kontrol Dokumen Rekaman No. 032-PHK-EHS-SOP tanggal 30 Juni 2022. Dalam prosedur dijelaskan bahwa untuk mendukung keberlangsungan aktivitas bisnis usaha pengelolaan hasil hutan kayu terdokumentasi dengan baik dan berkesinambungan maka perusahaan harus membuat, menyimpan rekaman untuk periode 5 tahun dan menjaga serta memperbaharui informasi yang didokumentasikan.</li> </ul> |
| 4  | 7. Operational /<br>7. Operasional | <ul style="list-style-type: none"> <li>PT Permata Hijau Khatulistiwa has documents explaining the existence of forest maintenance and environmental services activities as well as increasing the economic, ecological, social and cultural value of the forest, namely the RKUPH for the 2022-2031 period and the RKTPH for 2024 and 2025. Implementation documents are available for the maintenance/improvement of forest resources in</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

| No | Clause / Klausul | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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|    |                  | <p>accordance with what has been planned in the RKTPH document which includes the following activities: concession boundary arrangement, work area arrangement, inventory (PMA, MRI, PHI), construction of infrastructure, procurement of seedlings in the nursery, land preparation and planting, plant maintenance, harvesting, transportation of wood to industry, research and development activities.</p> <ul style="list-style-type: none"> <li>○ PT Permata Hijau Khatulistiwa implements the THPB silviculture system where all trees are felled and replanted in the felled area according to the type of tree being cultivated. In an effort to protect the quality of forest resources and the forest's ability to store and absorb carbon in the medium and long term, a protected area has been allocated which in addition to functioning as germplasm preservation, biodiversity, soil and water conservation also functions to store and absorb carbon. PT Permata Hijau Khatulistiwa has also conducted a High Carbon Stock (HCS) study in collaboration with the Ecositrop Institute in 2024.</li> <li>○ PT Permata Hijau Khatulistiwa has implemented positive climate practices in forest management, including: Arranging its work area and allocating and establishing Protected Areas; Maintaining, monitoring and maintaining protected areas, especially from the threat of fire, illegal logging and encroachment; Identifying open/degraded areas in Protected Areas; Enriching less vegetated areas in Protected Areas; Not leaving post-harvest land open for a long time; Implementing a "Zero Burning" policy in land preparation; Implementing Reduced Impact Logging (RIL) in harvesting activities and Conducting Greenhouse Gas Inventory and Mitigation in 2024.</li> <li>○ In the PT Permata Hijau Khatulistiwa work area, there was a conversion of natural forest into plantation forest covering an area of 869.1 hectares as of December 31, 2010. This plantation forest area was not included in/not registered as an IFCC certified area.</li> <li>○ Based on the 2023 assessment data of the KBKT and high carbon stock areas, there are no ecologically important forest areas within the PT PHK area (no HCV 3 or rare or endangered ecosystems). Therefore, it can be confirmed that there has been no afforestation activity.</li> <li>○ Based on the Land Cover Map Coverage dated November 29, 2011 and Coverage dated October 17, 2019 contained in the RKUPH document for the 2012-2021 period and RKUPH for the 2022-2031 period as well as plant register compartment data for the 2017-2024 period, it shows that in the PT Permata Hijau Khatulistiwa work area there is no highly degraded land that has been converted into plantation forests.</li> <li>○ To identify degraded areas within its work area, the organization has identified open areas by analyzing Landsat imagery and conducting ground checks. In the field verification, no land degradation due to forest and land fires, illegal logging, land encroachment, forest damage due to pest and disease attacks and forest damage due to the uncontrolled use of pesticides and other hazardous materials was found.</li> <li>○ PT Permata Hijau Khatulistiwa has an area reserved for conservation purposes (protection) for: designated for conservation purposes, biodiversity protection, protection of endangered and protected species; Has a water and soil protection function, an area that has a unique biodiversity function; and Encourages the occurrence of structural diversity both horizontally and vertically</li> <li>○ PT PHK has a Forest and Land Fire Prevention and Mitigation Policy. It includes a policy for conducting land clearing activities without burning. In addition, the company has prepared a Forest and Land Fire Control Standard Operating Procedure (SOP), 017-PHK-EHS-SOP, dated June 30, 2025. It prohibits the use of fire in forest management activities. The forest and land fire control plan has been included in the RKUPH.</li> </ul> |

| No | Clause / Klausul | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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|    |                  | <ul style="list-style-type: none"> <li>PT Permata Hijau Khatulistiwa has a Forest and Land Fire Control procedure (017-PHK-EHS-SOP Revision 1 dated July 3, 2023, and has a forest and land fire control team of 2 teams (30 people) who have attended basic training in forest and land fire control. Forest and land fire facilities and infrastructure have been gradually fulfilled as required by the Minister of Environment and Forestry Regulation Number P.32 of 2016. Based on a document review, PT PHK has carried out monthly reporting on forest and land fire control every month on the SIPONGI website.</li> <li>Based on the RKUPH, the types of plants to be developed are Acacia mangium/Acacia crassiparva/Eucalyptus spp. The last planting of Acacia crassiparva and Acacia mangium species was in 2023. Starting in 2024, the company has stopped planting Acacia sp species and 100% of the seeds supplied and planted are Eucalyptus pellita species. The suitability of this type is based on trials of growth suitability on land through stages of plant breeding trials conducted by R&amp;D. The research stages include progeny tests, breeding trials, clonal tests, clonal site interactions, demonstration clones, and operational</li> <li>PT Permata Hijau Khatulistiwa has implemented procedures related to minimizing damage to trees and/or soil, namely in plant maintenance activities, harvesting and transportation activities.</li> <li>Efforts made by the organization to avoid or minimize the use of chemical pesticides by implementing Integrated Pest Management, appropriate silvicultural alternatives, and environmentally friendly biological actions, are: Implementing an appropriate silvicultural system, namely the TPHB system by selecting different types of plants, namely Acacia crassiparva and Eucalyptus pellita and using biological agents of insects Sycaus sp. as predators of caterpillar pests on staple crops.</li> <li>The organization has documented the use of chemical pesticides according to procedures, namely having a pesticide use policy (not using pesticides prohibited by the government in the Minister of Agriculture Regulation Number 43 of 2019), preparing procedures to determine/establish procedures for storage, handling, transportation, use and disposal, determining appropriate techniques, equipment and facilities in their use and employing appropriate, competent and trained personnel.</li> <li>In forest management that applies pesticide applications, the organization refers to the regulations of the Minister of Agriculture Regulation No. 01/Permentan/OT.140/2007 concerning the List of Prohibited Pesticide Active Ingredients and Limited Pesticides, so that the Policy on the Use of Pesticides and Other Hazardous Chemicals was issued on August 1, 2025.</li> <li>The company has a pesticide use policy and procedures that contain prohibitions on the use and storage of types of pesticides prohibited by the government and certification standards (IFCC) related to the purchase, use and storage. Monitoring is carried out to ensure that the application is in accordance with the procedures. Based on the work procedures for pesticide use, the list of pesticide use in 2024 and 2025 and the results of field visits to the pesticide storage warehouse, no types of pesticides prohibited by the government or by IFCC standards were found, including pesticides based on the Stockholm Convention on Persistent Organic Pollutants such as pesticides with active ingredients POP manufacturers such as aldrin, endrin, chlordane, DDT, heptachlor, mirex, toxaphene, HCB and PCBs. The SOP also does not recommend pesticides prohibited by the government</li> <li>PT PHK has a Commitment to Implementing IFCC STD 1001:2021, including not using chemicals prohibited by the IFCC scheme. The company has several procedures related to the storage, transportation, and application of chemical pesticides. The use of chemicals is carried out in plant maintenance activities, namely soaking seedling roots before planting, weed control, and pest control in the cultivation area. And PT PHK has a Chemical K3 officer, named Randy Samuel</li> </ul> |

| No | Clause / Klausul | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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|    |                  | <p>Silalahi, BNSP certificate number: 5/2606110625/AS.01.04/VI/2025. Dated June 11, 2025, valid for 5 years. The officer is an organic employee assigned to conduct socialization and training on the use of chemicals in the field, especially for plantation contractor workers.</p> <ul style="list-style-type: none"> <li>○ The company has used fertilizers in a controlled manner, taking into account their impact on the environment. During planting, the types of fertilizers used were: TSP 100g/stem, AC Powder 40g/stem, and MoP 40g/stem. Follow-up fertilizers used were AC Powder 80g/stem and MoP 40g/stem. At the age of 3 months. The determining fertilizer dosage is R&amp;D.</li> <li>○ In the utilization of cultivated timber forest products and the types of plants developed are Acacia sp and Eucalyptus sp and in forest management, the Clear Cutting Artificial Regeneration (THPB) silviculture system is implemented. To maintain the forest's ability to produce various timber products from plantation forests, the company sets a 6-year planting cycle (in accordance with the RKUPH) with an annual felling quota of 3,592 ha/year. However, in accordance with the availability of plantation forest stands of 14,625.5 ha, to maintain forest capacity, the annual felling quota becomes 2,437.58 ha.</li> <li>○ Participating in the IFCC SFM certification is one of PT Permata Hijau Khatulistiwa's efforts to increase the economic value of plantation forest wood products sent to PT Balikpapan Citra Lestari Industry and PT Phoenix Resources International for product marketing to the global market. In addition to plantation forest wood, PT PHK is also making efforts to consider new market opportunities to improve the company's economic performance, namely in the form of potential non-timber forest products and the utilization of environmental services.</li> <li>○ PT PHK has implemented the THPB (Thin-Planted Plantation) silviculture system, which ensures balanced harvesting and planting, thus maintaining the productivity of the plantation forest area. Based on the 2024 RKT implementation report, harvesting covered 5,360.70 ha, and replanting was carried out throughout. Therefore, the company has managed, harvested, and regenerated/replanted in a manner that does not reduce the land's productivity.</li> <li>○ PT Permata Hijau Khatulistiwa harvests timber and non-timber forest products within sustainable production levels. Determining the target felling volume The annual forest management plan (RKTPH) is based on the results of the pre-felling inventory (PHI) with the area referring to the maximum area stipulated. Referring to the RKUPH document for the 2022-2031 period, the harvesting plan for the 2024 RKTPH block is 5,450.7 ha with a volume of 534,107.8 m<sup>3</sup>. And in the 2024 RKTPH document, the harvesting plan is set at 5,038.5 ha with a volume of 457,595.94 m<sup>3</sup>. Based on the actual harvesting data, the 2024 RKTPH is 4,751.52 ha with a volume of 238,346.94 m<sup>3</sup>.</li> <li>○ In an effort to optimize the utilization of harvested wood forest products, there is a procedure called the Residual Wood Assessment Standard Operating Procedure (SOP) (003-SBA-PLN-SOP). In post-harvesting activities, Harvesting Quality Assessment (HQA) and Residual Wood Assessment (RWA) measurements/assessments are carried out. Based on the recapitulation of HQA and RWA assessments for the 2025 RKT, the HQA value is 2.57 and the RWA value is 1.23, meeting the specified requirements (HQA ≥ 2.5, RWA ≤ 3 m<sup>3</sup>/ha).</li> <li>○ PT Permata Hijau Khatulistiwa has had and implemented procedures for tracking and tracing the production of timber plantation products which ensure that the timber harvested and transported comes from certified areas, namely: Chain of Custody (CoC) Procedure No. 006-PHK-WS-SOP, Timber Transport No. 006-PHK-WS-SOP, Timber Measurement, Marking, Separation, Transport and Tracing No. 008-PHK-WS-SOP and Timber Administration SOP No. 009-PHK-WS-SOP</li> </ul> |

| No | Clause / Klausul | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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|    |                  | <p>There is a separation of wood forest products produced and transported, and the claimed wood forest products of PT Permata Hijau Khatulistiwa (IFCC) can be identified and traced down to the smallest unit of the work area arrangement where the wood is harvested, namely the plot/compartments as evidenced by the accompanying transportation documents, and are already based on IFCC wood.</p> <ul style="list-style-type: none"> <li>PT Permata Hijau Khatulistiwa has built and maintained adequate infrastructure to ensure that the delivery of wood from TPn to TPK can run smoothly and efficiently referring to the procedures for Road Construction and Maintenance (001-PHK-INF-SOP), Construction, Maintenance of Bridges and Culverts (002-PHK-INF-SOP) and Road Maintenance, (003-PHK-INF-SOP)</li> <li>PT Permata Hijau Khatulistiwa conducted a reassessment of ecologically important areas in 2023, in collaboration with Ecositrop. Based on monitoring data in the 2025 Semester I RKL-RPL Report, there are 78 tree species. None of the tree species are protected under Ministerial Regulation No. P.106 of 20218, nor are they listed as Critically Endangered by the IUCN.</li> <li>The company has mapped and protected a representative sample of natural ecosystems within the landscape, in relation to the uniqueness of the affected resources. The organization has mapped/allocated Protected Areas within its concession areas and designated portions of its working areas as protected areas.</li> <li>In the flora and fauna monitoring report in the RKL-RPL Report for Semester I of 2025, no flora was found to be classified as protected. However, one protected and endangered fauna species was found: the orangutan.</li> <li>PT Permata Hijau Khatulistiwa has maintained and restored the habitat of protected, endemic, rare, and endangered flora and fauna species. Primate species identified have all conservation status categories: protected, endemic, rare, and endangered (CR). The primate is the orangutan (<i>Pongo pygmaeus</i>), and the presence of RTE flora and fauna species.</li> <li>To ensure the availability of seeds for planting activities in the cultivation area, they are supplied by the PT Mahakam Persada Sakti Nursery (an affiliated company/BHL Group). In 2024, approximately 8,200,000 <i>Eucalyptus pellita</i> seeds were supplied, while in 2025, approximately 3,700,000 seeds were supplied (until October 2025). The clones produced are EP8006, EP8105, EP800130, EP80130, EP800133, EP80005, and EP80074. Tissue cultures (materials for mother plant production) are sourced from PT RAPP's R&amp;D in Riau. PT RAPP is an affiliated company of PT PHK, which has IFCC certification, so the clones and provenance are certified.</li> <li>PT Permata Hijau Khatulistiwa conducted scientific studies and evaluations to avoid and minimize impacts on the ecosystem and its genetic integrity in selecting <i>Eucalyptus pellita</i> and <i>Acacia crassiparva</i> species. A report on the impact of eucalyptus and acacia species on the ecosystem is available.</li> </ul> <p>Based on the results of the study, several impacts of the <i>Acacia</i> and <i>Eucalyptus</i> species include: Macro and Micro Climate aspects, Hydrology, Soil Erosion, Competition and Other Interactions with Flora and Fauna, Impacts on Society, Vulnerability to Fire.</p> <ul style="list-style-type: none"> <li>The Organization's efforts to prevent habitat fragmentation include rehabilitating protected areas if degradation occurs. To do this, the Organization periodically identifies open land. Ground checks are then conducted. If degraded areas are found, rehabilitation is carried out by planting native/local tree species.</li> <li>PT Permata Hijau Khatulistiwa has a policy prohibiting the use of genetically engineered plant species, namely the Directors' Statement Letter dated September 1, 2025, which states that the company does not use seed sources resulting from genetic engineering or Genetic Modification Organisms (GMOs). The types of plants developed and will be planted in the HTI area are <i>Acacia mangium</i>, <i>Acacia</i></li> </ul> |

| No | Clause / Klausul | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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|    |                  | <p><i>crasicarpa</i>, and <i>Eucapytus pelita</i>, whose seeds are purchased from seed suppliers in Riau Province, equipped with a Forest Plant Seed Source Certificate and are not genetically engineered.</p> <ul style="list-style-type: none"> <li>○ The company has encouraged the diversity of horizontal and vertical structures as well as species diversity such as mixed stands and to maintain or restore landscape diversity, by allocating several protected areas as stated in the Long-term planning document. Where the protected areas are in the form of: forest protection activities, land cover monitoring and rehabilitation/enrichment activities of degraded areas and monitoring of natural succession and biodiversity monitoring (flora and fauna inventory) followed by protected area management activities and management of species that have important conservation status.</li> <li>○ There are no traditional management practices in PT PHK's area. However, the company has established a partnership to involve the community in Joint Forest Management (PHBM) with a profit-sharing fee of Rp 10,000 per ton of wood produced. This PHBM collaboration is based on the land ownership that the community had already established before PT PHK received its management permit.</li> <li>○ The company applies the precautionary principle and has implemented preventive measures to ensure its operations do not cause permanent damage to the ecosystem. The company has also conducted environmental monitoring and management activities. Based on monitoring data (RKL-RPL) for the first half of 2025, no ecosystem (environmental) parameters exceeded the threshold.</li> <li>○ The company's road infrastructure construction and maintenance activities do not impact protected areas, as they are clearly marked with boundaries and information boards. Field visits to the protected area and river banks revealed no evidence of damage to the protected areas. Road maintenance also does not disrupt the migration patterns of orangutans, a keystone species in the PT PHK ecosystem.</li> <li>○ Based on the RKL-RPL Report for Semester I of 2025, monitoring of HPT in 2025, interviews with the R&amp;D and Plantation Head sections and the results of field visits, there is no overpopulation of wild animals that disturb plants and there are no livestock grazing activities by the community in cultivation areas and protected areas.</li> <li>○ In the PT Permata Hijau Khatulistiwa work area, dead trees, old clumps, and indigenous tree species (Bangkris) are found abandoned in production plots (plantations). In the field, no use of living trees, or dead trees that are standing or have fallen of their own accord, is observed. This can be seen as an effort to maintain biodiversity, forest health, and the surrounding ecosystem.</li> <li>○ PT Permata Hijau Khatulistiwa has maintained or improved the protective function of forests for the community, such as the potential role of forests in erosion control, flood prevention, water purification, climate regulation, carbon absorption, as well as other regulatory or supporting services of the ecosystem.</li> <li>○ In an effort to maintain or improve the protective function of forests for the community, PT Permata Hijau Khatulistiwa has carried out erosion control, flood prevention, water purification, climate regulation, carbon absorption, regulation services and other supporting services.</li> <li>○ PT Permata Hijau Khatulistiwa has carried out maintenance or improvement of areas that fulfill specific and recognized protection functions for the community.</li> <li>○ PT Permata Hijau Khatulistiwa has implemented special measures in its forest management operations for sensitive and erosion-prone soils and areas where management activities could cause excessive soil erosion into streams. The techniques and machinery used must be appropriate for the area, and measures must be taken to minimize pressure on the area's animal population.</li> </ul> |

| No | Clause / Klausul | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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|    |                  | <ul style="list-style-type: none"> <li>PT PHK's entire protected area, covering 2,973.85 hectares, essentially serves as a forest hydrological conservation area. However, the protected area specifically for water protection is the River Rift, covering 1,803.85 hectares. During harvesting, the company previously conducted microplaning, marking the boundaries of the harvest area and the boundaries of prohibited areas, including the River Rift.</li> <li>PT Permata Hijau Khatulistiwa has mitigated the impacts of infrastructure construction activities by minimizing land exposure, preventing soil from entering river flows, and maintaining the natural levels and functions of the river and its body. Efforts to prevent sedimentation in rivers have followed AMDAL recommendations, namely by establishing protected riverbank areas in all large, medium, and small rivers. The function of these riverbanks is primarily to trap sediment or as a filter for soil erosion particles carried by rainwater runoff. Thus, the impact of increased sedimentation, TSS, and TDS on river water can be minimized. The company has monitored river water quality.</li> <li>Verification of the Integrated Monitoring Report for the KBKT and Orangutan Conservation Area (2023) and the Social Impact Study (2023) revealed no locations within PT PHK's area used for recreational purposes. However, the company provides access to the community for income-generating activities such as utilizing non-timber forest products.</li> <li>Verification of the Integrated Monitoring Report for the KBKT and Orangutan Conservation Area (2023) and the Social Impact Study (2023) revealed no cultural sites with spiritual value within the PT PHK area. However, the company provides access to the community for income-generating activities such as harvesting and utilizing non-timber forest products. Interviews with the community and the government of Mawai Indah and Himba Lestari villages revealed no cultural sites.</li> <li>PT PHK's efforts to promote long-term health and well-being for the community are verified through its Community Development program. It also creates long-term health and well-being programs for the community and/or provides necessary public facilities, including the Productive Business Sector and Community Empowerment programs.</li> <li>There is no relevant local knowledge and experience possessed by local communities and/or indigenous communities and other affected parties that is used by PT PHK in HTI operational activities.</li> <li>PT Permata Hijau Khatulistiwa has built the local economy of village communities through forestry-based local economic development and local workforce recruitment.</li> <li>PT Permata Hijau Khatulistiwa, which is part of the Borneo Hijau Lestari Group, has a Research and Development (RND) organization, according to the Decree of the Directors of PT Borneo Hijau Lestari Number: 04/BHL/IX/2023 dated September 1, 2013, consisting of RND Head, Soil survey &amp; Mapping, Tree Improvement, Pest &amp; Disease and Silviculture divisions.</li> <li>PT Permata Hijau Khatulistiwa memiliki dokumen yang menjelaskan adanya kegiatan pemeliharaan hutan dan jasa lingkungan serta meningkatkan nilai ekonomi, ekologi, sosial dan budaya hutan, yaitu RKUPH periode tahun 2022-2031 dan RKTPH tahun 2024 dan 2025. Tersedia dokumen implementasi dalam rangka pemeliharaan/ peningkatan sumber daya hutan sesuai dengan yang telah direncanakan pada dokumen RKTPH yang meliputi kegiatan: penataan batas konsesi, penataan areal kerja, inventarisasi (PMA, MRI, PHI), pembangunan sarana prasarana, pengadaan bibit di nursery, penyiapan lahan dan penanaman, pemeliharaan tanaman, pemanenan, pengangkutan kayu ke industri, kegiatan penelitian dan pengembangan.</li> </ul> |

| No | Clause / Klausul | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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|    |                  | <ul style="list-style-type: none"> <li>PT Permata Hijau Khatulistiwa menerapkan sistem silvikultur THPB dimana seluruh pohon tanaman akan ditebang habis dan dilakukan penanaman kembali pada areal yang telah ditebang tersebut sesuai dengan jenis pohon yang diusahakan. Dalam upaya melindungi kualitas sumberdaya hutan dan kemampuan hutan untuk menyimpan dan menyerap karbon dalam jangka menengah dan jangka panjang, telah dialokasikan areal Kawasan lindung yang disamping berfungsi sebagai pelestarian plasma nutfah, keanekaragaman hayati, konservasi tanah dan air juga berfungsi untuk menyimpan dan menyerap karbon. PT Permata Hijau Khatulistiwa juga telah kegiatan kajian Stock Karbon Tinggi (HCS) yang bekerjasama dengan Lembaga Ecositrop pada Tahun 2024.</li> <li>PT Permata Hijau Khatulistiwa telah melakukan praktek iklim yang positif dalam pengelolaan hutan, diantaranya : Melakukan penataan ruang areal kerjanya dan mengalokasikan dan menetapkan Kawasan Lindung; Menjaga, memantau dan memelihara kawasan lindung terutama dari ancaman kebakaran, illegal logging dan perambahan; Melakukan identifikasi areal terbuka/terdegradasi di Kawasan Lindung; Melakukan pengayaan di areal yang bertumbuhan kurang di Kawasan Lindung; Tidak membiarkan lahan pasca panen terbuka dalam waktu lama; Penerapan kebijakan "Zero Burning" dalam penyiapan lahan; Menerapkan Reduce Impact Logging (RIL) dalam kegiatan pemanenan dan Melakukan Inventarisasi dan mitigasi Gas Rumah Kaca pada Tahun 2024.</li> <li>Pada areal kerja PT Permata Hijau Khatulistiwa terdapat konversi hutan alam menjadi hutan tanaman diatas 31 Desember 2010 seluas 869,1 Ha. Dan areal hutan tanaman tersebut tidak dimasukan kedalam / tidak didaftarkan sebagai areal tersertifikasi IFCC</li> <li>Berdasarkan data penilaian KBKT dan areal stock karbon tinggi tahun 2023, di areal PT PHK tidak terdapat kawasan hutan yang penting secara ekologis (tidak terdapat NKT 3 atau ekosistem langka atau terancam punah). Sehingga dapat dipastikan tidak ada kegiatan aforestasi</li> <li>Berdasarkan Peta Penutupan Lahan Liputan tanggal 29 November 2011 dan Liputan tanggal 17 Oktober 2019 yang terdapat dalam dokumen RKUPH Periode Tahun 2012-2021 dan RKUPH Periode Tahun 2022-2031 serta data compartemen register tanaman periode tahun 2017-2024, menunjukan bahwa pada areal kerja PT Permata Hijau Khatulistiwa tidak terdapat lahan yang sangat terdegradasi yang dikonversi menjadi hutan tanaman</li> <li>Untuk mengidentifikasi adanya areal yang terdegradasi di dalam areal kerjanya, organisasi telah melakukan identifikasi areal terbuka dengan melakukan analisis citra landsat dan melakukan ground check. Dalam verifikasi lapangan tidak dijumpai adanya degradasi lahan akibat kebakaran hutan dan lahan, penebangan liar (illegal logging), perambahan lahan (encroachment), kerusakan hutan akibat serangan hama dan penyakit dan kerusakan hutan akibat penggunaan pestisida dan B3 lainnya yang tidak terkontrol</li> <li>PT Permata Hijau Khatulistiwa telah memiliki areal yang dicadangkan untuk tujuan konservasi (perlindungan) terhadap: ditetapkan untuk tujuan konservasi, perlindungan keanekaragaman hayati, perlindungan spesies yang terancam punah dan dilindungi; Memiliki fungsi perlindungan air dan tanah, areal yang memiliki fungsi keanekaragaman hayati yang khas; dan Mendorong terjadinya keanekaragaman struktur baik horizontal maupun vertikal</li> <li>PT PHK telah memiliki Kebijakan Kebijakan Pencegahan Dan Penanggulangan Kebakaran Hutan Dan Lahan. Didalamnya terdapat Kebijakan untuk melakukan kegiatan pembukaan lahan tanpa bakar. Disamping itu perusahaan telah menyusun SOP Pengendalian Kebakaran Hutan dan Lahan, 017-PHK-EHS-SOP, tanggal 30 Juni 2025. Didalamnya terdapat larangan penggunaan api dalam</li> </ul> |

| No | Clause / Klausul | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
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|    |                  | <p>kegiatan pengelolaan hutan. Perencana pengendalian kebakaran hutan dan lahan telah dimasukkan ke dalam RKUPH.</p> <ul style="list-style-type: none"> <li>PT Permata Hijau Khatulistiwa telah mempunyai prosedur Pengendalian Kebakaran Hutan dan Lahan (017-PHK-EHS-SOP Revisi 1 tanggal 03 Juli 2023, dan telah memiliki regu pengendalian kebakaran hutan dan lahan sebanyak 2 regu (30 orang) yang telah mengikuti pelatihan dasar pengendalian kebakaran hutan dan lahan. Sarana dan prasarana kebakaran hutan dan lahan secara bertahap telah dipenuhi sebagaimana persyaratan PermenLHK Nomor P.32 tahun 2016. Berdasarkan review dokumen PT PHK telah melakukan pelaporan bulananan pengendalian kebakaran hutan dan lahan setiap bulan pada situs SIPONGI</li> <li>Berdasarkan RKUPH Jenis tanaman yang akan dikembangkan adalah Acacia mangium/Acacia crassiparva/Eucalyptus spp. Penanaman terakhir spesies Acacia crassiparva dan Acacia mangium adalah tahun 2023. Mulai tahun 2024 perusahaan telah mengentikan penanaman jenis Acacia sp dan 100% bibit yang disuplai dan ditanam berupa jenis Eucalyptus pellita. Kesesuaian jenis ini berdasarkan uji coba kesesuaian tumbuh pada lahan melalui tahapan uji coba opemuliaan tanaman yang dilakukan oleh R&amp;D. Tahapan penelitian meliputi progeny test, breeding trial, clonal test, clonal site interaction, demonstration clone dan operational</li> <li>PT Permata Hijau Khatulistiwa telah mengimplementasikan prosedur terkait meminimalkan kerusakan pohon dan/tanah yaitu pada kegiatan perawatan tanaman, kegiatan pemanenan dan pengangkutan</li> <li>Upaya yang dilakukan organisasi dalam menghindari atau meminimalkan penggunaan pestisida kimia dengan menerapkan Pengelolaan Hama Terpadu, alternatif silvikultur yang sesuai, dan tindakan secara biologis yang ramah lingkungan, adalah : Menerapkan sistem silvikultur yang sesuai yaitu dengan system TPHB dengan memilih jenis tanaman yang berbeda yaitu Acacia crassiparva dan Eucalyptus pellita dan menggunakan agen hayati serangga Sycaus sp. sebagai predator hama ulat pada tanaman pokok.</li> <li>Organisasi telah mendokumentasikan, penggunaan pestisida kimia sesuai prosedur, yaitu memiliki Kebijakan penggunaan pestisida (tidak menggunakan pestisida yang dilarang oleh pemerintah dalam Permentan Nomor 43 tahun 2019), menyusun prosedur untuk Menentukan/menetapkan prosedur penyimpanan, penanganan, pengangkutan, penggunaan dan pembuangannya, Menentukan teknik-teknik, peralatan dan fasilitas yang tepat dalam penggunaannya dan Memperkerjakan personil yang tepat, kompeten dan terlatih</li> <li>Dalam pengelolaan hutan yang menerapkan aplikasi pestisida, organisasi merujuk pada peraturan dari Permentan No: 01/Permentan/OT.140/2007 tentang Daftar Bahan Aktif Pestisida yang Dilarang dan Pestisida Terbatas, sehingga diterbitkan Kebijakan Pemakaian Pestisida dan Bahan Kimia Berbahaya Lainnya pada tanggal 1 Agustus 2025</li> <li>Perusahaan telah memiliki kebijakan penggunaan pestisida serta prosedur yang berisi larangan dalam menggunakan, menyimpan jenis-jenis pestisida yang dilarang oleh pemerintah dan standar sertifikasi (IFCC) terkait pembelian, penggunaan dan penyimpanan. Melakukan monitoring untuk memastikan aplikasi telah sesuai dengan prosedur. Berdasarkan prosedur kerja pemakaian pestisida, Daftar pemakaian pestisida tahun 2024 dan 2025 serta hasil kunjungan lapangan ke gudang penyimpanan pestisida, tidak dijumpai jenis pestisida yang dilarang oleh pemerintah maupun oleh standar IFCC, termasuk pestisida berdasarkan Konvensi Stockholm tentang Polutan Organik Persisten seperti pestisida dengan bahan aktif POP pabrikan seperti aldrin, endrin, chlordane, DDT, heptachlor, mirex, toxaphene, HCB dan PCBs. Dalam SOP juga tidak merekomendasikan pestisida yang dilarang oleh pemerintah</li> </ul> |

| No | Clause / Klausul | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
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|    |                  | <ul style="list-style-type: none"> <li>PT PHK telah memiliki Komitmen Penerapan IFCC STD 1001:2021, termasuk tidak menggunakan bahan kimia yang dilarang oleh skema IFCC. Perusahaan telah memiliki beberapa prosedur terkait penyimpanan pengangkutan dan aplikasi penggunaan pestisida kimia. Penggunaan bahan kimia dilakukan pada kegiatan pemeliharaan tanaman yaitu perendaman akar bibit sebelum tanam, pengendalian gulma dan pengendalian hama di areal budidaya. Dan PT PHK telah memiliki petugas K3 Kimia, bernama Randy Samuel Silalahi, nomor sertifikat BNSP: 5/2606110625/AS.01.04/VI/2025. Tanggal 11 Juni 2025, berlaku 5 tahun. Petugas tersebut adalah karyawan organik yang ditugaskan untuk melakukan sosialisasi dan pelatihan penggunaan bahan kimia di lapangan, terutama pada pekerja kontraktor plantation</li> <li>Perusahaan telah menggunakan pupuk secara terkendali dengan memperhatikan dampaknya terhadap lingkungan. Pada saat penanaman Jenis pupuk yang digunakan: TSP 100gr/btg, AC Powder 40gr/batang dan MoP 40gr/batang dan Pupuk Susulan menggunakan jenis AC Powder 80gr/batang dan MoP 40gr/batang. Pada umur 3 bulan. Dosis pupuk yang menentukan adalah R&amp;D</li> <li>Dalam pemanfaatan hasil hutan kayu budidaya hutan tanaman dan jenis tanaman yang dikembangkan Acacia sp dan Eucalyptus sp dan dalam pengelolaan hutan menerapkan sistem silvikultur Tebang Habis Permudaan Buatan (THPB). Untuk mempertahankan kemampuan hutan dalam menghasilkan berbagai produk kayu hutan tanaman, perusahaan menetapkan daur tanaman 6 tahun (sesuai RKUPH) dengan jatah tebangan tahunan seluas 3.592 ha/tahun. Namun sesuai dengan ketersediaan tegakan hutan tanaman seluas 14.625,5 ha, maka untuk mempertahankan kemampuan hutan jatah tebangan tahunannya menjadi 2.437,58 ha</li> <li>Mengikuti sertifikasi SFM IFCC adalah salah satu bentuk upaya PT Permata Hijau Khatulistiwa untuk meningkatkan nilai keekonomian produk kayu hutan tanaman yang dikirim ke Industri PT Balikpapan Citra Lestari dan PT Phoenix Resources International untuk pemasaran produk ke pasar global. Selain melalui kayu hutan tanaman terdapat upaya PT PHK untuk mempertimbangkan peluang pasar baru meningkatkan kinerja ekonomi perusahaan adalah berupa potensi hasil hutan bukan kayu dan pemanfaatan jasa lingkungan</li> <li>PT PHK telah menerapkan sistem silvikultur THPB yang menjamin pemanenan dan penanaman yang seimbang sehingga tidak mengurangi kapasitas produktivitas lahan hutan tanaman. Berdasarkan laporan pelaksanaan RKT tahun 2024, realisasi pemanenan adalah seluas 5.360,70 ha dan telah dilakukan penanaman replanting seluruhnya. Dengan demikian perusahaan telah melakukan kegiatan pengelolaan, pemanenan dan regenerasi/ penanaman kembali dengan cara yang tidak mengurangi kapasitas produktivitas lahan.</li> <li>PT Permata Hijau Khatulistiwa melakukan pemanenan produk hutan kayu dan bukan-kayu yang tidak melampaui tingkat produksi yang lestari. Penentuan target volume tebangan tahunan (RKTPH) adalah berdasarkan hasil inventarisasi sebelum penebangan (PHI) dengan luasan mengacu pada etat luas maksimal yang ditetapkan. Mengacu pada dokumen RKUPH periode 2022-2031, rencana pemanenan untuk blok RKTPH tahun 2024 adalah seluas 5.450,7 ha dengan volume 534.107,8 m3. Dan pada dokumen RKTPH 2024 rencana pemanenan ditetapkan seluas 5.038,5 ha dengan volume 457.595,94 m3. Berdasarkan data realisasi pemanenan RKTPH Tahun 2024 adalah seluas 4.751,52 ha dengan volume 238.346,94 m3.</li> <li>Dalam usaha mengoptimalkan pemanfaatan hasil hutan kayu yang dipanen terdapat prosedur yaitu SOP Residual Wood Assesment (003-SBA-PLN-SOP). Dimana pada kegiatan pasca pemanenan (post harvesting) dilakukan pengukuran/penilaian Harvesting Quality Assesment (HQA) dan Residual Wood Assesment (RWA). Berdasarkan rekapitulasi penilaian HQA dan RWA RKT 2025</li> </ul> |

| No | Clause / Klausul | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
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|    |                  | <p>nilai HQA 2,57 dan nilai RWA 1,23 dan memenuhi persyaratan yang ditetapkan (HQA <math>\geq 2,5</math>, RWA <math>\leq 3 \text{ m}^3/\text{ha}</math>)</p> <ul style="list-style-type: none"> <li>PT Permata Hijau Khatulistiwa telah memiliki dan menerapkan prosedur pelacakan dan penelusuran produksi hasil hutan kayu tanaman yang memastikan bahwa kayu yang dipanen dan diangkut berasal dari areal bersertifikat, yaitu: Prosedur Lacak Balak (CoC) No. 006-PHK-WS-SOP, pengangkutan Kayu No. 006-PHK-WS-SOP, Pengukuran, Penandaan, Pemisahan, Pengangkutan dan Penelusuran Kayu No. 008-PHK-WS-SOP dan SOP Tata Usaha Kayu No. 009-PHK-WS-SOP</li> </ul> <p>Terdapat pemisahan produk hasil hutan kayu yang diproduksi dan diangkut, dan Produk hasil hutan kayu PT Permata Hijau Khatulistiwa yang diklaim (IFCC) dapat diidentifikasi dan dapat ditelusuri sampai ke unit terkecil dari penataan areal kerja dimana kayu tersebut dipanen yaitu petak/ compartemen yang dibuktikan dokumen angkutan yang menyertainya, dan sudah berbasis kayu IFCC.</p> <ul style="list-style-type: none"> <li>PT Permata Hijau Khatulistiwa telah membangun dan memelihara infrastruktur yang memadai untuk memastikan pengiriman kayu dari TPn ke TPK antara dapat berjalan lancar dan efisien mengacu pada prosedur Pembuatan dan Perawatan Jalan (001-PHK-INF-SOP), Pembuatan, Perawatan Jembatan dan Gorong-gorong (002-PHK-INF-SOP) dan Road Maintenance, (003-PHK-INF-SOP)</li> <li>PT Permata Hijau Khatulistiwa telah melakukan Re-Assessment Areal yang penting secara ekologis pada tahun 2023 bekerjasama dengan Ecositrop. Berdasarkan data monitoring pada Laporan RKL-RPL Semester I tahun 2025, terdapat 78 jenis pohon. Tidak ada jenis pohon yang dilindungi berdasarkan Permen LHK Nomor P.106 Tahun 20218, maupun jenis pohon dengan kategori konservasi Critically Endangered berdasarkan IUCN.</li> <li>Perusahaan telah memetakan dan melindungi sampel yang representatif dari ekosistem alami dalam lansekap, berkaitan dengan keunikan dari sumber daya yang terkena dampak. Organisasi telah memetakan /mengalokasikan Kawasan Lindung di dalam areal konsesinya dan menetapkan sebagian areal kerjanya sebagai kawasan lindung</li> <li>Dalam Laporan monitoring flora dan fauna dalam Laporan RKL-RPL Semester I tahun 2025, tidak ditemukan flora dengan katagori dilindungi. Adapun untuk fauna ditemukan satu spesis dilindungi sekaligus terancam punah yaitu Orangutan</li> <li>PT Permata Hijau Khatulistiwa telah memelihara dan memperbaiki habitat dari spesies flora dan fauna yang dilindungi, endemik, langka dan terancam punah. Teridentifikasi jenis primata dengan memiliki kategori seluruh status konservasi yaitu dilindungi, endemik, langka dan terancam punah (CR). Primata tersebut adalah Orangutan (<i>Pongo pygmaeus</i>), dan keberadaan jenis flora dan fauna RTE</li> <li>Untuk menjamin ketersediaan bibit untuk kegiatan penanaman pada areal budidaya disuplai dari Nursery PT Mahakam Persada Sakti (perusahaan terafiliasi/Group BHL). Pada 2024 telah disuplai bibit <i>Eucalyptus pellita</i> sebanyak <math>\pm 8.200.000</math> bibit sedangkan tahun 2025 sebanyak <math>\pm 3.7000.000</math> (s/d Oktober 2025). Klon yang diproduksi adalah Klon EP8006, EP8105, EP800130, EP80130, EP800133, EP80005 dan EP80074. Tissue culture (bahan untuk pembuatan mother plant) berasal dari R&amp;D PT RAPP di Riau. PT RAPP adalah perusahaan terafiliasi PT PHK yang telah memiliki sertifikat IFCC, sehingga klon dan provenance telah tersertifikasi</li> <li>Dalam pemilihan jenis <i>Eucalyptus pellita</i> dan <i>Acacia crassiparva</i> PT Permata Hijau Khatulistiwa telah dilakukan kajian dan evaluasi secara ilmiah untuk menghindari dan meminimalkan dampak terhadap ekosistem dan terhadap integritas genetiknya. Terdapat Laporan Kajian Dampak Keberadaan Spesies Tanaman <i>Eucalyptus</i> dan <i>Acacia</i> terhadap Ekosistem.</li> </ul> |

| No | Clause / Klausul | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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|    |                  | <p>Berdasarkan hasil kajian tersebut beberapa dampak dari species Acacia dan Eucalyptus, antara lain: aspek Iklim Makro dan Mikro, Hidrologi, Erosi Tanah, Persaingan dan Interaksi Lain dengan Flora dan Fauna, Dampak terhadap Sosial, Kerentanan terhadap kebakaran</p> <ul style="list-style-type: none"> <li>Upaya Organisasi untuk mencegah terjadinya fragmentasi habitat adalah melakukan rehabilitasi kawasan lindung jika terjadi degradasi. Untuk itu Organisasi melakukan identifikasi lahan terbuka secara berkala. Lalu kemudian dilakukan ground Check dan jika ditemukan areal terdegradasi akan dilakukan rehabilitasi dengan penanaman pohon spesies asli/lokal.</li> <li>PT Permata Hijau Khatulistiwa memiliki kebijakan tentang larangan penggunaan jenis tanaman yang berasal dari hasil rekayasa genetika, yaitu Surat Pernyataan Direksi 1 September 2025 yang menyatakan bahwa perusahaan tidak menggunakan sumber bibit hasil dari rekayasa genetika yang dimodifikasi atau Genetic Modification Organism (GMO). Jenis tanaman yang dikembangkan dan akan ditanam pada areal HTI yaitu jenis Acacia mangium, Acacia crasicaarpa dan Eucalyptus pelita yang benihnya berasal dari pembelian dari supplier benih di Provinsi Riau yang dilengkapi Sertifikat Sumber Benih Tanaman Hutan dan bukan hasil rekayasa genetika.</li> <li>Perusahaan telah mendorong keragaman struktur horisontal dan vertikal serta keragaman spesies seperti tegakan campuran dan untuk mempertahankan atau memulihkan keragaman lansekap, dengan mengalokasikan beberapa kawasan lindung sebagaimana yang tertuang dalam dokumen perencanaan jangka Panjang. Dimana kawasan lindung tersebut berupa: kegiatan perlindungan hutan, moitoring tutupan lahan dan kegiatan rehabilitasi/pengayaan areal terdegradasi dan monitoring suksesi alami dan Monitoring biodiversity (inventarisasi flora dan fauna) dilanjutkan dengan kegiatan pengelolaan kawasan lindung dan pengelolaan spesies yang memiliki status konservasi penting</li> <li>Tidak terdapat praktik pengelolaan tradisional di areal PT PHK. Namun demikian Perusahaan melakukan kerjasama kemitraan sebagai upaya pelibatan masyarakat dalam pengelolaan hutan Bersama Masyarakat (PHBM) dengan mekanisme fee bagi hasil sebesar Rp 10.000 per ton produksi kayu. Kerjasama PHBM ini dilakukan berdasarkan penguasaan lahan yang telah dilakukan masyarakat sebelum PT PHK mendapat izin pengelolaan</li> <li>Perusahaan menerapkan prinsip kehati-hatian dan telah melakukan kegiatan preventif agar kegiatan operasional tidak menyebabkan kerusakan permanen terhadap ekosistem. Perusahaan juga telah melakukan kegiatan pemantauan dan pengelolaan lingkungan. Berdasarkan data monitoring (RKL-RPL) semester I tahun 2025, tidak ada parameter ekosistem (lingkungan) yang melebihi ambang batas.</li> <li>Kegiatan pembangunan dan pemeliharaan infrastruktur jalan yang dilakukan perusahaan tidak berdampak pada keberadaan kawasan lindung, karena keberadaan kawasan lindung telah diberikan tanda batas yang jelas dan pemberian papan informasi. Berdasarkan kunjungan lapangan ke KPSP dan Sempadan Sungai, tidak ada bukti kerusakan kawasan lindung. Pemeliharaan jalan juga tidak mengganggu pola migrasi Orangutan sebagai spesies kunci pada ekosistem di PT PHK</li> <li>Berdasarkan Laporan RKL-RPL Semester I tahun 2025, monitoring HPT tahun 2025, wawancara dengan bagian R&amp;D dan Plantation Head dan hasil kunjungan lapangan, tidak terdapat over populasi satwa liar yang mengganggu tanaman serta tidak terdapat kegiatan penggembalaan hewan ternak masyarakat dalam areal budidaya dan kawasan lindung</li> <li>Pada areal kerja PT Permata Hijau Khatulistiwa terdapat Pohon-pohon mati, rumpun tua, species pohon adat (Bangkris) ditinggalkan dalam petak produksi (plantation). Kondisi di lapangan tidak dijumpai pemanfaatan pohon-pohon yang masih hidup, atau pohon mati yang berdiri atau telah tumbang dengan sendirinya.</li> </ul> |

| No | Clause / Klausul | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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|    |                  | <p>Hal ini dapat dinilai sebagai upaya menjaga keanekaragaman hayati, kesehatan hutan serta ekosistem sekitarnya.</p> <ul style="list-style-type: none"> <li>○ PT Permata Hijau Khatulistiwa telah memelihara atau meningkatkan fungsi lindung hutan bagi masyarakat, seperti potensi peran hutan dalam pengendalian erosi, pencegahan banjir, pemurnian air, pengaturan iklim, penyerapan karbon, serta jasa pengaturan atau jasa pendukung lain dari ekosistem</li> <li>○ Dalam upaya memelihara atau meningkatkan fungsi lindung hutan bagi masyarakat, PT Permata Hijau Khatulistiwa telah melakukan pengendalian erosi, pencegahan banjir, pemurnian air, pengaturan iklim, penyerapan karbon, jasa pengaturan dan jasa pendukung lainnya</li> <li>○ PT Permata Hijau Khatulistiwa telah melakukan pemeliharaan atau peningkatan kawasan yang memenuhi fungsi perlindungan yang spesifik dan diakui bagi masyarakat.</li> <li>○ PT Permata Hijau Khatulistiwa telah melakukan tindakan khusus pada kegiatan operasional pengelolaan hutan terhadap tanah dan kawasan yang sensitif dan rawan erosi serta di kawasan dimana kegiatan pengelolaan dapat menyebabkan erosi tanah yang berlebihan kedalam aliran sungai. Teknik yang diterapkan dan mesin-mesin yang digunakan harus sesuai dengan kawasan tersebut, dan tindakan harus dilakukan untuk meminimasi tekanan dari populasi hewan di areal tersebut.</li> <li>○ Seluruh kawasan lindung PT PHK seluas 2.973,85 ha yang pada hakikatnya merupakan areal yang berfungsi sebagai konservasi hidrologi hutan. Namun kawasan lindung yang khusus untuk perlindungan terhadap air yaitu Sempadan Sungai seluas 1.803,85 ha. Dalam kegiatan harvesting, sebelumnya perusahaan telah melakukan kegiatan microplaning berupa penandaan batas-batas areal panen dan batas-batas daerah yang dilarang terganggu diantaranya adalah Sempadan Sungai.</li> <li>○ PT Permata Hijau Khatulistiwa telah memitigasi dampak kegiatan konstruksi infrastruktur, dengan cara meminimalkan terbukanya tanah, menghindari masuknya tanah kedalam aliran sungai, dan mempertahankan tingkat dan fungsi alami dari aliran serta badan sungai. Upaya untuk menghindari sedimentasi pada sungai telah mengikuti rekomendasi AMDAL yaitu dengan menetapkan kawasan lindung sempadan sungai pada seluruh aliran sungai besar, sedang dan kecil. Fungsi sempadan sungai ini terutama adalah sebagai sedimen trap atau sebagai filter butiran erosi tanah yang terbawa oleh run off aliran hujan. Sehingga dampak peningkatan sedimentasi, TSS dan TDS pada air sungai dapat diperkecil. Perusahaan telah melakukan pemantauan kualitas air sungai</li> <li>○ Hasil verifikasi terhadap dokumen Laporan Monitoring Terpadu KBKT dan Kawasan Konservasi Orang Utan (2023), serta Studi Dampak Sosial (2023) diketahui bahwa tidak teridentifikasi adanya lokasi di dalam areal PT PHK yang digunakan untuk tujuan rekreasi. Namun demikian Perusahaan memberikan akses kepada masyarakat untuk melakukan aktivitas mencari pendapatan seperti memanfaatkan hasil hutan bukan kayu</li> <li>○ Hasil verifikasi terhadap dokumen Laporan Monitoring Terpadu KBKT dan Kawasan Konservasi Orang Utan (2023), dan Studi Dampak Sosial (2023) diketahui bahwa tidak teridentifikasi adanya situs budaya yang mempunyai nilai spiritual di dalam areal PT PHK. Namun demikian Perusahaan memberikan akses kepada masyarakat untuk melakukan aktivitas mencari pendapatan seperti mengambil dan memanfaatkan hasil hutan bukan kayu. Dan Berdasarkan wawancara dengan Masyarakat dan pemerintah Desa Mawai Indah dan Himba Lestari diketahui tidak terdapat situs budaya</li> <li>○ Upaya PT PHK dalam mendorong terciptanya kesehatan dan kesejahteraan jangka panjang bagi masyarakat terverifikasi dalam program Community Development. Dan membuat program kesehatan dan kesejahteraan jangka panjang bagi</li> </ul> |

| No | Clause / Klausul                                              | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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|    |                                                               | <p>masyarakat dan/atau menyediakan fasilitas publik yang diperlukan yaitu berupa program Bidang Usaha Produktif dan Pemberdayaan masyarakat</p> <ul style="list-style-type: none"> <li>o Tidak ada pengetahuan dan pengalaman lokal yang relevan yang dimiliki masyarakat lokal dan/atau masyarakat adat serta pihak lainnya yang terdampak yang digunakan oleh PT PHK dalam kegiatan operasional HTI</li> <li>o PT Permata Hijau Khatulistiwa telah membangun ekonomi local Masyarakat desa melalui Pembangunan ekonomi lokal berbasis kehutanan dan Penerimaan Tenaga Kerja Lokal</li> <li>o PT Permata Hijau Khatulistiwa yang tergabung dalam Group Borneo Hijau Lestari memiliki organisasi Riset and Development (RND), sesuai Surat Keputusan Direksi PT Borneo Hijau Lestari Nomor: 04/BHL/IX/2023 tanggal 01 September 2013, terdiri dari RND Head, Bidang Soil survey &amp; Mapping, Tree Improvement, Pest &amp; Disease dan bidang Silvikultur</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 5  | <p>8. Performance Evaluation /</p> <p>8. Evaluasi Kinerja</p> | <ul style="list-style-type: none"> <li>o <i>PT Permata Hijau Khatulistiwa has conducted regular monitoring and evaluation of forest resources and their management including ecological, social and economic impacts, the results of which must be fed back into the planning process.</i></li> <li>o <i>In an effort to monitor the health and vitality of the forest, PT Permata Hijau Khatulistiwa has conducted monitoring of plant pests and diseases, forest security patrols, monitoring of forest fires, monitoring of weed treatment operations.</i></li> <li>o <i>Based on the 2022-2031 RKUPH document, the company does not manage or utilize NTFPs commercially. Non-Timber Forest Products (NTFPs) are utilized by the community. The company provides access to these NTFPs for the community, particularly the Baay Village community, which still utilizes NTFPs. The company has also entered into an agreement (MoU) with the NTFP user group from Mawai Indah Village.</i></li> <li>o <i>PT Permata Hijau Khatulistiwa has conducted periodic monitoring of working conditions. This monitoring is conducted through inspections of various parts of the work environment. The results of these inspections are presented to the P2K3 Periodic Meeting and discussed.</i></li> <li>o <i>PT Permata Hijau Khatulistiwa has conducted annual monitoring and evaluation of the effectiveness of its occupational health and safety management system. This is documented in the Objective Target &amp; Program (OTP) document of the Health &amp; Safety/K3 Division for the 2025 period. This document includes monitoring and evaluation of the programs established for 2025.</i></li> <li>o <i>PT Permata Hijau Khatulistiwa has conducted an internal audit program periodically every year referring to procedure No. 001-PHK-IA-SOP dated October 19, 2024. Internal audit activities for the SMK3, IMS (ISO 45001 and ISO 14001) and IFCC schemes are carried out by the Forest Sustainability section of the Head Office.</i></li> <li>o <i>PT Permata Hijau Khatulistiwa has an internal auditor organizational structure based on the Directors' Decree Number: 02/BHL/IX/2023 dated September 1, 2023, the organizational structure consists of an SPI Head and is assisted by 5 (five) staff members..</i><br/><i>The company has conducted annual internal audits in accordance with the requirements of the sustainable forest management system in accordance with the IFCC ST 1001:2021 standard. The internal audit was conducted on August 27-30, 2025. The audit criteria used the IFCC ST 1001:2021 Standard, and the audit scope covered 26,345 ha. An Audit Plan document explains the audit timeline, audit activities, and the responsibilities of each auditor. In addition, a list of required documents is provided.</i></li> <li>o <i>PT Permata Hijau Khatulistiwa has conducted an annual management review. For the 2024 management year, a management review was conducted through a meeting. The implementation of this Management Review was recorded in the Sustainable Forest Management Management Review Report document on January 24, 2025. Discussions at the management review meeting included: Action status from the previous management</i></li> </ul> |

| No | Clause / Klausul | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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|    |                  | <p><i>review, Changes in internal and external issues, Non-conformities and Corrective Actions, Audit Results, and Monitoring and Measurement Results.</i></p> <ul style="list-style-type: none"> <li>○ <i>The output of the management review is a conclusion on a number of agenda items that need to be followed up as a result of the management review meeting. Several responses from the action plan that can be used for improvements are summarized in the conclusions of the 2025 PT Permata Hijau Khatulistiwa Management Review Meeting.</i></li> <li>○ <i>PT PHK has kept documented information as evidence of the results of the management review, this is based on documented information from the Management Review Meeting Results Notes on January 24, 2025 for the 2024 performance and 2025 work plan. This record consists of the attendance list, meeting minutes, documentation photos and the Management Review Meeting Results Report..</i></li> </ul> <p>○ PT Permata Hijau Khatulistiwa telah melakukan pemantauan dan evaluasi secara berkala terhadap sumber daya hutan dan pengelolaannya termasuk dampak ekologis, sosial, dan ekonomi, yang hasilnya harus dimasukkan kembali ke dalam proses perencanaan</p> <p>○ Dalam upaya untuk memantau kesehatan dan vitalitas hutan, PT Permata Hijau Khatulistiwa telah melakukan monitoring hama dan penyakit tanaman, patroli keamanan hutan, pemantauan kebakaran hutan, monitoring operasional perawatan gulma</p> <p>○ Berdasarkan dokumen RKUPH 2022-2031, perusahaan tidak mengelola dan memanfaatkan HHBK secara komersial. Hasil Hutan Bukan Kayu (HHBK) dimanfaatkan oleh masyarakat. Perusahaan memberikan akses pemanfaatan HHBK ini oleh masyarakat, terutama masyarakat Desa Baay yang masih memiliki aktifitas pemanfaatan HHBK. Perusahaan juga telah membuat perjanjian (MoU) dengan kelompok masyarakat pemanfaat HHBK dari Desa Mawai Indah</p> <p>○ PT Permata Hijau Khatulistiwa telah melakukan pemantauan kondisi kerja secara periodik. Pemantauan kondisi kerja ini dilakukan melalui inspeksi pada berbagai bagian lingkungan kerja. Hasil inspeksi ini dibawa dalam Rapat Periodik P2K3 dan dilakukan pembahasan</p> <p>○ PT Permata Hijau Khatulistiwa telah melakukan pemantauan dan evaluasi terhadap efektifitas pelaksanaan sistem manajemen kesehatan dan keselamatan kerja setiap tahun. Hal ini terdokumentasi dalam dokumen Objective Target &amp; Program (OTP) Divisi Health &amp; Safety /K3 Periode Tahun 2025. Dalam dokumen terdapat monitoring dan evaluasi terhadap program yang telah ditetapkan untuk tahun 2025</p> <p>○ PT Permata Hijau Khatulistiwa telah melakukan Program audit internal dilakukan secara berkala setiap satu tahun mengacu pada prosedur No. 001-PHK-IA-SOP tanggal 19 Oktober 2024. Kegiatan internal audit audit skema SMK3, IMS (ISO 45001 dan ISO 14001) dan IFCC dilakukan bagian Forest Sustainability dari Head Office</p> <p>○ PT Permata Hijau Khatulistiwa telah memiliki struktur organisasi internal auditor berdasarkan Surat Keputusan Direksi Nomor: 02/BHL/IX/2023 tanggal 01 September 2023, struktur organisasi terdiri dari SPI Head dan dibantu 5 (lima) orang staff.</p> <p>Perusahaan telah melaksanakan kegiatan internal audit setiap tahun sesuai dengan persyaratan dalam sistem pengelolaan hutan lestari sesuai dengan standar IFCC ST 1001:2021. Kegiatan internal audit telah dilaksanakan pada tanggal 27-30 Agustus 2025. Kriteria audit menggunakan Standar IFCC ST 1001:2021, dan ruang lingkup audit seluas 26.345 ha. Terdapat dokumen Rencana Audit yang menjelaskan mengenai tata waktu audit, kegiatan audit, dan tanggung jawab setiap auditor. Di samping itu, terdapat daftar kebutuhan dokumen yang dibutuhkan selama proses audit.</p> <p>○ PT Permata Hijau Khatulistiwa telah melakukan tinjauan manajemen setiap tahun. Untuk pengelolaan tahun 2024, telah dilakukan tinjauan pengelolaan melalui Rapat. Pelaksanaan Tinjauan Pengelolaan ini terekam dalam dokumen Laporan Management Review Pengelolaan Hutan Lestari pada tanggal 24 Januari 2025. Pembahasan pada rapat tinjauan manajemen meliputi: Status tindakan dari tinjauan manajemen sebelumnya,</p> |

| No | Clause / Klausul                  | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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|    |                                   | <p>Perubahan isu internal dan isu eksternal, Ketidaksesuaian dan Tindakan Koreksi Hasil Audit dan Hasil Pemantauan dan Pengukuran</p> <ul style="list-style-type: none"> <li>o Luaran dari tinjauan manajemen yaitu berupa kesimpulan terhadap sejumlah agenda yang perlu untuk ditindaklanjuti sebagai hasil dari rapat tinjauan manajemen. Terdapat beberapa tanggapan dari action plan yang dapat dijadikan perbaikan yang terangkum pada kesimpulan dari Rapat Tinjauan manajemen PT Permata Hijau Khatulistiwa tahun 2025</li> <li>o PT PHK telah menyimpan informasi yang didokumentasikan sebagai bukti hasil tinjauan pengelolaan, hal ini berdasarkan informasi terdokumentasi Catatan Hasil Meeting Tinjauan Manajemen pada 24 Januari 2025 untuk kinerja tahun 2024 dan rencana kerja tahun 2025. Rekaman ini terdiri atas, daftar hadir, notulensi rapat, foto dokumentasi dan Laporan Hasil Meeting Tinjauan Manajemen.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 6  | 9. Improvements /<br>9. Perbaikan | <ul style="list-style-type: none"> <li>o <i>In internal audit activities, if there is a non-conformity, the steps taken by the Management Unit are: Receiving documented non-conformity reports, Analyzing the root cause, Conducting evaluations, Improving the system or revising related procedures, Carrying out corrective/improvement actions, Conducting inspections of corrective actions, Monitoring to prevent similar non-conformities and Making documentation and minutes of corrective actions. Based on the 2025 internal audit report, there were audit findings (NC minor 6 and observation 4). Regarding these audit findings, the PT PHK internal audit team has provided a Non-Conformity Form in 049-PKH-EHS-FM. In this form, the root cause of the problem, corrective actions and systemic corrective actions have been identified so that non-conformities do not recur in the future and do not occur in other locations.</i></li> <li>o <i>PT Permata Hijau Khatulistiwa has taken action on the existing non-conformities from the results of performance evaluation activities, internal audits and management reviews in 2025. And most of the improvements from these non-conformities have been declared complete (closed) and some are still in process. Following up on the findings of these non-conformities, it is known that management has conveyed the root cause of the findings, planned corrective actions and preventive actions. Based on the internal audit reports for 04 and 2025, there are audit findings (NC minor 6 and observation 4). Regarding these audit findings, the PT PHK internal audit team has provided a Non-Conformity Form in 049-PKH-EHS-FM. All minor NCs have been declared closed.</i></li> <li>o <i>PT PHK has stored and documented information on a summary of non-conformities, follow-up actions, and corrective actions taken based on the results of internal audits in the form of a report. Evidence information related to the essence of the non-conformities that occurred and the follow-up actions taken, as well as the results of each corrective action that has been completed, has been documented by the Internal Audit team in the Internal Audit Report each year which is submitted to the Director.</i></li> </ul> <p><i>Audit evidence of the 2024 and 2025 Internal Audit Reports for the IFCC FM Scheme is available. The internal audit report bundle includes the audit plan, conformity, non-conformity, and improvement opportunities (observations), as well as post-audit documents in the Non-Conformity Form in 049-PKH-EHS-FM. The improvement plan form has been completed by PT PHK management and its implementation has been verified by the Internal Audit Team with a closed status. In addition, records of the 2024 and 2025 management review results are available, consisting of the management review report, attendance list, resume, and follow-up to the management review results.</i></p> <ul style="list-style-type: none"> <li>o <i>In its management implementation, PT PHK has implemented continuous improvement measures to enhance the suitability, adequacy, and effectiveness of the sustainable forest management system and its implementation. It has demonstrated a willingness to respond to improvements in internal and external audit results, conduct regular monitoring, and conduct and implement the results of management reviews.</i></li> </ul> |

| No | Clause / Klausul | Conclusion/Kesimpulan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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|    |                  | <ul style="list-style-type: none"> <li>o Dalam kegiatan audit internal, jika terdapat ketidaksesuaian maka langkah yang dilakukan oleh Unit Manajemen adalah: Menerima laporan ketidaksesuaian yang terdokumentasi, Menganalisis akar permasalahan, Melakukan evaluasi, Memperbaiki sistem atau melakukan revisi prosedur yang terkait, Melakukan tindakan koreksi/perbaikan, Melakukan pemeriksaan atas tindakan perbaikan, Melakukan pemantauan agar tidak terjadi ketidaksesuaian serupa dan Membuat dokumentasi dan berita acara tindakan perbaikan. Berdasarkan Laporan internal audit tahun 2025, terdapat finding audit (NC minor 6 dan observasi 4). Terhadap finding audit tersebut Tim audit internal audit PT PHK telah menyediakan Form Formulir Ketidaksesuaian dalam 049-PKH-EHS-FM. Dalam Form tersebut telah diidentifikasi akar penyebab masalah, tindakan perbaikan dan tindakan perbaikan sistemis agar ketidaksesuaian tidak terulang pada waktu yang akan datang serta tidak terjadi pada lokasi lainnya.</li> <li>o PT Permata Hijau Khatulistiwa telah melakukan tindakan terhadap ketidaksesuaian yang ada dari hasil kegiatan evaluasi kinerja, internal audit dan tinjauan pengelolaan tahun 2025. Dan sebagian besar dari perbaikan dari ketidaksesuaian tersebut telah dinyatakan selesai (closed) dan sebagian lainnya masih dalam proses. Menindaklanjuti hasil temuan ketidaksesuaian tersebut, diketahui manajemen telah menyampaikan akar masalah dari temuan, merencanakan tindakan perbaikan dan tindakan pencegahannya. Berdasarkan Laporan internal audit tahun 04 dan 2025, terdapat finding audit (NC minor 6 dan observasi 4). Terhadap finding audit tersebut Tim audit internal audit PT PHK telah menyediakan Form Formulir Ketidaksesuaian dalam 049-PKH-EHS-FM. Seluruh NC minor telah dinyatakan closed.</li> <li>o PT PHK telah menyimpan informasi dan mendokumentasikan tentang summary tentang ketidaksesuaian, tindak lanjut dan tindakan perbaikan yang telah dilakukan dari hasil internal audit dalam bentuk Laporan. Informasi bukti terkait esensi dari ketidaksesuaian yang terjadi dan tindak lanjut yang dilakukan serta hasil dari setiap tindakan perbaikan yang telah diselesaikan, telah didokumentasikan oleh tim Internal Audit dalam Laporan Audit Internal setiap tahun yang dilaporkan kepada Direktur.<br/>Tersedia bukti audit Laporan Internal Audit tahun 2024 dan 2025 Skema IFCC FM. Bundel laporan internal audit telah meliputi rencana audit, kesesuaian, ketidaksesuaian dan peluang perbaikan (observasi) serta dokumen pasca audit dalam Formulir Ketidaksesuaian dalam 049-PKH-EHS-FM. Form rencana perbaikan tersebut telah diisi oleh manajemen PT PHK dan implementasinya telah diverifikasi oleh Tim Audit Internal dengan status closed. Selain itu tersedia rekaman hasil tinjauan manajemen tahun 2024 dan 2025, yang terdiri dari laporan tinjauan manajemen, daftar hadir, resume, tindak lanjut hasil tinjauan manajemen</li> <li>o Dalam implementasi pengelolaannya, PT PHK telah melakukan tindakan perbaikan berkelanjutan dalam rangka memperbaiki kesesuaian, kecukupan, dan efektivitas sistem pengelolaan hutan lestari beserta implementasinya. Terbukti telah bereaksi untuk memperbaiki hasil-hasil audit internal dan eksternal, melakukan monitoring secara berkala serta melakukan dan melaksanakan hasil dari tinjauan manajemen.</li> </ul> |

**Conclusion:**

*The results of the 2nd Surveillance audit at PT Permata Hijau Khatulistiwa show that the IFCC PHL standard requirements, namely IFCC ST 1001:2021 for plantation forest management, are in compliance, with a note on improvements to non-conformities/findings according to the identified timetable:*

- 1. Major Category: -*
- 2. Minor category: 2 (two); will be verified in the next audit*
- 3. Observation: 9 (nine); will be verified in the next audit*

*Non-conformity records are controlled in the document MUTU-4116N.FM.*

**Kesimpulan:**

Hasil audit Penilikan Ke-2 di PT Permata Hijau Khatulistiwa menunjukkan bahwa dari persyaratan standar PHL IFCC yakni IFCC ST 1001:2021 untuk pengelolaan hutan tanaman adalah berstatus memenuhi, dengan catatan perbaikan atas ketidaksesuaian/temuan sesuai tata waktu yang teridentifikasi:

- 1. Berkategori Major: -*
- 2. Berkategori Minor: 2 (dua); akan diverifikasi pada audit berikutnya*
- 3. Observasi: 9 (sembilan); akan diverifikasi pada audit berikutnya*

*Catatan ketidaksesuaian dikendalikan dalam dokumen MUTU-4116N.FM.*