

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT** **Initial Assessment** **Annual Surveillance Assessment** (Choose an item.) **Recertification Assessment** (Choose an item.) **Extension of Scope**

Client Company Name: Putra Tunggal Bukit Sangkilan
Client Company Address: Jalan Poros Desa Bulian Jaya – Terusan, Kecamatan Maro Sebo Ilir, Kabupaten Batanghari 36655, Jambi Province, Indonesia
Certification Unit: Putra Tunggal Bukit Sangkilan Location of Certification Unit: Jalan Poros Desa Bulian Jaya – Terusan, Kecamatan Maro Sebo Ilir, Kabupaten Batanghari 36655, Jambi Province, Indonesia
Date of Final Report: 24/10/2022

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Putra Tunggal Bukit Sangkilan		
RSPO Membership Number	1-0387-22-000-00	Membership Approval Date	22/06/2022
Address	Jalan Poros Desa Bulian Jaya – Terusan, Kecamatan Maro Sebo Iilir, Kabupaten Batanghari 36655, Jambi Province, Indonesia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Putra Tunggal Bukit Sangkilan		
Location / Address	Jalan Poros Desa Bulian Jaya – Terusan, Kecamatan Maro Sebo Iilir, Kabupaten Batanghari 36655, Jambi Province, Indonesia		
Website	-		
Management Representative	Sabki Saputra	E-mail	Asosiasi.ptbs@gmail.com
Telephone	+62 8221 7223 233	Facsimile	-

2. Certification Information			
Certificate Number	RSPO 776226	Certificate Start Date	25/10/2022
Date of First Certification	25/10/2022	Certificate Expiry Date	24/10/2027
Scope of Certification	Production of Fresh Fruit Bunch of Independent Smallholder Group		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input checked="" type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> RSPO Independent Smallholders Standard 2019, Indonesia National Interpretation 2022 <input type="checkbox"/> Choose an item. National Interpretation Choose an item. for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	Mill Capacity	N/A
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input checked="" type="checkbox"/> Milestone B <input type="checkbox"/> Not Applicable		

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
Nil			

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Putra Tunggal Bukit Sangkilan (151 smallholders)	Jalan Poros Desa Bulian Jaya – Terusan, Kecamatan Maro Sebo Ilir, Kabupaten Batanghari 3655, Jambi Province, Indonesia	01° 36' 51.02" S	103° 10' 41.05" E

5. Description of Supply Base					
New Planting Development	<input type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Putra Tunggal Bukit Sangkilan	383.23	-	-	383.23	100
Total	383.23	-	-	383.23	100

Note:

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Putra Tunggal Bukit Sangkilan	-	157.78	223.47	1.98	383.23	-
Total (ha)	-	157.78	223.47	1.98	383.23	-

Note: Only Mature area is considered as production area

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7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (N/A)	Actual (N/A)		Forecast (Oct 2022 – Sept 2023)
		Previous license period (N/A)	Current license period (N/A)	
Putra Tunggal Bukit Sangkilaan	N/A	N/A	N/A	7,932.65
Total	N/A	N/A		

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (N/A)	Actual (N/A)		Forecast (N/A)
		Previous license period (N/A)	Current license period (N/A)	
N/A		N/A	N/A	
Total		N/A		

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (N/A)	Actual (N/A)		Forecast (N/A)
		Previous license period (N/A)	Current license period (N/A)	
Third Party Supplier	N/A	N/A	N/A	N/A
Total	N/A	N/A		N/A

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	N/A	N/A	N/A	N/A
	TOTAL	N/A	N/A	N/A

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10. Summary of Certified Tonnage (MT) (not applicable for ISS)				
Estimated last year (N/A)	Actual (N/A)			Forecast (N/A)
	Previous license period (N/A)		Current license period (N/A)	
FFB	FFB			FFB
	N/A		N/A	N/A
	TOTAL			
CPO (OER: %)	CPO (OER: %)			CPO (OER: %)
	N/A		N/A	N/A
	TOTAL			
PK (KER: %)	PK (KER: %)			PK (KER: %)
	N/A		N/A	N/A
	TOTAL			

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	N/A	N/A	N/A
	TOTAL	N/A	N/A

11. Summary of Actual Volume sold					
Current License period (N/A)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	N/A	N/A	N/A	N/A	N/A
PK (MT)	N/A	N/A	N/A	N/A	N/A
Credits	N/A	N/A	N/A	N/A	N/A
Previous License period (N/A)					
CPO (MT)	N/A	N/A	N/A	N/A	N/A
PK (MT)	N/A	N/A	N/A	N/A	N/A
Credits	N/A	N/A	N/A	N/A	N/A
Note: Conventional is RSPO certified material but sold as non-RSPO.					

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11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
	N/A	N/A	N/A	N/A
TOTAL			N/A	N/A

11B. Records of certified CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
	N/A	N/A	N/A	N/A
TOTAL			N/A	N/A

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
	N/A	N/A	N/A
TOTAL		N/A	N/A

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
	N/A	N/A	N/A
TOTAL			N/A

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (N/A)			Actual (N/A)			Forecast (Oct 2022 – Sept 2023)		
	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB			N/A			N/A			7,932.65
IS-CSPO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKE	N/A	N/A		N/A	N/A		N/A	N/A	
CSPK	N/A	N/A		N/A	N/A		N/A	N/A	

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12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit						
No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL		N/A	N/A	N/A	N/A	N/A

Note: 1 mt = 1 credit

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (N/A)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				
Previous License period (N/A)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				

13A. Records of Certified FFB, CPO, PK & PKE (including credits) sold since the last audit							
No.	Buyers Name	PalmTrace Trading License Number	FFB Sold (MT)	Certified CPO Sold (MT/credit)	Certified PK Sold (MT/credit)	Certified PKO Sold (MT/credit)	Certified PKE Sold (MT/credit)
	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL			N/A	N/A	N/A	N/A	N/A

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)
Suite 29.01 Level 29, The Gardens North Tower,
Mid Valley City, Lingkaran Syed Putra,
59200 Kuala Lumpur, Malaysia.
Tel +60 (3) 9212 9638 Fax +60 (3) 9212 9639
Representative: Chaiyaporn Seekao (Chaiyaporn.Seekao@bsigroup.com)
Website: www.bsigroup.com

BSI is a leading global provider of management systems assessment and certification, with more than 92,000 certified locations and clients in over 193 countries. BSI is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (ASI-ACC-067) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia.

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **25 – 29 August 2022**. The audit programme is included as Section 2.3. Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and BSI website on **19 July 2022**

https://rspo.org/uploads/default/pnc/RSPO_ISH_Public_Notification_IAV_Perkumpulan_Putra_Tunggal_Bukit_Sang_kilan_MSB_English_r1.pdf

The approach to the audit was to treat the independent smallholders as an RSPO Certification Unit. A range of occupational health and safety, environmental, best practice management, and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas, local communities engagement and workers welfare and safety.

The Critical NC close out on-site assessment was conducted on **23 September 2022**. The audit programs are included in Section 2.3.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. Indonesia National Interpretation 2022 of the Independent Smallholder Standard 2019 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The minimum sample size is four estates. Sample size for certification unit with more than four (4) estates were determined based on formula $N = (\sqrt{y}) \times (z)$ where y is the number of estates and where z is the multiplier defined by risk assessment. While, the sampling of smallholders were based on the formula $(\sqrt{y}) \times (z)$; where y is total number of group member and where z is the multiplier defined by the risk assessment. The sampled smallholder listed in Appendix E.

Meetings were held with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings.

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.4.

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The non-conformities for this audit are detailed in Section 3.3 and unless it is stated in this section, all previous nonconformities including minor nonconformities are remains closed.

This report is structured to provide a summary of assessment finding as provided in Appendix A. The assessment was conducted based on risk based approach sampling and therefore nonconformities may exist.

For Initial, Re-certification and Extension of Scope assessment, the report was externally reviewed by approved external peer reviewer prior to certification decision by BSI.

For Annual surveillance assessment, the report was internally reviewed and approved by BSI qualified certification reviewer.

The following table would be used to identify the locations to be audited each year in the 5 year cycle

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 4)	Year 5 (ASA 5)
Putra Tunggal Bukit Sangkila	X	X	X	X	X

Tentative Date of Next Visit: October 2, 2023 - October 5, 2023

Total Number of Mandays: 9 mandays

2.2 BSI Assessment Team

Name	Role	Competency
Mujinius Jalaraya (MJ)	Team Leader	<p>Education: Holds a Bachelor Degree majoring in Forest Resources Conservation and Ecotourism, Bogor Agricultural University (IPB).</p> <p>Work Experience: 6 years working experience in palm oil plantations as SHE Assistant at PT. Astra Agro Lestari Tbk and Sustainability Supervisor at Teladan Prima Group. 8 years working experience as RSPO Auditor / Lead Auditor.</p> <p>Training attended: Completed ISO 9001 Lead Auditor course, ISPO Lead Auditor course, Endorsed RSPO P&C Lead Auditor course, Endorsed RSPO SCCS Lead Auditor course, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, ISO 14001 Internal Auditor Training, ISO 45001 Lead Auditor course, OHS Expert Training, SMETA Requirements Training</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: During this assessment, he assessed on Occupational Health Safety requirement, Environment management and monitoring, training, biodiversity conservation, Waste management, HCV, ICS requirement.</p>
Eko Purwanto (EP) (replaced Eko Prastio Ramadhan due to technical schedule reason.	Team Member	<p>Education: Holds a Bachelor of Forestry from Forest Conservation Department, Faculty of Forestry, Bogor Institute of Agriculture (IPB).</p> <p>Work Experience: Over 9 year working expiring in oil palm plantation with last position as Estate Manager. He has experience in implementing good agricultural practice including integrated pest management and limited</p>

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<p>However, his qualification is similar with Eko Prastio Ramadhan)</p>		<p>pesticides uses. 10 years working experience as auditor since 2012 covering ISO9001, RSPO and ISPO.</p> <p>Training attended: Completed SMETA Requirements Training, ISPO Permentan 38/2020, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, CQI and IRCA Certified ISO 45001:2018 Lead Auditor Training Course, ISO 37001:2016 Anti-bribery Management System Implementing Training Course, RSPO P&C 2018 Refresher Training, Sustainability Reporting Assurance Training, RSPO P&C Lead Auditor Refresher Course, RSPO Supply Chain Certification Refresher Course, RSPO NEXT Training Course For Lead Auditor by RSPO Secretariat, Elaborating on the RSPO P&C Social and Labour Standards and the Mechanics of Social Auditing, RABQSA accredited Lead Auditor Training of Environment Management System, Endorsed RSPO Green House Gas (GHG) Training for Trainer, Endorsed RSPO P&C Lead Auditor Training, Understanding Environmental Management System (EMS), Indonesia Sustainable Palm Oil (ISPO) Lead Auditor Training, Endorsed RSPO Supply Chain Certification (SCC) Lead Auditor Training, RABQSA accredited Lead Auditor Training of Quality Management System.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: During this assessment, he assessed on Economic management plan, Agriculture Best management practices, legal requirement, Social requirements, Stakeholder Consultation.</p>
<p>Nanang Rusmana (NR)</p>	<p>Team Member</p>	<p>Education: Holds a Bachelor Degree of Forestry, Bogor Agricultural University (IPB)</p> <p>Work Experience: 5 years working experience in palm oil industry as SHE Assistant at PT. Astra Agro Lestari Tbk. 3 years working experience in mining industry as Environment Coordinator and SHE Coordinator with PT. Kapuas Prima Coal Group. 6 years working experience as RSPO/ISPO auditor</p> <p>Training attended: Completed ISO 9001:2015 Lead Auditor Course, ISPO Auditor Course, ISO 14001:2015 Lead Auditor Course, ISO 45001:2018 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed RSPO Supply Chain Certification Lead Auditor Course, SMK3 Auditor Course, HCV Assessor Course, General OHS Expert Course, SMETA Requirements training.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: During this assessment, he assessed on Policy and commitment, contract agreement, human rights, workers' welfare, smallholder welfare, Legal Requirements, land & Legal issue, ICS requirement.</p>
<p>Dr. Suhaili Bin Sahari</p>	<p>Peer Reviewer</p>	<p>Education: Graduated from University Technology Mara (UiTM), Malaysia in Diploma in Science in 1990. He furthers his first degree in B.Sc (Hons) in Chemistry with Industrial Chemistry in 1995 from Liverpool University, England. He later advances his study in Master in Business Administration (General) in 2002 and graduated in 2005 from University of Multimedia, Malaysia. Completed his PhD from University Science Islam Malaysia (Faculty of Economy and Muamalat - Management) under the supervision of previous University Vice Chancellor Dato' Mohd Muda.</p> <p>Work Experience: Worked with Hong Leong Group of Companies as a production executive cum TQM facilitator and continues to advance in his career as a manager and senior manager in management, production,</p>

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		<p>training and quality for more than 11 years. During his tenure with Hong Leong Group of Companies, he heavily involved in strategic management decision issues such as developing SWOT analysis, Vision, Mission, Business and Corporate Strategy formulation, Acquisition and restructuring strategies. Strategic actions and implementation etc. Then he joint Kumpulan Guthrie and Sime Darby Group of Companies for more than 7 years as a manager, heads of department and Assistant Vice President in management, quality and training. Part of his duty is to strategies the departmental vision; mission, critical success factors and action plan into actions and support the corporate strategic plan.</p> <p>Training attended:</p> <ol style="list-style-type: none"> 1. ISO 9001:2015 Lead Auditor and Internal Auditor 2. Occupation Health & Safety 3. ISO 14001:2015 Standard 4. RSPO Standards: RSPO P&C 2018 MY-NI 2019 5. MSPO Standards: MS 2530:2013 part 1, 2 , 3 and 4 6. Problem Solving Technique: 8 D, ICC, QCC, Systematic PS 7. HACCP MS 1480:2019 8. GAP Standard: Global GAP, Euro GAP 9. ASI Peer Reviewer training
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Accompanying Persons: Nil

Name	Role

1.3 Assessment Plan

The Assessment plan was sent to the client prior to the assessment.

Date	Time	Subjects	MJ	EP	NR
Wednesday, 24/08/2022	08.55 – 10.00	Flight Jakarta – Jambi (GA)	√	√	√
	10.30 – 14.00	Traveling Jambi – Audit location	√	√	√
Thursday, 25/08/2022	08.00 – 09.00	<p>Opening Meeting</p> <ul style="list-style-type: none"> • Presentation by Putra Tunggal Bukit Sangkilan • Presentation by BSI (Audit plan detail, etc.) 	√	√	√
	09.00 – 12.00	<p>Onsite visit: 9 sample</p> <p>Field observation to sample plots related to the implementation of the requirements of the RSPO Independent Smallholder Standard.</p>	√	√	√
	12.00 – 14.00	Break	√	√	√

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	14.00 – 17.00	Onsite visit: 8 sample Field observation to sample plots related to the implementation of the requirements of the RSPO Independent Smallholder Standard.	√	√	√
Friday, 26/08/2022	08.00 – 12.00	Onsite visit: 8 sample Field observation to sample plots related to the implementation of the requirements of the RSPO Independent Smallholder Standard.	√	√	√
		Stakeholder consultation - Government Agencies - Village, surrounding communities - FFB collector/agent - FFB Transporter/Contractor			√
	12.00 – 14.00	Break	√	√	√
	14.00 – 17.00	Onsite visit continued Sample of existing farmers	√	√	√
Stakeholder Consultation continued		√	√	√	
Saturday, 27/08/2022	08.00 – 12.00	Document and records verification; Interview with Group Manager and ICS <ul style="list-style-type: none"> • A – ICS: Group entity and group management requirements. • B – ICS: Policies and management. • C – ICS: Group Business planning. • D – ICS: Group trading system for certified volumes. 	√	√	√
		Stakeholder consultation: - Government Agencies (Dinas Pertanian/Perkebunan, Dinas Lingkungan Hidup and Kantor Pertanahan/BPN); - Villages and surrounding community. - FFB collector/agent. - FFB Transporter/Contractor (if any).			√
		Document and records verification against implementation of RISS 2019, INA NI 2022. <ul style="list-style-type: none"> • Principle 1: Optimise productivity, efficiency, positive impacts and resilience • Principle 2: Ensure Legality, Respect for Land Rights and Community Wellbeing • Principle 3: Respect human rights, including workers' rights and conditions • Principle 4: Protect, conserve and enhance ecosystems and the environment 			
	12.00 – 14.00	Break	√	√	√

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Date	Time	Subjects	MJ	EP	NR
	14.00 – 17.00	Document verification continue Interview with ICS and Group Manager	√	√	√
Sunday, 28/08/2022	OFF	OFF	√	√	√
Monday, 29/08/2022	08.00 – 12.00	Document verification continue Interview with ICS and Group Manager	√	√	√
	12.00 – 14.00	Break	√	√	√
	14.00 – 15.00	Report preparation	√	√	√
	15.00 – 17.00	Closing Meeting	√	√	√
Tuesday, 30/08/2022	10.55 – 12.00	Flight Jambi – Jakarta	√	√	√
	13.00 – 17.00	Reporting	√	√	√

NCR Close Out Assessment Plan

Date	Time	Subjects	MJ
Friday, 23/09/2022	08.35 – 10.00	Traveling Jakarta – Jambi	√
	10.30 – 14.00	Traveling Jambi – PPT Bukit Sangkilan	√
	14.00 – 17.30	Opening meeting Field Visit to Citra Agro Kencana Estate/Mill - Verify NC RSPO No. 2241673-202208-M1, indicator 3.5 - MSB - Verify NC RSPO No. 2241673-202208-M2, indicator 4.6 – MSA, MSB - Verify NC RSPO No. 2241673-202208-M3, indicator C.1.1 - Interview with relevant auditee Document Review Closing Meeting	√

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	The certificate holder is a single member. Not Applicable	Not Applicable
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	Not Applicable	Not Applicable
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	Not Applicable	Not Applicable
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Not Applicable	Not Applicable
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Not Applicable	Not Applicable
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	Not Applicable	Not Applicable
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	Not Applicable	Not Applicable
Un-Certified Units or Holdings		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	Not Applicable	Not Applicable
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	Not Applicable	Not Applicable
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.	Not Applicable	Not Applicable

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Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	Not Applicable	Not Applicable
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	Not Applicable	Not Applicable
Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.	Not Applicable	Not Applicable
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	Not Applicable	Not Applicable
Have there been any stakeholder (including NGO) consultation conducted?	Not Applicable	Not Applicable

3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification? OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.	Not Applicable	Not Applicable

Approved Time Bound Plan

Not Applicable for Independent Smallholder.

3.3 Details of Nonconformities

The nonconformities are listed below. The findings summary of the assessment by criteria are listed in Appendix A.

During this Assessment there were two (3) Critical nonconformities raised. The Putra Tunggal Bukit Sangkilan Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The implementation of the Corrective Actions for the Critical Nonconformity(ies) has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

Non-conformity			
NCR Ref #	2241673-202208-M1	Issued Date	29/08/2022
Due Date	29/08/2023	Closure Date	23/09/2022
Indicator & Category (Critical / Minor)	3.5 – MSB Critical		
Statement of Nonconformity:	Organizations and independent smallholders have not yet ensured that first aid kits can be properly accessed by workers in the field.		
Requirement Reference:	Workers, including smallholder family members, have access to safe working conditions and amenities that include: <ul style="list-style-type: none"> • Safe and adequate housing, where applicable, • Access to basic first aid supplies • Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work. • Adequate drinking water • Access to toilets 		
Objective Evidence:	Based on field visit to the persil and interview with the ICS Team (Unit K3), it was known that there is no first aid kit in the field or Kelompok Tani, the first aid kit only available at PPTBS office, furthermore there is no proof of delivery of the first aid kit to the Kelompok Tani from organization. SOP K3 No. No. 03/SOP-U-B3K3/VII/2021 dated 15 July 2021 also has mentioned that the organization must provide first aid kit in the field.		
Corrections:	Putra Tunggal Bukit Sangkilan provide the availability of First Aid Equipment to the Kelompok Tani (Smallholder Group) to hold/carry at any time during field visits and conduct socialization/training to each Kelompok Tani (Smallholder Group) and members how to provide first aid in the event of a work accident in the field. Putra Tunggal Bukit Sangkilan has provide first aid kit for 7 Kelompok Tani (Smallholder Group). Evidence of first aid kit provision can be shown as per "Dokumentasi Penyerahan Perlengkapan P3K Kepada Kelompok Tani PPTBS" and "Berita Acara Serah Terima Perlengkapan P3K Oleh Pengurus PPTBS Ke Pengurus KT (Kelompok Tani)" dated 31 August 2022. Interview with head of Kelompok Tani (Smallholder Group) confirmed that they have receive the first aid kit.		

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Root Cause Analysis:	Smallholder Group does not yet understand how to provide first aid in the event of a work accident in the field and lack of monitoring in the field.
Corrective Actions:	<p>Putra Tunggal Bukit Sangkilan cooperate with company doctor from PT Inti Indosawit Subur (dr. Yudhi) conducted the socialization and training of first aid on 30 August 2022. Evidence of socialization and training can be shown in "Dokumentasi Sosialisasi Pertolongan Pertama Gawat Darurat (PPGD) Untuk Petani PPTBS" and "Notulen Sosialisasi/Pelatihan Pertolongan Pertama Gawat Darurat (PPGD) untuk Petani PPTBS" dated 30 August 2022. Interview with smallholder member and head of Kelompok Tani (Smallholder Group) confirmed that they have attend the socialization/training and understand the first aid in the field if any accident.</p> <p>Carry out monitoring related to the use of first aid for each Kelompok Tani (Smallholder Group). Putra Tunggal Bukit Sangkilan has conducted monitoring of first aid kit equipment and its usage to each Kelompok Tani (Smallholder Group). Evidence of monitoring can be shown as per "Monitoring Penggunaan P3K oleh Kelompok tani (KT)" period September 2022.</p>
Assessment Conclusion:	<p>NCR Close Out Visit on 23 September 2022:</p> <p>Based on NCR Close Out Verification, Putra Tunggal Bukit Sangkilan has shown the CAP's evidence as above.</p> <p>Based on that evidence, this Major NC's has been closed satisfactory.</p>

Non-conformity			
NCR Ref #	2241673-202208-M2	Issued Date	29/08/2022
Due Date	29/08/2023	Closure Date	23/09/2022
Indicator & Category (Critical / Minor)	4.6 – MSA, MSB		
Statement of Nonconformity:	Waste management (hazardous waste) by PPT Bukit Sangkilan are not in accordance with SOP and national regulation.		
Requirement Reference:	<p>Fire is not used on the oil palm plot for preparing land or for pest control, nor open fire for waste management on the farm.</p> <p>MSA: There is no physical evidence of new burning (after eligibility) for land preparation for oil palm by smallholders. Smallholders complete training on and are aware of:</p> <ul style="list-style-type: none"> • Alternatives to fire for land preparation and farm waste management (where appropriate possible). • Alternatives to fire for pest control. • Fire prevention and how to respond to and manage fires in their community and village. <p>Note: In managing Hazardous and Toxic Material (B3) waste, smallholder should refer to Govern- ment Regulation No. 101/2014, Ministry of Environment and Forestry (LHK) Regulation No. 12 Year 2020 and Government Regulation (PP) No 22 Year 2021.</p> <p>MSB: Smallholders do not use fire or practice burning for land preparation, waste management or pest control on the farm. For pest control, fire may be used only</p>		

	<p>in exceptional circumstances i.e. where no other effective measures exist and with prior approval of relevant authorities.</p>
<p>Objective Evidence:</p>	<p>According to catatan serah terima limbah B3 it was noted that there are:</p> <ul style="list-style-type: none"> - Karung pupuk: 359 pcs - Ex Roundup container: 48 pcs - Ex Garlon container: 12 pcs - Ex Bioup container: 7 pcs <p>However based on field visit to hazardous waste storage PPT Bukit Sangkilan, it was noted that hazardous waste:</p> <ul style="list-style-type: none"> - Ex Bioup container: 6 pcs - Ex Gempur container: 1 - Ex Roundup container: 4 pcs - Karung pupu: 2 pcs - Ex Garlon container: 4 pcs - Ex Naraly container: 2 pcs <p>Based on above evidence, hazardous waste was not well managed and not traceable.</p> <p>Hazardous waste storage was not standard, only store in the open box. It was not in accordance with SOP Pengelolaan Bahan Kimia No: 01/SOP-U-K3B3/VII/2021 dated 15 July 2021 stated in point 7 "Wadah bekas kimia harus tersimpan dengan baik di Gudang penampungan sementara, terdokumentasi dan terjaga dari kemungkinan pencurian dan pencemaran".</p>
<p>Corrections:</p>	<ol style="list-style-type: none"> 1. Completing the official report regarding the delivery of hazardous waste from the Kelompok Tani (Smallholder Group) to the ICS temporary hazardous waste storage area and then deliver it to PT. IIS (Muara Bulian Estate/Mill). Putra Tunggal Bukit Sangkilan has ensure all Kelompok Tani (Smallholder Group) has deliver the hazardous waste (empty chemical container) to ICS and store in the temporary hazardous waste near to office and deliver all hazardous waste to PT IIS (Muara Bulian Estate/Mill). Evidence of hazardous waste delivery from Kelompok Tani (Smallholder Group) to ICS can be shown in "Berita Acara Serah Terima Limbah B3". ICS Putra Tunggal Bukit Sangkilan also has deliver the hazardous waste from temporary storage to PT IIS (Muara Bulian Estate/Mill) as per "Berita Acara Serah Terima Limbah B3" dated 26/08/2022. Hazardous waste consist of" ex chemical container (roundup 48 pcs, Garlon 12 pcs, Bio up 7 pcs), ex fertilizer sack 359 pcs. 2. Renovate and repair the temporary hazardous waste building in accordance with the standard. Putra Tunggal Bukit Sangkilan has renovate and repair the temporary hazardous waste building by replacing the existing hazardous waste storage to the available standard storage for hazardous waste. Evidence of hazardous waste improvement can be shown as per "Dokumentasi Perbaikan Gudang Limbah B3 Sementara" and "Berita Acara Renovasi PERbaikan Gudang Limbah B3 Sementara" dated 1 September 2022. During visit to hazardous waste storage confirmed that the storage is met with the standard and procedure

	<p>SOP Pengelolaan Bahan Kimia No: 01/SOP-U-K3B3/VII/2021 dated 15 July 2021.</p> <p>3. Develop a mechanism related to tracing hazardous waste from smallholder members - Kelompok Tani (Smallholder Group) – ICS to the PT.IIS hazardous waste collection unit.</p> <p>4. Putra Tunggal Bukit Sangkilan has develop the flow process and mechanism of hazardous waste management from the smallholder member - Kelompok Tani (Smallholder Group) – ICS to the PT.IIS hazardous waste collection unit. The flow process described in “Mekanisme dan Alur Penyerahan Limbah B3 Perkumpulan Putra Tunggal Bukit Sangkilan”. Mechanism and flow process of tracing hazardous waste has been socialize to all Kelompok Tani (Smallholder Group) and its members on 1 September 2022.</p>
Root Cause Analysis:	<p>1. Hazardous waste collected at the Kelompok Tani (Smallholder Group) has not been completely handed over to the temporary hazardous waste unit.</p> <p>2. Hazardous waste storage is not standard because it has not been repaired/renovated.</p> <p>3. The mechanism for tracing hazardous waste is not yet available because it refers to the SOP for hazardous waste management.</p>
Corrective Actions:	<p>1. Monitoring the delivery of hazardous waste from smallholder members to Kelompok Tani (Smallholder Group) – to ICS and temporary hazardous waste storage on a regular basis. Monitoring of hazardous waste available in “Papan Monitoring Penerimaan Wadah Bekas Kimia”. According to monitoring form noted that all hazardous waste collected at temporary storage has been deliver to PT IIS on 26 August 2022. Currently there is no hazardous waste store in the storage.</p> <p>2. Conduct periodic inspections of building standards related to the temporary hazardous waste storage by ICS (Unit Limbah B3). ICS has monitor the hazardous waste storage monthly and ensure all hazardous waste are manage according to SOP Pengelolaan Bahan Kimia No: 01/SOP-U-K3B3/VII/2021 dated 15 July 2021.</p> <p>3. Ensure that the mechanism that has been develop can be run properly by reviewing the official report on ex chemical containers by ICS (Unit Limbah B3).</p>
Assessment Conclusion:	<p>NCR Close Out Visit on 23 September 2022:</p> <p>Based on NCR Close Out Verification, Putra Tunggal Bukit Sangkilan has shown the CAP’s evidence as above.</p> <p>Based on that evidence, this Major NC’s has been closed satisfactory.</p>

Non-conformity			
NCR Ref #	2241673-202208-M3	Issued Date	29/08/2022
Due Date	29/08/2023	Closure Date	23/09/2022
Indicator & Category (Critical / Minor)	C.1.1 - MSA		
Statement of Nonconformity:	The group business plan is not reviewed at least annually.		

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Requirement Reference:	The group business plan is implemented and reviewed at least annually.
Objective Evidence:	Perkumpulan Putra Tunggal Bukit Sangkilan (PPTBS) has established group business plan in form of working program dated 25 Feb 2020, covers production estimates, income forecasting, and plan for member addition. However, there is no evidence that business plan has been reviewed at least annually, for example in RAT, based on AD/ART annual meeting (RAT) shall be conducted at least annually.
Corrections:	Perkumpulan Putra Tunggal Bukit Sangkilan (PPTBS) through the Group Manager carry out RAT (annual Meeting) with all members for the 2021 Fiscal Year immediately to determine the work program that has been made by PPTBS through the RAT scheme. Meeting for review the working program has been conducted by ICS with Group Manager and Kelompok Tani (Smallholder Group) on 29 August 2022. Evidence of review can be shown as per "Notulen Rapat Program Kerja Tahun Buku 2022 – 2023". Perkumpulan Putra Tunggal Bukit Sangkilan (PPTBS) also has conducted the meeting on 29 August to discuss the RAT agenda and planning. According to minutes of meeting "Notulen rapat Mengagendakan RAT Tahun Buku 2021 – 2022" confirmed that RAT with all members will be planned in October 2022.
Root Cause Analysis:	RAT (Annual meeting) has not been implemented yet because the conditions in 2021 are still the COVID 19 pandemic.
Corrective Actions:	Putra Tunggal Bukit Sangkilan will make plans for the Annual Members' Meeting in every March of the current year.
Assessment Conclusion:	NCR Close Out Visit on 23 September 2022: Based on NCR Close Out Verification, Putra Tunggal Bukit Sangkilan has shown the CAP's evidence as above. Based on that evidence, this Major NC's has been closed satisfactory.

Opportunity for Improvements	
OFI #	Description
OFI 1	Nil

Positive Findings	
PF #	Description
PF 1	Nil

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	Nil	Issued Date	Nil
Due Date	Nil	Closure Date	Nil
Indicator & Category (Critical / Minor)	Nil		
Statement of Nonconformity:	Nil		
Requirement Reference:	Nil		
Objective Evidence:	Nil		
Corrections:	Nil		
Root Cause Analysis:	Nil		
Corrective Actions:	Nil		
Assessment Conclusion:	Nil		
Effectiveness Closure (for previous audit closed Critical NC):	Nil		

Opportunity for Improvement	
OFI#	Description
OFI 1	OFI Statement: Nil Verification / Follow-up actions: Nil

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2241673-202208-M1	Critical	3.5 – MSB	18/07/2022	Closed on 23/08/2022
2241673-202208-M2	Critical	4.6 – MSA, MSB	18/07/2022	Closed on 23/08/2022
2241673-202208-M3	Critical	C.1.1 – MSA	18/07/2022	Closed on 23/08/2022

3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss Perkumpulan Putra Tunggal Bukit Sangkalan Certification Unit’s environmental and social performance, legal and any known dispute issues.

Meetings were conducted with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by

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stakeholders and later was verified with the management team. Any comment which is not complying to the RSPO P&C requirements have been incorporated as an assessment finding.

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as below.

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Governmental	Dinas Perkebunan dan Peternakan Kabupaten Batanghari – Mr. Muhayat	Phone interview
Governmental	Dinas Tenaga Kerja Kabupaten Batanghari – Mr. Ilham	Phone interview
Governmental	Dinas Lingkungan Hidup Kabupaten Batanghari – Mrs. Lina	Phone interview
Communities	Bulian Jaya Village – Mr Sayuti (Village head)	Face to face interview
Communities	Terusan Village – Mr Ikhna (Village head)	Face to face interview
NGO	Bentang Oasis – Mr. Dedi	Phone interview

Stakeholders comment	
Dinas Perkebunan dan Peternakan Kabupaten Batanghari	<p>Feedbacks:</p> <ul style="list-style-type: none"> ▪ STDB (Surat Tanda Daftar Budidaya - cultivation registration certificate) has available for all certification members, if there are additional members, the STDB must be revise. ▪ The status of land of Putra Tunggal Bukit Sangkila members is APL (Area Penggunaan Lain – Another Purposes Area). ▪ Land legality requirements for STDB process is minimum SPORADIK and also there is no land conflict. ▪ Source of members seed comes from PT IIS (Topaz Seed). <p>Audit Team verification and response: There is no negative issue to be followed up. Document of land legality, year crops and others has been reviewed during audit.</p>
Dinas Tenaga Kerja Kabupaten Batanghari	<p>Feedbacks:</p> <ul style="list-style-type: none"> ▪ Communication has gone well ▪ Minimum Wage using Jambi Province Minimum Wage. ▪ There is no issue related to the working relationship or between farmers. <p>Audit Team verification and response:</p>

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	There is no negative issue to be followed up. Payment for workers are met with minimum wages Jambi province, in addition the wages is more than minimum wages.
Dinas Lingkungan Hidup Kabupaten Batanghari	<p>Feedbacks:</p> <ul style="list-style-type: none"> ▪ Communication has gone well ▪ SPPL (Surat Pernyataan kesanggupan Pengelolaan Lingkungan - Statement of ability to manage the environment) has been issued from the OSS (online single submission), it has been made all under the name of Putra Tunggal Bukit Sangkilan. ▪ If there is an additional member, the SPPL must be revised/addendum.
	<p>Audit Team verification and response:</p> <p>There is no negative issue to be followed up. Document of SPPL and its implementation in the field has been reviewed during audit.</p>
Bulian Jaya Village	<p>Feedbacks:</p> <ul style="list-style-type: none"> ▪ Communication has gone well ▪ Farmer’s land is come from buying and selling or is passed down from their parents. ▪ In general, these members smallholders are immigrants from the other areas. ▪ 70% of the member’s land already has a SHM, the rest is SKJB (Surat Keterangan Jual Beli) which is known by the witness and village head. ▪ FFB delivered to the PT Inti Indosawit Subur – Muara Bulian POM. ▪ Transmigrants people come from Java, Medan, Jambi and Padang. ▪ Theft of FFB occurs when the price of FFB increases but can be conditioned by the presence of community patrol.
	<p>Audit Team verification and response:</p> <p>There is no negative issue to be followed up. FFB sales and traceability can be demonstrated during audit and no issue. Relationship with village community has gone well.</p>
Terusan Village	<p>Feedbacks:</p> <ul style="list-style-type: none"> ▪ The farmer members generally live in Bulian Jaya Village, however their land locations are in the Terusan Village. ▪ There is no report of land conflict. ▪ The land legality is SHM and SKJB. ▪ Communication has gone well ▪ Hope that the certification activities can be followed by the other farmers/citizens of other villages.
	<p>Audit Team verification and response:</p> <p>There is no negative issue to be followed up. Relationship with village community has gone well. No issue and conflict occur.</p>
Bentang Oasis	<p>Feedbacks:</p> <ul style="list-style-type: none"> ▪ Communication has gone well ▪ There is no issue related to land conflict, environment, and social community. ▪ Input from Bentang OASIS for the PPTBS is the ICS Team can monitor the members in using of paraquat pesticides, due to these pesticides are sold in the market openly.
	<p>Audit Team verification and response:</p>

	There is no negative issue to be followed up. Document of land legality, year crops and others has been reviewed during audit.
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Previous land owner / user comment	
Mr. Didik W	<p>Feedbacks:</p> <ul style="list-style-type: none"> ▪ Mr Didik W has sold the land to the Muhlisin (certification member) in 2017, the area is 1.49ha. ▪ The land has sold due to requires fund for business capital. ▪ During the buying and selling process, there is no coercion and there is mutual agreement. ▪ The legality of the land is SKJB (Surat Keterangan Jual Beli) <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - The organizations have no further comment - There is no negative issue to be followed up. Document of land was available and have been reviewed during audit.
Mr. Bersama Ginting	<p>Feedbacks:</p> <ul style="list-style-type: none"> ▪ Mr Bersama Ginting has sold the land to the Yut Wuri Handayani (certification member) in 2018, the area is 2ha. The land has been sold due to requires fund to renovate the house. ▪ During the buying and selling process, there is no coercion and there is mutual agreement. The legality of the land is Sporadik. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - The organizations have no further comment - There is no negative issue to be followed up. Document of land was available and have been reviewed during audit.
Mr. Adiar	<p>Feedbacks:</p> <ul style="list-style-type: none"> ▪ Mr Adiar has sold the land to the Pori (certification member) in 2015, the area is 0.5ha. The land has been sold due to requires fund to renovate the house. ▪ During the buying and selling process, there is no coercion and there is mutual agreement. ▪ The legality of the land is SHM (Sertifikat Hak Milik). <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - The organizations have no further comment - There is no negative issue to be followed up. Document of land was available and have been reviewed during audit.

3.5 Impartiality and conflict of interest

During this assessment there was no circumstances or pressure that had influenced the independence or confidentiality of the assessment team.

Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Perkumpulan Putra Tunggal Bukit Sangkilan has complied with the Independent Smallholder Standard 2019 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that Perkumpulan Putra Tunggal bukit Sangkilan is certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Mujinius Jalaraya	Name: Sabki Saputra
Company Name: On behalf of BSI Services Malaysia Sdn. Bhd.	Company Name: Putra Tunggal Bukit Sangkilan
Title: Lead Auditor	Title: Group Manager
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 26/09/2022	Date: 27/09/2022

Appendix A: Summary of Findings

Criterion / Indicator		Assessment Findings	Compliance
<p>Principle 1: Optimise productivity, efficiency, positive impacts and resilience Implement professional and transparent operations to secure sustainable livelihood improvements.</p>			
<p>Criteria 1.1: Smallholders establish a legal entity which has organizational capacity to comply with the RSPO Independent Smallholder Standard.</p>			
Eligibility	<p>Legally registered entities have documented evidence to include:</p> <ol style="list-style-type: none"> 1. Legal formation (as per country requirements) 2. Fair and transparent decision making and governance 3. Additional documents per requirements for Group Formation and Management. 4. Signed or thumb printed Smallholder Declaration from all smallholder Declaration from all smallholder members (Reference to Appendix 1). 	<p>Legal formation: Perkumpulan Putra Tunggal Bukit Sangkilan (PPTBS) has fulfil the legal regulation related to palm oil plantation for smallholder as follows:</p> <ul style="list-style-type: none"> - The deed of establishment of the Perkumpulan Putra Tunggal Bukit Sangkilan (PPTBS) is based on the notarial deed of Afdi Yerima Putra, SH, M.Kn (AHU.036.AH.02.01/2013 dated 07 February 2013) No. 08 dated 26 November 2020. - Sighted the tax identification number (Nomor Pokok Wajib Pajak/NPWP) No. 60.251.817.7-335.000 on behalf Perkumpulan Putra Tunggal Bukit Sangkilan (PPTBS) registered on 15 July 2022. - Each smallholder plots in PPTBS has had plantation business permit - STDB (Surat Tanda Daftar Budidaya) that issued by plantation agency of Batang Hari Regency on 24 February 2022. - Perizinan Berusaha Berbasis Risiko from Lembaga OSS (Online Single Submission), NIB (Nomor Induk Berusaha) Perkumpulan Putra Tunggal Bukit Sangkilan (PPTBS) 1807220030156, KBLI Code 01262, Location Poros Desa Bulian Jaya, Bulian Jaya Village, Mero Sebo Ilir Sub District, Batanghari Regency, Jambi Province, dated 18 July 2022. - Sighted the evidence of land legality of each persil. <p>Fair and transparent decision making and governance</p>	Complied

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		<p>Perkumpulan Putra Tunggal Bukit Sangkilan (PPTBS) has appointed Mr. Sabki Saputra as Group Manager ICS (Internal Control System) according to Berita Acara No. 001/BA/GM-PPTBS/VIII/2020 "Penunjukan Manager ICS (Internal Control System) dated 25 November 2021.</p> <p>Perkumpulan Putra Tunggal Bukit Sangkilan (PPTBS) has a Supervisory Agency which functions to supervise the operational and financial activities of cooperatives. Internal audits are carried out in August, September and October 2021. The audit results are then bundled, and the results have been communicated during annual meeting on 25 November 2021.</p> <p>All of member of Perkumpulan Putra Tunggal Bukit Sangkilan has declared to comply with the RSPO requirement which includes: All land holdings, location (coordinates) of all plots currently planted with oil palm, information on all plots converted and planted with oil palm after 2005 (through use of the simplified combined HCV-HCS approach for Smallholders), any plots located on steep slopes, any plots located on peat, details on plans for replanting and expansion of oil palm, any existing land disputes, ownership and land use status and source of farm labor.</p> <p>Sample seen:</p> <ol style="list-style-type: none"> 1. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Zulkifli (Lancar Jaya) dated 22 May 2021. 2. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Dwi Puji Rahayu (Lancar Jaya) dated 22 July 2021. 3. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Nuryanto (Lancar Jaya) dated 22 May 2021. 4. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Samuri (Lancar Jaya) dated 07 May 2021. 5. Declaration of members of the Perkumpulan Putra Tunggal Bukit 	
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		<p>Sangkalan of Suprianto (Lancar Jaya) dated 23 May 2021.</p> <p>6. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Tri Mega (Lancar Jaya) dated 30 April 2021.</p> <p>7. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Nyaman (Lancar Jaya) dated 26 May 2021.</p> <p>8. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Sumarno (Lancar Jaya) dated 05 May 2021.</p> <p>9. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Gumarang Situmorang (Tanjung Jati) dated 02 July 2021.</p> <p>10. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Parno (Tanjung Jati) dated 25 June 2021.</p> <p>11. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Culik Indrianto (Tanjung jati) dated 15 June 2021.</p> <p>12. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Ernawati (Tanjung Jati) dated 15 August 2021.</p> <p>13. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Suripah (Tanjung Jati) dated 08 August 2021.</p> <p>14. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Awang Adi (Subur Tani) Iskandar dated 25 May 2021.</p> <p>15. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Isman (Subur Tani) dated 28 October 2021.</p> <p>16. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Mukiran (Subur Tani) dated 7 September 2021.</p> <p>17. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Samiah (Subur Tani) dated 30 October 2021.</p> <p>18. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Surono A (Harapan Maju) dated 07 July 2021.</p>	
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		<p>19. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Misli (Harapan Maju) dated 18 July 2021.</p> <p>20. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Pori Sandra (Harapan Maju) dated 20 June 2021.</p> <p>21. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Hermahadi (Harapan Maju) dated 15 October 2021.</p> <p>22. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Joko Toni (Harapan Maju) dated 1 August 2021.</p> <p>23. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Suyuti (Harapan Maju) dated 28 May 2021.</p> <p>24. Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Mukhlisin (Harapan Maju) dated 07 September 2021.</p> <p>Declaration of members of the Perkumpulan Putra Tunggal Bukit Sangkilan of Suhari (harapan Maju) dated 12 May 2021.</p>	
<p>Milestone A</p>	<p>Group manager and group members have an Internal Control System (ICS) that meets all the ICS Eligibility and MS A requirements (section 3.2 below) and complete training on oil palm pricing mechanisms, financial management, and best practices for smallholder organisations as well as socialising the mechanism at which pricing is set for smallholder organisations.</p>	<p>Internal Control System has been established by Perkumpulan Putra Tunggal Bukit Sangkilan based on Berita Acara No. 001/BA/GM-PPTBS/VIII/2020 "Penunjukan Manager ICS (Internal Control System) dated 25 November 2021. ICS organizations are consisted as follow:</p> <ul style="list-style-type: none"> • Group Manager: Sabki • Deputy Group Manager: Priadi Wibowo • Secretary: Yahya Rohmahul and M Marbun • Treasurer: Ahmadi • Badan Pengawas: Sayuti, Usman, Muh Irwan • Unit pendaftaran & Persetujuan, Saran dan Keluhan Anggota: Culik A, Neli Agustin, Nuryanto, Invia Dyah Armita • Unit Monitoring TBS/Pemasaran: Supriyanto, Suyuti, Gumarang S 	<p>Complied</p>

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		<ul style="list-style-type: none"> • Penaggulanagan Hama dan Penyakit: Kerimulyo, Tim CSV, Maryono • Unit Monitoring Penggunaan Pupuk dan Kimia: M Soleh, Defriyanto, Kukum • Unit Darurat Kebakaran: Pujianto, Beny Santoso • Unit Penyuluh Perkebunan: Atok, Ginanjar, Era Arafat, Silpian • Internal Audit: Teguh, Khotib, Didik, Surono B, Rudi, Jokotoni, Iqbal, Noval Yadi • Unit K3: Surono A <p>Group Manager Perkumpulan Putra Tunggal Bukit Sangkilan also has set the job description for all level of board of Perkumpulan Putra Tunggal Bukit Sangkilan, committee, staff, admin etc. on 1 January 2021. Job and responsibility of each level of group manager, committee, secretary, treasurer etc. has been written in document job description.</p> <p>Several trainings have been attended by Group Manager, ICS and groups members, including:</p> <ul style="list-style-type: none"> - Pesticides Handling by PT IIS Muara Bulian on 15 October 2021. - Internal Auditor Training of RSPO for Independent Smallholders by Asosiasi Cahaya Putra Harapan on 3 August 2022. - ICS Training by Asosiasi Cahaya Putra Harapan on 5 February 2021. 	
Milestone B	<p>Smallholder groups are operating in accordance to best management practices for groups, including:</p> <ul style="list-style-type: none"> • Fair and transparent decision-making and governance • Sustainable financial management 	<p>Group manager has showed the evidence of:</p> <p>Fair and transparent decision-making and governance</p> <p>Based on the results of the audit, Group Manager ICS and his board have planned about the distribution of premium as follows:</p> <ul style="list-style-type: none"> • 15% for RSPO certification. • 10% group venturer capital 	Complied

		<ul style="list-style-type: none"> • 50% Operational cost: <ul style="list-style-type: none"> - Incentive for members - Training - Internal Audit • 25% for ICS incentives. <p>Sustainable financial management</p> <p>PPTBS has a Supervisory Agency which functions to supervise the operational and financial activities of cooperatives. Internal audits are carried out in August, September and October 2021. The audit results are presented and discussed during internal meeting.</p> <p>This association has just been formed in November 2020, so there is no management of financial funds from members, however the organization has attended the financial training for ICS that has been carried out by PT IIS Muara Bulian.</p>	
Criteria 1.2: Smallholders have the capacity to effectively manage their farm.			
Eligibility	Not Applicable	Not Applicable	Complied
Milestone A	Smallholders complete training on farm business operations, monitoring and planning. The training includes capacity building on record keeping for production, including inputs and yields, transactions, and variety.	<p>Smallholders has completed several trainings related to farm business operations, monitoring and planning including capacity building related to record keeping for production, including inputs and yields, transactions, etc.</p> <p>Below are some records of small meeting/training held by PPTBS:</p> <ul style="list-style-type: none"> • Public discussion on 4 Aug 2021, located at Bulian Jaya Village center, attended by 52 participants. • Training on group dynamics on 13-15 Aug 2021, located at Bulian Jaya Village center, attended by 25 participants. 	Complied

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		<ul style="list-style-type: none"> • Training on good agriculture practices including harvesting, fertilizer application, spraying application, upkeep and IPM, dated 7 Sep 2021, located at Bulian Jaya Village center, attended by 59 participants. • Training on OHS and SOP related worker complaint, including hazard identification, risk control, dated 8 Sep 2021, located at Bulian Jaya Village center, attended by 43 participants. • Training on RISS 2019 and HCV, dated 8 Sep 2021, located at Bulian Jaya Village center, attended by 43 participants. • Training on RISS 2019, dated 10 Sep 2021, located at Bulian Jaya Village center, attended by 44 participants. • Training on RISS 2019, dated 11 Sep 2021, located at Bulian Jaya Village center, attended by 48 participants. • Training on internal audit, dated 18 Oct 2021, located at Bulian Jaya Village center, attended by 48 participants. • Training on soil and water conservation, fertilizer application and leaf sample analysis, dated 28 Oct 2021, located at PPTBS office, attended by 42 participants. • Training on RISS 2019, PPE, economical relationship system, dated 20 Oct 2021, located at PPTBS office, attended by 42 participants. • Training on OHS and SOP related worker complaint, including hazard identification, risk control, dated 2 Nov 2021, located at Bulian Jaya Village center, attended by 90 participants. • Training on ERP and Basic fire, dated 2 Nov 2021, located at PPTBS office, attended by 85 participants. • Training on good agriculture practices including harvesting, fertilizer application, spraying application, upkeep and IPM, dated 	
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		<p>10 Nov 2021, located at Bulian Jaya Village center, attended by 36 participants.</p> <p>Based on interview to smallholder samples, confirmed that they have received training regarding farm business operations, monitoring and planning. The training includes capacity building on record keeping for production, including inputs and yields, transactions, and variety.</p>	
Milestone B	Smallholders are managing their farms effectively and maintain records of production and transaction data of all FFB sales.	<p>Perkumpulan Putra Tunggal Bukit Sangkilan (PPTBS) has conducted GAP training for all their member (see detail in indicator 1.2 milestone A). In addition, PPTBS also provide smallholder guidance in "Buku Pintar Petani Swadaya" that provide information of FFB production, manuring, weeding, pruning and pest control. Based on document of "Catatan Panen Anggota PPTBS", harvesting data of each smallholders has been recapitulated by Head of Farmer Group month by month.</p> <p>Based on field observation and interview with smallholder, they are managing their farms effectively and maintain records of production and transaction data of all FFB sales. Production records are carried out in stages where each farmer (smallholder) reports his production every month to the group leader. Next, the group leader reports monthly production data to the ICS Group Manager. The data then becomes the basis for evaluating the organization's production achievements.</p>	Complied
Criteria 1.3: Smallholders implement good agricultural practices (GAP) on their farms.			
Eligibility	Smallholders commit to implementing good agricultural practices on their farms. (Reference Smallholder Declaration, 1.1.E / Appendix 1).	<p>Group Manager of PPTBS has prepared the procedure on good agricultural practices as per "Standar Operasional Prosedur". The procedure covers:</p> <ul style="list-style-type: none"> Harvesting – "SOP Panen No. 01/SOP-U-PENYULUH/VII/2021", dated 15 Jul 2021, described the harvesting preparation, technique, harvesting criteria, and FFB quality. 	Complied

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		<ul style="list-style-type: none"> • Pruning – “SOP Pruning No. 02/SOP-U-PENYULUH/VII/2021”, dated 15 Jul 2021, described pruning rounds, technique in various slope. • Manuring – “SOP Pemupukan No. 03/SOP-U-PENYULUH/VII/2021”, dated 15 Jul 2021, described the type of fertilizer, storage, application. • Weeding – “SOP Pengendalian Gulma Kelapa Sawit No. 04/SOP-U-PENYULUH/VII/ 2021”, dated 15 Jul 2021, described manual, mechanical and chemical upkeep. • Land Clearing – “SOP Pembukaan Lahan Kelapa Sawit No. 05/SOP-U-PENYULUH/VII/ 2021”, dated 15 Jul 2021. • Nursery – “SOP Pembibitan Kelapa Sawit No. 06/SOP-U-PENYULUH/VII/ 2021”, dated 15 Jul 2021. • Land Preparation and Replanting – “SOP Persiapan Lahan dan Penanaman Ulang Kelapa Sawit No. 08/SOP-U-PENYULUH/VII/2021”, dated 15 Jul 2021. • IPM – “SOP Pengendalian No. 01/SOP-U-PHT/VII/2021”, dated 15 Jul 2021, described pest and disease prevention and control. • Leaf and Soil Sample – “SOP Pengambilan Sample Tanah dan Daun No. 02/SOP-U-PHT/VII/2021”, dated 15 Jul 2021. • Management of Agrochemical – “SOP Pengelolaan Bahan Kimia No. 01/SOP-U-K3B3/VII/2021”, dated 15 Jul 2021. • Management of ex-pesticides containers – “SOP Pengelolaan Wadah Bekas Kimia No. 02/SOP-U-K3B3/VII/2021”, dated 15 Jul 2021. • Occupational Health and Safety – “SOP K3 No. 03/SOP-U-K3B3/ VII/2021”, dated 15 Jul 2021. • Land Fire Fighting – “SOP Pemadaman Kebakaran Lahan No. 04/SOP-U-K3B3/ VII/2021”, dated 15 Jul 2021. 	
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		<ul style="list-style-type: none"> • Emergency Response Procedure – “SOP Penanganan Keadaan Darurat dan Bencana No. 05/SOP-U-K3B3/ VII/2021”, dated 15 Jul 2021. • Risk Control and PPE – “SOP Pengendalian Risiko dan Penggunaan APD No. 06/SOP-U-K3B3/ VII/2021”, dated 15 Jul 2021. • FFB Sales – “SOP Pemasaran TBS No. 01/SOP-U-TBS/VII/2021, dated 15 Jul 2021, described FFB Sales, FFB recording, FFB quality and FFB prices. • Management of Water and Water Source – “SOP Pengelolaan Air dan Sumber Air No. 01/SOP-U-LINGKUNGAN/VII/2021”, dated 15 Jul 2021. • Management of Soil Erosion – “SOP Pengendalian Erosi Tanah No. 02/SOP-U-LINGKUNGAN/VII/2021”, dated 15 Jul 2021. • Management of Conflict between Man and Wildlife – “SOP Penanganan Konflik antara Manusia dan Satwa Liar No. 03/SOP-U-LINGKUNGAN/VII/2021”, dated 15 Jul 2021. • Wildlife Protection – “SOP Perlindungan Satwa Liar atau Langka No. 04/SOP-U-LINGKUNGAN/VII/2021”, dated 15 Jul 2021. <p>During this audit, auditor teams has taken 25 smallholder sample from each farmer group as follows:</p> <ul style="list-style-type: none"> • KT Tanjung Jati: 5 members • KT Lancar Jaya: 8 members • KT Harapan Maju: 8 members • KT Subur Tani: 4 members <p>Total: 25 members.</p> <p>Based on field visit and interview with respective smallholder obtained information that the smallholders have commit implementing good agricultural practices on their farms with Smallholder Declaration as</p>	
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		reference, such as zero burning, no longer use paraquat, using proper PPE during agrochemical application, no underage worker etc.	
Milestone A	Smallholders complete training on Good Agriculture Practices (GAP).	<p>Smallholders has completed several trainings related to Good Agricultural Practices (GAP) including capacity building related to record keeping for production, including inputs and yields, transactions, etc.</p> <p>Below are some records of small meeting/training held by PPTBS:</p> <ul style="list-style-type: none"> • Public discussion on 4 Aug 2021, located at Bulian Jaya Village center, attended by 52 participants. • Training on group dynamics on 13-15 Aug 2021, located at Bulian Jaya Village center, attended by 25 participants. • Training on good agriculture practices including harvesting, fertilizer application, spraying application, upkeep and IPM, dated 7 Sep 2021, located at Bulian Jaya Village center, attended by 59 participants. • Training on OHS and SOP related worker complaint, including hazard identification, risk control, dated 8 Sep 2021, located at Bulian Jaya Village center, attended by 43 participants. • Training on RISS 2019 and HCV, dated 8 Sep 2021, located at Bulian Jaya Village center, attended by 43 participants. • Training on RISS 2019, dated 10 Sep 2021, located at Bulian Jaya Village center, attended by 44 participants. • Training on RISS 2019, dated 11 Sep 2021, located at Bulian Jaya Village center, attended by 48 participants. • Training on internal audit, dated 18 Oct 2021, located at Bulian Jaya Village center, attended by 48 participants. 	Complied

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		<ul style="list-style-type: none"> • Training on soil and water conservation, fertilizer application and leaf sample analysis, dated 28 Oct 2021, located at PPTBS office, attended by 42 participants. • Training on RISS 2019, PPE, economical relationship system, dated 20 Oct 2021, located at PPTBS office, attended by 42 participants. • Training on OHS and SOP related worker complaint, including hazard identification, risk control, dated 2 Nov 2021, located at Bulian Jaya Village center, attended by 90 participants. • Training on ERP and Basic fire, dated 2 Nov 2021, located at PPTBS office, attended by 85 participants. <p>Training on good agriculture practices including harvesting, fertilizer application, spraying application, upkeep and IPM, dated 10 Nov 2021, located at Bulian Jaya Village center, attended by 36 participants.</p>	
<p>Milestone B</p>	<p>Smallholders have adopted GAP on their farms and are tracking productivity through, but not limited to, records of FFB sales.</p>	<p>PPTBS has adopted Good Agricultural Practices on their farms. PPTBS also provide smallholder guidance in "Buku Pintar Petani Swadaya" that provide information of FFB production, manuring, weeding, pruning and pest control. Based on document of "Catatan Panen Anggota PPTBS", harvesting data of each smallholders has been recapitulated by Head of Farmer Group month by month.</p> <p>Based on field observation and interview with smallholder, they are managing their farms effectively and maintain records of production and transaction data of all FFB sales. Production records are carried out in stages where each farmer (smallholder) reports his production every month to the group leader. Next, the group leader reports monthly production data to the ICS Group Manager. The data then becomes the basis for evaluating the organization's production achievements.</p>	<p>Complied</p>

Principle 2: Ensure Legality, Respect for Land Rights and Community Wellbeing

Comply with the law and respect communities' rights			
Criteria 2.1: Smallholders have legal or customary rights to use the land in accordance with national and local laws, and customary practices			
Eligibility	Smallholders provide the coordinates or maps of their plots and evidence of ownership, or rights to use the land (refer to indicator 1.1E / Appendix 1).	<p>Putra Tunggal Bukit Sangkilan assist its member with list of member and the plantation maps, scale 1:50,000. PPTBS also recorded the GPS coordinates of its smallholder member.</p> <p>Putra Tunggal Bukit Sangkilan assist its member in identifying the legal ownership of the land with the respective map to locate the land on the ground.</p> <p>Putra Tunggal Bukit Sangkilan assisted by SETARA to prepare map of smallholder member location overlaid against village spatial map "Peta Rencana Pola Ruang Desa Bulian Jaya, Kecamatan Mero Sebo Ilir", scale 1:50,000.</p> <p>Based on the map, smallholder member's oil palm plantation block located outside forest area "Hutan Produksi, Hutan Produksi Terbatas" and local protection zone "Kawasan Perlindungan Setempat", the plantation block exactly located in Area Penggunaan Lain (APL)".</p> <p>Verification of documented legal ownership of the land and its location through (initial verification or internal audit).</p>	Complied
Milestone A	Smallholders can demonstrate legal ownership or native and/or customary rights to use the land or demonstrate that they are in the process of legalisation of that right.	<p>Putra Tunggal Bukit Sangkilan listed and checked the smallholder member's legal ownership of the land: 151 smallholder members with 244 land parcels; comprise of:</p> <ul style="list-style-type: none"> - 195 land parcels demonstrate land certificates; - 46 land parcels demonstrate "Surat Keterangan Jual Beli"; and - 18 land parcels demonstrate "SPORADIK" <p>Sampled smallholder member can demonstrate legal ownership of the land in form of land certificate or land statement from village authorities:</p>	Complied

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		<ul style="list-style-type: none"> - Zulkipfli (persil 6), "Sertifikat Hak Milik" No. 06020401101407, area size 2,7 Ha. - Dwi Puji Rahayu (persil 23), "Sertifikat Hak Milik" No. 06020401101060, area size 2,06 Ha. - Nuryanto (persil 25), "Sertifikat Hak Milik" No. 060201100455, area size 0,35 Ha. - Samuri (persil 19), "Sertifikat Hak Milik" No. '060201100472, area size 0,43 Ha. - Suprianto (persil 31), "Sertifikat Hak Milik" No. '060201100462, area size 0,54 Ha. <p>In the business permit from government, Surat Tanda Daftar Budidaya Perkebunan (STD-B) including map information to avoid overlapping with other parties or other smallholder or other landowner or state land designated with protection status.</p> <p>Some sampled smallholder demonstrates ownership of the land in form of "Surat Keterangan Jual Beli". The PPTBS has submitted the documents for land certification process since 2018 (assisted by partnering mill), however the land certificate has not issued. Sighted letter from Putra Tunggal Bukit Sangkilan to Lands Office inquired on the follow up "Surat Putra Tunggal Bukit Sangkilan Kepada Pimpinan Kantor Pertanahan Kabupaten Batang Hari dated 27 July 2021, Perihal Tindak Lanjut Peningkatan Legalitas Lahan/Bidang menjadi Sertifikat Hak Milik Anggota Putra Tunggal Bukit Sangkilan".</p>	
Milestone B	Smallholder plots are clearly and visibly demarcated and maintained, and the smallholders are operating only within these boundaries.	Based on site visit to sampled smallholder, audit team sighted the land demarcation in form of red poles and/or wood fences are clearly located on the ground. The planting of oil palm only within the boundary.	Complied

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Based on site visit to sampled smallholder and stakeholder consultation to interested parties, there is no boundary overlapping with other landowner. Sample seen of boundary pole:

Smallholder Name	GPS Coordinate Boundary Pole Sampled	
	Latitude (S)	Longitude E
Zulkifli	1° 37' 17.33"	103° 10' 13.73"
Dwi Puji Rahayu	1° 37' 25.74"	103° 9' 51.48"
Nuryanto	1° 37' 32.15"	103° 10' 48.44"
Samuri	1° 37' 5.89"	103° 10' 33.39"
Suprianto	1° 37' 3.43"	103° 10' 35.61"
Tri Mega	1° 37' 39.95"	103° 10' 43.01"
Nyaman	1° 37' 1.12"	103° 10' 41.28"
Sumarno	1° 37' 22.20"	103° 10' 45.48"
Parno	1° 37' 18.5"	103° 11' 25.9"
Culik Indrianto	1° 37' 52.5"	103° 11' 08.9"
Suripah	1° 36' 44.5"	103° 11' 08.3"
Awang Adi	1° 37' 47.9"	103° 11' 39.6"
Isman	1° 38' 10.2"	103° 11' 39.3"
Mukiran	1° 37' 52.5"	103° 11' 08.9"
Samiah	1° 37' 39.7"	103° 11' 04.1"
Surono A	1° 37' 30.0"	103° 11' 04.1"
Hermahadi	1° 35' 57.4"	103° 09' 50.9"
Suyuti	1° 36' 27.8"	103° 09' 35.1"
Mukhlisin	1° 36' 58.9"	103° 09' 06.4"
Suhari	1° 35' 50.2"	103° 09' 35.5"

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

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Eligibility	For existing plots, smallholders can demonstrate that they have not acquired land without FPIC of indigenous peoples, local communities or other users (refer to indicator 1.1E / Appendix 1).	<p>Based on smallholder member database – crosschecked with statement in the legal ownership of the land, smallholder members owned the land as early as 2004.</p> <ul style="list-style-type: none"> - Zulkipfli (persil 6), "Sertifikat Hak Milik" No. 06020401101407, area size 2,7 Ha. - Dwi Puji Rahayu (persil 23), "Sertifikat Hak Milik" No. 06020401101060, area size 2,06 Ha. - Nuryanto (persil 25), "Sertifikat Hak Milik" No. 060201100455, area size 0,35 Ha. - Samuri (persil 19), "Sertifikat Hak Milik" No. '060201100472, area size 0,43 Ha. - Suprianto (persil 31), "Sertifikat Hak Milik" No. '060201100462, area size 0,54 Ha. <p>From the sampled smallholder interviewed and visited and also interview with Group Manager, audit team found: The land for oil palm plantation was originally from Transmigration Program – PIR TRANS Ministry of Agriculture in year 1990. The land has given by the government in the context of equitable development.</p> <p>The sampled smallholder understands there was no past dispute over their land.</p> <p>Based on sampled smallholder interviewed and visited, they understand FPIC.</p>	Complied
Milestone A	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).		Complied
Milestone B	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).		Complied
Criteria 2.3: The right to use the land is not disputed by indigenous peoples, local communities or other users.			
Eligibility	Smallholders declare any existing disputes on the land commit to resolving said disputes and provide information on the current status of those disputes (if any) (refer to indicator 1.1E / Appendix 1).	<p>Based on stakeholder consultation to village head Bulian Jaya Village and Terusan Village, there was no land dispute over the PPTBS (Putra Tunggal Bukit Sangkilan) smallholder members' lands.</p> <p>The sampled smallholder understands there was no past dispute over their land.</p>	Complied

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Milestone A	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involved.	Based on stakeholder consultation with village head Bulian Jaya Village and Terusan Village, there was no land dispute over the PPTBS smallholder members' lands. PPTBS assisted by SETARA to prepare map of smallholder member location overlaid against village spatial map "Peta Rencana Pola Ruang Desa Bulian Jaya, Kecamatan Mero Sebo Ilir", scale 1:50,000 dated 2021. Based on the map, smallholder member's oil palm plantation block located outside indigenous land; located outside forest area "Hutan Produksi, Hutan Produksi Terbatas"; outside local protection zone "Kawasan Perlindungan Setempat".	Complied
Milestone B	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involved.	PPTBS has conflict resolution mechanism "Standar Operasional Prosedur tentang Penanganan Konflik No.07/SOP-GM/VII/2021 dated 15 July 2021. Stipulates: The organization prioritizes preventive efforts in dealing with the conflict, which means preventing all the worst possibilities is prioritized. If with these preventive efforts it turns out that there are still friction and disputes, the organization (cooperative committee and cooperative manager) shall conduct meeting between conflicting parties as mediator; conflict to be resolved over discussion, the discussion/mediation efforts especially with community leaders and traditional institutions in the village. PPTBS has prepared conflict record in form "Formulir Rekaman Penyelesaian Konflik Lahan". The form detailing information on smallholder member in lieu, location of land conflict, type of conflict, leadtime for conflict resolution, effort for conflict resolution, interested parties, conflict resolution follow up, smallholder member statement on conflict, smallholder member agreement for third-party monitoring (if necessary). Another mean for smallholder member under "Formulir Pengaduan Anggota PPTBS" subsequently recorded into "Buku Penyampaian Saran/Kritik Petani PPTBS".	Complied

Criteria 2.4: Smallholder plots are located outside of areas classified as national parks or protected areas, as defined by national, regional or local law or as specified in National Interpretation.			
Eligibility	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to indicator 1.1E / Appendix 1).	PPTBS is able to show the maps of plantation location overlay with maps of spatial planning Kabupaten Batang Hari, maps of Forest area and maps of river. According to the maps overlaying, it shows that the plantation of PPTBS is located in other purposes area and not in forest areas or protected areas.	Complied
Milestone A	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to indicator 1.1E / Appendix 1).		Complied
Milestone B	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to indicator 1.1E / Appendix 1).		Complied
Criteria 2.5: For new planting, smallholders do not clear or acquire any land without obtaining the free, prior and informed consent (FPIC), of indigenous people and/or local communities and/or other users , based on a simplified FPIC approach.			
Eligibility	For new oil palm planting, smallholders commit not to clear or acquire land from indigenous people, local communities, or other users without their FPIC, based on a simplified FPIC approach (refer to indicator 1.1E / Appendix 1).	The oil palm planting year based on disclosure to RSPO was 2001, 2005, 2010. Based on interview with PPTBS, the cooperative manager and group manager stated they does not have planning for new planting. PPTBS established SOP for FPIC and conflict resolution "Standar Operasional Prosedur Free Prior Informed Consent (FPIC) No.02/SOP-GM/VII/2021 dated 15 July 2021 and "Standar Operasional Prosedur tentang Penanganan Konflik No.07/SOP-GM/VII/2021 dated 15 July 2021. All smallholder member has complete the training on how to conduct FPIC on April – June 2023. Evidence of training can be shown during audit. No new planting.	Complied

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Milestone A	Smallholders complete training on how to conduct a simplified FPIC approach.	The oil palm planting year based on disclosure to RSPO was 2001, 2005, 2010. Based on interview with PPTBS, the cooperative manager and group manager stated they does not have planning for new planting. PPTBS established SOP for FPIC and conflict resolution "Standar Operasional Prosedur Free Prior Informed Consent (FPIC) No.02/SOP-GM/VII/2021 dated 15 July 2021 and "Standar Operasional Prosedur tentang Penanganan Konflik No.07/SOP-GM/VII/2021 dated 15 July 2021. All smallholder member has complete the training on how to conduct FPIC on April – June 2023. Evidence of training can be shown during audit. No new planting.	Complied
Milestone B	Based on a simplified FPIC approach, smallholders jointly agree on a plan with the affected indigenous peoples and/or local communities and/or other rights holders, including vulnerable groups, for new oil palm developments, if these involve land-use change.	The oil palm planting year based on disclosure to RSPO was 2001, 2005, 2010. Based on interview with PPTBS, the cooperative manager and group manager stated they does not have planning for new planting. PPTBS established SOP for FPIC and conflict resolution "Standar Operasional Prosedur Free Prior Informed Consent (FPIC) No.02/SOP-GM/VII/2021 dated 15 July 2021 and "Standar Operasional Prosedur tentang Penanganan Konflik No.07/SOP-GM/VII/2021 dated 15 July 2021. All smallholder member has complete the training on how to conduct FPIC on April – June 2023. Evidence of training can be shown during audit. No new planting.	Complied
Principle 3: Respect human rights, including workers' rights and conditions			
Safeguard human rights and protect workers' rights, ensuring safe and decent working conditions.			
Criteria 3.1: There is no use of forced labour.			
Eligibility	Smallholders commit to no use of forced labour and ensure that any use of forced labour on the farm is terminated at Eligibility.	PPTBS has established Policy/Decree concerning Forced Labour, Discrimination and Human Trafficking in Decree Number 14/SK-PERKUMPULAN-PTBS/VII/2021 dated 17 July 2021, stated:	Complied

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	<p>They provide information on the source of labour, including family members, working on the farm and hired labour including contract workers (refer to indicator 1.1E / Appendix 1).</p>	<ul style="list-style-type: none"> a. Every association member prohibited to conduct discriminative (color, race, tribe, religion, group, gender and politic affiliation) b. Prohibited to do, or conduct forced labour to workers or someone else in every situation. c. Prohibited to do human trafficking in every form and also no using illegal worker. <p>Disseminations/trainings of these SOP/Policy have been conducted on 5 October 2021 attended by 49 members, 9 October 2021 attended by 38 members, 12 October 2021 attended by 45 members.</p> <p>The smallholders have signed statements/declarations that the farmers are committed to no forced labour. This statement is stated in the "RSPO Certification Commitment" on number D.3; that "Ensure that there are no forced labour in operational and stop forced labour practice if they are still existing". Sample verified:</p> <ul style="list-style-type: none"> a. RSPO Certification Commitment of Zulkifli dated 22 May 2021 b. RSPO Certification Commitment of Dwi Puji Rahayu dated 22 July 2021 c. RSPO Certification Commitment of Nuryanto dated 22 May 2021 d. RSPO Certification Commitment of Samuri dated 07 May 2021 e. RSPO Certification Commitment of Suprianto dated 23 May 2021 <p>The work agreement template explains type of work, working conditions, wages and compliance to organization decree/policy/procedures.</p>	
<p>Milestone A</p>	<p>Smallholders complete training on free and fair labour and implement measures to ensure that all work is voluntary, and the following practices are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents including but not limited to passports; 	<p>Disseminations/trainings of these SOP/Policy have been conducted in on 5 October 2021 attended by 49 members, 9 October 2021 attended by 38 members, 12 October 2021 attended by 45 members. The material provided at the training includes:</p> <ul style="list-style-type: none"> a. Fair employment practices: 	<p>Complied</p>

	<ul style="list-style-type: none"> • Payment of recruitment fees by workers; • Contract substitution; • Involuntary overtime; • Lack of freedom of workers to resign; • Penalty for termination of employment; • Debt bondage; • Withholding of wages 	<ul style="list-style-type: none"> • There is no identity holder (KTP-Identity Card) • No recruitment fees • No voluntary overtime • Members' freedom to resign • There are no penalties for resigning • No bonded work • There is no withholding wages <p>b. Compliance with the minimum age of workers as regulated by regional, provincial or national regulations (Law No. 13 of 2003)</p> <p>c. Not placing children in hazardous work</p> <p>d. Placing adult supervision of child laborers working in the field</p> <p>e. Ensure that children's rights to education are respected and are not restricted.</p> <p>Based on interview with sample of smallholders, are mentioned that the smallholders have been given dissemination concerning the principal of anti-force labour.</p> <p>Providers of the training materials was ICS of PPTBS (Sabki, Priadi Wibowo, Yahya Rohmaful, M Marbun, Ahmadi), where they have the competence and experience.</p> <p>Training was conducted by SETARA Facilitator/consultant.</p>	
<p>Milestone B</p>	<p>Workers on the farm, including their families, have unrestricted access to their identity documents, have freedom of movement and can declare that their employment is freely chosen.</p>	<p>Harvester is individually that hired by the smallholder but still monitor by the organizations because related to FFB production. For spraying usually hired by the smallholder, meanwhile for manuring conduct by themselves (smallholder).</p>	<p>Complied</p>
<p>Criteria 3.2: Children are not employed or exploited. Work by children is acceptable on family farms, under adult supervision and when not interfering with education programmes. Children are not exposed to hazardous working conditions.</p>			

<p>Eligibility</p>	<p>Smallholders are aware of what defines child labour and ensure that any child labour in the farm operations is terminated at Eligibility. Awareness of child labour and commitment to no child labour includes:</p> <ol style="list-style-type: none"> 1. Compliance with the minimum age of workers at 18 years old. 2. Not exposing children to hazardous work. 3. Providing adult supervision of children working on the farm. 4. Ensuring the practice of children’s rights to education is unrestricted and respected. (refer to indicator 1.1E / Appendix 1). 	<p>PPTBS has a policy regarding prohibition of child labour set in Decree No: 02/SK-Perkumpulan-PTBS/VII/2021 regarding “Larangan Menggunakan Tenaga Kerja Anak dibawah Umur” dated 17 July 2021, set that:</p> <ol style="list-style-type: none"> a. For Cooperative members not to employ children under 18 years of age. b. And for children aged 13-17 years, if they work in the field with the aim of helping their parents, it must be under parental supervision, and not do risky jobs. <p>This policy refers to the existing laws and regulations in Indonesia and international such as :</p> <ol style="list-style-type: none"> a. Law No. 13 of 2013 concerning the prohibition of using child labour b. Law No.1 of 2000 <i>Ratifikasi Konvensi ILO No. 182 Mengenai Pelarangan dan Tindakan Segera Penghapusan Bentuk-Bentuk Pekerjaan Terburuk untuk Anak</i> c. Law No. 20 of 1999 <i>Ratifikasi Konvensi ILO No. 138 Tahun 1973 Mengenai Batas Usia Minimum Diperbolehkan Bekerja.</i> <p>Disseminations/trainings of these SOP/Policy have been conducted in July 2021 to all members. The topics covered:</p> <ol style="list-style-type: none"> a. Compliance with the minimum age of workers and as defined by local, state, or national law, b. Not exposing children to hazardous work. c. Providing adult supervision of young people working on the farm. d. Ensuring the practice of children’s rights to education is unrestricted and respected <p>The smallholders have signed statements/declarations that the farmers are committed to not using child labour. This statement is stated in the “RSPO Certification Commitment” on number D.8; that</p>	<p>Complied</p>
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		<p>"Ensure that there are no child labour practices in plantation operations and stop the practice of child labour that is still running". Sample was seen for:</p> <ul style="list-style-type: none"> a. RSPO Certification Commitment of Zulkifli dated 22 May 2021 b. RSPO Certification Commitment of Dwi Puji Rahayu dated 22 July 2021 c. RSPO Certification Commitment of Nuryanto dated 22 May 2021 d. RSPO Certification Commitment of Samuri dated 07 May 2021 e. RSPO Certification Commitment of Suprianto dated 23 May 2021 	
<p>Milestone A</p>	<p>Group managers and smallholders implement measures to protect children as follows:</p> <ol style="list-style-type: none"> 1. There are no workers on smallholder farms under the age of 18. 2. Children are only permitted to help on family farms and are not permitted to perform hazardous work that may be physically or mentally harmful and that may intervene with the educational activities at school. 3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable. (Young workers are not permitted in Indonesia). 	<p>PPTBS has a policy regarding prohibition of child labour set in Decree No : 02/SK-Perkumpulan-PTBS/VII/2021 regarding "Larangan Menggunakan Tenaga Kerja Anak dibawah Umur" dated 17 July 2021, set that:</p> <ul style="list-style-type: none"> a. For Cooperative members not to employ children under 18 years of age. b. And for children aged 13-17 years, if they work in the field with the aim of helping their parents, it must be under parental supervision, and not do risky jobs. <p>This policy refers to the existing laws and regulations in Indonesia and international such as :</p> <ul style="list-style-type: none"> a. Law No. 13 of 2013 concerning the prohibition of using child labour b. Law No.1 of 2000 <i>Ratifikasi Konvensi ILO No. 182 Mengenai Pelarangan dan Tindakan Segera Penghapusan Bentuk-Bentuk Pekerjaan Terburuk untuk Anak</i> c. Law No. 20 of 1999 <i>Ratifikasi Konvensi ILO No. 138 Tahun 1973 Mengenai Batas Usia Minimum Diperbolehkan Bekerja.</i> <p>Disseminations/trainings of these SOP/Policy have been conducted in July 2021 to all members. The topics covered:</p>	<p>Complied</p>

		<ul style="list-style-type: none"> a. Compliance with the minimum age of workers and as defined by local, state, or national law, b. Not exposing children to hazardous work. c. Providing adult supervision of young people working on the farm. d. Ensuring the practice of children’s rights to education is unrestricted and respected <p>During field observation to sample of smallholder plots, it was not found child labour in harvesting activities.</p>	
<p>Milestone B</p>	<p>Group managers and smallholders implement measures to protect children as follows:</p> <ul style="list-style-type: none"> 1. There are no workers on smallholder farms under the age of 18. 2. Children are only permitted to help on family farms and are not permitted to perform hazardous work that may be physically or mentally harmful and that may intervene with the educational activities at school. 3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable. (Young workers are not permitted in Indonesia). 	<p>PPTBS has a policy regarding prohibition of child labour set in Decree No : 02/SK-Perkumpulan-PTBS/VII/2021 regarding “Larangan Menggunakan Tenaga Kerja Anak dibawah Umur” dated 17 July 2021, set that:</p> <ul style="list-style-type: none"> a. For Cooperative members not to employ children under 18 years of age. b. And for children aged 13-17 years, if they work in the field with the aim of helping their parents, it must be under parental supervision, and not do risky jobs. <p>This policy refers to the existing laws and regulations in Indonesia and international such as :</p> <ul style="list-style-type: none"> a. Law No. 13 of 2013 concerning the prohibition of using child labour b. Law No.1 of 2000 <i>Ratifikasi Konvensi ILO No. 182 Mengenai Pelarangan dan Tindakan Segera Penghapusan Bentuk-Bentuk Pekerjaan Terburuk untuk Anak</i> c. Law No. 20 of 1999 <i>Ratifikasi Konvensi ILO No. 138 Tahun 1973 Mengenai Batas Usia Minimum Diperbolehkan Bekerja.</i> <p>Disseminations/trainings of these SOP/Policy have been conducted in July 2021 to all members. The topics covered:</p>	<p>Complied</p>

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		<ul style="list-style-type: none"> a. Compliance with the minimum age of workers and as defined by local, state, or national law, b. Not exposing children to hazardous work. c. Providing adult supervision of young people working on the farm. d. Ensuring the practice of children’s rights to education is unrestricted and respected 	
<p>Criteria 3.3: Workers’ pay complies with minimum legal requirements, mandatory industry standards as defined by national law or collective bargaining, whichever takes priority in local regulations.</p>			
<p>Eligibility</p>	<p>Smallholders commit to pay workers according to at least equal to the Minimum Wage based on the smallholder’s location as applicable by law (refer to indicator 1.1E / Appendix 1).</p>	<p>PPTBS has committed to pay workers with a minimum wage in accordance to Decree No. 12/SK-PERKUMPULAN-PTBS/VII/2021 “tentang Pembayaran Upah” dated 17 July 2021 concerning Wage Payments, mentioned that PPTBS will pay worker’s wages referring to applicable government regulation. If the wage is lower than the stipulated, it must be explained by the conversion system of working hours or a special situation.</p> <p>Disseminations/trainings of these SOP/Policy have been conducted in 9 March 2022, attended by 23 members.</p> <p>The smallholders have signed statements/declarations that the farmers are committed to not using child labour. This statement is stated in the “RSPO Certification Commitment” on number D.4; that “Paid minimum wage in accordance to national rule”. Sample was seen for :</p> <ul style="list-style-type: none"> a. RSPO Certification Commitment of Zulkifli dated 22 May 2021 b. RSPO Certification Commitment of Dwi Puji Rahayu dated 22 July 2021 c. RSPO Certification Commitment of Nuryanto dated 22 May 2021 d. RSPO Certification Commitment of Samuri dated 07 May 2021 e. RSPO Certification Commitment of Suprianto dated 23 May 2021 	<p>Complied</p>

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		<p>Based on interview to the smallholders in the field, they stated their commitment to pay the workers referring to the minimum wage set by government.</p> <p>PPTBS documented the annual Governor Decree concerning minimum wage, then the PPTBS set the conversion of rates of operational activities, that are described below:</p> <p>Minimum Wage of 2021:</p> <p>Based on Governor Decree No. 883/KEP.GUB/DISNAKERTRANS-3.3/2020 dated 2 November 2020 concerning the determination of the Jambi Province Minimum Wage of 2021, amount of IDR 2,630,162.13 per month.</p> <p>Minimum Wage of 2022:</p> <p>Based on Governor Decree No. 10565/KEP.GUB/DISNAKERTRANS-3.3/2021 dated 16 December 2021 "tentang penetapan UMP tahun 2022" concerning the determination of the Jambi Province Minimum Wage of 2022, amount of IDR 2,698,940.87</p> <p>Conversion in accordance to PP No 36/2021</p> <table border="1" data-bbox="1131 965 1825 1117"> <thead> <tr> <th>Minimum Wage</th> <th>Monthly (IDR)</th> <th>Rate per hours (IDR)</th> </tr> </thead> <tbody> <tr> <td>2021</td> <td>2,630,162.13</td> <td>20,874.30</td> </tr> <tr> <td>2022</td> <td>2,698,940.87</td> <td>21,420.17</td> </tr> </tbody> </table> <p>For harvesting there is harvester who individually hired by the smallholder but still monitor by the organizations because related to FFB production</p> <p>For spraying usually hired by the smallholder, meanwhile for manuring conduct by themselves (smallholder).</p> <p>Payrate for workers :</p> <table border="1" data-bbox="1131 1340 1948 1388"> <thead> <tr> <th>Worker</th> <th>Wages (IDR)</th> <th>Indicator</th> <th>Achievement</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Minimum Wage	Monthly (IDR)	Rate per hours (IDR)	2021	2,630,162.13	20,874.30	2022	2,698,940.87	21,420.17	Worker	Wages (IDR)	Indicator	Achievement					
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		<table border="1"> <tr> <td>Harvester</td> <td>200,000</td> <td>Ton per FFB</td> <td>4 hours</td> </tr> <tr> <td>Sprayer</td> <td>250,000</td> <td>Per Ha</td> <td>4 hours</td> </tr> </table>	Harvester	200,000	Ton per FFB	4 hours	Sprayer	250,000	Per Ha	4 hours	
Harvester	200,000	Ton per FFB	4 hours								
Sprayer	250,000	Per Ha	4 hours								
Milestone A	Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups, including women.	During field observation and interview with the workers, it was found the wage they received in accordance to the agreement, example IDR 200,000 for 1 ton FFB.	Complied								
Milestone B	Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups including women.	The workers also mentioned that there is no discrimination related to race, ethnic group, or religion. Moreover, the smallholders did not employ female worker.	Complied								
Criteria 3.4: Workers understand their rights and freedom to file a complaint/grievance to group manager or relevant third parties, including RSPO.											
Eligibility	Smallholders commit to respect the rights of workers to file a complaint/grievance (refer to indicator 1.1E / Appendix 1).	Smallholder members has signed statements/declarations commitment that the smallholder member are committed to respect the rights of workers to file a complaint/grievance. This statement is stated in the "RSPO Certification Commitment" on number D.5; that "Respect the rights of workers to file a complaint/grievance". Sample was seen for :	Complied								

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		<ul style="list-style-type: none"> a. RSPO Certification Commitment of Zulkifli dated 22 May 2021 b. RSPO Certification Commitment of Dwi Puji Rahayu dated 22 July 2021 c. RSPO Certification Commitment of Nuryanto dated 22 May 2021 d. RSPO Certification Commitment of Samuri dated 07 May 2021 e. RSPO Certification Commitment of Suprianto dated 23 May 2021 <p>PPTBS has a procedure for Grievance Submission of Smallholder No. No. 05/SOP-U-PELPED/VII/2021 dated 15 July 2021, explaining that:</p> <ul style="list-style-type: none"> 1. Members can submit their suggestions or complaints (public) to the group leader or directly to the Unit Pengaduan (complaint unit) PPTBS in the form of oral, written, telephone, or electronic message (SMS, email, etc.) 2. If the complaint goes through the Group Leader (Ketua KT), then the group leader must submit it to the Cooperative Management, then the officer appointed by the cooperative management will record the complaint in the Member's Suggestion/Complaints Book. 3. If the complaint is an important matter and needs to be kept confidential, then the report or complaint from the member will be recorded in the Unpublished Member's Important Complaints Book, where the issues are cover about: <ul style="list-style-type: none"> - Everything that concern about race, tribe, religion and conflict - Domestic violence - Sexual harassment - Human Rights Violation - Matters of a criminal nature 4. The identity of the Whistleblower/complainant will be kept confidential. Cooperative management or appointed officers are 	
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		<p>prohibited from revealing the identity of the whistleblower/complainant to the public or other parties, except to the authorized party (Police)</p> <ol style="list-style-type: none"> 5. Complaints from members will be discussed in the Cooperative Management meeting and will be responded to at least within 2 weeks. 6. For complaints that are suggestions, complaints and criticisms, if a decision is obtained, the reporting party will be explained about the meeting and the results of the decision, the explanation can be done verbally or in writing. 7. If there are things that are considered unsatisfactory, a deliberation will be carried out again 8. Complaints as mentioned in point number 3, will be identified and investigated by the Cooperative Management. If the problem can be resolved amicably and through deliberation, the management will hold a meeting inviting the reported party. And, if the problem is still not resolved, the Cooperative Management will submit the problem to the competent authorities for follow-up. <p>The confidentiality of the Reporting Person is guaranteed as mentions in point 4 above. The subject of the complaints which is confidential, if it cannot be resolved internally in the PPTBS, the PPTBS management will submit the matter to the competent authority for further action.</p> <p>Disseminations/trainings of these SOP have been conducted in July 2021 and attended by 109 members.</p> <p>Based on interview with sample of smallholders, they mentioned that they committed to respect the workers right to submit grievance. Based on interview with workers in the field, they have mentioned that they were given awareness about the right to submit grievance to any party. At the PPTBS secretariat, has sighted the Grievance Logbook,</p>	
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		Grievance box located at office and form of grievance submission. There is no official complaint submitted to PPTBS official based on interview and logbook review.	
Milestone A	Smallholders complete training on workers' rights to file a complaints/grievance and communicate to workers the means to file a complaint/grievance.	<p>Smallholder members has signed statements/declarations commitment that the smallholder member is committed to respect the rights of workers to file a complaint/grievance. This statement is stated in the "RSPO Certification Commitment" on number D.5; that "Respect the rights of workers to file a complaint/grievance". Sample was seen for :</p> <ul style="list-style-type: none"> a. RSPO Certification Commitment of Zulkifli dated 22 May 2021 b. RSPO Certification Commitment of Dwi Puji Rahayu dated 22 July 2021 c. RSPO Certification Commitment of Nuryanto dated 22 May 2021 d. RSPO Certification Commitment of Samuri dated 07 May 2021 e. RSPO Certification Commitment of Suprianto dated 23 May 2021 <p>PPTBS has a procedure for Grievance Submission of Smallholder No. 05/SOP-U-PELPED/VII/2021 dated 15 July 2021, explaining that:</p> <ul style="list-style-type: none"> 1. Members can submit their suggestions or complaints (public) to the group leader or directly to the Unit Pengaduan (complaint unit) PPTBS in the form of oral, written, telephone, or electronic message (SMS, email, etc.) 2. If the complaint goes through the Group Leader (Ketua KT), then the group leader must submit it to the Cooperative Management, then the officer appointed by the cooperative management will record the complaint in the Member's Suggestion/Complaints Book. 3. If the complaint is an important matter and needs to be kept confidential, then the report or complaint from the member will be recorded in the Unpublished Member's Important Complaints 	Complied

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		<p>Book, where the issues are cover about:</p> <ul style="list-style-type: none"> - Everything that concern about race, tribe, religion and conflict - Domestic violence - Sexual harassment - Human Rights Violation - Matters of a criminal nature <p>4. The identity of the Whistleblower/complainant will be kept confidential. Cooperative management or appointed officers are prohibited from revealing the identity of the whistleblower/complainant to the public or other parties, except to the authorized party (Police)</p> <p>5. Complaints from members will be discussed in the Cooperative Management meeting and will be responded to at least within 2 weeks.</p> <p>6. For complaints that are suggestions, complaints and criticisms, if a decision is obtained, the reporting party will be explained about the meeting and the results of the decision, the explanation can be done verbally or in writing.</p> <p>7. If there are things that are considered unsatisfactory, a deliberation will be carried out again</p> <p>8. Complaints as mentioned in point number 3, will be identified and investigated by the Cooperative Management. If the problem can be resolved amicably and through deliberation, the management will hold a meeting inviting the reported party. And, if the problem is still not resolved, the Cooperative Management will submit the problem to the competent authorities for follow-up.</p> <p>The confidentiality of the Reporting Person is guaranteed as mentions in point 4 above. The subject of the complaints which is confidential, if it cannot be resolved internally in the PPTBS, the PPTBS</p>	
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		<p>management will submit the matter to the competent authority for further action.</p> <p>Disseminations/trainings of these SOP have been conducted in July 2021 and attended by 109 members.</p> <p>Based on interview with sample of smallholders, they mentioned that they committed to respect the workers right to submit grievance.</p>	
Milestone B	Workers are aware of and have access to an effective means for filing a complaint/grievance.	<p>Refer to Milestone A above.</p> <p>Based on interview with workers in the field, they have mentioned that they were given awareness about the right to submit grievance to any party. In the PPTBS secretariat, has been sighted the Logbook of Grievance, Grievance box located in PPTBS office and form of grievance submission. There is no official complaint submitted to KUD official based on interview and logbook review.</p>	Complied
Criteria 3.5: Working conditions and facilities are safe and meet minimum legal requirements.			
Eligibility	Smallholders commit to providing safe working conditions and facilities (refer to indicator 1.1E / Appendix 1).	<p>The smallholders have signed statements/declarations that the farmers are committed to not using child labour. This statement is stated in the "RSPO Certification Commitment"; that "Providing a safe working condition and facilities". Sample was seen for:</p> <ul style="list-style-type: none"> a. RSPO Certification Commitment of Zulkifli dated 22 May 2021 b. RSPO Certification Commitment of Dwi Puji Rahayu dated 22 July 2021 c. RSPO Certification Commitment of Nuryanto dated 22 May 2021 d. RSPO Certification Commitment of Samuri dated 07 May 2021 <p>RSPO Certification Commitment of Suprianto dated 23 May 2021</p>	Complied
Milestone A	Smallholders, workers, and family members who work at the farm complete training and are aware of health and safety risks associated	PPTBS has identify the OHS risk and analysis as per "Pengendalian Resiko dan Penggunaan APD" No. 06/SOP-U-B3K3/VII/2021. OHS risk analysis covering office activity, fertilizer and agrochemical warehouse, harvesting, FFB transportation, manuring and upkeeping.	Complied

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	<p>with farm work, (including that of pesticide use) and how to mitigate them.</p>	<p>OHS risk analysis planning for evaluation annually by ICS. For 2022, the evaluation planned in March 2022.</p> <p>Training for OHS and safety risk associated with farm work (including that of pesticide use) and how to mitigate them has been conducted regularly by ICS PPTBS, latest training conducted on 15 – 16 June 2021. Evidence of training were available as per “Berita Acara Pelatihan Damkar Basic Fire” dated 02 November 2021.</p> <p>Fire handling training has been carried out on 02 November 2021 by PT IIS Muara Bulian of training can be shown and during audit ICS team can be demonstrated the fire handling technique.</p> <p>Training for pesticide use was conducted on 15 June 2021 cooperated with SETARA and PT IIS Muara Bulian. Records was reviewed such as “Notulent List Pelatihan Pengaplikasian dan K3 dalam Penggunaan Pestisida Terbatas di Kebun Rakyat”.</p> <p>During interview with smallholder confirmed that smallholder member are aware with health and safety risk in their activity of farm work.</p> <p>PPTBS has provide PPE for smallholder member including workers:</p> <ul style="list-style-type: none"> • Harvester: Safety helmet, Safety boots • Spraying workers: Apron, Masker, Rubber Hand gloves, Safety glasses <p>APAR is available in PPTBS as an emergency tool in case of fire.</p>	
<p>Milestone B</p>	<p>Workers, including smallholder family members, have access to safe working conditions and amenities that include:</p> <ul style="list-style-type: none"> • Safe and adequate housing, where applicable, • Access to basic first aid supplies • Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work. • Adequate drinking water 	<p>Workers including smallholder family member have access to safe working conditions and amenities. Each worker and smallholder has their own housing.</p> <p>During field visit to smallholder housing shown that the housing condition is standard for health and safety, working equipment for harvesting store in speared place, herbicide/pesticide store in the separate place. Adequate drinking water and access to toilet are</p>	<p>Non-compliance</p>

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	<ul style="list-style-type: none"> • Access to toilets 	<p>available in their own housing based on field visit to smallholder and workers housing.</p> <p>During field visit, PPTBS has provide adequate field toilet in the field, every Group Farmer have 1 field toilet, total of field toilets is 7 toilets for 7 group farmers.</p> <p>PPE was provided by PPTBS, as mentioned in the Berita Acara Penyerahan APD Safety Helmet, Boots, Sarung Egrek on 22 August 2022.</p> <p>Guidance for first aid handling stated in "Prosedur K3" No. 03/SOP-U-B3K3/VII/2021 dated 15 July 2021.</p> <p>Non Conformance:</p> <p>Organizations and independent smallholders have not yet ensured that first aid kits can be properly accessed by workers in the field.</p> <p>Objective evidence:</p> <p>Based on field visit to the persil and interview with the ICS Team (Unit K3), it was known that there is no first aid kit in the field or Kelompok Tani, the first aid kit only available at PPTBS office, furthermore there is no proof of delivery of the first aid kit to the Kelompok Tani from organization.</p> <p>SOP K3 No. No. 03/SOP-U-B3K3/VII/2021 dated 15 July 2021 also has mentioned that the organization must provide first aid kit in the field.</p>	
Criteria 3.6: There is no discrimination, harassment, or abuse on the farm.			
Eligibility	Smallholders commit to no discrimination, harassment or abuse on the farm (refer to indicator 1.1E / Appendix 1).	Head of PPTBS has established Policy/Decree concerning Forced Labour, Discrimination and Human Trafficking in Decree Number 14/SK-Perkumpulan-PPTBS/VII/2021 dated 17 July 2021, stated: <ul style="list-style-type: none"> a. Every cooperative member prohibited to conduct discriminative (color, race, tribe, religion, group, gender, and politic affiliation) 	Complied

		<p>b. Prohibited to do or conduct forced labour to workers or someone else in every situation.</p> <p>c. Prohibited to do human trafficking in every form and also no using illegal worker.</p> <p>For harassment, ruled out in Decree Human Rights No. 06/SK-PERKUMUPLAN-PPTBS/VII/2021 dated 17 July 2021 stated that: Whereas each PPTBS member is prohibited from taking actions that violate human rights, some of which include human rights are:</p> <ol style="list-style-type: none"> 1. The right to life, to maintain life and to improve the standard of living 2. The right to have a family and continue the lineage in accordance with applicable laws 3. The right not to be tortured, enslaved and abused. <p>Disseminations/trainings of these SOP/Policy have been conducted in July 2021 and attended by 109 members. Rest of smallholder member are socialized on August 2021.</p> <p>The smallholders have signed statements/declarations that the farmers are committed to not using child labour. This statement is stated in the "RSPO Certification Commitment" on number D.7; that "No discrimination, harassment or violence in plantation". Sample was seen for:</p> <ol style="list-style-type: none"> a. RSPO Certification Commitment of Zulkifli dated 22 May 2021 b. RSPO Certification Commitment of Dwi Puji Rahayu dated 22 July 2021 c. RSPO Certification Commitment of Nuryanto dated 22 May 2021 d. RSPO Certification Commitment of Samuri dated 07 May 2021 <p>RSPO Certification Commitment of Suprianto dated 23 May 2021</p>	
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<p>Milestone A</p>	<p>Smallholders complete training on workplace discrimination, harassment and abuse and are aware of the need for a safe workspace.</p>	<p>Refer to Eligibility. Smallholders has complete training on workplace discrimination, harassment and abuse on July – August 2021. Evidence of training can be shown during audit such as: attendance list, minutes of training. During interview with smallholder sampled, they have aware of the need for a safe workspace. Based on interview with sample of smallholders, are mentioned that the smallholders committed in anti discrimination in any form, no harassment and abuse in the farm.</p>	<p>Complied</p>
<p>Milestone B</p>	<p>Workers freely express that they are working in a place that is free from discrimination, harassment or abuse.</p>	<p>Refer to Eligibility. Smallholders has complete training on workplace discrimination, harassment and abuse on July – August 2021. Evidence of training can be shown during audit such as: attendance list, minutes of training. During interview with smallholder sampled, they have aware of the need for a safe workspace. Based on interview with workers in the field, they have mentioned awareness about smallholder commitment in anti discrimination and harassment. They mentioned that there was no discriminations and harassments performed by smallholder. If there is any in the future, workers can submit grievance/complaint to PPTBS based on applicable procedure.</p>	<p>Complied</p>

Principle 4: Protect, conserve and enhance ecosystems and the environment
 Protect the environment, conserve biodiversity, enhance ecosystems and ensure sustainable management of natural resources.

Preamble
High Conservation Value (HCVs) and High Carbon Stock (HCS) forests
 This ISH Standard is pursuing the objective of the RSPO Smallholder Strategy to increase smallholder inclusion, prioritise improved practices that also benefit smallholder livelihoods, whilst also upholding the core sustainability requirements. This includes the protection of areas of HCV and HCS forests. The RSPO has developed a simplified HCV methodology for identifying, protecting and managing HCVs that provides guidance for both existing and new planting.

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Aligned with the new HCS requirements in the RSPO P&C 2018, the RSPO, in consultation with the HCSA Steering Group, intends to develop a simplified combined HCV-HCS approach to identify and protect HCS forests. The simplified and combined HCV-HCS approach for independent smallholders will be open to public consultation and will be published no later than November 2020.

In the meantime, independent smallholders are not allowed to clear any primary forests, and/or any areas required to protect or enhance HCV and HCS forests, as committed by signing the Smallholder Declaration. Until the simplified combined HCV-HCS approach and tool for independent smallholders is available, new planting will only be permitted in low risk areas. The definition and procedure for identification of low risk areas will be defined by a Smallholder No Deforestation Task Force.

Remediation and Compensation Procedure (RaCP)

Remediation and compensation are required for any clearance since November 2005 without prior HCV assessment (see criterion 4.2) and any clearance since November 2019 without prior HCS assessment.

The requirements as outlined in the RaCP (2015) is not fully applicable for independent smallholders. For independent smallholders, this RSPO ISH Standard is focused on developing an appropriate RaCP mechanism such as on-site remediation (with funding mechanisms to be determined) as this is contextually appropriate to the scale of independent smallholder production and enables independent smallholders to maximise positive environmental impact on-site. The requirement means that quantified liability is disclosed and assessed through a land use change analysis (LUCA) fully supported and funded by the RSPO Secretariat.

Procedural Note: The RaCP mechanism for independent smallholder will not be an obstacle to the independent smallholder certification process since it is not yet available.

Criteria 4.1: High Conservation Values (HCVs) on the smallholder plot or within the managed area and High Carbon Stock (HCS) forests identified after November 2019 using the simplified combined HCV-HCS approach, are managed to ensure that they are maintained and/or enhanced.

Eligibility	Smallholders commit to protect HCVs and HCS forests through the precautionary practices approach (refer to indicator 1.1E / Appendix 1).	<p>Smallholder member of PPT Bukit Sankilan has signed commitment to protect HCV and HCS forests through the precautionary practices approach. The commitment present in "Pernyataan Pekebun" point 12 stated that smallholder committed to "melindungi NKT dan hutan SKT melalui pendekatan praktik kehati-hatian".</p> <p>Sample seen for smallholder commitment:</p> <ul style="list-style-type: none"> - Mukhlisin, ID No. PTBS-0009, commitment signed dated 07/09/2021 - Suyuti, ID No. PTBS-0013, commitment signed dated 28/05/2021 - Joko Toni, ID No. PTBS-0018, commitment signed dated 01/08/2021 - Ermahadi, ID No. PTBS-0032, commitment signed dated 15/10/2021 - Pori Sandra, ID No. PTBS-0015, commitment signed dated 20/06/2021 	Complied
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		<ul style="list-style-type: none"> - Misli, ID No. PTBS-0002, commitment signed dated 18/06/2021 - Surono, ID No. PTBS-0008, commitment signed dated 07/07/2021 Suhari, ID No. PTBS-0019, commitment signed dated 12/05/2021 	
Milestone A	<p>Smallholders complete training on and are aware of:</p> <ul style="list-style-type: none"> • The importance of maintaining and conserving HCVs and HCS forests • Human-wildlife conflict and mitigation efforts; • Rare, threatened and endangered species and important ecosystems. 	<p>Training HCV has been conducted on 7 – 11 September 2021 and 28 October 2021 dated. Record of training in the form of attendance list, training material and minutes of training are available during audit. Evidence of training can be shown in “Notulen Pelatihan dan Penyuluhan HCV” and attendance list.</p> <p>During interview with smallholder member sampled confirmed that they have attend the training and aware of the importance in maintaining and conserving HCV, RTE species and mitigation of wildlife conflict.</p>	Complied
Milestone B	<p>Smallholders implement precautionary practices and manage and maintain rare, threatened and endangered species, HCVs and HCS forests, where applicable.</p>	<p>Putra Tunggal Bukit Sangkilan has establish the procedure of:</p> <ul style="list-style-type: none"> - SOP Penanganan Konflik Manusia dan Satwa Liar No: 03/SOP-U-Lingkungan/VII/2017, dated 15 July 2021. Procedure described the flow process of mitigation of wildlife-human conflict. All smallholder member shall be informed the conflict occur in the field to BKSDA to be mitigate by Satgas Penanggulangan Konflik antara Manusia dan Satwa Liar. - SOP Perlindungan Satwa Liar atau Langka No: 04/SOP-U-Lingkungan/VII/2021 dated 15 July 2021. SOP described the wildlife protection mechanism in the field by smallholder member. <p>Wildlife monitoring has been conducted by Kelompok Tani and record in “Pemantauan Satwa liar di Areal Kebun” sample seen: wildlife monitoring record October and December 2021 at KT Ujung Tanjung, KT Harapan maju and KT Lancar Jaya wildlife presence such as: <i>Naja sumatrana</i>, <i>Phyton reticulatus</i>, <i>Macaca nemestrina</i>, <i>Varanus salvator</i>, <i>Ictinaetus malayensis</i>, <i>Elanus caeruleus</i>, <i>Halcyon chloris</i>.</p>	Complied

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Criteria 4.2: Where the existing smallholder plot has been planted and cleared after November 2005 or is on an area identified as HCS forests after November 2019 up to the eligibility period, a RaCP process appropriate for smallholders based on Land Use Change Analysis (LUCA) will be applicable (reference preamble).			
Eligibility	<p>Smallholders provide information on all smallholder plots converted and planted with oil palm after November 2005, through use of the simplified combined HCV-HCS approach for Smallholders (refer to indicator 1.1E / Appendix 1).</p>	<p>HCV assessment has been conducted by PPT Bukit Sangkilan in cooperation with SETARA Jambi (NGO). Report of HCV assessment are available as per "Laporan Penilaian NKT di Areal Usaha Perkebunan Sawit Petani Asosiasi Putra Tunggal Bukit Sangkilan (APTBS)" dated 3 November 2021.</p> <p>HCV identification conducted since March – October 2021.</p> <p>According to HCV report stated that HCV assessment conducted in area of 383.33 ha and 7 Kelompok Tani.</p> <p>Based on HCV identification, there are HCV identified in around area of PPT Bukit Sangkilan:</p> <ul style="list-style-type: none"> - Sungai Sangkilan (HCV 4.1) – Sangkilan river - TPU Beringin Kembar (HCV 6) – Public cemetery - TPU Bumi Sangkilan (HCV 6) – Public cemetery 	Complied
Milestone A	<p>Group members develop a plan to identify the maximum area for on-site remediation of HCVs lost since November 2005 and HCS forests lost since November 2019, through a participatory process and the plan is submitted to RSPO.</p>	<p>PPT Bukit Sangkilan has provide Land Use Change Analysis report as per "LUC Analysis Verification Result Document" by PT Hijau Daun Environment Consultant version 1 30-05-2022.</p> <p>According to LUCA report confirmed the summary information:</p> <ul style="list-style-type: none"> - Total area of management unit: 383.33 ha (255.41 ha with self declared liability) - Total area of raw liability: 216.81 ha - Total area of conservation liability 0 ha - Environmental remediation: 5.58 ha - Date when this report was prepared: May 2022 - LUCA status: Pass 	Complied

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		<p>According to email from RSPPO dated 31 May 2022 confirmed that Final LUCA report Asosiasi Putra Tunggal Bukit Sangkilan, status: Pass, final conservation liability 0 ha, environmental remediation area 5.58 ha.</p> <p>Remediation area is categorized as sloping area. Putra Tunggal Bukit Sangkilan has develop the plan for remediation the sloping area as below:</p> <ul style="list-style-type: none"> - Making terracing/individual terracing to prevent soil erosion - Frond stacking in the sloping area to prevent the soil erosion - Selective weeding and conserve the land cover crops in the sloping area - Not conducting the replanting in the sloping area. <p>During field visit to smallholder plots sampled, the sloping area has been maintained accordingly.</p>	
<p>Milestone B</p>	<p>An RSPO-approved plan to remediate for HCVs lost since November 2005 and HCS forests lost since November 2019 is implemented.</p>	<p>PPT Bukit Sangkilan has provide Land Use Change Analysis report as per "LUC Analysis Verification Result Document" by PT Hijau Daun Environment Consultant version 1 30-05-2022.</p> <p>According to LUCA report confirmed the summary information:</p> <ul style="list-style-type: none"> - Total area of management unit: 383.33 ha (255.41 ha with self declared liability) - Total area of raw liability: 216.81 ha - Total area of conservation liability 0 ha - Environmental remediation: 5.58 ha - Date when this report was prepared: May 2022 - LUCA status: Pass <p>According to email from RSPPO dated 31 May 2022 confirmed that Final LUCA report Asosiasi Putra Tunggal Bukit Sangkilan, status: Pass,</p>	<p>Complied</p>

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		<p>final conservation liability 0 ha, environmental remediation area 5.58 ha.</p> <p>Remediation area is categorized as sloping area. Putra Tunggal Bukit Sangkilan has develop the plan for remediation the sloping area as below:</p> <ul style="list-style-type: none"> - Making terracing/individual terracing to prevent soil erosion - Frond stacking in the sloping area to prevent the soil erosion - Selective weeding and conserve the land cover crops in the sloping area - Not conducting the replanting in the sloping area. <p>During field visit to smallholder plots sampled, the sloping area has been implemented and maintained accordingly.</p>	
<p>Criteria 4.3: New planting of independent smallholders, since November 2019:</p> <ul style="list-style-type: none"> • Do not replace any HCVs • Do not replace any HCS forests as defined by the simplified combined HCV-HCS approach • Are not on steep slopes (more than 22 degrees or as in the National Interpretation) in reference to Indonesian regulations (Minister of Agriculture No. 47/2006 on Guide to Agriculture on Mountainous Areas). Slope must not be more than or equal to 40%. • Are not on peat areas of any depth - In reference to the definition of peat in Government Regulation No. 57/206 on Peat Ecosystem Protection and Management. 			
Eligibility	<p>Smallholders provide information on all planned new planting and commit to no new planting are on HCVs or HCS forests, on steep slopes (more than 22 degrees or as in the National Interpretation) or on peat (refer to indicator 1.1E / Appendix 1).</p>	<p>Based on data of palm oil planting PPT Bukit Sangkilan, there is no palm oil planted after November 2019 or new planting after November 2019. All smallholder plots has been planted since 1996 – 2016.</p> <p>Based on interview with smallholder members, ICS and cooperatives it was confirmed that there is no planned for new plantings for their plantation. All member plantation are existing palm oil plantation.</p> <p>Smallholder member has signed the commitment in “Pernyataan Pekebun” which stated in point D.11 that “No new planting or no expansion of existing farms in primary forests, HCV areas, HCS forests,</p>	Complied

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		<p>in riparian areas, or on steep slopes (more than 25 degrees or as in National Interpretation)". Sample was seen for :</p> <ul style="list-style-type: none"> - Mukhlisin, ID No. PTBS-0009, commitment signed dated 07/09/2021 - Suyuti, ID No. PTBS-0013, commitment signed dated 28/05/2021 - Joko Toni, ID No. PTBS-0018, commitment signed dated 01/08/2021 - Ermahadi, ID No. PTBS-0032, commitment signed dated 15/10/2021 - Pori Sandra, ID No. PTBS-0015, commitment signed dated 20/06/2021 - Misli, ID No. PTBS-0002, commitment signed dated 18/06/2021 - Surono, ID No. PTBS-0008, commitment signed dated 07/07/2021 - Suhari, ID No. PTBS-0019, commitment signed dated 12/05/2021 <p>Smallholder also commit to provide information to group manajer amog others:</p> <ul style="list-style-type: none"> - Location (coordinates) of all plots currently planted with oil palm - Information on all plots converted and planted with oil palm after 2005 (through use of the simplified combined HCV-HCS approach for Smallholders) - Any plots located on steep slopes 	
Milestone A	Before any land preparation commences, group members develop an integrated management plan through a participatory approach to maintain or enhance HCVs as well as HCS forests identified after November 2019, as identified by the simplified combined HCV-HCS approach, before any land preparation commences.	<p>Based on data of palm oil planting PPT Bukit Sangkilan, there is no palm oil planted after November 2005. All smallholder plots has been planted since 1996 – 2016. All member plantation are existing plantation.</p> <p>Based on interview with smallholder members, ICS and cooperatives it was confirmed that there is no planned for new plantings for their plantation. All member plantation are existing palm oil plantation.</p>	Not Applicable
Milestone B	Smallholders have an RSPO approved integrated management plan for their planned new planting and share a notice of this plan with those	Based on data of palm oil planting PPT Bukit Sangkilan, there is no palm oil planted after November 2005. All smallholder plots has been	Not Applicable

	involved in the participatory mapping before any land preparation commences.	planted since 1996 – 2016. All member plantation are existing plantation. Based on interview with smallholder members, ICS and cooperatives it was confirmed that there is no planned for new plantings for their plantation. All member plantation are existing palm oil plantation.	
Criteria 4.4: Where smallholder plots exist on peat, subsidence and degradation of peat soils is minimised by use of best management practices.			
Eligibility	Group manager confirms presence of peat on existing plots within the group and smallholders on peat commit to using best management practices (BMPs), and minimizing subsidence and degradation of peat soils (refer to indicator 1.1E / Appendix 1).	Soil maps available in "Peta Jenis Tanah Terhadap Sebaran Kebun Anggota PPTBS" with scale 1 : 80,000. PPT Bukit Sangkilan has overlay all smallholder plot with soil maps of Batanghari Regency, Jambi province. According to soil maps overlaying, it indicated that there were no peat soils in area of smallholder plantations. According to soil maps, soil type in smallholder plantation PPT Bukit Sangkilan consist of Orthic Acrisols (Ao) and Dystric Fluvisols (Jd). Smallholder member also has signed the commitment in "Pernyataan Pekebun" which stated in point D.13 that "13. No new planting on peat and replanting on peat only in areas with low risk of flooding and saline intrusion". Sample of commitment was seen as mention in indicator 4.3E.	Complied
Milestone A	Smallholders complete training on best management practices (BMPs) for peat. The group has an action plan to minimize risk of fire, to apply BMPs for plantings on peat and manage water systems in the certification unit.	Refer to Eligibility on soil type there were no peat soils in area of smallholder plantations. According to soil maps, soil type in smallholder plantation PPT Bukit Sangkilan consist of Orthic Acrisols (Ao) and Dystric Fluvisols (Jd). There is no action plan being implemented as there is no peat soil in PPT Bukit Sangkilan.	Complied
Milestone B	Smallholders implement the group's action plan based on BMPs, including fire and water management, and monitoring of subsidence rate for existing planting on peat.	Refer to Eligibility on soil type there were no peat soils in area of smallholder plantations. According to soil maps, soil type in smallholder plantation PPT Bukit Sangkilan consist of Orthic Acrisols (Ao) and Dystric Fluvisols (Jd).	Complied

		There is no action plan being implemented as there is no peat soil in PPT Bukit Sangkilan.	
Criteria 4.5: Plots on peat are replanted only on areas with low risk of flooding or saline intrusion as demonstrated by a risk assessment.			
Eligibility	Smallholders commit to provide information on all plans for replanting and commit that replanting will only be in areas with low risk of flooding or saline intrusion (refer to indicator 1.1E / Appendix 1).	All smallholders have signed Smallholder Declaration that commit to provide information on all plans for replanting and commit that replanting will only be in areas with low risk of flooding or saline intrusion. Currently there is no members which has conducted replanting.	Complied
Milestone A	Smallholders with plots on peat complete training on identification of future risks of flooding or saline intrusion and alternate land development strategies.	Based on documents of soil map of PPTBS in scale 1:80,000, areas of smallholders are spread in soil type of <i>Orthic Acrisols</i> and <i>Dystric Fluvisols</i> , there is no plots of ISH PPTBS member that exist on peat. Therefore, this criterion is not applicable.	Not Applicable
Milestone B	Prior to replanting on peat smallholders complete a risk assessment related to flooding or saline intrusion and, where there is high risk, present a plan that includes alternate land development strategies, referencing alternative livelihood planning.	Based on documents of soil map of PPTBS in scale 1:80,000, areas of smallholders are spread in soil type of <i>Orthic Acrisols</i> and <i>Dystric Fluvisols</i> , there is no plots of ISH PPTBS member that exist on peat. Therefore, this criterion is not applicable.	Not Applicable
Criteria 4.6: Fire is not used on the oil palm plot for preparing land or for pest control, nor open fire for waste management on the farm.			
Eligibility	Smallholders commit to no burning for preparing land or for pest control, nor open fire for waste management. Group manager records evidence of prior burning of members joining the group (refer to indicator 1.1E / Appendix 1).	All smallholder member PPT Bukit Sangkilan has signed the commitment letter which stated in point 15 that "No burning for preparing land or pest control". During interview with smallholder member sampled confirmed that they have signed the commitment and there is no evidence of open fire for land preparing, pest control and waste management. Sample was seen for : <ul style="list-style-type: none"> - Mukhlisin, ID No. PTBS-0009, commitment signed dated 07/09/2021 - Suyuti, ID No. PTBS-0013, commitment signed dated 28/05/2021 - Joko Toni, ID No. PTBS-0018, commitment signed dated 01/08/2021 	Complied

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		<ul style="list-style-type: none"> - Ermahadi, ID No. PTBS-0032, commitment signed dated 15/10/2021 - Pori Sandra, ID No. PTBS-0015, commitment signed dated 20/06/2021 - Misli, ID No. PTBS-0002, commitment signed dated 18/06/2021 - Surono, ID No. PTBS-0008, commitment signed dated 07/07/2021 Suhari, ID No. PTBS-0019, commitment signed dated 12/05/2021 	
<p>Milestone A</p>	<p>There is no physical evidence of new burning (after eligibility) for land preparation for oil palm by smallholders. Smallholders complete training on and are aware of:</p> <ul style="list-style-type: none"> • Alternatives to fire for land preparation and farm waste management (where appropriate possible). • Alternatives to fire for pest control. • Fire prevention and how to respond to and manage fires in their community and village. 	<p>All smallholder member of PPT Bukit Sangkilan has signed the commitment letter which stated in point 15 that "No burning for preparing land or pest control". Based on interview with ICS and deputi head of PPT Bukit Sangkilan, there is no land preparing by burning on 1997 – 2016. Land preparation conducted mechanically without burning. This also confirmed with smallholder member sampled (25 member) during field visit and interview.</p> <p>Smallholder member manage waste following the SOP Pengelolaan Bahan Kimia No: 01/SOP-U-K3B3/VII/2021 dated 15 July 2021 and SOP Pengelolaan Wadah Bekas Kimia No: 02/SOP-U-B3K3/VII/2021 dated 15 July 2021.</p> <p>Waste from ex chemical container/ex pesticide container are deliver by smallholder member to PPT Bukit Sangkilan storage and deliver to hazardous waste storage of PT Inti Indosawit Subur – Muara Bulian.</p> <p>PPT Bukit Sangkilan has cooperate with PT Inti Indosawit Subur – Muara Bulian to collect the hazardous waste (ex pesticide container) from smallholder member according to Approval letter from PT Inti Indosawit Subur – Muara Bulian No. 056/ES-KMB/EXT/09/2021 dated 27 September 2021 concerning "Persetujuan Permohonan Penampungan Limbah B3".</p> <p>Hazardous waste receipt from smallholder member to PPT Bukit Sangkilan record in "Catatan Serah Terima Limbah B3".</p>	<p>Non-compliance</p>

		<p>Non conformance:</p> <p>According to catatan serah terima limbah B3 it was noted that there is:</p> <ul style="list-style-type: none"> - Karung pupuk: 359 pcs - Ex Roundup container: 48 pcs - Ex Garlon container: 12 pcs - Ex Bioup container: 7 pcs <p>However based on field visit to hazardous waste storage PPT Bukit Sangkilan, it was noted that hazardous waste:</p> <ul style="list-style-type: none"> - Ex Bioup container: 6 pcs - Ex Gempur container: 1 - Ex Roundup container: 4 pcs - Karung pupu: 2 pcs - Ex Garlon container: 4 pcs - Ex Naraly container: 20 pcs <p>Hazardous waste storage was not standard, only store in the open box.</p> <p>It was not in accordance with SOP Pengelolaan Bahan Kimia No: 01/SOP-U-K3B3/VII/2021 dated 15 July 2021 stated in point 7 "Wadah bekas kimia harus tersimpan dengan baik di Gudang penampungan sementara, terdokumentasi dan terjaga dari kemungkinan pencurian dan pencemaran".</p>	
<p>Milestone B</p>	<p>Smallholders do not use fire or practice burning for land preparation, waste management or pest control on the farm. For pest control, fire may be used only in exceptional circumstances i.e. where no other effective measures exist and with prior approval of relevant authorities.</p>	<p>During interview with smallholder member (25 member) confirmed that they have aware regarding the prohibition of use fire or practice burning for land preparation, waste management or pest control on their farm.</p>	<p>Complied</p>

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		<p>During field audit to smallholder plots also confirmed that there is no evidence that smallholder members use fire for land preparation, waste management or pest control on their farm.</p> <p>All smallholder member PPT Bukit Sangkilan has signed the commitment letter which stated in point 15 that "No burning for preparing land or pest control".</p> <p>Smallholder member manage waste following the SOP Pengelolaan Bahan Kimia No: 01/SOP-U-K3B3/VII/2021 dated 15 July 2021 and SOP Pengelolaan Wadah Bekas Kimia No: 02/SOP-U-B3K3/VII/2021 dated 15 July 2021.</p>	
<p>Criteria 4.7: Riparian buffer zones are identified and managed to ensure they are maintained and/or enhanced.</p>			
<p>Eligibility</p>	<p>Group manager identifies riparian buffer zones within the group and smallholders commit to no new planting in riparian zones (refer to indicator 1.1E / Appendix 1).</p>	<p>Group manager has identifies the riparian buffer zone through HCV Assessment. HCV assessment has been conducted by PPT Bukit Sangkilan in cooperation with SETARA Jambi (NGO). Report of HCV assessment are available as per "Laporan Penilaian NKT di Areal Usaha Perkebunan Sawit Petani Asosiasi Putra Tunggal Bukit Sangkilan (APTBS)" dated 3 November 2021.</p> <p>HCV identification conducted since March – October 2021.</p> <p>According to HCV report stated that HCV assessment conducted in area of 383.33 ha and 7 Kelompok Tani.</p> <p>Based on HCV identification confirmed that there were no riparian buffer zones in smallholder members plantations, there are HCV identified in around area of plantation PPT Bukit Sangkilan:</p> <ul style="list-style-type: none"> - Sungai Sangkilan (HCV 4.1) – Sangkilan river <p>PPT Bukit Sangkilan has a plan to conserve and protect the waterways/water source by marking the boundary of waterways/riparian 3 m from waterways and install the warning signboards to prohibit the agrochemical spraying activity near to waterways. PPT Bukit Sangkilan also planting Sungkai (Pheronema</p>	<p>Complied</p>

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		<p>canescens), Bambu (Bamboos asp) to prevent the soil erosion near to waterways.</p> <p>PPT Bukit Sangkilan also has overlay the plantation maps of all smallholder member with river maps of Batanghari Regency, Jambi Province. According to maps overlay with scale 1:60,000 confirmed that there is no river in the plantation area of PPT Bukit Sangkilan, only watercourse identified: anak sungai sangkilan with location around of plantation.</p> <p>All smallholder member of PPT Bukit Sangkilan has signed the commitment letter which stated in point 11 that "No new planting or no expansion of existing farms in primary forests, HCV areas, HCS forests, in riparian areas, or on steep slopes (more than 25 degrees or as in National Interpretation)".</p>	
Milestone A	Smallholders complete training on and are aware of riparian buffer zone management, and the group has an action plan to maintain and/or enhance riparian buffer zones.	<p>Smallholder member has complete the training for riparian buffer zone management as per minutes of training "Notulen Pelatihan dan Penyuluhan HCV" dated 7 – 11 September 2021 and 28 October 2021. Record of training in the form of attendance list, training material and minutes of training are available during audit.</p> <p>During interview with smallholder member (25 member) confirmed that they have aware the riparian buffer zone management.</p>	Complied
Milestone B	Smallholders maintain and/or enhance riparian buffer zone areas.	<p>According to HCV assessment result and maps overlay of plantation maps with river maps of Batanghari Regency, Jambi Province with scale 1:60,000 confirmed that there is no river in the area of plantation PPT Bukit Sangkilan only watercourse identified: anak sungai sangkilan with location around of plantation.</p> <p>. It was also confirmed during field visit to sampled smallholder plots (25 member sampled) that there is no river in the plantation area of smallholder plots.</p>	Complied

		<p>In addition, smallholder member are aware to conserve the riparian (if any) by not apply the chemical spraying and fertilizing near to riparian area.</p> <p>PPT Bukit Sangkilan has a plan to conserve and protect the waterways/watersource by marking the boundary of waterways/riparian 3 m from waterways and install the warning signboards to prohibit the agrochemical spraying activity near to waterways. PPT Bukit Sangkilan also planting Sungkai (<i>Pheronema canescens</i>), Bambu (Bamboos asp) to prevent the soil erosion near to waterways.</p>	
<p>Criteria 4.8: Pesticides are used in ways that do not endanger health of workers, family, communities or the environment.</p>			
<p>Eligibility</p>	<p>Smallholders commit to phase out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions by:</p> <ul style="list-style-type: none"> • Immediately stopping purchasing of these pesticides • Phasing out use of remaining stock by MS A • Providing information for the group manager to keep record of pesticide purchase and use. <p>(refer to indicator 1.1E / Appendix 1)</p>	<p>Based on "Pernyataan Pekebun", smallholders commit to join the certification of RSPO Independent Smallholder and comply to the related Principle, criteria and indicator, means that include phase out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions. "SOP Penggunaan Bahan Kimia No. 07/SOP-U-B3K3/VII/2021, dated 15 Jul 2021" mentioned that uses of paraquat is prohibited.</p> <p>Based on field observation and interview with smallholders, confirmed that there is no use of paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions. All smallholder interviewed have understood that those pesticides are prohibited.</p> <p>Based on review to "Catatan Pestisida 2021-2022 PPTBS" there is no use of paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions. Pesticides uses are such as Round up and Elang (a.i. glyphosate), Ally (a.i. Metil Metsulfuron), Garlon and Kenlon (a.i. Triclopyr).</p>	<p>Complied</p>

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<p>Milestone A</p>	<p>Smallholders complete training on BMPs for pesticides including pesticide usage, awareness on risks for pregnant and breastfeeding women and young workers; storage and disposal; paraquat and pesticides listed by WHO Class 1A or 1B, the Stockholm or Rotterdam Conventions (and in compliance with 3.5).</p>	<p>Group Manager of PPTBS has issued "Surat Keputusan Larangan Mempekerjakan Ibu Hamil dan Menyusui terkait pekerjaan Pengelolaan Bahan Kimia" (decree) No.11/SK-PERKUMPULAN-PTBS/VII/2021, dated 17 Jul 2021, mentioned that pregnant and breastfeeding women are prohibited to conducted work related to chemical, including application, mixing and storekeeper. "Surat Keputusan Larangan Menggunakan Tenaga Kerja Anak di Bawah Umur" – Decree No. 02/SK-PERKUMPULAN-PTBS/VII/2021, dated 17 Jul 2021, mentioned that smallholder are prohibited to employed worker under 18 years old.</p> <p>Smallholders has completed training on Good Agricultural Practices, Integrated Pest Management and Occupational Health and Safety as per below evidence:</p> <ul style="list-style-type: none"> • Training on good agriculture practices including harvesting, fertilizer application, spraying application, upkeep and IPM, dated 7 Sep 2021, located at Bulian Jaya Village center, attended by 59 participants. • Training on OHS and SOP related worker complaint, including hazard identification, risk control, dated 8 Sep 2021, located at Bulian Jaya Village center, attended by 43 participants. • Training on RISS 2019 and HCV, dated 8 Sep 2021, located at Bulian Jaya Village center, attended by 43 participants. • Training on RISS 2019, dated 10 Sep 2021, located at Bulian Jaya Village center, attended by 44 participants. • Training on RISS 2019, dated 11 Sep 2021, located at Bulian Jaya Village center, attended by 48 participants. • Training on internal audit, dated 18 Oct 2021, located at Bulian Jaya Village center, attended by 48 participants. 	<p>Complied</p>
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		<ul style="list-style-type: none"> • Training on soil and water conservation, fertilizer application and leaf sample analysis, dated 28 Oct 2021, located at PPTBS office, attended by 42 participants. • Training on RISS 2019, PPE, economical relationship system, dated 20 Oct 2021, located at PPTBS office, attended by 42 participants. • Training on OHS and SOP related worker complaint, including hazard identification, risk control, dated 2 Nov 2021, located at Bulian Jaya Village center, attended by 90 participants. • Training on ERP and Basic fire, dated 2 Nov 2021, located at PPTBS office, attended by 85 participants. • Training on good agriculture practices including harvesting, fertilizer application, spraying application, upkeep and IPM, dated 10 Nov 2021, located at Bulian Jaya Village center, attended by 36 participants. <p>Based field observation and interview to sample of smallholders, confirmed that they are not employed pregnant and breastfeeding women and young worker as well for work related agrochemical.</p>	
<p>Milestone B</p>	<p>Smallholders implement BMPS for all pesticide use, including prohibiting use of pesticides by pregnant and breastfeeding women and young workers, and exclusion of paraquat and pesticides that are categorized as WHO Class 1A or 1B, or those listed by the Stockholm or Rotterdam Conventions, unless when authorized by relevant authorities for pest outbreaks.</p>	<p>During this initial assessment conducted field observation to sample of smallholder members. Based on field observation, verified that smallholder members are implement BMP's for all pesticide use. Based on interview with smallholders, verified that pesticides are not applied by pregnant and breastfeeding women or young workers. Based on review to "Catatan Pesticida 2021-2022 PPTBS" there is no use of paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions. Pesticides uses are such as Round up and Elang (a.i. glyphosate), Ally (a.i. Metil Metsulfuron), Garlon and Kenlon (a.i. Triclopyr).</p> <p>Record seen:</p>	<p>Complied</p>

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		<ul style="list-style-type: none"> • "Catatan Pemakaian Pestisida 2021-2022" KT Lancar Jaya. Smallholder name: <ul style="list-style-type: none"> ○ Supriyanto (0.5 Ha); chemical used: Round Up 1 liter (Apr 2021), Ally 25 gr (Apr 2021), Kenlon 1 liter (Mar 2021). ○ Dwi Puji Rahayu (2.06 Ha); chemical used: Round up 3 liter (Jan 2021), Ally 50 gr (Jan 2021). ○ Sumarno (2.72 Ha); chemical used: Round up 5 liter (Aug 2021), Ally 100 gr (Aug 2021). • "Catatan Pemakaian Pestisida 2021-2022" KT Tanjung Jati. Smallholder name: <ul style="list-style-type: none"> ○ Ernawati (1.20 Ha); chemical used: Round Up 2 liter (Aug 2021), Ally 50 gr (Aug 2021). ○ Suripah (0.87 Ha); chemical used: Round Up 1 liter (May 2021), Ally 35 gr (May 2021). ○ Gumarang (0.50 Ha); chemical used: Elang 1 liter (Jun 2021), Ally 25 gr (Jun 2021). • "Catatan Pemakaian Pestisida 2021-2022" KT Harapan Maju. Smallholder name: <ul style="list-style-type: none"> ○ Surono (0.49 Ha); chemical used: Round up 1 liter (Jun 2021), Ally 25 gr (Jun 2021). ○ Mukhlisin (1.49 Ha); chemical used: Elang 2 liter (Dec 2021), Ally 50 gr (Dec 2021). ○ Suhari (3.62 Ha); chemical used: Round Up 5 liter (Aug 2021), Ally 125 gr (Aug 2021). • "Catatan Pemakaian Pestisida 2021-2022" KT Subur Tani. Smallholder name: <ul style="list-style-type: none"> ○ Kustini (1.51 Ha); chemical used: Round up 2 liter (Jan 2021), Ally 50 gr (Jan 2021). 	
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		<ul style="list-style-type: none"> ○ Sami'ah (2.00 Ha); chemical used: Round up 3 liter (Jun 2021), Ally 75 gr (Jun 2021). ○ Kisman (1.27 Ha); chemical used: Round Up 2 liter (May 2021), Ally 50 gr (May 2021). 	
Criteria 4.9: The group and smallholders manage pests, diseases, weeds and invasive introduced species using appropriate techniques, including but not limited to Integrated Pest Management (IPM) techniques.			
Eligibility	Not applicable	Not applicable	Not Applicable
Milestone A	Smallholders complete training on and are aware of BMPs, including, but not limited to safe chemical use, IPM, weed and invasive species management.	<p>Smallholders have completed training on and are aware of Best Management Practices, including, but not limited to safe chemical use, IPM, weed and invasive species management. Evidence of training were available, such as training material and attendance list:</p> <ul style="list-style-type: none"> • Training on good agriculture practices including harvesting, fertilizer application, spraying application, upkeep and IPM, dated 7 Sep 2021, located at Bulian Jaya Village center, attended by 59 participants. • Training on OHS and SOP related worker complaint, including hazard identification, risk control, dated 8 Sep 2021, located at Bulian Jaya Village center, attended by 43 participants. • Training on RISS 2019 and HCV, dated 8 Sep 2021, located at Bulian Jaya Village center, attended by 43 participants. • Training on RISS 2019, dated 10 Sep 2021, located at Bulian Jaya Village center, attended by 44 participants. • Training on RISS 2019, dated 11 Sep 2021, located at Bulian Jaya Village center, attended by 48 participants. • Training on internal audit, dated 18 Oct 2021, located at Bulian Jaya Village center, attended by 48 participants. • Training on soil and water conservation, fertilizer application and 	Complied

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		<p>leaf sample analysis, dated 28 Oct 2021, located at PPTBS office, attended by 42 participants.</p> <ul style="list-style-type: none"> • Training on RISS 2019, PPE, economical relationship system, dated 20 Oct 2021, located at PPTBS office, attended by 42 participants. • Training on OHS and SOP related worker complaint, including hazard identification, risk control, dated 2 Nov 2021, located at Bulian Jaya Village center, attended by 90 participants. • Training on ERP and Basic fire, dated 2 Nov 2021, located at PPTBS office, attended by 85 participants. • Training on good agriculture practices including harvesting, fertilizer application, spraying application, upkeep and IPM, dated 10 Nov 2021, located at Bulian Jaya Village center, attended by 36 participants. <p>Based on interview with smallholders, verified that all members are aware regarding Best Management Practices, including, but not limited to safe chemical use, IPM, weed and invasive species management.</p>	
Milestone B	The group and smallholders maximize use of IPM approaches to minimize use of pesticides and herbicides on their farm.	Based on field observation and interview with smallholders, verified that some sample blocks use manual and mechanical for weeding activity. The smallholders are maximising IPM approach by manual or mechanical method.	Complied
Internal Control System requirements for smallholder groups.			
A – ICS: Group entity and group management requirements			
A.1 The Group demonstrates that they are legally formed.			
A.1.1			
Eligibility	The Group has appointed a group manager		Complied

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Milestone A	The Group has appointed a group manager	Group of Smallholder has appointed Perkumpulan Putra Tunggal Bukit Sangkilan as a Group Manager. Sabki appointed as a ICS Manager, according to appointment letter Berita Acara No. 001/BA/GM-PPTBS/VIII/2020 "Penunjukan Manager ICS (Internal Control System) dated 25 November 2021. ICS Manager has the responsibility to manage ICS and all members of the smallholder group. ICS Manager was appointed based on smallholder member meeting and decision. Record of smallholder meeting available as per "Berita Acara Kegiatan" dated 25 November 2021.	Complied
Milestone B	The Group has appointed a group manager		Complied
A.1.2			
Eligibility	The group manager has evidence of legal identity.	Group of Smallholder has legal identity as Berita Acara No. 001/BA/GM-PPTBS/VIII/2020 "Penunjukan Manager ICS (Internal Control System) dated 25 November 2021. ICS Manager has the responsibility to manage ICS and all the group member of smallholder for 5 years. Perkumpulan Putra Tunggal Bukit Sangkilan has fulfil the legality related to palm oil plantation for smallholder as follows: <ul style="list-style-type: none"> - The deed of establishment of the Perkumpulan Putra Tunggal Bukit Sangkilan (PPTBS) is based on the notarial deed of Afdi Yerima Putra, SH, M.Kn (AHU.036.AH.02.01/2013 dated 07 February 2013) No. 08 dated 26 November 2020. - Sighted the tax identification number (Nomor Pokok Wajib Pajak/NPWP) No. 60.251.817.7-335.000 on behalf Perkumpulan Putra Tunggal Bukit Sangkilan (PPTBS) registered on 15 July 2022. - Each smallholder plots in PPTBS has had plantation business permit - STDB (Surat Tanda Daftar Budidaya) that issued by plantation agency of Batang Hari Regency on 24 February 2022. - Perizinan Berusaha Berbasis Risiko from Lembaga OSS (Online Single Submission), NIB (Nomor Induk Berusaha) Perkumpulan 	Complied
Milestone A	The group manager has evidence of legal identity.		Complied
Milestone B	The group manager has evidence of legal identity.		Complied

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		Putra Tunggal Bukit Sangkilan (PPTBS) 1807220030156, KBLI Code 01262, Location Poros Desa Bulian Jaya, Bulian Jaya Village, Mero Sebo Ilir Sub District, Batanghari Regency, Jambi Province, dated 18 July 2022. Sighted the evidence of land legality of each parcel of the land.	
A1.3			
Eligibility	The group has membership requirements.	Perkumpulan Putra Tunggal Bukit Sangkilan (PPTBS) has established the membership requirement as per "SOP Kriteria dan Syarat Anggota Baru No: 01/SOP-U-PELPED/VII/2021" dated 15 July 2021. According to SOP SOP Kriteria dan Syarat Anggota Baru, requirement of certification membership are as below: <ul style="list-style-type: none"> - Indonesian citizens - Domiciled in the Cooperative area - Owns an oil palm plantation - Comply with all certification regulations - Have the ability to take legal action - Land should not be in peat areas, forest areas and in conflict. - Fill in the form to become a member - Submit a photocopy of 2 pieces of KTP and a 3x4 photo - Submit a photocopy of the land certificate for oil palm plantations - Fill in willingness to join RSPO - Fill in the smallholder statement form Minutes of Verification are carried out before the Registration Form, sample seen: 1. Suhari: (kurang foto dan mengisi form verifikasi tahun tanam)	Complied
Milestone A	The group has membership requirements.		Complied
Milestone B	The group has membership requirements.		Complied

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		<ul style="list-style-type: none"> - Member Form dated 12 May 2021 - Member Form registered dated 12 May 2021 - Fill in willingness to join RSPO Certification dated 12 May 2021 - Declaration Form dated 12 May 2021 <p>2. Ms Misi:</p> <ul style="list-style-type: none"> - Member Form dated 18 July 2021 - Group Member Form registered dated 18 July 2021 - Fill in willingness to join RSPO Certification dated 18 July 2021 - Declaration Form dated 18 July 2021 <p>3. Zulkifli</p> <ul style="list-style-type: none"> - Member Form dated 22 May 2021 - Group Member Form registered dated 22 May 2021 - Fill in willingness to join RSPO Certification dated 22 May 2021 - Declaration Form dated 22 May 2021 	
A.1.4			
Eligibility	All members have signed and acknowledged membership requirements.	<p>All member has signed and acknowledged membership requirements as per "Formulir pendaftaran anggota"</p> <p>Sample seen:</p> <ul style="list-style-type: none"> - Misi, ID member PTBS-0002, signed joining date 18 July 2021. - Suahri, ID member PTBS-0019, signed joining date 12 May 2021 - Zulkifli, ID Member PTBS-0038, signed joining date 22 May 2021 - Dewi Puji Rahayu, ID Member PTBS-0047, signed joining date 22 July 2021 	Complied
Milestone A	All members can demonstrate understanding of membership requirements.		Complied
Milestone B	All members can demonstrate understanding of membership requirements.		Complied
A.2 The Group Manager is responsible for managing the Group for certification.			
A.2.1			

<p>Eligibility</p>	<p>The group manager has planned for the implementation of the ICS.</p>	<p>The Group Manager have established plan for the implementation of ICS on the form of "Program Kerja Group Manager PPTBS 2022-2023", mentioned activities and schedule.</p> <p>Work program plans of Group Manager PPTBS including:</p> <ul style="list-style-type: none"> - Monitoring and evaluation of all smallholder members; - Training for ICS; - Dissemination/training to members; - Monitoring of OHS implementation; - Coordination meeting with company/stakeholder. - External audit; - Annual meeting; - New member addition; - HCV assessment for new member; - STDB and SPPL submission for new member; - Internal audit; - Road maintenance program; - Leaf sample analysis; - Benchmarking. <p>Internal Audit program 2022-2023:</p> <ul style="list-style-type: none"> - Internal audit team meeting, developing work program and assessment plan; Oct 2022. - Dissemination of internal audit program 2022-2023; Oct 2022. - Group Manager audit; Nov 2022. - Smallholder Member audit; Nov 2022. - Established internal audit report; Nov 2022. - Implementation of Corrective action; Dec 2022 – Jan 2023. 	<p>Complied</p>
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		<ul style="list-style-type: none"> - Established final report of internal audit; Feb 2023. - Internal Audit Activity evaluation; Feb 2023. - External audit assistance; Aug 2023. <p>ICS Manager responsible for all certification process of sustainable for independent smallholder; group manager has no conflict of interest; group manager able to check, monitors and evaluate all member; group manager develops good system and documentation (mission and objective, policy and procedure for operational management and decision making, communication); group manager have fair and transparent marketing system (purchasing and sales from group, complaint upon certification of sustainable FFB, market dispersion and price information); group manager develops internal control system manual; group manager communicates with third party external certification body; group manager shall supervise Internal Control System; group manager shall be able to control and organize registration and internal inspection.</p>	
Milestone A	The group manager can demonstrate compliance of the ICS by individual members.	<p>Available documentary evidence to demonstrate that group members have formally joined the group under "Surat Kesediaan Mengikuti Sertifikasi RSPO". Individual members can demonstrate the copy of agreement with group manager. Group manager kept the original Contract agreement letter at the office. Contract agreement are covering agreement of smallholder member to comply with RSPO Independent Smallholder certification standard and fulfil the requirement of PPTBS term and condition.</p> <p>Compliance of the ICS by smallholder member are assess through annual internal inspection. Latest annual inspection conducted in Sep – Nov 2021. Evidence of internal audit are available, such as internal audit checklist and NCR report. Compliance status against requirement of RSPO Independent Smallholder Standard are available. Any findings</p>	Complied

		in the report have been followed up. The group manager can demonstrate compliance of the ICS by individual members.	
Milestone B	The group manager can demonstrate compliance of the ICS by individual members.	<p>Available documentary evidence to demonstrate that group members have formally joined the group under "Surat Kesediaan Mengikuti Sertifikasi RSPO". Individual members can demonstrate the copy of agreement with group manager. Group manager kept the original Contract agreement letter at the office. Contract agreement are covering agreement of smallholder member to comply with RSPO Independent Smallholder certification standard and fulfil the requirement of PPTBS term and condition.</p> <p>Compliance of the ICS by smallholder member are assess through annual internal inspection. Latest annual inspection conducted in Sep – Nov 2021. Evidence of internal audit are available, such as internal audit checklist and NCR report. Compliance status against requirement of RSPO Independent Smallholder Standard are available. Any findings in the report have been followed up. The group manager can demonstrate compliance of the ICS by individual members.</p>	Complied
A.2.2			
Eligibility	The group manager demonstrates understanding of the ISH Standard, and related topics and has sufficient resources to manage the group.	<p>The Group Manager and Staffs has demonstrated understanding of the RSPO ISH Standard and Related Topics of RSPO Standard. Group Manager has received sufficient training related to RSPO requirements, such as:</p> <ul style="list-style-type: none"> - Public discussion related RISS on 4 Aug 2021. - Training on group dynamics on 13-15 Aug 2021. - Training on good agriculture practices including harvesting, fertilizer application, spraying application, upkeep and IPM, dated 7 Sep 2021. - Training on OHS and SOP related worker complaint, including hazard identification, risk control, dated 8 Sep 2021. 	Complied

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		<ul style="list-style-type: none"> - Training on RISS 2019 and HCV, dated 8 Sep 2021. - Training on internal audit, dated 18 Oct 2021. - Training on soil and water conservation, fertilizer application and leaf sample analysis, dated 28 Oct 2021. - Training on ERP and Basic fire, dated 2 Nov 2021. <p>The Group Manager has managed sufficient resources to manage the association. Existing resources are managed base on the Organizational Structure of the PPTBS dated 25 Feb 2020, covering:</p> <ul style="list-style-type: none"> - Group Manager, Deputy, Secretary and Treasury. - Dewan Pengawas (Supervisory Board). - Unit Pendaftaran dan Persetujuan (Registration and Approval Unit) - Unit Monitoring TBS/Pemasaran (FFB Monitoring/Marketing). - Unit Penanggulangan Hama dan Penyakit (Pest and Disease Control). - Unit Monitoring Penggunaan Pupuk dan Kimia (Monitoring Fertilizer and Agrochemical uses). - Unit Darurat kebakaran (Fire Fighting). - Unit Penyuluh Perkebunan (Plantation Instructor). - Unit Audit Internal (Internal Audit). - Unit K3 (OHS)Unit Lingkungan dan Konservasi (Environment and Conservation). 	
<p>Milestone A</p>	<p>The group manager can demonstrate capacity to manage and operate ISH Standard and certification requirements.</p>	<p>Group Manager has demonstrated capacity to manage and operate group certification and certification requirements. He has been the Group Manager since the formation of PPTBS. Group Manager has appointed Internal Control System (ICS), prepared the manpower for Filed Instructor Unit (<i>Penyuluh Lapangan</i>). Based on interview with deputy group manager, observation to the field and group office,</p>	<p>Complied</p>

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		demonstrated sufficient resources in term of human capital, financial, buildings and other infrastructure such as working tools, PPE, emergency response equipment, hazardous waste storage. Identification and regulation of roles and responsibility for group manager and the staff have been defined clearly under each appointment letter.	
Milestone B	The group manager can demonstrate capacity to manage and operate ISH Standard and certification requirements.	Refer to A.2.2 Milestone B above.	Complied
A.2.3			
Eligibility	A group annual training plan is available covering the RSPO Independent Smallholder Standard, group management (which includes group objectives, structure, relevant procedures and the certification process) and other topics as outlined in the ISH Standard.	<p>PPT Bukit Sangkilan has a training activity delivered for smallholder member since 4 August – 9 November 2021 covering: Public discussion, Group Dynamics, Good Agriculture Practices, OHS, SOP training, Basic fire training, RISS 2019 training, HCV training, Internal audit training, RSPO PnC training. Evidence of training: attendance list, minutes of training, training material and picture documentation.</p> <p>PPT Bukit Sangkilan has develop the annual training plan as per "Program Kerja Perkumpulan Putra Tunggal bukit Sangkilan 2022 – 2023". Training plan in 2023:</p> <ul style="list-style-type: none"> - Group Dynamics for new member – April 2023 - Good Agriculture Practices and Integrated Pest Management – April – June 2023 - PPE and Chemical handling – April – June 2023 - RSPO, FPIC, HCV and HCS training – April – June 2023 - OHS, hazardous waste handling, zero burning – April – June 2023 - Basic fire – April – June 2023 <p>Integrated pest management – April – June 2023</p>	Complied

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<p>Milestone A</p>	<p>The group manager implements a phased approach to ensure members have progressively attended training on the ISH Standard, group management and other topics as outlined in the ISH Standard according to the group annual training plan.</p>	<p>Group manager PPT Bukit Sangkilan has implements a phased approach to ensure members have progressively attended training on the ISH Standard, group management and other topics as outlined in the ISH Standard. Sample seen for several training which conducted in several phases attend by smallholder member. In addition ICS will make a visit to the homes of members who are unable to attend the training and ICS will provide an explanation regarding the training material.</p>	<p>Complied</p>
<p>Milestone B</p>	<p>All members attended training and can demonstrate understanding of the ISH Standard, group management and certification requirements including awareness on BMPs, HCV, environmental protection, social welfare of workers and business operations.</p>	<p>All member has attend the training and can demonstrate the understanding of ISH Standard, group management and certification requirements including awareness on BMPs, HCV, environmental protection, social welfare of workers and business operations. It was confirmed during interview with smallholder members sampled (25 sampled).</p> <p>Training program 2021 has been done as below:</p> <ul style="list-style-type: none"> - Public discussion, dated 4 August 2021 - Group Dynamics training, dated 13 – 15 August 2021 - Good Agriculture Practices training, dated 7 September 2021, 15 October 2021, 10 November 2021 - OHS training, dated 8 September 2021, 2 November 2021 - SOP training, dated 8 – 9 November 2021 - Basic fire training, dated 2 November 2021 - RISS 2019 training, dated 8 – 11 September 2021 - HCV training, dated 7 – 11 September, 28 October 2021 - Internal audit training, dated 18 October 2021 - RSPO PnC training, dated 8 – 11 September, 28 October 2021. <p>Evidence of training implementation can be shown as per attendance list and minutes of training.</p>	<p>Complied</p>

B – ICS: Policies and management			
B.1 The group Internal Control System contains documented policies and procedures for operational management.			
B.1.1			
Eligibility	A group Internal Control System is available for operational management including procedures of expulsion and sanctions for members who fail to comply, and a procedure to conduct internal audits	<p>ICS has been establish for operational management as per “Surat keputusan Nomor: 17/SK-Perkumpulan-PTBS/VII/2021 Tentang Pembentukan Unit-unit dalam Struktur Perkumpulan Putra Tunggal Bukit Sangkilan. ICS structure consist of:</p> <ul style="list-style-type: none"> - Unit Monitoring TBS: Supriyanto, Suyuti, Gumarang Situmorang - Unit Penyuluh perkebunan: Pak Atok, Ginanjar, Era Arafat, Silpian - Unit Pendaftaran, Saran dan Keluhan Anggota: Culik Indriyanto, Neli Octiana, Nuryanto, Invia Dyah Armita - Pengawas Internal: Teguh Pitriyono, Khotib, Didik, Surono B, Rudi, Joko Toni, Iqbal, Noval Yadi - Unit penanggulangan hama: Kerimulyon, Tim CSV, Maryono - Unit Darurat kebakaran: Pujiyanto, Beny Santoso - Unit Monitoring Penggunaan Pupuk, Bahan kimia (B3): M. Soleh, Defrianto, Kukuh - Unit K3: Surono A, Awang, Sugimo - Unit Lingkungan/Konservasi: Ahmad Dedi Asri, Juhadi, Sayuti - Dewan Pengawas: Kepala Desa, Ketua KUD, Basuki <p>Group Manager is selected and determined through member deliberation as per “Deklarasi Bersama Penunjukan Grup Manager” dated 4 February 2021. Group manager appointed: Sabki Saputra. ICS structure was determined as below:</p> <ul style="list-style-type: none"> - Group Manager: Sabki - Vice chairman: Priadi Wibowo 	Complied

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		<ul style="list-style-type: none"> - Secretary: Yahya Rohmaful - Vice secretary: M. Marbun - Bendahara: Ahmadi <p>Procedures of expulsion and sanctions for members who fail to comply has been establish as per "SOP Pemberian Peringatan dan Sanksi Anggota No: 04/SOP-U-PELPED/VII/2021" dated 15 July 2021. Procedure described the sanction for the violation of relevant regulation in PPT Bukit Sangkilan. According to procedure expulsion of members can be done for the heavy violation such as: defamation of organisation, fraud, manipulation, did not heed warning letters 1 and 2.</p> <p>Internal audit procedure has been establish by PPT Bukit Sangkilan as below:</p> <ul style="list-style-type: none"> - "SOP Pelaksanaan Internal Audit No: 02/SOP-U-AUDIT_INT/VII/2021" dated 15 July 2021. - SOP Perbaikan Audit Internal No: 03/SOP-U-AUDIT-INT/VII/2021" dated 15 July 2021 <p>Group manager develop internal audit programme annually. Internal audit was conducted once a year for all members. Internal auditor shall be free from conflict of interest.</p> <p>Internal audit programme 2023 has been develop as per " Program Kerja Audit Internal Tahun 2022 – 2023". Internal audit for all member will be planed on November 2022.</p>	
<p>Milestone A</p>	<p>The ICS is implemented and an internal audit is conducted for at least half of the group members and all audit findings are closed</p>	<p>Internal audit has been conducted on 8 September – 13 November 2021 by internal audit team Teguh Pitriyono, Khotib, Didik, Surono B, Rudi, Joko Toni, Iqbal, Noval Yadi. All 151 members of PPT Bukit Sangkilan has been audited.</p> <p>Internal audit checklist are available in "Form Pertanyaan Audit internal". Audit findings are documented in "Laporan NCR Audit</p>	<p>Complied</p>

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		Internal Perkumpulan Putra Tunggal Bukit Sangkilan". All audit findings has been followed up by corrective action plan and has been implemented and Closed.	
Milestone B	The ICS is implemented and an annual internal audit of the group is conducted for all group members and all audit findings are resolved.	Refer to B.1.1 Milestone A above.	Complied
B.1.2			
Eligibility	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	Perkumpulan Putra Tunggal Bukit Sangkilan (PPTBS) has recorded all plantations data for each farmer per month, such as; copy of SHM/land title documents and SPPL.	Complied
Milestone A	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	Basic information related to legal documentation available. PPTBS has had legally registered as evidence below: 1. Perkumpulan Putra Tunggal Bukit Sangkilan (PPTBS) has obtained Legal Entity under Deed of Establishment No. 08 dated 26 Nov 2020 issued by Notary Afdi Yerima Putra, SH., M.Kn. PPTBS has register the legal entity in the Republic of Indonesia Ministry of Law and Human Right under decree number "Keputusan Menteri Hukum dan Hak Asasi Manusia Republik Indonesia No. AHU-0011698.AH.01..07.Tahun 2020 tentang Pengesahan Pendirian Badan Hukum Perkumpulan Putra Tunggal Bukit Sangkilan" dated 10 Dec 2020, regarding legalization of legal entity of PPTBS. 2. Perkumpulan Putra Tunggal Bukit Sangkilan has been registered as RSPO member, No. 1-0387-22-000-00, date of membership approval 22 Jun 2022. 3. Perkumpulan Putra Tunggal Bukit Sangkilan (PPTBS) has obtained business permit, based on "Perizinan Berusaha Barbasis Mikro, Nomor Induk Berusaha 1807220030156", dated 18 Jul 2022. 4. The appointment of Group Manager was regulated based on "Berita Acara Rapat Anggota Tahunan No. 001/BA/GM-	Complied
Milestone B	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager		Complied

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		<p>PPTBS/VIII/2020”, dated 25 Feb 2020, mentioning Organization Structure for period 2020-2023, Mr. Sabki Spautra as Group Manager, Mr. Priadi Wobowo as Deputy, Mr. Yahya Rohmaful as Secretary, Mr. M. Marbun as Deputy Secretary and Ahmadi as Treasury. Group Manager has knowledge on good on oil palm production; RSPO Independent Smallholder Standard; internal procedure and group policy.</p> <p>5. Available Smallholder Declaration to the Group Manager, based on “Surat Kesediaan Mengikuti Sertifikasi RSPO” (Letter of Willingness to Participate in RSPO Certification) and “Pernyataan Pekebun” (Smallholder Declaration). Group manager and their smallholder member bound by contractual agreement as group member. The document explains commitment of member to the association, covering commitment to implement sustainable oil palm production; commitment to fulfil administrative requirement; allowing ICS and external auditor to perform field inspection; commitment to obey group manager rules and sanction; contract valid during membership period.</p> <p>Document verified: “Surat Kesediaan Mengikuti Sertifikasi RSPO” and “Pernyataan Pekebun for sample of smallholders:</p> <ol style="list-style-type: none"> a. Supriyanto, KT Lancar Jaya, signed date 23 May 2021. b. Dwi Puji Rahayu, KT Lancar Jaya, signed date 22 Jul 2021. c. Sumarno, KT Lancar Jaya, signed date 5 May 2021. d. Ernawati, KT Tanjung Jati, signed date 15 Aug 2021. e. Suripah, KT Tanjung Jati, signed date 8 Aug 2021 f. Gumarang, KT Tanjung Jati, signed date 2 Jul 2021. g. Suroho, KT Harapan Maju, signed date 7 Jul 2021. h. Mukhlisin, KT Harapan Maju, signed date 7 Sep 2021. i. Suhari, KT Harapan Maju, signed date 12 May 2021. 	
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		<ul style="list-style-type: none"> j. Mukiran, KT Subur Tani, signed date 7 Sep 2021. k. Sami'ah, KT Subur Tani, signed date 30 Oct 2021. l. Kisman, KT Subur Tani, signed date 28 Oct 2021. <p>6. Available records of FFB Production per smallholder and per group, for examples:</p> <ul style="list-style-type: none"> a. Supriyanto (0.50 Ha), KT Lancar Jaya; May 2022; 1st round 342 kg; 2nd round 369 kg; Jun 2022; 1st round 346 kg; 2nd round 381 kg; Jul 2022; 1st round 427 kg; 2nd round 452 kg. b. Dwi Puji Rahayu (2.06 Ha), KT Lancar Jaya; May 2022; 1st round 1,279 kg; 2nd round 1,507 kg; Jun 2022; 1st round 1,293 kg; 2nd round 1,554 kg; Jul 2022; 1st round 1,596 kg; 2nd round 1,844 kg. c. Sumarno (2.72 Ha), KT Lancar Jaya; May 2022; 1st round 1,778 kg; 2nd round 1,976 kg; Jun 2022; 1st round 1,797 kg; 2nd round 2,038 kg; Jul 2022; 1st round 2,219 kg; 2nd round 2,418 kg. d. Ernawati (1.20 Ha), KT Tanjung Jati; May 2022; 1st round 986 kg; 2nd round 960 kg; Jun 2022; 1st round 1,035 kg; 2nd round 1,259 kg; Jul 2022; 1st round 1,278 kg; 2nd round 1,688 kg. e. Suripah (0.87 Ha), KT Tanjung Jati; May 2022; 1st round 876 kg; 2nd round 987 kg; Jun 2022; 1st round 900 kg; 2nd round 1,040 kg; Jul 2022; 1st round 830 kg; 2nd round 885 kg. f. Gumarang (0.50 Ha), KT Tanjung Jati; May 2022; 1st round 439 kg; 2nd round 420 kg; Jun 2022; 1st round 564 kg; 2nd round 483 kg; Jul 2022; 1st round 533 kg; 2nd round 551 kg. g. Surono (0.49 Ha), KT Harapan Maju; May 2022; 1st round 486 kg; 2nd round 366 kg; Jun 2022; 1st round 524 kg; 2nd round 403 kg; Jul 2022; 1st round 574 kg; 2nd round 459 kg. h. Mukhlisin (1.49 Ha), KT Harapan Maju; May 2022; 1st round 	
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		<p>1,016 kg; 2nd round 1,213 kg; Jun 2022; 1st round 1,096 kg; 2nd round 1,334 kg; Jul 2022; 1st round 1,199 kg; 2nd round 1,519 kg.</p> <p>i. Suhari (3.62 Ha), KT Harapan Maju; May 2022; 1st round 2,374 kg; 2nd round 2,585 kg; Jun 2022; 1st round 2,560 kg; 2nd round 2,843 kg; Jul 2022; 1st round 2,801 kg; 2nd round 3,238 kg.</p> <p>j. Mukiran (1.36 Ha), KT Subur Tani; May 2022; 1st round 1,260 kg; 2nd round 959 kg; Jun 2022; 1st round 1,291 kg; 2nd round 1,270 kg; Jul 2022; 1st round 1,542 kg; 2nd round 1,435 kg.</p> <p>k. Sami'ah (2.00 Ha), KT Subur Tani; May 2022; 1st round 1,276 kg; 2nd round 1,587 kg; Jun 2022; 1st round 1,307 kg; 2nd round 1,501 kg; Jul 2022; 1st round 1,561 kg; 2nd round 1,792 kg.</p> <p>l. Kisman (1.27 Ha), KT Subur Tani; May 2022; 1st round 955 kg; 2nd round 986 kg; Jun 2022; 1st round 978 kg; 2nd round 933 kg; Jul 2022; 1st round 1,168 kg; 2nd round 1,114 kg.</p>	
C – ICS: Group Business planning			
C.1 The group has a Business Plan prepared with the participation and contributions of all group members			
C.1.1			
Eligibility	<p>An annual group business plan is available, which includes</p> <ul style="list-style-type: none"> • Production and income forecasting based on historical records • Plans for expansion 	PPTBS has set the annual business plan. That document informed of estimate of FFB production and income forecasting based on historical records, and plans for new member addition.	Complied
Milestone A	The group business plan is implemented and reviewed at least annually.	<p>Non-Conformity:</p> <p>PPTBS has established group business plan in form of working program dated 25 Feb 2020, covers production estimates, income forecasting, and plan for member addition.</p>	Non-compliance

		However, there is no evidence that business plan has been reviewed at least annually, for example in RAT, based on AD/ART annual meeting (RAT) shall be conducted at least annually.	
Milestone B	The group demonstrates financial stability and growth, and is able to support itself financially.	<p>PPTBS has shown financial stability as per "Rencana Estimasi Biaya Tahun 2022-2025", currently organization funding is made by company, such as Asian Agri and Kao. Activities covers in "Rencana Estimasi Biaya Tahun 2022-2025" are:</p> <ol style="list-style-type: none"> 1. Annual meeting; IDR 235 mio; 2. Internal audit; IDR 35.05 mio; 3. Areal mapping; IDR 44.70 mio; 4. Member training; IDR 245.35 mio; 5. Benchmarking; IDR 50 mio; 6. IPM monitoring; IDR 19.60 mio; 7. Premium disbursement; IDR 530 mio; 8. Road maintenance; IDR 300 mio; 9. STDB/SPPL; IDR 14.9 mio; 10. External audit; IDR 640 mio. <p>Group members and group manager as confirmed during interview have agreed on how the premiums should be use. The premium sharing term and mechanism presented in "SOP Penggunaan Dana Penjualan Kredit RSPO No. 10/SOP-GM/VII/2021", dated 15 Jul 2021. The procedure has been communicated to the group members through dissemination in Sep 2021. Evidence of dissemination can be demonstrated during audit. Interview with smallholder member confirmed that all smallholder member sampled aware and understood regarding premium sharing mechanism.</p>	Complied

		<p>Based on Procedure for premium sharing - "SOP Penggunaan Dana Penjualan Kredit RSPO No. 10/SOP-GM/VII/2021", dated 15 Jul 2021, allocation of premium sharing are as follows:</p> <ul style="list-style-type: none"> • 15% for external audit (certification) cost; • 10% for capital addition; • 50% for operational cost, consist of incentive for members, trainings, internal audit, stationary, annual meeting, member addition, etc; • 25% for ICS. <p>The Group demonstrated their financial stability through tax registration number. Sighted registration for tax payment "Nomor Pokok Wajib Pajak" (NPWP) 60.251.817.7-335.000 of Perkumpulan Putra Tunggal Bukit Sangkilan (PPTBS), registration dated 15 Jul 2022.</p>	
C.2 The ICS of the group is integrated with the group's management plan.			
C.2.1			
Eligibility	<p>A group management plan is available which includes:</p> <ul style="list-style-type: none"> • Training/capacity building plans to improve productivity of group members. • An approach to strengthen links within the supply chain. • Plan for continuous improvement projects (i.e. on waste, soil, etc.), if any. 	<p>The group management plan is available based on "Program Kerja Perkumpulan Putra Tunggal Bukit Sangkilan Tahun 2022-2023", activities cover:</p> <ol style="list-style-type: none"> 1. External audit; 2. Premium disbursement; 3. Annual meeting; 4. New member addition; 5. Areal mapping of new member; 6. Training (group dynamics, GAP, IPM, PPE, Agrochemical, RSPO, FPIC, HCV and HCS, OHS, hazardous waste, zero burning, basic fire); 7. Group Manager visit; 	Complied

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		<ul style="list-style-type: none"> 8. HCV assessment of new member; 9. STDB/SPPL submission of new member; 10. Internal audit; 11. Road maintenance; 12. Leaf sample analysis; 	
Milestone A	The group management plan is implemented and reviewed at least annually.	The Group management plan have been implemented, such as implementation of initial certification audit; training for group manager, ICS and smallholder member; group manager visit; internal audit. Another program related to new member addition scheduled after the group get RSPO certified. As per group management plan schedule, review will be conducted after initial certification audit or in Dec 2022.	Complied
Milestone B	The group manager demonstrates the group’s compliance with this ISH Standard.	<p>PPTBS has an internal control system unit which formed to supervise the operational and financial activities of cooperatives. The group’s compliance with the ISH Standards is evaluated through internal audit. Internal audit has been conducted in Sep – Nov 2021. Evidence of internal audit are available, such as internal audit checklist and NCR report. Compliance status against requirement of RSPO Independent Smallholder Standard are available. Any findings in the report have been followed up.</p> <p>Internal Audit program for 2022-2023 is available as follows:</p> <ul style="list-style-type: none"> - Internal audit team meeting, developing work program and assessment plan; Oct 2022. - Dissemination of internal audit program 2022-2023; Oct 2022. - Group Manager audit; Nov 2022. - Smallholder Member audit; Nov 2022. - Established internal audit report; Nov 2022. - Implementation of Corrective action; Dec 2022 – Jan 2023. 	Complied

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		<ul style="list-style-type: none"> - Established final report of internal audit; Feb 2023. - Internal Audit Activity evaluation; Feb 2023. - External audit assistance; Aug 2023. <p>The internal auditor has been followed internal auditor training on 18 Oct 2021, located at Bulian Jaya Village center.</p>	
D – ICS: Group trading system for certified volumes			
D.1 The group has a procedure and system in place for the tracking of FFB.			
D.1.1			
Eligibility	Record sheets to track the annual production and sales of certified volumes, covering traceability of producers and/or traders are available.	<p>Smallholder member maintain annual production data in "Catatan Panen". Available records of FFB Production per smallholder and per group, for examples:</p> <ul style="list-style-type: none"> a. Supriyanto (0.50 Ha), KT Lancar Jaya; May 2022; 1st round 342 kg; 2nd round 369 kg; Jun 2022; 1st round 346 kg; 2nd round 381 kg; Jul 2022; 1st round 427 kg; 2nd round 452 kg. b. Dwi Puji Rahayu (2.06 Ha), KT Lancar Jaya; May 2022; 1st round 1,279 kg; 2nd round 1,507 kg; Jun 2022; 1st round 1,293 kg; 2nd round 1,554 kg; Jul 2022; 1st round 1,596 kg; 2nd round 1,844 kg. c. Sumarno (2.72 Ha), KT Lancar Jaya; May 2022; 1st round 1,778 kg; 2nd round 1,976 kg; Jun 2022; 1st round 1,797 kg; 2nd round 2,038 kg; Jul 2022; 1st round 2,219 kg; 2nd round 2,418 kg. d. Ernawati (1.20 Ha), KT Tanjung Jati; May 2022; 1st round 986 kg; 2nd round 960 kg; Jun 2022; 1st round 1,035 kg; 2nd round 1,259 kg; Jul 2022; 1st round 1,278 kg; 2nd round 1,688 kg. e. Suripah (0.87 Ha), KT Tanjung Jati; May 2022; 1st round 876 kg; 2nd round 987 kg; Jun 2022; 1st round 900 kg; 2nd round 1,040 kg; Jul 2022; 1st round 830 kg; 2nd round 885 kg. f. Gumarang (0.50 Ha), KT Tanjung Jati; May 2022; 1st round 439 	Complied

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		<p>Subur – Muara Bulian POM. Certified volume will be sold by PPTBS as RSPO Credit (Book and Claim).</p> <p>FFB produce and sold by smallholder member are record by each member and head of KT including: date of transaction, FFB net weight, name of smallholder member, ID number, vehicle number, FFB price and buyer name.</p> <p>PPTBS has develop the procedure of FFB Sales as per "SOP Pemasaran TBS No. 01/SOP-U-TBS/VII/2021, dated 15 Jul 2021, described FFB Sales, FFB recording, FFB quality and FFB prices. The procedure explain process of FFB sales since harvesting from smallholder plot up to transport and sold to buyer (Palm oil mill).</p>																																							
Milestone A	Group manager maintains annual production records and sales of certified volumes.	<p>Annual production record and sales of certified volume are recap by Group Manager under "Catatan Produksi Putra Tunggal Bukit Sangkilan". Below are data of FFB production record for period Jan 2021 – Jul 2022:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="2">Farmer Group</th> <th rowspan="2">Production Area (Ha)</th> <th colspan="2">FFB Production</th> </tr> <tr> <th>Jan – Dec 2021</th> <th>Jan – Jul 2022</th> </tr> </thead> <tbody> <tr> <td>Tanjung Jati</td> <td>56.68</td> <td>1,104.21</td> <td>689.30</td> </tr> <tr> <td>Ujung Tanjung</td> <td>41.54</td> <td>630.89</td> <td>363.04</td> </tr> <tr> <td>Harapan Maju</td> <td>61.03</td> <td>1,149.89</td> <td>671.40</td> </tr> <tr> <td>Sejahtera</td> <td>44.57</td> <td>890.78</td> <td>499.52</td> </tr> <tr> <td>Subur Tani</td> <td>107.17</td> <td>2,069.87</td> <td>1,226.59</td> </tr> <tr> <td>Maju Bersama</td> <td>24.72</td> <td>325.92</td> <td>192.73</td> </tr> <tr> <td>Lancar Jaya</td> <td>47.64</td> <td>829.95</td> <td>470.33</td> </tr> <tr> <td>Total</td> <td>383.35</td> <td>7,001.51</td> <td>4,112.90</td> </tr> </tbody> </table> <p>This is initial certification audit, therefore certified volume sales are not performed yet. All FFB are still sold as non-certified.</p>	Farmer Group	Production Area (Ha)	FFB Production		Jan – Dec 2021	Jan – Jul 2022	Tanjung Jati	56.68	1,104.21	689.30	Ujung Tanjung	41.54	630.89	363.04	Harapan Maju	61.03	1,149.89	671.40	Sejahtera	44.57	890.78	499.52	Subur Tani	107.17	2,069.87	1,226.59	Maju Bersama	24.72	325.92	192.73	Lancar Jaya	47.64	829.95	470.33	Total	383.35	7,001.51	4,112.90	Complied
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Milestone B	Group Manager maintains annual production records and sales of certified volumes of all FFB sources.	<p>Annual production record and sales of certified volume are recap by Group Manager under "Catatan Produksi Putra Tunggal Bukit</p>	Complied																																						

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Maju Bersama	24.72	325.92	192.73																																						
Lancar Jaya	47.64	829.95	470.33																																						
Total	383.35	7,001.51	4,112.90																																						
D.2 The group documents and implements a system for the tracking of FFB																																									
D.2.1																																									
Eligibility	Not Applicable	Not Applicable	Complied																																						
Milestone A	The group manager maintains annual production data and sales of certified volumes through Book and Claim for the group based on actual receipts for and sales by all members	<p>Annual production record and sales of certified volume are recap by Group Manager under "Catatan Produksi Putra Tunggal Bukit Sangkalan". Below are data of FFB production record for period Jan 2021 – Jul 2022:</p> <table border="1" data-bbox="1137 1134 1951 1375"> <thead> <tr> <th rowspan="2">Farmer Group</th> <th rowspan="2">Production Area (Ha)</th> <th colspan="2">FFB Production</th> </tr> <tr> <th>Jan – Dec 2021</th> <th>Jan – Jul 2022</th> </tr> </thead> <tbody> <tr> <td>Tanjung Jati</td> <td>56.68</td> <td>1,104.21</td> <td>689.30</td> </tr> <tr> <td>Ujung Tanjung</td> <td>41.54</td> <td>630.89</td> <td>363.04</td> </tr> <tr> <td>Harapan Maju</td> <td>61.03</td> <td>1,149.89</td> <td>671.40</td> </tr> <tr> <td>Sejahtera</td> <td>44.57</td> <td>890.78</td> <td>499.52</td> </tr> <tr> <td>Subur Tani</td> <td>107.17</td> <td>2,069.87</td> <td>1,226.59</td> </tr> <tr> <td>Maju Bersama</td> <td>24.72</td> <td>325.92</td> <td>192.73</td> </tr> </tbody> </table>	Farmer Group	Production Area (Ha)	FFB Production		Jan – Dec 2021	Jan – Jul 2022	Tanjung Jati	56.68	1,104.21	689.30	Ujung Tanjung	41.54	630.89	363.04	Harapan Maju	61.03	1,149.89	671.40	Sejahtera	44.57	890.78	499.52	Subur Tani	107.17	2,069.87	1,226.59	Maju Bersama	24.72	325.92	192.73	Complied								
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Milestone B	The group manager maintains annual production data and sales of certified volumes through physical or Book and Claim for the group based on actual receipts and sales for all members and 100% all certified volumes.	<p>Annual production record and sales of certified volume are recap by Group Manager under "Catatan Produksi Putra Tunggal Bukit Sangkilan". Below are data of FFB production record for period Jan 2021 – Jul 2022:</p> <table border="1"> <thead> <tr> <th rowspan="2">Farmer Group</th> <th rowspan="2">Production Area (Ha)</th> <th colspan="2">FFB Production</th> </tr> <tr> <th>Jan – Dec 2021</th> <th>Jan – Jul 2022</th> </tr> </thead> <tbody> <tr> <td>Tanjung Jati</td> <td>56.68</td> <td>1,104.21</td> <td>689.30</td> </tr> <tr> <td>Ujung Tanjung</td> <td>41.54</td> <td>630.89</td> <td>363.04</td> </tr> <tr> <td>Harapan Maju</td> <td>61.03</td> <td>1,149.89</td> <td>671.40</td> </tr> <tr> <td>Sejahtera</td> <td>44.57</td> <td>890.78</td> <td>499.52</td> </tr> <tr> <td>Subur Tani</td> <td>107.17</td> <td>2,069.87</td> <td>1,226.59</td> </tr> <tr> <td>Maju Bersama</td> <td>24.72</td> <td>325.92</td> <td>192.73</td> </tr> <tr> <td>Lancar Jaya</td> <td>47.64</td> <td>829.95</td> <td>470.33</td> </tr> <tr> <td>Total</td> <td>383.35</td> <td>7,001.51</td> <td>4,112.90</td> </tr> </tbody> </table> <p>This is initial certification audit, therefore certified volume sales are not performed yet. All FFB are still sold as non-certified.</p>	Farmer Group	Production Area (Ha)	FFB Production		Jan – Dec 2021	Jan – Jul 2022	Tanjung Jati	56.68	1,104.21	689.30	Ujung Tanjung	41.54	630.89	363.04	Harapan Maju	61.03	1,149.89	671.40	Sejahtera	44.57	890.78	499.52	Subur Tani	107.17	2,069.87	1,226.59	Maju Bersama	24.72	325.92	192.73	Lancar Jaya	47.64	829.95	470.33	Total	383.35	7,001.51	4,112.90	Complied
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D.3 The group has a procedure and system for premium distribution.																																									
D.3.1																																									
Eligibility	The group and group manager have agreed on how the premiums should be used and the agreement is recorded and communicated to the group members. Prices, premiums, and timing of premium payment are clearly communicated and transparent to all group members. Premiums disbursed to members at all stages are recorded and the premiums are paid in a timely and convenient manner.	Group members and group manager as confirmed during interview have agreed on how the premiums should be use. The premium sharing term and mechanism presented in "SOP Penggunaan Dana Penjualan Kredit RSPO No. 10/SOP-GM/VII/2021", dated 15 Jul 2021. The procedure has been communicated to the group members through dissemination in Sep 2021. Evidence of dissemination can be demonstrated during audit. Interview with smallholder member	Complied																																						

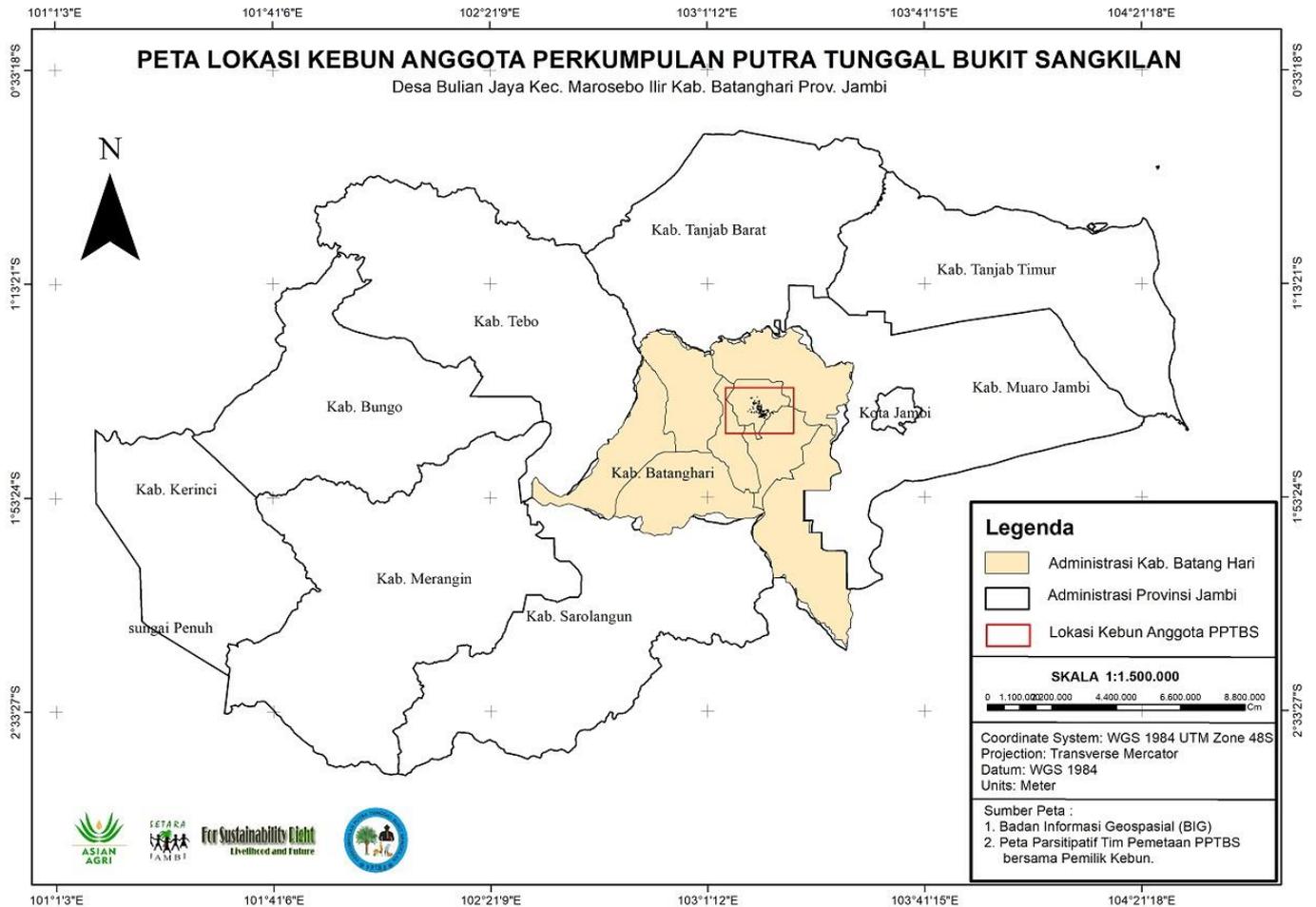
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		<p>confirmed that all smallholder member sampled aware and understood regarding premium sharing mechanism.</p> <p>Based on Procedure for premium sharing - "SOP Penggunaan Dana Penjualan Kredit RSPO No. 10/SOP-GM/VII/2021", dated 15 Jul 2021, allocation of premium sharing are as follows:</p> <ul style="list-style-type: none"> • 15% for external audit (certification) cost; • 10% for capital addition; • 50% for operational cost, consist of incentive for members, trainings, internal audit, stationary, annual meeting, member addition, etc; • 25% for ICS. 	
Milestone A	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	This is initial certification assessment, RSPO premiums disbursement is not applicable.	Not Applicable
Milestone B	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	This is initial certification assessment, RSPO premiums disbursement is not applicable.	Not Applicable

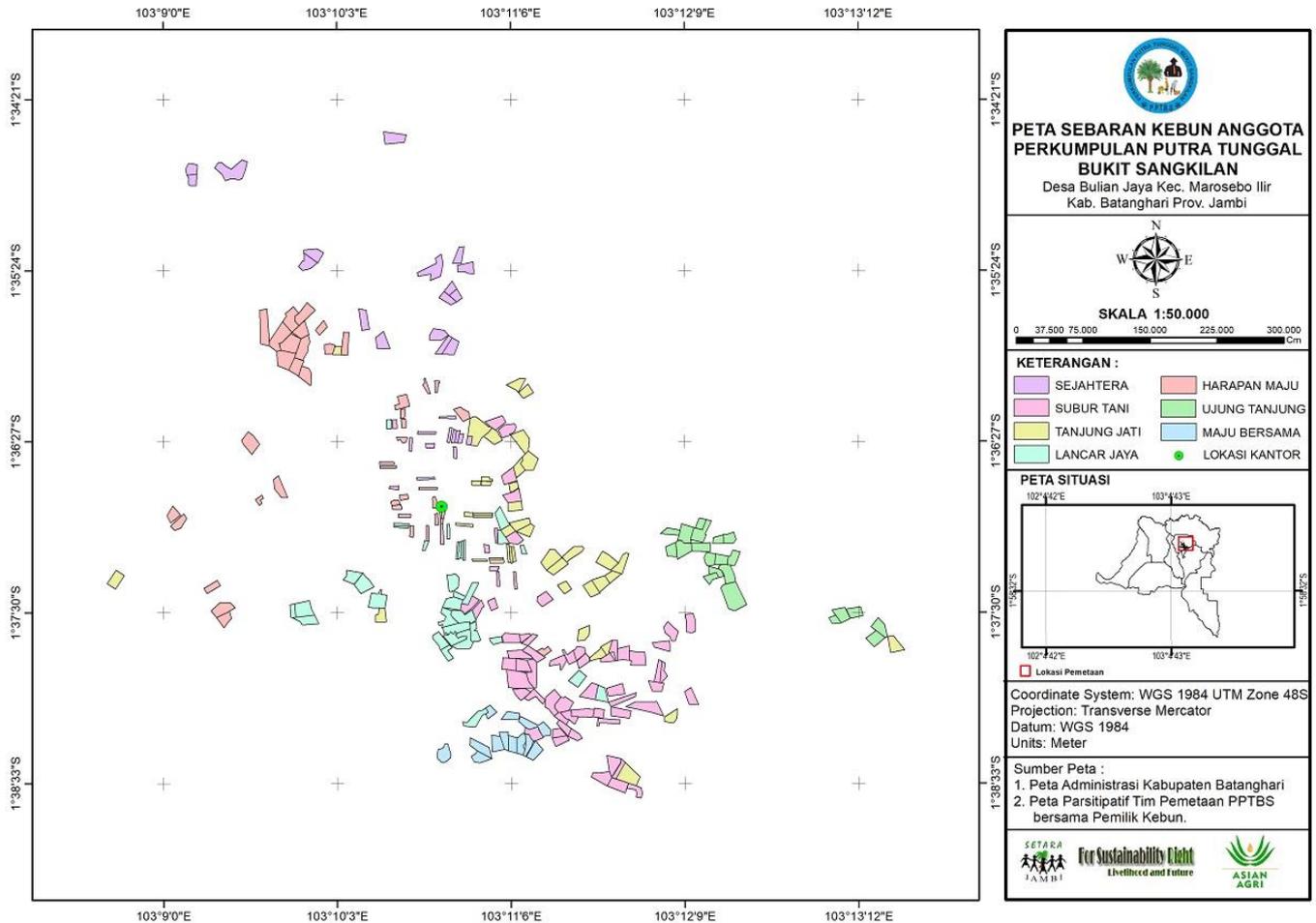
Appendix B: GHG Reporting Executive Summary

Not applicable

Appendix C: Location Map of Certification Unit and Supply bases



Appendix D: Estate Field Map



Appendix E: List of Smallholder Registered and/or sampled

No	Name Of Farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted Annual FFB Production (MT)	Date of Joining	Smallholder ID
			Latitude (S)	Longitude (E)	Total Certified Area	Planted Area			
1	Adisno	Bulian Jaya	1° 36' 23.23"	103° 10' 54.76"	0.56	0.56	9.58	09 Oct 2021	PTBS-0035
2	Agus Purnomo	Bulian Jaya	1° 36' 51.12"	103° 10' 25.25"	0.50	0.50	8.60	18 Jul 2021	PTBS-0021
3	Agus Saparudin	Bulian Jaya	1° 38' 01.03"	103° 12' 11.66"	1.65	1.65	32.58	15 Jul 2021	PTBS-0097
4	Ahmadi A	Bulian Jaya	1° 36' 06.46"	103° 10' 39.18"	0.51	0.51	8.94	19 Oct 2021	PTBS-0022
	Ahmadi B	Bulian Jaya	1° 36' 54.15"	103° 10' 40.77"	0.44	0.44	7.91	19 Oct 2021	PTBS-0022
5	Alfiah	Bulian Jaya	1° 37' 20.12"	103° 09' 18.31"	1.19	1.19	23.87	22 Oct 2021	PTBS-0025
6	Anita	Bulian Jaya	1° 37' 15.74"	103° 12' 24.81"	2.53	2.53	44.33	28 May 2021	PTBS-0111
7	Arifin	Bulian Jaya	1° 37' 34.19"	103° 12' 11.49"	2.00	2.00	42.39	05 May 2021	PTBS-0059
8	Arjuleri Marbun	Bulian Jaya	1° 37' 58.71"	103° 11' 44.18"	2.00	2.00	38.02	10 Sep 2021	PTBS-0122
9	Atok Maliki A	Bulian Jaya	1° 36' 36.94"	103° 11' 08.91"	1.48	1.48	28.08	08 Aug 2021	PTBS-0146
	Atok Maliki C	Bulian Jaya	1° 37' 42.39"	103° 13' 25.13"	2.00	2.00	48.88	13 Nov 2021	PTBS-0146
	Atok Maliki B	Bulian Jaya	1° 36' 06.01"	103° 11' 08.31"	1.57	1.57	37.15	08 Aug 2021	PTBS-0146
10	Awang Adi A	Bulian Jaya	1° 37' 06.44"	103° 10' 57.11"	0.50	0.50	8.09	25 May 2021	PTBS-0099
	Awang Adi B	Bulian Jaya	1° 37' 52.15"	103° 12' 00.25"	1.29	1.29	27.40	25 May 2021	PTBS-0099
	Awang Adi C	Bulian Jaya	1° 37' 47.03"	103° 11' 41.09"	1.06	1.06	21.45	23 Aug 2021	PTBS-0099
11	Basuki A	Bulian Jaya	1° 36' 24.58"	103° 10' 43.98"	2.00	2.00	34.24	22 Oct 2021	PTBS-0026
	Basuki B	Bulian Jaya	1° 36' 16.99"	103° 10' 48.78"	0.53	0.53	9.54	05 May 2021	PTBS-0026
12	Birhani	Bulian Jaya	1° 36' 16.66"	103° 10' 26.84"	0.50	0.50	9.62	02 Jul 2021	PTBS-0024
13	Budiman Situmorang	Bulian Jaya	1° 37' 10.60"	103° 12' 22.71"	1.56	1.56	28.62	11 Sep 21	PTBS-0132
14	Culik Indiyanto A	Bulian Jaya	1° 38' 14.98"	103° 11' 28.79"	1.11	1.11	24.14	05 May 2021	PTBS-0145
	Culik Indiyanto B	Bulian Jaya	1° 36' 57.68"	103° 10' 49.31"	0.50	0.50	9.23	05 May 2021	PTBS-0145
	Culik Indiyanto C	Bulian Jaya	1° 36' 53.83"	103° 10' 50.82"	0.45	0.45	8.27	05 May 2021	PTBS-0145
15	Dadang	Bulian Jaya	1° 35' 41.97"	103° 09' 46.41"	2.86	2.86	59.72	25 May 2021	PTBS-0012
16	Danang Mariono A	Bulian Jaya	1° 37' 40.73"	103° 10' 40.54"	1.89	1.89	36.78	10 Jul 2021	PTBS-0045
	Danang Mariono B	Bulian Jaya	1° 37' 45.29"	103° 10' 42.87"	1.27	1.27	21.37	10 Jul 2021	PTBS-0045
17	Daryono A	Bulian Jaya	1° 38' 6.72"	103° 11' 46.33"	2.00	2.00	53.58	06 May 2021	PTBS-0110
	Daryono B	Bulian Jaya	1° 37' 37.28"	103° 12' 03.86"	2.00	2.00	55.27	06 May 2021	PTBS-0110
18	Dedek Kosim	Bulian Jaya	1° 36' 36.26"	103° 10' 21.42"	0.49	0.49	9.33	22 May 2021	PTBS-0023
19	Didik Budi Santoso A	Bulian Jaya	1° 38' 18.12"	103° 11' 07.95"	1.87	1.87	37.97	23 May 2021	PTBS-0058
	Didik Budi Santoso B	Bulian Jaya	1° 38' 18.23"	103° 11' 09.34"	1.67	1.67	34.46	23 May 2021	PTBS-0058
20	Dwi Puji Rahayu A	Bulian Jaya	1° 37' 33.07"	103° 9' 52.66"	2.06	2.06	41.01	22 Jun 2021	PTBS-0047
	Dwi Puji Rahayu B	Bulian Jaya	1° 36' 57.70"	103° 10' 26.45"	0.49	0.49	9.27	22 May 2021	PTBS-0047
21	Edi Gunawan	Bulian Jaya	1° 36' 55.14"	103° 10' 38.96"	0.45	0.45	8.12	22 May 2021	PTBS-0011
22	Eko Prasetyo A	Bulian Jaya	1° 38' 18.42"	103° 11' 01.15"	1.50	1.50	28.17	19 Oct 2021	PTBS-0031
	Eko Prasetyo B	Bulian Jaya	1° 37' 21.37"	103° 11' 35.50"	2.00	2.00	42.37	01 Jul 2021	PTBS-0031
23	Emin Rasminah	Bulian Jaya	1° 37' 25.77"	103° 10' 17.76"	1.50	1.50	34.17	28 Oct 2021	PTBS-0050

24	Enang	Bulian Jaya	1° 35' 52.73"	103° 10' 03.40"	0.79	0.79	11.22	10 Jul 2021	PTBS-0093
25	Endang Wati Ningsih	Bulian Jaya	1° 35' 39.74"	103° 09' 51.37"	2.68	2.68	57.29	23 May 2021	PTBS-0005
26	Ermahadi	Bulian Jaya	1° 37' 3.47"	103° 12' 21.67"	2.00	2.00	34.30	15 Oct 2021	PTBS-0032
27	Ernawati A	Bulian Jaya	1° 36' 59.73"	103° 11' 04.90"	1.20	1.20	22.22	26 May 2021	PTBS-0054
	Ernawati B	Bulian Jaya	1° 37' 35.67"	103° 10' 46.34"	2.76	2.76	55.02	26 May 2021	PTBS-0054
28	Etrial	Bulian Jaya	1° 37' 06.00"	103° 12' 14.50"	2.00	2.00	36.56	22 Sep 2021	PTBS-0116
29	Fajar Mansyah A	Bulian Jaya	1° 37' 30.66"	103° 10' 18.96"	1.36	1.36	21.74	28 Oct 2021	PTBS-0130
	Fajar Mansyah B	Bulian Jaya	1° 36' 08.69"	103° 11' 11.22"	1.60	1.60	30.85	08 Oct 2021	PTBS-0130
30	Gelar Lumban Batu	Bulian Jaya	1° 36' 53.02"	103° 10' 41.30"	5.00	5.00	121.09	18 Jul 2021	PTBS-0140
31	Gumarang Situmorang A	Bulian Jaya	1° 37' 23.97"	103° 12' 26.69"	5.80	5.80	102.85	26 Oct 2021	PTBS-0070
	Gumarang Situmorang B	Bulian Jaya	1° 34' 46.06"	103° 09' 23.33"	4.80	4.80	92.85	26 Oct 2021	PTBS-0070
	Gumarang Situmorang C	Bulian Jaya	1° 36' 42.09"	103° 10' 57.48"	0.50	0.50	10.27	02 Jul 2021	PTBS-0070
	Gumarang Situmorang D	Bulian Jaya	1° 36' 39.66"	103° 10' 57.04"	0.50	0.50	10.05	02 Jul 2021	PTBS-0070
32	Handoko	Bulian Jaya	1° 37' 10.17"	103° 11' 00.76"	0.37	0.37	6.97	30 Sep 21	PTBS-0102
33	Hapipullah	Bulian Jaya	1° 36' 35.03"	103° 11' 12.45"	2.79	2.79	56.59	05 May 2021	PTBS-0144
34	Harisyanto	Bulian Jaya	1° 36' 26.57"	103° 10' 51.04"	1.79	1.79	35.32	23 May 2021	PTBS-0124
35	Hatorangan Siagian	Bulian Jaya	1° 37' 42.08"	103° 12' 01.23"	2.65	2.65	63.65	08 Oct 2021	PTBS-0131
36	Herdianto	Bulian Jaya	1° 36' 43.40"	103° 09' 42.09"	1.94	1.94	34.29	20 May 2021	PTBS-0006
37	Heriyadi	Bulian Jaya	1° 38' 00.90"	103° 11' 14.63"	1.51	1.51	26.92	10 Jul 2021	PTBS-0103
38	Iif Miftahul Mila	Bulian Jaya	1° 37' 03.47"	103° 12' 21.67"	2.97	2.97	44.92	10 Sep 2021	PTBS-0051
39	Iwan	Bulian Jaya	1° 38' 07.86"	103° 11' 26.75"	1.36	1.36	27.59	07 Sep 2021	PTBS-0091
40	Jahari	Bulian Jaya	1° 38' 22.43"	103° 10' 41.80"	2.00	2.00	41.58	08 Jul 2021	PTBS-0065
41	Jemiran A	Bulian Jaya	1° 37' 11.47"	103° 11' 41.52"	2.79	2.79	44.98	28 May 2021	PTBS-0042
	Jemiran B	Bulian Jaya	1° 37' 02.57"	103° 11' 02.91"	1.28	1.28	26.03	28 May 2021	PTBS-0042
	Jemiran C	Bulian Jaya	1° 37' 07.01"	103° 10' 49.12"	0.50	0.50	9.74	28 May 2021	PTBS-0042
42	Joko Toni	Bulian Jaya	1° 35' 45.28"	103° 09' 57.48"	1.00	1.00	20.11	4 Aug 2021	PTBS-0018
43	Jono A	Bulian Jaya	1° 35' 53.77"	103° 09' 45.26"	3.33	3.33	82.40	06 Jul 2021	PTBS-0015
	Jono B	Bulian Jaya	1° 35' 51.02"	103° 09' 46.22"	3.37	3.37	84.12	06 Jul 2021	PTBS-0015
44	Juhadi A	Bulian Jaya	1° 37' 29.34"	103° 09' 46.98"	2.69	2.69	46.83	22 Jul 2021	PTBS-0082
	Juhadi B	Bulian Jaya	1° 37' 01.14"	103° 12' 09.53"	2.69	2.69	48.34	22 Oct 2021	PTBS-0082
	Juhadi C	Bulian Jaya	1° 37' 00.42"	103° 12' 15.09"	0.50	0.50	9.51	22 Oct 2021	PTBS-0082
45	Jumitun A	Bulian Jaya	1° 34' 48.33"	103° 09' 10.56"	1.13	1.13	21.30	20 May 2021	PTBS-0066
	Jumitun B	Bulian Jaya	1° 34' 46.62"	103° 09' 10.42"	1.42	1.42	34.54	20 May 2021	PTBS-0066
46	Juni IB	Bulian Jaya	1° 37' 45.43"	103° 11' 14.30"	1.99	1.99	41.14	27 May 2021	PTBS-0101
47	Kariyem	Bulian Jaya	1° 35' 34.28"	103° 10' 43.07"	1.38	1.38	31.87	22 Oct 2021	PTBS-0078
48	Karmain	Bulian Jaya	1° 37' 47.71"	103° 11' 52.61"	3.00	3.00	78.23	25 Apr 2021	PTBS-0049
49	Katiran	Bulian Jaya	1° 35' 18.60"	103° 10' 47.36"	1.46	1.46	27.69	08 Jul 2021	PTBS-0074
50	Keri Mulyo	Bulian Jaya	1° 37' 07.11"	103° 12' 04.29"	1.59	1.59	31.04	3 Jul 2021	PTBS-0149
51	Kisman A	Bulian Jaya	1° 38' 10.25"	103° 11' 42.00"	1.27	1.27	27.15	8 Jul 2021	PTBS-0095
	Kisman B	Bulian Jaya	1° 37' 18.20"	103° 11' 07.49"	0.55	0.55	9.95	28 Oct 2021	PTBS-0095
52	Kusmiatun	Bulian Jaya	1° 37' 46.27"	103° 11' 27.58"	1.34	1.34	25.53	20 May 2021	PTBS-0089
53	Kusni	Bulian Jaya	1° 36' 25.22"	103° 10' 59.62"	2.00	2.00	40.58	08 Aug 2021	PTBS-0136
54	Kustini	Bulian Jaya	1° 38' 02.23"	103° 11' 46.14"	1.51	1.51	27.81	25 May 2021	PTBS-0086
55	Lamidin	Bulian Jaya	1° 38' 33.38"	103° 11' 44.85"	2.35	2.35	58.20	11 Aug 2021	PTBS-0117

56	Laugrent Mani Huruk	Bulian Jaya	1° 36' 26.91"	103° 11' 10.00"	2.60	2.60	67.74	28 May 2021	PTBS-0084
57	Linda Lumban Gaol A	Bulian Jaya	1° 37' 10.23"	103° 12' 19.07"	1.56	1.56	33.10	11 Sep 21	PTBS-0133
	Linda Lumban Gaol B	Bulian Jaya	1° 37' 10.12"	103° 12' 26.48"	1.56	1.56	32.45	11 Sep 21	PTBS-0133
58	Lubis	Bulian Jaya	1° 38' 21.23"	103° 11' 14.52"	2.00	2.00	41.28	21 Oct 2021	PTBS-0056
59	M Nur Rohman	Bulian Jaya	1° 36' 26.25"	103° 10' 26.69"	2.21	2.21	48.02	27 Jul 2021	PTBS-0064
60	Marbun	Bulian Jaya	1° 36' 39.66"	103° 11' 06.16"	2.03	2.03	33.12	10 Sep 21	PTBS-0121
61	Mardi	Bulian Jaya	1° 37' 38.30"	103° 11' 32.42"	1.62	1.62	30.83	26 May 2021	PTBS-0096
62	Maryono	Bulian Jaya	1° 38' 6.73"	103° 10' 58.76"	1.00	1.00	22.06	28 May 2021	PTBS-0061
63	Mas Khotib	Bulian Jaya	1° 35' 51.68"	103° 10' 41.72"	1.35	1.35	26.73	22 Oct 2021	PTBS-0072
64	Misli	Bulian Jaya	1° 37' 27.75"	103° 09' 23.47"	1.55	1.55	30.67	18 Jul 2021	PTBS-0002
65	Muhammad Candra	Bulian Jaya	1° 38' 34.86"	103° 11' 49.57"	1.26	1.26	25.03	28 Jul 2021	PTBS-0118
66	Muhammad Ridwan	Bulian Jaya	1° 34' 35.26"	103° 10' 23.61"	0.50	0.50	9.79	05 Aug 2021	PTBS-0085
67	Muhammad Soleh	Bulian Jaya	1° 37' 12.45"	103° 11' 45.79"	2.00	2.00	43.95	07 Aug 2021	PTBS-0141
68	Muhammad Sudib A	Bulian Jaya	1° 37' 0.29"	103° 12' 04.17"	1.19	1.19	19.05	21 May 2021	PTBS-0037
	Muhammad Sudib B	Bulian Jaya	1° 37' 16.84"	103° 10' 08.87"	2.00	2.00	41.76	21 May 2021	PTBS-0037
69	Muhtadi A	Bulian Jaya	1° 37' 10.81"	103° 10' 54.63"	2.00	2.00	36.38	25 Jul 2021	PTBS-0104
	Muhtadi B	Bulian Jaya	1° 36' 20.37"	103° 10' 59.36"	0.51	0.51	9.69	25 Jul 2021	PTBS-0104
70	Mujianto	Bulian Jaya	1° 38' 8.08"	103° 11' 06.08"	1.36	1.36	25.63	06 May 2021	PTBS-0063
71	Mujito	Bulian Jaya	1° 36' 57.61"	103° 12' 15.10"	1.00	1.00	17.92	06 May 2021	PTBS-0129
72	Mukhlisin	Bulian Jaya	1° 36' 53.69"	103° 09' 03.62"	1.49	1.49	27.15	07 Sep 21	PTBS-0009
73	Mukiran A	Bulian Jaya	1° 38' 26.54"	103° 11' 43.66"	1.36	1.36	29.15	07 Sep 2021	PTBS-0127
	Mukiran B	Bulian Jaya	1° 37' 44.52"	103° 11' 38.99"	3.68	3.68	103.71	07 Sep 2021	PTBS-0127
	Mukiran C	Bulian Jaya	1° 38' 29.58"	103° 11' 47.83"	2.01	2.01	53.93	07 Sep 2021	PTBS-0127
	Mukiran F	Bulian Jaya	1° 37' 12.84"	103° 11' 23.01"	1.00	1.00	16.28	07 Sep 2021	PTBS-0127
	Mukiran D	Bulian Jaya	1° 37' 12.84"	103° 11' 23.01"	2.96	2.96	53.93	07 Sep 2021	PTBS-0127
	Mukiran E	Bulian Jaya	1° 37' 08.64"	103° 37' 54.84"	4.59	4.59	115.58	07 Sep 2021	PTBS-0127
	Mukiran G	Bulian Jaya	1° 37' 27.90"	103° 11' 45.10"	1.05	1.05	18.77	07 Sep 2021	PTBS-0127
74	Neli Octiana	Bulian Jaya	1° 37' 15.95"	103° 12' 21.93"	1.15	1.15	23.03	6 Jul 2021	PTBS-0134
75	Ngadiem	Bulian Jaya	1° 36' 49.72"	103° 10' 24.27"	2.25	2.25	48.08	26 Aug 2021	PTBS-0125
76	Ngatiyo A	Bulian Jaya	1° 38' 08.46"	103° 11' 23.73"	1.00	1.00	17.99	05 Oct 2021	PTBS-0105
	Ngatiyo B	Bulian Jaya	1° 38' 07.37"	103° 11' 31.75"	2.13	2.13	46.97	08 Jul 2021	PTBS-0105
77	Nopal Yadi A	Bulian Jaya	1° 36' 43.95"	103° 10' 23.86"	2.88	2.88	62.55	27 Jul 2021	PTBS-0030
	Nopal Yadi B	Bulian Jaya	1° 38' 02.79"	103° 11' 20.98"	0.50	0.50	7.99	02 Oct 2021	PTBS-0030
78	Nunuk Winarni	Bulian Jaya	1° 36' 23.73"	103° 10' 35.46"	0.58	0.58	10.05	03 Jun 2021	PTBS-0069
79	Nur Rohman A	Bulian Jaya	1° 35' 31.99"	103° 10' 45.24"	1.11	1.11	24.76	20 May 2021	PTBS-0071
	Nur Rohman B	Bulian Jaya	1° 35' 31.99"	103° 10' 45.24"	1.07	1.07	22.03	20 May 2021	PTBS-0071
80	Nurbiantoro	Bulian Jaya	1° 37' 17.82"	103° 11' 01.42"	0.42	0.42	8.64	09 Sep 2021	PTBS-0108
81	Nuryanto A	Bulian Jaya	1° 36' 58.36"	103° 10' 26.37"	0.35	0.35	7.33	22 May 2021	PTBS-0048
	Nuryanto C	Bulian Jaya	1° 37' 40.28"	103° 11' 00.75"	0.89	0.89	12.02	22 Jul 2021	PTBS-0048
	Nuryanto D	Bulian Jaya	1° 37' 31.51"	103° 10' 48.76"	2.93	2.93	46.76	22 Jul 2021	PTBS-0048
	Nuryanto B	Bulian Jaya	1° 37' 28.90"	103° 09' 50.06"	3.00	3.00	53.21	22 Mie 2021	PTBS-0048
	Nuryanto E	Bulian Jaya	1°37' 29.34"	103° 09' 46.98"	0.75	0.75	12.44	22 Mie 2021	PTBS-0048
82	Nyaman A	Bulian Jaya	1° 38' 09.12"	103° 10' 53.19"	2.32	2.32	28.61	26 May 2021	PTBS-0044
	Nyaman B	Bulian Jaya	1° 37' 59.68"	103° 11' 36.63"	1.81	1.81	38.21	26 May 2021	PTBS-0044

	Nyaman C	Bulian Jaya	1° 37' 01.44"	103° 10' 41.12"	0.71	0.71	12.49	26 May 2021	PTBS-0044
	Nyaman D	Bulian Jaya	1°37' 59.28"	103° 11' 34.88"	2.26	2.26	51.18	26 May 2021	PTBS-0044
83	Paino	Bulian Jaya	1° 38' 17.66"	103° 11' 04.03"	1.50	1.50	25.09	07 Sept 21	PTBS-0057
84	Parmin	Bulian Jaya	1° 36' 30.73"	103° 10' 45.72"	0.44	0.44	8.16	22 Oct 2021	PTBS-0073
85	Parno	Bulian Jaya	1° 37' 20.81"	103° 11' 25.45"	1.19	1.19	36.53	15 Jul 2021	PTBS-0143
86	Parso	Bulian Jaya	1° 37' 27.33"	103° 11' 00.10"	0.97	0.97	16.50	20 May 2021	PTBS-0090
87	Popi Elisna	Bulian Jaya	1° 36' 43.95"	103° 10' 23.86"	0.41	0.41	7.93	27 Jul 2021	PTBS-0128
88	Pori Sandra	Bulian Jaya	1° 37' 00.22"	103° 10' 30.09"	0.51	0.51	9.77	20 Jul 2021	PTBS-0010
89	Prapto Dian M	Bulian Jaya	1° 36' 47.28"	103° 11' 07.43"	2.00	2.00	32.65	27 May 2021	PTBS-0115
90	Priadi Wibowo	Bulian Jaya	1° 36' 02.45"	103° 09' 51.50"	2.00	2.00	38.15	20 May 2021	PTBS-0003
91	Pujianto	Bulian Jaya	1° 36' 57.46"	103° 11' 09.50"	2.00	2.00	52.71	30 May 2021	PTBS-0147
92	Rais	Bulian Jaya	1° 35' 23.09"	103° 10' 50.08"	1.85	1.85	36.89	10 Aug 2021	PTBS-0076
93	Riaman A	Bulian Jaya	1° 38' 14.73"	103° 11' 22.93"	1.21	1.21	26.10	06 May 2021	PTBS-0120
	Riaman B	Bulian Jaya	1° 38' 17.21"	103° 11' 23.36"	1.33	1.33	28.39	06 May 2021	PTBS-0120
94	Riana Pepfrianti A	Bulian Jaya	1° 35' 19.55"	103° 09' 53.57"	2.02	2.02	46.61	10 Aug 2021	PTBS-0077
	Riana Pepfrianti B	Bulian Jaya	1° 35' 21.18"	103° 9' 52.34"	2.05	2.05	50.65	10 Aug 2021	PTBS-0077
95	Robi	Bulian Jaya	1° 36' 49.72"	103° 10' 24.27"	0.50	0.50	9.92	26 Aug 2021	PTBS-0029
96	Rofi Mungfarid	Bulian Jaya	1° 36' 42.24"	103° 10' 53.66"	2.00	2.00	44.89	30 Aug 2021	PTBS-0007
97	Rosepille Situmorang	Bulian Jaya	1° 38' 08.40"	103° 12' 04.41"	1.44	1.44	36.34	10 Sept 21	PTBS-0109
98	Rudi Harianto A	Bulian Jaya	1° 37' 06.90"	103° 12' 08.40"	2.49	2.49	52.19	07 May 2021	PTBS-0014
	Rudi Harianto B	Bulian Jaya	1° 37' 32.58"	103° 13' 03.69"	0.80	0.80	13.43	07 May 2021	PTBS-0014
	Rudi Harianto C	Bulian Jaya	1° 36' 35.03"	103° 10' 20.60"	0.49	0.49	8.61	07 May 2021	PTBS-0014
99	Ruswanto	Bulian Jaya	1° 36' 26.57"	103° 10' 51.04"	0.53	0.53	10.18	23 May 2021	PTBS-0083
100	Sabki	Bulian Jaya	1° 37' 18.61"	103° 08' 42.12"	1.60	1.60	28.90	05 May 2021	PTBS-0039
101	Sakiman	Bulian Jaya	1° 37' 40.12"	103° 11' 01.76"	0.95	0.95	12.49	06 May 2021	PTBS-0119
102	Sami'ah	Bulian Jaya	1° 38' 14.55"	103° 11' 14.59"	2.00	2.00	43.43	28 May 2021	PTBS-0094
103	Samira	Bulian Jaya	1° 38' 07.03"	103° 11' 37.61"	1.11	1.11	21.12	19 Oct 2021	PTBS-0098
104	Samuri	Bulian Jaya	1° 37' 05.11"	103° 10' 34.57"	0.43	0.43	7.92	23 May 2021	PTBS-0043
105	Sarmanto	Bulian Jaya	1° 37' 45.22"	103° 11' 47.13"	1.85	1.85	38.39	06 May 2021	PTBS-0113
106	Sayuti	Bulian Jaya	1° 36' 47.52"	103° 10' 27.26"	0.50	0.50	8.59	07 May 2021	PTBS-0016
107	Silpian A	Bulian Jaya	1° 37' 29.83"	103° 13' 10.62"	1.65	1.65	32.69	20 May 2021	PTBS-0027
	Silpian B	Bulian Jaya	1° 36' 06.79"	103° 10' 35.44"	0.54	0.54	9.80	20 May 2021	PTBS-0027
	Silpian C	Bulian Jaya	1° 37' 30.77"	103° 13' 05.97"	2.00	2.00	42.74	20 May 2021	PTBS-0027
108	Siman	Bulian Jaya	1° 37' 35.79"	103° 13' 20.29"	2.00	2.00	34.73	20 May 2021	PTBS-0028
109	Siti Romlah	Bulian Jaya	1° 37' 03.47"	103° 12' 21.67"	1.00	1.00	16.42	15 Oct 2021	PTBS-0040
110	Solehan	Bulian Jaya	1° 36' 44.28"	103° 10' 36.39"	0.52	0.52	9.05	30 Jul 2021	PTBS-0020
111	Sri Agustina	Bulian Jaya	1° 38' 04.04"	103° 11' 25.03"	2.50	2.50	61.12	19 Oct 2021	PTBS-0112
112	Sri Harjati	Bulian Jaya	1° 37' 47.03"	103° 11' 41.09"	1.01	1.01	18.23	23 Aug 2021	PTBS-0100
113	Sri Mujayati	Bulian Jaya	1° 36' 40.40"	103° 10' 35.26"	0.52	0.52	9.75	03 Jul 2021	PTBS-0068
114	Sugimo	Bulian Jaya	1° 36' 59.74"	103° 11' 11.65"	1.48	1.48	33.67	6 Jul 2021	PTBS-0150
115	Suhari A	Bulian Jaya	1° 35' 44.94"	103° 09' 36.79"	3.62	3.62	77.35	26 May 2021	PTBS-0019
	Suhari B	Bulian Jaya	1° 37' 02.31"	103° 11' 06.83"	1.73	1.73	34.97	26 May 2021	PTBS-0019
	Suhari C	Bulian Jaya	1° 37' 40.17"	103° 10' 49.12"	2.82	2.82	66.20	26 May 2021	PTBS-0019
	Suhari D	Bulian Jaya	1° 37' 26.58"	103° 10' 44.90"	2.40	2.40	40.93	26 May 2021	PTBS-0019
	Suhari E	Bulian Jaya	1° 37' 54.36"	103° 11' 30.08"	1.92	1.92	48.87	26 May 2021	PTBS-0019
	Suhari F	Bulian Jaya	1° 36' 55.66"	103° 11' 02.97"	2.18	2.18	42.69	26 May 2021	PTBS-0019
	Suhari G	Bulian Jaya	1° 37' 07.36"	103° 10' 48.30"	0.50	0.50	8.87	26 May 2021	PTBS-0019
	Suhari H	Bulian Jaya	1° 37' 32.13"	103° 10' 43.04"	2.40	2.40	53.10	26 May 2021	PTBS-0019

	Suhari I	Bulian Jaya	1° 37' 07.36"	103° 10' 47.47"	0.50	0.50	9.05	26 May 2021	PTBS-0019
116	Suhartini	Bulian Jaya	1° 38' 12.71"	103° 11' 25.71"	2.00	2.00	38.14	03 Jul 2021	PTBS-0067
117	Suharto A	Bulian Jaya	1° 36' 48.55"	103° 09' 35.13"	0.50	0.50	10.15	10 Oct 2021	PTBS-0033
118	Sukarmin A	Bulian Jaya	1° 37' 13.79"	103° 11' 00.08"	0.50	0.50	9.39	23 May 2021	PTBS-0017
	Sukarmin B	Bulian Jaya	1° 36' 20.53"	103° 10' 23.90"	0.48	0.48	7.80	23 May 2021	PTBS-0017
	Sukarmin C	Bulian Jaya	1° 36' 16.45"	103° 10' 23.35"	0.91	0.91	14.25	10 Oct 2021	PTBS-0017
	Sukarmin D	Bulian Jaya	1° 36' 20.32"	103° 10' 27.16"	0.49	0.49	9.26	23 May 2021	PTBS-0017
119	Sukartini	Bulian Jaya	1° 37' 17.03"	103° 12' 18.68"	1.15	1.15	23.15	6 Jul 2021	PTBS-0139
120	Sukasmi	Bulian Jaya	1° 36' 54.50"	103° 10' 55.94"	0.53	0.53	8.55	05 May 2021	PTBS-0046
121	Sukijo	Bulian Jaya	1° 36' 12.56"	103° 10' 26.76"	1.80	1.80	34.28	06 May 2021	PTBS-0004
122	Sulastri	Bulian Jaya	1° 36' 53.02"	103° 10' 41.30"	0.58	0.58	10.68	18 Jul 2021	PTBS-0034
123	Sumarno A	Bulian Jaya	1° 37' 20.02"	103° 10' 45.56"	2.82	2.82	49.00	05 May 2021	PTBS-0041
	Sumarno B	Bulian Jaya	1° 37' 06.94"	103° 11' 10.51"	0.50	0.50	7.85	05 May 2021	PTBS-0041
	Sumarno C	Bulian Jaya	1° 37' 07.22"	103° 10' 46.63"	0.40	0.40	7.27	05 May 2021	PTBS-0041
	Sumarno D	Bulian Jaya	1° 36' 59.23"	103° 10' 43.13"	0.50	0.50	9.55	05 May 2021	PTBS-0041
124	Sunarti	Bulian Jaya	1° 36' 22.52"	103° 11' 04.89"	1.57	1.57	94.57	31 Apr 2021	PTBS-0053
125	Sunarti	Bulian Jaya	1° 37' 37.24"	103° 10' 52.78"	2.00	2.00	94.57	29 May 2021	PTBS-0087
126	Sunarti	Bulian Jaya	1° 38' 12.71"	103° 11' 25.71"	1.22	1.22	94.57	25 May 2021	PTBS-0088
127	Sunaryo	Bulian Jaya	1° 37' 02.80"	103° 12' 25.04"	1.37	1.37	21.47	15 Oct 2021	PTBS-0062
128	Sunawan A	Bulian Jaya	1° 35' 52.16"	103° 10' 44.58"	2.00	2.00	35.26	2 Jul 2021	PTBS-0080
	Sunawan B	Bulian Jaya	1° 36' 18.11"	103° 10' 43.23"	0.51	0.51	9.17	2 Jul 2021	PTBS-0080
129	Supriyanto A	Bulian Jaya	1° 37' 57.17"	103° 11' 58.80"	1.46	1.46	31.24	28 May 2021	PTBS-0123
	Supriyanto B	Bulian Jaya	1° 37' 28.87"	103° 10' 54.04"	1.28	1.28	22.88	25 May 2021	PTBS-0123
	Supriyanto C	Bulian Jaya	1° 37' 47.66"	103° 11' 32.32"	1.35	1.35	22.78	25 May 2021	PTBS-0123
	Supriyanto D	Bulian Jaya	1° 36' 20.56"	103° 10' 21.96"	0.54	0.54	10.05	23 May 2021	PTBS-0123
	Supriyanto E	Bulian Jaya	1° 37' 00.77"	103° 10' 35.87"	0.49	0.49	10.60	23 May 2021	PTBS-0123
130	Supriyono A	Bulian Jaya	1° 37' 59.79"	103° 11' 09.89"	1.58	1.58	33.28	28 May 2021	PTBS-0092
	Supriyono B	Bulian Jaya	1° 38' 04.56"	103° 11' 55.53"	3.51	3.51	75.48	28 May 2021	PTBS-0092
131	Suripah	Bulian Jaya	1° 36' 43.53"	103° 11' 06.94"	0.87	0.87	13.47	08 Aug 2021	PTBS-0137
132	Surono A A	Bulian Jaya	1° 36' 42.24"	103° 10' 53.66"	0.50	0.50	9.29	07 Jul 2021	PTBS-0008
	Surono A B	Bulian Jaya	1° 36' 54.09"	103° 10' 27.47"	0.50	0.50	8.67	07 Jul 2021	PTBS-0008
	Surono A C	Bulian Jaya	1° 35' 52.69"	103° 09' 50.42"	2.70	2.70	48.10	07 Jul 2021	PTBS-0008
	Surono A D	Bulian Jaya	1° 37' 30.80"	103° 09' 21.06"	2.80	2.80	65.61	07 Jul 2021	PTBS-0008
	Surono A E	Bulian Jaya	1° 35' 51.35"	103° 10' 05.96"	1.80	1.80	41.66	07 Jul 2021	PTBS-0008
	Surono A F	Bulian Jaya	1° 35' 48.22"	103° 09' 42.59"	4.00	4.00	66.91	07 Jul 2021	PTBS-0008
133	Surono B A	Bulian Jaya	1° 37' 43.59"	103° 11' 43.48"	1.40	1.40	32.15	07 Sep 2021	PTBS-0126
	Surono B B	Bulian Jaya	1° 37' 52.61"	103° 11' 13.54"	2.70	2.70	62.59	07 Sep 2021	PTBS-0126
	Surono B C	Bulian Jaya	1° 38' 26.54"	103° 11' 43.66"	2.20	2.20	51.01	07 Sep 2021	PTBS-0126
134	Suryanto A	Bulian Jaya	1° 37' 19.19"	103° 11' 38.67"	2.00	2.00	38.49	28 May 2021	PTBS-0135
	Suryanto B	Bulian Jaya	1° 37' 16.62"	103° 11' 42.67"	1.27	1.27	22.61	28 May 2021	PTBS-0135
135	Sutris	Bulian Jaya	1° 37' 44.67"	103° 11' 30.80"	1.34	1.34	28.53	22 May 2021	PTBS-0114
136	Sutrisno	Bulian Jaya	1° 36' 24.94"	103° 10' 45.13"	0.52	0.52	9.38	05 Jul 2021	PTBS-0075
137	Suwarji	Bulian Jaya	1° 37' 45.49"	103° 11' 09.10"	1.99	1.99	41.28	23 May 2021	PTBS-0107
138	Suyuti A	Bulian Jaya	1° 36' 27.53"	103° 09' 31.73"	2.72	2.72	47.85	28 May 2021	PTBS-0013
	Suyuti B	Bulian Jaya	1° 37' 48.35"	103° 11' 23.08"	1.60	1.60	33.64	28 May 2021	PTBS-0013
	Suyuti C	Bulian Jaya	1° 37' 39.39"	103° 11' 07.37"	0.49	0.49	9.05	28 May 2021	PTBS-0013
	Suyuti D	Bulian Jaya	1° 37' 01.45"	103° 11' 00.71"	1.99	1.99	38.91	28 May 2021	PTBS-0013
	Suyuti E	Bulian Jaya	1° 37' 39.12"	103° 11' 10.84"	0.72	0.72	11.97	28 May 2021	PTBS-0013
139	Taska A	Bulian Jaya	1° 37' 24.99"	103° 11' 18.00"	1.76	1.76	36.70	15 Jun 2021	PTBS-0151
	Taska B	Bulian Jaya	1° 37' 07.21"	103° 11' 05.07"	0.53	0.53	9.33	15 Jun 2021	PTBS-0151

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140	Teguh Fitriyono A	Bulian Jaya	1° 38' 18.60"	103° 11' 12.16"	1.45	1.45	23.39	23 May 2021	PTBS-0106
	Teguh Fitriyono B	Bulian Jaya	1° 37' 48.01"	103° 11' 08.83"	2.00	2.00	49.15	23 May 2021	PTBS-0106
	Teguh Fitriyono C	Bulian Jaya	1° 37' 50.50"	103° 11' 09.30"	2.00	2.00	32.44	23 May 2021	PTBS-0106
141	Toiman A	Bulian Jaya	1° 35' 42.09"	103° 10' 12.81"	1.92	1.92	40.59	22 Oct 2021	PTBS-0079
	Toiman B	Bulian Jaya	1° 35' 47.61"	103° 10' 39.62"	2.06	2.06	49.09	22 Oct 2021	PTBS-0079
	Toiman C	Bulian Jaya	1° 36' 25.39"	103° 10' 46.55"	0.52	0.52	9.80	22 Oct 2021	PTBS-0079
	Toiman D	Bulian Jaya	1° 35' 23.47"	103° 10' 38.05"	3.56	3.56	92.98	22 Oct 2021	PTBS-0079
	Toiman E	Bulian Jaya	1° 36' 26.19"	103° 10' 47.80"	0.52	0.52	9.22	22 Oct 2021	PTBS-0079
142	Tri Mega Y	Bulian Jaya	1° 37' 39.63"	103° 10' 46.14"	2.03	2.03	39.70	31 Apr 2021	PTBS-0036
143	Tukijo A	Bulian Jaya	1° 37' 11.26"	103° 11' 01.24"	0.57	0.57	10.47	29 May 2021	PTBS-0138
	Tukijo B	Bulian Jaya	1° 36' 50.71"	103° 11' 07.59"	1.54	1.54	31.68	29 May 2021	PTBS-0138
144	Tukiman	Bulian Jaya	1° 36' 27.16"	103° 10' 29.55"	0.46	0.46	8.41	22 May 2021	PTBS-0081
145	Warsini	Bulian Jaya	1° 37' 23.57"	103° 10' 50.85"	1.83	1.83	38.67	06 May 2021	PTBS-0052
146	Yahya A	Bulian Jaya	1° 38' 19.82"	103° 10' 54.94"	2.36	2.36	30.88	30 Apr 21	PTBS-0060
	Yahya B	Bulian Jaya	1° 38' 23.46"	103° 10' 54.93"	1.67	1.67	27.51	31 Apr 2021	PTBS-0060
147	Yandri	Bulian Jaya	1° 35' 52.82"	103° 10' 00.29"	1.15	1.15	22.54	31 Jul 2021	PTBS-0001
148	Yogi Eko Prasetyo A	Bulian Jaya	1° 37' 21.37"	103° 11' 35.50"	1.85	1.85	36.35	01 Jul 2021	PTBS-0142
	Yogi Eko Prasetyo B	Bulian Jaya	1° 37' 08.02"	103° 11' 28.46"	2.00	2.00	44.42	28 May 2021	PTBS-0142
149	Yuni Priatiningsih A	Bulian Jaya	1° 37' 08.80"	103° 11' 06.04"	0.53	0.53	7.80	23 Aug 2021	PTBS-0148
	Yuni Priatiningsih B	Bulian Jaya	1° 37' 07.94"	103° 11' 06.83"	0.51	0.51	7.29	23 Aug 2021	PTBS-0148
150	Yut Wuri Handayani	Bulian Jaya	1° 38' 12.02"	103° 11' 15.06"	3.08	3.08	47.62	20 Jul 2021	PTBS-0055
151	Zulkipli	Bulian Jaya	1° 37' 19.01"	103° 10' 12.18"	2.67	2.67	45.64	22 May 2021	PTBS-0038
TOTAL					383.23	383.23	7,932.65		

Appendix F: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
BPEJ	Borneso Persada Energy Jaya
CAK	Citra Agro Kencana
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
CSPO	Certified Sustainable Palm Oil
CSPKO	Certified Sustainable Palm Kernel Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
IP	Identity Preserved
IS - CSPO	Independent Smallholder Certified Sustainable Palm Oil
IS – CSPKO	Independent Smallholder Certified Sustainable Palm Kernel Oil
IS – CSPKE	Independent Smallholder Certified Sustainable Palm Kernel Expeller
ISCC	International Sustainable Carbon Certification
ISS	Independent Smallholder Standard
LD50	Lethal Dose for 50 sample
MB	Mass Balance
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
OER	Oil Extraction Rate
OSH	Occupational Safety and Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
PPE	Personal Protective Equipment
PPTBS	Perkumpulan Putra Tunggal Bukit Sangkalan
RSPO	Roundtable on Sustainable Palm Oil
P&C	Principles & Criteria
RTE	Rare, Threatened or Endangered species
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure