

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- Initial Assessment
- Annual Surveillance Assessment (2_1)
- Recertification Assessment (Choose an item.)
- Extension of Scope

Client Company Name / Parent Company: PT Inti Indo sawit Subur
Client Company / Parent Company Address: Jl Palembang Kav. 35 – 37, Jakarta Pusat 10230, DKI Jakarta, Indonesia
Certification Unit: PT Inti Indosawit Subur – Ukui I Palm Oil Mill
Location of Certification Unit: Ukui Village, Ukui District, Pelalawan Regency, Riau Province, Indonesia
Date of Final Report: 14/11/2022

TABLE of CONTENTS	Page No
Section 1: Scope of the Assessment.....	3
1. Company Details	3
2. Certification Information	3
3. Other Certifications.....	4
4. Location(s) of Mill & Supply Bases	4
5. Description of Supply Base	5
6. Plantings & Cycle.....	5
7. Summary of Certified Tonnage of FFB (Own Certified Scope)	6
8. Summary of Certified Tonnage of FFB (from other certified unit(s))	7
9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate).....	7
10. Summary of Certified Tonnage (MT) (not applicable for ISS)	8
11. Summary of Actual Volume sold	9
12. Independent Smallholders Certified Tonnage (MT) / Volume	11
13. Independent Smallholders Actual Sold Tonnage / Volume	11
Section 2: Assessment Process	12
2.1 Assessment Methodology, Programme, Site Visits.....	12
2.2 BSI Assessment Team	14
2.3 Assessment Plan.....	15
Section 3: Assessment Findings	18
3.1 Multiple Management Units and Time Bound Plan.....	18
3.2 Progress of scheme smallholders and/or outgrowers.....	22
3.3 Details of Nonconformities	27
3.3.1 Status of Nonconformities Previously Identified and Observations.....	28
3.3.2 Summary of the Nonconformities and Status	33
3.4 Stakeholders and previous land owner / user consultation.....	33
3.5 Impartiality and conflict of interest	38
Formal Signing-off of Assessment Conclusion and Recommendation	39
Appendix A: Summary of Findings	40
Appendix B: GHG Reporting Executive Summary	228
Appendix C: Location Map of Certification Unit and Supply bases.....	230
Appendix D: Estate Field Map.....	231
Appendix E: List of Smallholder sampled	232
Appendix F: List of Abbreviations.....	234

Section 1: Scope of the Assessment

1. Company Details			
Parent Company	PT Inti Indosawit Subur		
RSPO Membership Number	1-0022-06-000-00	Membership Approval Date	6/02/2006
Address	Jl Palembang Kav. 35 – 37, Jakarta Pusat 10230, DKI Jakarta, Indonesia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	PT Inti Indosawit Subur – Ukui I Palm Oil Mill		
Location / Address	Ukui Village, Ukui District, Pelalawan Regency, Riau Province, Indonesia		
Website	www.asianagri.co.id		
Management Representative	Mr. Ivan Novrizaldie	E-mail	ivan_novrizaldie@asianagri.com
Telephone	+62 21 230 1119	Facsimile	+62 21 230 1120

2. Certification Information			
Certificate Number	RSPO 633774	Certificate Start Date	30/08/2021
Date of First Certification	01/03/2011	Certificate Expiry Date	29/08/2026
Scope of Certification	Production of Palm Oil and Palm Kernel		
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 type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 2_1) <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 type="checkbox"/> RSPO P&C 2018 for the Production of Sustainable Palm Oil <input checked="" type="checkbox"/> Indonesia National Interpretation 2020 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	70 MT//Hr
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
ID05/65250	ISO 14001:2015	SGS	10/06/2023
EU-ISCC-Cert-DE100-02043122	ISCC EU	SGS	02/02/2023
SGS-ID-ISPO-0032	ISPO	SGS	20/03/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Ukui-1 POM	Ukui Village, Ukui District, Pelalawan Regency, Riau Province, Indonesia	00° 13' 32.09" S	102° 5' 39.84" E
Ukui Estate	Ukui Village, Ukui Sub-District, Pelalawan Regency, Riau Province, Indonesia	00° 13' 32.09" S	102° 5' 39.84" E
KUD Sumber Makmur (781 smallholders)	Bukit Gajah Village, Ukui Sub-District, Pelalawan Regency, Riau Province	00° 09' 04.05" S	102° 09' 26.01" E
KUD Bina Usaha Baru (308 smallholders)	Bukit Jaya Village, Ukui Sub-District, Pelalawan Regency, Riau Province	00° 09' 35.06" S	102° 06' 22.05" E
KUD Bakti (224 smallholders)	Trimulya Jaya Village, Ukui Sub-District, Pelalawan Regency, Riau Province	00° 08' 24.05" S	102° 05' 48.02" E
KUD Karya Bersama (432 smallholders)	Air Emas Village, Ukui Sub-District, Pelalawan Regency, Riau Province	00° 07' 00.00" S	102° 05' 54.06" E
KUD Sawit Subur (454 smallholders)	Kampung Baru Village, Ukui Sub-District, Pelalawan Regency, Riau Province	00° 09' 41.01" S	102° 03' 28.06" E
KUD Bina Sejahtera (618 smallholders)	Lubuk Kembang Sari Village, Ukui Sub-District, Pelalawan Regency, Riau Province	00° 12' 06.07" S	102° 06' 17.05" E
KUD Sumber Bahagia (603 smallholders)	Silikuan Hulu Village, Ukui Sub-District, Pelalawan Regency, Riau Province	00° 13' 55.08" S	102° 06' 30.06" E
KUD Bukit Potalo (247 smallholders)	Redang Seko Village, Ukui Sub-District, Pelalawan Regency, Riau Province	00° 10' 56.09" S	102° 13' 12.05" E
KUD Usaha Baru (247 smallholders)	Ukui 2 Village, Ukui Sub-District, Pelalawan Regency, Riau Province	00° 08' 40.06" S	102° 10' 09.00" E
Notes: -			

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

5. Description of Supply Base					
New Planting Development	<input checked="" 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
Ukui Estate	3,375	118	72	3,565	96.07
Sub-Total A	3,375	118	72	3,565	
KUD Sumber Makmur (781 smallholders)	1,562	0	0	1,562	100
KUD Bina Usaha Baru (308 smallholders)	616	0	0	616	100
KUD Bakti (224 smallholders)	448	0	0	448	100
KUD Karya Bersama (432 smallholders)	864	0	0	864	100
KUD Sawit Subur (454 smallholders)	908	0	0	908	100
KUD Bina Sejahtera (618 smallholders)	1,236	0	0	1,236	100
KUD Sumber Bahagia (603 smallholders)	1,206	0	0	1,206	100
KUD Bukit Potalo (247 smallholders)	494	0	0	494	100
KUD Usaha Baru (247 smallholders)	494	0	0	494	100
Sub-Total B	7,828	0	0	7,828	
Total	11,203	118	72	11,393	98.33

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Ukui Estate	494	1,675	19	1,187	2,881	494
Sub-Total A	494	1,675	19	1,187	2,881	494
KUD Sumber Makmur (781 smallholders)	0	0	0	1,562	1,562	0

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

KUD Bina Usaha Baru (308 smallholders)	472	0	0	144	144	472
KUD Bakti (224 smallholders)	0	0	0	448	448	0
KUD Karya Bersama (432 smallholders)	0	0	0	864	864	0
KUD Sawit Subur (454 smallholders)	0	0	0	908	908	0
KUD Bina Sejahtera (618 smallholders)	0	0	0	1,236	1,236	0
KUD Sumber Bahagia (603 smallholders)	0	0	26	1,180	1,206	0
KUD Bukit Potalo (247 smallholders)	0	0	494	0	494	0
KUD Usaha Baru (247 smallholders)	0	0	494	0	494	0
Sub-Total B	472	0	1,014	6,342	7,356	472
Total (ha)	966	1,675	1,033	7,529	10,237	966

Note: Only Mature area is considered as production area

7. Summary of Certified Tonnage of FFB (Own Certified Scope)

Estate / Smallholders	Tonnage (MT) / year			Forecast (Aug 2022 – Jul 2023)
	Estimated (Aug 2021 – Jul 2022)	Actual (Mar 2021 – Apr 2022)		
		Previous license period (Mar 2021 – July 2021)	Current license period (Aug 2021 – Apr 2022)	
Ukui Estate	78,826	36,019	64,604	78,899
KUD Sumber Makmur (781 smallholders)	33,654	9,033	11,193	22,164
KUD Bina Usaha Baru (308 smallholders)	14,597	817	3,706	16,355
KUD Bakti (224 smallholders)	909	347	568	-
KUD Karya Bersama (432 smallholders)	12,153	6,866	5,290	9,243
KUD Sawit Subur (454 smallholders)	2,910	82	910	2,216

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

KUD Bina Sejahtera (618 smallholders)	25,409	5,550	12,551	12,711
KUD Sumber Bahagia (603 smallholders)	16,543	6,320	10,439	16,491
KUD Bukit Potalo (247 smallholders)	10,678	4,422	7,528	10,037
KUD Usaha Baru (247 smallholders)	9,870	3,996	7,075	9,335
Sub-Total B	126,723	37,433	59,262	98,552
Sub-Total (actual)		73,452	123,862	
Total	205,549	197,316*		177,451

Note: *rounded up from 197,315.75

8. Summary of Certified Tonnage of FFB (from other certified unit(s))

Estate / Smallholders	Tonnage (MT) / year			
	Estimated (Aug 2021 – Jul 2022)	Actual (Mar 2021 – Apr 2022)		Forecast (Aug 2022 – Jul 2023)
		Previous license period (Mar 2021 – July 2021)	Current license period (Aug 2021 – Apr 2022)	
Nil		Nil	Nil	
Total		Nil		

Note:

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)

Out growers / smallholders	Tonnage (MT) / year			
	Estimated (Aug 2021 – Jul 2022)	Actual (Mar 2021 – Apr 2022)		Forecast (Aug 2022 – Jul 2023)
		Previous license period (Mar 2021 – July 2021)	Current license period (Aug 2021 – Apr 2022)	
3 rd Party	N/A	31,449.81	66,657.27	N/A
Total	N/A	98,107.08		N/A

Note:

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

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	Mar 2021	14,043.50	6,123.48	20,166.98
2	Apr 2021	15,637.84	5,802.68	21,440.52
3	May 2021	15,302.52	7,689.75	22,992.27
4	Jun 2021	14,214.38	5,859.97	20,074.35
5	Jul 2021	14,254.97	5,973.93	20,228.90
6	Aug 2021	17,133.74	6,259.20	23,392.94
7	Sept 2021	15,706.36	6,503.54	22,209.90
8	Oct 2021	13,958.10	7,019.10	20,977.20
9	Nov 2021	14,509.79	10,609.05	25,118.84
10	Dec2021	13,479.92	10,790.50	24,270.42
11	Jan 2022	10,910.99	6,123.48	20,166.98
12	Feb 2022	10,558.16	5,802.68	21,440.52
13	Mar 2022	12,876.83	7,689.75	22,992.27
14	Apr 2022	14,728.65	5,859.97	20,074.35
TOTAL		197,315.75	98,107.08	305,546.44
Note:				

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated (Aug 2021 – Jul 2022)	Actual (Mar 2021 – Apr 2022)		Forecast (Aug 2022 – Jul 2023)
	Previous license period (Mar 2021 – July 2021)	Current license period (Aug 2021 – Apr 2022)	
FFB	FFB		FFB
205,549*mt	73,453.21 mt	133,986.15 mt	177,451 mt
	TOTAL	197,315.75 mt	
CPO (OER: 21.00 %)	CPO (OER: 18.36 %)		CPO (OER: 20.45 %)
43,165 mt	14,737.96 mt	25,349.90 mt	36,284 mt
	TOTAL	40,087.86 mt	
PK (KER: 5.50%)	PK (KER: 4.82 %)		PK (KER: 5.20 %)
11,305 mt	3,598.99 mt	6,393.52 mt	9,227 mt
	TOTAL	9,992.51 mt	
Note: *includes FFB from scheme smallholders.			

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Mar 2021	2,883.24	718.10
2	Apr 2021	3,144.61	799.99
3	May 2021	3,000.08	754.54
4	Jun 2021	2,864.23	652.78
5	Jul 2021	2,845.80	673.58
6	Aug 2021	3,426.63	874.98
7	Sept 2021	3,239.38	841.14
8	Oct 2021	2,884.09	737.24
9	Nov 2021	2,929.74	756.26
10	Dec2021	2,787.71	696.80
11	Jan 2022	2,271.11	565.86
12	Feb 2022	2,196.00	552.76
13	Mar 2022	2,665.26	645.88
14	Apr 2022	2,949.98	722.60
TOTAL		40,087.86	9,992.51
Note:			

11. Summary of Actual Volume sold					
Current License period (Aug 2021 – Apr 2022)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	0	25,073	0	0	25,073
PK (MT)	6,394	0	0	0	6,394*
Credits	0	0	0	0	0
Previous License period (Mar 2021 – July 2021)					
CPO (MT)	0	14,529	0	0	14,529
PK (MT)	3,599	0	0	0	3,599*
Credits	0	0	0	0	0
Note:					
1. Conventional is RSPO certified material but sold as non-RSPO.					
2. *there were remaining PK brought forward from previous license and sold in this reporting					

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

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)
1	PT IIS – Ukui I KCP	RSPO_PO1000002724	0	9,993
TOTAL			0	9,993
Note:				

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)
1	PT Sari Dumai Sejati	ISCC	39,602	0
TOTAL			39,602	0
Note:				

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

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
	Nil	Nil	Nil
TOTAL			Nil
Note:			

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated (Not Applicable)			Actual (Not Applicable)			Forecast (Not Applicable)		
	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			N/A
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	

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 (Not Applicable)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				
Previous License period (Not Applicable)							
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

Note:

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 **16 – 25 May 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.

The approach to the audit was to treat the mill and supply base 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 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 2020 of the RSPO P&C 2018 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.

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.

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

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 (Recertification 2)	Year 2 (ASA2_1)	Year 3 (ASA2_2)	Year 4 (ASA2_3)	Year 5 (ASA2_4)
Ukui – 1 POM	X	X	X	X	X
Ukui Estate	X	X	X	X	X
KUD Sumber Makmur (781 smallholders)	X		X		
KUD Bina Usaha Baru (308 smallholders)	X			X	
KUD Bakti (224 smallholders)		X	X		
KUD Karya Bersama (432 smallholders)				X	X
KUD Sawit Subur (454 smallholders)		X			
KUD Bina Sejahtera (618 smallholders)		X		X	
KUD Sumber Bahagia (603 smallholders)					X
KUD Bukit Potalo (247 smallholders)	X		X		
KUD Usaha Baru (247 smallholders)					X

Tentative Date of Next Visit: May 15, 2023 - May 20, 2023

Total Number of Mandays: 28.5 mdy

2.2 BSI Assessment Team

Name	Role	Competency
<p>Mujinius Jalaraya</p>	<p>Team Leader</p>	<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 OHS, RSPO Supply Chain requirement, Continual improvement.</p>
<p>Edy Widodo</p>	<p>Team Member</p>	<p>Education: Holds a Bachelor Degree majoring Agricultural Technology from University of Padjadjaran, Bandung.</p> <p>Work Experience: 8 years working experience in palm oil industry as Agronomist and Assistant Manager in various companies. 9 year working experience as RSPO/ISPO auditor.</p> <p>Training attended: Completed ISO 9001 Lead Auditor Course, ISPO endorsed auditor course, Understanding ISO 14001 training, Auditing ISO 14001: 2004 training, Endorsed RSPO Supply Chain Certification Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, SMETA Requirements Training, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation.</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, Social requirements, contract agreement, human rights, workers' welfare, and Stakeholder consultation.</p>
<p>Eko Prastio Ramadhan</p>	<p>Team Member</p>	<p>Education: Holds a Bachelor Degree in Forest Resources Conservation and Ecotourism from Forestry Faculty, Bogor Agricultural University (IPB).</p> <p>Work Experience: Over 4 years of working experience in biodiversity officer with Birdlife Indonesia and consultant with PT Inoa Konsultindo. Over 2½ years of working experience in palm oil estate with PT Salim Ivomas Pratama Tbk and Capitol Plantation Group implementing sustainability. Over 4½ years of working experience as RSPO P&C Certification Program Manager and auditor covering standard such as RSPO P&C, RSPO SCCS, ISPO, ISO 9001 and ISO 14001.</p> <p>Training attended: Completed ISO 14001:2015 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Social Impact Assessment Training, Endorsed RSPO SCC Auditor Lead Auditor Course, ISPO Auditor Batch 19 Training, ISO 9001 Lead Auditor Course and Identification of HCV Areas Training.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p>

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		Aspect covered in this audit: During this assessment, he assessed on HCV management and monitoring, Environment responsibility, environment impact assessment and management plan.
Nanang Rusmana	Team Member	<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 the aspects of Agronomy best management practices, mill best management practices, company policy and continual improvement.</p>

Accompanying Persons: Nil

2.3 Assessment Plan

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

Date	Time	Subjects	MJ	EW	EPr	NR
Monday 16/05/2022	07.45 – 09.20	Flight Jakarta – Pekanbaru	√	√	√	√
	09.30 – 11.00	Travel from Pekanbaru to PT IIS – Ukui Group	√	√	√	√
	12.00 – 14.00	Break	√	√	√	√
	14.00 – 17.00	Document Review Ukui I POM & Estate:	√	√	√	√
Tuesday 17/05/2022	08.00 – 09.00	<p>Opening Meeting</p> <p>Presentation by PT. IIS – Ukui I POM, Estate and Smallholder</p> <p>- Presentation by BSI Indonesia</p>	√	√	√	√
	09.00 – 12.00	<p>Field Visit to Ukui Estate:</p> <p>- Herbicide application programmes, harvesting, fertilizing operations, water management, road maintenance, terracing, HCV's, riparian zones, etc.</p> <p>- Agrochemical stores, Fertilizer store, workshops, housing, landfill, clinic, riparian zones, Hazardous Waste, waste management, etc.</p> <p>- Boundaries inspection, worker interviews, social amenities, etc.</p> <p>- Interview with: Labour Union and Gender Committee.</p>	√	√	√	√

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

	09.00 – 12.00	Stakeholder consultation: Local government of Pelalawan Regency (DLH, Disbun, Dinsakertrans & BPN), Village head, surrounding community, NGO.		√		
	12.00 – 14.00	Break	√	√	√	√
	14.00 – 17.00	Field Visit to Ukui I POM Inspection of processing, warehouse, workshop, mill wastes management, Effluent Ponds, OHS, Environment issues, POME application, workers interview, Supply chain for CPO mill, Review on SEIA documents and records, Document review, etc.	√	√	√	√
Wednesday 18/05/2022	08.00 – 12.00	Field Visit to Scheme Smallholder Ukui I: KUD Karya Bersama Field visit to Kavling/Block member of Smallholder to verify conformity with RSPO INA NI 2020 Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc. (16 sample)	√	√	√	√
	12.00 – 14.00	Break	√	√	√	√
	14.00 – 17.00	Document Review for Ukui I POM & Ukui Estate - Occupational Health and Safety, HCV, Environment Aspect, time bound plan. - Social Aspect and workers welfare, worker consultation, Stakeholder Consultation, impact assessments, policies. - Best Management Practice for Mill and supply chain for mill. - Operation Procedure, organization commitments, Legal compliance, continous improvement, long term business plan. Audit Supply Chain for CPO Mills (RSPO SCCS)	√	√	√	√
Thursday 19/05/2022	08.00 – 12.00	Field Visit to Scheme Smallholder Ukui I: KUD Bina Sejahtera Field visit to Kavling/Block member of Smallholder to verify conformity with RSPO INA NI 2020 Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc. (16 sample)	√	√	√	√
	12.00 – 14.00	Break	√	√	√	√
	14.00 – 17.00	Document Review for Scheme Smallholder Cooperative (KUD) document review, management of smallholder, Group Manager, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc.	√	√	√	√

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

Friday, 20/05/2022	08.00 – 12.00	Field Visit to Scheme Smallholder Ukui I: KUD Sawit Subur Field visit to Kavling/Block member of Smallholder to verify conformity with RSPO INA NI 2020 Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc. (16 sample)	√	√	√	√
	12.00 – 14.00	Break	√	√	√	√
	14.00 – 17.00	Document Review for Scheme Smallholder Cooperative (KUD) document review, management of smallholder, Group Manager, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc.	√	√	√	√
Saturday, 21/05/2022	08.00 – 12.00	Field Visit to Scheme Smallholder Ukui I: KUD Bukit Potalo Field visit to Kavling/Block member of Smallholder to verify conformity with RSPO INA NI 2020 Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc. (14 sample)	√	√	√	√
	12.00 – 14.00	Break	√	√	√	√
	14.00 – 17.00	Document Review for Scheme Smallholder Cooperative (KUD) document review, management of smallholder, Group Manager, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc.	√	√	√	√
Sunday, 22/05/2022	Off	Off Work	√	√	√	√
Monday, 23/05/2022	08.00 – 12.00	Document Review for Scheme Smallholder Cooperative (KUD) document review, management of smallholder, Group Manager, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc.	√	√	√	√
	12.00 – 14.00	Break	√	√	√	√
	14.00 – 17.00	Document Review for Scheme Smallholder Continue	√	√	√	√
Tuesday, 24/05/2022	08.00 – 12.00	Document Review for UKui I POM, Estate & Scheme Smallholder Cooperative (KUD) document review, management of smallholder, Group Manager, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc.	√	√	√	√
	12.00 – 14.00	Break	√	√	√	√

	14.00 – 15.00	Report Preparation	√	√	√	√
	15.00 – 17.00	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?	PT Inti Indosawit Subur has explained the certification plan for all of its subsidiaries; indicating all palm oil mills, company-owned estates and scheme smallholder as the supply base.	Complied
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	There are remaining mill and estate that has not certified yet, PT Mitra Unggul Pusaka – Segati POM and supply bases (Segati Estate and Gonadai Estate). The unit has gone through the RSPO Stage 2 certification audit in 2014, however it was not succeed. The company’s sustainability team has conducted latest RSPO internal audit on 25 – 31 October 2017. Segati Palm Oil Mill (PT Mitra Unggul Pusaka) located in Pelalawan, Riau planned for certification audit in year 2022. As there it was previousl attempted to undergo certification audit but unsuccessful, the re-audit of initial certification was caried out on 29 November – 3 December 2021 by TUV Rheinland. PT Mitra Unggul Pusaka - Penarikan Mill and Supply bases (Penarikan Estate) located in Pelalawan Riau planned for reaudit in year 2022, and re-audit certification has concuted on 29 November – 3 December 2021 by TUV Rheinland. For Bahilang Estate (Supply bases for Tanah Datar Mill) planned in year 2022 due to still in process of RACP (recertification 2020). Teluk Panjie Estate (801ha) as supply bases for Teluk Panjie Mill planned in 2022 due to HGU still in process. Sentral Estate (Supply bases for Gunung Melayu II POM planned in 2022 due to still in process of RACP (recertification 2020).	Complied
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	No, there is no new acquisition conducted by PT Inti Indosawit Subur and its subsidiary.	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

announced by the RSPO Secretariat on 21/12/2021.		
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Yes, there is time bound plan revision dated 1 July 2021, signed by Management Representative. Justification available, it caused by status of disclosure PT MUP is in progress of review by RSPO. PT MUP will conduct re-audit in 2022.	Complied
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?	Yes, there is time bound plan revision dated 1 July 2021, signed by Management Representative. Justification available, it caused by status of disclosure PT MUP is in progress of review by RSPO. PT MUP has undergo re-audit in Dec 2021.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	No	Complied
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	No	Complied
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.	Based on Time Bound Plan revised 1 July 2021, PT Mitra Unggul Pusaka – Segati Mill located in Pelalawan, Riau Province postponed to Re-Audit in year 2021. Status of RaCP and relevant issues are still in progress and waiting for RSPO feedback. Company revised the Time bound plan on 1 July 2021 and the plan for certification is change due to RaCP still under process. According to Land Use change analysis, there are several area conversion from rubber plantation to become palm oil plantation, no primary forest. Latest progress of RaCP based on email correspondence between company and RSPO dated 3 December 2020, confirmed that RSPO has review the concept note and there is a comment to be improved and company has given the feedback and revision of Concept Note on 6 May 2021 and waiting for the review from RSPO secretariat. The company has sent an email to the RSPO Secretariat on 5 August 2022 and has been responded by RSPO Secretariat on 8 August 2022. The email from the RSPO Secretariat said that the RSPO Secretariat has received the additional document related to the draft	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

	<p>agreement between PT MUP and CFES (Community Forest Ecosystem Services) and MoM on the initial communication between CFES and Kelompok Pengelola Hutan Adat (KPHA) Biang Sari related to location of remediation. And RSPO Secretariat will send the documents to the compensation panel along with the revised concept note.</p>	
<p>Any new plantings since January 1st 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>PT Mitra Unggul Pusaka – Segati Mill RaCP and relevant issues are still in progress and waiting for RSPO feedback. According to Land Use change analysis, there are several area conversion from rubber plantation to become palm oil plantation, no primary forest.</p> <p>Latest progress of RaCP based on email correspondence between company and RSPO dated 3 December 2020, confirmed that RSPO has review the concept note and there is a comment to be improved and company has given the feedback and revision of Concept Note on 6 May 2021 and waiting for the review from RSPO secretariat.</p> <p>The company has sent an email to the RSPO Secretariat on 5 August 2022 and has been responded by RSPO Secretariat on 8 August 2022. The email from the RSPO Secretariat said that the RSPO Secretariat has received the additional document related to the draft agreement between PT MUP and CFES (Community Forest Ecosystem Services) and MoM on the initial communication between CFES and Kelompok Pengelola Hutan Adat (KPHA) Biang Sari related to location of remediation. And RSPO Secretariat will send the documents to the compensation panel along with the revised concept note.</p>	<p>Complied</p>
<p>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.</p>	<p>According to internal audit result on December 2020, there is no land conflict occur in PT Mitra Unggul Pusaka – Segati Mill. In addition the company has been certified for ISPO (Indonesian Sustainable Palm Oil) since December 2016.</p> <p>According to the RSPO RaCP tracker (https://www.rspo.org/certification/remediation-and-compensation/racp-tracker) update 01 September 2022, PT Inti Indosawit Subur has:</p> <ul style="list-style-type: none"> • MU's with potential liabilities: 4 units • LUCA Submitted (MUs): 4 units • LUCA review completed (MUs): 4 units • Concept Note required (MUs): 3 units 	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

	<ul style="list-style-type: none"> • Concept Note submitted (MUs): 2 units • Concept Note approved (MUs): 0 • Concept Note submitted (MUs): 0 • Concept Note endorsed (MUs): 0 • Remediation Plan required (MUs): 4 units • Remediation Plan submitted (MUs): 0 • Remediation Plan approved (MUs): 0 	
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	Internal audit has conducted for Penarikan Mill on 20-25 June 2022, Bahilang Estate on 08-09 February 2022, Teluk Panji Estate on 18-23 February 2022 and Sentral Estate on 22-27 August 2022, there is no Labor disputes occur in this management unit. In addition the company has been certified for ISPO (Indonesian Sustainable Palm Oil) since December 2016.	Complied
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	Internal audit has conducted for Penarikan Mill on 20-25 June 2022, Bahilang Estate on 08-09 February 2022, Teluk Panji Estate on 18-23 February 2022 and Sentral Estate on 22-27 August 2022, there is no legal non-compliance occur in this management unit. In addition the company has been certified for ISPO (Indonesian Sustainable Palm Oil) since December 2016.	Complied
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.	Internal audit has conducted for Penarikan Mill on 20-25 June 2022, Bahilang Estate on 08-09 February 2022, Teluk Panji Estate on 18-23 February 2022 and Sentral Estate on 22-27 August 2022. Report of internal audit are available.	Complied
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?	According to internal audit result, there is no 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.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	During internal audit (Penarikan Mill on 20-25 June 2022, Bahilang Estate on 08-09 February 2022, Teluk Panji Estate on 18-23 February 2022 and Sentral Estate on 22-27 August 2022), stakeholders consultation already conducted. There is no issue.	Complied

3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
<p>Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?</p> <p>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.</p>	<p>Yes, PT Inti Indosawit Subur Group has including 100% the scheme smallholder in their certification.</p>	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

Approved Time Bound Plan

Name of Mill	Mill Address	Name of Supply Bases	Estate Address	Time Bound for Certification	Status
Buatan I Mill – PT Inti Indosawit Subur	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau	Buatan Estate	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau	2010	Certified on 16 September 2010 Re-Certified on 16 September 2015
		Buatan (Plasma)	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau		
Buatan II Mill - PT Inti Indosawit Subur	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau	Simpang Perak Estate*	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau	2010	Certified on 16 September 2010 Re-Certified on 16 September 2015 *Split From Buatan Estate Since 1 January 2019
		Buatan (Plasma)	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau		
Ukui I Mill - PT Inti Indosawit Subur	Ukui Village, Ukui District, Pelalawan Regency, Riau	Ukui Estate	Ukui Village, Ukui District, Pelalawan Regency, Riau	2011	Certified on 1 March 2011 Re-Certified on 1 March 2016
		Sei Lala Estate*	Ukui Village, Ukui District, Pelalawan Regency, Riau	2011	*Split From Ukui & Soga Estate Since 1 January 2019
		Ukui (Plasma)	Ukui & Lubuk Batu Jaya District, Pelalawan & Inhu Regency, Riau	2011	Certified on 1 March 2011 Re-Certified on 1 March 2016
Ukui II Mill - PT Inti Indosawit Subur	Ukui Village, Ukui District, Pelalawan Regency, Riau	Soga Estate	Ukui Village, Ukui District, Pelalawan Regency, Riau	2011	Certified on 1 March 2011 Re-Certified on 1 March 2016
		Ukui (Plasma)	Ukui & Lubuk Batu Jaya District, Pelalawan & Inhu Regency, Riau	2011	Certified on 1 March 2011 Re-Certified on 1 March 2016
Tungkal Ulu Mill - PT Inti Indosawit Subur	Pulau Pauh / Penyabungan / Merlung Village, Tungkal Ulu	Tungkal Ulu Estate	Pulau Pauh / Penyabungan / Merlung Village, Tungkal Ulu	2012	Certified on 15 August 2012 Re-Certification on August 2017

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

	District, Tanjung Jabung Regency, Jambi		District, Tanjung Jabung Regency, Jambi		
		Tungkal Ulu (Plasma)	Renah Mendalo, Merlung, Muara Papalik District, Tanjung Jabung Barat Regency,	2012	Certified on 15 August 2012 Re-Certification on August 2017
Muara Bulian Mill - PT Inti Indosawit Subur	Singoan / Bukit Sari / Bulian Jaya Village, Muara Bulian / Pemayung District, Batang Hari Regency, Jambi	Muara Bulian Estate	Singoan / Bukit Sari / Bulian Jaya Village, Muara Bulian / Pemayung District, Batang Hari Regency,	2013	Certified on 12 July 2013 Re-Certification on August 2017
		Muara Bulian (Plasma)	Maro Sebo Ilir District, Batanghari Regency, Jambi	2013	Certified on 12 July 2013 Re-Certification on August 2017
Topaz Mill – PT Tunggal Yunus Estate	Petapahan Village, Tapung District, Kampar Regency, Riau	Topaz Estate	Petapahan Village, Tapung District, Kampar Regency, Riau	2015	Certified on 30 March 2015
Taman Raja Mill – PT Dasa Anugrah Sejati	Lubuk Bernai / Kampung Baru / Pelabuhan Dagang / Pematang Pauh Vilage, Tungkal Ulu District, Tanjung Jabung Regency, Jambi	Taman Raja, Badang & Bernai Estate*	Lubuk Bernai / Kampung Baru / Pelabuhan Dagang / Pematang Pauh Vilage, Tungkal Ulu District, Tanjung Jabung Regency, Jambi	2015	Certified on 20 February 2015 *Bernai Estate Split From Taman Raja & Badang Estate Since 1 January 2019
Segati Mill – PT Mitra Unggul Pusaka	Langkan / Penarikan / Tambak / Sotol Village, Langgam District, Pelalawan Regency, Riau	Segati Estate	Langkan / Penarikan / Tambak / Sotol Village, Langgam District, Pelalawan Regency, Riau	2022	Certification audit conducted on 29 November - 3 December 2021 by TUV Rheinland.
		Gondai Estate	Pangkalan Sarik / Baru Village, Langgam / Siak Hulu District, Pelalawan / Kampar Regency, Riau	2022	Certification audit conducted on 29 November - 3 December 2021 by TUV Rheinland.
Penarikan Mill – PT Mitra Unggul Pusaka	Penarikan Village, Langgam District, Pelalawan Regency, Riau	Penarikan Estate*	Penarikan / Tambak Village, Langgam District, Pelalawan Regency, Riau	2022	Certification audit conducted on 29 November - 3 December 2021 by TUV Rheinland.

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

Tanah Datar Mill – PT Supra Matra Abadi	Tanah Datar Petatal Village, Talawi District, Asahan Regency, North Sumatera	Tanah Datar Estate	Tanah Datar Petatal Village, Talawi District, Asahan Regency, North Sumatera	2015	Certified on 18 May 2015
		Bahilang Estate	Bahilang Village, Tebing Tinggi District, Serdang Bedagai Regency, North Sumatera	2022	*Bahilang Estate On Process RaCP
Aek Nabara Mill – PT Supra Matra Abadi	S1-S3 / Sukadame Village, Bilah Hulu / Kota Pinang District, Labuhan Batu Regency, North Sumatera	Aek Nabara Estate	S1-S3 / Sukadame Village, Bilah Hulu / Kota Pinang District, Labuhan Batu Regency, North Sumatera	2015	Certified on 6 March 2015
Teluk Panjie Mill – PT Supra Matra Abadi	Teluk Panjie Village, Kampung Rakyat District, Labuhan Batu Regency, North Sumatera	Teluk Panjie Estate (3,885 Ha)	Teluk Panjie Village, Kampung Rakyat District, Labuhan Batu Regency, North Sumatera	2015	Certified on 21 April 2015
		Teluk Panjie Estate (801 Ha)		2022	HGU is still in Process
Peranap Mill – PT Rigunas Agri Utama	Simelinyang / Pauh Ranap / Sengkilo Village, Peranap District, Indragiri Hulu Regency, Riau	Peranap Estate	Simelinyang / Pauh Ranap / Sengkilo Village, Peranap District, Indragiri Hulu Regency, Riau	2015	Certified on 7 January 2015
		Peranap (Plasma)		2016	Certified on 18 August 2016
Bungo Tebo Mill – PT Rigunas Agri Utama	Tuo Sumai / Sungai Rambai Village, PWK Sumai / Tebo Ulu District, Bungo Tebo Regency, Jambi	Bungo Tebo Estate	Tuo Sumai / Sungai Rambai Village, PWK Sumai / Tebo Ulu District, Bungo Tebo Regency, Jambi	2015	Certified on 3 December 2015
		Bungo Tebo (Plasma)		2017	Certified on 7 February 2017
Tanjung Selamat Mill – PT Indo Sepadan Jaya	Kampung Padang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatera	Tanjung Selamat	Kampung Padang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatera	2015	Certified on 26 May 2015
		Pangkalan	Sennah Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatera	2015	Certified on 26 May 2015
Gunung Melayu I – PT Saudara Sejati Luhur	Rahuning Village, Bandar Pulau District, Asahan	Pulau Maria Estate	Rahuning Village, Bandar Pulau District, Asahan Regency, North Sumatera	2015	Certified on 7 September 2015

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

	Regency, North Sumatra					
Gunung Melayu II – PT Gunung Melayu	Gonting Malaha Village, Bandar Pulau District, Asahan Regency, North Sumatra	Aek Tarum & Batu Anam Estate	Gonting Malaha Village, Bandar Pulau District, Asahan Regency, North Sumatra	2015	Certified on 8 July 2015	
		Sentral Estate		2022	*Sentral Estate On Process RaCP (Recertification 2020)	
Negri Lama II Mill – PT Hari Sawit Jaya	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	Negri Lama	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	2016	<ul style="list-style-type: none"> • Certified on 23 December 2016 as Independent Mill • Audit in 2016 as Mill and Supply Base 	
		Aek Kuo (2,088 Ha)		Aek Korsik Village, Aek Natas District, Labuhan Batu Regency, North Sumatra	2018	Certified on 2018
		Aek Kuo (501 Ha)			2018	
Negri Lama I Mill – PT Hari Sawit Jaya	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	*3rd party which is excluded from scope of certification	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	2015	<ul style="list-style-type: none"> • Certified on 8 April 2015 • Audit in 2016 as Independent Mill 	

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 2 Minor nonconformities raised. The PT Inti Indosawit Subur – Ukui I POM 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 #	2211523-202205-N1	Issued Date	24 May 2022
Due Date	Next Assessment	Closure Date	-
Indicator & Category (Critical / Minor)	6.7.2		
Statement of Nonconformity:	The organization has establish an emergency procedures, however it was found the inconsistency of implementation in the field.		
Requirement Reference:	Accident and emergency procedures in Indonesian language are in place and clearly understood by all workers. Assigned operatives trained in first aid are present in both field and other operations. First aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.		
Objective Evidence:	<ul style="list-style-type: none"> • Eyewash and shower in front of agro-chemical warehouse could not be use due to shortage of water supply. • Fire extinguisher in Estate Workshop was not monitored regularly and has been expired since 9 October 2021. • Fire extinguisher in Oil Storage – Ukui Estate and Water Treatment Station (WTP) not equipped with monitoring list and information when to refill. • Fire extinguisher in Mill workshop was not available • Fire extinguisher in KCP Ukui I (within Ukui I Mill area) and Water Treatment Station (WTP) was available, however could not be used. In addition, no checklist monitoring were available. 		
Corrections:	<ul style="list-style-type: none"> - Ensure the supply of water for eyewash and handwash is always available and can be used at any time. - Replace/refill the APAR – Alat Pemadam Api Ringan (Fire extinguisher)) with an APAR that is ready to use and install a monthly APAR monitoring form. 		
Root Cause Analysis:	Lack of monitoring and evaluation in the field by company management to ensure the emergency procedure is well implemented.		
Corrective Actions:	To conduct the regular monitoring and evaluation of emergency procedure implementation including: <ol style="list-style-type: none"> 1. Regular emergency response equipment monitoring (monthly) by monitoring form checklist and inspection. 2. Regular evaluation of emergency response procedure implementation through monthly meeting (Safety committee/P2K3 monthly meeting) 		

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

Assessment Conclusion:	Will be verified in the next assessment.
-------------------------------	--

Non-conformity			
NCR Ref #	2211523-202205-N2	Issued Date	24 May 2022
Due Date	Next Assessment	Closure Date	-
Indicator & Category (Critical / Minor)	3.3.2		
Statement of Nonconformity:	Company has establish a mechanism to check consistent implementations of procedures, however still found inconsistencies.		
Requirement Reference:	A mechanism to check consistent implementation of procedures is in place		
Objective Evidence:	The Company already has SOP AA-APM-OP-1100.8-R5 Pengendalian Gulma (Weed Control) which states that chemical weed control is only apply in circle and path, however during field visit was found blanket spraying at Kapling No.2345 Rusdi (KT124 KUD Sumber Bahagia), and then koperasi has a policy to prohibit blanket spraying.		
Corrections:	Providing information and training/socialization to smallholder member not to do blanket spraying according to SOP AA-APM-OP-1100.8-R5 Pengendalian Gulma (Weed Control)		
Root Cause Analysis:	Lack of monitoring from Plasma management to ensure the weeds control procedure implementation in the field.		
Corrective Actions:	To conduct regular monitoring (each 3 month) of weeds control procedure implementation in the field by Plasma management.		
Assessment Conclusion:	Will be verified in the next assessment.		

Opportunity for Improvements	
OFI #	Description
OFI 1	Extension of HGU No.1/1989 still on progress of renewal. Company emphasize to accelerate the action to complete and finish the HGU renewal process.

Positive Findings	
PF #	Description
PF 1	Nil

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	2042254-202103-M1	Issued Date	31/03/2021

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

Due Date	29/06/2021	Closure Date	25/06/2021
Indicator & Category (Critical / Minor)	6.2.7 Minor raised to Major		
Statement of Nonconformity:	During audit temporary workers remain employed as a core work (harvesting and mill process), program to promote casual workers as permanent workers was not run accordingly.		
Requirement Reference:	Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.		
Objective Evidence:	<p>Based on document of employee’s master period February 2020 verification, as follow:</p> <p>Ukui Estate</p> <p>Based on the list of harvesters in Ukui Estate obtained information:</p> <ul style="list-style-type: none"> • Casual worker/PHL: 88 harvesters • Temporary worker/PKWT: 6 harvesters <p style="padding-left: 40px;">Total: 94 harvesters</p> <p>On 2020, based on Memorandum No. 356/ES-KUK/MEMO/12/20 dated 7 December 2020 there are recruitment of harvesters of 10 harvesters. Until March 2021, there are 94 harvesters in Ukui Estate with non-permanent (PHL and PKWT) status.</p> <p>Ukui I POM</p> <p>Based on Master list of employee’s period February 2021, there are 15 employees of processing in Ukui I POM stated as casual worker.</p>		
Corrections:	<ul style="list-style-type: none"> • Coordinate with the Department of Manpower regarding the PHL appointment program and make a program for the gradual appointment of temporary (PHL) workers that is known by the Manpower Department. • Propose and appoint temporary (PHL) workers for phase 1 (attached timeline) according to the 2021 program. 		
Root Cause Analysis:	<ul style="list-style-type: none"> • The program for the appointment of PHL employees to SKU has not previously been analyzed, monitored and evaluated in accordance with the needs of the workforce ratio for core work. • Appointment of PHL based on the productivity of Skill, knowledge and Attitude in accordance with the appointment procedure. So that the appointment of PHL is constrained by the existence of several requirements that have not been met by PHL employees to be appointed as permanent employees • Since pandemic covid-19 circumstances 2020 has quite an effect on the company's financial condition and has an effect on the employee recruitment program. <p>Turnover of workers was high due to the condition of old plants with a fairly high level of difficulty in harvesting on high trees.</p>		
Corrective Actions:	<ul style="list-style-type: none"> • Make a memorandum of the temporary (PHL) workers to become permanent (SKU) workers as part of the company's commitment. • Monitor and evaluate the annual appointment program. 		

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

	<ul style="list-style-type: none"> Ensure the use of temporary workers in accordance with labor regulations and are not fully employed for harvesting activities (during peak season/additional workers) but also employed for other jobs.
<p>Assessment Conclusion:</p>	<ul style="list-style-type: none"> PT Inti Indosawit Subur – Ukui I POM has analyzed the needs of the workforce ratio for core work, particularly for harvesting and mill processing. According to ratio for core work, company has determined the needs of workers for harvesting as below: <ul style="list-style-type: none"> Ukui Estate Mature plantation: 2,889 ha, workers needs 144, existing permanent workers 56, temporary workers 88, plan for promotion 88 workers. Ukui I POM Workers needs 113, existing permanent workers 90 workers, temporary workers 23, plan for promotion 23 workers. PT Inti Indosawit Subur – Ukui I POM has coordinate with the Department of Manpower regarding the PHL appointment program and make a program for the gradual appointment of temporary (PHL) workers. PT Inti Indosawit Subur – Ukui I POM has made the promotion program for Temporary workers to become permanent workers. The program was made with timeframe 5 years for Soga and Sei lala Estate and 2 years for Ukui I POM according to the company's ability. This has also been consulted by the company with the manpower department. This 5-year worker promotion program has been known and approved by the Manpower Office Pelalawan Regency. During NCR Close out, interview with Manpower Office (Head of industrial relations and work requirements) confirmed that they have approved the workers promotion program by PT Inti Indosawit Subur – Ukui I POM; this has been calculated according to the company's ability and does not violate labor regulations. <p>Evidence of Permanent workers promotion program are available as per:</p> <ul style="list-style-type: none"> ✓ Program Promosi Pemanen PHL Ke SKU-H Kebun Ukui (KUK). There are 88 temporary workers will promote to become permanent workers. In 2021 semester I will promote 8 workers and semester II will promote 8 workers. In 2022 until 2025 will promote 72 workers. ✓ Program Promosi PHL Ke SKU-H Pabrik Ukui Satu (PUS). There are 23 temporary workers will promote to become permanent workers. In 2021 semester I will promote 6 workers and semester II will promote 6 workers. In 2022 will promote 11 workers. PT Inti Indosawit Subur – Ukui I POM (HR Ops Manager) has propose and appoint temporary (PHL) workers for phase 1 (attached timeline) according to the 2021 program. This was stated in "Timeline Pengangkatan SKU-H Karyawan Panen & Pabrik Ukui Group". According to timeline 2021 for promotion of temporary workers to permanent workers, company has determined the step process for promotion: <ul style="list-style-type: none"> ✓ Administration and personalia document submission (1 – 3 July 2021). Company has prepare and collect all administration and personal document for 18 temporary workers to promote. Evidence of administration preparation and collection can be demonstrated during audit. ✓ Selection of administration and personalia (5 – 6 July 2021). Selection will be conducted based on Recruitment procedure.

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

	<ul style="list-style-type: none"> ✓ Medical Checkup (7 – 10 July 2021). MCU will conducted as one of recruitment process requirement. MCU will be conducted by company doctor and cooperated with external laboratory. ✓ Evaluation (12 – 15 July 2021). Evaluation conducted for selection process before appointment. ✓ Appointment of SKU based on evaluation (16 July 2021). <ul style="list-style-type: none"> • PT Inti Indosawit Subur – Ukui Group has issued the Memorandum regarding temporary (PHL) labor regulation. Memorandum has been made as per “Memorandum No. GM-KUK/MEMO/06/21” June 2021. The memorandum stated that temporary workers shall be regulate to use not only for harvesting but will be use for another supporting jobs such as: upkeeping, pruning, EFB application). Estate manager and assistant will be monitor the temporary workers usage in accordance with labor regulation. • Monitoring of temporary workers promotion will be conducted each semester according to timeline and program of PHL promotion. • PT Inti Indosawit Subur – Ukui Group will ensure the use of temporary workers in accordance with labor regulations and are not fully employed for harvesting activities (during peak season/additional workers) but also employed for other jobs. It was also refer to Memorandum issued by company as per “Memorandum No. GM-KUK/MEMO/06/21” June 2021. • Company will evaluate the load work in the old plantation for harvester. Basis of FFB harvesting in old plantation has been determined by Ukui Group in accordance with harvester average ability. Currently company also has implementing replanting program. Replanting has been running since 2017 and will be finished on 2027. <p>Based on that explanation above, this noncompliance satisfactorily closed.</p>
<p>Effectiveness Closure (for previous audit closed Critical NC):</p>	<p>During verification on audit Surveillance 2.1, it was shown that company has commit to promote daily workers to become permanent workers. The company has promoted the appointment of daily workers (PHL) harvesters, as follows:</p> <ul style="list-style-type: none"> - As of December 2021, there were 16 harvesters promote to become permanent workers (SKU) based on Memorandum No. #269-277ES-KUK/MEMO/06/21 June 24, 2021. - As of January 2022, there were 12 workers mill promote to become permanent workers (SKU) based on Memorandum No. #137-42/HR-RO2/MEMO/SK/06/2021 dated June 21, 2021 and memorandum No. #01-07/HR-RO2/MEMO/SK/01/2022 dated January 30, 2022. - As of May 2022, there were 9 harvesters promote to become permanent workers (SKU) based on Memorandum No. ##/ES-KUK/MEMO/05/22 dated May 10, 2022. <p>Temporary workers remain recruit for harvester and mill workers due to turnover of workers. Temporary workers are evaluate to promote for permanent workers.</p> <p>Temporary workers shall be regulate to use not only for harvesting but will be use for another supporting jobs such as: upkeeping, pruning, EFB application). Estate manager and assistant monitor the temporary workers usage in accordance with labor regulation.</p>

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

Non-conformity			
NCR Ref #	1996001-202011-M1	Issued Date	01/12/2020
Due Date	01/03/2021	Closure Date	04/02/2021
Indicator & Category (Critical / Minor)	1.1.1 (Critical)		
Statement of Nonconformity:	The company has submitted mandatory report routinely during 2019 – 2020 to the related stakeholder. However, the OHS Committee Report for the second quarter of 2020 has not yet informed the work accident at Ukui I POM on April 29, 2020 (fatality category)		
Requirement Reference:	Management documents that are specified in the RSPO P&C are made publicly available.		
Objective Evidence:	PT IIS - Ukui 1 POM, has established a list of documents that can be accessed by stakeholders, including: scheduled waste management reports, land application reports, OHS Committee Reports etc. However, the OHS Committee Report for the second quarter of 2020 has not yet informed the work accident at Ukui I POM on April 29, 2020 (fatality category).		
Corrections:	<ul style="list-style-type: none"> • Input the record of fatality incidents in the OHS Committee Report to the local Labor Agency. • The preparation of accident reports for the January - December 2020 period by the human resources clerk was verified by OHS Expert and received final approval by the head of the Chief OHS Committee. 		
Root Cause Analysis:	Lack of double check by head clerk in coordinating with OHS Expert and human resources clerk in the preparation and reporting of OHS Committee Report that is already running. At the time of sending the OHS Committee Report has not been verified by OHS Expert.		
Corrective Actions:	<ul style="list-style-type: none"> • The unit double-checks OHS Committee Report data by head clerk after the data inputting human resources clerk. • Make an appointment letter to head clerk as a PIC to compile OHS Committee Report regularly. 		
Assessment Conclusion:	Based on the document review, the company has resubmitted the OHS Committee Report to the local labor agency. The report has recorded the incidence of work accidents that caused this fatality. The report was received on January 6, 2021. In addition, the Mill Manager has issued a memorandum on the appointment of the mill head clerk as PIC which compiles the OHS Committee Report periodically. Based on that explanation above, this noncompliance satisfactorily closed .		
Effectiveness Closure (for previous audit closed Critical NC):	During audit Surveillance 2.1 a number of documents are determined to be available for public (e.g: Government, local communities, NGO and public figure), with approval from management are available. OHS committee report also available for public and reported each quarter to Manpower Office Pelalawan Regency and Riau Province. Sample seen for P2K3 Activities Report (Safety Committee report) Ukui I Palm Oil Mill Period Jan - March 2022 PT Indosawit Subur Ukui Group, sent to Manpower Agency of Pelalawan Regency and Riau Province on 26 April 2022.		

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)
Recertification Assessment (RAV)				
1996001-202011-M1	Critical (Major)	1.1.1	01/12/2020	Closed on 4/02/2021
1996001-202011-N1	Minor	6.7.5	01/12/2020	Closed on 4/02/2021
2042254-202103-M1	Critical (escalated from minor)	6.2.7	31/03/2021	Closed on 25/06/2021
2211523-202205-N1	Minor	6.7.2	29/05/2022	Open
2211523-202205-N2	Minor	3.3.2	29/05/2022	Open

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 PT Inti Indosawit Subur – Ukui I POM 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 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)
Internal	Gender Committee Ibu Anisa (Secretaries of Gender Committee of Sei Lala Estate)	Face to face interview

	Ibu Yuliana Syarifah (Chairman of Gender Committee of Ukui Estate) Ibu Efa Kurnia (Secretaries of Gender Committee of Soga Estate)	
Government	Environmental Office of Pelalawan Regency Bpk. Febrian (081275***)	Phone interview
Government	Department of Plantation Pelalawan Regency Bpk. Zulkarnain (085365***)	Phone interview
Government	Department of Manpower of Pelalawan Regency Bpk. Syamsul ALam (081268***)	Phone interview
NGO	LSM Forum Peduli Masyarakat Pribumi/ORMAS Persatuan Batak Bersatu Bpk. Heru Setiawan Sembiring	Face to face interview
Union	Labour Union: Bpk. Zaina Arifin Hargan (Chairman of KSPSI – Soga Estate) Bpk. Natangsa Sembiring (Chairman of KSPI – Ukui Estate) Bpk. Ifan (ex Labour Union official)	Face to face interview & Phone interview
Communities	Head of Sungai Air Hitam Village Bpk. Paii	Face to face interview

Stakeholders comment

1.	<p>Feedbacks:</p> <p>Gender Committee & Labour Union</p> <ul style="list-style-type: none"> - The Company has realized Normative Rights of employees such as remuneration in accordance with applicable regulations, Allowance/THR, BPJS Program. - Legally SPSI members is a labor consist of SKU labor and also staff however operationally Labor Union of PUK SPPP.KSPSI also consider the problems that occur at the level of non permanent workers/PHL. - Non permanent workers has a Labour Agreement (SPK) with the company. - Performance appraisals are conducted once a year as management considerations for evaluation, promotion and rotation. - There is no indication that the company conducted discrimination against its workers. - The company has provided Personal Protective Equipment (PPE) for all workers. - The company has providing facilities for employees adequately for example housing, water, electricity, toilets, Sanitation, School Bus, clinics, places of worship. - The Company has registered all the workers in BPJS program (Employment and Health BPJS) including PHL (non-permanent employees).
-----------	--

	<ul style="list-style-type: none"> - Up to now, there has never happened employees demonstration to the company management. - The Company has provided wages in accordance with existing regulations. - There is no indication of the company in violation of Human Rights. - There is no indication of forced or coercive labor practice of work. - There are input from ex labor Union stated that there is an indication of the use of helper of harvester in the field by harvester wife (gerdang) without work contract. <p>Audit Team verification and response: The company has maintained good management of occupational and social policy, all feedback from workers union are positive as well as previous assessment, audit team acknowledge the positive feedback. Auditor Team Giving full attention to the program for the appointment of PHL workers to become SKUH, verification will always be carried out in accordance with the program that has been set and approved by the District Manpower and Transmigration Office of Pelalawan Regency. The verification on the current audit has been carried out as stated in the audit report (indicator 6.2.7). Deviations / discrepancies in the realization of the program that has been determined by the company, will be noted by the auditor for immediate follow up. Auditor noted that there is a usage of helper for harvester to pick the loose fruit during peak crops, however the helper status is temporary workers which is paid with minimum wages. It was confirmed during field audit and interview with company management and verify the document of workers contract, payslip and workers attendance list.</p>
<p>2.</p>	<p>Feedbacks: Environmental Office of Pelalawan Regency</p> <ul style="list-style-type: none"> - The company has established good communication and delivered periodic environmental management. - Company has revised the AMDAL document and report to Environmental Agency. - Company has an environmental document related to development of biogas plant and kernel crushing plant. - Replanting activity has been covered in environmental management and monitoring plan. - Company has consistently reporting the environmental management: Laporan RKL-RPL, Laporan Pengelolaan Limbah B3, Laporan Pemanfaatan Limbah Cair. - PT Inti Indosawit Subur – Ukui I & II POM has performed environmental management in good manner. - Report of monitoring on hazardous waste handling in Temporary Hazardous waste storage (TPS LB3) has been submitted in each quarter. - Company has managed the hazardous waste, obtained permit for temporary storage – in accordance with relevant regulation. - For 2021-2022 period there are no environmental issues either received directly, from the community around the plantation or other community social institutions. <p>Audit Team verification and response: As a positive response from DLH, environmental management has been carried out well. The auditor will always verify in the field related to environmental management that has been carried out by the company. Records of Quarterly report of hazardous waste were seen and reviewed for Triwulan III- IV Y2021 and Triwulan I Y2022. All the environmental monitoring plan has been implemented as per document RKL-RPL. The evaluation of environmental monitoring plan effectivity has been carried out and presented in RKL-RPL report semester II 2021 (July – December 2021).</p>
	<p>Feedbacks:</p>

<p>3.</p>	<p>Department of Plantation Pelalawan Regency</p> <ul style="list-style-type: none"> - PT Inti Indosawit Subur – Ukui Group (Ukui I dan II) has obtained HGU and in line with spatial planning for Pelalawan Regency, as cultivation/plantation area. - Company has reported the plantation operation activities on regular basis to “Dinas Kehutanan dan Perkebunan Kabupaten Pelalawan Semester I 2022”. - The company has obtained Plantation Business Permit (IUP) - There is no report related to land claim and land dispute occurred and submit by community or other company. - FFB price established based on market price, and company was not bound to FFB price regulated by “Keputusan Penyusunan Harga TBS Propinsi Riau”. Based on report, PT Inti Indosawit Subur – Ukui I and II Group has price structure better than other companies. - If the plasma replanting program has been agreed by all parties, it should be immediately submitted to the Pelalawan District Plantation Office. - There are rumors circulating that there are 2 options for plasma farmers of PT IIS - Ukui group regarding the replanting program to be implemented, namely: partnership scheme smallholder (Plasma) and self-management (independent). <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - Related to the Replanting Scheme smallholder Ukui Group Program: - There are about 422 hectares of oil palm plantations that will be uprooted and replanted with Topaz superior oil palm seeds. The KUD Sumber Bahagia oil palm replanting program received support from Asian Agri through its business unit PT Inti Indosawit Subur - Ukui Plasma Plantation. - The replanting of KUD Sumber Bahagia phase 1 also managed to get funding for oil palm replanting from BPDPKS (<i>Badan Pengelola Dana Perkebunan Kelapa Sawit</i>-Palm Oil Plantation Fund Management Agency) IDR 25,000,000/ha with an area of 410 Ha - There are 2 replanting schemes; namely partnering with companies which are partnership schemes (Plasma) and self-help schemes (independent). PT IIS - Ukui Group as coach of the farmers oil palm, his party continues to facilitate whatever farmers choose through deliberation between members through the KUD forum.
<p>4.</p>	<p>Feedbacks:</p> <p>Department of Manpower of Pelalawan Regency</p> <ul style="list-style-type: none"> - Generally, PT Inti Indosawit – Ukui Group has built good communication with Manpower and Transmigration Office – Pelalawan Regency. - PT Inti Indosawit Subur – Ukui Group has complied well with legislation related to employment, i.e; <ul style="list-style-type: none"> ▪ Company has provided all normative rights for employee, such as salary as lined out in minimum wage for province level, leave entitlement, employees registered with social insurance for worker (BPJS), benefit for religious festival, provision of facilities (housing, electricity, clean water, medical clinic, school/school bus, worship house, personal protective equipment, working tools, etc.). ▪ There was no report/complaint logged in related to discriminative action by company. There was no report/complaint logged in related to the use of child worker/under age worker. ▪ Company has submitted health and safety performance report regularly to the manpower agency. ▪ Complaint received from worker union related to medical service provided by “BPJS Kesehatan”, in particular medical treatment service from hospital/clinic where no cooperation with BPJS. ▪ There is no industrial relationship dispute occurred from the last year. ▪ No identified issues related to the use of child labor, violence and forced labor. ▪ Company has prepared infrastructure and facility for worker’s welfare such as: housing, clean water, electricity, medical facility, education, etc.

	<p>Suggestions: In relation to the daily worker (PHL), so that the appointment program can be made as a permanent worker if it meets the requirements.</p> <p>Audit Team verification and response: The company has taken action in accordance with well-established procedures and persuasive approach, so there is no turmoil / issue. Regarding the use of workers with PHL (Daily Worker) status, the Company has made a program known to the Pelalawan District Manpower and Transmigration Office. The realization and evaluation of the PHL employee appointment program to become permanent employees (SKUH) will always be monitored at every audit. Company has promoted the appointment of PHL (temporary) harvester to SKUH (permanent), as follow:</p> <ul style="list-style-type: none"> - In 2021, 12 harvesters have been appointed PHL harvesters to become SKUH based on Memorandum No. #263-271/HR-Ro2/MEMO/SK/10/2021 dated 19 October 2021. - In the first semester of 2022, 14 harvesters of PHL have been appointed as SKUH based on Memorandum No. #129-143?HR-RO2/MEMO/SK/04/2022 April 26, 2022. - Appointment program for PHL harvesters in the second semester of 2022 as many as 12 harvesters, then the program for appointing PHL harvesters in 2023 as many as 14 harvesters, in 2024 – 2025 as many as 32 harvesters.
<p>5.</p>	<p>Feedbacks: LSM Forum Peduli Masyarakat Pribumi/ORMAS Persatuan Batak Bersatu</p> <ul style="list-style-type: none"> - We are a social community institution that always monitors the activities and impacts of activities carried out by companies including PT IIS-Ukui Group. Our monitoring is related to environmental and social management - In the period 2021-2022 (until April 2022) there are no environmental or social issues. - According to our observations, the environmental management carried out by PT IIS-Ukui Group has been carried out well. There are no reports from the surrounding community regarding environmental impacts. - We will always monitor especially PT IIS-Ukui Group and will always provide input (if necessary) related to environmental management. - The CSR program of PT IIS has been implemented in accordance with the mutually agreed program. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - It is a positive response, PT IIS will always coordinate with local NGOs to get positive input. - The preparation of the CSR program, through the public relations staff of PT Iis-Ukui Group, has consulted with the villages surrounding the plantation through Musrebang Desa (Musyawarah Pengembangan Desa) which is carried out every year. Consultations with surrounding village communities were carried out in January 2022 to establish CSR programs for the 2022 period. - In 2021-2022 period, the company has established CSR program is recorded on CSR Project Tracking 2021-2022, consisting 6 types of activities, such as Social, Economy, Education, Health, Infrastructure and Environment

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Nil					
PT Inti Indosawit Subur – Ukui I POM has established since 1990 and has planting palm oil since 1990 and 1991. Currently the palm oil has been replanting since 2015.					

Previous land owner / user comment	
	Feedbacks: Nil
	Audit Team verification and response: Nil

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 PT Inti Indosawit Subur – Ukui I POM has complied with the Indonesia National Interpretation 2020 of the RSPO P&C 2018 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 PT Inti Indosawit Subur – Ukui I POM is remain certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Mujinius Jalaraya	Name: Putu Grhyate Yonata Aksa
Company Name: On behalf of BSI Services Malaysia Sdn. Bhd.	Company Name: PT. Inti Indosawit Subur – Ukui I POM
Title: Lead Auditor	Title: Sustainability 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: 5/09/2022	Date: 16/09/2022

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance
<p>Principle 1: Behave ethically and transparently</p>		
<p>Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.</p>		
<p>Criteria 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.</p>		
<p>1.1.1</p>	<p>(C) Management documents that are specified in the RSPO P&C are made publicly available.</p>	<p>Company has a set of publicly available document in form of "<i>Daftar Dokumen dan Informasi Untuk Diakses Publik PT Inti Indosawit Subur</i>" updated on January 2022.</p> <p>The provision of publicly available document segregates based on stakeholder category: Government, community and NGO: AMDAL document, RKL/RPL report, Social Impact Assessment, HCV identification and monitoring report, land permit (Izin Lokasi – location permit, Izin Prinsip – principle permit, HGU/land title certificate), environmental permit, palm oil mill machinery permits and licenses, safety committee report, plantation business progress report, conservation management plan document, environmental management program, corporate social responsibility/CSR documents, FFB price, forest and land firefighting report, ground water use report, tax and retribution payment documents, radio station permit, company policies, continuous improvement program, social procedures, hazardous waste handling report, POME land application permit and report, manpower report, employee’s medical checkup result, physical and chemical analysis of river water, land compensation report, public summary report.</p> <p>A number of documents are determined to be available for public (e.g: Government, local communities, NGO and public figure), with approval from management:</p> <ul style="list-style-type: none"> ▪ Report on the Implementation of the RKL-RPL every 6 months

		<p>(environmental management and monitoring report);</p> <ul style="list-style-type: none"> ▪ Report on B3 waste balance every 3 months (hazardous waste balance report); ▪ Social Impact Assessment (SIA) ▪ HCV identification report ▪ Company Policy (e.g: Human Rights, manpower policy including health and safety policy, etc.) ▪ CSR annually report ▪ Reports of liquid and solid waste every 3 months (solid and liquid waste report); ▪ Report on the use of surface and underground water every once a year (Underground and surface water usage report); ▪ P2K3 report every 3 months period (health and safety report); ▪ Mandatory Report; ▪ Manpower report; ▪ Plantation business progress report every 1 year period (plantation business progress report); ▪ Reports on the results of high conservation value monitoring (high conservation value monitoring report); ▪ Report on monitoring and preventing land fires every 6 months (land fire monitoring and prevention activity report); ▪ Employee's medical checkup result; ▪ Report on air emissions (air emission test report); ▪ Report on river physical and chemical analysis (river water's physical and chemical test results); ▪ Public Summary Report of RSPO and ISPO <p>Scheme Smallholder:</p>	
--	--	---	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>The Smallholder Manager has determined type of documents which can be accessed by public as "Daftar Dokumen yang Dapat Di Akses (tahun 2022)" updated on 31 March 2022, that covers:</p> <ul style="list-style-type: none"> ▪ Copies of Sertifikat Hak Milik (SHM) – and ownership certificate. ▪ Group working Program ▪ HCV ▪ Standard Operational Procedure of Good Agriculture Practices. ▪ Social Impact Assessment (SIA) ▪ ICS Policy including Human rights policy, man powering, helath and safety etc. ▪ Social Activity Documents including CSR Report. ▪ Local Development Documents. ▪ Prices of Fresh Fruit Bunches ▪ Public Summary Report of RSPO ▪ RAT document of Cooperative 	
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders.	<p>PT Inti Indosawit Subur – Ukui Group has established a list of information in "<i>Daftar Dokumen dan Informasi untuk Diakses Publik PT Inti Indosawit Subur - Ukui I'</i>" dated January 2022, includes 32 types of information:</p> <ol style="list-style-type: none"> 1. Land titles/user rights (Izin Lokasi, Izin Prinsip, IPKH, Sertifikat HGU, HGB and IMB) 2. Occupational health and safety plans (Laporan Pelaksanaan P2K3) 3. Plans and impact assessments relating to environmental and social impacts (AMDAL, Environmental licensing and Environmental Management Program) 4. HCV & HCS documentation (Conservation Management Plan, HCV Report, Social Impact Assessment and HCV Identification Report) 5. Pollution prevention and reduction plans (Environmental Management 	Complied

		<p>Program, Hazardous waste Report-Laporan LB3, Land Application Report and also Report of physical and chemical analysis of river water)</p> <ol style="list-style-type: none"> 6. Details of complaints and grievances (Procedure of Information handling, Procedure of “keluhan konflik lahan” and records of and recording of deliberation process and compensation). 7. Negotiation procedures (Recording of deliberation process and compensation) 8. Continuous improvement plans (Continuous Improvement Program) 9. Human Rights Policy (including in the Company Policy update on 1 December 2019 including the policy on protection of human rights defenders (HRDs)/Whistleblowers and has been dissemination to all operation at workplace on 3-7 February 2020) <p>Its List provides in Bahasa Indonesia and the form can be understand with all stakeholders. The list of information has been disseminated to stakeholders on 3-7 February 2022.</p> <p>Scheme Smallholder:</p> <p>Plasma Ukui I has a list of documents that can be access by Stakeholder updates as of 31 March 2022. Its List provides in Bahasa Indonesia and the form can be understand with all stakeholders. There are 32 types information, including:</p> <ul style="list-style-type: none"> • Land titles/user rights (Sertifikat SHM, Akta KUD and IMB) • Occupational health and safety plans (Laporan Pelaksanaan P2K3) • Plans and impact assessments relating to environmental and social impacts (AMDAL, Environmental licensing and Environmental Management Program) • HCV & HCS documentation (Conservation Management Plan, HCV 	
--	--	--	--

		<p>Report, Social Impact Assessment and HCV Identification Report)</p> <ul style="list-style-type: none"> • Pollution prevention and reduction plans (Environmental Management Program) • Details of complaints and grievances (Procedure of Information handling, Procedure of "keluhan konflik lahan" and records of and recording of deliberation process and compensation). • Negotiation procedures (Recording of deliberation process and compensation) • Continuous improvement plans (Continuous Improvement Program) • Human Rights Policy (including in the Company Policy update on 1 December 2019 including the policy on protection of human rights defenders (HRDs)/Whistleblowers and has been dissemination to all operation at workplace on 3-7 February 2020) 	
1.1.3	<p>(C) Records of requests for information and responses are maintained.</p>	<p>The company has established procedure to handle stakeholder information request in "SOP Penanganan Permintaan Informasi Stakeholder" (SOP No. AA-GL-5008.1-RI, Rev. 1) dated 22 August 2011. The procedure described that information request can be by oral or written, or by representative of communities. The company will respond according to respective authorities, starts from Humas (public relation), Estate/Mill manager, Group Manager and Regional Office. The company has set 14 working days to respond to any request.</p> <p>Record of information request and response/information logbook is maintained by company. Records of information are kept for minimum three (3) years. Below sample were verified:</p> <ul style="list-style-type: none"> ▪ P2K3 Activities Report (Safety Committee report) Ukui I Palm Oil Mill Period Jan - March 2022 PT Indosawit Subur Ukui Group, sent to Manpower Agency of Riau Province on 26 April 2022. ▪ Report on Environment Management and monitoring (UKL-UPL) Measuring Palm Oil Mill I and Ukui I Estate, period July – December 	Complied

		<p>2021, sent to the Environment Agency of Pelalawan Regency. on 26 April 2022.</p> <ul style="list-style-type: none"> ▪ Report on the Implementation of Land Applications and Utilization of Solid Waste (Land Application report) Measure I and II Palm Oil Mill, KSA and KSL period July – September 2020, sent to the Environment Agency of Pelalawan Regency on 10 March 2022. ▪ Report on the Implementation of Land Applications and Utilization of Solid Waste (Land Application report) Assess the Palm Oil Mill, KUK Estate period from July - September, sent to the Environment Agency of Riau Province on 10 March 2022. ▪ Request for information from Head of Kampung Baru Village on 15 January 2022 by letter no. 006/Pemdes-KB/I/2022 related request for discussion Related to TKD (Tanah Kas Desa) and CSR cooperation and has responded on 15 January 2022 by Humas-Public Relations. ▪ Request for information from from Head of Kampung Baru Village on 18 April 2022 by letter no. 031/PEMDES/KB/IV/2022 related Requests for assistances of the coral stone procurement and has been responded by Humas on 18 April 2022. ▪ A request for information from SDN 014 Silikuan Hulu, Subdistrict of Ukuion on 22 April 2022 through letter no. 02/SD/014/IV/2022/16, concerning: The loaning proposal great tools and has been responded to on 22 April 2022. <p>Scheme Smallholder:</p> <p>All information request were documented in Logbook of "<i>Catatan Permintaan Informasi dan Tanggapan</i>". There were 5 information request from January 2022 - April 2022.</p> <ul style="list-style-type: none"> ▪ Request information from farmer's KUD Sawit Subur on 23 February 2022, related to FFB acceptance to Ukui I Mill and was responded on 	
--	--	--	--

		<p>23 February 2022 by the Chairman of KUD Sawit Subur.</p> <ul style="list-style-type: none"> Request information from the farmer of KUD Karya Bersama on 2 April 2022 about the KCL fertilizer for the first half of 2022 and was responded by the Chairman of the KUD Karya Bersama that the fertilizer will be sent on April 4, 2022. 	
<p>1.1.4</p>	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.</p>	<p>Company has developed communication procedure, “<i>Mekanisme Penanganan Permintaan Informasi Stakeholder</i>” (No. SOP; AA-GL-5008F.1-R1) dated 22 August 2011. The procedure described that information request can be receive by oral or written, or by representative of communities. The company will responded according to respective authorities, starting from Humas (public relation), Estate/Mill manager, Group Manager and Regional Office. The company will respond within 14 working days after receiving the request. In addition, record related to information request and company response will be kept and maintained for three (3) years.</p> <p>Based on public stakeholder consultation with KUD/cooperative chairman, local contractor, NGO and public official, confirms that company communication is in good manner. Company also provide response to in accordance to the communication SOP.</p> <p>Scheme Smallholder:</p> <p>The Smallholder Manager has established mechanism for communication and consultation “<i>Prosedur Konsultasi dan komunikasi Didokumentasikan, Diungkap, Diimplementasikan Tersedia dan Dijelaskan Kepada Semua Stakeholder</i>” dated 4 January 2021, shaped flow Chart that describes the process of incoming information requests up to the responses provided. Responsible for the response of information from the stakeholders is done by the Field Assistant then will be arranged to the Estate Manager.</p> <p>Each smallholder member has “<i>Buku Panduan dan Catatan Petani Plasma</i>”, whereas explains the flow process of consultation and</p>	<p>Complied</p>

		<p>communication. Both of communication by written or verbal communication to group management are acceptable.</p>	
<p>1.1.5</p>	<p>An up-to-date list of contacts and detailed stakeholder information is available along with designated representatives.</p>	<p>List of stakeholders updated in 31 March 2022. There were 3 types of stakeholders i.e: government (agency office in Pelalawan Regency, Head of Subdistrict Police of Ukui, Head of Subdistrict of Ukui, head of village), Kebun Masyarakat (20 smallholders) and NGO (WWF, Scale Up). The stakeholder list completed with name of chairman, address and contact number. List of information that can be access by relevant stakeholders available in indicator 1.2.1. The list is consist of information related to the contact person, contact number, address or office that can be visit etc.</p> <p>The list of stakeholder list updated annually by Public Relation. Latest update performed in 31 March 2022, consist of 35 stakeholders which related to company operation, as follows:</p> <ul style="list-style-type: none"> ▪ Government institution, consist of Surrounding villages, District Head, and related agency of Pelalawan Regency (Dinas Lingkungan Hidup, Dinas, Perkebunan, Dinas Tenaga Kerja, BPN). ▪ Chairman of Koperasi Unit Desa (KUD) which under company scheme smallholder. ▪ Informal institution around the company, e.g. FK-KPPS, GWKAK, Worker Union and WKAK. ▪ NGO around the company i.e: WWF, Scale Up. <p>Scheme Smallholder:</p> <p>The Smallholder Manager has consistently update the list of stakeholders. The last update was on 2 January 2021, with 59 stakeholder, e.g:</p> <ol style="list-style-type: none"> 1. Stakeholders from PT IIS (9 stakeholders) 	<p>Complied</p>

		<ol style="list-style-type: none"> 2. Stakeholders from local government (18 stakeholders) 3. Stakeholders related agency in Pelalawan Regency (8 stakeholders) 4. Stakeholder from banks (6 stakeholders) 5. Stakeholder from KUD (18 stakeholders). 	
Criteria 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.	<p>PT Inti Indosawit Subur has established the code of ethical business conduct policy, signed by Managing Director on 1 December 2019. The policy was disseminated to all employees thorough company notice board and by direct dissemination:</p> <ol style="list-style-type: none"> a. In 2020, dissemination has performed on 10 February 2020 attended by 24 personnel from KUK Estate (Kebun Ukui 1). b. In 2022, dissemination has performed on 3 February 2022 attended by 32 personnel from KUK Estate afdeling 1-2, on 19 March 2022 attended by 72 personnel at KUK Afdeling 3-4. List of attendance was available during audit. <p>The ethical business conduct policy is stated in the worker agreement (Perjanjian Kerja Harian Lepas), which includes all the corporate policies and behaviors that must be complied with. PKB (Perjanjian kerja Bersama) is a joint working agreement for permanent workers, also confirmed the conduct of business ethics in article 16 related to the behavior of the business ethics in the company.</p> <p>In the Daily Worker Agreement (PKHL) and PKWT Work Agreement, Appendix 1, it explained the company policy stating:</p> <p>Disgraceful Acts / Actions of Workers That Result in the Termination of the Work Agreement; "Committing and / or directly or indirectly involved in a fraud and / or theft and / or embezzlement of goods and / or money belonging to the company, embezzling company money, accepting gifts from other parties due to work results. "<i>Perbuatan/Tindakan Tercela Tenaga Kerja yang Mengakibatkan Berakhirnya Perjanjian Kerja;</i></p>	Complied

		<p><i>"Melakukan dan/atau terlibat langsung maupun tidak langsung dalam suatu penipuan dan/atau pencurian dan/atau penggelapan barang dan/atau uang milik perusahaan, Menggelapkan uang milik perusahaan, meneripa uang pemberian dari pihak lain karena hasil kerja".</i></p> <p>PKB (Perjanjian kerja Bersama) or Joint Working Agreement has explained the business ethics in article XXII about "Obligations of The Company and Employees"; including: employers and workers are obliged to maintain good character and do not contradict the legal norms and moral values, employers and workers are obliged to comply with and enforce all regulations and legislation on Applicable employment.</p> <p>In cooperating with contractors, PT IIS – Ukui I also includes a code of business ethics in the work agreement with contractors, sample seen:</p> <ul style="list-style-type: none"> - Perjanjian Kerja Pengangkutan Janjangan Kosong Kelapa Sawit No. 001/E2KUK/I/22 dated 01 January 2022, agreement between PT Inti Indosawit Subur –Ukui 1 and Pengarapen Gurusinga for transportation Empty Fruit Bunch (EFB). - Perjanjian Pengangkutan No. 08/VI/TS-IIS/2020 dated 4 June 2020, agreement between PT Inti Indosawit Subur – Ukui and CV Teman Setia for transportation CPO, Palm Kernel and CPKO <p>Scheme Smallholder:</p> <p>The Smallholder Manager established the Code of Ethical Business Policy that included in "<i>Kebijakan Manajer Group ICS</i>" signed on 11 August 2020, and was disseminated to each member through the "Kegiatan Refresh Pelatihan P&C RSPO" was performed on 09 August 2021 attended by 82 farmers where in point 2 stated "<i>Committed to ethical conduct in business in overall transactions and business operations, prohibition all forms of corruption, bribery and fraud in the use of funds and resources</i>".</p> <p>Document verification shows that all members have stated approval of all policy issued by Smallholder Manager, including policy related to code of</p>	
--	--	--	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>ethic which described in the Agreement Letter. Document seen: Member of KUD Karya Bersama as many 781 members and KUD Bina Sejahtera as many as 618 members or kavling (plot) have signed Cooperation.</p> <p>Separately, the policy of business code of conduct has stated in the contracts with the second party. Statements relating to business ethics are mentioned in Article 8; About Prohibition: that: The owner of the fleet (Transporter) is charged with fraud, theft and embezzlement of FFB, e.g;</p> <ul style="list-style-type: none"> - Surat Perjanjian Kerja Armada TBS – FFB Transport Work Agreement between KUD Mekar Abadi with FFB Transporter on behalf of Sabar (location at Tasik Juang Village, Sub district of Ukui, District of Pelalawan), doc. No. 023/SPK/KUD-MA/TBS/I/2021 dated 4 January 2021. - Surat Perjanjian Kerja Armada TBS – FFB Transport Work Agreement between KUD Sawit Subur with FFB Transporter on behalf of Hurip Budiman (location at Kampung Baru Village, Sub district of Ukui, District of Pelalawan), doc. No. 0015/SPK/KUD-SS/TBS/I/2021 dated 4 January 2021 <p>Based on interview with smallholders shows that they have a good understanding of the Code of Business Conduct policy issued by the Smallholder Manager.</p>	
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.	<p>To ensure that the policy has been implemented by all related parties, PT IIS - Ukui has a monitoring mechanism through internal audit actions every year. The last internal audit for RSPO has been conducted on 23-25 June 2021 and audit for operation (Visit Agronomy and Engineering) was conducted on 21-25 March 2022. From the results of the internal audit, there are no discrepancies related to the implementation of company policies.</p> <p>Contractor/vendor evaluation also conducted to ensure that all policies are complied and implemented.</p>	Complied

		<p>The Company - UKUI Group (including scheme smallholder) has implemented business conduct policy to all employees, it is stated in employment contract and PKB – Joint Working Agreement. Describes on article XXII about “<i>Kewajiban Perusahaan dan Pekerja</i>”; these included: <i>Pengusaha dan pekerja berkewajiban memelihara budi pekerti yang baik dan tidak bertentangan dengan norma hukum dan nilai susila, Pengusaha dan pekerja berkewajiban mematuhi dan menjalankan segala peraturan dan perundangan tentang ketenagakerjaan yang berlaku</i>”.</p> <p>Based on field visit and interview with representative’s worker during the onsite audit obtained information that all worker shall committed and comply with the company’s policy. Violation of these policies can result in sanction warning letter to termination of employment.</p>	
<p>Principle 2: Operate legally and respect rights Implement legal requirements as the basic principles of operation in any jurisdiction.</p>			
<p>Criteria 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.</p>			
<p>2.1.1</p>	<p>(C) The unit of certification complies to relevant regulations.</p>	<p>PT IIS – Ukui I has provide the list of relevant laws and regulation and the evaluation of its compliance has been conducted annually as per “Evaluasi kepatuhan peraturan perundangan”. Latest evaluation conducted on January 2022 by Legal and Public affair department. Compliance with laws and regulations, especially related to oil palm plantations, has been carried out through several obligations or permits that must be fulfilled, among others:</p> <p>UKUI Estate:</p> <ul style="list-style-type: none"> - Plantation Permit or “Surat Pendaftaran Usaha Perkebunan (SPUP)” No. 185/Mentanhut/VII/2000 dated 3 November 2000, for area 12,508.64 ha and palm oil FFB capacity process 60 tonne FFB/hour. - HGU No.16 issued by “Kantor Pertanahan Kabupaten Pelalawan” on 03/11/2010 based on “SK Kepala BPN No.115/HGU/BPNRI/2009” 	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>dated 09/08/2009 for 299.51 Ha as per "Surat Ukur"/measurement minutes No.01/AirHitam/2010. The HGU valid up to 03/11/2045.</p> <ul style="list-style-type: none"> - HGU No.01 issued by "Kantor Pertanahan Kabupaten Kampar" on 12/18/1989 based on "SK Kepala BPN No.04/HGU/1989" dated 04/27/1989 for 6,727.4 Ha as per "Surat ukur"/measurement minutes No.53/1988. HGU is valid until 12/31/2019. - Plantation Permit (IUP: Izin Usaha Perkebunan-Budidaya (IUP-B) based on Surat Keputusan Bupati Pelalawan No.Kpts.525.3/Dishutbun/2013/446 dated 05/29/2013 for 3,003.73 Ha. Ijin Usaha Perkebunan-Pengolahan (IUP-P) for PT Inti Indosawit Subur dated 05/29/2013. <p>Mill machinery permit and other permit:</p> <ol style="list-style-type: none"> 1. Akta Izin Ketel Uap No. 03/B0066A (Boiler No.1), dated 23 July 1994 from Direktur Pembina Norma K3 dan Hyperkes Kanwil Prop. Riau. Last inspection: 3rd August 2018, by PT Jesindo Mandiri. Acknowledge by Kepala Dinas Tenaga Kerja dan Transmigrasi, Prop. Riau. 2. Akta Izin Ketel Uap No. 068/KU/PLLWN/2006 (Boiler No.2), dated 3rd April 2006 from Direktur Pembina Norma K3 dan Hyperkes Ka. Disnaker Kab. Pelalawan. Last inspection: 3rd August 2018, by PT Jesindo Mandiri. Acknowledge by Kepala Dinas Tenaga Kerja dan Transmigrasi, Prop. Riau. 3. Akta Izin Ketel Uap No. 566/BL/DISNAKERTRANS/003/2012 (Boiler No.3), dated 3rd April 2006 from Direktur Pembina Norma K3 dan Hyperkes Ka. Disnaker Kab. Pelalawan. Last inspection: 3rd August 2018, by PT Jesindo Mandiri. Acknowledge by Kepala Dinas Tenaga Kerja dan Transmigrasi, Prop. Riau. 4. Akta Izin Bejana Uap No. 566/Sterilizer/Disnakertrans/0064/2012 (Sterilizer No.1), dated 11 October 2012. Last inspection: 3rd August 	
--	--	---	--

		<p>2018, by PT Jesindo Mandiri. Acknowledge by Kepala Dinas Tenaga Kerja dan Transmigrasi, Prop. Riau.</p> <ol style="list-style-type: none"> 5. Akta Izin Bejana Uap No. 566/Sterilizer/Disnakertrans/0065/2012 (Sterilizer No.2), dated 11 October 2012. Last inspection: 3rd August 2018, by PT Jesindo Mandiri. Acknowledge by Kepala Dinas Tenaga Kerja dan Transmigrasi, Prop. Riau. 6. Akta Izin Bejana Uap No. 566/Sterilizer/Disnakertrans/0066/2012 (Sterilizer No.3), dated 11 October 2012. Last inspection: 3rd August 2018, by PT Jesindo Mandiri. Acknowledge by Kepala Dinas Tenaga Kerja dan Transmigrasi, Prop. Riau. 7. Akta Izin Bejana Uap No. 566/Sterilizer/Disnakertrans/0067/2012 (Sterilizer No.4), dated 11 October 2012. Last inspection: 3rd August 2018, by PT Jesindo Mandiri. Acknowledge by Kepala Dinas Tenaga Kerja dan Transmigrasi, Prop. Riau. 8. Akta Izin Bejana Uap No. 566/Sterilizer/Disnakertrans/0068/2012 (Sterilizer No.5), dated 11 October 2012. Last inspection: 3rd August 2018, by PT Jesindo Mandiri. Acknowledge by Kepala Dinas Tenaga Kerja dan Transmigrasi, Prop. Riau. 9. Surface Water Permit (Izin Pemanfaatan Air Permukaan) is still on progress. Documented progress sighted: Assignment Letter (Surat Perintah Tugas – Rekomendasi Teknis) Nomor: 245/SPT/BWSS-III/2018, dated 17 May 2018, from Ditjen Sumber Daya Air Balai Wilayah Sungai Sumatera III. Field check on 21-23 May 2018. Currently, the Certificate Holder awaiting for permit issued. <p>Based on the latest evaluation of relevant regulation compliance, there are 7 (seven) new regulation related to plantation business. For example:</p> <ul style="list-style-type: none"> • Peraturan Pemerintah (PP) Nomor 5 Tahun 2021 regarding Penyelenggaraan Perizinan Berusaha Berbasis Risiko. 	
--	--	---	--

		<ul style="list-style-type: none"> • Peraturan Pemerintah (PP) Nomor 6 Tahun 2021 regarding Penyelenggaraan Perizinan Berusaha di Daerah. • Peraturan Pemerintah (PP) Nomor 20 Tahun 2021 regarding Penertiban Kawasan dan Tanah Terlantar. • Peraturan Pemerintah (PP) Nomor 22 Tahun 2021 regarding Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup. • Peraturan Pemerintah (PP) Nomor 26 Tahun 2021 regarding Penyelenggaraan Bidang Pertanian. • Peraturan Pemerintah (PP) Nomor 31 Tahun 2021 regarding Penyelenggaraan Bidang Pelayaran. • Peraturan Pemerintah (PP) Nomor 35 Tahun 2021 regarding Perjanjian Kerja Waktu Tertentu, Alih Daya, Waktu Kerja dan Waktu Istirahat, dan Pemutusan Hubungan Kerja. • Peraturan Pemerintah (PP) Nomor 36 Tahun 2021 regarding Pengupahan. • Peraturan Pemerintah (PP) Nomor 37 Tahun 2021 regarding Penyelenggaraan Program Jaminan Kehilangan Pekerjaan. <p>Scheme Smallholders: Compliance with laws and regulations, especially related to scheme smallholder oil palm plantations, has been carried out through several obligations or permits that must be fulfilled, among others: Establishment deed, for example:</p> <ol style="list-style-type: none"> 1. KUD Bakti <ul style="list-style-type: none"> • Cooperative Establishment Deed No. 39/BH/KOK/2.1/IV/2002 on behalf of KUD Bakti issued by Minister of Cooperatives and Small Entrepreneurs on 22 April 2002. • TDP (Tanda Daftar Perusahaan Koperasi – Cooperative/Company 	
--	--	--	--

		<p>Registration Letter): no. 041624706411, dated 15 February 2018 valid until 15 February 2023</p> <ul style="list-style-type: none"> • NPWP- taxpayer number • SITU Surat Izin Usaha Perdagangan (SIUP) Menengah Kecil-Small Business Trading License: no. 137/DPMPTSP/SITU/2018/81, dated 15 February 2018. <p>2. KUD Bukit Potalo</p> <ul style="list-style-type: none"> • Cooperative Establishment Deed No. 108/BH/DISKOP/2.1/IV/2006 on behalf of KUD Bukit Potalo issued by Minister of Cooperatives and Small Entrepreneurs dated 17 April 2006. • <i>Surat Izin Tempat Usaha</i> issued by Head of Investment and One Stop Service of Pelalawan Regency No. 137/DPMPTSP/SITU/2017/82 dated 6 March 2017. • TDP (Tanda Daftar Perusahaan Koperasi – Cooperative/Company Registration Letter): no. 041626464141, dated 6 March 2017 valid until 6 March 2022. • NPWP- taxpayer number <p>3. KUD Sumber Makmur</p> <ul style="list-style-type: none"> • Cooperative Establishment Deed – Amendment Deed Number 105/BH/PAD/DISKOP/IV.5/IX/2006 on behalf of KUD Sumber Makmur issued by Minister of Cooperatives and Small Entrepreneurs on 5 September 2006. • <i>Surat Izin Tempat Usaha</i> issued by Head of Investment and One Stop Service of Pelalawan Regency No. 137/DPMPTSP/SITU/2017/104 dated 29 March 2017. • TDP (Tanda Daftar Perusahaan Koperasi – Cooperative/Company Registration Letter): no. 041624747008, dated 27 March 2017 valid until 27 March 2022. 	
--	--	---	--

		<ul style="list-style-type: none"> NPWP- taxpayer number 	
2.1.2	A documented system for ensuring legal compliance is in place. This system has means to track changes to the law and also includes listing and evidence on evaluation of legal compliance of all contracted third parties, such as: recruitment agencies, service provider and labour contractor.	Public affair department conducts annual evaluation of legal compliance. The last evaluation conducted in February 2022. Based on the evaluation document, there are 7 (seven) new regulations related to plantation business. For example, Government Act No. 36 year 2021 related to payments. According to the evaluation, the company has complied with the regulation. Another regulation that has been evaluated was Presidential Regulation No. 44/2020 and Agricultural Minister Decree No. 38/2020 related to Indonesian Sustainable Palm Oil (ISPO).	Complied
2.1.3	Legal or authorized boundaries are clearly demarcated and visibly maintained and there is no planting beyond these legal or authorized boundaries.	<p>According to the national regulation, land title (HGU) holder shall maintain the condition of boundary poles. Based on field visit in Ukui Estate concluded that the boundary poles area well maintained. For example:</p> <ul style="list-style-type: none"> Boundary poles BPN 16 Block B89b Afdeling III Boundary poles BPN 17 Block B89b Afdeling III Boundary poles BPN 20 Block C89i Afdeling IV Boundary poles BPN 22 Block D89d Afdeling IV <p>The boundary poles recorded in document "<i>Monitoring Pemeriksaan Patok Batas</i>". The poles monitored twice a year. The last monitoring held on 07 December 2021. All poles (59 unit) reported in good condition.</p>	Complied
Criteria 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	A list of contracted parties is available.	<p>The company has had several contracts related to third parties as follows:</p> <ol style="list-style-type: none"> CV Jasa Bersama, CPO/PK/CPKO Transporter PT Sumber Kencana Bersama, CPO/PK/CPKO Transporter CV Jasa Sahabat Sejati, CPO/PK/CPKO Transporter PT Buana Jaya Bersama CPO/PK/CPKO Transporter CV Teman Setia, CPO/PK/CPKO Transporter Jaya Baru, EFB Transporter 	Complied

		<ol style="list-style-type: none"> 7. Masliani Siregar, EFB Application Transporter 8. Syamsudin, EFB Transporter 9. Suwarno, EFB Transporter 10. Joko Warsito, EFB Transporter 11. Jani, EFB Application Transporter <p>Scheme Smallholder:</p> <p>In smallholder activity, FFB transport from their land to mill by using the association of FFB-Transporter (usually smallholder members that owned truck). For example, sighted the annual FFB-Transporter contract between:</p> <ul style="list-style-type: none"> - KUD Bina Sejahtera with Giadi (FFB Transporter) Lubuk Kembang Sari Village, Ukui Sub District, Pelalawan District, Agreement No. 02/SPK/KUD-BS/TBS/I/2021 dated 4 January 2021. - KUD Bukit Potalo with Abas (FFB Transporter), Ukui II Village, Ukui Sub District, Pelalawan District, Agreement No. 01/SPK/KUD-BP/TBS/I/2022 dated 4 January 2022. - KUD Karya Bersama with Inal (FFB Transporter), Air Emas Village, Ukui Sub District, Pelalawan District, Agreement No. 01/SPK/KUD-BP/TBS/I/2022 dated 4 January 2021. - KUD Sawit Subur with Hurip Budiman (FFB Transporter), Kampung Baru Village, Ukui Sub District, Pelalawan District, Agreement No. 015/SPK/KUD-BP/TBS/I/2021 dated 4 January 2021. <p>Based on interview with boards of KUD during the field visit, FFB transportation costs are billed to each farmer every month and paid directly to the FFB-Transporter. The transportation costs are different for each KUD because the charges are in accordance with the agreement at the annual meeting of the KUD. There is no payment dispute so far.</p>	
--	--	---	--

<p>2.2.2</p>	<p>All contract, including those for FFB supply, contain specific clause on meeting relevant legal requirements and this can be demonstrated by the third party.</p>	<p>PT. Inti Indosawit Subur has a list of contracts is well preserved in the format "Daftar Kontraktor PT IIS – Ukui I POM, there are 11 contractors at PT IIS – Ukui I POM, monitoring is carried out for job type, job period, job progress as well as the status of BAP/payment of contracts, verified documents as follows:</p> <ol style="list-style-type: none"> 1. CV Teman Setia, CPO/PK/CPKO Transporter, Agreement Letter No. 08/VI/TS-IIS/2020 dated 4 June 2020. 2. PT Buana Jaya Bersama, CPO/PK/CPKO Transporter, Agreement Letter No. 03/VI/BJB-IIS/2020 dated 4 June 2020. 3. Jaya Baru, EFB Transporter, Agreement Letter No. 001/E2KUK/I/22 dated 1 January 2022, valid until 31 December 2022. <p>For FFB supplier, there are 13 local FFB supplier as follows:</p> <ol style="list-style-type: none"> 1. Asosiasi Petani Swadaya Amanah (1,048 Ha) 2. Anugrah (751 Ha) 3. Besty Ella Sima Siahaan (301 Ha) 4. Haluga (200 Ha) 5. CV Harapan Kita (100 Ha) 6. James Sihombing (1,224 Ha) 7. Koperasi Air Hitam Jaya (1,972 Ha) 8. KT Bina Mandiri Bersama (355 Ha) 9. Saliman (30 Ha) 10. Bunga Tanjung (906 Ha) 11. Budi (120 Ha) 12. Peter Susetio (100 Ha) 13. Hadi (8.5 Ha) <p>All contract, including those for FFB supply, have contained specific clauses to meet the relevant legal requirements, that has been mentioned</p>	<p>Complied</p>
--------------	--	--	-----------------

		<p>in the contract agreement in Chapter 7 “Tanggung Jawab dan Kewajiban” which has explained the contractor’s responsibilities to meet legal requirement such as being willing to pay according to the wages set by the government, not employing child labor and not performing forced labor.</p> <p>According to the interview with PR Staff of Ukui Group, FFB-CPO-PK contractors informed that all the contractor/smallholders or independent supplier has meet to the relevant regulation. There are no land dispute issues from the village representative or related government agencies obtained, and there is no issues related to forced labor, child labor, payment and condition.</p>	
2.2.3	All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour.	<p>Third party contract with some FFB has completed with some important clause such as:</p> <ul style="list-style-type: none"> • The company policy related to children/underage worker, anti-drugs etc. • Workers payment referred to local minimum payment’s regulation. • All worker will be register in health insurance and workers insurance according to national regulation. <p>The same regulation also implemented in smallholder scheme. All of contract data kept by Head Clerk in estate and mill.</p>	Complied
Criteria 2.3: All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	<p>(C) For all directly sourced FFB, Palm Oil Mill (POM) requires:</p> <ul style="list-style-type: none"> • Information regarding the geolocation of FFB origins; • Proof of ownership status, right/claim of the land by grower/smallholder; • If relevant, valid planting/operational/trading license, or is part of a cooperative which allows the buying and selling of FFB. 	<p>As stated in sustainability reports of Asian Agri 2017 – 2018 (2019 still on progress) stated that <i>“Asian Agri reinforced its commitment to traceability by engaging Meo Carbon Solution from Germany and SNV from The Netherlands as traceability consultants to assist with our supply chain traceability project. Commencing in October 2018, Asian Agri began supply chain traceability projects in North Sumatra and Riau. These projects complement the first traceability verification programmes for our partner independent smallholders in Riau Province which began in 2016</i></p>	Complied

		<p><i>and were done in collaboration with IDH and Yayasan SETARA Jambi. These ongoing projects will eventually provide us with recommendations on how to further improve our systems and procedures for a more traceable and responsibly supply chain”.</i></p> <p>The record of geolocation information has been verified during audit.</p> <p>Auditor has checked the proof of ownership status of the all directly sourced FFB.</p> <p>Ukui I POM implemented mass balance module. Mill received FFB from certified and uncertified sources. The list of FFB supplier as follows:</p> <ol style="list-style-type: none"> 1. Ukui Estate, RSPO Certified 2. Asosiasi Petani Swadaya Amanah (1,048 Ha), RSPO Certified – Independent Smallholder 3. Asosiasi Petani Swadaya Anugrah (751 Ha), Uncertified unit (third party) 4. Besty Ella Sima Siahaan (301 Ha), Uncertified unit (third party) 5. Haluga (200 Ha), Uncertified unit (third party) 6. CV Harapan Kita (100 Ha), Uncertified unit (third party) 7. James Sihombing (1,224 Ha), Uncertified unit (third party) 8. Koperasi Air Hitam Jaya (1,972 Ha), Uncertified unit (third party) 9. KT Bina Mandiri Bersama (355 Ha), Uncertified unit (third party) 10. Saliman (30 Ha), Uncertified unit (third party) 11. Bunga Tanjung (906 Ha), Uncertified unit (third party) 12. Budi (120 Ha), Uncertified unit (third party) 13. Peter Susetio (100 Ha), Uncertified unit (third party) 14. Hadi (8.5 Ha), Uncertified unit (third party) <p>During audit, auditor team has observed the supplier, which is Koperasi Air Hitam Jaya, Bunga Tanjung and KT Bina Mandiri Bersama (long term agreement). Based on document verification and interview with Create Share Value (CSV) staff obtained information that both suppliers have been verified and visited by FFB purchasing staff. By visited the suppliers</p>	
--	--	---	--

		<p>land and tagged the coordinate, mill expected the FFB source comes from traceable and responsible area. The list of legal documents verified as follows:</p> <ul style="list-style-type: none"> • List of supplier member • Coordinate and its overlay RTRW map. • Personal tax identification • Business permit ID. • Trading permit ID. • Environmental permit. • Location permit • Registration of health insurance (BPJS Kesehatan) • Copy of bank account <p>Based on document verification obtained information, CSV Department has conducted area mapping for smallholders and independent suppliers before issuing recommendations for FFB suppliers to mills. Sighted the record of geolocation as per smallholders and supplier.</p> <p>According to the interview with CSV staff of Ukui Group informed that all the smallholders or independent supplier area are in legally for palm oil plantation. There is no land dispute issues from the village representative or related government agencies obtained.</p>	
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in indicator 2.3.1.</p>	<p>PT Inti Indosawit Subur – Ukui I POM receive and process FFB from outside supplier, some are collectors. List of agent are as follow: CSV (Create Share Value) are independent smallholder which coached by the company:</p> <ul style="list-style-type: none"> - Asosiasi Petani Sawit Swadaya Amanah - Asosiasi Petani Sawit Swadaya Anugrah - Sutarno Kudin (SK) 	Complied

		<ul style="list-style-type: none"> - Haluga (HL) - Samsuwar (SM) - Budi (BD) - Suhono (SN) <p>Non CSV:</p> <ul style="list-style-type: none"> - KT Pekarangan Kampung Baru - KT Bina Mandiri Bersama - Budianto (BDNT) - Gunaji (GJ) - Gunawan Suprayitno (GS) - Toni Bisono (TB) - Satumar (STM) - Moh Misnan (MM) - Parji - Salijan <p>Geo Location: Koordinat petani penyuplai Please see detail in 2.3.1</p> <p>Each agent have documented statement letter "Pernyataan dan Jaminan", the statement letter described:</p> <ol style="list-style-type: none"> 1. Agent are ready to follow requirements related FFB supplies which determined written or verbal by PT Inti Indosawit Subur. 2. FFB supplied to PT Inti Indosawit Subur are coming from area which have been owned/control/cultivated according to the law and regulation related to land ownership, plantation and others. 3. FFB supplied to PT Inti Indosawit Subur are not coming from land owned/control/cultivated in but not limited to: 	
--	--	--	--

		<ul style="list-style-type: none"> a. Protected forest; b. Industrial forest; c. Production forest, including Hutan Produksi Tetap (HP), Hutan Produksi Terbatas (HPT), Hutan Produksi Konversi (HPK), HPK can be excluded if forest release permit or STD-B (Surat Tanda Daftar Budidaya) demonstrated. d. Conservation area. <ul style="list-style-type: none"> 4. FFB supplied are not coming from PT Inti Indosawit Subur's Scheme Smallholders. 5. FFB supplied are not coming from PT Inti Indosawit Subur's or other company's sortation. 6. FFB supplied are not stolen. 7. FFB supplied are not obtained by illegal activity. 8. FFB supplied are not coming from new planting from forest area after Sep 2014. 9. FFB supplied are not coming from new planting peat area after Sep 2014. 10. FFB supplied are not coming from land conflict area. 11. Zero burning for land clearing and replanting. 12. Not employing children under 18 years old, as regulated in Act No.13/2003 regarding manpower. 13. Pay employee according to minimum wage determined by government (UMK or UMP). <p>During this onsite, auditor team has observed the supplier, which is Asosiasi Petani Swadaya Anugrah, Samsuar and Budi (long term agreement). Based on document verification and interview with Create Share Value (CSV) staff obtained information that both suppliers have been verified and visited by FFB purchasing staff. By visited the suppliers</p>	
--	--	---	--

		<p>land and tagged the coordinate, mill expected the FFB source comes from traceable and responsible area. The list of legal documents verified as follows:</p> <ul style="list-style-type: none"> • List of supplier member • Coordinate and its overlay RTRW map. • Personal tax identification of Asosiasi Petani Swadaya Anugrah • Business permit ID. • Trading permit ID. • Environmental permit. • Location permit • Registration of health insurance (BPJS Kesehatan) • Copy of bank account <p>Based on document verification obtained information, CSV Department has conducted area mapping for smallholders and independent suppliers before issuing recommendations for FFB suppliers to mills. Sighted the record of geolocation as per smallholders and supplier.</p> <p>According to the interview with CSV staff of Ukui Group informed that all the smallholders or independent supplier area are in legally for palm oil plantation. There is no land dispute issues from the village representative or related government agencies obtained.</p> <p>The company has communicated Code of Procurement Ethics (CPOE), e.g. to KT Bina Mandiri Bersama on 26 Nov 2019. COPE is consisted of: Business integrity; fair competition; open communication; conflict of interest; gift and entertainment; compliance to the international trade conventions and policies; mutual principle; declaration of the relationship with RGE Group; compliance to the sustainability framework. COPE provided with channel to report if there is violation to the principles and</p>	
--	--	---	--

		objectives, through email whistleblow@rgei.com or phone (62) 81 2755 2528.	
Principle 3: Optimise productivity, efficiency, positive impact and resilience Implement plans, procedures and systems for continuous improvement.			
Criteria 3.1: There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.			
3.1.1	(C) A business or management plan (minimum of three years) is documented and where applicable, includes a jointly developed business case for Scheme Smallholders.	<p>Certificate holder has provided long-term management plan in document <i>Rencana Jangka Panjang period 2020 – 2025</i>. This document described the five-year business projection of PT Inti Indosawit Subur.</p> <p>Long-term management plan of PT Inti Indosawit Subur has documented in <i>Rencana Jangka Panjang period 2020 – 2025</i>. The long-term management plan covered parameter as follows:</p> <ul style="list-style-type: none"> • Hectare statement of mature and immature area • Estimation of production (Tonnes) • Estimation of FFB purchase (for Mass Balance Mill) • Extraction projected (%) • Cost estimation (IDR/Kg) • Estimation of price (IDR/Tonnes) • Estimation of profit (IDR) <p>The same information of long-term management plan document also sighted for smallholders.</p> <p>Based on interview with sustainability staff, PT Inti Indosawit Subur has started to engage with independent smallholder named Create Share Value (CSV) near the Inti Indosawit Subur’s concession since a couple year ago and renewed annually.</p>	Complied
3.1.2	An annual replanting programme projected for a minimum of five years with yearly review, is available.	The unit of certification was able to demonstrate annual replanting program. Replanting starts at 2017. Based on document verification, the 5 years replanting program as follows:	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

Year	Estate (Ha)		
	Ukui	Soga	Sei Lala
2020	-	-	-
2021	494	-	511
2022	557	195	540
2023	649	391	657
2024	-	516	751
2025	-	594	-
2026	-	560	-
2027	-	470	328
Total	2,697	3,003	2,787

Scheme smallholders:

SP	KUD	Replanting Program (Ha)							
		2020	2021	2022	2023	2024	2025	2026	2027
1A	Sumber Makmur	-	-	-	806	-	756	-	-
2A	Bina Usaha Baru	-	-	-	144	-	-	-	-
3A	Karya Bersama	422	-	422	-	-	-	-	-
4A	Sawit Subur	-	-	-	200	170	-	-	-
5A	Bina Sejahtera	-	-	574	-	662	-	-	-
6A	Sumber Bahagia	422	-	302	482	-	-	-	-
Ukui-II	Bukit Potalo	-	-	-	-	-	-	-	494
R. Seko	Usaha Baru	-	-	-	-	-	-	-	494

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

1B	Tani Subur	-	-	-	-	-	308	472	-
2B	Karya Tani	-	-	-	-	-	184	330	220
3B	Mekar Abadi	-	-	-	-	-	270	304	-
4B	Trani Maju	-	-	-	-	374	284	304	-
5B	Tani Bahagia	-	-	394	-	420	552	-	-
6B	Usaha Tani	-	496	-	-	390	406	-	-
Grand Total		844	496	2,102	2,022	2,090	2,354	1,410	1,208

The record of program vs realization as follows:

Year	Estate (Ha)					
	Ukui		Soga		Sei Lala	
	Prog	Real	Prog	Real	Prog	Real
2017	542	542	277	277	-	-
2018	455	455	-	-	-	-
2019	-	-	-	-	-	-
2020	-	-	-	-	-	-
2021	494	494	-	-	511	511
2022	557	-	195	-	540	-
2023	649	-	391	-	657	-
2024	-	-	516	-	751	-
2025	-	-	594	-	-	-
2026	-	-	560	-	-	-
2027	-	-	470	-	328	-

2028	-	-	-	-	-	-
2029	-	-	-	-	-	-
2030	-	-	-	-	-	-
Total	2,697	1,491	3,003	277	2,787	511

Scheme Smallholders:

Sighted the record of replanting realization 2021 was 284 Ha (located in KUD Karya Bersama) as table below:

Replanting Realization (Ha)

KUD	2021
Sumber Makmur	-
Bina Usaha	-
Bakti	-
Karya Bersama	284
Sawit Subur	-
Bina Sejahtera	-
Sumber Bahagia	-
Bukit Potalo	-
Usaha Baru	-
Total	284

During audit at smallholders, the organization has shown the Agreement Letter regarding the replanting at KUD Karya Bersama (Ukui I) as per Agreement Letter No. 050/KUD-KB/AE/VIII/2021 dated 20 August 2021 between PT Inti Indosawit Subur and PT Riau Andalanusaha Cemerlang, job volume 160 Ha. And Agreement Letter No. 051/KUD-KB/AE/VIII/2021 dated 20 August 2021 between PT Inti Indosawit Subur and PT Andalan Makmur Sejahtera, job volume 126 Ha.

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>The auditor has also checked the works inspection document of Replanting Job Inspection Report – Berita Acara Pemeriksaan Pekerjaan Replanting No. 001/RAC-PBR/I/2022 dated 01/01/2022, Agreement No. 050/KUD-KB/AE/VIII/2021, contract volume 160 Ha regarding Job Inspection Report-Berita Acara Pemeriksaan Pekerjaan Replanting that has signed by Contractor – PT Riau Andalanusaha Cemerlang (RAC), KUD, and Smallholder Manager.</p>	
<p>3.1.3</p>	<p>The unit of certification holds management review at planned term according to the scale and nature of the activities undertaken.</p>	<p>The unit of certification holds management review at planned term according to the scale and nature according to the SOP Nomor: AA-SOP-ES-6001-R5 dated 1 August 2020.</p> <p>Management review has conducted on 30 December 2021, attended by Group Manager, Mill Manager, Head Assistant, Field Assistant, KTU and Sustainability Assistant. The management review has discussed:</p> <ul style="list-style-type: none"> - Result of RSPO Internal Audit for Estate and Mill that conducted on 23-25 June 2021; e.g. Governor regulation that has not been evaluated and regarding of hazardous waste handling. - Customer feedback: There is no complaint from customer for period Y 2020-2021. External complaint has been resolved by management in accordance of SOP Communication. - Preventive & Corrective Action: conducted evaluation to all regulation; to file all letter from public relation; give awareness to Safety Officer to document all risk analysis file, to maintenance of the road transport. <p>Management review also explained the achievement of the company for example: issue related best management practises of estate including scheme smallholder and best practises in mill.</p>	<p>Complied</p>
<p>Criteria 3.2: The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.</p>			

<p>3.2.1</p>	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impact and opportunities of the unit of certification.</p>	<p>Action Plan Ukui Estate: The use of Palm Pro as harvesting tools of Ukui Estate. Based on monitoring form May 2021 – April 2022, productivity kg/mandays of using Palm Pro pole are increase 20% at average compare to Aluminium Pole. The company has established mechanism for using Palm Pro as on Operational Readiness Package (ORP) Palm Pro (AA-ORP-ESTATE-01). The document consists of Introduction; Manual of Palm Pro; Guideline for maintenance and repair; Monitoring of Palm Pro.</p> <p>To address social and environment impact assessment Ukui Estate has conducted socialization regarding Fire Fighting on 15 January 2022, the area around Ukui Estate is area with potential for land fires, so this socialization is needed.</p> <p>Action Plan Ukui I POM:</p> <ol style="list-style-type: none"> 1. Improve of FFA parameter according to standard 2. Adjust feeding POME to digester according to VFA (variation partitioning analysis), pH and TS (total solid). 3. Checking digester tank parameters (pH, VFA, TS) every day. <p>Action Plan Scheme Smallholder:</p> <ol style="list-style-type: none"> 1. Problem: Anticipating illegal FFB loaded. Action: increase supervision of Assistant and Mandor in field by performing special task, e.g. using % fruit density census, using estate format daily work plan, using fruit quality format (10 marketplace) and crosscheck hand counter at mill. Status: on going. 2. Percentage of FFB supply to Ukui I POM from Scheme smallholder in November 2021 is < 17.00%. Action taken conducted field inspection before harvesting, during harvesting and after harvesting. 3. Maintenance of RSPO and training document. Action: updating RSPO documents, conduct training appropriate to work. 	<p>Complied</p>
--------------	---	---	-----------------

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		4. Spraying team of Plasma shall be according to sustainability standard. Action: completed spraying tools according to sustainability standard, fixing administration and working system of spraying team (TUS), established standard warehouse for agrochemical.	
3.2.2	As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat by Certification Body during Annual Surveillance Assessment by using the RSPO metrics template.	RSPO metrics template was provided and verified during audit.	Complied
Criteria 3.3: Operating procedures are appropriately documented, consistently implemented and monitored.			
3.3.1	(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.	<p>Own Estate:</p> <p>Estate has Standard Operational Procedures (SOP) that covers entire operational activity as follows:</p> <ul style="list-style-type: none"> • SOP AA-APM-OP-1100.01-R4 dated 5 September 2016: <i>Pembibitan</i> (Nursery). • SOP AA-APM-OP-1100.02-R3 dated 10 June 2015: <i>Penanaman Areal Baru</i> (New Planting). • SOP AA-APM-OP-1100.03-R2 dated 24 July 2015: <i>Pembuatan dan Perawatan Jalan dan Jembatan</i> (Road and Bridge construction and maintenance); • SOP AA-APM-OP-1100.04-R3 dated 7 Decmeber 2015: <i>Pembuatan dan Pemeliharaan Parit</i> (Drainage Construction and Maintenance). • SOP AA-APM-OP-1100.05-R3 dated 23 November 2016: <i>Konservasi Tanah dan Air</i> (Soil & Water Conservation). • SOP AA-APM-OP-1100.06-R6 dated 16 February 2017: <i>Menanam kacang</i> (Planting cover crops). • SOP AA-APM-OP-1100.07-R6 dated 16 February 2017: <i>Menanam Kelapa Sawit</i> (Planting Oil Palms). • SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian</i> 	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p><i>Gulma</i> (Weed control).</p> <ul style="list-style-type: none"> • SOP AA-APM-OP-1100.09. R5 dated 26 December 2018: <i>Pemupukan</i> (Fertilizer application). • SOP AA-APM-OP-1100.10. R6 dated 23 November 2016: <i>Pengendalian Hama dan Penyakit</i> (Pests & Disease Control). • SOP AA-APM-OP-1100.11. R1 dated 1 February 2009: <i>Pestisida dan Pengendaliannya</i> (Pesticide Handling). • SOP AA-APM-OP-1100.12. R3 dated 23 November 2016: <i>Kastrasi</i> (Palm castration) explain cutting all generative product (mal flower, female flower, all fruit, to support vegetative growth) – done 5-6 months before being harvested. • SOP AA-APM-OP-1100.13. R3 dated 4 March 2016: <i>Tunas Pokok</i> (Pruning). • SOP AA-APM-OP-1100.14. R3 dated 16 February 2017: <i>Sensus dan Identifikasi Pokok</i> (Census and Palm Identification). • SOP AA-APM-OP-1100.15. R2 dated 1 October 2010: <i>Sensus Produksi</i> (Production Census). • SOP AA-APM-OP-1100.16. R1 dated 1 February 2009: <i>Konsolidasi Pohon Tumbang</i> (Provision of Support to Fallen Palm). • SOP AA-APM-OP-1100.17. R1 dated 23 October 2014: <i>Pengelolaan Air</i> (Water Management). • SOP AA-APM-OP-1100.18.R3 dated 20 April 2015: <i>Potong Buah</i> (Harvesting). • SOP AA-APM-OP-1100.19.R1 dated 1 February 2009: <i>Pengelolaan Transport</i> (FFB Transport). • SOP AA-APM-OP-1100.20-R6 dated 1 May 2019: <i>Peremajaan</i> (Replanting). <p>Ukui I POM has documented and implemented procedure related to process</p>	
--	--	--	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>of FFB to become CPO and PK, starts from FFB receiving to dispatch of CPO and PK:</p> <ol style="list-style-type: none"> 1. SOP AA-MPM-OP-1400.02.R2 dated 1 September 2011: <i>Stasiun Penerimaan</i> for FFB Receiving Station; 2. SOP AA-MPM-OP-1400.03.R1 dated 1 February 2009: <i>Stasiun Rebusan</i> for Sterilizer; 3. SOP AA-MPM-OP-1400.04.R1 dated 1 February 2009: <i>Stasiun Pemisahan Berondolan</i> for Loose Fruit Separation; 4. SOP AA-MPM-OP-1400.05-R1 dated 1 February 2009: <i>Stasiun Pengadukan dan Pengempaan</i> for Pressing Station; 5. SOP AA-MPM-OP-1400.06-R1 dated 1 February 2009: <i>Stasiun Pemurnian</i> for Clarification; 6. SOP AA-MPM-OP-1400.07-R1 dated 1 February 2009: <i>Stasiun Pemisahan Nut dan Fiber</i> for Nut and Fiber Separation; 7. SOP AA-MPM-OP-1400.08-R1 dated 1 February 2009: <i>Stasiun Kernel</i> for Kernel Station; 8. SOP AA-MPM-OP-1400.09-R1 dated 1 February 2009: <i>Stasiun Boiler</i>; 9. SOP AA-MPM-OP-1400.10-R1 dated 1 February 2009: <i>Stasiun Engine Room</i>; 10. SOP AA-MPM-OP-1400.11-R1 dated 1 February 2009: <i>Stasiun Water Treatment</i>; 11. SOP AA-MPM-OP-1400.12-R1 dated 1 February 2009: <i>Laboratorium</i>; 12. SOP AA-MPM-OP-1400.13-R1 dated 1 February 2009: <i>Stasiun Pengelolaan Limbah</i> for Palm Oil Mill Effluent Treatment; 13. SOP AA-MPM-OP-1400.14-R2 dated 1 September 2011: <i>Stasiun Penimbunan dan Pengiriman CPO dan Kernel</i> for CPO and PK Bulking and Despatch Operation; 14. SOP AA-MPM-OP-1400.15-R1 dated 1 February 2009: <i>Perawatan</i> for 	
--	--	--	--

		<p>Preventive Maintenance;</p> <p>15. SOP AA-MPM-OP-1400.19.R2 dated 1 September 2011: <i>Manajemen dan Metode Menghitung Emisi Gas Rumah Kaca</i> (GHG)</p> <p>16. SOP AA-MPM-OP-1400.18-R4 Book Keeping</p> <p>17. AA-MPM-OP-1400.17-R6 Traceability</p> <p>Those documents above are available in each unit.</p> <p>Scheme Smallholder:</p> <p>Scheme smallholder has best management practices procedure as follows:</p> <ul style="list-style-type: none"> • AA-PLASMA-PP-KS-01 <i>Pembibitan</i> (Nursery) • AA-APM-OP-1100.09-R3 <i>Pemupukan</i> (Manuring) dated 20 April 2015 • AA-PLASMA-PP-KS-04 <i>Potong Buah</i> (Harvesting) • AA-PLASMA-PP-KS-05 <i>Pengangkutan TBS</i> (FFB Transport) • AA-APM-OP-1100.10-R5 <i>Pengendalian Hama dan Penyakit</i> (Pest and Disease Control) dated 11 January 2016 • AA-APM-OP-1100.20-R5 <i>Peremajaan</i> (Replanting) dated 4 March 2016 • AA-MM-508-1-RO <i>Penerimaan TBS Plasma</i> (FFB Plasma Receiving) 1 September 2015 • AA-MM-508-2-RO <i>Penentuan Taksasi TBS Plasma</i> (FFB Plasma Estimation) • AA-APM-OP-1100.8-R5 <i>Pengendalian Gulma</i> (Weed Control) • AA-FA-220-2-RO <i>Stempel</i> (Stamp) • AA-MPM-OP-1400-17-R6 <i>Ketertelusuran</i> (Traceability) dated 1 September 2017 • AA-APM-OP-1100.02-R3 <i>Penanaman Area Baru</i> (New Planting) 	
--	--	---	--

		<ul style="list-style-type: none"> • AA-SOP-ES-6001-R4 <i>Audit Internal Sustainability</i> (Internal Audit Sustainability) • AA-KL-12-EFP <i>Restorasi Riparian dan Areal di Sekitar Danau/Waduk dan Mata Air Lainnya</i> (Restoration of Riparian Area or Near Area of Lake/Damp or Water Sources) dated 1 August 2010 • AA-HR-305.2-RO <i>Rekrutmen dan Seleksi Karyawan</i> (Recruitment and Selection of Employee). <p>During field visit, auditor has audited the follows:</p> <ul style="list-style-type: none"> • Harvesting in Block C89H Afdeling III The implementation was good, the harvester can demonstrate the best management practices for harvesting and also safety working procedure. • Chemical weeding, Block B88 Afdeling III Circle and path, using SA16 (VLV). Isopropyl amina glifosat and metil metsulfuron. • Fertilizer application Block F16 Afdeling II According to fertilizer recommendation, Ukui Estate conducted fertilizer application using MOP – Muriate of Potash with Kalium (K) and chloride (C) with dosage 1.75 kg/palm. The fertilizer applicator can demonstrate the application and safety working procedure. 	
3.3.2	A mechanism to check consistent implementation of procedures is in place.	<p>To ensure field implementation consistent with procedures, management has a mechanism such as:</p> <p>VA Ukui Estate: Sighted Report of Visit Advisory (VA) No. VA/KUK/MAR/FULL-01-22 dated 21 – 25 March 2022. There are no major issues during this visit.</p> <p>VE Ukui I POM: Sighted Report of Visit Engineering (VE) on 21-25 March 2022. There are no major issues during this visit.</p>	Non-compliance

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>Non conformance: Company has a mechanism to check consistent implementations of procedures is in place, however still found inconsistencies.</p> <p>Objective Evidence The Company already has SOP AA-APM-OP-1100.8-R5 <i>Pengendalian Gulma</i> (Weed Control) which states that chemical weed control is only apply in circle and path, however during field visit was found blanket spraying at Kapling No.2345 Rusdi (KT124 KUD Sumber Bahagia), and then koperasi has a policy to prohibit blanket spraying.</p>	
3.3.3	Records of monitoring and any actions taken are maintained and available.	<p>Certificate holder has maintained the records of monitoring and any actions taken, the record has shown during audit. Verified samples for example the organization has conducted monitoring of operational activity in all levels of workers. Each field supervisor has equipped with monitoring sheets/worksheets. For example, harvesting supervisor collects harvesting record and quality of each harvester. The report submitted to estate manager daily.</p> <p>Daily operational activities are also recorded in daily worksheet by mill supervisor before reported to the mill manager.</p> <p>To ensuring the result of operational activity are in line with the procedures, mill/estate manager conducted regularly monitoring of and management review to solve the findings issues. All results of management review shall be implemented by respective staff.</p>	Complied
<p>Criteria 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>			
3.4.1	(C) SEIA in new planting or operation including mills, is conducted independently and participatively by involving the affected stakeholders, inclusive of impact assessment from the smallholder/outgrower scheme (if any). The assessment is to be documented.	<p>Environmental Impact Assessment: The environmental impact analysis documented in ANDAL, RKL RPL has included consultation with relevant stakeholders to identify impacts and to develop any mitigation measures. PT Inti Indosawit Subur – Ukui group is able to demonstrate environmental impact assessment in AMDAL</p>	Complied

		<p>document (<i>Studi Analisis Dampak Lingkungan/ANDAL Perkebunan Kelapa Sawit Pola PIR – Transmigrasi dan Pabrik Minyak Kelapa Sawit/PMKS di Kabupaten Kampar, Indragiri Hulu dan Bengkalis Propinsi Riau</i>). AMDAL document has approval as per "SK Menteri Pertanian No.013/ANDAL/HA/V/95" dated 05/05/1995. In addition, environmental management and monitoring plan - RKL/RPL as per "Surat Keputusan Menteri Pertanian No.03/RKL-RPL/BA/IV/1996" dated 04/04/1996. Initial EIA was performed by Independent consultant PT Swastika Aryindo Buana, consist of the professional and competent assessor.</p> <p>EIA document was included the impacts of any smallholder/outgrower scheme. PT Inti Indosawit Subur – Ukui Group has increase the mill capacity in 2009, Social Environmental Impact Assessment for mill capacity increase has been conducted and presented in "<i>Dokumen Pengelolaan dan Pemantauan Lingkungan Hidup (DPPL) Peningkatan kapasitas PMKS dan Sarana Pendukung PT Inti Indosawit Subur Kebun Ukui</i>". DPPL document has been approved by Riau Governor as per "<i>Surat Keputusan Gubernur Riau No.976/X/2009 tentang Dokumen Pengelolaan dan Pemantauan Lingkungan (DPPL) untuk Peningkatan Kapasitas PMKS dan sarana pendukung PT Inti Indosawi – Kebun Ukui untuk Kebun Inti dan Kebun Plasma dengan Kapasitas Ukui I POM (90 ton TBS/jam) dan Ukui I (75 ton TBS/jam)</i>", dated 28/10/2009. SEIA for mill capacity increase was performed by independent consultant PT Holistika Primagrahita, consist of the professional and competent assessor.</p> <p>Environmental impact assessment covered in ANDAL, RKL RPL document and environmental aspect and impact, e.g:</p> <p><u>Pre construction :</u></p> <ul style="list-style-type: none"> • Employee recruitment • Construction • Nursery • Land clearing and planting preparation 	
--	--	---	--

		<ul style="list-style-type: none"> • Infrastructure and supporting facility construction and development • Land preparation • Imature Palm oil plant upkeeping • Mill location planning • Palm Oil Mill construction <p><u>Operation :</u></p> <ul style="list-style-type: none"> • Mature plantation upkeeping • Soil and water conservation • Land application (waste water application to palm oil plantation) and EFB application • Harvesting and collecting FFB • FFB transportation to Palm Oil Mill • FFB Processing in Palm Oil Mill • Transportation facility providing and maintenance • CPO and PK transportation • Waste water processing • Replanting • Partnership cooperation <p><u>Social Impact Assessment :</u></p> <p>Social Impact Assessment was conducted by independent consultant from "Fakultas Kehutanan Institut Pertanian Bogor" in July 2010.</p> <p>The SIA method was taken by participatory ways and involving the affected stakeholder at study location in 19 villages consist of 11 villages at Pelalawan Regency and 8 Villages at Indragiri Hulu Regency.</p>	
--	--	--	--

		<p>Social Environmental impact assessment was conducted through regular environmental monitoring, e.g. river water quality, mill effluent quality, air emission, economical condition, social and culture of community and wildlife conservation.</p> <p>Social Environmental monitoring and management report reported in regular basis each semester in "<i>Laporan Pelaksanaan Izin Lingkungan</i>". Report semester I (Period January – June 2021) and Semester II (Period July – December 2021) has been sent to the government on 19 October 2021 and 26 April 2022 (Dinas Lingkungan Hidup Kab. Pelalawan and Dinas Lingkungan Hidup dan Kehutanan Provinsi Riau, PPE Region Sumatera and to Ministry of Environment and Forestry). Evidence of report submission can be demonstrated in "<i>Daftar Distribusi Eksternal</i>" and "<i>Tanda terima Elektronik Sistem Informasi Pelaporan Elektronik Lingkungan Hidup (SIMPEL) KLHK</i>".</p> <p>Last report for Environmental Performance, Monitoring and Evaluation conducted of Semester II (Period July – December 2021) to Environmental Agency in Pelalawan Regency, received by Mr Kamisa on 26 April 2022.</p> <p><u>Scheme Smallholder</u></p> <p>Social Environmental Impact Assessment of Ukui Plasma has included in AMDAL document (<i>Studi Analisis Dampak Lingkungan/ANDAL Perkebunan Kelapa Sawit Pola PIR – Transmigrasi dan Pabrik Minyak Kelapa Sawit/PMKS di Kabupaten Kampar, Indragiri Hulu dan Bengkalis Propinsi Riau</i>).</p> <p>SEIA identified the significant potential environmental impacts deriving from operational activities such as land clearing, land development and road construction at palm oil plantations.</p> <p>Smallholder management also provide update SEIA for smallholder operation as per "<i>Penilaian Dampak Sosial dan Lingkungan (SEIA) Kebun</i></p>	
--	--	--	--

		<p><i>Plasma Ukui Tahun 2021</i>". Smallholder manager has identified the social aspect and impact has identified such as:</p> <ul style="list-style-type: none"> • Consistency of company for villages development • Company responsibility for road maintenance • Replanting activity • Harvesting and FFB transportation : air pollution and road condition, FFB stealing, FFB quality • FFB pricing mechanism • Labor recruitment and • Land legality <p>Another Environmental aspect and impact evaluation was also conducted as per "Evaluasi Aspek – Dampak Lingkungan" EMS-431-002-LT updated on 7 January 2022. Involving of smallholder and stakeholder on SEIA were evident as per "Notulen Sosialisasi Upaya Pemantauan dan Pengelolaan Dampak Sosial" dated 11 August 2021 and 16 August 2021, participant from Local community villages representative, Cooperatives, Farmer group and Plasma Management with number of participant 35 person.</p>	
3.4.2	For the unit of certification, a SEIA is available and social and environmental management plan and its monitoring have been developed with participation of affected stakeholders.	<p>Social Environment management and monitoring plan document is available in Environmental management plan (RPL-Rencana Pengelolaan Lingkungan) document. Document was approved by Governor Riau as per "Surat Keputusan Gubernur Riau No.976/X/2009 tanggal 28 Oktober 2009 tentang Dokumen Pengelolaan dan Pemantauan Lingkungan. Environmental management based on document includes:</p> <ul style="list-style-type: none"> • Air quality and noisy management from FFB processing performed by installing the emission monitoring facility in the boiler and genset stack; installing safety in boiler stack, install the cyclone and dust trap in boiler stack, control the emission, controlling fuel efficiency, emission measurement of vehicle, boiler and generator, standard muffler usage, 	Complied

		<p>reduce the vehicle speed in emplacement, road maintenance and signboard installation, OHS implementation in Palm Oil Mill.</p> <ul style="list-style-type: none"> • Surface water quality and water biota management performed in order to prevent and control the physic and chemist quality of surface water comply to PP Nomor 82 tahun 2001. Perfomed by create terracing, land cover crop planting in open area and sloping area, organic fertilizer usage, natural predator usage for pest control, operating IPAL, land application, flat bed maintenance in land application area, housekeeping implementation and proper waste handling. • Soil quality management performed by land application management according to KepMen LH No. 28 Tahun 2003, groundwater quality check, flat bed maintenance, vegetation planting around waste water pond and maintenance of waste water pond, domestic and hazardous waste management. • Erosion and sedimentation management performed by creating and maintenance the individual terrace (tapak kuda) in area with slope 3 – 15% and maintain the land cover crop (Leguminosae), frond stacking and EFB application. • Flora fauna management perfomed by signboard installation regarding prohibition of plant destruction in conservation area, vegetation enrichment in conservation area, wildlife protection and maintain the conservation area. • Community perception management performed in order to prevent and control the negative perception and potential conflict from community against employee recruitment process. Company has conducted workers recruitment transparently, each vacancy were publish to surrounding village, FFB purchasing from local plantation surrounding company, coaching and conseling to plasma member, CSR programme implementation. 	
--	--	--	--

		<p>Social Environmental monitoring and management report reported in regular basis each semester in “<i>Laporan Pelaksanaan Izin Lingkungan</i>”. Report semester I (Period January – June 2021) and Semester II (Period July – December 2021) was sent to the government on 19 October 2021 and 26 April 2022 (Dinas Lingkungan Hidup Kab. Pelalawan and Dinas Lingkungan Hidup dan Kehutanan Provinsi Riau, PPE Region Sumatera and to Ministry of Environment and Forestry). Evidence of report submission can be demonstrated in “Daftar Distribusi Eksternal” and “Tanda terima Elektronik Sistem Informasi Pelaporan Elektronik Lingkungan Hidup (SIMPEL) KLHK.</p> <p>Last report for Environmental Performance, Monitoring and Evaluation conducted for Semester II (Period July – December 2021) submitted to Environmental Agency in Pelalawan Regency was received by Mr Kamisa on 26 April 2022.</p> <p><u>Scheme Smallholder:</u></p> <p>Ukui Smallholder has develop the social environment management and monitoring plan as per “Rencana Kelola Sosial Terkait Aspek Permasalahan Sosial Kebun Plasma Ukui”, covering:</p> <ul style="list-style-type: none"> • Villages development, PT Inti Indosawit Subur – Ukui Group as a facilitator of Ukui Smallholder has responsibility to villages development by implementing CSR program. • Road condition, company has responsibility for road maintenance due to FFB transportation activity;’ Company provide the assistance of heavy equipment (grader, compactor, bacholader) for road maintenance. • Replanting activity, company propose the replanting plan program for smallholder plantation and socialize to smallholder member. 	
--	--	---	--

		<ul style="list-style-type: none"> • FFB harvesting, company give the training to improve FFB quality from smallholder plantation, strict sanction to FFB stealing. • Air pollution by FFB transportation, company has a program for road maintenance minimum once a year. • FFB pricing mechanism, company informed the FFB price regularly according to pricing determination by Disbun Provinsi Riau. <p>Ukui Smallholder Manager has developed mitigation plan to reduce environmental risks, presented in "Progress Perbaikan Lingkungan Kebun Plasma Ukui" dated 3 January 2022.</p> <p>Mitigation plan develop by Group Manager such as:</p> <ul style="list-style-type: none"> • Optimize FFB transportation, by one way and not returning to the kavling/block to reduce the fossil fuel usage • TPH arrangement along the side collection road to become one way to ease the FFB transportation • Performing the proper fertilizing and appropriately to reduce the water pollution, prohibit to fertilizing in riparian area (3 m from left and right side) • Use the appropriate PPE to reduce the impact of spraying activity and cooperate with TUS team PT Inti Indosawit to handling the chemical weeding in Plasma Ukui. • Planting vetiver grass in riparian zone and near to waterways to reduce the soil erosion. • Frond stanking to reduce soil erosion and use the palm frond as mulching/organic fertilizer. 	
3.4.3	(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way.	Social Environment management and monitoring plan as per RKL – RPL document has been implemented by PT Inti Indosawit Subur – Ukui Group. The evidence Lingkungan". Based on verification on Environmental management and monitoring report, confirmed that the management and	Complied

		<p>monitoring plan has been well implemented accordingly. Data verified during audit :</p> <ul style="list-style-type: none"> • Air quality and noisy monitoring from FFB processing performed by emission measurement against Boiler and generator each semester, ambient air quality measurement each semester, noisy measurement (indoor and outdoor) each semester, odor measurement each semester. • Air emission quality in Ukui II POM analyze by PT. ITEC Soution Indonesia for Semester I (January – June) 2021 and Semester II (July – Desember) 2021. The analysis result since January – December 2021 shown comply with regulation. • Surface water quality and water biota monitoring to prevent and control the physic and chemist quality of surface water comply to PP RI No 22 tahun 2021. Perfomed by waste water quality monitoring each month, hazardous waste monitoring, land application monitoring, surface water quality monitoring each semester. Waste water quality monitoring analyse by UPT Laboratorium Bahan Konstruksi Dinas PU & Penataan Ruang Prov. Riau. Waste water analysis result since January – December 2021 shown comply with regulation Peraturan Gubernur Riau No. 35 Tahun 2007 & PermenLHK No 68 tahun 2016. • Surface water quality test (Sungai Pematang River and Air hitam river upstream and downstream) analyze by PT. ITEC Soution Indonesia for Semester I (January – June) 2021 and Semester II (July – Desember) 2021. The analysis result since January – December 2021 shown comply with regulation. • Soil quality monitoring performed by soil sampling analysis in “rorak, antar rorak and lahan control”, EFB application monitoring, groundwater analysis each year. Analysis conducted by Laboratorium Central Plantation Services PT. Central Alam Resources Lestari, Report of Analysis No. 0354/CPS/IV/2021 dated 30 April 2021 and No. 	
--	--	--	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>1422/CPS/XI/2021 dated 15 November 2021 shown comply with regulation PerMenKes No. 416/MENKES/Per/IX/1990.</p> <ul style="list-style-type: none"> • Erosion and sedimentation monitoring performed by erosion measurement according to USLE method. Measurement result since January – December 2021 shown erosion level average below 6 ton/ha/year for Soga and Sei Lala Estate categorized as very good criteria. • Flora fauna monitoring performed by wildlife monitoring and monitoring the conservation area each month. Monitoring Since January – December 2021 at Soga Estate and Sei Lala Estate shown that there were species of mammal presence (<i>Macaca fascicularis</i>, <i>Macaca nemestrina</i>, <i>Calosciurus notatus</i>, <i>Sus crofa</i>, <i>Rattus sp</i>, <i>Felis bengalensis</i>, <i>Paradoxurus sp</i>), 13 species of birds (such as: <i>Halcyon smyrnensis</i>, <i>Rhipidura javanica</i>, <i>Centropus bengalensis</i>, <i>Pycnonotus aurigaster</i>), 4 species of reptile (<i>Varanus salvator</i>, <i>fejevarya sp</i>, <i>Mabouya sp</i>, <i>Denrelaphis caudolineatus</i>). • Community perception monitoring performed by community interview, employee data monitoring, interview with village head or public figure regarding their perception to company. Company has monitored the public perception through questioner each year. Questioner to public perception regarding the impact of company presence has been disseminated to surrounding community. Latest monitoring of public perception has been performed in 2021, questioner of public perception can be demonstrated and well documented in RKL-RPL report semester II 2021. Generally public perception was positive regarding the company presence and contribution to the surrounding community. <p>All management and monitoring plan has been implemented well by company according to RKL-RPL document. The implementation report has</p>	
--	--	---	--

		<p>been reviewed and reported to government agency per semester (six monthly).</p> <p>During document verification and interview with management, it can be demonstrated that all the environmental monitoring plan was implemented as per the RKL-RPL document. The evaluation of environmental monitoring plan effectiveness was carried out and presented in RKL-RPL report semester II 2021 (July – December 2021).</p> <p>Evaluation consist of:</p> <ul style="list-style-type: none"> • Trend evaluation of air ambient quality, air emission, odor, ground water quality, wate water quality, surface water quality, soil erosion shown that the result of monitoring are all parameter is met with the standard of regulation. Trend evaluation of water usage still under the budget/standard; biodiversity trend evaluation shown that there were still found the presence of animal including protected animal; Social economic trend evaluation shown increasing each year. Overall the trend evaluation shown the consistency and increasing in environmental performance. • Critical evaluation, the critical point in environmental monitoring is waste water quality and surface water usage. Based on December 2021 was met with regulation (BOD < 5,000 mg/l and pH 6 – 9). • Compliance evaluation to regulation. According to evaluation of impact against soil erosion, water quality, soil quality, air quality, biodiversity, surrounding social and economic, health and safety, indicated that PT Inti Indosawit Subur – Ukui II POM has comply with all relevant regulation. • Public perception monitoring for 2021 has been carried out and there is no negative perception occurred. <p>Certicates of environmental analysis in Semester II 2021, such as:</p>	
--	--	---	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<ul style="list-style-type: none"> • Genset emission, Report of analysis No. D.10.1346/LHU/2021 dated 5 November 2021. The result was shown comply to PermenLHK No 11/2021. • Report of analysis for water quality, No. MT.1/01.10.90.133 dated 22 October 2021. The result was shown comply to Permenkes No. 492 tahun 2010 • Report of analysis for air ambient, No. D.10.1347/LHU/2021 dated 5 November 2021. The result was shown comply to PP RI No. 22/2021. 	
Criteria 3.5: A system for managing human resources is in place.			
3.5.1	Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives in accordance with the applicable regulation.	<p>PT Inti Indosawit Subur – Ukui I Group has prepared a procedure for hiring workers, regulate hiring and promotion of workers based on skill, work experiences, and job evaluation. Procedure for worker recruitment (SDM-A-001-00) and procedure for employee assessment (HRD C-002-00) was available and mentioned there was no discrimination treatment during recruitment and promotion process. Promotion of worker will be done base on work period, annual evaluation result, and availability of position. This procedure is accordance with the UU no. 13 / 2003 related to the Employment.</p> <p>In the recruitment process, the company has set the standard of competence that inferred in the Position Description and Job Profile. Recruitment selection, hiring and promotion has based on skills, capabilities, qualities, and medical fitness.</p> <p>Job opportunities were communicated and given to surrounding villagers as first priority where no discrimination found observed during interview and related records of workers being employed. All workers has treated equally in accordance with company regulation including rights of worker as well. The compliance in accordance with national laws has evaluated by the organization as described in criterion 2.1. Annuals performance evaluation result of worker has shown.</p>	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>Promotion and upgrade are based on employee appraisal conducted annually as outlined in the Employee Assessment Form signed by the employee concerned, approved by the line manager and checked by the General Manager.</p> <p>As of December 2021, there were 16 harvesters based on Memorandum No. #269-277ES-KUK/MEMO/06/21 June 24, 2021.</p> <p>Until December 2022, there are still 72 PHL harvesters that must be appointed. The PHL harvester appointment program will be implemented until 2025, with details:</p> <ul style="list-style-type: none"> • Semester I of 2022, a promotion for the appointment of 9 harvesters of PHL has been proposed based on Memorandum No. ##/ES-KUK/MEMO/05/22 dated May 10, 2022, then in semester II/2022 will be submitted in November 2022 as many as 9 harvesters, • Promotion plan for the appointment of the next PHL harvester per year as many as 18 harvesters until 2025. So that until 2025 there are no harvesters with PHL status. <p>The decree associated with the rapture/promotions and recruitment made into a duplicate 2, namely 1 copies for HRD and 1 copies for employees. Based on the interview with employees at the time of audit, that promotion document or the receipt of has given to all employees.</p>	
3.5.2	Employment procedures are implemented and records are maintained.	<p>PT IIS has established mechanism related to the employees and payments of wages, including:</p> <ol style="list-style-type: none"> 1. SOP recruitment and employee selection No. SOP: AA-HR-305.2-R0 dated 1 February 2009 regarding "<i>penerimaan karyawan baru</i>" (recruitment and selection of employee), explained that: When candidates have passed in the process of selection, next recruitment sends the candidate in full data system averis into HR-it) to be made an agreement work (made 2 duplicate and should be sign by candidates in question. 	Complied

		<p>For example:</p> <ul style="list-style-type: none"> • Employment Contract - Perjanjian Kerja Perjanjian Harian Lepas no. 159/KUK/SPK/VII/2022, dated 1 February 2022 on behalf of Fatimano Gulo for position harvester, valid until 30 February 2022. • Employment Contract - Perjanjian Kerja Harian Lepas no. 002/PKHL/KUK/X/2022, dated 2 February 2022 on behalf of Vishen Laksana for position upkeep, valid until 2 February 2022. • Employment Agreement - Perjanjian Kerja Pekerja Harian Lepas No. 030/ES-KUK/MEMO/01/22 dated 31 January 2022 on behalf of Martinus Zai as Upkeep worker valid until 31 January 2023 <p>2. PT Inti Indosawit Subur – Ukui I POM and Estate has issued the specific labour policy and procedures for temporary workers (PHL/PKWT); The policy and procedure are issued for each unit as. For example, Ukui I POM has had Memorandum No. 085/EXT-PUS/08/2020, dated 12 August 2020.</p> <p>The procedure was explain the detail of mechanism for temporary workers recruitment, promotion of temporary workers to be permanent workers, term and condition and requirement of temporary workers in accordance with National regulation (UU No. 13 tahun 2003), has been disseminated to all workers on February and April 2022.</p> <p>3. Company has established a mechanism to handle complaint from external party, as written in "<i>Mekanisme Penanganan Keluhan</i>" – complaint handling mechanism (Doc. No.SOP AA-GL- 5005-RO 01) while complaint from internal regulated under "<i>Mekanisme Penyampaian Keluhan dan Penyelesaian Keluhan Karyawan</i>" – Employee' complaint and resolution mechanism (Doc. No.SOP-AA-HR-3008-RO 05).</p>	
--	--	---	--

		<p>4. SOP related to the payments No. AA-FA-219.1-R5: "Pengupahan" (Wages) dated 1 May 2016. Described in this SOP, including:</p> <ul style="list-style-type: none"> • The use of absent card becomes a procedure of using fingerprints • The addition of leave monitoring analysis in the PMS system • Changes in payroll procedures from direct giving to employees to transfers via banks in cooperation with companies to eliminate potentially fictitious payment characteristics. 	
<p>Criteria 3.6: An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.</p>			
<p>3.6.1</p>	<p>(C) All operational activities risks assessed to identify the H&S issues. Mitigation plans and procedures are documented and implemented.</p>	<p>PT Inti Indosawit Subur – Ukui Group has established a health and safety policy under "Kebijakan Perusahaan", updated on 1st December 2019, signed by Managing Director. In point 3, the company commit to implement and maintain occupational health and safety management system in compliance with national and international applicable regulation. Point 5. Integrating social, environmental, food security, occupational health and safety issues into operational activities, adopting best technology available, and maintain trained manpower, with skills, and motivated to improve performance through continuous improvement program. The policy was also displayed at in public board in Ukui II POM, Ukui Estate.</p> <p>PT Inti Indosawit Subur – Ukui I POM has also prepared the procedure to identify and prepare a risk assessment. The updating risk assessment is documented on HIRAC Ukui I, dated 2nd February 2021 and updated on 8th February 2022, covering all activities and location for mill scope: office, mill road area, security pos, parking area, all station mill, laboratory, POME instalation/IPAL.</p> <p>The document of OHS Program available under "Program Manajemen K3 PMKS Ukui I PT Inti Indosawit Subur Tahun 2021", such as:</p> <ul style="list-style-type: none"> – Established the document of hazard identification, risk assesement and its control 	<p>Complied</p>

		<ul style="list-style-type: none"> - Meeting on safety committee/P2K3 (monthly basis) - Report of OHS committee/P2K3 (3 months bases) - Training of emergency response and preparedness (annually) - Safety briefing (daily) - Providing the PPE for all employees - Inspection on PPE usage - Training for operator in POM and workshop <p><u>Ukui Estate:</u></p> <p>Ukui Estate has prepared HIRADC 2022 as per "Dokumen Hazard Identification Risk Assessment and Control Tahun 2022 – Ukui Estate year 2022. Latest review of HIRADC document was done on 8th February 2022. Hazard and risk identification and assessment are covering all activity at Ukui Estate such as: Office, Housing, Material storage (fertilizer, fuel, agrochemical, sparepart, building material, etc), upkeeping (manual upkeeping and chemical upkeeping), harvesting, FFB transportation, hazardous and domestic waste handling, road maintenance and workshop. The risk analysis and assessment has been performed according to procedure.</p> <p>Mitigation plan to reduce and minimize the risk impact has been develop by company covering:</p> <ul style="list-style-type: none"> • Elimination of risk • Substitution of material and process • Engineering control • Administrative control • Personal protective equipment. <p>Engineering control was implemented to prevent hearing loss, e.g. install noise reduction agent and administrative by erected signboard of noise area, as described in Risk.</p>	
--	--	---	--

		<p>Administrative control was performed by employee mutation/rotation, sanction for safety rules violation. Safety inspection was performed regularly to ensure the compliance of safety regulation.</p> <p>Safety shoes was provide twice a year for all process operator including mechanic. Monitoring of PPE usage can be demonstrated on document "Monitoring penggunaan APD" period January – December 2021 and January – April 2022 for each station.</p> <p>During Pandemic Covid-19, company has develop the business continuity plan (BCP) as a health protocol to prevent the covid-10 outbreak. The health protocol during working such as:</p> <ul style="list-style-type: none"> - Temperature check before working, if the body temperature > 36.5° C the workers must be referred to the clinic and may not work for further examination - Applying 3M (washing hands, keeping a social distancing and using a masker everywhere) - Restrictions on the movement of employees in and out of the plantation area and monitor the employees movement through permit. <p>Based on interview and verification, there is no case of covid-19 suspect in PT Inti Indosawit Subur – Ukui I POM and Ukui Estate.</p> <p><u>Scheme smallholder</u></p> <p>Each Koperasi has established the policy related to EHS as per "Kebijakan Koperasi", dated 1 February 2021. In point 3 mentioned: to pay attention and implementing health and safety culture, using personnel protective equipment, if necessary, in performing daily work and to maintain the work premises.</p> <p>Smallholder manager has prepared hazard identification and risk assessment as per "Document Hazard Identification Risk Assessment and Control (HIRAC) year 2022", updated on 5th January 2022. Risk</p>	
--	--	--	--

		<p>assessment has calculation of impact value, consequences value, possibility value. All activity, all area have been evaluated.</p> <p>Mitigation plan to eliminate or reduce the hazard and risk has been develop according to HIRAC as per "Alternatif Kontrol Resiko untuk Tindakan Perbaikan".</p> <p>An OHS plan year 2022 has prepared as per "Rencana K3 (Keselamatan dan Kesehatan Kerja) majority to provide and control use of PPE, including socialization and monitoring, program such as:</p> <ul style="list-style-type: none"> - Inspection and monitoring on using of PPE for harvester – daily - Training on emergency and preparedness – once a year - Training of first aider and monitoring of first aid kit - Refresh training of OHS including risk assessment. <p>Record of implementation the OHS program provided in indicator 3.6.2.</p>	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p>	<p>PT Inti Indosawit Subur – Ukui I POM including scheme smallholders has demonstrated realization the OHS program 2021, such as:</p> <ul style="list-style-type: none"> • Ukui I POM - PPE Provision for all workers at mill are demonstrated as per "Bukti Serah Terima Alat Pelindung Diri Pabrik Ukui I". Sample seen: <ul style="list-style-type: none"> - Dated 10th January 2022 - <i>Bukti Serah Terima APD</i> safety shoes for Loading ramp station - Dated 11th January 2022 - <i>Bukti Serah Terima APD</i> safety shoes for processing operators • Ukui Estate - PPE provision for all workers at Ukui Estate are demonstrated as per "Bukti Serah Terima Alat Pelindung Diri". Sample seen: <ul style="list-style-type: none"> - Dated 11th January 2022 - PPE AP Shoes provision for fertilizer workers 	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<ul style="list-style-type: none"> - Dated 11th January 2022 - PPE Hand Gloves provision for fertilizer workers in Ukui Estate • Scheme Smallholders - PPE provision for all workers at Ukui Estate are demonstrated as per "Bukti Serah Terima Alat Pelindung Diri". Sample seen: <ul style="list-style-type: none"> - PPE provision for spraying workers ICS Ukui Group: Apron, Uniform shirt, masker in 10th January 2022. - Record of OHS training dated 11th September 2021, location in GOR Kebun Ukui. For 2022, planned in August – September 2022. <p>Based on field visit on 18th May 2022 in Ukui Estate, dicipline of PPEs usage monitoring regularly conducted by Estate management to ensure all workers use the appropriate PPE during work. Monitoring record present in "Daftar Pemeriksaan Alat Pelindung Diri (APD)". Sample seen for PPE monitoring of fertilizer workers, spraying workers and harvester period January – April 2022.</p> <p>Report of MCU for all workers in Ukui I POM and Ukui Estate was conducted by "Focus Clinical Laboratory", dated 20 April 2022. The MCU was covered urine test, HSaAg and physical test.</p> <p>Monitoring of emergency response and preparedness facilities, i.e: fire hydrant (5 units) and fire extinguisher (13 units), updated in March 2022, location in Ukui I POM. Based on field visit in Ukui I POM dated 18th May 2022, the performance of hydrant no 6 was well.</p> <p>Report of OHS inspection report, location in Ukui I period January – March 2022 – reported OK for PPE usage, and OHS facilities (fire hydrant and fire extinguisher).</p>	
<p>Criteria 3.7: All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.</p>			
3.7.1	(C) A documented programme that provides training is in place, which is accessible to all staff, workers, scheme smallholders, and outgrowers taking into account gender- specific needs, and which	The company was able to demonstrate "Kalender Pelatihan Tahun 2021". It is a program for training of environment and sustainability in Asian Agri Learning Institute.	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

	<p>covers applicable aspects of P&C Principles, in a form they understand and includes assessment of the training.</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Training Subject</th> <th style="text-align: left;">Operation Unit</th> <th style="text-align: left;">Attendance</th> <th style="text-align: left;">Schedule</th> </tr> </thead> <tbody> <tr> <td>Sustainability Awareness</td> <td>Ukui Estate, Plasma Ukui, Ukui I & II POM, Soga Estate, Sei Lala Estate</td> <td>Staff and Non Staff</td> <td>Sept 2021</td> </tr> <tr> <td>Traceability and Mass Balance</td> <td>Ukui I & II POM</td> <td>Staff and Non Staff</td> <td>Oct 2021</td> </tr> <tr> <td>HCV Awareness</td> <td>Ukui Estate, Plasma Ukui, Ukui I & II POM, Soga Estate, Sei Lala Estate</td> <td>Staff and Non Staff</td> <td>Mar 2021</td> </tr> <tr> <td>Basic Fire</td> <td>Ukui Estate, Plasma Ukui, Ukui I & II POM, Soga Estate, Sei Lala Estate</td> <td>Staff and Non Staff</td> <td>Feb 2021</td> </tr> <tr> <td>First Aider</td> <td>Ukui Estate, Plasma Ukui, Ukui I & II POM, Soga Estate, Sei Lala Estate</td> <td>Staff and Non Staff</td> <td>Aug 2021</td> </tr> </tbody> </table> <p>Scheme Smallholder: Plasma Ukui has established Training Program for KUD, KT and farmer member FY2022, the training consists of:</p> <ol style="list-style-type: none"> 1. Training on RSPO on 9 August 2022 2. Basic Safety Training on August 9, 2022 3. Harvest and cut fruit training on August 9, 2022 4. OSH training on October 10, 2022 5. Limited Pesticide Training on November 25, 2022 <p>Integrated Pest Control Training on December 9, 2022</p>	Training Subject	Operation Unit	Attendance	Schedule	Sustainability Awareness	Ukui Estate, Plasma Ukui, Ukui I & II POM, Soga Estate, Sei Lala Estate	Staff and Non Staff	Sept 2021	Traceability and Mass Balance	Ukui I & II POM	Staff and Non Staff	Oct 2021	HCV Awareness	Ukui Estate, Plasma Ukui, Ukui I & II POM, Soga Estate, Sei Lala Estate	Staff and Non Staff	Mar 2021	Basic Fire	Ukui Estate, Plasma Ukui, Ukui I & II POM, Soga Estate, Sei Lala Estate	Staff and Non Staff	Feb 2021	First Aider	Ukui Estate, Plasma Ukui, Ukui I & II POM, Soga Estate, Sei Lala Estate	Staff and Non Staff	Aug 2021	
Training Subject	Operation Unit	Attendance	Schedule																								
Sustainability Awareness	Ukui Estate, Plasma Ukui, Ukui I & II POM, Soga Estate, Sei Lala Estate	Staff and Non Staff	Sept 2021																								
Traceability and Mass Balance	Ukui I & II POM	Staff and Non Staff	Oct 2021																								
HCV Awareness	Ukui Estate, Plasma Ukui, Ukui I & II POM, Soga Estate, Sei Lala Estate	Staff and Non Staff	Mar 2021																								
Basic Fire	Ukui Estate, Plasma Ukui, Ukui I & II POM, Soga Estate, Sei Lala Estate	Staff and Non Staff	Feb 2021																								
First Aider	Ukui Estate, Plasma Ukui, Ukui I & II POM, Soga Estate, Sei Lala Estate	Staff and Non Staff	Aug 2021																								
3.7.2	<p>Records of training are maintained, where appropriate on an individual basis.</p>	<p>Record of training are available, such as training attendant list, as sample described below:</p>	<p>Complied</p>																								

		<ol style="list-style-type: none"> 1. Basic Fire on March 31, 2021 2. PPGD on October 9, 2021 3. Fire Report on April 20, 2021 4. Sustainability Awareness on 28 June 2021 5. Job Safety Analysis on March 20, 2021 6. OSH investigation on September 14, 2021 <p>Scheme Smallholder:</p> <p>Basic Safety (APD), Soil and Water Conservation, AMDAL and HCV (High Conservation Value) training on September 11, 2021 took place at GOR Basecamp Central Kebun Ukui. The activity was attended by 30 participants who were representatives of the Cooperative (management, farmer groups and the Plasma Trustees Board).</p> <p>Personal data training of staff, workers and scheme smallholders are available, e.g.:</p> <ul style="list-style-type: none"> • Tri Wahyudi, basic Fire training on March 31, 2021 • Kenni Jupen, OHS Investigation training on September 14, 2021 • Hans Meilando Pinem, HCV Awareness on March 8, 2022 • Tri Hardono, Simulation of emergency response on February 18, 2022 • The company has also made recording for all trainings that have been attended by employees in the recording of "Personal Data Training". Some documents can be shown at the time of the audit for example: The Calendar Training document period 2021-2022, the list of participants attending the trainees, and some photographs of the activities at the time of training. 	
3.7.3	Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification	SCCS Training has been carried out on 6 April 2022 by head office Jakarta (Welly Joel) through zoom meeting.	Complied

	Standard (SCCS). Training is specific and relevant to the task(s) performed.	Evidence of training can be demonstrated during audit such as attendance list, training material and photo documentation. During interview with weighbridge Clerk, mill manager, head of administration, production clerk confirmed that she has understanding on RSPO supply chain.	
<p>Criteria 3.8: Supply chain requirements for mills. Procedure note: all requirements are classified as Critical Indicators. However it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<p>PT Inti Indosawit Subur – Ukui I POM implements RSPO Supply Chain model Mass Balance.</p> <p>Not applicable.</p>	Not Applicable
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>PT. Inti Indosawit Subur – Ukui I POM uses Mass Balance supply chain model. The mill only claimed the FFB proportion from certified supply bases which comprise of company-own estate (Ukui Estate) and 9 scheme Smallholder in form of cooperative/Koperasi Unit Desa (KUD). The proportion of non-certified FFB comes from third-party supplier, consist of 13 Supplier:</p> <ul style="list-style-type: none"> - Asosiasi Amanah - Anugrah - Besty Ella Sima Siahaan - Haluga 	Complied

		<ul style="list-style-type: none"> - CV Harapan Kita - James Sihombing - Koperasi Air Hitam Jaya - KT Bina Mandiri Bersama - Saliman - Bunga Tanjung - Budi - Peter Susetio Hadi 	
<p>3.8.3</p>	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>The estimated tonnage of certified CPO and PK that could potentially produce by PT. Inti Indosawit Subur – Ukui I POM its recorded in RSPO Public Summary report, certificate and RSPO IT Platform.</p> <p>The mill has met registration and reporting requirement as it registered in RSPO IT Platform (PalmTrace) with ID number RSPO_PO1000000148.</p> <p>Below are the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year 2021/2022:</p> <p><u>Forecast volume (March 2021 – February 2022)</u></p> <p>FFB : 205,549 MT CPO : 43,165 MT (OER: 21%) PK : 11,305 (KER: 5.50%)</p> <p><u>Actual production volume (March 2021 – February 2022)</u></p> <p>FFB: 169,710.26 MT CPO: 34,472.61 MT PK: 8,624.04 MT</p> <p><u>Actual sold volume as RSPO certified (March 2021 – February 2022)</u></p> <p>CPO: - PK: 8,380.08 MT</p>	<p>Complied</p>

3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	Ukui I POM is subsidiary of PT. Inti Indosawit Subur, a member of RSPO, with RSPO membership No.1-0022-06-000-00 since 6 February 2006. PT Inti Indosawit Subur – Ukui I POM has meet all registration and reporting requirements. RSPO IT Platform/PalmTrace account RSPO_PO1000000148.	Complied
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ol style="list-style-type: none"> Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill’s procedures for the implementation of this standard. The mill shall have documented procedures for receiving and processing certified and non-certified FFBS including ensuring no contamination in the IP mill. 	<p>PT. Inti Indosawit Subur – Ukui I POM can demonstrate procedures as follow:</p> <ul style="list-style-type: none"> Standard Operating Procedures – Traceability (AA-MPM-OP-1400.17.R7) dated 1 October 2019. The procedures cover traceability of CPO and PK, since FFB receiving from Ukui Estate and Smallholder, processing up to shipping of CPO and PK as well as daily production report. The procedure also regulates the internal audit by Sustainability Internal Audit Manager. Traceability records are to be kept for 10 years. Standard Operating Procedure – Book Keeping (AA-MPM-OP-1400.18-R4). The procedure explains method to check only certified product received. The book keeping mass balance stated every 3 months: January-March, April-June, July-September, and October-December each year. Head of Environment and Sustainability will inform to Certification Body in the case of projected overproduction. SOP for mill operation Mill Policy Manual: <ul style="list-style-type: none"> SOP AA-MPM-OP-1400.02.R2 Stasiun Penerimaan for FFB receiving station; SOP AA-SOP-OP-101.5-R0 Grading; SOP AA-MPM-OP-1400.03.R1 Stasiun Rebusan for sterilizer; SOP AA-MPM-OP-1400.04.R1 Stasiun Pemisahan Berondolan for loose fruit separation; 	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<ul style="list-style-type: none"> - SOP AA-MPM-OP-1400.05-R1 Stasiun Pengadukan dan Pengempaan for pressing station; - SOP AA-MPM-OP-1400.06-R1 Stasiun Pemurnian for clarification; - SOP AA-MPM-OP-1400.07-R1 Stasiun Pemisahan Nut dan Fiber for nut and fiber separation; - SOP AA-MPM-OP-1400.08-R1 Stasiun Kernel for kernel station; - SOP AA-MPM-OP-1400.09-R1 Stasiun Boiler; - SOP AA-MPM-OP-1400.10-R1 Stasiun Engine Room; - SOP AA-MPM-OP-1400.11-R1 Stasiun Water Treatment; - SOP AA-MPM-OP-1400.12-R1 Laboratorium; - SOP AA-MPM-OP-1400.13-R1 Stasiun Pengelolaan Limbah for palm oil mill effluent treatment; - SOP AA-MPM-OP-1400.14-R2 Stasiun Penimbunan dan Pengiriman CPO dan Kernel for CPO and PK bulking and despatch operation; - SOP AA-MPM-OP-1400.15-R1 Perawatan for preventive maintenance; - SOP AA-MPM-OP-1400.18-R4 Book Keeping - SOP AA-MPM-OP-1400.17-R7 Traceability <p>PT. Inti Indosawit Subur – Ukui I POM is able to demonstrate complete and up-to-date records and report demonstrating compliance with the supply chain’s general requirement and modular requirement, including training records.</p> <p>As per Procedure of Traceability (AA-MPM-OP-1400.17-R7), the responsible person in charge to the supply chain system is Mill Manager. During audit, the mill manager is able to demonstrate sufficient knowledge and understanding on RSPO supply chain implementation for palm oil mill.</p>	
--	--	---	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>PT IIS Ukui I POM has a procedures for receiving and processing certified and non-certified FFBS including ensuring no contamination in the IP mill, as described in SOP AA-MPM-OP-1400.17-R7 Traceability, dated 1 October 2019.</p>	
<p>3.8.6</p>	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill;</p> <p>a) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b) Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>PT. Inti Indosawit Subur – Ukui I POM has a procedure to conduct internal audit RSPO, including RSPO SCCS as per Procedure of Traceability (AA-MPM-OP-1400.17-R7) chapter 6.7, Sustainability Internal Audit Manager conducted internal audit annually, to ensure all operational and documentation activities are comply with the requirement in RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. Internal audit for all scheme including RSPO SCCS also refer to SOP Internal Audit Nomor: AA-SOP-ES-6001-R5 dated 1 August 2020; Chapter 4.0 stated that Internal audit conducted minimum once a year considering the critical area.</p> <p>Last internal audit conducted on 18 - 20 November 2021. The report available under document "Internal Audit Sustainability Integrasi".</p> <p>Management review dated 27 November 2021, was attended by Technical Controller, POM Manager, Sustainability Staff. Document of Management Review available and recorded in minutes of meeting:</p> <ul style="list-style-type: none"> - Internal audit result - Customer feedback - Proses performance and product conformity - Status of Corrective and Preventive Action - Follow up previous management review - Change that could effect to the management system <p>Output of management review has include:</p> <ul style="list-style-type: none"> - Recommendation for improvement - Resources needed. 	<p>Complied</p>

<p>3.8.7</p>	<p>Purchasing and Goods In</p> <ul style="list-style-type: none"> i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBS received. ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage. iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents. 	<p>PT Inti Indosawit Subur – Ukui I POM has demonstrated SOP of Traceability (AA-MPM-OP-1400.7.R7), chapter 5.1 indicates the Weighbridge Clerk has responsibility to input data and print weighbridge card based on “Surat Pengantar TBS”, covering information e.g. estate name and block number, mill name, date of delivery, product description and quantity, RSPO certificate number, transporter identity and unique identification number.</p> <p>PT. Inti Indosawit Subur – Ukui I POM receive FFB from certified and non-certified source. Certified source consist of own estate (Ukui Estate) and 9 scheme Smallholder in form of cooperative/Koperasi Unit Desa (KUD). The proportion of Non-certified FFB comes from third-party supplier (16 Supplier: Asosiasi Amanah (APSSA), Anugrah, Kop. Air Hitam Jaya, Besty Ella Sima Siahaan, James Sihombing, KT Bina Mandiri Bersama, Riri Kristin Paulina (RKP), Haluga (HL), CV Harapan Kita, Ady, Vicky, Bumdes amanah, Bunga Tanjung, Budi (BD), Saliman (SLM), Peter Susetio Hadi).</p> <p>Document “Surat Pengantar TBS” (FFB Delivery Note) and Kartu Timbangan (Weighbridge Card) described identity and location of FFB source and other item required e.g.</p> <p>Certified FFB:</p> <p>Ukui Estate</p> <ul style="list-style-type: none"> • FFB delivery notes “Surat Pengantar TBS No.000262” from Afdeling I, block A17b dated 28 April 2022 – total bunches: 723 bunches. Weighbridge ticket “Kartu Timbangan No.PUSA122104568” dated 28 April 2022, for 723 FFB bunches; nett weight 7,170 kg; from Ukui Estate, Afdeling I, block A17b; vehicle number BM9459CJ; Driver: Jaya Barus; RSPO certificate No.RSPO633774. • FFB delivery notes “Surat Pengantar TBS No.000003” from Afdeling IV, block D89a dated 19 Mei 2022 – total bunches: 233 bunches. Weighbridge ticket “Kartu Timbangan No.PUSA122105418” dated 19 Mei 2022, for 233 FFB bunches; nett weight 6,230 kg; from Ukui Estate, 	<p>Complied</p>
--------------	---	--	-----------------

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>Afdeling 4, block D89A; vehicle number BM8463TD; Driver: Supadi; RSPO certificate No.RSPO633774.</p> <ul style="list-style-type: none"> • FFB delivery notes "Surat Pengantar TBS No.000260" from Afdeling I, block A17a and A17c dated 28 April 2022 – total bunches: 815 bunches. Weighbridge ticket "Kartu Timbangan No.PUSA122105418" dated 28 April 2022, for 815 FFB bunches; nett weight 7,330 kg; from Ukui Estate, Afdeling 1, block A17a and A17c; vehicle number BM9459CJ; Driver: Jaya Baru; RSPO certificate No.RSPO633774. • FFB delivery notes "Surat Pengantar TBS No.000260" from Afdeling I, block A17a and A17c dated 28 April 2022 – total bunches: 815 bunches. Weighbridge ticket "Kartu Timbangan No.PUSA122104526" dated 28 April 2022, for 815 FFB bunches; nett weight 7,330 kg; from Ukui Estate, Afdeling 1, block A17a and A17c; vehicle number BM9459CJ; Driver: Jaya Baru; RSPO certificate No.RSPO633774. <p>Ukui Plasma</p> <ul style="list-style-type: none"> • FFB delivery note: "Bon Pengantar TBS No. P-16" dated 28/04/2022 from KUD Bukit Potalo, KT 292, FFB amount 294 bunches, Vehicle Number BA4496YA, Driver: Pikal; Weighbridge Ticket "Kartu Timbangan" No. PUSA222102858 dated 28/04/2022, From KT-292 Kebun Teladan, ID KPU, FFB amount 294 bunches, net weight 8,698 kg, vehicle number BA9996YA, driver: Pikal, RSPO Certificate No: RSPO633774. • FFB delivery note: "Bon Pengantar TBS No. P-012" dated 19/05/2022 from KUD Karya Bersama, KT 07, FFB amount 285 bunches, Vehicle Number BM9116CJ, Driver: Supri; Weighbridge Ticket "Kartu Timbangan" No. PUSA222103429 dated 19/05/2022, From KT-07 Karya makmur, ID KPU, FFB amount 285 bunches, net weight 9,249 kg, vehicle number BM9116CU, driver: Supri, RSPO Certificate No: RSPO633774. 	
--	--	---	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<ul style="list-style-type: none"> • FFB delivery note: "Bon Pengantar TBS No. P-003" dated 28/04/2022 from KUD Bina Sejahtera, KT 98, FFB amount 125 bunches, Vehicle Number BM8510CL, Driver: Aan; Weighbridge Ticket "Kartu Timbangan" No. PUSA22102846 dated 28/04/2022, From KT-98 Cipta Rasa, ID KPU, FFB amount 125 bunches, net weight 2,847 kg, vehicle number BM8510CL, driver: Aan, RSPO Certificate No: RSPO633774. <p>Non-certified FFB:</p> <ul style="list-style-type: none"> • FFB delivery note: "Surat Pengantar TBS", No. P.46 dated 18 May 2022 From CV Harapan Kita, vehicle number BK9040RD; driver: Bowo; Weighbridge ticket "Tiket Timbangan No.PUSA522105080" dated 19/05/2022, for 391 FFB bunches; nett weight 6,650 kg; FFB source from non-certified third party FFB supplier: CV Harapan Kita, ID A015; vehicle BK9040RD, Driver: Bowo. • FFB delivery note: "Surat Pengantar TBS", No. 0087 dated 28 April 2022 From Saliman, vehicle code BM9362LF; driver: Abrianto; Weighbridge ticket "Tiket Timbangan No.PUSA522104355" dated 28 April 2022, for 411 FFB bunches; nett weight 6,991 kg; FFB source from non-certified third party FFB supplier Saliman (SLM), ID A082; vehicle BM9362LF, Driver: Abrianto. • FFB delivery note: "Surat Pengantar TBS", No. 0213 dated 28 April 2022 From Haluga, vehicle code BM9745RA; driver: Yanto; Weighbridge ticket "Tiket Timbangan No.PUSA522104375" dated 28 April 2022, for 640 FFB bunches; nett weight 10,881 kg; FFB source from non-certified third party FFB supplier Haluga (HL), ID A080; vehicle number BM9795BA, Driver: Yanto. <p>Since latest audit recertification there is no overproduction reported to CB, it is also confirmed during this surveillance assessment that there is no overproduction according to production data of estate and mill.</p> <p>Ukui I POM monitors the status of supplied raw material from certified and non-certified sources through Book Keeping Mass Balance system in</p>	
--	--	---	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>three-monthly balance. In case on non-conforming raw material entering the process, Ukui I POM has the mechanism to handle non-conforming material and/or document. Ukui I POM demonstrated the simulation on recall of non-conforming material.</p> <p>Up to this moment, there has been no case of non-conforming material and/or documents entering the process.</p>	
<p>3.8.8</p>	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ol style="list-style-type: none"> The name and address of the buyer; The name and address of the seller; The loading or shipment / delivery date; The date on which the documents were issued; RSPO certificate number; A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); The quantity of the products delivered; Any related transport documentation; A unique identification number. 	<p>During March 2021 – April 2022 there is no CPO sold as RSPO certified. All certified CPO sold as ISCC certified. All PK certified RSPO was sold to Ukui I KCP which is one location with Ukui I Mill, PK deliver through conveyor. PK delivery was record in Delivery Form.</p> <p>Sample seen of delivery form CSPK from Ukui I POM to Ukui I KCP:</p> <ul style="list-style-type: none"> Delivery Form No. KCP PUS 1001 SS dated 31 Jan 2022, From PT IIS – Ukui I POM to PT IIS – KCP Ukui I, Comodity: RSPO Certified Palm Kernel, Supply Chain model: Mass Balance, certificate number: RSPO633774, quantity 576,170 kg, transport by Fan/Pipe. Delivery Form No. KCP PUS 1001 SS dated 31 Dec 2021, From PT IIS – Ukui I POM to PT IIS – KCP Ukui I, Comodity: RSPO Certified Palm Kernel, Supply Chain model: Mass Balance, certificate number: RSPO633774, quantity 1,257,230 kg, transport by Fan/Pipe. <p>This transaction was recorded in PalmTrace as TR-66a22a73-297e, dated 28 February 2022 for CSPK Mass Balance, volume 1,758.66 MT (based on PK Process). Seller PT. Inti Indosawit Subur – Ukui I POM. Buyer PT. Inti Indosawit Subur – Ukui I KCP.</p>	<p>Complied</p>

<p>3.8.9</p>	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification.</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<p>PT. Inti Indosawit Subur – Ukui I POM not outsource its milling activities however operate subcontractor for CPO and PK transporter. The appointed outsourced company is PT Sumber Kencana, CV Jasa Sahabat Abadi, CV Jasa Bersama, CV Jaya Pertama, PT Buana Jaya Bersama.</p> <p>PT. Inti Indosawit Subur – Ukui I POM having legal ownership of material being transported by appointed outsourced companies.</p> <p>PT. Inti Indosawit Subur – Ukui I POM have a contract agreement with transporter as below:</p> <ul style="list-style-type: none"> - “Perjanjian Pengangkutan Nomor: 06/VI/SKI-IIS/2020” dated 4 June 2020 between PT Inti Indosawit Subur – Ukui I POM and PT Sumber Kencana. Contract transport for CPO & PK. - “Perjanjian Pengangkutan Nomor: 05/VI/JSA-IIS/2020” dated 4 June 2020 between PT Inti Indosawit Subur – Ukui I POM and CV Jasa Sahabat Abadi. Contract transport for CPO & PK. - “Perjanjian Pengangkutan Nomor: 07/VI/JP-IIS/2020” dated 4 June 2020 between PT Inti Indosawit Subur – Ukui I POM and CV Jasa Bersama. Contract transport for CPO & PK. - “Perjanjian Pengangkutan Nomor: 02/VI/JP-IIS/2020” dated 4 June 2020 between PT Inti Indosawit Subur – Ukui I POM and CV Jaya Pertama. Contract transport for CPO & PK. - “Perjanjian Pengangkutan Nomor: 03/VI/BJB-IIS/2020” dated 4 June 2020 between PT Inti Indosawit Subur – Ukui I POM and PT Buana Jaya Bersama. Contract transport for CPO & PK. <p>Contract agreement are signed and enforceable by both parties. According to contract agreement article 7 point 1.m stated that “Transporter bersedia memenuhi persyaratan system sertifikasi rantai pasok saat pengangkutan bahan baku dan bersedia untuk diaudit oleh auditor internal perusahaan dan auditor pihak eksternal dari badan sertifikasi yang ditunjuk oleh pihak kedua jika diperlukan” – Transporter</p>	<p>Complied</p>
--------------	--	---	-----------------

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>are willing to comply with certification system of RSPO Supply Chain during transport material and willing to be audit by internal auditor company (PT IIS – Ukui I POM) and external auditor from Certification Body if necessary.</p> <p>PT IIS Ukui I POM has a procedure to control the outsourced transporter through "SOP Traceability AA-MPM-OP-1400.17-R7 dated 1 October 2019"</p> <p>Internal control for CPO and PK delivery by contractor has made as well with:</p> <ul style="list-style-type: none"> ✓ Surat Izin Muat CPO dan Kernel, contain information of Driver name, Identity number, Car/Truck Number, CPO/PK Dispatch time, netto, incoming and outgoing time. ✓ Delivery Order Slip from Transporter, contain information of sales contract number, Truck number, destination, driver name, port destination. ✓ Daftar Periksa Kesiapan Pengiriman CPO/Kernel contain information of Truck number, driver name, date of inspection, item inspection including: driver identity and completeness of vehicle legality, completeness of physical standard of vehicle, number of seal. <p>During audit can be demonstrated that internal control has been implemented accordingly.</p>	
--	--	--	--

3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	<p>PT Inti Indosawit Subur – Ukui I POM has recorded name and contact detail of all contractors, as follows:</p> <table border="1" data-bbox="1093 443 1951 898"> <thead> <tr> <th data-bbox="1093 443 1305 520">Name of Transporter</th> <th data-bbox="1305 443 1532 520">Address</th> <th data-bbox="1532 443 1740 520">Contact Person</th> <th data-bbox="1740 443 1951 520">Phone Number</th> </tr> </thead> <tbody> <tr> <td data-bbox="1093 520 1305 592">CV Sumber Kencana</td> <td data-bbox="1305 520 1532 592">Jl Veteran No 77, Rengat, Riau</td> <td data-bbox="1532 520 1740 592">Atun/Hendra</td> <td data-bbox="1740 520 1951 592">08127580***/085278043**</td> </tr> <tr> <td data-bbox="1093 592 1305 667">CV Jasa Sahabat Abadi</td> <td data-bbox="1305 592 1532 667">Jl Besar Kisaran, Medan</td> <td data-bbox="1532 592 1740 667">Darmin Tanudjaja</td> <td data-bbox="1740 592 1951 667">085372344**</td> </tr> <tr> <td data-bbox="1093 667 1305 742">CV Jasa Bersama</td> <td data-bbox="1305 667 1532 742">Jl Siak No 2, Pekanbaru</td> <td data-bbox="1532 667 1740 742">Suwito Djingga/Lesi</td> <td data-bbox="1740 667 1951 742">08126062***/08127512**</td> </tr> <tr> <td data-bbox="1093 742 1305 817">CV Jaya Pertama</td> <td data-bbox="1305 742 1532 817">Jl Timor No 10, Medan 20235</td> <td data-bbox="1532 742 1740 817">Bu Lie Kiem</td> <td data-bbox="1740 742 1951 817">085266301**</td> </tr> <tr> <td data-bbox="1093 817 1305 898">PT Buana Jaya Bersama</td> <td data-bbox="1305 817 1532 898">Pekanbaru, Riau</td> <td data-bbox="1532 817 1740 898">Eltono</td> <td data-bbox="1740 817 1951 898">082169511***/082170430**</td> </tr> </tbody> </table>	Name of Transporter	Address	Contact Person	Phone Number	CV Sumber Kencana	Jl Veteran No 77, Rengat, Riau	Atun/Hendra	08127580***/085278043**	CV Jasa Sahabat Abadi	Jl Besar Kisaran, Medan	Darmin Tanudjaja	085372344**	CV Jasa Bersama	Jl Siak No 2, Pekanbaru	Suwito Djingga/Lesi	08126062***/08127512**	CV Jaya Pertama	Jl Timor No 10, Medan 20235	Bu Lie Kiem	085266301**	PT Buana Jaya Bersama	Pekanbaru, Riau	Eltono	082169511***/082170430**	Complied
Name of Transporter	Address	Contact Person	Phone Number																								
CV Sumber Kencana	Jl Veteran No 77, Rengat, Riau	Atun/Hendra	08127580***/085278043**																								
CV Jasa Sahabat Abadi	Jl Besar Kisaran, Medan	Darmin Tanudjaja	085372344**																								
CV Jasa Bersama	Jl Siak No 2, Pekanbaru	Suwito Djingga/Lesi	08126062***/08127512**																								
CV Jaya Pertama	Jl Timor No 10, Medan 20235	Bu Lie Kiem	085266301**																								
PT Buana Jaya Bersama	Pekanbaru, Riau	Eltono	082169511***/082170430**																								
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	The site committed to inform CB related name and contact details of any new contractors as mentioned in Procedure "SOP Traceability AA-MPM-OP-1400.17-R7 dated 1 October 2019".	Complied																								
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p>	<p>The organization has maintained accurate, complete, up-to-date and accessible records and reports covering all aspects of RSPO Supply Chain requirements, as evident in:</p> <ul style="list-style-type: none"> - FFB delivery note - Weigbridge ticket for FFB receiving, CPO and PK delivery - Delivery Order - Sales contract - Shipping Announcement - Mass balance report 	Complied																								

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

	<p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>	<p>- Internal audit RSPO SCCS and Management review</p> <p>The procedure of Traceability (AA-MPM-OP-1400.7.R7), requires that all records and reports related to traceability and book keeping are retained for a period of 10 years.</p> <p>All receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK are record and balance in a three-monthly basis, as evidence in "Mass Balance Report Ukui I POM" period 2021/2022: January – March, April – June, July – September, October – December, January – March.</p> <p>All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios/actual production of CPO and PK.</p> <p>According to Mass balance Report, Ukui I POM only deliver Mass Balance sales from a positive stock.</p>	
<p>3.8.13</p>	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate(KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>The organization is able to provided estimate volume of CPO and PK in a year period as in Budget FY2021/2022 Production FFB, CPO and PK. The organization also keep an up to date record of the FFB volume received, CPO and PK produced over a period of twelve (12) month, as in Rekapitulasi Produksi TBS, CPO dan PK PT Inti Indosawit Subur – Ukui I POM.</p> <p>OER and KER are estimated based on associated inputs and upon past experience (previous year FFB, CPO and PK production).</p> <p>The site has set OER for budget 202 (Jan - Dec) as 21.20% and KER as 5.20%.</p> <p>Budget FFB process 2022: certified 177,450.83 MT, non certified: 120,200 MT</p> <p>Budget CPO production 2022: certified 37,619.58 MT, non certified 25,482.40 MT.</p>	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>Budget PK production 2022: certified 9,227.44 MT, non certified 6,520.40 MT.</p> <p>Previous Budget vs realization on 2021 (Jan – Dec) as below:</p> <table border="1" data-bbox="1093 475 1935 922"> <thead> <tr> <th>Description</th> <th>Budget</th> <th>Realization</th> </tr> </thead> <tbody> <tr> <td>FFB Certified</td> <td>204,597.59</td> <td>173,226.24</td> </tr> <tr> <td>FFB Non Certified</td> <td>84,268.81</td> <td>80,604.22</td> </tr> <tr> <td>CPO Certified</td> <td>40,510.32</td> <td>34,995.79</td> </tr> <tr> <td>CPO Non Certified</td> <td>16,685.22</td> <td>14,961.79</td> </tr> <tr> <td>PK Certified</td> <td>10,466.25</td> <td>8,798.57</td> </tr> <tr> <td>PK Non Certified</td> <td>4,466.25</td> <td>4,101.17</td> </tr> <tr> <td>OER</td> <td>19.80</td> <td>19.68</td> </tr> <tr> <td>KER</td> <td>5.30</td> <td>5.08</td> </tr> </tbody> </table>	Description	Budget	Realization	FFB Certified	204,597.59	173,226.24	FFB Non Certified	84,268.81	80,604.22	CPO Certified	40,510.32	34,995.79	CPO Non Certified	16,685.22	14,961.79	PK Certified	10,466.25	8,798.57	PK Non Certified	4,466.25	4,101.17	OER	19.80	19.68	KER	5.30	5.08	
Description	Budget	Realization																												
FFB Certified	204,597.59	173,226.24																												
FFB Non Certified	84,268.81	80,604.22																												
CPO Certified	40,510.32	34,995.79																												
CPO Non Certified	16,685.22	14,961.79																												
PK Certified	10,466.25	8,798.57																												
PK Non Certified	4,466.25	4,101.17																												
OER	19.80	19.68																												
KER	5.30	5.08																												
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	<p>The actual conversion ratio is monitored on daily basis through sounding result and documented in daily report. PT. Inti Indosawit Subur – Ukui I POM is able to demonstrate the work instruction for analysis of oil content. Sample seen on document of "Laporan Harian Produksi". Based on Laporan Harian Produksi dated 20 May 2022, the sounding result and production report shows that actual conversion ratios from FFB into CPO are:</p> <ul style="list-style-type: none"> a. OER For FFB from Ukui Estate: 21.52% b. OER For FFB from Ukui I Plasma: 19.97% c. OER For FFB from third-party: 19.08% d. OER Average 20.05% <p>And actual conversion ratios from FFB into PK are:</p>	Complied																											

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>a. KER For FFB from Ukui Estate: 5.03%</p> <p>b. KER For FFB from Ukui I Plasma: 5.03%</p> <p>c. KER For FFB from third-party: 5.03%</p> <p>d. OER average 5.03%</p>																																					
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	<p>Not applicable. PT IIS – Ukui I POM implementing Mass Balance Model for Supply Chain.</p>	Not Applicable																																				
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>PT. Inti Indosawit subur – Ukui I POM has made shipping announcement inside PalmTrace transaction, sample seen for period March 2021 – February 2022:</p> <table border="1"> <thead> <tr> <th>Transaction ID</th> <th>Buyer</th> <th>Product</th> <th>Supply Chain Model</th> <th>Volume</th> <th>Status</th> </tr> </thead> <tbody> <tr> <td>TR-66a22a73-297e</td> <td>PT IIS - Ukui I KCP</td> <td>CSPK</td> <td>MB</td> <td>1,758.66</td> <td>Confirmed</td> </tr> <tr> <td>TR-5ad9c9fe-eb48</td> <td>PT IIS - Ukui I KCP</td> <td>CSPK</td> <td>MB</td> <td>2,423.35</td> <td>Confirmed</td> </tr> <tr> <td>TR-27f82e44-3d34</td> <td>PT IIS - Ukui I KCP</td> <td>CSPK</td> <td>MB</td> <td>2,924.67</td> <td>Confirmed</td> </tr> <tr> <td>TR-aa56274a-c600</td> <td>PT IIS - Ukui I KCP</td> <td>CSPK</td> <td>MB</td> <td>748.07</td> <td>Confirmed</td> </tr> <tr> <td>TR-91657a58-cece</td> <td>PT IIS - Ukui I KCP</td> <td>CSPK</td> <td>MB</td> <td>1,237.4</td> <td>Confirmed</td> </tr> </tbody> </table> <p>PT. Inti Indosawit Subur – Ukui I POM made remove RSPO certified CSPO from their PalmTrace account with volume remove: 39,601.98 MT CSPO; Stock removed for CSPO sold as ISCC certified. The evidence of remove</p>	Transaction ID	Buyer	Product	Supply Chain Model	Volume	Status	TR-66a22a73-297e	PT IIS - Ukui I KCP	CSPK	MB	1,758.66	Confirmed	TR-5ad9c9fe-eb48	PT IIS - Ukui I KCP	CSPK	MB	2,423.35	Confirmed	TR-27f82e44-3d34	PT IIS - Ukui I KCP	CSPK	MB	2,924.67	Confirmed	TR-aa56274a-c600	PT IIS - Ukui I KCP	CSPK	MB	748.07	Confirmed	TR-91657a58-cece	PT IIS - Ukui I KCP	CSPK	MB	1,237.4	Confirmed	Complied
Transaction ID	Buyer	Product	Supply Chain Model	Volume	Status																																		
TR-66a22a73-297e	PT IIS - Ukui I KCP	CSPK	MB	1,758.66	Confirmed																																		
TR-5ad9c9fe-eb48	PT IIS - Ukui I KCP	CSPK	MB	2,423.35	Confirmed																																		
TR-27f82e44-3d34	PT IIS - Ukui I KCP	CSPK	MB	2,924.67	Confirmed																																		
TR-aa56274a-c600	PT IIS - Ukui I KCP	CSPK	MB	748.07	Confirmed																																		
TR-91657a58-cece	PT IIS - Ukui I KCP	CSPK	MB	1,237.4	Confirmed																																		

		transaction can be demonstrated on the palmtrace transaction with transaction ID: ST-TR-605355ef9-affe, remove date: 23/05/2022.	
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	PT. Inti Indosawit Subur – Ukui I POM has not made claims regarding the support of RSPO certified oil palm products. However the organization aware about the RSPO Rules on Market Communications and Claims.	Complied
General corporate communications			
4.1	<p>A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.</p>	PT. Inti Indosawit Subur (with the brand Asian Agri), the parent company of Ukui I POM is highlighting its commitment to the principles of RSPO, and directly referring to RSPO website. The corporate communication can be found at http://www.asianagri.com .	Complied
4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> • Display its RSPO membership status • Display the RSPO web address (www.rspo.org) • State that the member supports the work of the RSPO • State the member's history with regard to the RSPO. • Use the RSPO trademark to promote its membership of the RSPO. <p>Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.</p>	<p>PT. Inti Indosawit Subur (with the brand Asian Agri), in its website:</p> <ol style="list-style-type: none"> a. Display its RSPO membership status: No, PT. Inti Indosawit Subur (with the brand Asian Agri), did not display its RSPO membership status. The CH only stated "In 2006, became a member of the Roundtable of Sustainable Palm Oil. We received out first RSPO certification for our estate in 2010." b. Display the RSPO web address: Not in direct manner. PT. Inti Indosawit Subur (with the brand Asian Agri), made a link to RSPO website. c. State the member supports the work of the RSPO: Not in direct manner. In the website, PT. Inti Indosawit Subur (with the brand Asian Agri), "In 2006, became a member of the Roundtable of Sustainable Palm Oil. We received out first RSPO certification for our estate in 2010." d. State the member's history with regards to the RSPO: Not in direct manner. In the website, In the website, PT. Inti Indosawit Subur (with the brand Asian Agri), "In 2006, became a member of the Roundtable 	Complied

		<p>of Sustainable Palm Oil. We received our first RSPO certification for our estate in 2010, and in 2012, the certification for our smallholder scheme.”</p> <p>Use of RSPO Trademark to promote its membership of the RSPO: No, PT. Inti Indosawit Subur (with the brand Asian Agri), did not use RSPO trademark in its corporate communication such in website.</p>	
4.3	In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	<p>No, PT. Inti Indosawit Subur (with the brand Asian Agri), did not display its RSPO membership status.</p> <p>It is clear that the statement did not lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.</p>	Not Applicable
4.4	Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member’s own products.	<p>No, PT. Inti Indosawit Subur (with the brand Asian Agri), did not display its RSPO membership status.</p> <p>It is clear that the statement are clear and did not mislead consumers or other stakeholders as to the certified content of oil palm products in the PT. Inti Indosawit Subur – Ukui I POM own products.</p>	Not Applicable
4.5	Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.	No, PT. Inti Indosawit Subur (with the brand Asian Agri) did not display RSPO Corporate Logo in any document.	Not Applicable
Business to business communications			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	There was no use of RSPO trademark and/or RSPO corporate logo in business to business communication related to RSPO certified product; between PT. Inti Indosawit Subur – Ukui I POM and their buyers.	Not Applicable
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating	When confirming the sale of certified oil palm products, PT. Inti Indosawit Subur – Ukui I POM followed the requirements of the RSPO SCCS. PT. Inti	Complied

	the supply chain model and certificate number under which the claim is being made.	Indosawit Subur – Ukui I POM stating the supply chain model and certificate number under which the claim is being made.	
5.3	<p>Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options:</p> <p>a) If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.</p> <p>b) If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>	<p>PT. Inti Indosawit Subur – Ukui I POM is not a distributor and/or wholesaler.</p> <p>Not applicable.</p>	Not Applicable
5.4	<p>A certified member can provide information to its customers detailing the presence of certified palm oil contained within a product even if it is not eligible for a product-specific under RSPO rules. The end product must not be labelled as certified or sold in such a way that implies RSPO certification.</p> <p>For example, a retailer or food service company may require a breakdown of all palm based ingredients within an end product and the certified status of each. This information may be provided by a certified RSPO member without constituting a product-specific claim.</p>	<p>PT. Inti Indosawit Subur – Ukui I POM is not producing or selling end-product to consumer. No labelling on product whatsoever.</p> <p>Not applicable.</p>	Not Applicable
Business to consumer communication			
6.1	<p>Only RSPO members that have supply chain certification are allowed to make business to consumer claims about the certified sustainable oil palm products contained within product(s), which are known as ‘product-specific’ claims. Product-specific claims are voluntary.</p>	<p>PT. Inti Indosawit Subur – Ukui I POM is not using product-specific claims in its CSPKO product. PT. Inti Indosawit Subur – Ukui I POM is producing and selling CSPO and CSPK; and not making a business to consumer communication.</p>	Not Applicable

		Not applicable.	
6.2	Only RSPO members who have supply chain certification are authorised to use the RSPO trademark and/or RSPO label, with the exception of RSPO Credits and of retailers in accordance with 6.8 below.	PT. Inti Indosawit Subur – Ukui I POM is not using RSPO trademark and/or RSPO label. PT. Inti Indosawit Subur – Ukui I POM is producing and selling CSPO and CSPK; and not making a business to consumer communication. Not applicable.	Not Applicable
6.3	When on-pack claims on RSPO-certified sustainable oil palm products are used, the RSPO trademark and associated identification number must be present.	PT. Inti Indosawit Subur –Ukui I POM is not using RSPO-certified on-pack claim. PT. Inti Indosawit Subur – Ukui I POM is producing and selling CSPO and CSPK; and not making a business to consumer communication. Not applicable.	Not Applicable
6.4	Business to consumer communication shall not include information about the claimant’s RSPO membership status.	PT. Inti Indosawit Subur – Ukui I POM is not making any claim related to their RSPO membership status. PT. Inti Indosawit Subur – Ukui I POM is producing and selling CSPO and CSPK; and not making a business to consumer communication. Not applicable.	Not Applicable
6.5	Members shall not communicate to consumers’ information about their suppliers’ RSPO membership status.	PT. Inti Indosawit Subur – Ukui I POM is not making any information about their supplier’s RSPO membership status. PT. Inti Indosawit Subur – Ukui I POM is producing and selling CSPO and CSPK; and not making a business to consumer communication. Not applicable.	Not Applicable
6.6	Use of the RSPO trademark is restricted to claims about RSPO-certified sustainable palm oil products and it is not authorised for use in relation to any other ingredient.	PT. Inti Indosawit Subur – Ukui I POM is not using RSPO trademark and/or RSPO label. Not applicable.	Not Applicable
6.7	Use of any other trademark or logo to highlight the presence of RSPO-certified sustainable oil palm products is an unauthorised product-specific claim.	PT. Inti Indosawit Subur – Ukui I POM is not using RSPO trademark and/or RSPO label. Not applicable.	Not Applicable
6.8	RSPO members who are retailers or food service companies can apply for an RSPO trademark license for use in business to consumer communications, provided they can demonstrate the validity of these claims to an RSPO-accredited certification body (CB). This will be undertaken via a remote audit, prior to the trademark use, during	PT. Inti Indosawit Subur – Ukui I POM is retailers or food service company. Not applicable.	Not Applicable

	<p>which the retailer or food service company will need to demonstrate that the use of the trademark is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain. Any other palm oil claims, including those highlighting the absence of palm oil, must be highlighted to the CB during the audit to ensure that all claims comply with the requirements of these rules. The CB will confirm the outcome of these audits, to be conducted annually, to RSPO who may continue to grant a trademark license or withdraw permission based upon the audit findings. This is in keeping with the rules applying to RSPO supply chain certified members. The guidance document for audits is available on www.rspo.org.</p>		
MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	<p>95% or above of the oil palm content must be RSPO MB-certified.</p>	<p>PT Inti Indosawit Subur – Ukui I POM is producing and selling CSPO and CSPK; All CSPO/CSPK sold are 100 % content oil palm RSPO MB-certified.</p>	<p>Complied</p>
	<p>Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.</p>	<p>There is percentage of non-certified oil palm within the product CSPO/CSPK. PT Inti Indosawit Subur – Ukui I POM was not produce end consumer goods. The production are CPO and PK.</p>	<p>Not Applicable</p>
Labelling and trademark (MB)			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> • Surrounded by the text: 'Certified sustainable palm oil'. • The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and 	<p>PT Inti Indosawit Subur (with the brand Asian Agri), did not use RSPO trademark in its corporate communication such in website. When confirming the sales of certified oil palm products, PT Inti Indosawit Subur – Ukui I POM followed the requirements of the RSPO SCCS. PT Inti Indosawit Subur – Ukui I POM stating the supply chain model and certificate number under which the claim is being made.</p>	<p>Complied</p>

	<p>outputs of certain palm oil volumes. The tag 'MIXED' on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim.</p> <ul style="list-style-type: none"> • The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'. • Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch). • In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications & Claims document. 		
Messaging (MB)			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> • [Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain. • The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. <p>In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed.</p>	<p>PT Inti Indosawit Subur was not use storytelling in product-related communications.</p>	<p>Not Applicable</p>

	<p>Messaging NOT ALLOWED in storytelling in product-related communications:</p> <ul style="list-style-type: none"> Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 		
<p>Principle 4: Respect community and human rights and deliver benefit Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.</p>			
<p>Criteria 4.1: The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.</p>			
<p>4.1.1</p>	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p>	<p>The Company already has a Policy to respect human rights as outlined in the Corporate Policy issued by the Managing Director of Asian Agri on 1 December 2014. Point 13 of the policy states that "<i>The Company respects human rights by treating all employees fairly, in recruitment, performance assessment, conditions and work environment and representation irrespective of tribe, caste, nationality, religion, disability, gender, sexual orientation, union membership, political affiliation and/or age</i>".</p> <p>Separately, PT IIS – Ukui Group has a Policy regarding to Human Right Defender (HRD) published through the Memorandum of Group Manager PT Inti Indosawit Subur No. 005/GM-KUK/MEMO/02/20 dated 10 February 2020, the policy mentioned that: "...Prohibited for retaliation, intimidation and harassment for whistleblowers/human rights defenders"... This policy was disseminated to all workers, stakeholders and second party (contractors) on 14 March 2022 (attended by 25 participants of workers and contractors as well), 2 March 2022 (attended by 24 participants of workers and contractors) and on 13 April 2022 dissemination to 19 workers and on 18 April 2022 to 22 contractors (suppliers and vendors).</p> <p>Scheme Smallholder: Plasma Ukui 1 already has policies related to human rights as outlined in the ICS Group Manager Policy - Plam Plantations PT Inti Indosawit Subur Kebun Plasma Ukui, on point 9 it is explained that: Ukui Plasma respects</p>	<p>Complied</p>

		<p>human rights and human rights defenders by not treating impulse, intimidation and violence against human rights defenders by all KUD employees and farmers.</p> <p>This policy was conveyed to all KUD employees and farmers as well as the head of farmer groups as well, on August 09, 2021.</p>	
4.1.2	The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.	Based on interview with all level of workers, contractors, scheme smallholders and stakeholders, confirm that the unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.	Complied
Criteria 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.			
4.2.1	(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.	<p>Ukui Estate:</p> <p>Unit of Certification has established mechanism to handle complaint and grievances, “SOP Penanganan Keluhan dari Eksternal No.AA-GL-5005-R0 01” explains mechanism to resolve external complaint; “SOP Mekanisme Penyampaian Keluhan dan Penyelesaian Keluhan Karyawan No. AA-HR-308 0.5R0” related to internal grievance mechanism, for employee. The Company provides comment boxes at each unit office.</p> <p>There is also a mechanism for land dispute resolution; “SOP Penanganan Konflik Lahan AA-GL-5003.1-R1” effective 22/08/2011 related to land conflict. The procedure covers land dispute handling mechanism, negotiation process, and verification upon legal ownership evidence up to land compensation. Should negotiation process fail, any land dispute will be processed through legal/litigation mechanism. During the process, a complete record is maintained. Based on mechanism, public relation officer will receive information of any complaint, grievance and land dispute/claims and records under the logbook.</p> <p>There is no land dispute noted, based on stakeholder consultation.</p> <p>Resolves disputes system which developed by unit of certification has follows the RSPO Policy on respect for Human Right Defender (HRD)</p>	Complied

		<p>stated in the Human Rights Policy dated 1 December 2019 signed by Managing Director. Details on requirements to protect the rights of Human Right Defenders, including complainants, whistleblowers and community spokespersons, are set out in "Memorandum No: 005/GM-KUK/MEMO/02/20 dated 10 February 2020 "<i>Kebijakan Melarang Adanya Tindakan Balas Dendam, Intimidasi, dan Pelecehan untuk Pelapor/Pembela Hak Asasi Manusia</i>" (Human Right Defender). The external grievances and complaint handling was stipulated as per "<i>Mekanisme Keluhan</i>" which provided in the Website of Asian Agri and can be accessed by all stakeholder of Asian Agri at https://www.asianagri.com/id/panel-keberlanjutan/keluhan-pengaduan.</p> <p>Asian Agri stakeholders include but are not limited to the Government, farmers, suppliers, vendors, academics, NGOs, media, etc., provided different complaint channels to report their complaints/findings. Reporters can submit complaints and information related to business violations, corruption, harassment, criminal acts, the environment and others.</p> <p>Scheme Smallholder:</p> <p>The Smallholder Manager has established mechanism for communication and consultation "<i>Mekanisme Komunikasi dan Konsultasi</i>" dated 16 January 2017, shaped flow Chart that describes the process of incoming information requests up to the responses provided. Each smallholder member has "<i>Buku Panduan dan Catatan Petani Plasma</i>", whereas explains the flow process of communication. Both of communication by written or verbal communication to group management are acceptable. For internal communication, The Smallholder Manager has prepared the procedure on "<i>Komunikasi Internal Group Sertifikasi</i>". SOP No. 007/DOK/SOP/PT IIS KLU-AA/2016 dated 26 November 2016. The SOP describes the relevant internal communication mechanisms of Group members, Extension Officers, Smallholder Manager and Group Managers.</p>	
--	--	---	--

		<p>The Group Manager is responsible for responding to the Group's internal communications.</p> <p>Based on interview with sample of smallholders in KUD Sumber Makmur, KUD Bakti, dan KUD Bukit Potalo, there is no dispute raise to the company.</p>	
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p>	<p>Unit of Certification established mechanism to handle complaint and grievances, within the procedures:</p> <ul style="list-style-type: none"> • "SOP Penanganan Keluhan dari Eksternal No. AA-GL-5005-R0 01" explains mechanism to resolve external complaint; • "SOP Mekanisme Penyampaian Keluhan dan Penyelesaian Keluhan Karyawan No. AA-HR-308 0.5R0" related to internal grievance mechanism for employee. • SOP Penanganan Keluhan Masyarakat No: AA-GL-510.1-R0, dated 1 January 2013. <p>4.1 Reporting Public Complaints</p> <p>4.1.1 General Scope: "Procedures ... for handling complaints from Concerned Parties including organizations, people, groups or institutions ...". In order for the Company to respond appropriately to the Parties' complaints in order to be identified, anonymous questions or complaints (without identity / cannot be traced by their identity) cannot be accepted."</p> <p>4.2 Procedure for Handling / Resolving Community Complaints</p> <p>4.2.5 "This form identifies the person or organization that submitted the complaint, along with the basis of the complaint and the background of the acknowledgment (detailed description of the incident, name of the Party involved, the specific time when the event was the reason for the complaint and the basis of the complaint).</p>	Complied

		<p>4.2.12 "... The company will endeavour to resolve complaints within 15 working days".</p> <p>Based on interview with several of worker, union labor and the stakeholder/local community of Lubuk Bungo Kembang, the procedure was understood and as for the workers and society who cannot read (Illiterates) was described verbally and in general already know and understand related to the complaint procedure.</p>	
4.2.3	The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.	Based on interview with relevant stakeholders during surveillance audit, there is no grievance or conflict raised against unit of certification both company and smallholders.	Complied
4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.	<p>During audit there was no unprecedented conflicts/disputes with stakeholders. During the stakeholder meeting on 17 May 2022 it was confirmed that there was no land conflict found at the estate and Mill.</p> <p>Company has established a mechanism to handle complaint from external party, "<i>Mekanisme Penanganan Keluhan</i>" – complaint handling mechanism (Doc. No.SOP AA-GL- 5005-RO 01) while complaint from internal regulated under "<i>Mekanisme Penyampaian Keluhan dan Penyelesaian Keluhan Karyawan</i>" – Employee' complaint and resolution mechanism (Doc. No.SOP AA- HR-3008-RO 05). These mechanisms have been communicated to external parties on January 2020. While for the internal parties (all level employees at PT IIS-Ukui Group) has been communicated on 21-22 January 2021.</p> <p>Through this communication, the company explained about the mechanism of submission of complaints in detail and lasts in two directions (ask-answer/discussion), so if there are illiterate parties can understood. The company keeps confidential complainer and whistleblower. Complaint and grievances is recorded in log Book and in "<i>Formulir Pencatatan Keluh Kesah dan Ketidakpuasan</i>".</p>	Complied

		<p>In the event of a complaint that leads to a conflict with stakeholders, the company has also established Procedures related to Conflict Handling SOP No. AA-GL-5003.1-R1 dated August 22, 2011, explains that:</p> <p>Public Relations (<i>Humas: Hubungan Masyarakat</i>) receive conflict information (individuals, issues with surrounding communities, other representative institutions, media or newspapers), the company will analyses and maping the problem through internal discussions (Estate manager, Managing Director, Regional Head and Stakeholder Relations), then companies through public relation will provide opportunities access to relevant interested parties (Local Government, Legal Apparatus or legal advisor) to obtain legal protection or independent technical assessments (Relevant agencies, for example: Plantation Service, National Land Agency-BPN). In this conflict resolution process, it is carried out through the FPIC process (making an agreement together with the conflicting party and or the institution) that represents it and if this does not meet an agreement, then litigation will be carried out or settlement through legal channels.</p>	
<p>Criteria 4.3: The unit of certification contributes to local sustainable development as agreed by local communities.</p>			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local community are demonstrated.</p>	<p>In preparation of the CSR program, the PT IIS-Ukui Group public relations staff consults the villages surrounding the plantation every year. Consultations with surrounding village communities were carried out in January 2022 to establish CSR programs for the 2022 period.</p> <p>In 2021-2022 period, the company has established CSR program recorded in CSR Project Tracking 2021-2022. It consists of 6 types of activities, such as Social, Economy, Education, Health, Infrastructure and Environment.</p> <p>The creation of the CSR program is done by coordinating with the local village head through the SIA report and monitoring. (see 3.4)</p> <p>CSR program Group Ukui in 2022, including:</p>	Complied

		<ol style="list-style-type: none"> 1. Social Aspects: <ul style="list-style-type: none"> • Provide assistance donations to gapki • Provide assistance equipment of tradisional dance class to Ukui 2 village. 2. Economy Aspects: <ul style="list-style-type: none"> • Give alternative economic training to the Ukui 2 village, Lubuk Batu Tinggal Village and Bagan Limau Village. 3. Education Aspects: <ul style="list-style-type: none"> • Providing Assistance for school supplies in Elementary School- Sokolah Dasar Negeri 002 Ukui 2. 4. Health Care Aspects: <ul style="list-style-type: none"> • Providing free health services to Silikuan Hulu Village • Providing nutritious food assistance for children (toddlers: under five years old) at Posyandu activities • Providing nutritious food assistance for children (toddlers: under five years old) at Posyandu activities • Providing training to Posyandu cadres in Bagan Limau Village 5. Infrastructure Aspects: <ul style="list-style-type: none"> • Providing assistance in installing drilled wells to mosques in Ukui 2 village • Repairing the axis road to Air Hitam Village, Bagan Limau Village, Silikuan Hulu Village, Kampung Baru Village and Lubuk Kembang Sari Village • Providing material assistance for renovation to the HKBP Church in Silikuan Hulu Village. <p>Realization of CSR Year 2021-2022 period, for example:</p>	
--	--	--	--

**RSPO P&C Public Summary Report
Revision 13 (Apr 2022)**

		<ul style="list-style-type: none"> • On 15 June 2021, CSR Assistance was handed over to the Ukui District Student and Student Association (HIPMI: Himpanan Pelajar dan Mahasiswa Kecamatan Ukui) in the form of: 1 unit of computer, 1 unit of office desk, 1 unit of chair table, 1 unit of file rack, 2 units of fans and 1 unit of megaphone. • On August 9, 2021, Providing Assistance in the use of greder and compactor heavy equipment to Bagan Limau Village • On December 1, 2021, the provision of assistance in the form of 80 bags of cement to Redang Seko Village for the renovation of the village office. • On December 21, 2021, the provision of assistance for free medical examination/checkup and providing milk feeding for three-years –old babies in Silikuan Hulu viilage. • On April 26, 2021, providing assistance to elementary schools in Ukui 2 Village, i.e school supplies packages in the form of clothes, pants/skirts, school shoes, bags, ties, hats and stationery. • On December 28, 2021; provision of assistance medical tools and nutrition for health care and nutrition for infants under 5 years old • On 18 November 2021, providing assistance of paint for the football field in Tri Mulya Jaya Village. • On 18 November 2021, providing assistance of heavy equipment (grader) for road maintenance as 31 HM. • On 9 July 2021, provision of assistance for chicken farming business in Ukui village 2. • On 5 July 2021, Providing financial assistance for duck farming in Bagan Limau Village. 	
<p>Criteria 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.</p>			

<p>4.4.1</p>	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.</p>	<p>Ukui Estate: Documents showing legal ownership of Ukui I POM and its supply bases are shown in place. Legal ownership of land use rights in Indonesia is recognize as "Hak Guna Usaha" or Land Title. Where the Land Title issued by National Land Department. The legal land use-rights for this scope as follow:</p> <table border="1" data-bbox="1093 576 1928 1305"> <thead> <tr> <th>Estate</th> <th>Area (Ha)*</th> <th>Land Title</th> </tr> </thead> <tbody> <tr> <td>Ukui</td> <td>3,565</td> <td>SK Ka. BPN No: 156/HGU/BPN/2004, dated 11 November 2004. Land Title certificate (HGU) No. 01/1989 for area 6,727.64 Ha located in Ukui Village. Signed by Head of National Land Agency of Pelalawan District on 18 December 1989 valid until 31 December 2019.</td> </tr> <tr> <td>KUD Sumber Makmur</td> <td>1,562</td> <td>SHM</td> </tr> <tr> <td>KUD Bina Usaha Baru</td> <td>616</td> <td>SHM</td> </tr> <tr> <td>KUD Bakti</td> <td>448</td> <td>SHM</td> </tr> <tr> <td>KUD Karya Bersama</td> <td>864</td> <td>SHM</td> </tr> <tr> <td>KUD Sawit Subur</td> <td>908</td> <td>SHM</td> </tr> <tr> <td>KUD Bina Sejahtera</td> <td>1,236</td> <td>SHM</td> </tr> <tr> <td>KUD Sumber Bahagia</td> <td>1,206</td> <td>SHM</td> </tr> <tr> <td>KUD Bukit Potalo</td> <td>494</td> <td>SHM</td> </tr> <tr> <td>KUD Usaha Baru</td> <td>494</td> <td>SHM</td> </tr> <tr> <td>TOTAL</td> <td>11,393</td> <td></td> </tr> </tbody> </table> <p>Progress of renewal HGU Certificate No. 00001/1989: March 27, 2019</p>	Estate	Area (Ha)*	Land Title	Ukui	3,565	SK Ka. BPN No: 156/HGU/BPN/2004, dated 11 November 2004. Land Title certificate (HGU) No. 01/1989 for area 6,727.64 Ha located in Ukui Village. Signed by Head of National Land Agency of Pelalawan District on 18 December 1989 valid until 31 December 2019.	KUD Sumber Makmur	1,562	SHM	KUD Bina Usaha Baru	616	SHM	KUD Bakti	448	SHM	KUD Karya Bersama	864	SHM	KUD Sawit Subur	908	SHM	KUD Bina Sejahtera	1,236	SHM	KUD Sumber Bahagia	1,206	SHM	KUD Bukit Potalo	494	SHM	KUD Usaha Baru	494	SHM	TOTAL	11,393		<p>Complied</p>
Estate	Area (Ha)*	Land Title																																					
Ukui	3,565	SK Ka. BPN No: 156/HGU/BPN/2004, dated 11 November 2004. Land Title certificate (HGU) No. 01/1989 for area 6,727.64 Ha located in Ukui Village. Signed by Head of National Land Agency of Pelalawan District on 18 December 1989 valid until 31 December 2019.																																					
KUD Sumber Makmur	1,562	SHM																																					
KUD Bina Usaha Baru	616	SHM																																					
KUD Bakti	448	SHM																																					
KUD Karya Bersama	864	SHM																																					
KUD Sawit Subur	908	SHM																																					
KUD Bina Sejahtera	1,236	SHM																																					
KUD Sumber Bahagia	1,206	SHM																																					
KUD Bukit Potalo	494	SHM																																					
KUD Usaha Baru	494	SHM																																					
TOTAL	11,393																																						

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>Research / Constellation Application, in the Context of Registration for Extension of HGU Period, Number: 203 / MB-RH2 / EXT.II / 2019, dated March 27, 2019.</p> <p>The letter was delivered from PT. IIS to the Head of Regional Office of the Ministry of ATR / BPN Prov. Riau, related to the extension of HGU No. 00001 of 1989 (6,727.64 Ha).</p> <p>April 23, 2019</p> <p>Letter from PT. IIS to the Head of the Pelalawan Regency Land Office, concerning Application for Land Registration Certificate, Number: 022 / GL-RO2 / EXT / IV / 2019.</p> <p>September 16, 2019</p> <p>Certificate of Number: 35/2019, explains that:</p> <p>A piece of land area of 6,726,255 Ha with NIB: 05.16.00.00.00007. Based on the Land Registration Document at the District Land Office. Pelalawan, the plot has been issued with a certificate with,</p> <p>On behalf of: PT. Inti Indosawit Subur</p> <p>Type and Right Number: Right to Cultivate: 00001</p> <p>Area: 6,726,255 Ha.</p> <p>Note: Based on the Decree of the Head of BPN No. 156 / HGU / BPN / 2004 dated 11-11-2004.</p> <ol style="list-style-type: none"> a. The right to cultivate has been extended for a period of 25 years from 31-12-2019 (HGU No.1 / Ukui), and registration for the extension of the HGU period can only be carried out within a period of 2 years before the termination of rights. b. This right to operate has been renewed for a period of 35 years since the end of the extension of the term for the right to use the land, that is, the registration for renewal can only be carried out within a 	
--	--	---	--

		<p>period of 2 years before the extension of the term of the rights expires</p> <p>Reason reducing area is High Voltage Electricity (SUTET).</p> <p>May 16, 2022</p> <p>Based on the interview with BPN of Pelalawan Regency that extension of Land Title (HGU) of PT IIS-Ukui I is still in the progress or data collections. According letter no. HP-01-03/1736-14/V/2022 dated May 13, 2022 which is response from National Land Agency Regional Office (BPN Kantor Wilayah) the Province of Riau, mention that there is still a lack of requirements as follows:</p> <ul style="list-style-type: none"> ○ Class assessment of the plantation ○ Business activities-letter statement owner ○ Benefits-proof implementation of the obligation facilitate the construction of the community for company that has not been carrying out liability at the time of the granting of the right ○ CSR implementation report. <p><u>Until surveillance audit conducted, the renewal of HGU still on progress. PT IIS Ukui I has taken action to fulfill the requirement of BPN Pelalawan Regency to complete the document required. According to interview with BPN confirmed that since the HGU renewal still in progress, PT IIS – Ukui I remain valid to operate the plantation activity, in addition company has hold valid plantation business permit (Izin Usaha Perkebunan) which still valid until this moment. Plantation Permit (IUP: Izin Usaha Perkebunan-Budidaya (IUP-B) based on Surat Keputusan Bupati Pelalawan No.Kpts.525.3/Dishutbun/2013/446 dated 05/29/2013 for 3,003.73 Ha. Ijin Usaha Perkebunan-Pengolahan (IUP-P) for PT Inti Indosawit Subur dated 05/29/2013.</u></p> <p>Based on Government Regulation No. 40 of 1996 concerning Cultivation Rights, Building Use Rights and Land Use Rights; Article 9:</p>	
--	--	---	--

		<p>(1) Cultivation Right Can be extended to the right applicant, if it fulfills the following requirements:</p> <ul style="list-style-type: none"> a. The land is still being managed properly in accordance with the circumstances, nature and purpose of granting the right. b. The conditions for granting these rights are fulfilled properly by the rights holders c. The owner of the right still meets the requirements as the holder of the right. <p>PT IIS Ukui 1 can extend the HGU in accordance with the above provisions because the land is still being well cultivated.</p>	
4.4.2	<p>Copies documents evidencing agreement- making processes and negotiated agreements detailing the FPIC process are available and include:</p> <p>4.4.2a Evidence that a plan has been developed through consultation and discussion held in good faith with all affected groups within the community, with specific assurances that vulnerable, minority and gender groups are asked for their opinions, and that information has been provided to all affected groups, including in it information about the steps taken to involve them in decision making.</p> <p>4.4.2b Evidence that the unit of certification has respected communities to give or withhold their consent to the operations at the time that these decisions were taken;</p>	<p>PT. Inti Indosawit Subur is long-established plantation with planting year since 1990. The land use-rights already obtained since 1989. The land status is clear, and no land disputes raised. Copies of documents evidencing agreement-making processes and negotiated agreement detailing the FPIC process are obsolete.</p> <p>PT. Inti Indosawit Subur is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. The land status is clear, and no land disputes raised. Copies of documents evidencing agreement-making processes and negotiated agreement detailing the FPIC process are obsolete.</p>	Complied

	<p>4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities. Including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.</p>	<p>PT. Inti Indosawit Subur is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. The land status is clear, and no land disputes raised. Copies of documents evidencing agreement-making processes and negotiated agreement detailing the FPIC process are obsolete.</p>	
<p>4.4.3</p>	<p>(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p>	<p>Ukui Estate: Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are available within HGU map namely "Peta Gambar Situasi Khusus". This map is attached within HGU certificate.</p> <p>Scheme Smallholders: Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are available within Certificate of Land Ownership or "Sertipikat Hak Milik" in each smallholder.</p>	<p>Complied</p>
<p>4.4.4</p>	<p>All relevant information is available in appropriate forms and languages, including assessment of impact, proposed benefit sharing, and legal arrangements.</p>	<p>Estate: PT Inti Indosawit Subur – Ukui Group is not acquiring any new land for oil palm plantation. The company does not restrict local people's access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on area statement documents of Ukui Estate, interview with communities (village representatives of Bagan Limau and Ukui village) and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>Scheme Smallholder: During field observation and interview with sample of smallholders at KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Potalo obtained information that there is no land dispute within smallholder's area since the plantation developed. Smallholders land</p>	<p>Complied</p>

		obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.	
4.4.5	(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.	<p>Estate: PT Inti Indosawit Subur – Ukui Group is not acquiring any new land for oil palm plantation. The company does not restrict local people's access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on area statement documents of Ukui Estate, interview with communities (village representatives of Bagan Limau and Lubuk Kembang Bungo village) and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>Scheme Smallholder: During field observation and interview with sample of smallholders at KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Potalo obtained information that there is no land dispute within smallholder's area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.</p>	Complied
4.4.6	There is evidence that implementation of agreement negotiated through FPIC is annually reviewed in consultation with affected parties.	<p>Estate: PT Inti Indosawit Subur – Ukui Group is not acquiring any new land for oil palm plantation. The company does not restrict local people's access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on area statement documents of Ukui Estate, interview with communities (village representatives of Bagan Limau and Lubuk Kembang Bungo village) and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p>	Complied

		<p>Scheme Smallholder: During field observation and interview with sample of smallholders at KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Potalo obtained information that there is no land dispute within smallholder’s area since the plantation developed. Smallholders land obtained based on government program “Transmigrasi” in early 1980’s, therefore all smallholders plots already have legal use rights.</p>	
<p>Criteria 4.5: No new plantings are established on local peoples’ land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			
<p>4.5.1</p>	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p>	<p>Estate: Unit of Certification is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. This company is one of pilot project by national government, therefore the existing area is origin from State Land and no land compensation was made. Also, there is not acquiring of new land for oil palm plantation. The company does not restrict local peoples access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Ukui Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>Scheme Smallholder: During field observation and interview with sample of smallholders at KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Patalo, there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program “Transmigrasi” in early 1980’s, therefore all smallholders plots already have legal use rights.</p>	<p>Complied</p>

4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities’ own representative institutions. All the relevant information and documents are made available, and community have option of resourced access to independent third-party advice through a documented, long-term and two- way process of consultation and negotiation.</p>	<p>Estate: Unit of Certification is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. This company is one of pilot project by national government, therefore the existing area is origin from State Land and no land compensation was made. Also, there is not acquiring of new land for oil palm plantation. The company does not restrict local peoples access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Ukui Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>Scheme Smallholder: During field observation and interview with sample of smallholders at KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Patalo, there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program “Transmigrasi” in early 1980’s, therefore all smallholders plots already have legal use rights.</p>	Complied
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say ‘agree’ or ‘not agree’ to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p>	<p>Estate: Unit of Certification is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. This company is one of pilot project by national government, therefore the existing area is origin from State Land and no land compensation was made. Also, there is not acquiring of new land for oil palm plantation. The company does not restrict local peoples access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with</p>	Complied

		<p>local community. Based on Ukui Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>Scheme Smallholder:</p> <p>During field observation and interview with sample of smallholders at KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Patalo, there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.</p>	
4.5.4	<p>To ensure local food and water security and as part of the FPIC process, SEIA participation and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of land allocations process.</p>	<p>Estate:</p> <p>Unit of Certification is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. This company is one of pilot project by national government, therefore the existing area is origin from State</p> <p>Land and no land compensation was made. Also, there is not acquiring of new land for oil palm plantation. The company does not restrict local peoples access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Ukui Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>Scheme Smallholder:</p> <p>During field observation and interview with sample of smallholders at KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Patalo, there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government</p>	Complied

		program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.	
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access information and advice, that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.	<p>Estate: Unit of Certification is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. This company is one of pilot project by national government, therefore the existing area is origin from State Land and no land compensation was made. Also, there is not acquiring of new land for oil palm plantation. The company does not restrict local peoples access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Ukui Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>Scheme Smallholder: During field observation and interview with sample of smallholders at KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Patalo, there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.</p>	Complied
4.5.6	Evidence is available that the communities or their representatives gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.	<p>Estate: Unit of Certification is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. This company is one of pilot project by national government, therefore the existing area is origin from State Land and no land compensation was made. Also, there is not acquiring of new land for oil palm plantation. The company does not restrict local</p>	Complied

		<p>peoples access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Ukui Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>Scheme Smallholder:</p> <p>During field observation and interview with sample of smallholders at KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Patalo, there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.</p>	
4.5.7	<p>After 15 November 2018, new lands will not be acquired for plantations and mills as a result of recent (after November 2005) expropriations in the national interest (eminent domain) without FPIC process, except in cases of smallholders benefitting from agrarian reform or anti-drug programmes.</p>	<p>Estate:</p> <p>Unit of Certification is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. This company is one of pilot project by national government, therefore the existing area is origin from State</p> <p>Land and no land compensation was made. Also, there is not acquiring of new land for oil palm plantation. The company does not restrict local peoples access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Ukui Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>Scheme Smallholder:</p> <p>During field observation and interview with sample of smallholders at KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Patalo, there is no land dispute within smallholders area since the</p>	Complied

		plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.	
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation.	<p>Estate: Unit of Certification is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. This company is one of pilot project by national government, therefore the existing area is origin from State</p> <p>Land and no land compensation was made. Also, there is not acquiring of new land for oil palm plantation. The company does not restrict local peoples access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Ukui Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>Scheme Smallholder: During field observation and interview with sample of smallholders at KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Patalo, there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.</p>	Complied
<p>Criteria 4.6: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.</p>			
4.6.1	(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.	<p>Estate: Unit of Certification is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. This company is one</p>	Complied

		<p>of pilot project by national government, therefore the existing area is origin from State</p> <p>Land and no land compensation was made. Also, there is not acquiring of new land for oil palm plantation. The company does not restrict local peoples access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Ukui Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>Scheme Smallholder:</p> <p>During field observation and interview with sample of smallholders at KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Patalo, there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.</p>	
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p>	<p>Estate:</p> <p>Unit of Certification is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. This company is one of pilot project by national government, therefore the existing area is origin from State</p> <p>Land and no land compensation was made. Also, there is not acquiring of new land for oil palm plantation. The company does not restrict local peoples access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Ukui Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p>	Complied

		<p>Scheme Smallholder: During field observation and interview with sample of smallholders at KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Patalo, there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.</p>	
<p>4.6.3</p>	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for smallholdings (if possible based on local law, customs and/or agreement).</p>	<p>Estate: Unit of Certification is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. This company is one of pilot project by national government, therefore the existing area is origin from State Land and no land compensation was made. Also, there is not acquiring of new land for oil palm plantation. The company does not restrict local peoples access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Ukui Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>Scheme Smallholder: During field observation and interview with sample of smallholders at KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Patalo, there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.</p>	<p>Complied</p>

4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented with evidence of the participation of affected parties and made available to them.	<p>Estate: Unit of Certification is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. This company is one of pilot project by national government, therefore the existing area is origin from State</p> <p>Land and no land compensation was made. Also, there is not acquiring of new land for oil palm plantation. The company does not restrict local peoples access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Ukui Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>Scheme Smallholder: During field observation and interview with sample of smallholders at KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Patalo, there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.</p>	Complied
Criteria 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place.	<p>Estate: Unit of Certification is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. This company is one of pilot project by national government, therefore the existing area is origin from State</p> <p>Land and no land compensation was made. Also, there is not acquiring of new land for oil palm plantation. The company does not restrict local</p>	Complied

		<p>peoples access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Ukui Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>Scheme Smallholder:</p> <p>During field observation and interview with sample of smallholders at KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Patalo, there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.</p>	
4.7.2	<p>(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.</p>	<p>Ukui I Estate:</p> <p>PT. Inti Indosawit Subur – Ukui Group has prepared a mechanism to identify and calculate fair compensation or loss of legal or customary rights to land set out in the standard operating procedure (SOP) "Prosedur Penyelesaian Sengketa Lahan No.AA-GL-5003-1-R2", dated 8th May 2015. The mechanism has taken into account FPIC Guide for RSPO Member 2015, whereby the procedure regulated information convey, negotiation, participative boundary measurement, involvement of other party and neighboring parties – in the boundary of the conflicted area (if any).</p> <p>Scheme Smallholders:</p> <p>Based on interview, KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Potalo, sampled smallholder member and relevant authority, Dinas Perkebunan Kabupaten Pelalawan (plantation agency); there was no case of land conflict between smallholder member and/or conflict with other party related to land status or boundary.</p>	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>Cooperatives have a conflicts resolution mechanism in “<i>Mekanisme Penanganan Konflik</i>” dated 1st August 2014. The mechanism explaining flow process to resolution on land conflict, with involvement of company, village government and all related agencies.</p> <p>There is no new planting within certified area of PT Inti Indosawit Subur – Ukui Estate and Ukui Plasma after November 2005. Currently, replanting activities are still in progress. All of the immature area was for replanting, for oil palm with planting year 1988, 1989, 1990 and 1991.</p>	
4.7.3	<p>Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.</p>	<p>Ukui I Estate: PT. Inti Indosawit Subur – Ukui has prepared a mechanism to identify and calculate fair compensation or loss of legal or customary rights to land set out in the standard operating procedure (SOP) “Prosedur Penyelesaian Sengketa Lahan No.AA-GL-5003-1-R2”, dated 8th May 2015. The mechanism has taken into account FPIC Guide for RSPO Member 2015, whereby the procedure regulated information convey, negotiation, participative boundary measurement, involvement of other party and neighboring parties – in the boundary of the conflicted area (if any).</p> <p>Scheme Smallholders: Based on interview, KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Potalo, sampled smallholder member and relevant authority, Dinas Perkebunan Kabupaten Pelalawan (plantation agency); there was no case of land conflict between smallholder member and/or conflict with other party related to land status or boundary.</p> <p>Cooperatives have a conflicts resolution mechanism in “<i>Mekanisme Penanganan Konflik</i>” dated 1st August 2014. The mechanism explaining flow process to resolution on land conflict, with involvement of company, village government and all related agencies.</p> <p>There is no new planting within certified area of PT Inti Indosawit Subur – Ukui Estate and Ukui Plasma after November 2005. Currently, replanting</p>	Complied

		activities are still in progress. All of the immature area was for replanting, for oil palm with planting year 1988, 1989, 1990 and 1991.	
Criteria 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrated that they have legal customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.	<p>Ukui I Estate and Scheme Smallholders:</p> <p>Based on documents review and interview with local government and local communities surrounding the company, it was noted that no customary land or legal rights within the company and scheme smallholder’s areas.</p> <p>All company plantation and scheme smallholder areas were issued with valid land title in the form of “Hak Guna Usaha/HGU” for company and “Sertifikat Hak Milik” for smallholder.</p> <p><u>Until surveillance audit conducted, the renewal of HGU still on progress. PT IIS Ukui I has taken action to fulfill the requirement of BPN Pelalawan Regency to complete the document required. According to interview with BPN confirmed that since the HGU renewal still in progress, PT IIS – Ukui I remain valid to operate the plantation activity, in addition company has hold valid plantation business permit (Izin Usaha Perkebunan) which still valid until this moment. Plantation Permit (IUP: Izin Usaha Perkebunan-Budidaya (IUP-B) based on Surat Keputusan Bupati Pelalawan No.Kpts.525.3/Dishutbun/2013/446 dated 05/29/2013 for 3,003.73 Ha. Ijin Usaha Perkebunan-Pengolahan (IUP-P) for PT Inti Indosawit Subur dated 05/29/2013. Based on interview with Farmer Group No. 4 and plot No. 28, 29, 104 and 116 and Farmer Group No. 96 and 97 plot no. 2155, 2217, 2215 and Farmer Group No. 60 and 61 plot No. 1303, 1304, 1223 and 1238, that the boundary markers between smallholder block, as well as boundary markers with neighboring farmer group has been established. There was no land dispute noted.</u></p>	Complied
4.8.2	(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties	<p>Ukui Estate:</p> <p>Unit of Certification is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. This company is one</p>	Complied

	<p>involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p>	<p>of pilot project by national government, therefore the existing area is origin from State Land and no land compensation with through FPIC mechanism was made. Also, there is no acquiring of new land for oil palm plantation.</p> <p>The company does not restrict local peoples access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Ukui Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>Scheme Smallholders:</p> <p>During field observation and interview with sample of smallholders at KUD Karya Bersama, KUD Bina Bersama, KUD Sawit Subur and KUD Bukit Potalo, there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.</p>	
<p>4.8.3</p>	<p>Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4).</p>	<p>Ukui Estate:</p> <p>Unit of Certification is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. This company is one of pilot project by national government, therefore the existing area is origin from State Land and no land compensation with through FPIC mechanism was made. Also, there is no acquiring of new land for oil palm plantation.</p> <p>The company does not restrict local peoples access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Ukui Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p>	<p>Complied</p>

		<p>Scheme Smallholders: During field observation and interview with sample of smallholders at KUD Karya Bersama, KUD Bina Bersama, KUD Sawit Subur and KUD Bukit Potalo, there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.</p>	
4.8.4	<p>For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).</p>	<p>Ukui Estate: Unit of Certification is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. This company is one of pilot project by national government, therefore the existing area is origin from State Land and no land compensation with through FPIC mechanism was made. Also, there is no acquiring of new land for oil palm plantation. The company does not restrict local peoples access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Ukui Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>Scheme Smallholders: During field observation and interview with sample of smallholders at KUD Karya Bersama, KUD Bina Bersama, KUD Sawit Subur and KUD Bukit Potalo, there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.</p>	Complied

Principle 5: Support smallholder inclusion
 Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.

Criteria 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices for FFB are publicly available and accessible by smallholders.	<p>Based on interview with management representative i.e. public affair staff, sustainability and plasma manager obtained information that the actual prices informed directly to the board of plasma or other FFB supplier. The actual prices also informed by messenger such as WhatsApp or by phone call.</p> <p>During the audit, Kebun Plasma Ukui has showed the FFB payment receipt period March, April and May 2022 in accordance with official FFB price that issued by FFB Pricing Team of Riau Province. All smallholder classified as up to 25 year which is the lower price due to the extraction that diminished. Sighted the payments record of KUD Karya Tani, KUD Mekar Abadi period March, April and May 2022. All payments have been complied with the pricing that stipulated by FFB Pricing Team of Riau Province.</p>	Complied
5.1.2	(C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.	<p>Based on document verification of Memorandum of Understanding (MoU) between the smallholders/KUD and PT Inti Indosawit Subur, the FFB pricing has followed the official FFB price stipulated by FFB Pricing Team of Riau Province. According to the local regulation in Riau Province, the FFB Price updated weekly. For example, minutes of meeting of FFB pricing meeting</p> <ul style="list-style-type: none"> No: 01/TPH TBS-III/2022 for period 20 – 26 March 2022. <p>The FFB payments conducted monthly. For example, there was a receipt of FFB payments period of March 2022 on behalf of KUD Karya Tani on 2 April 2022.</p>	Complied
5.1.3	(C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.	<p>Management of PT Inti Indosawit Subur – Ukui Group has committed to share the RSPO premium price in accordance with the agreement with the smallholders. Premium sharing is not distributed in the form of money but in the form of smallholder empowerment activities aimed to increase competence and competitiveness of smallholders based on participatory</p>	Complied

		<p>suggest from the smallholders. The distribution of premium sharing is agreed by smallholder.</p> <p>The premium sharing for Ukui Plasma period 2021 was distributed in April 2021. Ukui Plasma using the funds for:</p> <ul style="list-style-type: none"> • Installation of boundary poles • Providing PPE for harvester • Alternative income (cattle program, laying hens), this program is for empowerment of the smallholders' members, for example KUD Bina Usaha Baru and KUD Sawit Subur has received the laying hens including chicken food and also cattle program for smallholder members. • Purchasing the stationery and office equipment. • Providing hybrid coconuts seeds • Providing laying hens <p>Based on interview with the smallholder's representatives known that the training has given the positive insight to the smallholders to face the replanting period. Some smallholders have prepared the alternative income during the replanting with other business such as quail farm, goat and cows and domestic waste composting.</p>	
5.1.4	<p>(C) Evidences is available that all parties, including women and independent representative organization assisting smallholders where requested, are involved in the decision making processes and understand the contracts. These include involving finance, loans/credits, and re-payments through FFB price reductions for replanting and/or, other support mechanisms where applicable.</p>	<p>The smallholder's member of Ukui Plasma originated from government transmigration program on 1989 – 1991. Mostly from East Java, West Java and local communities (Riau Province). Based on information obtained during the onsite audit, some of smallholders' member were women. The annual meeting of KUD always invited all members and all the decision made involved the smallholder members, including women members.</p>	Complied
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p>	<p>Contracts are fair, legal and transparent and have an agreed timeframe, as seen in indicator 2.2.2.</p>	Complied

		<p>Based on interview with management representative ie. Public affair staff, sustainability and plasma manager obtained information that all the contract is signed by both parties.</p> <p>During this audit, management units has had several contracts related to third parties as follows:</p> <p>Mill:</p> <ol style="list-style-type: none"> 1. PT Tunas Harapan Baru (Solvent Plant Contractor) 2. PT Asia Raya Foundry (Palm Oil Extraction Plant Contractor) 3. PT Eon Metal (Palm Fibre Oil Extraction Plant Contractor) 4. CV Sumber Kencana (CPO/PK/CPKO Transporter) 5. CV Jasa Sahabat Abadi (CPO/PK/CPKO Transporter) 6. CV Jaya Pertama (CPO/PK/CPKO Transporter) 7. CV Teman Setia (CPO/PK/CPKO Transporter), Agreement Letter No. 08/VI/TS-IIS/2020 dated 4 June 2020. 8. PT Buana Jaya Bersama (CPO/PK/CPKO Transporter), Agreement Letter No. 03/VI/BJB-IIS/2020 dated 4 June 2020. <p>Ukui Estate:</p> <ol style="list-style-type: none"> 1. Jaya Barus (EFB transporter), Agreement Letter No. 001/E2KUK/I/22 dated 1 January 2022, valid until 31 December 2022. <p>Smallholder:</p> <p>In smallholder activity, FFB transport from their land to mill by using the association of FFB-Transporter (usually smallholder members that owned truck). For example, sighted the annual FFB-Transporter contract between KUD Bakti with Mr Tarimin, KUD Sumber Makmur with Mr. Jasman and KUD Bukit Potalo with Mr. Abas. Those three persons was (FFB-Transporter representatives).</p> <p>Based on interview with boards of KUD during the field visit, FFB transportation costs are billed to each farmer every month and paid</p>	
--	--	--	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		directly to the FFB-Transporter. The transportation costs are different for each KUD because the charges are in accordance with the agreement at the annual meeting of the KUD. There is no payment dispute so far.	
5.1.6	(C) Agreed payments are made in a timely manner and receipts specifying price, weigh, deductions and amount paid are given.	<p>Payments are made in timely manner and receipts specifying price, weight, deductions and amount paid are available. Sighted the evidence of smallholder's FFB payments period April 2022. For example: KUD Karya Tani on 21 March 2022 and KUD Mekar Abadi on 9 May 2022.</p> <p>The receipt signed by plasma assistant, head of KUD, head clerk, plasma clerk and head of smallholder group. Based on interview with board of KUD's obtain information that the payments have been made in a timely manner and receipts specifying price, weigh, deduction and paid given.</p>	Complied
5.1.7	Weighing equipment is verified by an independent third party on a regular basis.	<p>Weighbridge in Ukui I POM is verified by government agency annually. Latest verification was performed on 15 September 2021 by UPTD METROLOGI LEGAL Dinas Perindustrian dan Perdagangan Kabupaten Pelalawan. Weighbridge's calibration certificate sighted during audit:</p> <ul style="list-style-type: none"> • Surat Keterangan Hasil Pengujian Nomor: 510.3/DKUKMPP-UM/SKHP/2021/156, dated 15 September 2021, valid until 12 September 2022. Weighbridge Avery weigh Tronix; Serial Number 184350013; Type: ZM510; Capacity 50,000 kg. • Surat Keterangan Hasil Pengujian Nomor: 510.3/UPTMET/SKHP/2020/155, dated 15 September 2021, valid until 12 September 2022. Weighbridge Avery weigh Tronix; Serial Number 210950522; Type: ZM510; Capacity 50,000 kg. <p>According to certificate it was noted that verification results were comply to requirement, endorsed based on UU RI No. 2 Year 1981 concerning Metrology Legal.</p>	Complied
5.1.8	The unit of certification supports Independent smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholder on who runs the Internal	Based on review of agreement, the company carried out the development and provide supervision in KUD (Scheme Smallholder). The company	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

	<p>Controlling System (ICS), who holds the certificate, and who owns and sells certified materials.</p>	<p>support KUD in form of supervision in upkeep, fertilizer application, harvesting, FFB transport and implementation of RSPO P&C requirements. For independent Smallholder, supports is provided in the form of CSV Program (Create Share Value). Member of CSV who have cooperation with the company are Sutarno Kudin, Haluga, Samsuwar, Budi and Suhono. Form of support is the company give coaching to the independent smallholder related good agriculture practices, organisation and administration. Those independent smallholders expected to be certified in next few years.</p>	
<p>5.1.9</p>	<p>(C) The unit of certification has a grievance mechanism for smallholders, and all grievances raised are dealt with in a timely manner.</p>	<p>The company has established mechanism for handling grievance from external party as in "<i>Mekanisme Penanganan Keluhan Stakeholder</i>" dated 22 Apr 2019. Smallholders are including as external in the mechanism. The company has also provided channel to report if there is violation to the principles and objectives, through email whistleblow@rgei.com or phone (62) 81 2755 2528.</p> <p>Based on Interview with Head of Sungai Air Hitam Village, confirmed that on period 2021-2022 there is no complaint from the community around the plantation. It was also confirmed with smallholder sampled interview. Based on log book Buku Agenda Komplain, confirmed that there is no complaints from Stakeholders during period 2021-2022.</p>	<p>Complied</p>
<p>Criteria 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.</p>			
<p>5.2.1</p>	<p>The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p>	<p>PT IIS-Ukui Group always communicates with interested smallholders including women farmers to support their livelihoods especially those related to RSPO certification. Some of the company's activities that can be considered as supporting activities towards interested smallholders, among them:</p> <ul style="list-style-type: none"> • OHS (Basic Safety), conducted on 9 October 2021, attended by 30 farmers. 	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<ul style="list-style-type: none"> • First Aid Training, conducted on 28 August 2021, attended by 124 farmers. • Refresh of Best Management Practises on 12 February 2022, attended by 144 farmers. 	
5.2.2	The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).	<p>PT Inti Indosawit Subur – Ukui Group sets a scheme manager, with field assistant assigned for each cooperative to improve smallholder management, including productivity. Each year, company provisioned training program, aside from day-to-day operation monitoring by field assistant, e.g.:</p> <ul style="list-style-type: none"> • OHS (Basic Safety), conducted on 9 October 2021, attended by 30 farmers. • First Aid Training, conducted on 28 August 2021, attended by 124 farmers. • Refresh of Best Management Practises on 12 February 2022, attended by 144 farmers. 	Complied
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.	<p>Ukui I Mill supplied by own estates (Ukui Estate), smallholder from 9 KUD’s with total 3,914 smallholders and third party’s supplier. Based on interview with smallholder representatives from KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Potalo obtain information that entire land has been granted by government (private land title/SHM). According to the signboard in mill’s gate, Ukui I POM does not accept FFB from illegal sources (forest area or crop stolen). All FFB from third parties shall comply with regulation. Mill’s staff told that FFB Purchasing Department has set the procedures for their supplier as follows:</p> <ul style="list-style-type: none"> • New supplier shall propose their FFB purchased offer including submitted the name and land legality of each potential farmer. • FFB Purchasing Department verify the geolocation of potential farmer that submitted by the third parties. 	Complied

		<ul style="list-style-type: none"> • New supplier shall sign the agreement which stated to not send illegal FFB sources. This agreement will automatically be cancelled if any violation on this clause. • The FFB transporter shall signed the zero illegal FFB statement letter in security gate in each delivery note. <p>Asian Agri's through his subsidiary PT. Inti Indosawit Subur fully supported their smallholder to be certified by ensuring all FFB come from legal sources and comply with national regulation. They also shared best management practices in agronomy, environmental handling and safety procedures. For example, each plot received 4 unit barn owl box to help them control rat population.</p> <p>During the audit, auditor also obtain information that PT. Inti Indosawit Subur are now assisting the smallholders on replanting project in collaborated with local government. This aims to ensure that farmers produce palm oil sustainably.</p>	
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.	<p>Certificate Holder has assigned chemical weeding team (Tim Unit Semprot/TUS) in each estate/unit to handling chemical weeding activity. The team member originated from own workers (for own estate) and local communities (for smallholder). They regularly attended training on pesticide handling that conducted by the pesticide supplier in collaboration with local pesticide committee.</p> <p>Based on document review and interview with random pesticide applicator, they attended pesticide handling training on 24 May 2019. Some topics that discuss such as safety pesticide handling, national regulation related to pesticide, symbol and label awareness and emergency procedure if any contamination or poisonous.</p> <p>During the audit, auditor also interviewed some smallholder representatives and obtain information that the company has provide training session for them on how to be handling pesticide safely. For example, pesticide applicator shall use appropriate PPE during application,</p>	Complied

		no smoke, avoid the direction of wind blows and cleaned their body after application to reduce contamination.	
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.	<p>Annual review of progress of the smallholder support by Asian Agri's can be see and downloaded in Asian Agri's website https://www.asianagri.com/id/panel-keberlanjutan/laporan-keberlanjutan. That document is publicly available.</p> <p>Plasma manager (KLU) also described that PT Inti Indosawit Subur also helped the smallholder based on monthly management review of smallholder performance as follows:</p> <ul style="list-style-type: none"> • Assisted the KUD's to achieve the production and upkeep target. Until this audit, plasma area has been achieved 5% above the target. • Assisting the KUD's in replanting program. Until this audit, there is a record of approval by smallholder member in some KUD's. PT Inti Indosawit Subur as agreed to be bank guarantor for the financial scheme of replanting. <p>Based on field visit and interview with smallholder representatives, each KUD's has been supported in IPM program. They equipped with beneficial plant and barn owl box (4 unit each plot). Certificate holder also conducted training to ensure the smallholder's competency. For example:</p> <ul style="list-style-type: none"> • OHS (Basic Safety), conducted on 9 October 2021, attended by 30 farmers. • First Aid Training, conducted on 28 August 2021, attended by 124 farmers. • Refresh of Best Management Practises on 12 February 2022, attended by 144 farmers. 	Complied

Principle 6: respect workers' rights and conditions
 Protect workers' rights and ensure safe and decent working conditions.

Criteria 6.1: Any form of discrimination is prohibited.

<p>6.1.1</p>	<p>(C) A publicity available non-discrimination and equal opportunity policy is implemented in such way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p>	<p>PT Inti Indosawit Subur – Ukui Group has established the Company Policy on Equal Opportunities as documented in “Kebijakan Perusahaan”, dated 1st December 2019: <i>“Memperlakukan seluruh karyawan secara adil, baik dalam hal penerimaan, penilaian kondisi dan lingkungan kerja, serta keterwakilan tanpa memandang suku, kasta, asal Negara, agama/kepercayaan, cacat, gender, orientasi seksual, keanggotaan serikat pekerja, afiliasi politik dan atau umur”</i>- to treat all member of cooperative in fair manner, and respect human rights, and representative without any discrimination on tribe, race, caste, country of origin, religion/belief, disability, gender, sexual orientation, union affiliation, political affiliation or age.</p> <p>The policy was communicated to all workers in Ukui Estate.</p> <p>Promotion and upgrade are based on employee appraisal conducted annually as outlined in the Employee Assessment Form signed by the employee concerned, approved by the line manager and checked by the General Manager. The form indicates that there is no indication of employment discrimination in terms of ethnicity, caste, religion, disability, gender, sexual orientation, union membership, political affiliation and/or age,.</p> <p>Based on interviews with management and document verification, that there is no discrimination against employees in the recruitment process and also the promotion of positions or the appointment of employees as permanent employees.</p> <p>Scheme smallholders:</p> <p>Each Koperasi has established the policy related to no discrimination as per “Kebijakan Koperasi”, dated 1 February 2021. In point 9 was mentioned to treat all member of cooperative in fair manner, and respect human rights, and representative without any discrimination on tribe, race, caste, country of origin, religion/belief, disability, gender, sexual</p>	<p>Complied</p>
--------------	---	---	-----------------

		<p>orientation, union affiliation, political affiliation or age.</p> <p>The Policy was communicated to all smallholder member.</p> <p>Based on field visit on sample of smallholder member in KUD Karya Bersama, KUD Bina Sejahtera, KUD Bukit Potalo and KUD Sawit Subur they have understand of the ICS Policy.</p>	
6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers non-payment of recruitment fees.</p>	<p>Based on interview, workers were not aware of any cases of discrimination. Document review of salary payment month March – April 2022 did not find any evidence of discrimination.</p> <p>The workers and groups including local communities, women, and migrant workers have not been discriminated against</p>	Complied
6.1.3	<p>The unit of certification demonstrates that the recruitment selection, hiring access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p>	<p>PT Inti Indosawit Subur – Ukui Group has demonstrated the commitment that the recruitment selection, hiring access to training and promotion are based on skills, capabilities, qualities and medical fitness, such as:</p> <ul style="list-style-type: none"> – The company has prepared a procedure for hiring workers, regulated that hiring and promotion of workers based on skill, work experiences, and job evaluation. – In the recruitment process, the company has set the standard of competence that inferred in the Position Description and Job Profile. Recruitment selection, hiring and promotion has based on skills, capabilities, qualities, and medical fitness. – Job opportunities were communicated and given to surrounding villagers at first priority where no discrimination found observed during interview and related records of workers being employed. All workers has treated equally in accordance with company regulation including rights of worker as well. The compliance in accordance with national laws has evaluated by the organisation as described in criterion 2.1. Annuals performance evaluation result of worker has shown. – All discrimination has prohibited for all area in estate and mill. PKB also mentioned ban of discrimination for all workers in the organization. 	Complied

		<p>Procedure for worker recruitment (SDM-A-001-00) and procedure for employee assessment (HRD C- 002-00) was available and mentioned there was no discrimination treatment during recruitment and promotion process. Promotion of worker will be done base on work period, annual evaluation result, and availability of position.</p> <p>Promotion and upgrade are based on employee appraisal conducted annually as outlined in the Employee Assessment Form signed by the employee concerned, approved by the line manager and checked by the General Manager. The form indicates that there is no indication of employment discrimination in terms of ethnicity, caste, religion, disability, gender, sexual orientation, union membership, political affiliation and/or age.</p> <p>Sampe verified during audit:</p> <ul style="list-style-type: none"> - Promotion of 16 PHL (non permanent) workers to become permanent workers based on Memorandum No. #269-277ES-KUK/MEMO/06/21 June 24, 2021. The workers promotion is based on the assessment result including: skills, capabilities, qualities and medical fitness. Evidence of assessment result can be shown during audit. 	
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p>	<p>PT Inti Indosawit Subur – Ukui Group prohibits pregnant or breast-feeding women to perform chemical spraying. In order to mitigate, estate performed monthly pregnancy test.</p> <p>PT Inti Indosawit Subur – Ukui Group has kept the record that spraying is not conducted by pregnant or breast-feeding women. The company has been conducting PP Test (pregnant test) every month.</p> <p>Based on pregnancy test results period January – April 2022, all the female sprayer in well condition and not being pregnant nor breast feeding.</p>	Complied

<p>6.1.5</p>	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p>	<p>A gender committee was available in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>PT Inti Indosawit Subur – Ukui Group has implemented the policy related to protection of reproductive right; such as not hiring female for work activity with high risk; monthly pregnancy test for sprayer and fertilizer applicator; 6-monthly check up for sprayer and fertilizer applicator.</p> <p>Implemented policy on prevention of sexual harassment and violence against women, the policy is prominently displayed on notice boards at the Ukui I Mill and Ukui Estate.</p> <p>Based on interviews with female staff, workers and union representatives confirmed that the company implemented the sexual harassment policy.</p> <p>The program of Gender Committee of PT Inti Indosawit Subur - Ukui Group year 2021-2022, these included:</p> <p>a. Special activities:</p> <ul style="list-style-type: none"> • women-do clean Friday – pembersihan pada hari Jumat • Posyandu activities (integrated services post for toddlers) • Healthy activities for employees mothers • Socialization related to sexual harassment and violence against the women <p>b. Communication with the management related company employees complaints (especially female employees):</p> <ul style="list-style-type: none"> • Routine meetings at least 1 times a year • Socialization <p>Scheme Smallholders :</p> <p>Plasma Ukui Group has demonstrated the policy to prevent sexual harassment and violence against women in “Kebijakan Koperasi”, dated 1</p>	<p>Complied</p>
--------------	--	--	-----------------

		<p>February 2021, in point 6 was stated prevent sexual harassment and violence as well as protect reproductive rights for women.</p> <p>The policy has communicated to all scheme smallholders member and displayed in publication board in each KUDs office.</p> <p>Based on interview with management, there is no issues raised related gender, discrimination and/or harassment since year 2021-2022.</p>	
6.1.6	There is evidence of equal pay for the same work scope.	<p>The Company pays wages workers base on Decree of Governor Riau No. Kpts. 1272/XI/2021", dated 30/11/2021 for Upah Minimum Kabupaten/Kota in Province of Riau on 2022 which is IDR 3,030,598.54/month. The company composes the structure and scale of year 2022 wage period based on Permenaker No. 1 of 2017. This wage scale structure is a determination of the amount of wages for permanent workers (SKU-B) based on class, rank/position.</p> <p>The Company has already set wage standard based on wages set by the government recorded on Memorandum no. 049/HR-R02/MEMO/IV/2022, dated 30 April 2022; regarding: "Kenaikan Upah Pekerja Golongan SKUB" and also the determination of the daily wage for BHL (Daily workers) and PKWT employees (temporary workers) for period 2022. In this memorandum, it also determine the structure of wage for each level worker (SKU-H and AKU-B). The company has also issued salary slip to employees before salary is given The salary slip also contains basic salary, allowances, premium, labor health coverage (BPJS Ketenagakerjaan and Kesehatan) and deduction as well.</p> <p>Taken sample of salary slip for period April 2022. Based on sample salary slip, confirmed that the company has paid wages employees salary according to the working days and it is applied in a fair to all employees.</p>	Complied
<p>Criteria 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).</p>			

<p>6.2.1</p>	<p>(C) Documentation of pay and working conditions in accordance with applicable labour laws are available to the workers in national languages and explained to them in language they understand.</p>	<p>The Company has Collective Work Agreement (PKB) for period 2018-2020 which has been approved by the Director General of Industrial Relations and Social Security of Workers through Decision Letter no. B.319/PHIJSK/X/2018 dated 26 October 2018 concerning Registration of “PKB Badan Kerjasama Perusahaan Perkebunan Sumatera (BKS-PPS)” with Central Board of Federasi Serikat Pekerja Pertanian dan Perkebunan - SPSI. PKB is binding for all SKU-H and SKU-B levels. The PKB is valid for 2 years and build in Indonesian language. Currently renewal of PKB remain in progress. In the PKB document period 2018-2020, Article XXIV (concerning the validity of collective work agreement), explained that “if at the expiration date of this PKB and a new PKB has not yet been established, then this PKB shall remain in full effect until a new PKB has been established”.</p> <p>The PKB document regulates provisions regarding working time, wage system, assistance for sick days, absenteeism, tour of external services, overtime work, and payment of allowances while in the hold of state equipment. PKB is also provisions regarding premiums, payment of holiday allowances and bonuses, guarantees Social and Social Assistance, Work Equipment and Occupational Safety, Acceptance, Transfer of Promotions and Layoffs, Provisions for motorized vehicles for workers and educators, Company and Worker Obligations, Manpower Settlement Methods and the Termination of Company Regulations.</p> <p>Article V (Wages) regulates:</p> <ul style="list-style-type: none"> ▪ Wages ▪ Rice / Natura Supply Allowances ▪ Provisions concerning who is entitled to receive a rice supply, and ▪ Dependents of workers. <p>Company has had state about the wages for workers base on Decree of Gubernur Riau No. Kpts. 1272/XI/2021”, dated 30/11/2021 for Upah Minimum Kabupaten/Kota in Province of Riau on 2022 is IDR</p>	<p>Complied</p>
--------------	---	--	-----------------

**RSPO P&C Public Summary Report
Revision 13 (Apr 2022)**

		<p>3,030,598.54/month. The company composes the structure and scale of the 2022 wage period based on Permenaker No. 1 of 2017. This wage scale structure is a determination of the amount of wages for permanent workers (SKU-B) based on class, rank/position.</p> <p>The Company has already set wage standard based on wages set by the government recorded on Memorandum no. 049/HR-R02/MEMO/IV/2022, dated 30 April 2022; regarding: "Kenaikan Upah Pekerja Golongan SKUB" and also the determination of the daily wage for BHL (Daily workers) and PKWT employees (temporary workers) on period 2022. On this memorandum is also determine regarding structure of wage for each level worker (SKU-H and AKU-B). The company is also gives a scripts/slip salary to employees before salary is given, salary slip also contains basic salary, allowances, premium, labor health coverage (BPJS Ketenagakerjaan and Kesehatan) and deduction as well.</p> <p>During this surveillance audit, the wages used are still using the wages for the 2021 period, which is (IDR 120,800 per day), while for the application of wages for the 2022 period based on the governor's decision no. Kpts. 1272/XI/2021", dated 30/11/2021 will be issued as of January and the payment will be made in May 2022 (Rapel).</p> <p>Sampled list of employee wages/pays slips for April 2022 period:</p>	
--	--	---	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

Pay Slip Period April 2022 Ukui 1 Mill		Pay Slip Period April 2022 Ukui 1 Estate	
Nama	Hamdani	Nama	Amosi Lase
HK	19	HK	20
Upah Pokok	IDR 2.295.200	Upah Pokok	IDR 2.416.000
Premi Proses/Lembur	IDR 1.898.327	Premi Panen	IDR 1.584.682
Premi Giling	IDR 12.085	Premi Productivity	
Fring Benefit		Fring Benefit	
Others		Others	
Total	IDR 4.205.612	Total	IDR 4.000.682
Deduction		Deduction	
Jamsostek	IDR 90.706	Jamsostek	IDR 60.400
		BPJS-Kesehatan	IDR 30.306
		Loan	IDR 1.197.200
Total	IDR 90.706	Total	IDR 1.287.906
Take Home Pay	IDR 4.114.906	Take Home Pay	IDR 2.712.776
Pay Slip Period April 2022 Ukui 1 Mill		Pay Slip Period April 2022 Ukui 1 Estate	
Nama	Ardiansyah	Nama	Emaeli Laia
HK	18	HK	20
Upah Pokok	IDR 2.174.400	Upah Pokok	IDR 2.657.600
Lembur	IDR 1.648.729	Premi Panen	IDR 2.302.678
Premi Giling	IDR 8.057	Premi Productivity	
Fring Benefit		Fring Benefit	
Others		Others	
Total	IDR 3.831.186	Total	IDR 4.960.278
Deduction		Deduction	
Jamsostek	IDR 60.400	Jamsostek	IDR 60.400
		BPJS-Kesehatan	
		Loan	IDR 1.691.200
Total	IDR 60.400	Total	IDR 1.751.600
Take Home Pay	IDR 3.770.786	Take Home Pay	IDR 3.208.678

Scheme Smallholder:

Salary of scheme smallholder is accordance with the employment regulations that apply i.e based on Decree of Gubernur Riau No. Kpts. 1272/XI/2021", dated 30/11/2021 for Upah Minimum Kabupaten/Kota in Province of Riau on 2022 is IDR 3,030,598.54/month or IDR 121,224 per day.

Taken sample documents of wage:

- Receipt of harvesters' wages; on behalf of the Samsidi as harvester on KT 04 / plot no. 116 KUD Karya Bersama; on period April 2022 FFB harvest of 4,300 kg, with a wage of IDR 200 per kg, earners of IRD 860,000.
- Receipt of harvesters' wages; on behalf of the Hendri Yanto as

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>harvester on KT 300 / plot no. Lahap at KUD Bukit Patalo; on period April 2022 FFB harvest of 3,250 kg, with a wage of IDR 200 per Kg, earners of IRD 455,000.</p> <p>Based on sample of payment documents above, that the company and scheme smallholder determines minimum wages based on the Government regulation annually, the minimum wages in 2022 as regulated in Decree of Gubernur Riau No. Kpts. 1272/XI/2021", dated 30/11/2021. Based on review of payments slip, there is no worker paid below minimum wages.</p>	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed.</p>	<p>The PKB document regulates provisions regarding working time, wage system, assistance for sick days, absenteeism, tour of external services, overtime work, and payment of allowances while in the hold of state equipment. PKB is also provisions regarding premiums, payment of holiday allowances and bonuses, guarantees Social and Social Assistance, Work Equipment and Occupational Safety, Acceptance, Transfer of Promotions and Layoffs, Provisions for motorized vehicles for workers and educators, Company and Worker Obligations, Manpower Settlement Methods and the Termination of Company Regulations.</p> <p>Based on verification of documents and interviews with workers, each worker has a Work Agreement with company made in Indonesian as a language understood by all ethnic groups in PT IIS -UKUI Group. The Work Agreement Letter regulates Position, validity period and expiration of employment agreement, Obligations of workers, Placement/ Transfer/ Transfer, Payroll, Treatment, Annual leave, Worker Guarantee, Termination of employment, termination of employment and others.</p> <p>During this audit is still use payment on period 2021 based on the decree of the Governor of Riau No. Kpts. 1198/XI/2019 dated November 21, 2019 regarding the Minimum Wage regency/city in Riau Province in 2020 amounted to IDRj per month. The company will make rapel wage payments using the 2022 period wages in May 2022.</p>	Complied

		<p>The employment contract has explained the related period of agreement, wages and payment per day in accordance with the Governor's Decree on Wages in 2022), allowances (holidays and others), attachments related to disgraceful acts/actions; which explains related to discrimination, child labor, workers' code of ethics, sexual harassment and coercion or force labor, for example:</p> <ul style="list-style-type: none"> - Joint Work Agreement (PKB) on period 2018-2020, is a work agreement between PT IIS with members of the Cooperation Agency (BKS-PPS Sumatra plantation companies) in Aceh province, North Sumatra province of Riau and Jambi. PME is based in the Law No. 13 in 2003. - Employment Contract - Perjanjian Kerja Perjanjian Harian Lepas no. 159/KUK/SPK/VII/2022, dated 1 February 2022 on behalf of Fatimano Gulo for position harvester, valid until 30 February 2022. - Employment Contract - Perjanjian Kerja Harian Lepas no. 002/PKHL/KUK/X/2022, dated 2 February 2022 on behalf of Vishen Laksana for position upkeep, valid until 2 February 2022. - Employment Agreement - Perjanjian Kerja Pekerja Harian Lepas No. 030/ES-KUK/MEMO/01/22 dated 31 January 2022 on behalf of Martinus Zai as Upkeep worker valid until 31 January 2023 <p>Based on sample of workers contract above, that PT IIS Ukui I has implemented contract documents in accordance with applicable regulations. i.e UU. No. 11 Year 2021: UU Ciptsa Kerja.</p> <p>Scheme Smallholder:</p> <p>Scheme smallholder has provide employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice.</p>	
--	--	--	--

		Employment contract has comply with national legal requirement. Sampled of employment contract verified during audit. Based on sample of employment contract document, that Ukui I Scheme Smallholder has implemented and in accordance with the related regulations.	
6.2.3	(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, and other legal labour requirements.	<p>The employment contract has explained the related period of agreement, wages and payment (IDR. 120,800 per day in accordance with the Governor's Decree on Wages in 2020), allowances (holidays and others), attachments related to disgraceful acts/actions; which explains related to discrimination, child labor, workers' code of ethics, sexual harassment and coercion or force labor.</p> <p>Document sample taken:</p> <ul style="list-style-type: none"> - Overtime Letter Order- Surat Perintah Lembur (SPL) dated 30 April 2022 on behalf of Budi Utomo (Security) for patrol activity at 14.00 – 15.00 (1 hour). - Application for annual leave - Surat Permohonan Cuti on behalf of Ihwan Saleh Siregar (Nurse), annual leave will be carried out on 7 January – 12 January 2022 (5 days). <p>Based on document verification and interviews with several workers, that the application of working hours, overtime pay, leave entitlements and others has complied with applicable regulations and regulations.</p>	Complied
6.2.4	(C) The unit of certification provides adequate housing. Sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.	<p>Ukui 1 Estate and Mill</p> <p>The company provides basic need such as electricity and water to all workers. Detail of company facilities for employees are as follows:</p> <ul style="list-style-type: none"> - Ukui I Mill Housing, consist of Type B (2 units), type C (5 units), type D (14 units), Type E (86 units), - Ukui Estate Housing, consist of Type B (3 units), Type C 22 units), type D (26 units), type E (454 units) - Policlinic (1 unit), 	Complied

		<ul style="list-style-type: none"> - Mosque (1 units), - Church (1 unit), - Community hall (1 unit), - Kindergarden (1 units) - Elementary School (2 units) - Sport Centre (1 unit) - School bus (2 units), - The water supply is clean. Water quality is being checked and monitored on regular basis. <p>The company provides free clean water and subsidised electricity (from PLN) of IDR 40,000 per month per house.</p> <p>In order to ensure the water meets the PerMenKes No. 492 Tahun 2010 Quality of Clean Water (drinking water) Requirement, periodic water analysis is conducted. The latest analysis was conducted on 28 Jul 2021.</p>	
6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.	<p>Ukui 1 Estate and Mill</p> <p>Company is able to demonstrate effort in providing access to adequate, sufficient and affordable food: provision of rice allowance – aside from monthly salary to all eligible workers, cooperative organization for employee (Koperasi Karyawan – Waserda Koperasi Karya Bersama) is providing basic food necessities for all workers. Company is also accommodating weekly market for each estate; Sunday for Ukui Estate.</p> <p>Ukui Smallholder:</p> <p>The farmer member villages are a developed Transmigration Village. Provision of food can be obtained from existing markets in the village. Based on the results of field visits to the sample villages indicate that in the village was available weekly markets and stalls that provide basic necessities.</p>	Complied

6.2.6	<p>A DLW is paid to all workers in accordance with applicable regulations, including workers who work on a piece rate/quota basis, the calculation of which is based on a quota that can be achieved during regular working hours.</p>	<p>Ukui Group:</p> <p>The company determines minimum wages based on the Governor of Riau No. Kpts. 1272/XI/2021", dated 30/11/2021 for Upah Minimum Kabupaten/Kota in Province of Riau on 2022 is IDR 3,030,598.54/month or IDR 121,224 per day. Based on review of payments slip, there is no worker paid below minimum wages.</p> <p>As for the period of 2022 wage determination has not changed from based on the Decree of the Governor of Riau Year 2022 No. Kpts. 1272/XI/2021", dated 30/11/2021. The amount of basic wage based on the decision letter for Pelalawan Regency amounted to IDR 3,030,598.54 per month.</p> <p>In general, the UKUI Group including smallholders have calculated the Decent Living Needs using the calculation method as set out in the "RSPO Guidance for Implementing a Decent Living Wage", June 1, 2019. The company has conducted an account of the DLW for the 2022 period with data drawn from each Estate and POM.</p> <p>Based on the verification of documents the results of the 2022 DLW calculation shows that:</p>	Complied
-------	--	---	----------

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

PREVAILING WAGES PT IIS-UKUI GROUP			
In Kind Benefits	SKU	PHL	Average
Housing (Cost of building: 30 years)+(Annual Maintenance: Number of house):12 Months	IDR 409.120	IDR 409.120	IDR 409.120
Electricity & Water (Annual Cost of Water & Electricity: Number of houses):12 months	IDR 121.918	IDR 121.918	IDR 121.918
Education ((Total costs not includingteacher and non teacher labour cost + School transport + School building maintenance + food for children : " Number of workers)	IDR 25.412	IDR 25.412	IDR 25.412
Creche Facilities (TPA) (Building maintenance + food for children+ Suppliers+Caretaker cost): Number of workers	IDR 8.709	IDR 8.709	IDR 8.709
Healthcare (maintenance of clinic, medicine & medical material, ambulance transport cost + Cost of helathcare): number of workers	IDR 1.065	IDR 1.065	IDR 1.065
Food	IDR 234.692	IDR 26.545	IDR 114.174
Sport & Recreation Fac.	IDR 3.317	IDR 3.317	IDR 3.317
Total Cost of Kind Benefits	IDR 804.233	IDR 596.086	IDR 683.715
Average Monthly take home salary per worker	IDR 3.828.603	IDR 2.550.619	IDR 3.088.646
Total value of prevailing wage	IDR 4.632.836	IDR 3.146.705	IDR 3.772.362

Scheme Smallholder:

Calculation of DLW Cooperative employees period 2020, DLW Calculation of Family Workers (K-3) KUD

No.	Type of Cost	Value (IDR)	Remarks
1	Food Cost	Rp 2.107.875,00	
2	Housing Cost	Rp 1.371.014,00	
3	Non Food Non Housing Cost	Rp 2.381.458,00	
	Sub Total	Rp 5.860.347,00	
5	Total Living Basket	Rp 6.253.365,00	> 5%
6	FTE	Rp 1,04	
7	Net Living Wage	Rp 5.916.697,00	
8	Mandatory deduction	Rp 279.363,00	
	Gross DLW	Rp 6.196.061,04	

Piece rate/quotas calculation has been calculated based on the achievement of 7 working hours in accordance with applicable regulations (UU No. 13/2003), for example:

Calculation of labor harvest in Plasma:

- Ability to harvest power for 7 hours per day: 3,000 kg

		<ul style="list-style-type: none"> - Harvest area: 4 hectares - Job performance in 1 hour 429 kg / hour - Basic wages Based on the provisions of Prov. Riau: IDR. 120,800 per day - Price of harvest: IDR. 40 / kg - Price per hectare: IDR. 30,200 per Ha - Actual Harvest Costs (currently in effect): IDR 150 / Kg - There is a gap of: 273% positive. <p>Calculation of fertilizer labor piece rate:</p> <ul style="list-style-type: none"> - The ability to sow fertilizer for 7: 600 kg - Tonnage per hour: 86 Kg / hour - Basic wages Based on the provisions of Prov. Riau: IDR. 120,800 per day - Fertilizer wages: IDR. 201 / Kg - Actual fertilization wages (valid now): IDR. 200 / kg - There is a gap of: 0.66% positive. 	
--	--	--	--

PROCEDURAL NOTE:

The RSPO has published guidelines on the calculation of Decent Living Wage (DLW) in June 2019. Since Indonesia does not have DLW benchmark yet, the RSPO Secretariat will conduct a DLW benchmark study in accordance with the Global Living Wage Coalition (GLWC) and Indonesian laws and regulations.

In the meantime, until DLW benchmark for Indonesia is endorsed by the RSPO, the unit of certification carries out interim measures that was published by RSPO (dated 11 November 2019), including:

1. Payment of minimum wages in accordance with applicable regulations
2. Assessment of wages paid (prevailing wages) and in-kind benefits.

Once the DLW benchmark is available, this procedural note is no longer applicable.

<p>6.2.7</p>	<p>Permanent fulltime employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p>	<p>Based on the verification of employee data for April 2022 period, that: PT IIS – Ukui I has permanent and non-permanent employees (SKU and PHL).</p> <p>The unit of certification has identified those related to the main work in oil palm plantations based on the Circular Letter from GAPKI dated 8 February 2013 No. 073/GAPKI/II/2013 concerning the Circular on the Activity Flow of the Work Implementation Process in the Oil Palm Plantation Business Sector, stating that; only 2 (two) jobs that are the main activities in the Oil Palm Plantation industry, namely harvesting and processing products, the rest are supporting activities in accordance with Permenakertrans No. 19/2012 which implementation can be left to other parties.</p> <p><u>Ukui Estate:</u></p> <p>Ukui Estate use permanent fulltime employment for all core works as defined above (harvesting). Based on the employess master period April 2022, PT IIS – Ukui 1 still has temporary workers (Daily worker: PHL) who do harvesting, due to turn over of harvester</p> <p>The company has established a program for the appointment of PHL harvesters to Permanent workers (SKUH), as well as a program for the appointment/promotion of PHL harvest workers. This harvester employee appointment/promotion program has been submitted to the District Manpower and Transmigration Office of Pelalawan Regency and approved.</p> <p>The company has promoted the appointment of PHL harvesters, as follows:</p> <p>As of December 2021, there are still 72 PHL harvesters that must be promoted. The PHL harvester appointment program will be implemented for three years with details:</p> <ul style="list-style-type: none"> - Semester I of 2022, a promotion for the appointment of 9 harvesters of PHL has been proposed based on Memorandum No. ##/ES- 	<p>Non-compliance</p>
--------------	---	--	-----------------------

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>KUK/MEMO/05/22 dated May 10, 2022, then in semester II/2022 will be submitted in November 2022 as many as 9 harvesters,</p> <ul style="list-style-type: none"> - Promotion plan for the appointment of the next PHL harvester per year as many as 18 harvesters. <p>Temporary workers above is not only use for harvesting but will be use for another supporting jobs such as: upkeeping, pruning, EFB application). Estate manager and assistant monitor the temporary workers usage in accordance with labor regulation.</p> <p><u>Ukui I Mill:</u></p> <p>Ukui I Mill use permanent fulltime employment for all core works as defined above (Mill Processing). Based on the list of employees of Ukui I Mill up to may 2022, there were 127 employees consisting of 94 SKU employees (permanent) and 33 PHL employees (non permanent). Ukui I Mill has made a PHL employee appointment program that has been known and approved by the District Manpower and Transmigration Office. Pelalawan.</p> <p>Realization of the appointment/promotion of PHL employees until December 2021 as many as 12 workers based on Memorandum No. #137-42/HR-RO2/MEMO/SK/06/2021 dated June 21, 2021 and memorandum No. #01-07/HR-RO2/MEMO/SK/01/2022 dated January 30, 2022.</p> <p>In Semester II of 2022 10 PHL employees has been promoted to become permanent employee and Semester I of 2023 will be planed to promote 9 PHL employees to become permanent employee.</p>	
<p>Criteria 6.3: The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p>(C) A published statement recognizing freedom of association and right to collective bargaining in national languages is available and is</p>	<p>Ukui POM and Estate: PT Inti Indosawit Subur – Ukui Group has company policy signed by Managing Director on 01 December 2019. The policy stated company</p>	Complied

	<p>explained to all workers in languages that they understand, and is demonstrably implemented.</p>	<p>guarantee freedom of association or be part of worker union as well as collective bargaining.</p> <p>There is a worker union for Ukui Estate and Ukui I POM named "<i>Pengurus Unit Kerja (PUK) Serikat Pekerja Pertanian dan Perkebunan-Serikat Pekerja Seluruh Indonesia (PUK-SPPP-SPSI) PT Inti Indosawit Subur Kebun Ukui dan Pabrik Ukui Satu</i>" as per Surat Keputusan Pengurus Cabang Federasi SPPP-SPSI Kabupaten Pelalawan No.Kep. 17-A/PC-FSP.PP/K-SPSI/PLLW/10/2017" dated 15 October 2017 and valid for 5 years.</p> <p>Organization Structure of Pengurus Unit Kerja (PUK) Serikat Pekerja Pertanian dan Perkebunan (SPPP)- Serikat Pekerja Seluruh Indonesia (SPSI) PT Inti Indosawit Subur Kebun Ukui is as follows:</p> <ul style="list-style-type: none"> - Chairman : Natangsa Sembiring - Vice Chairman : Suwito : Rusli - Secretary : Hans Meliando - Vice Secretary : Sutrisno <p>PT IIS-Ukui Group workers union is registered in Dinas Tenaga Kerja (Manpower Agency) of Pelalawan Regency on 7 December 2006 as mentioned in "Tanda Bukti Pencatatan Serikat Pekerja" No. 004/Disnaker/PEN/SPPP-SPSI/2006 named PUK-SPPP-SPSI PT Inti Indosawit Subur Kebun Ukui.</p> <p>Sceheme Smallholder:</p> <p>Ukui scheme smallholder has had organization's policy: "<i>Kebijakan Manajer Group ICS</i>" dated 11 August 2020. Related the freedom of association, it has mentioned on point 12: "<i>Menghormati setiap karyawan KUD atau petani untuk membentuk atau menjadi anggota serikat pekerja serta berkumpul dan berserikat atau berorganisasi</i>". This policy is made</p>	
--	---	---	--

		<p>in Bahasa Indonesia, this is in order to facilitate understanding by all farmers.</p> <p>Its policy has been disseminated to all head of farmer group and farmer on 11 Augusts 2020 and attended by 83 farmers.</p>	
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or worker representatives who are freely elected, are documented in the national languages and available upon request.</p>	<p>Ukui POM and Estate:</p> <p>The union labour has 437 members, consisting of: Rank Plantation: 166 people, Ukui I Estate and Ukui I Mill: 271 people). Based on interviews with the head of the Tanjung Selamat Estate and Pangkatan Estate workers' unions, the management of PT IIS – Ukui Group did not intervene and influence in terms of establishing the organizational structure of the PT IIS – Ukui Group. Trade unions can freely recruit their members and as a sign of membership, the union also provides its membership card.</p> <p>Meeting with management of PT IIS-Ukui regularly carried out at least 6 monthly, the last meeting conducted on 24th April 2022 with an agenda discussion related to the determination of the wages of February employee period 2022 as well as wage increase harvest premium. Minutes meeting and attendance list of meeting was sighted during the audit.</p>	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers, including migrant and contract workers.</p>	<p>Ukui POM and Estate:</p> <p>PT Inti Indosawit Subur – Ukui Group has company policy signed by Managing Director on 01/12/2014. The policy stated company guarantee freedom of association or be part of worker union as well as collective bargaining.</p> <p>Based on the interview with the manager of the parent trade union as well as Estate Manager inti and plasma (Mr. Misgianto and Mr. Hendra Saragih), the management does not intervene in the formation/the establishment of a union manager, but the facility/office is indeed provided. Management also provides allowance to the workers ' Union</p>	Complied

		<p>officers to hold events related to the unions organization e.g. permission to hold board meetings, electing admins etc. PT IIS-UKUI Group has been established bipartite Cooperation Institute (LKS:Lembaga Kerjasama Bipartit) and meeting with management once a month.</p>	
Criteria 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p>	<p>PT Inti Indosawit Subur – Ukui Group has established a formal policy for the protection of children, including prohibition of child labour and remediation as per “<i>Kebijakan Perusahaan</i>”, signed by management on 01 December 2019. In point 14 stated: It is not allowed any children to work in each activities in operational.</p> <p>Verification of Ukui Estate employee data period April 2022 shows that no indication of worker with age below 18 years old during recruitment or at the present time.</p> <p>Sample verified:</p> <ol style="list-style-type: none"> 1. Dodi (PHL – Afdeling I), birthdate 05 June 2002 and joined on 01 October 2020 or at age 18 years and 4 months. 2. Yanuar Gori (PHL – Afdeling I), birthdate 14 January 2003 and joined on 17 January 2022 or at age 19 years and 1 months. <p>Scheme Smallholders:</p> <p>Group Manager has established the formal policy for the protection of children, including prohibition of child labour and remediation as per Cooperative Policy – “<i>Kebijakan Koperasi</i>” date 11 August 2020 In point 10 was stated “<i>Melarang anak-anak bekerja dalam setiap kegiatan operasional kebun</i>” – prohibit the children to works in operational smallholders.</p> <p>Based on document verification has shown that no indication of using child labour or worker under 18 years old. The youngest workers namely Mr. Jambri date of birth 4th April 1993 (dated of joined 1st May 2014), 20 years old and 6 months.</p>	Complied

<p>6.4.2</p>	<p>(C) Documented evidence on the fulfilment of worker’s minimum age requirements in accordance with applicable regulation and verification procedures for age requirements, are available.</p>	<p>Ukui I POM and Estate: PT Inti Indosawit Subur has established Company Policy dated 1 December 2019, that stated there is not allowed all children to work in every activities/processes in company. Company also has procedure for employee recruitment as per SOP AA-HR- 305.2 – RO Rekrutmen dan Seleksi Karyawan, dated 1 February 2009. Stated in Section 7.0; Tahapan Seleksi – usia minimum kandidat yang diterima adalah 18 tahun, minimum age employee hiring accepted was 18th years old. Data verified: 1. Dodi (PHL – Afdeling I), birthdate 05 June 2002 and joined on 01 October 2020 or at age 18 years and 4 months. 2. Yanuar Gori (PHL – Afdeling I), birthdate 14 January 2003 and joined on 17 January 2022 or at age 19 years and 1 months. Based on verification documents and interview with management, that the application of a minimum of age to employees have been applied in accordance with the rules and legislation that apply, minimum age is 18 years old. During hiring process, company verify the minimum age according to ID card (KTP – Kartu tanda Penduduk). The ID Card of applicant is one of requirement for hiring process. HRD or KTU (Head of administration) will check the applicant document particularly ID card to ensure the minimum age hired is 18th years old. Scheme Smallholder: Based on verification of employees register (harvester and manuring workers) and document of employments agreement (Surat Perjanjian Bersama) of KUD Bakti, KUD Bukit Potalo and KUD Sumber Makmur, there were found that a minimum age are met (the youngest of harvester born</p>	<p>Complied</p>
--------------	--	---	-----------------

		year 1984 – based on ID verification), for example: harvester name Kohir working at KUD Sumber Rejeki and harvester name Rahmat at KUD Bakti.	
6.4.3	(C) Young person maybe employed only for non-hazardous work with protective restrictions in place for that work.	<p>Ukui POM and Estate and Scheme Smallholder:</p> <p>As outlined in indicator 6.4.1, the company has a policy on the Prohibition of Child Labor as outlined in the company's "</p> <p>Based on verification of worker documents for period April 2022, there were no workers who are less than 18 years of age when hired as workers in Estate or Mill.</p>	Complied
6.4.4	The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.	<p>Ukui POM and Estate and Scheme Smallholder:</p> <p>Based on interviews with contractors, workers union officials, Group Manager committees and workers in field, showed that they have understood company policies to prohibit the use of child labor in all types of company operational activities.</p>	Complied
Criteria 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	(C) A policy to prevent sexual and all other form of harassment and violence is documented, implemented and communicated to all levels of the workforce.	<p>Ukui POM and Estate:</p> <p>PT Inti Indosawit Subur – Ukui Group has established a policy to protect the reproductive rights signed by Managing Director, dated 01st December 2019. The policy stated: "<i>Mencegah pelecehan seksual dan berbagai bentuk kekerasan terhadap perempuan serta melindungi hak-hak reproduksinya</i> (To prevent any sexual or physical abuses happen to women as well as to protect their reproductive rights)". This policy was disseminated on 28 June 2021 and March 2, 2022 to all workers and all level.</p> <p>There is a gender committee actively meets and discussing general agenda and other issue related to handling sexual harassment, dissemination of sexual harassment prevention.</p>	Complied

		<p>Implemented policy on prevention of sexual harassment and violence against women, the policy is prominently displayed on notice boards at the Mills and the Estates muster areas.</p> <p>Sceheme Smallholders:</p> <p>Plasma Ukui Group has demonstrated the policy to prevent sexual harassment and violence against women in "Kebijakan Koperasi", dated 1 February 2021, in point 6 was stated prevent sexual harassment and violence as well as protect reproductive rights for women.</p> <p>The policy has communicated to all scheme smallholders member on 11 September 2021 (attended by 30 participants/farmers) and displayed in publication board in each KUDs office.</p>	
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is documented, implemented and communicated to all levels of the workforce.</p>	<p>Ukui POM and Estate:</p> <p>PT Inti Indosawit Subur – Ukui Group has established a policy to protect the reproductive rights signed by Managing Director, dated 01st December 2019 and the policy stated that: "<i>Mencegah pelecehan seksual dan berbagai bentuk kekerasan terhadap perempuan serta melindungi hak-hak reproduksinya</i> (To prevent any sexual or physical abuses happen to women as well as to protect their reproductive rights)".</p> <p>The policy is prominently displayed on notice boards at the Mills and the Estates muster areas. Interviews of female staff, workers and union representatives confirmed that the company implemented the policy and no issue of violation of the policy.</p> <p>There is a gender committee formed by company and workers to handling the issue of sexual harassment and campaigning the prevention of sexual harassment.</p> <p>In the collective labor agreement also between the company and employees also regulates the provision of reproductive rights for women, such as: granting maternity leave for 3 months until postpartum, granting</p>	Complied

		<p>menstrual leave (2 days) for women who are menstruating and giving time to breastfeed while working. .</p> <p>Scheme Smallholders:</p> <p>Plasma Ukui Group has demonstrated the policy to prevent sexual harassment and violence against women in "Kebijakan Koperasi", dated 1 February 2021, in point 6 was stated prevent sexual harassment and violence as well as protect reproductive rights for women.</p> <p>The policy was communicated to all scheme smallholders member and displayed in publication board in each KUDs office.</p>	
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified in accordance with applicable regulations in Indonesia.</p>	<p>Ukui POM and Estate and Scheme Smallholder:</p> <p>Company Management has conducted surveys and consultations with female workers (20 female workers) using the direct interview method in period 2021-2022 to identify the needs of female workers who have children/babies under 5 years old and are still breastfeeding. From the results of the survey and consultation, there are some of the needs include:</p> <ul style="list-style-type: none"> • The need for health of baby and breastfeeding mothers • Immunization for new born baby. • Providing childcare facilities. • Allow special time off to nurse (breastfeeding) baby. <p>For breastfeeding mothers whose child is under 5 years, the company has provided child care (TPA) which is located at each division/Afdeling. In Child care space, the company provides a room for nursery and breastfeeding and time for 1 hour for breastfeeding mothers in need time to nursing his baby. The company also provide Integrated Healthcare Center (POSYANDU: Pos Pelayanan Terpadu) for mothers and baby health check every month.</p>	Complied

<p>6.5.4</p>	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, as long as the complaint is supported with adequate information, is documented, implemented and communicated to all levels of the workforce.</p>	<p>Ukui POM and Estate and Scheme Smallholder:</p> <p>PT Inti Indosawit Subur – Ukui Group has prepared procedure on a specific grievance mechanism which respects anonymity of complainants under Standard Operating Procedure, No. SOP:-HR-308.5-RO; Revision:0, 11/12/2009: Employees complaints: Submission and settlement.</p> <p>Mechanism for complaints management where it needs to protect its confidentiality for complaint submitter was found in company policy's as in one of points of this policies stated that: "to provide appropriate information for those who inquiry it and to protect its confidentiality for whistleblower cases in accordance to law regarding environmental and social issue, food safety, health and safety, so that it enables them to more participate to the decision making processes for improving company's performance.</p> <p>Record of complaint/specific grievance has demonstrated under "Buku Keluhan Karyawan". Up to April 2022 at Ukui 1 Estate there were 6 complaints/grievances recorded and each recommendation responses has followed up as well. The mostly of grievance or complaint from employees is related to the damage of housing and public facilities.</p> <p>Until this surveillance audit, there is no grievance or report of sexual harassment and abuse. This also confirmed during interview with sampled female workers, gender committee and labour union,</p> <p>The company has conducted training and socialization for prevention of sexual harassment in the workplace to the Gender committee members, sample seen on socialization date 11 January 2022 "Sosialisasi Pelecehan Seksual dan Kebijakan Hak Reproduksi".</p> <p>Based on the records of the routine meeting and interviews with management, that during the period 2021-ytd 2022 there were no cases related to women workers or sexual harassment.</p> <p>Scheme Smallholders:</p>	<p>Complied</p>
--------------	--	---	-----------------

		<p>The scheme smallholders have mechanism of consultation and communication in "Mekanisme komunikasi, konsultasi dan keluhan Kebun Plasma Ukui Group", dated 16th January 2018.</p> <p>Based on log book of record in the form of "Penerimaan Keluhan dan Tanggapan". On 2019 period, there was no grievance reported, all of complaints has been followed and recorded.</p>	
Criteria 6.6: No forms of forced or trafficked labour are used.			
6.6.1	<p>(C) All work is voluntary and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports; • Payment of recruitment fees; • Contract substitution without worker's consent • Involuntary overtime; • Lack of freedom of workers to resign • Penalty for termination of employment, unless the unit of certification and the workers agree to the penalty and it is stated in the employment agreement • Debt bondage • Withholding of wages 	<p>Ukui POM and Estate:</p> <p>Based on document list of employees' verification, there was no indication of forced labour, contract substitution and/or human trafficking. All employees have work agreement, regulating the rights and obligation of company and employee. The work agreement including working hour and salary payment.</p> <p>Based on the overtime, it was verified that there are no indications of an overtime order being forced. Overtime is carried out on approved order. There is no indication that there are workers who work due to debt bondage, nor are there any fees at the time of employee recruitment. All workers was determined based on the agreed work contract, if there is a worker who decide to stop work before the contract period ends, the company will conduct counseling / interview with the employee concerned and the decision taken is based on an agreement between the two parties.</p> <p>Based on document verification and salary payment, shows employee have paid in accordance to minimum wage regulation, as well as verification to the master list of employees April 2022 period, that there is no use of migrant/foreign/honorary worker.</p> <p>All employee including temporary workers have work agreement; regulating the scope of work, work agreement timeframe, working hour, salary payment, overtime and Jamsostek. Based on verification of master list of employees April 2022 period, there were no indication of contract</p>	Complied

		<p>substitution occurred. All employees have work agreement, explaining the rights and obligation including scope of work.</p> <p>Based on the interview with KTU as well as the document of recruitment, there was no indication that PT IIS and smallholder at Ukui 1 Group practices:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports • Payment of recruitment fees • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages <p>Based on verification of employee appointment documents for the period of 2021-2022, it was not identified that there is a process to retain identity cards, the granting of fees in the recruitment process, accidental overtime, giving jobs due to debts and withering wages. The company also provides freedom in relation to termination of work without any fines.</p> <p>Scheme Smallholders:</p> <p>Similar to estate and mill, there is no forced and trafficked labour has noted during assessment.</p> <p>KUD has a policy related to use of migrant worker inside "Kebijakan Koperasi". Based on document verification, there were no migrant worker used in cooperative.</p> <p>All worker in cooperative have work agreement. All of them already appointed as permanent worker.</p>	
--	--	---	--

6.6.2	<p>(C) Where temporary (Specified Time Work Agreement/PKWT) or migrant workers are employed, a specific labour policy and procedures are established and evidence of implementation is available.</p>	<p>Ukui I Group (Estate and POM)</p> <p>According the list of employees on period February 2021, Ukui 1 Group is still using employees with PKWT/PHL status as many as 411 people, i.e: PKWT as much as 10 and PHL as much as 401 people.</p> <p>PT IIS – Ukui Group PT Inti Indosawit Subur has issued Memorandum No. 085/EXT-PUS/08/2020 dated 12 August 2020 concerning Policy for the acceptance and appointment of employees of PT Inti Indosawit Subur – Ukui Group; where in the memorandum explained the acceptance of employees with PHL status, while workers who are directly related to production (harvesting, FFB loader, CPO and PK processing operators) are declared with PKWT status and will be evaluated and if it is feasible to be promoted as permanent workers.</p>	Complied
<p>Criteria 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p>			
6.7.1	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p>	<p>PT Inti Indosawit Subur – Ukui Group has appointed a person responsible on OHS implementation and monitoring. The safety committee has defined in all estate and POM under P2K3 (Panitia Pembina Keselamatan dan Kesehatan Kerja).</p> <p>Sample seen:</p> <ul style="list-style-type: none"> – Certificate of Supervision of Occupational Safety and Health Norms Occupational Safety and Health Expert on behalf of Kenni Jupen Hutagalung, Certificate number 5/5862/AS.02.04/IX/2021 dated 6 September 2021 – License "K3 Expert Authority Certificate No. Reg.101512/PK3/AJ/65/2021/P0 in the name of Kenni Jupen Hutagalung" valid until 6 September 2024. – "Decree of the Minister of Manpower of the Republic of Indonesia Number 5/9996/AS.02.04/XI/2021 concerning Appointment of General Occupational Safety and Health Expert on behalf of Kenni Jupen Hutagalung" dated 6 September 2021, valid for 3 years 	Complied

		<ul style="list-style-type: none"> - Record of monthly meeting (P2K3), sample seen for period January – March 2022, agenda meeting: review on previous OHS meeting, review of inspection of PPE usage, review on accidents report. - Quarterly report of OHS performance for period January – March 2022 and October – December 2021 was sent to Manpower Agency in Riau <p>Scheme smallholders: Each KUD has established a team responsible on implementation and implementation the OHS program e.g the structure of emergency responses in each KUD.</p>	
6.7.2	<p>Accident and emergency procedures in Indonesian language are in place and clearly understood by all workers. Assigned operatives trained in first aid are present in both field and other operations. First aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p>	<p>PT Inti Indosawit Subur – Ukui Group POM has defined the procedure for emergency response under Standar Operatonal Procedure – Environmental Field Procedure, such as:</p> <ul style="list-style-type: none"> - Nomor AA-KL-11-EFP tentang Penanganan Tumpahan di Laboratorium - Nomor AA-KL-14-EFP tentang Pengendalian Kebakaran Lahan - Nomor AA-KL-16-EFP tentang Pengendalian Tumpahan B3 dan Limbah B3 - Nomor AA-KL-17-EFP tentang Pengendalian Ledakan Boiler, Tabung Gas dan Lainnya - Nomor AA-KL-18-EFP tentang Pengendalian Gempa Bumi, Banjir dan Tanah Longsor - Nomor AA-KL-19-EFP tentang Tanggap Darurat Kabut Asap <p>PT Inti Indosawit Subur – Ukui Group POM has also pepared the procedure on work accident under "Standard Operasioanl Prosedur – Investigasi Kecelakaan Kerja nomor AA-SMK3-18001.02-R0", revision 0 dated 1st April 2018.</p> <p>Data verified – during onsite 2021:</p>	Non-compliance

		<ul style="list-style-type: none"> - Emergency response team has defined as in "Struktur Organisasi Tanggap Darurat" year 2022. - List of first aid kit (include portable first aid) as in "List Kebutuhan Obat-Obatan P3K updated in May 2022. <p>Emergency response and preparedness was completed as required by Agriculture Ministry, location in Workshop – Ukui Estate.</p> <p>Non-conformance :</p> <p>The organization have an emergency procedures but its implementation is inconsistent.</p>	
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace, to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p>	<p>PT Inti Indosawit Subur – Ukui Group has demonstrated the record of realization the OHS program 2021 including use appropriate personal protective equipment (PPE) which is provided free to all workers to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting, such as:</p> <ul style="list-style-type: none"> • Report of MCU for all workers in Ukui I POM and Ukui Estate conducted by "Focus Clinical Laboratory", dated 20 April 2022. The MCU was covered urine test, HSaAg and physical test. • Monitoring of emergency response and preparedness facilities, i.e: fire hydrant (5 units) and fire extinguisher (13 units), updated in March 2022, location in Ukui I POM. Based on field visit in Ukui I POM dated 18th May 2022, the performance of hydrant was well. • Report of OHS inspection report, location in Ukui I period January – April 2022 – reported OK for PPE usage, and OHS facilities (fire hydrant and fire extinguisher) • Based on pregnancy test results period January – April 2022, all the female sprayer in well condition and not being pregnant nor breast feeding. 	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<ul style="list-style-type: none"> • Ukui I POM - PPE Provision for all workers at mill are demonstrated as per "Bukti Serah Terima Alat Pelindung Diri Pabrik Ukui I". Sample seen: <ul style="list-style-type: none"> – Dated 10th January 2022 - <i>Bukti Serah Terima APD</i> safety shoes for Loading ramp station – Dated 11th January 2022 - <i>Bukti Serah Terima APD</i> safety shoes for processing operators • Ukui Estate - PPE provision for all workers at Ukui Estate are demonstrated as per "Bukti Serah Terima Alat Pelindung Diri". Sample seen: <ul style="list-style-type: none"> – Dated 11th January 2022 - PPE AP Shoes provision for fertilizer workers – Dated 11th January 2022 - PPE Hand Gloves provision for fertilizer workers in Ukui Estate • Scheme Smallholders - PPE provision for all workers at Ukui Estate are demonstrated as per "Bukti Serah Terima Alat Pelindung Diri". Sample seen: <ul style="list-style-type: none"> – PPE provision for spraying workers ICS Ukui Group: Apron, Uniform shirt, masker in 10th January 2022. – Record of OHS training dated 11th September 2021, location in GOR Kebun Ukui. For 2022, planned in August – September 2022. <p>Based on field visit during onsite audit in May 2022, there was found the harvester has used PPE as required in HIRADC</p>	
6.7.4	<p>All workers are provided medical care and covered by accident insurance. Costs incurred from work related incidents, leading to injury or illness, are covered in accordance with applicable regulations or by the unit of certification if applicable regulations do not provide protection.</p>	<p>PT Inti Indosawit Subur – Ukui Group has provided all normative rights for employee, such as salary as lined out in minimum wage for province level, leave entitlement, employees registered with social insurance for worker (BPJS), benefit for religious festival, provision of facilities (housing, electricity, clean water, medical clinic, school/school bus, worship house, personal protective equipment and working tools.</p>	Complied

		<p>PT Inti Indosawit Subur – Ukui Group has provided regular medical check-up for workers in high risk such as sprayer team, fertilizer applicator, workshop worker and mill operators.</p> <p>Data verified:</p> <ul style="list-style-type: none"> • Ukui Estate: Record for payment of works insurance (BPJS Ketenagakerjaan) period April 2022, amount IDR IDR 64,507,816 status PAID. • Ukui I POM: Record for payment of works insurance (BPJS Ketenagakerjaan) period April 2022, amount IDR IDR 4,785,740 status PAID. <p>Scheme smallholders:</p> <p>The government covers medical insurance for smallholders and it is optional. Based on interview with smallholders, most of farmers/smallholders has had insurance (BPJS Kesehatan Mandiri).</p> <p>Data verified:</p> <p>Evidence of payment period for BPJS TK and BPJS KS (medical insurance) month February – April 2022.</p>	
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics.	<p>PT Inti Indosawit Subur – Ukui I POM has been kept the record of occupational injuries using LTA metrics under “Data Laporan Kecelakaan Kerja” year 2021.</p> <p>Data seen:</p> <ul style="list-style-type: none"> – The occupational injuries reported 7 cases . Lost time injuries is 37 man-days – All the accident has carried out the inverstigation. The followed up on recommendation on result of investigation available as evidents. <p>Scheme Smallholders:</p>	Complied

		<p>The record of injuries has shown under document of "Monitoring Kecelakaan Kerja 2022", since 2018 to 2022 there were no injuries cases (Nill).</p> <p>Based on interview with sample of smallholder member, there was no injuries cases occurred.</p>	
<p>Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.</p>			
<p>Criteria 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.</p>			
<p>7.1.1</p>	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p>	<p>Own Estates</p> <p>According to the Agricultural Policy Manual SOP AA-APM-OP-1100.10. R6 <i>Pengendalian Hama dan Penyakit</i> (Pests & Disease Control), certificate holder has plan to implement integrated pest management.</p> <p>According to the interview with pest control officer in Ukui Estate obtain information that management has had a schedule to regularly monitored pest attack (census) as follows:</p> <ul style="list-style-type: none"> • Census of caterpillar/bag worm by monthly basis. • Census of <i>Ganoderma</i> annually. • Census rat infestation by recap the record of sortation in loading ramp. • Census of Barn Owl Box occupation in three monthly bases. <p>The last census in Ukui Estate has been conducted in second week of March 2022. Result of census shows that pest attack still under control (below the economic threshold) which is limit 5%.</p> <p>Scheme Smallholder:</p> <p>According to document verification, pest monitoring and control sighted pest management plan to conduct caterpillar/bag worm census in by monthly and barn owl box monitored in three monthly bases. Census was</p>	<p>Complied</p>

		<p>conducted by field supervisor that help by person that assign by board of KUD.</p> <p>During the field visit in own estate (Ukui Estate block B88 Afdeling 2) and scheme smallholder visually there was no issues related to the outbreak or infestation. Further, there were a usage of natural predator (<i>Tyto alba</i>) to reduce a rat infestation.</p>	
7.1.2	Invasive species are not to be used according to applicable regulation in managed areas, unless plans to prevent and monitor their spread are implemented.	The company only uses natural predators namely <i>Tyto alba</i> and <i>Sycanus dichotomus</i> in pest control efforts. Both predators are not recorded in invasive species according to the information listed on the website www.cabi.org on in global invasive species database http://www.iucngisd.org/gisd/search.php .	Complied
7.1.3	There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities.	Based on document verification, interview with management and stakeholders and field observation obtained information that there is no record use of fire for pest control.	Complied
Criteria 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.	<p>Own Estate</p> <p>Based on the document verification and interview with management, obtain information that there is only pesticide usage for chemical weeding and pest control (if needed). Recommendation of pesticide used are refer to SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (weed control) where explain the weeds type, weeding control methods and eradication, pesticide characteristic, and procedures of application (spraying volume, calibration, chemical weeding interval, target and sprayer maintenance).</p> <p>During the audit, found some pesticide list that usually used with active ingredients such as <i>isopropyl amine glyphosate</i>, <i>fluoroksifir</i>, <i>methyl metsulfuron</i>, <i>triklofir</i>, <i>diuron</i>, <i>diuron</i>, <i>lamda sihalotrin</i> and <i>2,4-D dimetil amina</i>, <i>bacillus thuringiensis berliner</i>, <i>ammonium glufosinat</i>, <i>acephate</i>, <i>copper oxide</i> and <i>mancozeb</i>. Certificate holder no longer using paraquat</p>	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

since 15 November 2019, according to the circular letter of Deputy Managing Director No. 008/DMD/MEMO/OCT/19 dated 22 October 2019. According to the national regulation, all pesticide used by the management unit has registered in agricultural ministry of Indonesia. It can be check in http://pestisida.id/simpes_app/index.php. PT Inti Indosawit Subur – Ukui already has a list of pesticides use that refers to the “Penggunaan Pestisida dan LD50 Tahun 2021” as follows:

Brand	Active Ingredient	LD50	WHO Class	Target use
Polydor 25EC	Lambda cyhalotrine	2625	III	Broadleaf weed
Kenlon 480EC	Trychlopyr butoxy ethyl ester	500	II	Broadleaf weeds, shrubs, woody weeds (wood saplings)
Meta Prima	Methyl metsulfuron	5000	III	Weeds with broad leaf
Thuricide HP	Bacillus thuringinensis	5000	III	Fire caterpillar (Those asigna)
Lindomin 865AS	Dimethylamine	2872	III	Broadleaf weeds
Supremo 480SL	Isopropil amina glifosat	5000	III	Weeds with broad and narrow leaf
Basta 150SL	Amonium glufosinat	2000	III	Weeds with broad and narrow leaf
Gulmaron 80WP	Diuron 80%	50	III	Broadleaf weeds
Sweeper 480SL	Isopropil amina glifosat	2700	III	Weeds with broad and narrow leaf

Scheme Smallholder

		<p>During the audit, sighted the list of pesticide recommendation (by active ingredients) that can used by smallholder such as isopropyl amine glyphosate, fluoroksifir, methyl metsulfuron and triklofir. During January 2021 – April 2022, the smallholders used pesticide with active ingredients isopropyl amine glyphosate, fluoroksifir and methyl metsulfuron. There is no record of parakuat diklorida usage.</p>																																																																							
<p>7.2.2</p>	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per Ha and number of applications) are provided.</p>	<p>Certificate holder has showed the record of LD50 calculation in each unit based on amount of pesticide used. For example, Kebun Luar Ukui has calculated the LD50 based on amount of active ingredients applied per Ha and number of applications. The records of pesticides as follows for Y2021:</p> <table border="1" data-bbox="1093 742 1966 1353"> <thead> <tr> <th>Brand</th> <th>Active Ingredient</th> <th>LD50</th> <th>Total Used</th> <th>Total Active Ingredient</th> <th>Ratio Active Ingredient /Ha</th> <th>Ratio per Kg production</th> </tr> </thead> <tbody> <tr> <td>Polydor 25EC</td> <td>Lambda cyhalotrine</td> <td>2625</td> <td>297</td> <td>142.56</td> <td>0.136</td> <td>0.000</td> </tr> <tr> <td>Kenlon 480EC</td> <td>Trychlopyr butoxy ethyl ester</td> <td>500</td> <td>25</td> <td>12</td> <td>0.011</td> <td>0.000</td> </tr> <tr> <td>Meta Prima</td> <td>Methyl metsulfuron</td> <td>5000</td> <td>851,097</td> <td>408,526.56</td> <td>389.815</td> <td>0.000</td> </tr> <tr> <td>Thuricide HP</td> <td>Bacillus thuringiensis</td> <td>5000</td> <td>28</td> <td>13.44</td> <td>0.013</td> <td>0.000</td> </tr> <tr> <td>Lindomin 865AS</td> <td>Dimethylamine</td> <td>2872</td> <td>25</td> <td>12</td> <td>0.011</td> <td>0.000</td> </tr> <tr> <td>Supremo 480SL</td> <td>Isopropil amina glifosat</td> <td>5000</td> <td>1,697</td> <td>814.56</td> <td>0.777</td> <td>0.000</td> </tr> <tr> <td>Basta 150SL</td> <td>Amonium glufosinat</td> <td>2000</td> <td>205</td> <td>98.4</td> <td>0.094</td> <td>0.000</td> </tr> <tr> <td>Gulmaron 80WP</td> <td>Diuron 80%</td> <td>50</td> <td>11</td> <td>5.28</td> <td>0.005</td> <td>0.000</td> </tr> <tr> <td>Sweeper 480SL</td> <td>Isopropil amina glifosat</td> <td>2700</td> <td>3,804</td> <td>1825.92</td> <td>1.742</td> <td>0.000</td> </tr> </tbody> </table>	Brand	Active Ingredient	LD50	Total Used	Total Active Ingredient	Ratio Active Ingredient /Ha	Ratio per Kg production	Polydor 25EC	Lambda cyhalotrine	2625	297	142.56	0.136	0.000	Kenlon 480EC	Trychlopyr butoxy ethyl ester	500	25	12	0.011	0.000	Meta Prima	Methyl metsulfuron	5000	851,097	408,526.56	389.815	0.000	Thuricide HP	Bacillus thuringiensis	5000	28	13.44	0.013	0.000	Lindomin 865AS	Dimethylamine	2872	25	12	0.011	0.000	Supremo 480SL	Isopropil amina glifosat	5000	1,697	814.56	0.777	0.000	Basta 150SL	Amonium glufosinat	2000	205	98.4	0.094	0.000	Gulmaron 80WP	Diuron 80%	50	11	5.28	0.005	0.000	Sweeper 480SL	Isopropil amina glifosat	2700	3,804	1825.92	1.742	0.000	<p>Complied</p>
Brand	Active Ingredient	LD50	Total Used	Total Active Ingredient	Ratio Active Ingredient /Ha	Ratio per Kg production																																																																			
Polydor 25EC	Lambda cyhalotrine	2625	297	142.56	0.136	0.000																																																																			
Kenlon 480EC	Trychlopyr butoxy ethyl ester	500	25	12	0.011	0.000																																																																			
Meta Prima	Methyl metsulfuron	5000	851,097	408,526.56	389.815	0.000																																																																			
Thuricide HP	Bacillus thuringiensis	5000	28	13.44	0.013	0.000																																																																			
Lindomin 865AS	Dimethylamine	2872	25	12	0.011	0.000																																																																			
Supremo 480SL	Isopropil amina glifosat	5000	1,697	814.56	0.777	0.000																																																																			
Basta 150SL	Amonium glufosinat	2000	205	98.4	0.094	0.000																																																																			
Gulmaron 80WP	Diuron 80%	50	11	5.28	0.005	0.000																																																																			
Sweeper 480SL	Isopropil amina glifosat	2700	3,804	1825.92	1.742	0.000																																																																			

7.2.3	(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.	Until this surveillance audit obtain information that there is no pesticide use for control pest attack. All of pesticide only using for weeding (herbicide). Based on interview with IPM supervisor and smallholder representatives known that no outbreak that causes pesticide usage.	Complied
7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in Indonesia best practice guidelines.	There was some pesticide usage especially in nursery and immature area to prevent pest infestation. For example, there was a record of pesticide (active ingredients Lamda sihalotrin) to prevent <i>Spodoptera litura</i> infestation. This prophylactic usage has followed the national guidelines such as dosage, interval and infestation rate. Also, in accordance with Asian Agri's Research and Development guidelines.	Complied
7.2.5	Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat, are not to be used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to: 7.2.5a Judgment of the threat and verify why this is a major threat.	Based on goods in and goods out data in pesticide store, obtained information that the type of pesticide the certificate holder used (different active ingredients). The company no longer using <i>paraquat diklorida</i> since November 2019. There is no use of other pesticide class 1A and 1B until the audit. Based on the document verification and interview with management, there is only pesticide usage for chemical weeding and pest control (if needed). Recommendation of pesticide used are refer to SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (weed control) where explain the weeds type, weeding control methods and eradication, pesticide characteristic, and procedures of application (spraying volume, calibration, chemical weeding interval, target and sprayer maintenance). During the audit, found some pesticide list that usually used with active ingredients such as <i>isopropyl amine glyphosate, fluoroksifir, methyl metsulfuron, triklofir, diuron, lamda sihalotrin and 2,4-D dimetil amina, bacillus thuringiensis berliner, ammonium glufosinat, acephate, copper oxide and mancozeb</i> . Certificate holder no longer using paraquat	Complied

		<p>since 15 November 2019, according to the circular letter of Deputy Managing Director No. 008/DMD/MEMO/OCT/19 dated 22 October 2019. To reduce the human and environmental risk, there is some continuous action that has been implemented as follows:</p> <ul style="list-style-type: none"> • Set up the pesticide rotation. For example, chemical weeding rotation is 4 times a year where the rotation in immature and early mature more often than mature and old palm. • Using the ultralow volume nozzle to minimize water consumption and reduce the risk for environment. During the field visit to the pesticide store sighted the micron herby system knapsack as example. • Conducted regularly training for pesticide applicator and equipped them with appropriate PPE's. • Delaying the pesticide if weed or pest is under control. According to the interview with estate manager obtain information that the pesticide rotation can be delayed or reduced especially in mature or old palm where weeds/pest population are under control. • Minimize contamination for pesticide applicator and their families by ensuring them to clean themselves before back home. 	
	<p>7.2.5b Why there is no other alternative which can be used.</p>	<p>According to IPM procedures, certificate holder always using biological approach in order to monitoring pest attack. For example, estate using <i>Tyto alba</i> to monitor rat infestation than using rodenticide.</p> <p>To maintain ground condition especially weeding control, certificate holder has had a procedures SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (Weed Control). This procedure has set the specific pesticide in with minimum risk in accordance with the target.</p>	
	<p>7.2.5c Which process was applied to verify why there is no other less hazardous alternative.</p>	<p>Certificate holder through Asian Agri's Research and Development Department has examined some pesticide in specific target. The result of examination and pesticide recommendation written in the SOP AA-APM-</p>	

		OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (Weed Control).	
	7.2.5d Process to limit the negative impacts of the application.	<p>SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (Weed Control) has set some procedures to reduce negative impact of the application as follows:</p> <ul style="list-style-type: none"> • Pesticide/herbicide selection to ensuring the application is effective. • Set up the appropriate nozzle in chemical weeding activity based on weed type, topography and availability of water. • Regularly spraying calibration to ensuring the application is effective and efficient. • Calculate pesticide/herbicide usage based on target (hectarage and weed type). • Spraying technic. 	
	7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.	<p>Certificate holder did not use pesticide to eradicated pest without the outbreak. If any census result shows the pest attack almost reach the economical threshold, they usually conducted campaign test using pesticide if needed.</p> <p>Chemical weeding activity has regularly set by management. For example, normally circle, path and collecting point weeding conducted 4 times a year in immature and mature area. Those application can be reduced in line with the palm ages.</p>	
7.2.6	(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they conduct.	<p>PT Inti Indosawit Subur – Ukui Group has assigned chemical weeding team (<i>Tim Unit Semprot/TUS</i>) in each estate/unit to handling chemical weeding activity. They regularly attended training on pesticide handling that conducted by the pesticide supplier in collaboration with local pesticide committee.</p> <p>Based on document review and interview with pesticide applicators, confirmed that they attended the last training on pesticide handling in</p>	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>February 2020. Some topics that discuss – safety pesticide handling, national regulation related to pesticide, symbol and label awareness and emergency procedure if any contamination or poisonous. The worker can describe purpose of PPE usage, attending regularly medical check and safety working procedures.</p> <p>Workers that perform herbicide spraying in Ukui Estate also perform spraying activity in smallholder plantation. Spraying team has been trained with pesticide handling training, agrochemical application training and limited pesticide training. Spraying team only handles herbicide to control the weed. Sprayers understood the type of chemical for each weed type, the hazard, the application and appropriate PPE use.</p> <p>During onsite audit, audit team has also interviewed sample of smallholder representatives in KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Potalo, and obtain information that the company has provide training session for them on how to be handling pesticide safely. For example, pesticide applicator shall use appropriate PPE during application, no smoke, avoid the direction of wind blows and cleaned their body after application to reduce contamination.</p>	
7.2.7	(C) Storage of all pesticides in accordance with recognized best practices.	<p>Location the pesticides storage in Ukui Estate.</p> <p>Pesticides are always applied in accordance with the product label and storage instruction. Agrochemical's storage was locked in areas with limited access. The storage was ventilated. MSDS and hazard symbol label were provided nearby of agrochemicals. Emergency shower and eyewash were also provided to anticipate in case of an emergency of agrochemical handling. The possible spillage was managed. Secondary containment was provided around the chemical storage area. Spill kit was also provided in the area. Interview with spraying workers demonstrated that all of them have a good knowledge regarding pesticide usage and its material usage and toxicity. PPE for handling of chemicals were provided including boots, apron, safety glass, respiratory mask and hand gloves. PPE used was</p>	Complied

		<p>appropriate according to recommendations in any risk assessments. PPE provided and used can be easily replaced if damaged. All precautions attached to the products properly observed, applied, and understood by workers.</p> <p>Based on a field visit to the Pesticides Storage dated 26th March 2021, there was found that:</p> <ul style="list-style-type: none"> - Permanent Buildings, - A good ventilation, - Permanent floor is cemented, the floor of the mixing of pesticides using ceramics, and equipped with a "spillage trap", - Eye wash shower, first aid box, PPE and Fire extinguisher are provided. - PPE room - Operation control: MSDS are available for all types of existing pesticides and the pesticide management and safety instructions are available - A package management/ used pesticide package is available - Water wash of pesticides containers collected in "spillage trap" - The flow of waste water is channeled and stored so that it is not discharged into the environment. The water used is used for its dilution. <p>All waste products has been identified and documented under the "Evaluasi Aspek-Dampak Lingkungan" (Environmental Aspect impacts) year 2021". Domestic waste is the main concern to be manage.</p> <p>Both Mill and Estate, has periodically schedule to manage the domestic waste.</p>	
7.2.8	All pesticide containers that are disposed of and/or used for other purposes are managed according to applicable regulations and/or instructions on the packaging.	All chemicals and empty containers collected and stored at permitted hazardous waste storage (Tempat Penyimpanan Sementara Limbah B3) location in Ukui Estate. According to permit hazardous waste can be	Complied

		<p>stored temporary 180 day until 360 days according to type of waste. Company has cooperated with licenced vendor to disposed the hazardous waste.</p> <p>All pesticides container is sent to the registered collector/transporter which approved by Environmental Ministry, namely PT Hazmat Techno Indonesia as mentioned in the indicator 7.3.2.</p> <p>The verified manifest document are as follows:</p> <ul style="list-style-type: none"> • <u>Hazardous waste (LB3) manifest for transport on March 18, 2022:</u> • Festronik Number KLHK-1650477714 – Clinical waste • Festronik Number KLHK-1651711731 – Waste lamp TL • Festronik Number KLHK-1650479273 – Used Oil Waste • Festronik Number KLHK-1650479986 – B3 used packaging waste • <u>Hazardous waste (LB3) manifest for transport on March 30, 2022</u> • Festronik Number. KLHK-1650480788 – Waste filter used • Festronik Number KLHK-1650479910 – Used Oil Waste • Festronik Number KLHK-1650481097 – B3 used packaging waste • Festronik Number KLHK-1651575806 – Waste of used cloth rags <p><u>Scheme smallholders:</u></p> <p>Group manager has a policy and mechanism to manage the waste from fertilizer sack according to procedure of "Prosedur Pemusnahan Wadah Bekas Bahan Kimia dan Diagram Alur Pembuangan Wadah Bekas Agrokimia". The fertilizer sack must be handled by triple rinse and use as loose fruit sack, the inner bag of fertilizer was delivered to collector.</p> <p>During field visit and interview with sample smallholder in KUD Karya Bersama, KUD Sawit Subur, KUD Bina Sejahtera and KUD Usaha Baru,</p>	
--	--	--	--

		they were well aware of the to manage the waste from ex fertilizer sack and empty chemical.	
7.2.9	(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.	Until this audit, there is no aerial application of pesticide throughout the company plantation and scheme smallholders	Complied
7.2.10	(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.	<p>Annual medical check-up was conducted for all workers handling with chemical, such as pesticide, herbicide and fertilizer.</p> <p>The latest medical check-up performed in January 2022 at company medical healthcare "Klinik Asian Ari Sehat Buatan" and attended by 110 workers, consisted of fertilizer applicators, spraying applicator and PIC in pesticides storage.</p> <p>The result of MCU has communicated to all workers in January 2022.</p> <p>Scheme smallholders:</p> <p>Medical check-up for smallholder's pesticide operator are include with Estate, because those chemical/spraying operators are work at Estate and Smallholders area. Sample: in KUD Karya Bersama and KUD Sawit Subur.</p>	Complied
7.2.11	(C) No pesticide-related work is carried out by pregnant or breastfeeding women, or people with medical limitations and they are offered other equivalent work alternatives.	<p>PT Inti Indosawit Subur – Ukui Group prohibits pregnant or breast-feeding women to perform chemical spraying. In order to mitigate, estate performed monthly pregnancy test.</p> <p>PT Inti Indosawit Subur – Ukui I POM has kept the record that spraying is not conducted by pregnant or breast-feeding women. The company has been conducting PP Test (pregnant test) every month.</p> <p>The last of pregnancy test conducted in April 2022. All the female sprayer in well condition and not being pregnant nor breast feeding.</p>	Complied
Note For 7.2.11			

Referring to Act No. 13 of 2003 concerning Manpower, Act No. 35 of 2014 concerning Child Protection, and taking into account the risks of hazards on palm oil plantations and mills on the development and physical, mental and social health of children, the national interpretation mandates that the unit of certifications does not employ people under the age of 18 for pesticide spraying. For this reason, the provisions of young workers under 18 years in indicator 7.2.11 are irrelevant.

Criteria 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.

7.3.1	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented in accordance with applicable laws and regulations.	<p>PT Inti Indosawit Subur – Ukui Group and Estate collects all hazardous waste from estates and mill into temporary hazardous waste storage in central workshop compound.</p> <p>PT Inti Indosawit Subur – Ukui Group has prepared a procedure to handle hazardous waste titled “Prosedur Penanganan Limbah B3” No.AA-KL-06-EFP explains methods to collecting the waste, recording in balance and disposal through licensed third party transporter.</p> <p>PT Inti Indosawit Subur – Ukui Group has been stored the hazardous waste in temporary storage with permit. The temporary hazardous waste storage has a valid permit based on “Surat Keputusan Badan Penanaman Modal dan Pelayanan Perijinan Terpadu nomor: KPTS-503/DPMTSP-LB3/2020/33, dated 29 December 2020, the license valid for 5 years. The hazardous waste is sent to the registered collector/transporter which approved by Environmental Ministry.</p> <p>A documented waste management plan to avoid or reduce pollution and its implementation available under document of Environmental Aspect-Impacts (Evaluasi Aspek-Dampak Lingkungan) year 2022. The document covered all operation in mill, estate and its smallholders.</p>	Complied
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.	PT Inti Indosawit Subur – Ukui Group has a waste management plan, identifying type and source of waste and the disposal plan. PT Inti Indosawit Subur prepared a procedure to handle hazardous waste titled “Prosedur Penanganan Limbah B3” No.AA-KL-06-EFP explains methods to collecting the waste, recording in balance and disposal through licensed third party transporter.	Complied

		<p>The company store hazardous waste in temporary storage with permit, The hazardous waste is sent to the registered collector/transporter which approved by Environmental Ministry, namely PT Hazmat Techno Indonesia.</p> <p>Document of agreements and third parties licenses :</p> <ul style="list-style-type: none"> • SPK for Transport and Management of LB3 between PT Inti Indosawit Subur and PT Hazmat Techno Indonesia and PT Non Ferindo Utama. 09/SPJ/LEG-IIS/III/21 dated 26 March 2021. The agreement period starts from 26 March 2021 to 31 December 2022. • PT Hazmat Techno Indonesia – B3 Waste Transportation and/or B3 waste collection based on the Decree of the Director General of Land Transportation No. SK.00107/AJ.309/I/DJPD/2018 dated May 9, 2018 is valid for 5 years and the Approval Letter from the Investment Service and One Stop Integrated Licensing Service Number 660/1798. • PT Non Ferindo Utama – B3 waste management services based on the Decree of the Minister of LHK RI No. S.914/Menlhk/Setjen/PLB.3/10/2019 dated October 18, 2019. • SPK for Transport and Management of LB3 between PT Inti Indosawit Subur and PT Hazmat Techno Indonesia and PT Pengolahan Limbah Industri Bekasi No. 10/SPJ/LEG-IIS/III/21 dated 26 March 2021. The agreement period is from 26 March 2021 to 31 December 2022. • PT Hazmat Techno Indonesia – B3 Waste Transportation and/or B3 waste collection based on the Decree of the Director General of Land Transportation No. SK.00107/AJ.309/I/DJPD/2018 dated May 9, 2018 is valid for 5 years and the Approval Letter from the Investment Service and One Stop Integrated Licensing Service Number 660/1798. • PT Pengolahan Limbah Industri Bekasi – B3 waste management services based on the Decree of the Minister of LHK RI No. S.31/Menlhk/Setjen/PLB.3/1/2019 dated January 21, 2019. 	
--	--	--	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<ul style="list-style-type: none"> • SPK for Transport and Management of LB3 between PT Inti Indosawitt Subur and PT Hazmat Techno Indonesia and PT Putra Restu Abadi No. 07/SPJ/LEG-IIS/III/21 dated 26 March 2021. The agreement period starts from 26 March 2021 to 31 December 2022. • PT Hazmat Techno Indonesia – B3 Waste Transportation and/or B3 waste collection based on the Decree of the Director General of Land Transportation No. SK.00107/AJ.309/I/DJPD/2018 dated May 9, 2018 is valid for 5 years and the Approval Letter from the Investment Service and One Stop Integrated Licensing Service Number 660/1798. • PT Putra Restu Abadi – B3 waste management services based on the Decree of the Minister of LHK RI No. S.575/Menlhk/Setjen/PLB.3/8/2020 dated 31 August 2020. <p><u>Hazardous waste (LB3) manifest for transport on March 18, 2022:</u> Festronek Number KLHK-1650477714 – Clinical waste Festronek Number KLHK-1651711731 – Waste lamp TL Festronek Number KLHK-1650479273 – Used Oil Waste Festronek Number KLHK-1650479986 – B3 used packaging waste</p> <p><u>Hazardous waste (LB3) manifest for transport on March 30, 2022</u> Festronek Number. KLHK-1650480788 – Waste filter used Festronek Number KLHK-1650479910 – Used Oil Waste Festronek Number KLHK-1650481097 – B3 used packaging waste Festronek Number KLHK-1651575806 – Waste of used cloth rags Records of Quarterly report of hazardous waste were seen and reviewed for Triwulan III- IV Y2021 and Triwulan I Y2022. Based on interview with workers who handles pesticides, they understood the disposal of empty pesticides containers, such as: Empty chemical</p>	
--	--	---	--

		containers re-used only for mixing purposes, unusable are triple rinsed, punctured and disposed to the approval collector.	
7.3.3	The unit of certification does not use open fire for waste disposal.	<p>All waste products has been identified and documented under the "Evaluasi Aspek- Dampak Lingkungan" (Environmental Aspect impacts). Domestic waste is the main concern to be manage. Both Mill and Estate, has periodically schedule to manage the domestic waste. The document of "Jadwal Pengangkutan Sampah 2021-202 untuk Karyawan Ukui Estate". Regulation of domestic waste management refer to "UU No. 18 Tahun 2008 tentang Pengelolaan Sampah".</p> <p>Group Manager of Plasma Ukui has defined the procedure "Pengelolaan Kemasan Ex (Bekas) Pupuk di Kebun" No. 035/DOK/SOP/PT.IIS KLB-AA/2016 dated 2 December 2016. All fertilizer bags was prohibit to dispose in plantation and housing area. All the fertilizer bags usage must be identified and reported to Group Manager.</p> <p>Based on field observation in Ukui Estate, it was found no use of open fire for waste disposal.</p>	Complied
Criteria 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts is documented.	<p>Own Estates</p> <p>Both own estate and smallholder has procedure related to manage soil fertility (see detail in indicator 3.3.1). The implementation of manuring is based on fertilizer recommendation that set by Asian Agri's Research and Development Department. Fertilizer dosage has set according to the soil needed refer to SSU/LSU.</p> <p>The management unit has applied fertilizer according to the fertilizer's recommendation issued by Asian Agri Research and Development Department. Based on field visit in Block F16 Afdeling 2 using MOP with dosage 1.75 gr/palm (this is in accordance with fertilizer's recommendation 2021).</p> <p>Scheme Smallholder:</p>	Complied

		<p>Based on interview with plasma manager obtain information that the fertilizer recommendation set by Asian Agri’s Research and Development Department. No fertilizer applied in riparian area to minimize environmental impact.</p> <p>In addition, management unit also applied POME application especially in early mature area to maintain soil fertility and increase production. The POME applied with dosage 800 m3/Ha/year.</p> <p>Based on interview with smallholders, most of their plots is no longer applied with fertilizer due to in replanting preparation in 2023.</p>	
7.4.2	Analysis of tissue samples (e.g. leaves) and soil on a regular basis to monitor and manage changes in soil fertility and plant health is documented.	<p>Based on document verification sighted the report of soil and leaf sampling in own estate and smallholders as follows:</p> <ul style="list-style-type: none"> • The last soil sampling conducted on 27 May 2016. Parameter that tested is N, C, K, Ca, Mg and pH. Result of leaf sampling analysis are presented in Soil Analysis Lab, No. Lab 1652581 – 1652585 Code of Sample Profile P6. • The last leaf sampling conducted on 16 April 2021. Parameter that tested is major element (Ash, N, P, K Mg, Ca) dan Minor element (B, Cu, Zn, Mn, Fe). Result of leaf sampling analysis are presented in Leaf Analysis Result Lab. ref.078/INT/R&D/MEI/L/2021 AFD I, dated 16/04/2021, 44 samples; Lab. ref. .078/INT/R&D/MEI/L/2021 AFD II dated 16/04/2021, 42 samples; Lab. ref. .078/INT/R&D/MEI/L/2021 AFD III dated 16/04/2021, 10 samples; Lab. ref. .078/INT/R&D/MEI/L/2021 AFD IV dated 16/04/2021, 4 samples <p>These reports are converted for fertilizer recommendation by Asian Agri’s Research and Development Department.</p>	Complied
7.4.3	A nutrient recycling strategy is in place, which include the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.	<p>There was nutrient recycling strategy performed by PT. IIS Ukui Group such as land application from POME (Palm Oil Mill Effluent) and Empty fruit bunch (EFB) application. POME or liquid waste from mill used as Land application, it gives nutrient for palm oil plantation.</p>	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

PT IIS Ukui I POM has a permit of Land Application as per "Keputusan Kepala Dinas Penanaman Modal dan Pelayanan terpadu Satu Pintu Kabupaten Pelalawan "Izin Pemanfaatan Air Limbah Industri Minyak Sawit ke Tanah Perkebunan Kelapa Sawit (Land Application) atas nama PT IIS Ukui.

EFB were applied based on the recommendation from R&D in terms of dosage per ha and location. EFB were applied in Ketapang Agro Lestari Estate by manually. EFB were not applied nearby housing and water spring. Empty fruit bunch application was performed as mulch ground cover and added of organic material. Records of EFB application in Ketapang Agro Lestari Estate are available.

EFB and POME application in 2021 and 2022 (until April):

2021

Month	POME (m ³)	EFB (MT)
January	20,799	2,222
February	16,979	3,773
March	16,846	3,065
April	19,227	2,365
May	19,688	3,857
June	21,703	4,300
July	20,780	957
August	22,152	3,199
September	19,938	2,238
October	17,702	1,752
November	21,930	1,465
December	24,227	1,091
Total	241,971	30,284

2022

Month	POME (m ³)	EFB (MT)
January	22,164	1,526

		<table border="1"> <tr> <td>February</td> <td>19,370</td> <td>2,474</td> </tr> <tr> <td>March</td> <td>21,824</td> <td>1,608</td> </tr> <tr> <td>April</td> <td>21,057</td> <td>3,434</td> </tr> <tr> <td>Total</td> <td>84,415</td> <td>9,043</td> </tr> </table>	February	19,370	2,474	March	21,824	1,608	April	21,057	3,434	Total	84,415	9,043	<p>Certificate holder has implemented EFB application in estate with dosage 30 – 50 ton/Ha in normal soil and POME with dosage 750 m3/Ha only Ukui Estate which is near the Ukui I mill.</p> <p>During the audit the management unit has applied fertilizer according to the fertilizer’s recommendation issued by Asian Agri Research and Development Department. Based on field visit in Block F16 Afdeling 2 using MOP with dosage 1.75 gr/palm (this is in accordance with fertilizer’s recommendation 2021).</p> <p>Scheme Smallholder:</p> <p>Based on interview with plasma manager there is no longer EFB application at this time since their area has include in replanting plan in 2023. Interview with smallholder representatives revealed that only KUD Bukit Potalo that still applied the fertilizer according to recommendations. Whilst the KUD Sumber Makmur and Bakti does not applied fertilizer due to replanting plan.</p>					
February	19,370	2,474																		
March	21,824	1,608																		
April	21,057	3,434																		
Total	84,415	9,043																		
7.4.4	Records of fertilizer inputs are maintained.	<p>The result of leaf sampling analysis, soil sampling analysis along with visual analysis, planting material, planting age and rain fall are considered in proposing the Fertilizer Recommendation.</p> <p>Fertilizer Recommendation and realization for year 2022:</p> <table border="1"> <thead> <tr> <th>Fertilizer</th> <th>Recommendation (Kg)</th> <th>Realization (Kg)</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Urea</td> <td>245,260</td> <td>59,994</td> <td>24.5</td> </tr> <tr> <td>RP</td> <td>286,119</td> <td>-</td> <td>-</td> </tr> <tr> <td>MOP/KCL</td> <td>456,395</td> <td>181,053</td> <td>39.7</td> </tr> </tbody> </table>	Fertilizer	Recommendation (Kg)	Realization (Kg)	%	Urea	245,260	59,994	24.5	RP	286,119	-	-	MOP/KCL	456,395	181,053	39.7		Complied
Fertilizer	Recommendation (Kg)	Realization (Kg)	%																	
Urea	245,260	59,994	24.5																	
RP	286,119	-	-																	
MOP/KCL	456,395	181,053	39.7																	

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		Dolomite	304,736	304,738	100.0
		HGFB	18,307	-	-
		Ammonium Chloride-NH4Cl	76,603	76,604	100.0
Fertilizer Recommendation and realization for year 2021:					
		Fertilizer	Recommendation (Kg)	Realization (Kg)	%
		RP	624,837	597,798	95.7
		MOP/KCL	1144,720	957,241	83.6
		Kiesrite	118,515	118,517	100.0
		Dolomit	446,572	433,314	97.0
		HGF Borate	44,106	44,107	100.0
		Hi Kay	129,574	129,475	100.0
		Ammonium Chloride-NH4Cl	1,255,186	1,240,093	98.8

Criteria 7.5: Practices minimise and control erosion and degradation of soils.

7.5.1	(C) Maps that identify marginal and fragile soils, including steep sloped land are available.	<p>Estates</p> <p>Asian Agri’s Research and Development Department has conducted soil survey semi detail in PT Inti Indosawit Subur (Ukui Estate) on 2010. Based on the report found the soil taxonomy refer to USDA 2006 as follows:</p> <ul style="list-style-type: none"> • Typic Dystrudepts (72.1% from the total area) • Typic Endoaquepts (24.5% from the total area) • Typic Placaquods (2.5% from the total area) • Typic Haplosaprist (0.9% from the total area) 	Complied
-------	---	---	----------

		<p>Topography:</p> <ul style="list-style-type: none"> • Flat – undulating (0 – 8%) → 15.15% from the total area • Rolling (8 – 15%) → 36.29% from the total area • Rolling - Hilly (15 – 30%) → 45.68% from the total area • Steep (>30%) → 2.88% from the total area <p>Based on field visit in Ukui Estate sighted ground management in steep area as follows:</p> <ul style="list-style-type: none"> • Terracing in contour area. • Frond stacking alongside the contour. • No chemical in <i>Neprolephis bisserata</i>. • EFB application. <p>Scheme Smallholder:</p> <p>Asian Agri’s Research and Development Department has conducted soil survey semi detail in Smallholder Area of PT Inti Indosawit Subur in 2010. Based on the report found the soil taxonomy refer to USDA 2006 as follows:</p> <ul style="list-style-type: none"> • Typic Dystrudepts (49.26% from the total area) • Typic Endoaquepts (46.71 % from the total area) • Typic Haplosaprist (4.03% from the total area) <p>Soil topography:</p> <ul style="list-style-type: none"> • Flat – undulating (0 – 8%) → 58.83% from the total area • Rolling (8 – 15%) → 7.06% from the total area • Rolling - Hilly (15 – 30%) → 34.11% from the total area <p>These maps are available in each unit.</p>	
--	--	--	--

7.5.2	The replanting of palm oil is not conducted extensively on steep terrain in accordance with applicable regulations.	Based on field visit in slope area especially in replanting areas known that the management unit has provide terrace contour. For example, in replanting area, Block B88b Afdeling 2. There is no fire usage during that process. The management unit also provide legume cover crop to minimize the soil erosion.	Complied
7.5.3	New palm oil planting is not conducted on steep terrain in accordance with applicable regulations.	There is no new palm oil planting in Ukui Estate.	Complied
Criteria 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	(C) Evidence of long-term land suitability for oil palm cultivation, soil maps or soil surveys that identify marginal and fragile soils, including steep terrain are available, in planning and operations.	Certificate holder through Agri Agri's Research and Development Department has conducted soil mapping 2010. They also had SOP AA-APM-OP-1100.05-R3 dated 23 November 2016: <i>Konservasi Tanah dan Air</i> (Soil & Water Conservation) as guidance for soil conservation in each topography. During this audit, auditor has been confirmed that there is no new planting (land extension) of PT Inti Indosawit Subur or plasma area. It is only replanting activity that conducted in 2015.	Complied
7.6.2	Extensive planting on marginal and fragile soils is avoided or, if necessary, carried out according to the best-practice soil management plan.	During this audit, auditor has been confirmed that there is no new planting (land extension) of PT Inti Indosawit Subur or plasma area. It is only replanting activity that conducted in 2015. Replanting activity in steep area using a terrace contour for soil conservation.	Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.	During this audit, auditor has been confirmed that there is no new planting (land extension) of PT Inti Indosawit Subur or plasma area. It is only replanting activity that conducted in 2015. Replanting activity in steep area using a terrace contour for soil conservation.	Complied
Criteria 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			

<p>7.7.1</p>	<p>(C) No new planting on peatlands, regardless of depth, after 15 November 2018, in existing plantation areas, as well as in new development areas.</p>	<p>Based on Semi Detail Soil Map scale 1:25,000, there is no peat soil in Ukui Estate and Ukui Plasma area. There are 4 types of soil in Ukui Estate and Plasma Ukui area, namely:</p> <ol style="list-style-type: none"> 1. Typic Dystrudepts 2. Typic Endoaquepts 3. Typic Haplosaprists 4. Typic Placaquods <p>Soil survey semi detail has been carried out by Research and Development Department Asian Agri. According to result of soil survey analysis report dated 27/05/2019, sample seen:</p> <ul style="list-style-type: none"> • Division I, Block A88f/1988, landform: hilly, Material: sandstone and batu liat, Topography 8 - 15%, humidity regim: Udik, temperature regim: Isohipetermik, Drainage clas: good, effective solum: 120 cm, ground water >150 cm. • Division II, Block B89f/1989, landform: hilly, Material: sandstone and batu liat Topography 15-30%, humidity regim: Udik, temperature regim: Isohipetermik, Drainage clas: good, effective solum: 100 cm, ground water >150 cm. • Division III, Block C89b/1989, lanform: dataran/flat, Material: sandstone and batu liat, topography 0 – 8 %, humidity regim: Isohipertermik, drainage: good, solum 120 cm, ground water >150 cm. • Division IV, Block D89d/1989, landform: hilly, Material: sandstone and batu liat, Topography >30%, humidity regim: Udik, temperature regim: Isohipetermik, Drainage clas: good, effective solum: 120 cm, ground water >150 cm. 	<p>Complied</p>
--------------	---	--	-----------------

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

7.7.2	Peat areas within the managed area are inventoried, documented and reported to the RSPO Secretariat (effective from November 15, 2018).	According to soil map semi detail scale 1:25,000 and also verified during field visit, confirmed that there is no peat soil at area Ukui Estate and Ukui Plasma. Therefore, this indicator is not applicable.	Not Applicable
PROCEDURAL NOTE: Maps and other documentation for peatlands are provided, prepared and shared according to the RSPO Working Group (Peatland Working Group / PLWG) audit guide (See Procedural Notes for Indicator 7.7.5 below).			
7.7.3	(C) Subsidence of peat is monitored, documented and minimised.	According to soil map semi detail scale 1:25,000 and also verified during field visit, confirmed that there is no peat soil at area Ukui Estate and Ukui Plasma. Therefore, this indicator is not applicable.	Not Applicable
7.7.4	(C) Availability of implementation evidence of the water and land cover management program.	According to soil map semi detail scale 1:25,000 and also verified during field visit, confirmed that there is no peat soil at area Ukui Estate and Ukui Plasma. Therefore, this indicator is not applicable.	Not Applicable
7.7.5	(C) Drainability assessments are conducted for plantations planted on peat following the RSPO Drainability Assessment Procedure, or other method recognized by RSPO, (at least five years or in accordance with the provisions of the RSPO Drainability Assessment Procedure) before replanting. The results of the assessment are used to determine the period of replanting to be carried out, as well as to gradually replace oil palm cultivation for at least 40 years or two cycles, (whichever is longer), before reaching the natural gravitational drainage limit for peat. If oil palm is gradually replaced, it is replaced by other commodity crops that are better suited for higher groundwater levels (paludiculture) or rehabilitated with natural vegetation.	According to soil map semi detail scale 1:25,000 and also verified during field visit, confirmed that there is no peat soil at area Ukui Estate and Ukui Plasma. Therefore, this indicator is not applicable.	Not Applicable
PROCEDURAL NOTE: For 7.7.5: Detailed information on the RSPO Drainability Assessment Guide along with related concepts and detailed actions is contained in the Guidelines currently being adjusted / tested by the RSPO Working Group on Peatlands (Peatland Working Group / PLWG). The final version must obtain PLWG approval in January 2019 and will include additional Guide on the steps to be followed after deciding not to replant and the consequences for other stakeholders, farmers, local communities, and the unit of certification concerned. It is recommended that the trial methodology period is proposed to be extended for 12 months for all relevant management units (ie management units that have plantations on peat) to utilize the methodology and provide input to PLWG so that existing procedures can be further refined as needed before January 2020.			

The unit of certification has the option to delay replanting until the issuance of the revised Guidelines for the guidelines. Additional guidance for alternative commodity crops and rehabilitation of natural vegetation will be regulated by the PLWG.			
7.7.6	(C) All existing plantations on peat are managed according to applicable laws and/or "RSPO Guidelines for Best Management Practices (BMP) for Oil Palm Cultivation that are already on Peatlands", version 3 (June 2019) along with related audit guidelines (May 2019).	According to soil map semi detail scale 1:25,000 and also verified during field visit, confirmed that there is no peat soil at area Ukui Estate and Ukui Plasma. Therefore, this indicator is not applicable.	Not Applicable
7.7.7	(C) All peat areas not planted and reserved in managed areas (regardless of depth) are protected as 'peatland conservation areas'; unit of certification are prohibited from constructing drainage channels, building roads and new electricity lines on peatlands; unless if it is for a non- corporate land clearance. Peatlands are managed in accordance with 'RSPO Best Management Practices for the Management and Rehabilitation of Natural Vegetation related to Oil Palm Cultivation that already exists in Peatlands' (the latest version) along with relevant audit guidelines.	According to soil map semi detail scale 1:25,000 and also verified during field visit, confirmed that there is no peat soil at area Ukui Estate and Ukui Plasma. Therefore, this indicator is not applicable.	Not Applicable
Criteria 7.8: Practices maintain the quality and availability of surface and groundwater.			
7.8.1	A water management plan is available and is implemented to support efficient use of water sources and continuous availability and avoid negative impacts on other users in the catchment. The plan referred to contains the following matters: 7.8.1a The unit of certification does not limit access to clean water or does not pollute the water used by the community.	PT Inti Indosawit Subur – Ukui Group has prepared the water management plan as "Program Manajemen Lingkungan 2021 - 2022" consisting of management water supply for domestic, water consumption and measurement of water quality. Water Management Plan, indicating the water need, permit and licensing, monitoring of water quality, infrastructure maintenance and conservation. The company has conducted measurement of water quality regularly (each semester). PT Inti Indosawit Subur Ukui Group has also prepared the procedure on protection of water courses under "SOP Pengendalian Riparian" number AA-APM-OP-1100.21-R2, dated 25 th February 2016. All of KUD has program on water management as in "Rencana dan Realisasi Penyusunan Pelapah Letter "U", frond stacking."Rencana dan	Complied

		<p>Realisasi Perawatan Teresan sebagai Sarana Konservasi Tanah dan Air serta Upaya Pencegahan Erosi”</p> <p>PT Inti Indosawit Subur – Ukui Group has established management plan to protect water courses and wetlands, including securing and maintaining appropriate riparian.</p> <ul style="list-style-type: none"> - Riparian restoration with forest vegetation plant/tree. - Establish zone for zero chemical. No spraying and fertilizing along riparian zone. Based on visit in riparian zone (Sempadan Sungai Laniago) in block BA90 - Conserve natural vegetation in riparian zone - Restricted to conduct replanting palm oil in riparian area. <p>PT Inti Indosawit Subur – Ukui I POM has also prepared the procedure on protection of water courses under “SOP Pengendalian Riaprian” number AA-APM-OP-1100.21-R2, dated 25th February 2016.</p> <p>Ukui II POM has permit for surface water usage from “Kementrian Pekerjaan Umum dan Perumahan Rakyat” as per “Keputusan Menteri Pekerjaan Umum dan Perumahan Rakyat nomor 14/KPTS/M/2018 tentang Pemberian izin Pengusahaan Sumber Daya Air kepada PT Inti Indosawit Subur untuk Usaha Industri di Sungai Laniago, Kabupaten Pelalawan dan Kabupaten Siak”, dated 5th January 2018.</p> <p>Ukui II POM also paid the water retribution each month to “UPT Pengelolaan Pendapatan, Badan Pendapatan daerah Pemerintah Provinsi Riau”. Sample: SPPD (Surat Setoran Pajak Daerah) untuk Pajak Pengambilan dan Pemanfaatan Air Permukaan untuk period January – March 2022.</p>	
	<p>7.8.1b Workers have adequate access to clean water.</p>	<p>PT Inti Indosawit Subur - Ukui I POM has prepared the plan of water management plan as in “Program Manajemen Lingkungan 2021-2022” consist of management water supply for domestic, water consumption and measurement of water quality. Water Management Plan, indicating</p>	

		<p>the water need, permit and licensing, monitoring of water quality, infrastructure maintenance and conservation</p> <p>The result of moniting or testing the clean water / water consumption conducted by "Unit Pelaksana Teknisi Laboratorium Bahan Konstruksi", Pekanbaru. Certificate of Analysis for Domestic Water (by cooking treatment), location in Ukui II POM shown comply to PERMENKES No 492/MENKES/PER/IV/2010</p>	
7.8.2	<p>(C) Water courses and wetlands are protected, including the maintenance and restoration of riparian zones and other buffer zones during or before replanting, in accordance with the "RSPO Manual on BMPs for the management and rehabilitation of riparian reserves" (April 2017) or Simplified Guide Management and Rehabilitation of Riparian Reserves (2018).</p>	<p>PT Inti Indosawit Subur – Ukui I POM has establish management plan to protect water courses and wetlands, including securing and maintaining appropriate riparian.</p> <ul style="list-style-type: none"> – Riparian restoration with forest vegetation plant/tree. – Establish zone for zero chemical. No spraying and fertilizing along riparian zone. Based on visit in riparian zone (Sempadan Sungai Laniago) in block BA90 – Conserve natural vegetation in riparian zone – Restricted to conduct replanting palm oil in riparian area 	Complied
7.8.3	<p>Mill effluent is managed according to applicable regulations. The quality of mill effluent discharged, especially BOD (Biochemical Oxygen Demand) is monitored in accordance with applicable regulations.</p>	<p>Ukui I POM, there are 11 ponds in effluent treatment system (WWTP), which consists of Colling Pond, Primary Anaerobic pond, Secondary Anaerobic pond, Acidification pond, and Buffering pond. Procedure of WWTP operation available in Mill Policy Manual (MPM) dated February 1, 2013, chapter AA-MPM-OP-1400.13-R1.</p> <p>Ukui I POM has installed a Biogas power plant since April 2015 to generate electrical power methane. The biogas system has Anaerobic MBR system thorough digester Thermophilic fermentation, and anaerobic membrane tank.</p> <p>According to effluent monitoring data, all mill effluent used for land application. Mill holds permit to discharge waste water into land application from local authority.</p>	Complied

		<p>As required by LA permit, Mill conducts monthly check on discharged effluent in cooperation with accredited Laboratory (UPT Pengujian Material, Dinas Bina Marga Provinsi Riau). According to recent testing result, BOD level of applied effluent has met the applicable threshold of KepmenLH No.28/2003 regarding BOD limits of effluent discharge for land application. The level is maintained consistently less than 5,000 mg/L and debit <600 m3 per day.</p> <p>Based on result of monitoring January – December 2021 and also January – April 2022 shown comply with legal requirement “PermenLHK No P.68/Setjen/Kum1/8/2016”.</p>																											
7.8.4	Mill water use per tonne of FFB is monitored and recorded.	<p>Ukui I POM has recorded the mill water use per tonne FFB, includes monitoring of water usage for mill processing and domestic usage. Result of water usage monitoring is recorded under “Mill Operation Summary” year 2021, updated in December 2021.</p> <table border="1" data-bbox="1093 847 1532 1289"> <thead> <tr> <th>Month</th> <th>Water use (M³)</th> </tr> </thead> <tbody> <tr><td>January</td><td>17,877</td></tr> <tr><td>February</td><td>14,353</td></tr> <tr><td>March</td><td>19,497</td></tr> <tr><td>April</td><td>21,250</td></tr> <tr><td>May</td><td>22,420</td></tr> <tr><td>June</td><td>19,952</td></tr> <tr><td>July</td><td>19,729</td></tr> <tr><td>August</td><td>18,091</td></tr> <tr><td>September</td><td>21,690</td></tr> <tr><td>October</td><td>20,547</td></tr> <tr><td>November</td><td>24,692</td></tr> <tr><td>December</td><td>23,578</td></tr> </tbody> </table>	Month	Water use (M ³)	January	17,877	February	14,353	March	19,497	April	21,250	May	22,420	June	19,952	July	19,729	August	18,091	September	21,690	October	20,547	November	24,692	December	23,578	Complied
Month	Water use (M ³)																												
January	17,877																												
February	14,353																												
March	19,497																												
April	21,250																												
May	22,420																												
June	19,952																												
July	19,729																												
August	18,091																												
September	21,690																												
October	20,547																												
November	24,692																												
December	23,578																												
<p>Criteria 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised</p>																													

7.9.1	Plans to increase the efficiency of fossil fuel use and to optimize renewable energy are available, monitored and documented	<p>PT Inti Indosawit Subur – Ukui I POM has prepared the program for improving efficiency of the use of fossil fuels and to optimize renewable energy under “Rencana Manajemen Lingkungan” year 2022. In point 2 stated to improving efficiency of the use of fossil fuels such monitoring on use of fossil fuels</p> <p>Fossil fuel records was maintenance and the trends shown. Energy use records include accurate measurements of renewable energy use per ton of FFB processed. All the shell and fiber are consumed internally as boiler fuel. Fossil fuel usage is recorded for operational purpose, including the efficiency analysis.</p> <p>Scheme Smallholders:</p> <p>Each KUD has prepared a plan for improving efficiency of the use of fossil fuels and optimize of renewable energy under “Pedoman Pemanfaatan Sumber Energy”, last review on 3 January 2022. The source of energy was identified e.g: water, fuels, gas and electrical.</p>	Complied
Criteria 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.			
7.10.1	(C) GHG emissions for the unit of certification are identified and assessed. Plans to reduce or minimize GHG emissions are implemented, monitored through the PalmGHG calculator, and reported publicly.	<p>PT Inti Indosawit Subur – Ukui I POM has identified the emission sources and pollution under document of “Enviromental Aspect-Impacts (Evaluasi Aspek-Dampak Lingkungan) year 2021-2022”.</p> <p>Identification of greenhouse gas (GHG) emissions sources both of Mill, Estate and Smallholders consist of emission from boiler and generator, effluent from mill wastewater, particulate from boiler stack, noise, fertilizer application, fossil fuels usage, transport of FFB</p> <p>The assessment of pollution activities was documented in “Mitigasi Has Rumah Kaca”. All the activities of mill and estate as well as the waste generated has been well documented, for examples the operational activities from generator is generates air emissions, the company</p>	Complied

		<p>conducts periodic generator maintenance and perform quality measurement of exhaust emissions each semester to ensure air quality is comply with standard regulation.</p> <p>Scheme Smallholder: Manager of Kebun Plasma Ukui Group has prepared the list significant pollutants and identify sources of emissions, presented in "Identifikasi Sumber Polusi di Perkebunan Petani Kebun Plasma Ukui Group PT Inti Indosawit Subur" updated on 3 January 2022. List of significant pollutant such as emission from FFB transportation, water pollutant from fertilizing and spraying activity, emission from generator usage.</p>	
7.10.2	<p>(C) Since 2014, an estimate of carbon stocks in the proposed development area has been carried out along with potential sources of emissions that can occur directly as a result of the development and plans to minimize these emissions are prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p>	<p>There is no new planting within certified area of PT Inti Indosawit Subur – Ukui Estate and Ukui Plasma after November 2005. Currently, replanting activities are still in progress. All of the immature area was for replanting, for oil palm with planting year 1988, 1989, 1990 and 1991.</p>	Not Applicable
7.10.3	<p>(C) Other significant pollutant identification results are available and plans to reduce or minimize them are implemented and monitored.</p>	<p>PT Inti Indosawit Subur – Ukui I POM has identified the significant pollutants and greenhouse gas (GHG) emissions.</p> <p>Significant pollutants and GHG such as: Emission, particulate, noise from boiler and generator, effluent from mill wastewater, fertilizer application, chemical applicator and transport of FFB.</p> <p>Monitoring of air emissions and ambient air quality conducted every semester. Emissions test conducted testing by Accreditation Laboratory. The results of the analysis have been demonstrated and reported to Environmental Agency every six months.</p>	Complied
<p>Criteria 7.11: Fire is not used for preparing land and is prevented in the managed area.</p>			
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning.</p>	<p>PT Inti Indosawit Subur – Ukui I POM has developed an early warning system, to monitor the risk of fire. The system "Sistem Peringkat Bahaya Kebakaran 1 & 2". The monitoring system calculating the field condition,</p>	Complied

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>ignition risk, potential drought and smoke, fire handling, fire fighting difficulty and weather index. Patrol report indicating any fire incident.</p> <p>Based on field visit in block in Division IV Ukui Estate, the land preparation is using mechanical method. No any open burning was noted for land preparation. It can also demonstrated in the agreement contract between compay and subcontractor that all activity of replanting is performed manual and mechanically.</p> <p>Scheme Smallholder:</p> <p>There was no any open burning was noted for land preparation". During field visit at KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Potalo, there was a replanting and no burning activity. The land preparation is using mechanical method. This was verified through Inspection report, in example namely "Berita Acara Pemeriksaan Pekerjaan" No. 03.005/BML/II/2019 dated 6 February 2019 for land clearing in KUD Sawit Subur.</p>	
7.11.2	<p>The unit of certification establishes fire prevention and control measures for lands that are directly managed by the unit of certification.</p>	<p>There is no new planting within certified area of PT Inti Indosawit Subur – Ukui Group and Ukui Plasma after November 2005. Currently, replanting activities are still in progress. All of the immature area was for replanting, for oil palm with planting year 1988, 1989, 1990 and 1991.</p> <p>Replanting has been done mechanically, consist of: falling tree, chipping by excavator, terracing by excavator, digging, road construction, ditch/waterways construction, planting LCC and planting oil palm. Company has established "Ketentuan Replanting areal Mineral" tahun 2016. In the mechanism explained that replanting must be conducted mechanically without burning.</p> <p>Based on field visit in block in Division III Block C21 Ukui Estate, the land preparation is using mechanical method. No any open burning was noted for land preparation. It can also demonstrated in the agreement contract between compay and subcontractor that all activity of replanting is performed manual and mechanically.</p>	Complied

		During field visit at KUD Karya Bersama, KUD Bina Sejahtera, KUD Sawit Subur and KUD Bukit Potalo, there was a replanting and no burning activity. The land preparation is using mechanical method.	
7.11.3	The unit of certification engages stakeholders in adjacent locations for fire prevention and control measures.	<p>The policy has communicated to all smallholder remember and local community to engages stakeholders in adjacent locations for fire prevention and control measures.</p> <p>Replanting has been done mechanically, consist of: falling tree, chipping by excavator, terracing by excavator, digging, road construction, ditch/waterways construction, planting LCC and planting oil palm. Company has established "Ketentuan Replanting areal Mineral" tahun 2016. In the mechanism explained that replanting must be conducted mechanically without burning.</p>	Complied

Criteria 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.

PROCEDURAL NOTE for 7.12:

The RSPO Principles and Criteria 2018 include new requirements to ensure the effective contribution of the RSPO in stopping deforestation. This will be achieved by incorporating the High Carbon Stock Approach (HCSA) Approach Guide into the revised standard.

The RSPO ToC also encourages RSPO to commit to balancing between sustainable livelihoods and reducing poverty with the need to conserve, protect and improve the quality of ecosystems.

High Forest Cover Countries (HFCC) are in dire need of economic opportunities that can help people choose their own path in carrying out development, while at the same time providing social and economic benefits and safeguards.

Procedures will be developed that are adapted to support the development of sustainable palm oil by indigenous peoples and local communities who have legal or customary rights. The procedure will apply in certain HFCC countries and in the High Forest Cover Landscape (HFCL) within it.

The development of this procedure will be guided by the No Deforestation Joint Steering Group (NDJSG) between the RSPO and HCSA members. In HFCC countries, RSPO will work with governments, communities and other stakeholders to develop this procedure through participatory processes at national and regional levels. The duration of this activity is specified in the Terms of Reference for NDJSG and is publicly available.

7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCV or HCS forests.</p> <p>Historical analysis of Land Use Change Analysis (LUCA) is carried out before any new land clearing, in accordance with the RSPO LUCA Guidance document (see indicator 7.12.2).</p>	<p>PT Inti Indosawit Subur – Ukui Group Certification unit and supply bases (including smallholder) did not carry out any new plantings after November 2005. The planting year started in 1987, 1988, 1989, and the company has starts replanting in 2015 – 2018.</p> <p>Therefore, the requirement of this indicator is not applicable.</p>	Not Applicable									
7.12.2	<p>(C) HCV and HCS forests, and other conservation areas are identified as follows:</p> <p>7.12.2a) For existing plantations, with an HCV assessments conducted by RSPO- approved assessors and have no new land clearing after 15 November 2018, the existing HCV assessments remains valid.</p>	<p>PT Inti Indosawit Subur – Ukui Group is in cooperation with Faculty of Forestry, Bogor Agriculture University in preparing HCV Identification “Dokumen Identifikasi dan Analisis Keberadaan Nilai Konservasi Tinggi (NKT) di Areal Perkebunan Kelapa Sawit di Kebun Ukui dan Soga pada tahun 2010”. Guidance use is HCV Toolkit 2008. The document has put into consideration the landscape condition, including Teso Nilo National Park near the plantation. HCV assessment was including plasma/scheme smallholder area.</p> <p>The assessment team comprise of Ir.Nyoto Santoso, MS as lead assessor HCV RN registered lead assessor, Ir.Heru B Pulunggono, MSc (hydrology and soil conservation), Handian Purwawangsa, S.Hut, MSI, (social), Iing Nasihin S.Hut, MSi (flora and GIS), Tutut Sunarminto, MSi, (social and cultural), Yanti Apriyanti,S.Pi (social and cultural), Rizki Ratna Ayu Paramita Sari, S.Hut (social and cultural). The HCV assessment identified the presence of HCV 1.1, HCV 1.2, HCV 1.3, HCV 2.3, HCV 4.1 and HCV 6 with total (under PT Inti Indosawit Subur – Ukui Group/Ukui Estate and Soga Estate) of 234.458 Ha.</p> <p>HCV identified in Ukui Estate:</p> <table border="1" data-bbox="1093 1201 1933 1391"> <thead> <tr> <th>HCV</th> <th>Status</th> <th>Ha</th> </tr> </thead> <tbody> <tr> <td>River/Sungai Air Hitam Kiri</td> <td>1.1, 1.2, 1.3, 4.1</td> <td>47.071</td> </tr> <tr> <td>River/Sungai Air Hitam Kanan</td> <td>1.1, 1.2, 1.3, 4.1</td> <td>22.984</td> </tr> </tbody> </table>	HCV	Status	Ha	River/Sungai Air Hitam Kiri	1.1, 1.2, 1.3, 4.1	47.071	River/Sungai Air Hitam Kanan	1.1, 1.2, 1.3, 4.1	22.984	Complied
HCV	Status	Ha										
River/Sungai Air Hitam Kiri	1.1, 1.2, 1.3, 4.1	47.071										
River/Sungai Air Hitam Kanan	1.1, 1.2, 1.3, 4.1	22.984										

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<table border="1"> <tr> <td>Tributary/Anak Sungai Air Hitam Atas</td> <td>1.1, 1.2, 4.1</td> <td>15.926</td> </tr> <tr> <td>Tributary/Anak Sungai Air Hitam kiri</td> <td>1.1, 1.2, 4.1</td> <td>14.031</td> </tr> <tr> <td>Tributary/Anak-anak Sungai Napuh</td> <td>1.1, 1.2, 4.1</td> <td>6.891</td> </tr> <tr> <td>Lake/Danau (Rawa) Bengkuang</td> <td>1.1, 1.2, 1.3, 4.1</td> <td>1.925</td> </tr> <tr> <td>Water reservoir/Kolam (Danau) Ukui I POM</td> <td>1.1, 4.1</td> <td>3.367</td> </tr> <tr> <td>Protected Forest/Hutan Makam Keramat</td> <td>1.2, 1.3, 2.3, 6</td> <td>3.965</td> </tr> <tr> <td>Total</td> <td></td> <td>116.160</td> </tr> </table>	Tributary/Anak Sungai Air Hitam Atas	1.1, 1.2, 4.1	15.926	Tributary/Anak Sungai Air Hitam kiri	1.1, 1.2, 4.1	14.031	Tributary/Anak-anak Sungai Napuh	1.1, 1.2, 4.1	6.891	Lake/Danau (Rawa) Bengkuang	1.1, 1.2, 1.3, 4.1	1.925	Water reservoir/Kolam (Danau) Ukui I POM	1.1, 4.1	3.367	Protected Forest/Hutan Makam Keramat	1.2, 1.3, 2.3, 6	3.965	Total		116.160	
Tributary/Anak Sungai Air Hitam Atas	1.1, 1.2, 4.1	15.926																						
Tributary/Anak Sungai Air Hitam kiri	1.1, 1.2, 4.1	14.031																						
Tributary/Anak-anak Sungai Napuh	1.1, 1.2, 4.1	6.891																						
Lake/Danau (Rawa) Bengkuang	1.1, 1.2, 1.3, 4.1	1.925																						
Water reservoir/Kolam (Danau) Ukui I POM	1.1, 4.1	3.367																						
Protected Forest/Hutan Makam Keramat	1.2, 1.3, 2.3, 6	3.965																						
Total		116.160																						
		<p>Most of the HCV identified, located within the existing plantation. Company maintain the riparian area. A number of fauna identified in the plantation area: Mammals such as "Kucing kuwuk (Felis bengalensis), Kancil (Tragulus javanicus),Kijang (Muntiacus muntjak), Trenggiling (Manis javanica), Monyet ekor panjang (Macaca fascicularis), Beruk (Macaca nemestrina), Musang (Paradoxurus hermaphroditus). Birds/Aves such as "Raja udang meninting (Alcedo meninting), Burung madu (Aethopyga siparaja and Nectarinia jugularis), Elang tikus (Elanus caeruleus), Elang ular bido (Spilomis cheela), Cekakak belukar (Halicyon smymensis), Kipasan belang (Rhipidura javanica).</p> <p>Reptile such as "Ular Piton (Phyton molurus), Biawak (Varanus salvator). Identified also protected plants such as "Meranti batu (Shorea leprosula), Meranti bunga (Shorea teysmanniana).</p> <p>HCV assessment performed in consultation with relevant stakeholders/public consultation.</p>																						

	<p>7.12.2 b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the latest HCSA Toolkit and HCV-HCSA Assessment Manual that is applicable at the time of the assessment. This includes stakeholder consultation and take into account wider landscape- level consideration.</p>	<p>The HCV identification report was peer reviewed by WWF on 10/25/2010 - 10/27/2010.</p> <p>During field visit, HCV area identified are manage and monitor accordingly according to Conservation Management and Monitoring Plan. At block replanting, HCV area are protected accordingly as per HCV boundary marker.</p> <p>PT Inti Indosawit Subur – Ukui Group Certification unit and supply bases (including smallholder) did not carry out any new plantings after November 2005. The planting year started in 1987, 1988, 1989, and the company has starts replanting in 2015 – present.</p> <p>Therefore, the requirement of this indicator is not applicable.</p>	
<p>7.12.3</p>	<p>(C) In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.</p>	<p>Based on HCV assessment report and field observation confirmed that there is no High Forest Cover Landscapes (HFCLs) within area of PT Inti Indosawit Subur - Ukui Estate. PT Inti Indosawit Subur Ukui Estate was located in another purpose area and not in forest area.</p> <p>This indicator not applicable.</p>	<p>Not Applicable</p>
<p>PROCEDURAL NOTE for 7.12.3: Indicator 7.12.3. is not relevant to Indonesia, until further decisions by the RSPO.</p>			
<p>7.12.4</p>	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An Integrated management plans to protect and/or enhance HCV and HCS forests, peatland and other conservation areas are developed, implemented and adapted if necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan was developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p>	<p>PT Inti Indosawit Subur – Ukui Group Certification unit and supply bases (including smallholder) did not carry out any new plantings after November 2005. The planting year started in 1987, 1988, 1989, and the company has starts replanting in 2015 – 2018 and 2020.</p> <p>Therefore, the requirement of this indicator is not applicable.</p> <p>According to HCV assessment 2010, there is no High Forest Cover Landscapes (HFCLs) identified. Most of the HCV identified, located within the existing plantation.</p>	<p>Not Applicable</p>

		<p>Conservation management plan Soga & Sei Lala Estate update on 2 January 2022, consist of:</p> <ul style="list-style-type: none"> • Area demarcation and maintenance the boundary markers • Socialization of HCV area and protection to employee and surrounding community • Riparian restoration • Prohibiting chemical application in riparian zone/river border <p>Evidence Continous monitoring documentation and report regarding the status of RTE species and HCV presented in "Laporan Monitoring tumbuhan dan Satwaliar PT Inti Indosawit Subur, Kebun Buatan" Periode January – June 2021 and Juli – December 2021".</p> <p>Monitoring documentation such as: "Daftar Temuan Satwa liar di Areal kebun" contain information regarding result of wildlife and RTE species monitoring, "Tabel Monitoring Kerusakan Kawasan Lindung" contain information regarding result of HCV area monitoring and HCV condition monitoring such as illegal hunting, HCV area disturbance, and HCV condition. Latest monitoring both RTE species and HCV area conducted on April 2022. Sample seen: Wildlife monitoring in Ukui Estate Block D89g, D89b, Danau Bengkuang, A18c, period April 2022, found presence of animal such as: <i>Halcyon smyrnensis</i>, <i>Pycnonotus aurigaster</i>, <i>Amaurornis phoenicurus</i>, <i>Geosperlia striata</i>, <i>Varanus salvator</i>, <i>Macaca fascicularis</i>, <i>Phyton reticulatus</i>. Monthly monitoring of HCV area condition and animal species also performed by Foreman HCV (Hans Meilando F Pinem) and each Foreman Afdeling, animal presence recorded in "Daftar Temuan Satwa Liar.</p> <p>Scheme Smallholder:</p> <p>Conservation management plan Plasma ukui (Scheme Smallholder) update on 2 January 2021, consist of:</p> <ol style="list-style-type: none"> 1. Biodiversity monitoring 	
--	--	--	--

		<ol style="list-style-type: none"> 2. Signboard maintenance 3. Socialization of HCV area 4. Riparian protection 5. Prohibiting chemical application in riparian zone/river border <p>Each KUD has appointed person in charge to monitor the RTE species presence in smallholder plantation area:</p> <ul style="list-style-type: none"> - KUD Bina Sejahtera, according to "Surat Keputusan Pengurus KUD Bina Sejahtera, Desa Lubuk Kembang Sari, Kecamatan Ukui Nomor: 03/KUD-BS/SK/LKS/I/2021 Tentang Penunjukan/Pengangkatan Pengurus HCV dan Perlindungan Satwa Liar KUD Bina Sejahtera" dated 4 January 2021 on behalf Surkim. - KUD Sawit Subur, according to "Surat Keputusan Pengurus KUD Sawit Subur, Desa Kampung Baru, Kecamatan Ukui Nomor: 011/KUD-SS/SK/KB/I/2021 Tentang Penunjukan/Pengangkatan Pengurus HCV dan Perlindungan Satwa Liar KUD Sawit Subur" dated 4 January 2021 on behalf Susanto. - KUD Bukit Potalo, according to "Surat Keputusan Pengurus KUD Bukit Potalo, Desa Ukui II, Kecamatan Ukui Nomor: 03/KUD-BP/SK/UII/I/2021 Tentang Penunjukan/Pengangkatan Pengurus HCV dan Perlindungan Satwa Liar KUD Bukit Potalo" dated 4 January 2021 on behalf Juasan. - KUD Karya Bersama, according to "Surat Keputusan Pengurus KUD Karya Bersama, Desa Air Emas, Kecamatan Ukui Nomor: 007/KUD-KB/SK/AE/I/2021 Tentang Penunjukan/Pengangkatan Pengurus HCV dan Perlindungan Satwa Liar KUD Karya Bersama" dated 4 January 2021 on behalf Parjan. <p>Monitoring for RTE species performed each month by PIC. Result of monitoring presented in "Formulir Daftar Temuan Satwa Liar Tahun 2021/2022". During January – December 2021 and January – April 2022,</p>	
--	--	--	--

		shown that in KUD Bina Sejahtera, KUD Sawit Subur, KUD Bukit Potalo and KUD Karya Bersama there were presence of animal such as: Tupai (<i>Tupaia glis</i>), Elang tikus (<i>Elanus caeruleus</i>), Cobra (<i>Naja sumatrana</i>) Sanca (<i>Python reticulatus</i>), Kucing hutan (<i>Prionailurus bengalensis</i>), Biawak (<i>Varanus salvator</i>), Trenggiling (<i>Manis javanica</i>) and Cekakak Belukar (<i>Halcyon smyrnensis</i>).	
7.12.5	Where rights of local communities have been identified in HCV areas and HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.	PT Inti Indosawit Subur – Ukui Group Certification unit and supply bases (including smallholder) did not carry out any new plantings after November 2018. The planting year started in 1987, 1988, 1989, and the company has starts replanting in 2015 – present. Therefore, the requirement of this indicator is not applicable.	Not Applicable
7.12.6	All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.	Ukui Estate: A number of fauna identified in the plantation area: Mammals such as “Kucing kuwuk” (<i>Felis bengalensis</i>), “Kancil” (<i>Tragulus javanicus</i>), “Kijang” (<i>Muntiacus muntjak</i>), “Trenggiling” (<i>Manis javanica</i>), Monkey (<i>Macaca fascicularis</i>), “Beruk” (<i>Macaca nemestrina</i>), “Musang” (<i>Paradoxurus hermaphroditus</i>). Birds such as “Raja udang meninting” (<i>Alcedo meninting</i>), “Burung madu” (<i>Aethopyga siparaja</i> and <i>Nectarinia jugularis</i>), “Elang tikus” (<i>Elanus caeruleus</i>), “Elang ular bido” (<i>Spilomis cheela</i>), “Cekakak belukar” (<i>Halicyon smymensis</i>), “Kipasan belang” (<i>Rhipidura javanica</i>). Reptile such as “Ular Piton” (<i>Phyton molurus</i>), Biawak (<i>Varanus salvator</i>). Identified also protected plants such as “Meranti batu” (<i>Shorea leprosula</i>), “Meranti bunga” (<i>Shorea teysmanniana</i>). Company has prepared a procedure for protection of flora and fauna, explained in Environmental Management System: Biodiversity (AA-432-002e-LT), IUCN redlist (AA-432-006-LT), CITES list (AA-432-07-LT). Estate has established the management plan to maintain and/or enhance High conservation value area. HCV management and monitoring plan	Complied

		<p>described measures taken for each HCV and its monitoring. Relevant laws were taken into account for determining appropriate measure including UU #5/1990 about Natural resources conservation, PP#7/1999 about List of protected plan and wildlife, Kepres #32/1990, and PP #26/2008. Conservation management plan consist of :</p> <ul style="list-style-type: none"> - HCV area demarcation - Sosialization of HCV area and protection to employee and surrounding community - Riparian restoration - Prohibiting chemical application in riparian zone and its monitoring <p>Signboards are placed on the area identified with conservation values. Monitoring for the HCVs are carried out as per Conservation Management Plan. The conservation management plan covers area enhancement, socialization to workers and local communities, prohibition of chemical regime near the area and river buffer zone' restoration. Plan for monitoring and patrol has been incorporated into the management and monitoring plan. Another effort planned was to have HCV sign board and "no-hunting" sign boards placed near identified HCV areas – on progress.</p> <p>PT Inti Indosawit Subur – Ukui Group is also having procedure to monitor the protected/conservation area as per "SOP Pemantauan Areal Lindung" No.AA-PL-08-EFP – describing procedure for vegetation monitoring, wildlife monitoring (path and rapid method), conservation area inspection procedure, vegetation enhancement procedure and data analysis procedure.</p> <p>Interview and document verification of "Laporan Monitoring Pengelolaan Tumbuhan dan Satwa Nilai Konservasi Tinggi" of PT Inti Indosawit Subur – Kebun Ukui period semester I & II Tahun 2021 can be demonstrate that the measures contained in the management plan been actively implemented.</p>	
--	--	--	--

		<p>Company continuously disseminating HCV and wildlife protection to employee and surrounding community. Sample seen for socialization on 7 - 8 September 2020.</p> <p>Scheme Smallholder:</p> <p>The management of Ukui Smallholder has develop the Conservation Management Plan 2022, updated on 2 January 2022 consist of:</p> <ul style="list-style-type: none"> - HCV area demarcation and maintenance the boundary markers - Sosialization of HCV area and protection to employee and surrounding community - Riparian restoration - Prohibiting chemical application in riparian zone/river border. <p>Ukui Smallholder Manager has defined the SOP for individual members to report on threats to HCVs and presence of RTE species in the procedure "Konflik Dengan Satwa Yang Dilindungi No. 015/DOK/SOP/PT.KLUAA/2016" dated 2 December 2016.</p> <p>Each individual member shall be identified and observe the RTE species in their plots/kavling. Each member notes the presence of RTE species in their "Buku Panduan dan Catatan Petani", the report was delivered to Ukui Smallholder Manager and forward to official of "BKSDA Riau". If the RTE species was Sumateraan Elephant, Smallholder Manager shall coordinated with BKSDA Riau and WWF Flying Squad to handle and prevent the conflict between human and animal. Since latest audit until this audit there is no presence of Sumateraan Elephant.</p> <p>Regular monitoring of RTE species has been conducted by Plasma Ukui. Latest monitoring of RTE species and HCV monitoring of PT Inti Indosawit Subur – Ukui Group (including plasma) has been reported in "Laporan Pencatatan Temuan Flora dan Fauna Kebun Plasma Ukui" to BKSDA Riau as per "Daftar Distribusi Eksternal" dated 26 April 2022. Latest monitoring</p>	
--	--	---	--

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

		<p>semester II 2022, RTE species found in Plasma Ukui such as: Burung Madu sriganti (<i>Nectarinia jugularis</i>), Cekakak belukar (<i>Halcyon smyrnensis</i>), Elang ular bido (<i>Spilornis cheela</i>), Kucing hutan (<i>Prionailurus bengalensis</i>), Cekakak belukar (<i>Halcyon smyrnensis</i>), Elang tikus (<i>Elanus caeruleus</i>), Trenggiling (<i>Manis javanica</i>), Monyet beruk (<i>Macaca nemestrina</i>), Berang-berang (<i>Lutra lutra</i>).</p> <p>Ukui Plasma management continuously disseminating HCV and wildlife protection to smallholder member and surrounding community. Sample seen on socialization on 11 August 2020 at Basecamp Central Ukui Estate.</p>	
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p>	<p>HCV and wildlife/animal monitoring continuously conducted in a regular basis. Secondary monitoring conducted each month and primary monitoring conducted twice a year.</p> <p>Monitoring of animal/wildlife performed by HCV/Sustainability officer and field workers, result of monitoring presented in "laporan pemantauan Jenis satwa/tumbuhan".</p> <p>Report of Management and Monitoring for HCV and RTEs is reported every 6 months and review is conducted regularly to ensure that monitoring is effective. Reports period semester I & II year 2021 can be demonstrated. Results of monitoring was evaluated using trend evaluation. Monitoring RTE species in January – December 2021 observed type of mammal and two species was protected by law such as Macan akar (<i>Felis bengalensis</i>); 42 species of Aves (bird) and 7 species was protected such as Alap-alap kawah (<i>Falco feregrinus</i>), Burung madu kelapa (<i>Anthreptes malaccensis</i>), Kipasan belang (<i>Rhipidura javanica</i>), Cekakak sungai (<i>Tordirhampus chloris</i>); 6 species of Herpetofauna such as Biawak (<i>Varanus salvator</i>), Kodok buduk (<i>Bufo asper</i>).</p> <p>Result of monitoring gives the feedback into the management plan improvement. The results from monitoring of wildlife, environmental, and socio-cultural services gives feedback advice and recommendations to the management plan.</p>	Complied

<p>7.12.8</p>	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV- HCSA assessment since 15 November 2018, the Remediation and Compensation Procedures (RaCP) applies.</p>	<p>Ukui Estate: Company has consistently monitors the status of HCV area, as well as protected flora and fauna species. This is recorded in "Laporan Monitoring Pengelolaan Tumbuhan dan Satwa Nilai Konservasi Tinggi PT Inti Indosawit Subur Kebun Ukui, Sei Lala dan Soga periode Semester II 2021" (monitoring period January – June 2021). The report explains the monitoring on status of plant and wildlife, disturbance and damage to the protected area. Wildlife observations are conducted monthly by Mandor HCV in each Afdeling. Latest observation in December 2021 documented in the "Daftar Temuan satwa liar di area kebun" observed several protected species at Ukui Estate such as: cekakak belukar (<i>Halcyon smyrnensis</i>), Kipasan belang (<i>Rhipidura javanica</i>), Crimson Sunbird (<i>Aethopyga siparaja</i>), Biawak (<i>Varanus salvator</i>), Ular Kobra (<i>Naja sumatrana</i>), Kucing akar (<i>Prionailurus bengalensis</i>). Scheme Smallholder: Management of Ukui Smallholder has defined the mechanism for individual members to report on threats to HCVs in the procedure "Konflik Dengan Satwa Yang Dilindungi No. 015/DOK/SOP/PT.KLU-AA/2016" dated 2 December 2016. All member has responsible to report the presence of RTE species, animal conflict, and threats to HCVs in their kavling. They report to KUD or KT and forward to Smallholder Manager. Since latest audit until this audit, there is no animal conflict and hunting reported, it was also confirmed during field audit and interview with smallholder member at KUD Bina Sejahtera, KUD Sawit Subur, Bukit Potalo, KUD Karya Bersama. Plasma Ukui has performed monitoring of wildlife each month by WKAK (Wadah Kerja Antar Kelompok) or head of KT (Pengurus Perlindungan Satwa Liar). Each KUD has assigned the PIC to monitor the protected animal and species based on decree letter issued by KUD. Sample seen:</p>	<p>Complied</p>
---------------	--	--	-----------------

		<ul style="list-style-type: none"> - KUD Bina Sejahtera, according to "Surat Keputusan Pengurus KUD Bina Sejahtera, Desa Lubuk Kembang Sari, Kecamatan Ukui Nomor: 03/KUD-BS/SK/LKS/I/2021 Tentang Penunjukan/Pengangkatan Pengurus HCV dan Perlindungan Satwa Liar KUD Bina Sejahtera" dated 4 January 2021 on behalf Surkim. - KUD Sawit Subur, according to "Surat Keputusan Pengurus KUD Sawit Subur, Desa Kampung Baru, Kecamatan Ukui Nomor: 011/KUD-SS/SK/KB/I/2021 Tentang Penunjukan/Pengangkatan Pengurus HCV dan Perlindungan Satwa Liar KUD Sawit Subur" dated 4 January 2021 on behalf Susanto. - KUD Bukit Potalo, according to "Surat Keputusan Pengurus KUD Bukit Potalo, Desa Ukui II, Kecamatan Ukui Nomor: 03/KUD-BP/SK/UII/I/2021 Tentang Penunjukan/Pengangkatan Pengurus HCV dan Perlindungan Satwa Liar KUD Bukit Potalo" dated 4 January 2021 on behalf Juasan. - KUD Karya Bersama, according to "Surat Keputusan Pengurus KUD Karya Bersama, Desa Air Emas, Kecamatan Ukui Nomor: 007/KUD-KB/SK/AE/I/2021 Tentang Penunjukan/Pengangkatan Pengurus HCV dan Perlindungan Satwa Liar KUD Karya Bersama" dated 4 January 2021 on behalf Parjan. <p>Latest monitoring on December 2021 there were found the presence of Cekakak belukar (<i>Halcyon smyrnensis</i>), Biawak (<i>Varanus salvator</i>), Elang ular (<i>Spilornis cheela</i>), Ular Kobra (<i>Naja sumatrana</i>), Kucing hutan (<i>Prionailurus bengalensis</i>), Raja udang (<i>Alcedo coerulescens</i>), Elang tikus (<i>Elanus caeruleus</i>),</p> <p>Smallholder management reported the management and monitoring of HCV including the animal presence each semester to company and BKSDA of Riau Province and Environmental Agency of Pelalawan Regency.</p>	
--	--	---	--

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2021** for Ukui I POM and supply base was calculated using the PalmGHG Calculator version 3.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

- i. Estates area planted data
- ii. Fuel consumed
- iii. Mill datas include CPO produced, PKO Produced and FFB Processed
- iv. Fertilizer consumed data for both estates and smallholders.

The summary of the Net GHG emitted in **2021** for Ukui I POM and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	-0.02
PKO	-0.02

Extraction	%
OER	19.68
KER	5.08

Production	t/yr
FFB Process	253,870
CPO Produced	49,958
PKO Produced	12,900

Land Use	Ha
OP Planted Area	9,683.23
OP Planted on peat	0
Conservation (forested)	0
Conservation (non-forested)	116.16
Total	9,683.23

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	33,412.63	0.47	0.00	0.00	0.00	0.00	33,412.63	0.47
CO ₂ Emission from fertilizer	2,176.74	0.03	1,097.52	0.01	0.00	0.00	3,247.26	0.04
NO ₂ Emission from fertilizer	2,048.42	0.03	1,763.81	0.02	0.00	0.00	3,812.23	0.05
Fuel Consumption	435.88	0.01	591.83	0.01	0.00	0.00	1,027.71	0.02
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-31,670.74	-0.45	0.00	0.00	0.00	0.00	-31,670.74	-0.45
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	6,402.93	0.09	3,453.16	0.03	7,254.36	0.00	17,110.45	0.09

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	3,599.47	0.01
Fuel Consumption	137.23	0.00
Grid Electricity Utilization	39.00	0.00
Credit		
Export of Grid Electricity	-0.03	0.00
Sales of PKS	-22,290.40	-0.09
Sales of EFB	0.00	0.00
Total	18,514.73	-0.08

Summary of Kernel Crusher Emission and Credit (if applicable)

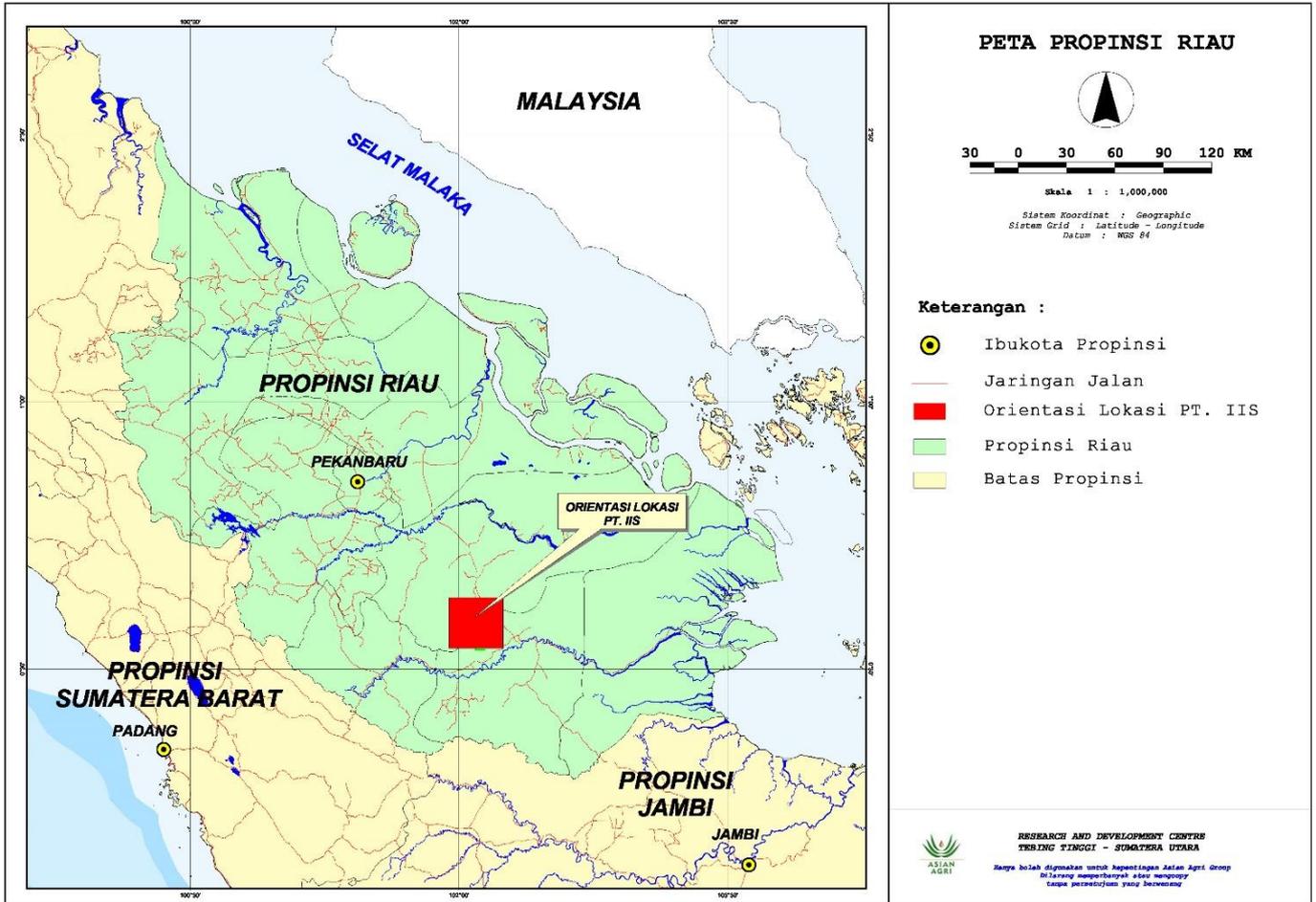
Emissions	tCO ₂ e
PK from own mill	-893.48
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	-893.48

*This mill has no kernel crusher operation.

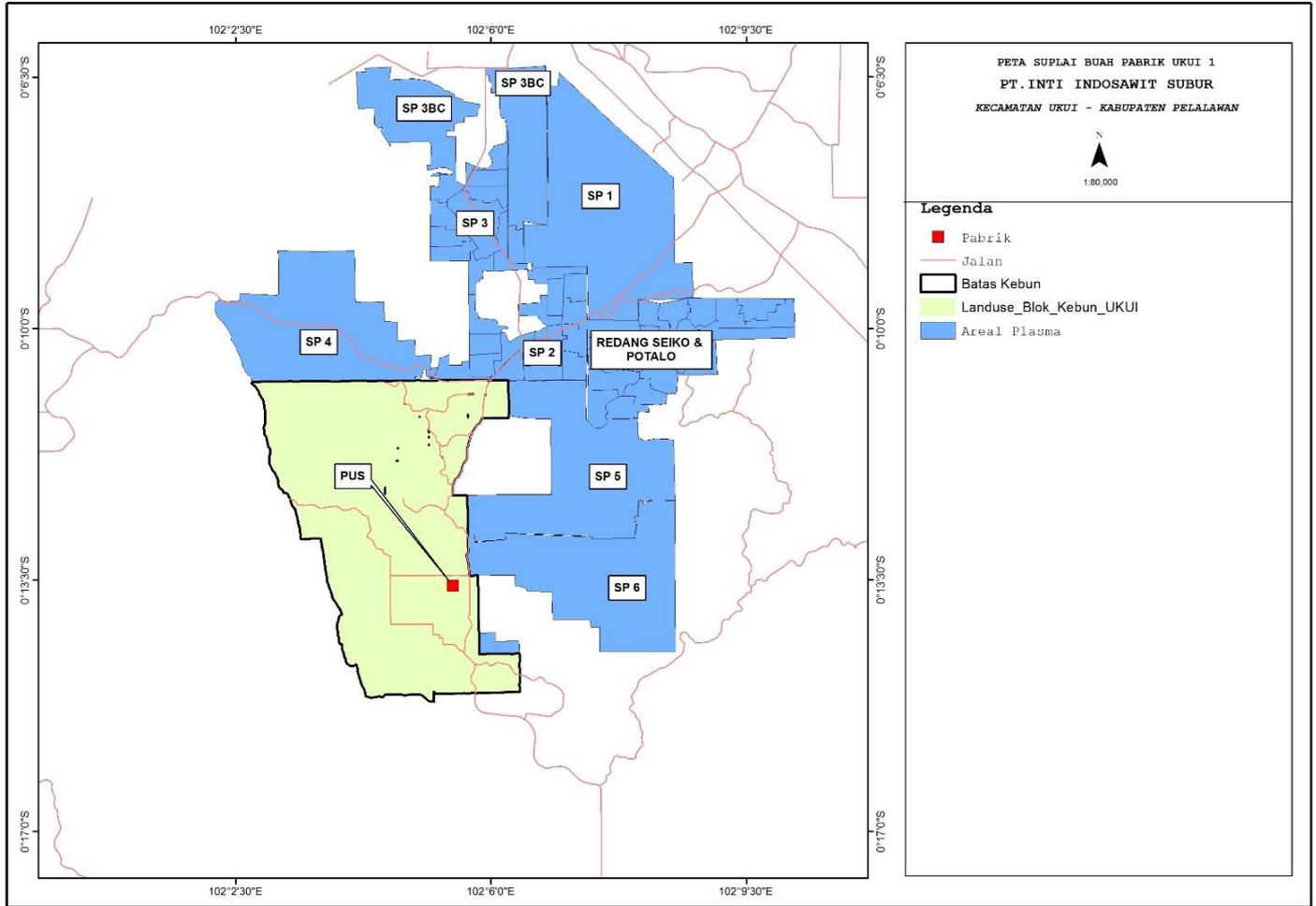
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	0

POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	0
Divert to methane captured (flaring) (%)	0
Divert to methane captured (energy generation) (%)	100

Appendix C: Location Map of Certification Unit and Supply bases



Appendix D: Estate Field Map



RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

Appendix E: List of Smallholder 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			
KUD Karya Bersama									
1	PARDI	Air Emas Village	0° 07' 32.90"	102° 05' 06.00"	2	2	21.40	9 Sept 1991	37
2	SAHID	Air Emas Village	0° 07' 28.20"	102° 05' 07.60"	2	2	21.40	9 Sept 1991	144
3	SAHID	Air Emas Village	0° 06' 58.00"	102° 04' 20.00"	2	2	21.40	9 Sept 1991	146
4	SASTRO SARJONO	Air Emas Village	0° 07' 24.90"	102° 04' 41.30"	2	2	21.40	9 Sept 1991	113
5	SUPARDI PAWIRO	Air Emas Village	0° 07' 24.70"	102° 04' 36.10"	2	2	21.40	9 Sept 1991	106
6	BUSRONI	Air Emas Village	0° 06' 33.10"	102° 04' 09.40"	2	2	21.40	9 Sept 1991	31
7	SUKINO	Air Emas Village	0° 06' 55.50"	102° 04' 17.50"	2	2	21.40	9 Sept 1991	147
8	PARJAN	Air Emas Village	0° 06' 24.90"	102° 04' 42.20"	2	2	21.40	9 Sept 1991	11
9	SUTRISNO	Air Emas Village	0° 06' 30.40"	102° 04' 35.70"	2	2	21.40	9 Sept 1991	20
10	SUKIDI	Air Emas Village	0° 06' 33.10"	102° 04' 32.50"	2	2	21.40	9 Sept 1991	81
11	SIHONO	Air Emas Village	0° 06' 44.40"	102° 04' 31.40"	2	2	21.40	9 Sept 1991	104
12	KARYADI	Air Emas Village	0° 06' 43.10"	102° 04' 24.00"	2	2	21.40	9 Sept 1991	105
13	TUKIDJO	Air Emas Village	0° 06' 42.60"	102° 04' 21.50"	2	2	21.40	9 Sept 1991	116
14	YAHBI	Air Emas Village	0° 06' 59.40"	102° 04' 23.90"	2	2	21.40	9 Sept 1991	142
15	GUTOYO	Air Emas Village	0° 07' 24.60"	102° 05' 10.40"	2	2	21.40	9 Sept 1991	148
16	MARINO	Air Emas Village	0° 06' 33.20"	102° 04' 17.40"	2	2	21.40	9 Sept 1991	12
KUD Bina Sejahtera									
1	SUKARDI	L. Kembang Sari	0° 12' 48.82"	102° 06' 24.84"	2	2	20.57	6 Oct 1992	2004
2	NARKO	L. Kembang Sari	0° 12' 17.74"	102° 07' 04.89"	2	2	20.57	6 Oct 1992	1951
3	SUMARMIN	L. Kembang Sari	0° 12' 21.51"	102° 07' 10.12"	2	2	20.57	6 Oct 1992	2001
4	TONI	L. Kembang Sari	0° 12' 18.25"	102° 07' 09.25"	2	2	20.57	6 Oct 1992	1949
5	TOSIM	L. Kembang Sari	0° 12' 37.27"	102° 06' 27.70"	2	2	20.57	6 Oct 1992	2120
6	SURIADI	L. Kembang Sari	0° 12' 48.88"	102° 06' 24.88"	2	2	20.57	6 Oct 1992	2225
7	MARMIN	L. Kembang Sari	0° 12' 46.10"	102° 06' 49.76"	2	2	20.57	6 Oct 1992	2157
8	ENDANG	L. Kembang Sari	0° 12' 45.68"	102° 06' 44.67"	2	2	20.57	6 Oct 1992	2221
9	JOKO	L. Kembang Sari	0° 12' 38.62"	102° 06' 49.41"	2	2	20.57	6 Oct 1992	2155
10	SARNO	L. Kembang Sari	0° 12' 46.17"	102° 06' 49.51"	2	2	20.57	6 Oct 1992	2217
11	SUPARNO	L. Kembang Sari	0° 01' 15.79"	102° 07' 19.28"	2	2	20.57	6 Oct 1992	2215
12	SUGIYO	L. Kembang Sari	0° 12' 49.14"	102° 06' 58.26"	2	2	20.57	6 Oct 1992	2109
13	SUMADI	L. Kembang Sari	0° 12' 49.05"	102° 07' 08.32"	2	2	20.57	6 Oct 1992	2212
14	NASIP RAHMAN	L. Kembang Sari	0° 12' 31.57"	102° 07' 09.08"	2	2	20.57	6 Oct 1992	2108
15	MARGONO	L. Kembang Sari	0° 12' 31.21"	102° 07' 08.38"	2	2	20.57	6 Oct 1992	2056
KUD Sawit Subur									
1	UUS USMAN HANAFI	Kampung Baru	0° 09' 49.99"	102° 03' 02.12"	2	2	20.00	13 Oct 1992	1418
2	MISNI	Kampung Baru	0° 10' 02.79"	102° 03' 04.96"	2	2	20.00	13 Oct 1992	1367
3	SARI	Kampung Baru	0° 09' 43.03"	102° 02' 59.16"	2	2	20.00	13 Oct 1992	1444
4	SUSANTO	Kampung Baru	0° 10' 02.46"	102° 03' 08.17"	2	2	20.00	13 Oct 1992	1366

RSPO P&C Public Summary Report
Revision 13 (Apr 2022)

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				
5	AMAN SURATMAN	Kampung Baru	0° 09' 55.80"	102° 03' 11.28"	2	2	20.00	13 Oct 1992	1391	
6	SARTONO	Kampung Baru	0° 09' 55.79"	102° 03' 14.35"	2	2	20.00	13 Oct 1992	1392	
7	TUMIJAN	Kampung Baru	0° 10' 02.35"	102° 02' 58.15"	2	2	20.00	13 Oct 1992	1369	
8	WIDODO	Kampung Baru	0° 10' 02.49"	102° 03' 01.42"	2	2	20.00	13 Oct 1992	1368	
9	SUBARJO	Kampung Baru	0° 10' 02.17"	102° 03' 11.20"	2	2	20.00	13 Oct 1992	1365	
10	SUBAKRI	Kampung Baru	0° 09' 36.90"	102° 02' 52.80"	2	2	20.00	13 Oct 1992	1467	
11	SUPARMAN SUKIRNO	Kampung Baru	0° 10' 29.89"	102° 03' 33.77"	2	2	20.00	13 Oct 1992	1214	
12	KADINA	Kampung Baru	0° 10' 22.61"	102° 03' 20.99"	2	2	20.00	13 Oct 1992	1243	
13	SUYATNO	Kampung Baru	0° 10' 22.25"	102° 03' 11.20"	2	2	20.00	13 Oct 1992	1240	
14	TOTO	Kampung Baru	0° 10' 22.89"	102° 03' 27.04"	2	2	20.00	13 Oct 1992	1245	
15	ASROMIN	Kampung Baru	0° 10' 22.84"	102° 03' 30.59"	2	2	20.00	13 Oct 1992	1246	
16	BUNAJI	Kampung Baru	0° 10' 29.20"	102° 03' 17.86"	2	2	20.00	13 Oct 1992	1219	
17	SUBAGIO	Kampung Baru	0° 10' 38.79"	102° 03' 08.52"	2	2	20.00	13 Oct 1992	1173	
KUD Bukit Potalo										
1	RAMLI	Ukui II	0° 10' 18.10"	102° 08' 38.40"	2	2	40.64	6 Jan 2000	6502	
2	BIDIN	Ukui II	0° 10' 27.80"	102° 08' 29.80"	2	2	40.64	6 Jan 2000	6463	
3	KANDAH	Ukui II	0° 10' 32.00 "	102° 08' 42.60"	2	2	40.64	6 Jan 2000	6524	
4	DARMIA	Ukui II	0° 10' 28.00 "	102° 08' 19.70"	2	2	40.64	6 Jan 2000	6461	
5	TINO IBAH	Ukui II	0° 10' 27.70 "	102° 08' 26.40"	2	2	40.64	6 Jan 2000	6462	
6	SUPARTINI	Ukui II	0° 10' 31.00 "	102° 08' 57.20"	2	2	40.64	6 Jan 2000	6494	
7	LAHAP	Ukui II	0° 10' 09.40"	102° 09' 03.70"	2	2	40.64	6 Jan 2000	6493	
8	SELAMAT	Ukui II	0° 10' 18.90"	102° 08' 52.40"	2	2	40.64	6 Jan 2000	6495	
9	LUTAN	Ukui II	0° 10' 31.70"	102° 09' 03.00"	2	2	40.64	6 Jan 2000	6503	
10	SYARIYANTO	Ukui II	0° 10' 33.90"	102° 08' 18.40"	2	2	40.64	6 Jan 2000	6468	
11	SITI HAJAR	Ukui II	0° 10' 33.80"	102° 08' 16.00"	2	2	40.64	6 Jan 2000	6482	
12	ALID	Ukui II	0° 10' 30.30"	102° 08' 23.40"	2	2	40.64	6 Jan 2000	6467	
13	KOMAR	Ukui II	0° 10' 26.80"	102° 08' 14.40"	2	2	40.64	6 Jan 2000	6470	
Total					N/A	N/A	N/A			
Note:										

Appendix F: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
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
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
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