

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

<b>Client Company Name / Parent Company: Golden Agri-Resources Ltd</b>
Client Company / Parent Company Address: Sinar Mas Land Plaza, Tower II, 30th Floor, Jl. MH Thamrin No. 51, Menteng, Jakarta, 10350, Indonesia
Certification Unit: <b>PT Sinar Kencana Inti Perkasa – Kasuari Mill</b>
Location of Certification Unit: Desa Lapua, Distrik Kaureh, Kabupaten Jayapura, Papua 99364 Indonesia
Date of Final Report: 06/12/2023

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## Section 1: Scope of the Assessment

1. Company Details			
<b>Parent Company</b>	Golden Agri-Resources Ltd		
<b>RSPO Membership Number</b>	1-0096-11-000-00	<b>Membership Approval Date</b>	30 January 2005
<b>Address</b>	Sinar Mas Land Plaza, Tower II, 34th Floor, Jl. MH Thamrin No. 51, Menteng		
<b>Palm Oil Mill / Group Manager / Estate (Certification Unit)</b>	PT Sinar Kencana Inti Perkasa – Kasuari Mill		
<b>Location / Address</b>	Desa Lapua, Distrik Kaureh, Kabupaten Jayapura, Papua 99364 Indonesia		
<b>Website</b>	<a href="https://www.goldenagri.com.sg">https://www.goldenagri.com.sg</a>		
<b>Management Representative</b>	Yahya Mustakim	<b>E-mail</b>	yahya.mustakim@sinarmas-agri.com
<b>Telephone</b>	+62-21-5033 8899	<b>Facsimile</b>	+62-21-5033 8899

2. Certification Information			
<b>Certificate Number</b>	RSPO 795357	<b>Certificate Start Date</b>	06/12/2023
<b>Date of First Certification</b>	06/12/2023	<b>Certificate Expiry Date</b>	05/12/2028
<b>Scope of Certification</b>	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK).		
<b>Visit Objectives</b>	a. Determination of the conformity of the client's management system, or parts of it, with audit criteria. b. Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements		
<b>Assessment Cycle</b>	<input type="checkbox"/> Pre-Assessment (Choose an item.) <input checked="" type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
<b>Applicable Standards / Normative Reference</b>	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" 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		
<b>Supply Chain Module</b>	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	<b>Mill Capacity</b>	60 MT/Hour
<b>ISH certification Phase</b>	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
<b>Is this a remote audit or on-site audit</b>	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

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

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Kasuari Mill	Kampung Lapua, Distrik Kaureh, Kabupaten Jayapura, Provinsi Papua 99225, Indonesia	2° 58' 23.17" S	140° 01' 47.75" E
Cendrawasih Estate	Kampung Lapua, Distrik Kaureh, Kabupaten Jayapura, Provinsi Papua 99225, Indonesia	2° 55' 52.91" S	139° 57' 59.78" E
Rajawali Estate	Kampung Lapua, Distrik Kaureh, Kabupaten Jayapura, Provinsi Papua 99225, Indonesia	2° 59' 37.80" S	140° 05' 33.42" E
Nuri Estate	Kampung Lapua, Distrik Kaureh, Kabupaten Jayapura, Provinsi Papua 99225, Indonesia	2° 53' 41.72" S	139° 55' 33.25" E
<b>Notes:</b>			

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Cendrawasih Estate	3,115.94	798.29	328.71	4,242.94	73.44 %
Nuri Estate	2,931.71	794.80	272.55	3,999.06	73.31 %
Rajawali Estate	2,603.20	2,540.97	2,257.83	7,402.00	35.17 %
<b>Total</b>	<b>8,650.85</b>	<b>4,134.06</b>	<b>2,859.09</b>	<b>15,644.00</b>	<b>55.30 %</b>
<b>Notes:</b>					

<b>6. Plantings &amp; Cycle</b>						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Cendrawasih Estate	2,260.95	581.30	-	273.69	854.99	2,260.95
Nuri Estate	1,411.69	1,306.34	-	213.68	1,520.02	1,411.69
Rajawali Estate	481.07	-	1,615.56	506.57	2,122.13	481.07
<b>Total (ha)</b>	<b>4,153.71</b>	<b>1,887.64</b>	<b>1,615.56</b>	<b>993.94</b>	<b>4,497.14</b>	<b>4,153.71</b>

**Notes:** Only Mature area is considered as production area

<b>7. Summary of Certified Tonnage of FFB (Own Certified Scope)</b>				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Not Applicable)	Actual (Not Applicable)		Forecast* (Dec 2023 – Nov 2024)
		Previous license period (Not Applicable)	Current license period (Not Applicable)	
Cendrawasih Estate	-	-	-	11,495.55
Nuri Estate	-	-	-	21,980.03
Rajawali Estate	-	-	-	5,522.80
<b>Total</b>	<b>N/A</b>	<b>N/A</b>		<b>38,998.38</b>

**Note:** This is RSPO initial certification audit so no estimated and actual certified FFB tonnage  
 \*The yield at Rajawali Estate looks very small because in early 2024 most of the mature plants will be removed due to replanting activities, while at Nuri Estate and Rajawali Estate the yield will continue to rise because immature plants from replanting activities will grow and become mature plants.

<b>8. Summary of Certified Tonnage of FFB (from other certified unit(s))</b>				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Not Applicable)	Actual (Not Applicable)		Forecast (Dec 2023 – Nov 2024)
		Previous license period (Not Applicable)	Current license period (Not Applicable)	
-	-	-	-	-
<b>Total</b>	<b>N/A</b>	<b>N/A</b>		<b>N/A</b>

**Note:** This is RSPO initial certification audit so no estimated and actual certified FFB tonnage

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9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Not Applicable)	Actual (Not Applicable)		Forecast (Dec 2023 – Nov 2024)
		Previous license period (Not Applicable)	Current license period (Not Applicable)	
3 <sup>rd</sup> parties	-	-	-	55,524.43
<b>Total</b>	<b>N/A</b>	<b>N/A</b>		<b>55,524.43</b>

**Note:** This is RSPO initial certification audit so no estimated and actual certified FFB tonnage

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	-	-	-	-
<b>TOTAL</b>		<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

**Note:** This is RSPO initial certification audit so no certified product.

10. Summary of Certified Tonnage (MT) (not applicable for ISS)				
Estimated last year (Not Applicable)	Actual (Not Applicable)			Forecast (Dec 2023 – Nov 2024)
	Previous license period (Not Applicable)	Current license period (Not Applicable)		
<b>FFB</b>	<b>FFB</b>			<b>FFB</b>
-	-	-		38,998.38 mt
	<b>TOTAL</b>	-		
<b>CPO (OER: %)</b>	<b>CPO (OER: %)</b>			<b>CPO (OER: 22.15 %)</b>
-	-	-		8,638.14 mt
	<b>TOTAL</b>	-		
<b>PK (KER: %)</b>	<b>PK (KER: %)</b>			<b>PK (KER: 6.00 %)</b>
-	-	-		2,339.90 mt
	<b>TOTAL</b>	-		

**Note:** This is RSPO initial certification audit so no estimated and actual certified FFB tonnage

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

**Note:** This is RSPO initial certification audit so no estimated and actual certified FFB tonnage

11. Summary of Actual Volume sold					
Current License period (Not Applicable)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	-	-	-	-	-
PK (MT)	-	-	-	-	-
Credits	-	-	-	-	-
Previous License period (Not Applicable)					
CPO (MT)	-	-	-	-	-
PK (MT)	-	-	-	-	-
Credits	-	-	-	-	-

**Note:** This is RSPO initial certification audit so no volume sold

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)
	-	-	-	-
<b>TOTAL</b>			<b>N/A</b>	<b>N/A</b>

**Note:** This is RSPO initial certification audit so no record of CPO & PK sold under PalmTrace

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)
	-	-	-	-
<b>TOTAL</b>			<b>N/A</b>	<b>N/A</b>

**Note:** This is RSPO initial certification audit so no record of CPO & PK sold under other scheme

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

**Note:** This is RSPO initial certification audit

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
	-	-	-
<b>TOTAL</b>			<b>N/A</b>

**Note:** This is RSPO initial certification audit

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (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			NA			NA			NA
IS-CSPO	NA	NA		NA	NA		NA	NA	
IS-CSPKO	NA	NA		NA	NA		NA	NA	
IS-CSPKE	NA	NA		NA	NA		NA	NA	
CSPK	NA	NA		NA	NA		NA	NA	

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)
	-	-	-	-	-	-
<b>TOTAL</b>		<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

**Note:** Not applicable for P&C certification

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13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
<b>Current License period (Not Applicable)</b>							
Credits				NA	NA	NA	NA
Physical	NA	NA	NA				
<b>Previous License period (Not Applicable)</b>							
Credits				NA	NA	NA	NA
Physical	NA	NA	NA				

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)
-		-	-	-	-	-	-
<b>TOTAL</b>			<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
<b>Note:</b> Not applicable for P&C certification							

## 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: Dr. Chaiyaporn Seekao ([Chaiyaporn.Seekao@bsigroup.com](mailto:Chaiyaporn.Seekao@bsigroup.com))  
Website: [www.bsigroup.com](http://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 **21 – 25 August 2023**. The audit programme is included as Section 2.3. Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and BSI website on **16 July 2023**.

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.

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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**

<b>Assessment Program</b>					
<b>Name (Mill / Supply Base)</b>	<b>Year 1 (Certification)</b>	<b>Year 2 (ASA 1)</b>	<b>Year 3 (ASA 2)</b>	<b>Year 4 (ASA 3)</b>	<b>Year 5 (ASA 4)</b>
Kasuari Mill	X	X	X	X	X
Nuri Estate	X	X	X	X	X
Rajawali Estate	X	X	X	X	X
Cendrawasih Estate	X	X	X	X	X

**Tentative Date of Next Visit: September 21, 2014 - September 26, 2014**

**Total Number of Mandays: 15**

## 2.2 BSI Assessment Team

<b>Name</b>	<b>Role</b>	<b>Competency</b>
Eko Prastio Ramadhan	Team Leader	<p><b>Education:</b> Holds a Bachelor Degree in Forest Resources Conservation and Ecotourism from Forestry Faculty, Bogor Agricultural University (IPB).</p> <p><b>Work Experience:</b> 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&amp;C Certification Program Manager and auditor covering standard such as RSPO P&amp;C, RSPO SCCS, ISPO, ISO 9001 and ISO 14001.</p> <p><b>Training attended:</b> Completed ISO 14001:2015 Lead Auditor Course, Endorsed RSPO P&amp;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 and Endorsed RSPO Refresher Courses.</p> <p><b>Language proficiency:</b> Fluent in Bahasa Indonesia and English</p> <p><b>Aspect covered in this audit:</b> Environment responsibility, environment impact assessment and management plan, natural and biodiversity conservation, Waste management, GHG and HCV requirements</p>
Andi Pratama Pasaribu	Team Member	<p><b>Education:</b> Holds a Bachelor Degree majoring Social Economy, Jember University</p> <p><b>Work Experience:</b> 5 years working experience as Field Agronomy Assistant. 8 years working experience as RSPO Auditor / Lead Auditor.</p> <p><b>Training attended:</b> Completed Indonesian Sustainable Palm Oil (ISPO) Lead Auditor training, Endorsed RSPO P&amp;C Lead Auditor course, Introductory</p>

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		<p>Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, ISO 9001:2008 Lead Auditor course, ISO 14001:2005 Lead Auditor course , ISO45001:2018 Lead Auditor Course, Endorsed RSPO SCCS Lead Auditor course, SMETA requirements training, RSPO Independent Smallholder Training by RSPO Secretariat, and Endorsed RSPO Refresher Courses.</p> <p><b>Language proficiency:</b> Fluent in Bahasa Indonesia and English</p> <p><b>Aspect covered in this audit:</b> Economic management plan, mill best practices, estate best practices, Supply Chain, General Custody of Chain, Rules on Market Communications &amp; Claims</p>
Haikal Ramadhan Kharismansyah	Team Member	<p><b>Education:</b> Holds a bachelor degree in majoring Plant Pest and Disease from Padjadjaran University</p> <p><b>Work Experience:</b> 3 Years working experience in oil palm industry as Agronomy Assistant. More than five years working experience as RSPO Auditor and RSPO Lead Auditor</p> <p><b>Training attended:</b> Completed Endorsed RSPO P&amp;C Lead Auditor Training Course, ISPO Auditor/Lead Auditor Course, RSPO P&amp;C Social and Labour Standards and the Mechanics of Social Auditing Training, ISO 9001:2008, ISO 14001:2015 Auditor/Lead Auditor Course, RSPO ISH Standard Training Course Endorsed RSPO Supply Chain Lead Auditor Training Course and Endorsed RSPO Refreshment Trainings.</p> <p><b>Language proficiency:</b> Fluent in Bahasa Indonesia and English</p> <p><b>Aspect covered in this audit:</b> Social requirements, contract agreement, human rights, workers' welfare, smallholder welfare, Stakeholder Consultation</p>
Briyogi Sadiwa	Team Member	<p><b>Education:</b> Holds an associate degree in Palm Oil Plantation, Bogor Agricultural University (IPB).</p> <p><b>Work Experience:</b> He has 7 years work experience in several private oil palm plantation companies in Indonesia as Assistant Agronomy and Agronomy Quality Control. Has participated in several audit activities related to the sustainable palm oil certification system since 2017 on worker welfare, OHS, best management practice, supply chain, social, environmental, GHG, and waste management aspect.</p> <p><b>Training attended:</b> Completed RSPO Lead Auditor Course by Checkmark, ISPO Auditor Training by LPP, Lead Auditor ISO 9001: 2015, RSPO Supply Chain Certification Training Course by Checkmark, CQI &amp; IRCA Lead Auditor ISO 14001: 2015, SMK3 Awareness, OHSAS 18001 Awareness: 2007, SA 8000 Awareness, ISO 45001: 2018 Awareness, OHS Expert Training (<i>Ahli K3 Umum</i>), and Endorsed RSPO Refreshment Trainings.</p> <p><b>Language proficiency:</b> Fluent in Bahasa Indonesia and English</p> <p><b>Aspect covered in this audit:</b> Legal Requirements, land &amp; Legal issue, Policy and commitment, Occupation Health Safety requirement, HIRARC.</p>
Dr. Suhaili Bin Sahari	Peer Reviewer	<p><b>Education:</b> Graduated from University Technology Mara (UiTM), Malaysia in Diploma in Science in 1990. He furthers his first degree in B.Sc (Hons) in Chemistry with Industrial Chemistry in 1995 from Liverpool University, England. He later advances his study in Master in Business Administration (General) in 2002 and graduated in 2005 from University of Multimedia, Malaysia. Completed his PhD from University Science Islam Malaysia (Faculty</p>

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

Name	Role
-	-

**2.3 Assessment Plan**

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

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Date	Time	Subjects	ER	AP	BS	HK
Sunday, 20/08/2023	23:30	Travel Jakarta – Jayapura (GA-656)	√	√	√	√
Monday, 21/08/2023	06.50	Arrived in Sentani Airport Jayapura	√	√	√	√
	08.00 – 14.00	Travel to PT SKIP – Kasuari POM	√	√	√	√
	14.00 – 15.00	<b>Opening Meeting</b> <ul style="list-style-type: none"> <li>Presentation by PT SKIP – Kasuari POM and its supply bases</li> <li>Presentation by BSI Indonesia</li> </ul>	√	√	√	√
	15.00 – 17.00	<b>Document Review :</b> <ul style="list-style-type: none"> <li>Occupational Health and Safety, HCV, Environment</li> <li>Aspect, time bound plan.</li> <li>Social Aspect and workers welfare, worker consultation,</li> <li>Stakeholder Consultation, impact assessments, policies.</li> <li>Best Management Practice for Mill and supply chain for mill.</li> <li>Operation Procedure, organization commitments, Legal compliance, continous improvement, long term business plan.</li> </ul>	√	√	√	
	15.00 – 17.00	Stakeholder consultation (Internal – Gender Committee, Labour Union)				√
Tuesday, 22/08/2023	08.00 – 12.00	<b>Field Visit to Cendrawasih Estate:</b> <ul style="list-style-type: none"> <li>Herbicide application programmes, harvesting, fertilizing operations, water management, road maintenance, terracing, HCV's, riparian zones, etc.</li> <li>Agrochemical stores, Fertilizer store, workshops, housing, landfill, clinic, riparian zones, Hazardous Waste, waste management, etc.</li> <li>Boundaries inspection, worker interviews, social amenities, etc.</li> </ul>	√			√
	08.00 – 12.00	<b>Field Visit to Rajawali Estate:</b> <ul style="list-style-type: none"> <li>Herbicide application programmes, harvesting, fertilizing operations, water management, road maintenance, terracing, HCV's, riparian zones, etc.</li> <li>Agrochemical stores, Fertilizer store, workshops, housing, landfill, clinic, riparian zones, Hazardous Waste, waste management, etc.</li> <li>Boundaries inspection, worker interviews, social amenities, etc.</li> </ul>		√	√	
	12.00 – 14.00	<b>BREAK</b>	√	√	√	√

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	14.00 – 16.30	<b>Continue Field visit to Cendrawasih Estate and Rajawali Estate</b> <b>Document Review :</b> <ul style="list-style-type: none"> <li>• Occupational Health and Safety, HCV, Environment</li> <li>• Aspect, time bound plan.</li> <li>• Social Aspect and workers welfare, worker consultation,</li> <li>• Stakeholder Consultation, impact assessments, policies.</li> <li>• Best Management Practice for Mill and supply chain for mill.</li> <li>• Operation Procedure, organization commitments, Legal compliance, continous improvement, long term business plan.</li> </ul>	√	√	√	√
	16.30 – 17.00	<b>Wash up meeting</b>	√	√	√	√
Wednesday 23/08/2023	08.00 – 12.00	<b>Field Visit to Nuri Estate:</b> <ul style="list-style-type: none"> <li>• Herbicide application programmes, harvesting, fertilizing operations, water management, road maintenance, terracing, HCV's, riparian zones, etc.</li> <li>• Agrochemical stores, Fertilizer store, workshops, housing, landfill, clinic, riparian zones, Hazardous Waste, waste management, etc.</li> <li>• Boundaries inspection, worker interviews, social amenities, etc.</li> </ul>	√	√	√	
	08.00 – 12.00	Stakeholder consultation (External - Village Head, Local community, previous land owner/user, governance body, local NGO, contractors and etc)				√
	12.00 – 14.00	<b>BREAK</b>	√	√	√	√
	14.00 – 16.30	<b>Field Visit to Kasuari POM :</b> <ul style="list-style-type: none"> <li>• Inspection of FFB processing from weighting bridge until dispatch</li> <li>• Inspection of warehouse, workshop, mill wastes management, effluent ponds, POME application and etc</li> <li>• Audit Supply Chain for CPO Mills (RSPO SCCS)</li> </ul>	√	√	√	
	14.00 – 16.30	Stakeholder consultation (External - Village Head, Local community, previous land owner/user, governance body, local NGO, contractors and etc)				√
	16.30 – 17.00	<b>Wash up meeting</b>	√	√	√	√
Thursday 24/08/2023	08.00 – 12.00	<b>Document Review Estates and POM :</b> <ul style="list-style-type: none"> <li>• Occupational Health and Safety, HCV, Environment</li> <li>• Aspect, time bound plan.</li> </ul>	√	√	√	√

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Date	Time	Subjects	ER	AP	BS	HK
		<ul style="list-style-type: none"> <li>• Social Aspect and workers welfare, worker consultation,</li> <li>• Stakeholder Consultation, impact assessments, policies.</li> <li>• Best Management Practice for Mill and supply chain for mill.</li> <li>• Operation Procedure, organization commitments, Legal compliance, continuous improvement, long term business plan.</li> </ul>				
	12.00 – 14.00	<b>BREAK</b>	√	√	√	√
	14.00 – 16.30	<b>Document Review Estates and POM :</b> <ul style="list-style-type: none"> <li>• Occupational Health and Safety, HCV, Environment</li> <li>• Aspect, time bound plan.</li> <li>• Social Aspect and workers welfare, worker consultation,</li> <li>• Stakeholder Consultation, impact assessments, policies.</li> <li>• Best Management Practice for Mill and supply chain for mill.</li> <li>• Operation Procedure, organization commitments, Legal compliance, continuous improvement, long term business plan.</li> </ul>	√	√	√	√
	16.30 – 17.00	<b>Wash up meeting</b>	√	√	√	√
Friday 25/08/2023	08.00 – 12.00	Document review	√	√	√	√
	12.00 – 14.00	<b>BREAK</b>	√	√	√	√
	14.00 – 15.00	Auditors meeting/ closing meeting preparation	√	√	√	√
	15.00 – 16.00	Closing meeting	√	√	√	√
	16.00	Travel to Jayapura	√	√	√	√

### 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?	Yes. Golden Agri Resources' RSPO Timebound Plan 2022-2025 dated 19 May 2022 include names of all subsidiary companies, all estates and all mills under Golden Agri Resources Ltd.	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	No. The RSPO Membership for Golden Agri Resources dated 30 January 2005. Golden Agri Resources submitted RSPO Timebound Plan 2022-2025 to RSPO Secretariat. RSPO approved the timebound plan for GAR on 14 June 2022 and the latest one was on 23 November 2023.	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 announced by the RSPO Secretariat on 21/12/2021.	Yes. Golden Agri Resources reported new acquisition in RSPO Timebound Plan 2022-2025. RSPO approved the timebound plan for GAR on 14 June 2022 and the latest one was on 23 November 2023.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Yes. There was deviation to the time-bound plan compared to 2021. Golden Agri Resources reported new time bound plan that is more than 5 or 3 years since membership date in RSPO Timebound Plan 2022-2025. RSPO approved the timebound plan for GAR on 14 June 2022 and the latest one was on 23 November 2023.	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 was changes to the time-bound plan compared to 2021. Golden Agri Resources reported new acquisition in RSPO Timebound Plan 2022-2025. RSPO approved the timebound plan for GAR on 14 June 2022 and the latest one was on 23 November 2023.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a <b>Minor</b> non-compliance shall be raised	No. Golden Agri Resources submitted RSPO Timebound Plan 2022-2025 to RSPO Secretariat. RSPO approved the timebound plan for GAR on 14 June 2022 and the latest one was on 23 November 2023.	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 <b>Major</b> non-compliance shall be raised	No. The RSPO Membership for Golden Agri Resources dated 30 January 2005. Golden Agri Resources submitted RSPO Timebound Plan 2022-2025 to RSPO Secretariat. RSPO approved the timebound plan for GAR on 14	Complied

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	June 2022 and the latest one was on 23 November 2023.	
<b>Un-Certified Units or Holdings</b>		
<p>No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&amp;C criterion 7.12.</p>	<p>Several companies under GAR were planted above November 2005, while the HCV assessment process was conducted in the period 2010 – 2013.</p> <p>Based on auditor verification, not all uncertified unit conduct new clearing after Nov 2005, but for uncertified unit with land clearing after Nov 2005 has follow RaCP. Detail information of uncertified unit are:</p> <ul style="list-style-type: none"> <li>• PT Kencana Graha Permai - Kalimantan Barat (Delima Estate) concept note get approval from RSPO on 27 July 2020. However, the company submitted a new Concept Note in collaboration with PT Lestari Capital on 14 January 2022, and is currently still being reviewed by the RSPO Compensation Panel.</li> <li>• PT Agrolestari Sentosa – Kalimantan Tengah (Jalemo Estate, Manuhing Estate, Kajui Estate) concept note get approval from RSPO on 27 July 2020. However, the company submitted the Concept Note Project Batu Menangis on 14 January 2022 and is currently still being reviewed by the RSPO Compensation Panel.</li> <li>• PT Sumber Indah Perkasa – Papua (Mambruk Estate) concept note get approval from RSPO on 27 July 2020. However, the company submitted a new Concept Note in collaboration with PT Lestari Capital on 14 January 2022, and is currently still being reviewed by the RSPO Compensation Panel.</li> <li>• PT Kresna Duta Agroindo – Kalimantan Timur (Gunung Kombeng Mill, Rantau Panjang Estate) concept note get approval from RSPO on 27 July 2020. However, the company submitted a new Concept Note in collaboration with PT Lestari Capital on 14 January 2022, and is currently still being reviewed by the RSPO Compensation Panel</li> <li>• PT Cahaya Nusa Gemilang – Kalimantan Barat (Kenanga Estate), LUCA report is in the process of being revised and will be sent to the RSPO.</li> </ul>	<p>Complied</p>

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	<ul style="list-style-type: none"> <li>• PT Bangun Nusa Mandiri – Kalimantan Barat (Kenari Mill and supply bases), LUCA report is in the process of being revised and will be sent to the RSPO.</li> <li>• PT Persada Graha Mandiri – Kalimantan Barat (Kapuas Hulu Estate and Sungai Beran Estate), LUCA report is in the process of being revised and will be sent to the RSPO.</li> <li>• PT Satya Kisma Usaha – Kalimantan Tengah (Medan Sari Estate), LUCA report is in the process of being revised and will be sent to the RSPO.</li> <li>• PT Binasawit Abadi Pratama – Kalimantan Tengah (Perdana Mill and supply bases), LUCA report is in the process of being revised and will be sent to the RSPO.</li> <li>• PT Aditunggal Mahajaya – Kalimantan Tengah (Sungai Ayawan Estate), LUCA report is in the process of being revised and will be sent to the RSPO.</li> <li>• PT Mitrakarya Agroindo – Kalimantan Tengah (Tangar Mill and supply bases), LUCA report is in the process of being revised and will be sent to the RSPO.</li> <li>• PT Agrokarya Primalestari – Kalimantan Tengah (Kuayan Mill and supply bases), LUCA report is in the process of being revised and will be sent to the RSPO.</li> <li>• PT Buana Adhitama – Kalimantan Tengah (Sairi Estate and Bukit Dua Estate), LUCA report is in the process of being revised and will be sent to the RSPO.</li> <li>• PT Sinar Kencana Inti Perkasa – Kalimantan Selatan (Sungai Magalau Mill and supply bases), LUCA report is in the process of being revised and will be sent to the RSPO.</li> <li>• PT Sawita Karya Manunggul – Kalimantan Selatan (Sawita Mill and supply bases). Initial audit has been done in 18 – 23 September 2023 by PT Mutuagung Lestari (accredited CB).</li> <li>• PT Satya Kisma Usaha – Jambi (Batang Gading Estate), the LUCA report has been approved in 12 November 2021.</li> <li>• PT Sawit Mas Sejahtera – Sumatera Selatan, the LUCA report proposed to be hold/postponed until the Integrated HCV</li> </ul>	
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	<p>HCS Report obtains Satisfactory status from the HCVRN.</p> <ul style="list-style-type: none"> <li>The companies were acquired by GAR on 2021 are PT Kruing Lestari Jaya (Sungai Perak Mill and supply bases), PT Harapan Rimba Raya (Sungai Kedang Mill and supply bases), PT Rimbaraya Tamajaya (Sungai Pahu Estate), PT Agrolestari Subur Sejahtera (Bukit Permai Estate), PT Agrolestari Hijau Sentosa (Bukit Lestari Estate), PT Kharisma Riau Sentosa Prima (Kharisma Estate), PT Mitranusa Permata (Sungai Manunggul Estate). The company is still collecting information and documentation regarding the fulfillment of RaCP obligations.</li> </ul> <p>Golden Agri Resources has reported all replacement of primary forest to maintain HCV and HCS through submission of LUCA.</p> <p>Based on RSPO RaCP Tracker (<a href="https://rspo.org/as-an-organisation/tools/remediation-and-compensation/racp-trackers/">https://rspo.org/as-an-organisation/tools/remediation-and-compensation/racp-trackers/</a>), Audit team noted that 31 MUs with potential liability, 25 MU with LUCA submitted, 17 MU with LUCAs review completed, 30 MU with CN required, 16 MU with CN submitted, 11 MU with CN approved, 11 MU with CP submitted, 0 MU with CP endorsed, 24 MU with RP required, 1 MU with RP submitted, 1 MU with RP approved</p>	
<p>Any new plantings since January 1<sup>st</sup> 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>Golden Agri Resources has reported all new planting in its subsidiary since 1<sup>st</sup> January 2010 into RSPO New Plantings Procedure.</p> <p>Based on NPP Public announcement (<a href="https://rspo.org/as-an-organisation/certification/npp-public-comments/">https://rspo.org/as-an-organisation/certification/npp-public-comments/</a>) there were GAR subsidiary company that enlisted in the announcement.</p> <p>Based on auditor verification, not all uncertified unit conduct new clearing after January 2010 but for all uncertified unit with land clearing after January 2010 has follow NPP. Detail information of uncertified unit are:</p> <ul style="list-style-type: none"> <li>PT Sinar Kencana Inti Perkasa (Kasuari Mill and supply base): there is no new land clearing after January 2010.</li> </ul>	<p>Complied</p>

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	<ul style="list-style-type: none"> <li>• PT Agrolestari Mandiri (Pekawai Mill and supply base): NPP on 26 April 2014. Status: Complete</li> <li>• PT Binasawit Abadi Pratama (Perdana Mill and supply base): NPP on 8 July 2014. Status: Complete</li> <li>• PT Agrokarya Prima Lestari (Kuayan Mill and supply base): NPP on 26 April 2014 and PT Buana Adhitama (supply base) conduct NPP on 4 June 2014. Status: Complete</li> <li>• PT Mitra Karya Agroindo (Tangar Mill and supply base): NPP on 26 April 2014. Status: Complete</li> <li>• PT Paramitra Internusa Pratama (Belian Mill and supply base): NPP on 3 June 2014, PT Kartika Prima Cipta (supply base) conduct NPP on 8 July 2014 and PT Persada Graha Mandiri (Supply base) conduct NPP on 6 June 2014. Status: Complete</li> <li>• PT Sawit Mas Sejahtera (Sungai Kikim and supply base): there is new planting after January 2010 in Sungai Kikim Estate and Sungai Saling Estate, the company does not conduct NPP. This is become subject of sanction. For PT Buana Sawit Mas (supply base) conduct NPP on 8 July 2014. Status: Complete</li> <li>• PT Sinar Kencana Inti Perkasa (Sungai Magalau Mill and supply base): there is no new land clearing after January 2010. Status: Complete</li> <li>• PT Agro Lestari Sentosa (Jalemo Mill and supply base): NPP on 26 April 2014. Status: Complete</li> <li>• PT Adi Tunggal Mahajaya (Sako Mill) (under construction): NPP on 25 April 2014, PT Agrokarya Prima Lestari (supply base) conduct NPP on 26 April 2014 and PT Mitra Karya Agroindo (supply base) conduct NPP on 26 April 2014. Status: Complete</li> <li>• PT SMART (Bukit Kapur Mill and supply base): there is no new land clearing after January 2010.</li> <li>• PT Kresna Duta Agroindo (Rantau Panjang Mill and supply base): NPP on 8 July 2014. Status: Complete</li> </ul>	
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	<ul style="list-style-type: none"> <li>• PT Kresna Duta Agroindo (Gunung Kombeng Mill and supply base): NPP on 8 July 2014. Status: Complete</li> <li>• PT Sawitakarya Manunggul (Sawita Mill and supply base): there is new land clearing after January 2010 in Sawita KKPA and company does not conduct NPP. This is become subject of sanction.</li> </ul>	
<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&amp;C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>Yes. In the RSPO Case Tracker and media electronic verification, audit team noted an active complaint related to land conflict and being progressed:</p> <ul style="list-style-type: none"> <li>- Complaint Ref.RSPO/2021/12/CRP, date filed 8 November 2021 addressed to PT. Ramajaya Pramukti (a subsidiary of Golden Agri Resources Ltd) by Lembaga Adat Kenegerian Petapahan (Ninik Mamak Kenegerian Petapahan), Bahtera Alam &amp; Sawit Watch. Current status per 26 July 2023: The Briefing Note is in the midst of a peer review. Pending clarification from the Respondent on some points raised.</li> <li>- Based on information from electronic media on March 1, 2022, there was information that PT. Agro Lestari Sentosa for not building plasma plantations for the community. Based on confirmation with representatives of PT. Agro Lestari, it is known that the plasma area is still in the NPP process, and the target is to complete the NPP by the end of the 2023 quarter.</li> <li>- Based on electronic media on December 13, 2022, there is information on problems between Koperasi Perkebunan Bataduh Raya and PT. Bangun Nusa Mandiri. Based on confirmation with representatives of PT. Bangun Nusa Mandiri is known that there have been 15 agreements between cooperatives and companies, including PT. BNM is committed to building a plasma of 557.47 Ha and developing an area of 180 Ha for partnerships. Regarding overlapping land, the solution is <i>Vaicias</i> Data, namely the handover of land in PT. BNM with the Head of the Village and Koperasi Perkebunan Bataduh Raya.</li> <li>- Complaint RSPO/2021/11/HN, dated 11 July 2021, was lodged against PT SMART Tbk (West Kalimantan Region) regarding alleged procurement of Fresh Fruit Bunches (FFB)</li> </ul>	<p>Complied</p>

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	<p>and Crude Palm Oil (CPO) from PT Kapuasindo Palm Industri (PT KPI), a subsidiary of Kencana Group (not an RSPO member), which had been involved in a series of violations against workers and indigenous communities in the district. The latest status indicates that the RSPO Complaint Panel issued a decision on the complaint on 17 January 2022, deciding to halt all proceedings related to the complaint. The decision letter was shared with both parties, providing them with an opportunity to file an appeal until 11 April 2022. <b>Update as of 12 April 2022:</b> The appeal submission period has concluded. The complaint is now formally closed.</p> <ul style="list-style-type: none"> <li>- Complaint RSPO/2020/04/IR dated 2 March 2020, against GAR (Central Kalimantan Region) by the Forest Peoples Programme &amp; Elk Hills Research concerning allegations of land legality and bribery cases. From GAR's side, GIS-2 analysis for alert land clearance after November 2014, following discussions with the RSPO GIS manager on 21 May 2021, approved the sampling methodology. GAR's clarification report was submitted on 8 September 2021. However, regarding the legal review of anti-bribery policies and practices, the company rejected the ToR for the Legal Review on 26 March 2021. As of December 15, 2021, RSPO is awaiting the review results from the consultant. As of 31 May 2023, procurement process for the independent investigation is ongoing. The Expression of Interest along with the ToR has been published on the RSPO website. <b>Update as of 28 Jun 2023:</b> Selection process for the independent investigator ongoing.</li> <li>- Complaint PreCAP/2014/03/IR was lodged on 13 October 2014, against PT Kartika Prima Cipta (West Kalimantan) by the Forest Peoples Programme (FPP) &amp; Transformasi Untuk Keadilan – Indonesia (TUK-I) regarding the Free, Prior, and Informed Consent (FPIC) process and 6 other issues. With the consent of GAR and FPP, RSPO divided the conflict resolution verification process into 5 phases (Phase 1 for NPP, maximum land holding, and new land development; Phase 2 for legality; Phase 3 for smallholders; Phase 4 for FPIC; and</li> </ul>	
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	<p>Phase 5 for HCV). GAR has responded up to Phase 5 on 26 August 2021, addressing all stages. The latest status as of 15 December 2021, indicates that the RSPO Complaint Panel has reached a decision for Phase 2 and is awaiting discussions for Phase 3 and 4. <b>Update as of 28 Jun 2023:</b> The Secretariat is still in the midst of preparing the Briefing Notes for Phases 3, 4 &amp; 5.</p> <p>In the RSPO RaCP Tracker, Audit team noted 31 MUs with potential liability, 25 MU with LUCA submitted, 17 MU with LUCAs review completed, 30 MU with CN required, 16 MU with CN submitted, 11 MU with CN approved, 11 MU with CP submitted, 0 MU with CP endorsed, 24 MU with RP required, 1 MU with RP submitted, 1 MU with RP approved.</p>	
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&amp;C criterion 4.2</p>	<p>In the RSPO Case Tracker, Audit team noted there was not active complaint related to labour disputes.</p>	<p>Complied</p>
<p>Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&amp;C criteria 2.1</p>	<p>In the RSPO Case Tracker, Audit team noted there was an active complaint related to legal non-compliance.</p> <ul style="list-style-type: none"> <li>- Complaint RSPO/2020/04/IR, date filed 2 March 2020 addressed to Golden Agri Resources Ltd by Forest Peoples Programme &amp; Elk Hills Research. Current status per 26 July 2023: Pending CP's endorsement of an independent investigator from the list of candidates submitted.</li> </ul>	<p>Complied</p>
<p>Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&amp;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.</p>	<p>Yes, Golden Agri Resources Ltd carried out internal audit for the uncertified estates and mills against RSPO P&amp;C Criterion.</p> <ul style="list-style-type: none"> <li>- Internal audit for PT Persada Graha Mandiri (Kapas Hulu Estate And Sungai Beran Estate), supply bases of Pekawai Mill; carried out on 24 – 27 July 2023 Internal audit team issued NC related to 6.5.4, 7.3.1, 6.7.2, 6.7.3 and 7.2.10, management is preparing correction and corrective action</li> <li>- Internal audit for PT SMART Tbk (Bukit Kapur Mill, Sungai Cantung Estate And Bukit Kapur Estate) carried out on 12 – 16 December 2022. Internal audit team issued NC related to 2.1.1, 6.2.1, 7.3.1 and 7.12.2, management is preparing correction and corrective action.</li> </ul>	<p>Complied</p>

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	<ul style="list-style-type: none"> <li>- Internal audit for PT Agrolestari Sentosa (Jalemo Mill, Manuhing Estate, Kajui Estate And Jalemo Estate) carried out on 21 – 25 November 2022. Internal audit team issued NC related to 2.1.1, 6.2.1, 7.3.1 and 7.12, management is preparing correction and corrective action.</li> <li>- Internal audit for PT BinaSawit Abadi Pratama (Perdana Mill, Perdana Estate, Lenggana Estate, Semandau Estate And Muara Dua Estate) carried out on 13 – 17 June 2022. Internal audit team issued NC related to 2.1.1 and 7.12, management is preparing correction and corrective action.</li> </ul> <p>Audit checklist covers all RSPO P&amp;C and RSPO Certification System requirement. Positive assurance statement stated in the internal audit reports reviewed. All NCs, are being actively addressed based on records of correction/corrective action showed during audit.</p>	
<p>Are there any Critical (Major) non-compliance raised against any of the RSPO P&amp;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?</p>	<p>Yes, there are critical non-compliance raised during internal audits to uncertified management units.</p>	<p>Complied</p>
<p>Have there been any stakeholder (including NGO) consultation conducted?</p>	<p>Audit team checked on internal audit reports and verified the stakeholder consultation carried out.</p> <p>In the RSPO Case Tracker, Audit team noted active complaint;</p> <ul style="list-style-type: none"> <li>- Complaint Ref.RSPO/2021/12/CRP, date filed 8 November 2021 addressed to PT. Ramajaya Pramukti (a subsidiary of Golden Agri Resources Ltd) by Lembaga Adat Kenegerian Petapahan (Ninik Mamak Kenegerian Petapahan), Bahtera Alam &amp; Sawit Watch. Current status per 26 July 2023 :The Briefing Note is in the midst of a peer review. Pending clarification from the Respondent on some points raised.</li> <li>- Complaint Ref.RSPO/2020/04/IR, dated filed 2 March 2020 addressed to Golden Agri Resources Ltd., by Forest People Programme &amp; Elk Hills Research. Current status per 26 July 2023: Pending CP's</li> </ul>	<p>Complied</p>

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	<p>endorsement of an independent investigator from the list of candidates submitted.</p> <p>Audit team sent email to national NGOs, until assessment ends, audit team did not received response.</p>	
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**3.2 Progress of scheme smallholders and/or outgrowers**

<b>Progress of scheme smallholders or outgrowers towards compliance with relevant standards</b>		
<b>Requirement</b>	<b>Remarks</b>	<b>Compliance</b>
<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>There is no scheme smallholder for PT Sinar Kencana Inti Perkasa</p>	<p>Not Applicable</p>

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**Approved Time Bound Plan**

There was revision in the company time bound plan, has been sent to RSPO for review and approval on 20<sup>th</sup> May 2022. The revised Time Bound Plan has been approved by RSPO Secretariat on 14 June 2022 and the latest one was on 23 November 2023.

NO	COMPANY	LOCATION	MILL / ESTATE		PLANTED AREA (Ha)	PREVIOUS TIME BOUND	NEW TIME BOUND	JUSTIFICATION
<b>SUPPLY BASE OF NON-CERTIFIED MILLS</b>								
<b>1</b>	<b>PT PARAMITRA INTERNUSA PRATAMA</b>	<b>KALIMANTAN BARAT</b>	<b>BLNM</b>	<b>BELIAN MILL</b>		<b>2021</b>	<b>2022</b>	Initial audit in 5 – 9 December 2022; waiting for NCR close-out
1.1	PT PARAMITRA INTERNUSA PRATAMA	KALIMANTAN BARAT	BLNE	BELIAN ESTATE	1,949	2021	2022	
1.2	PT PARAMITRA INTERNUSA PRATAMA	KALIMANTAN BARAT	TNKE	TENGKAWANG ESTATE	3,467	2021	2022	
1.3	PT PERSADA GRAHA MANDIRI	KALIMANTAN BARAT	KHLE	KAPUAS HULU ESTATE	2,703	2021	2024	RaCP in progress; Concept Note reviewing process in RSPO
1.4	PT PERSADA GRAHA MANDIRI	KALIMANTAN BARAT	SBRE	SUNGAI BERAN ESTATE	2,811	2021	2024	
1.5	PT KARTIKA PRIMA CIPTA	KALIMANTAN BARAT	MTNE	MUARA TAWANG ESTATE	2,377	2021	2025	RaCP in progress; Concept Note reviewing process in RSPO
1.6	PT PARAMITRA INTERNUSA PRATAMA (PLASMA)	KALIMANTAN BARAT	BLNA	BELIAN KKPA	1,798	2022	2024	Land legality process
1.7	PT KARTIKA PRIMA CIPTA (PLASMA)	KALIMANTAN BARAT	MTNA	MUARA TAWANG KKPA	1,052	2022	2024	Land legality process
1.8	PT PERSADA GRAHA MANDIRI (PLASMA)	KALIMANTAN BARAT	KHLA	KAPUAS HULU KKPA	1,188	2022	2024	Land legality process
<b>2</b>	<b>PT AGROLESTARI MANDIRI</b>	<b>KALIMANTAN BARAT</b>	<b>PKWM</b>	<b>PEKAWAI MILL</b>		<b>2021</b>	<b>2024</b>	Initial audit schedule on early December 2023
2.1	PT AGROLESTARI MANDIRI	KALIMANTAN BARAT	KYNE	KAYUNG ESTATE	2,210	2021	2026	
2.2	PT AGROLESTARI MANDIRI	KALIMANTAN BARAT	PKWE	PEKAWAI ESTATE	2,868	2021	2026	
2.3	PT AGROLESTARI MANDIRI	KALIMANTAN BARAT	SKKE	SUNGAI KELIK ESTATE	2,467	2021	2026	
2.4	PT AGROLESTARI MANDIRI	KALIMANTAN BARAT	NTYE	NANGA TAYAP ESTATE	2,008	2021	2024	
2.5	PT AGROLESTARI MANDIRI (PLASMA)	KALIMANTAN BARAT	KYNA	KAYUNG KEMITRAAN	2,651	2022	2024	Land title (SHM) in progress, RaCP in progress

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<b>3</b>	<b>PT SAWITAKARYA MANUNGGUL</b>	<b>KALIMANTAN SELATAN</b>	<b>SWTM</b>	<b>SAWITA MILL</b>		<b>2021</b>	<b>2024</b>	Initial certification audit has been done on 18 – 22 September 2023.
3.1	PT SAWITAKARYA MANUNGGUL	KALIMANTAN SELATAN	SWTE	SAWITA ESTATE	3,810	2021	2024	
3.2	PT SAWITAKARYA MANUNGGUL	KALIMANTAN SELATAN	PMKE	PAMUKAN ESTATE	2,972	2021	2024	
3.3	PT SAWITAKARYA MANUNGGUL (PLASMA)	KALIMANTAN SELATAN	SWTA	SAWITA KKPA	1,154	2023	2024	Land legality process
<b>4</b>	<b>PT KRESNA DUTA AGROINDO</b>	<b>KALIMANTAN TIMUR</b>	<b>RPNM</b>	<b>RANTAU PANJANG MILL</b>		<b>2022</b>	<b>2023</b>	Initial certification audit done on 23-27 October 2023
4.1	PT KRESNA DUTA AGROINDO	KALIMANTAN TIMUR	RPNE	RANTAU PANJANG ESTATE	4,689	2022	2023	
4.2	PT KRESNA DUTA AGROINDO (PLASMA)	KALIMANTAN TIMUR	RPNA	RANTAU PANJANG KKPA	982	2023	2024	Land title (SHM) in progress
<b>5</b>	<b>PT SAWIT MAS SEJAHTERA</b>	<b>SUMATERA SELATAN</b>	<b>SKMM</b>	<b>SUNGAI KIKIM</b>		<b>2022</b>	<b>2023</b>	Initial audit done on 21 – 25 August 2023
5.1	PT SAWIT MAS SEJAHTERA	SUMATERA SELATAN	SKME	SUNGAI KIKIM ESTATE	1,845	2022	2023	
5.2	PT SAWIT MAS SEJAHTERA	SUMATERA SELATAN	SPGE	SUNGAI PANGI ESTATE	3,119	2022	2023	
5.3	PT SAWIT MAS SEJAHTERA	SUMATERA SELATAN	SMIE	SUNGAI MUSI ESTATE	1,736	2022	2023	
5.4	PT SAWIT MAS SEJAHTERA	SUMATERA SELATAN	SSLE	SUNGAI SALING ESTATE	2,161	2022	2023	
5.5	PT BUMI SAWIT PERMAI	SUMATERA SELATAN	SENE	SUNGAI ENIM ESTATE	1,725	2022	2023	RaCP in progress; Concept Note reviewing process in RSPO
5.6	PT BUMI SAWIT PERMAI	SUMATERA SELATAN	SLME	SUNGAI LEMATANG ESTATE	2,081	2022	2023	
5.7	PT PRIMA CIPTA MANDIRI	SUMATERA SELATAN	SBGE	SUNGAI BUNGUR ESTATE	2,323	2022	2023	RaCP in progress; Concept Note reviewing process in RSPO
5.8	PT PRIMA CIPTA MANDIRI	SUMATERA SELATAN	SLGE	SUNGAI LINGSING ESTATE	1,025	2022	2023	
<b>6</b>	<b>PT SINAR KENCANA INTI PERKASA</b>	<b>KALIMANTAN SELATAN</b>	<b>SMGM</b>	<b>SUNGAI MAGALAU MILL</b>		<b>2023</b>	<b>2023</b>	RaCP in progress; Concept Note reviewing process in RSPO
6.1	PT SINAR KENCANA INTI PERKASA	KALIMANTAN SELATAN	SNKE	SENAKIN ESTATE	2,787	2023	2023	
6.2	PT SINAR KENCANA INTI PERKASA	KALIMANTAN SELATAN	SMUE	SUNGAI MAGALAU ESTATE	1,707	2023	2023	
<b>7</b>	<b>PT KRESNA DUTA AGROINDO</b>	<b>KALIMANTAN TIMUR</b>	<b>GKMM</b>	<b>GUNUNG KOMBENG MILL</b>		<b>2023</b>	<b>2024</b>	Excluded from timebound plan due to operation discontinued.
7.1	PT KRESNA DUTA AGROINDO (PLASMA)	KALIMANTAN TIMUR	GKMA	GUNUNG KOMBENG KKPA	2,214	2023	2026	
<b>8</b>	<b>PT SINAR KENCANA INTI PERKASA</b>	<b>PAPUA</b>	<b>KSRM</b>	<b>KASUARI MILL</b>		<b>2023</b>	<b>2024</b>	Initial audit schedule done on 21 – 25 August 2023
8.1	PT SINAR KENCANA INTI PERKASA	PAPUA	CNDE	CENDRAWASIH ESTATE	2,691	2023	2024	

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8.2	PT SINAR KENCANA INTI PERKASA	PAPUA	NURE	NURI ESTATE	2,532	2023	2024	
8.3	PT SINAR KENCANA INTI PERKASA	PAPUA	RJWE	RAJAWALI ESTATE	3,675	2023	2024	
8.4	PT SUMBER INDAH PERKASA	PAPUA	MMBE	MAMBRUK ESTATE	3,473	2023	2024	
<b>9</b>	<b>PT BAHANA KARYA SEMESTA</b>	<b>JAMBI</b>	<b>SAJM</b>	<b>SUNGAI AIR JERNIH MILL</b>		<b>2023</b>	<b>2024</b>	RaCP in progress
9.1	PT BAHANA KARYA SEMESTA	JAMBI	SAJE	SUNGAI AIR JERNIH ESTATE	2,963	2023	2024	
9.2	PT BAHANA KARYA SEMESTA	JAMBI	SMTE	SUNGAI MENTAWAK ESTATE	2,754	2023	2024	
9.3	PT PRIMATAMA KREASI MAS	JAMBI	SMKE	SUNGAI MERAK ESTATE	3,969	2023	2024	
9.4	PT PRIMATAMA KREASI MAS	JAMBI	SBKE	SUNGAI BADAK ESTATE	1,576	2023	2024	
9.5	PT BAHANA KARYA SEMESTA (PLASMA)	JAMBI	SMTA	SUNGAI MENTAWAK KKPA	922	2023	2024	
<b>10</b>	<b>PT SMART TBK</b>	<b>KALIMANTAN SELATAN</b>	<b>BKPM</b>	<b>BUKIT KAPUR MILL</b>		<b>2023</b>	<b>2025</b>	HGU in progress, HCV/HCS Study in progress
10.1	PT SMART TBK	KALIMANTAN SELATAN	SCNE	SUNGAI CANTUNG ESTATE	3,473	2023	2025	
10.2	PT SMART TBK	KALIMANTAN SELATAN	BKPE	BUKIT KAPUR ESTATE	2,950	2023	2025	
<b>11</b>	<b>PT BINASAWIT ABADI PRATAMA</b>	<b>KALIMANTAN TENGAH</b>	<b>PRDM</b>	<b>PERDANA MILL</b>		<b>2023</b>	<b>2025</b>	HGU in progress
11.1	PT BINASAWIT ABADI PRATAMA	KALIMANTAN TENGAH	PRDE	PERDANA ESTATE	4,007	2023	2025	
11.2	PT BINASAWIT ABADI PRATAMA	KALIMANTAN TENGAH	LGGE	LENGGANA ESTATE	2,275	2023	2025	
11.3	PT BINASAWIT ABADI PRATAMA	KALIMANTAN TENGAH	SMNE	SEMANDAU ESTATE	3,789	2023	2025	
11.4	PT BINASAWIT ABADI PRATAMA	KALIMANTAN TENGAH	MDUE	MUARA DUA ESTATE	4,116	2023	2025	
<b>12</b>	<b>PT AGROKARYA PRIMA LESTARI</b>	<b>KALIMANTAN TENGAH</b>	<b>KUYM</b>	<b>KUAYAN MILL</b>		<b>2023</b>	<b>2025</b>	HGU in progress, RaCP in progress
12.1	PT AGROKARYA PRIMA LESTARI	KALIMANTAN TENGAH	BSTE	BUKIT SANTUHAI ESTATE	3,635	2023	2025	
12.2	PT AGROKARYA PRIMA LESTARI	KALIMANTAN TENGAH	TBSE	TAJUR BERAS ESTATE	3,667	2023	2025	
12.3	PT AGROKARYA PRIMA LESTARI	KALIMANTAN TENGAH	SRAE	SERANAU ESTATE	3,654	2023	2025	
12.4	PT AGROKARYA PRIMA LESTARI (PLASMA)	KALIMANTAN TENGAH	SSBA	SUNGAI SAMBON PLASMA	470	2023	2025	

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12.5	PT BUANA ADHITHAMA	KALIMANTAN TENGAH	SPRE	SAPIRI ESTATE	2,392	2023	2025	
12.6	PT BUANA ADHITAMA (PLASMA)	KALIMANTAN TENGAH	SPRA	SAPIRI PLASMA	435	2023	2025	
12.7	PT BUANA ADHITHAMA	KALIMANTAN TENGAH	BDUE	BUKIT DUA ESTATE	1,805	2023	2025	
<b>13</b>	<b>PT MITRAKARYA AGROINDO</b>	<b>KALIMANTAN TENGAH</b>	<b>TNGM</b>	<b>TANGAR MILL</b>		<b>2023</b>	<b>2025</b>	HGU in progress, RaCP in progress
13.1	PT MITRA KARYA AGROINDO	KALIMANTAN TENGAH	SLNE	SULIN ESTATE	4,173	2023	2025	
13.2	PT MITRA KARYA AGROINDO	KALIMANTAN TENGAH	NHYE	NAHIYANG ESTATE	3,723	2023	2025	
13.3	PT MITRA KARYA AGROINDO	KALIMANTAN TENGAH	KTYE	KATAYANG ESTATE	3,443	2023	2025	
13.4	PT MITRAKARYA AGROINDO (PLASMA)	KALIMANTAN TENGAH	SLNA	SULIN PLASMA	1,677	2023	2025	
<b>14</b>	<b>PT ADITUNGGAL MAHAJAYA</b>	<b>KALIMANTAN TENGAH</b>	<b>SKOM</b>	<b>SAKO MILL</b>		<b>2023</b>	<b>2025</b>	HGU in progress, RaCP in progress
14.1	PT AGROKARYA PRIMA LESTARI	KALIMANTAN TENGAH	MNTE	MENTAYA ESTATE	3,342	2023	2025	
14.2	PT AGROKARYA PRIMA LESTARI	KALIMANTAN TENGAH	KUYE	KUAYAN ESTATE	3,520	2023	2025	
14.3	PT MITRA KARYA AGROINDO	KALIMANTAN TENGAH	SNSE	SUNGAI NUSA ESTATE	3,219	2023	2025	
14.4	PT ADITUNGGAL MAHAJAYA	KALIMANTAN TENGAH	SAYE	SUNGAI AYAWAN ESTATE	3,733	2023	2025	
14.5	PT ADITUNGGAL MAHAJAYA (PLASMA)	KALIMANTAN TENGAH	SKOA	SAKO PLASMA	1,014	2023	2025	
<b>15</b>	<b>PT AGROLESTARI SENTOSA</b>	<b>KALIMANTAN TENGAH</b>	<b>JLMM</b>	<b>JALEMO MILL</b>		<b>2023</b>	<b>2025</b>	HGU in progress, RaCP in progress
15.1	PT AGROLESTARI SENTOSA	KALIMANTAN TENGAH	MNHE	MANUHING ESTATE	2,121	2023	2025	
15.2	PT AGROLESTARI SENTOSA	KALIMANTAN TENGAH	KJUE	KAJUI ESTATE	3,571	2023	2025	
15.3	PT AGROLESTARI SENTOSA	KALIMANTAN TENGAH	JLME	JALEMO ESTATE	3,351	2023	2025	
15.4	PT AGROLESTARI SENTOSA (PLASMA)	KALIMANTAN TENGAH	MNHA	MANUHING PLASMA	65	2023	2025	
<b>16</b>	<b>PT BANGUN NUSA MANDIRI</b>	<b>KALIMANTAN BARAT</b>	<b>KNRM</b>	<b>KENARI MILL</b>		<b>2023</b>	<b>2025</b>	HGU in progress, RaCP in progress
16.1	PT BANGUN NUSA MANDIRI	KALIMANTAN BARAT	GHRE	GAHARU ESTATE	1,886	2023	2025	
16.2	PT BANGUN NUSA MANDIRI	KALIMANTAN BARAT	KNRE	KENARI ESTATE	3,132	2023	2025	
16.3	PT BANGUN NUSA MANDIRI - (PLASMA)	KALIMANTAN BARAT	GHRA	GAHARU PLASMA	557	2023	2025	

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16.4	PT BANGUN NUSA MANDIRI - (PLASMA)	KALIMANTAN BARAT	KNRA	KENARI PLASMA	52	2023	2025	Land title (SHM/HGU) in progress, RaCP in progress
<b>17</b>	<b>PT KRUIING LESTARI JAYA</b>	<b>KALIMANTAN TIMUR</b>	<b>SPKM</b>	<b>SUNGAI PERAK MILL</b>		-	<b>2024</b>	HCV/HCS Study in progress, RaCP in progress
17.1	PT KRUIING LESTARI JAYA	KALIMANTAN TIMUR	SPKE	SUNGAI PERAK ESTATE	2,810	-	2024	
17.2	PT KRUIING LESTARI JAYA	KALIMANTAN TIMUR	SBAE	SUNGAI BASUNG ESTATE	2,810	-	2024	
17.3	PT KRUIING LESTARI JAYA	KALIMANTAN TIMUR	SPIE	SUNGAI PIKAN ESTATE	2,351	-	2024	
17.4	PT KRUIING LESTARI JAYA	KALIMANTAN TIMUR	SPLE	SUNGAI PILOS ESTATE	3,361	-	2024	
17.5	PT KRUIING LESTARI JAYA	KALIMANTAN TIMUR	SPIA	SUNGAI PIKAN PLASMA	2,266		2024	
17.6	PT HARAPAN RIMBA RAYA	KALIMANTAN TIMUR	STHA	SUNGAI TOHAN PLASMA	1,773		2024	
<b>18</b>	<b>PT HARAPAN RIMBA RAYA</b>	<b>KALIMANTAN TIMUR</b>	<b>SKDM</b>	<b>SUNGAI KEDANG MILL</b>		-	<b>2024</b>	HCV/HCS Study in progress, RaCP in progress
18.1	PT HARAPAN RIMBA RAYA	KALIMANTAN TIMUR	SKDE	SUNGAI KEDANG ESTATE	3,338	-	2024	
18.2	PT HARAPAN RIMBA RAYA	KALIMANTAN TIMUR	STHE	SUNGAI TOHAN ESTATE	3,597	-	2024	
18.3	PT HARAPAN RIMBA RAYA	KALIMANTAN TIMUR	KPHE	KEDANG PAHU ESTATE	1,928	-	2024	
18.4	PT RIMBARAYA TAMAJAYA	KALIMANTAN TIMUR	SPAE	SUNGAI PAHU ESTATE	2,803	-	2024	
18.5	PT RIMBARAYA TAMAJAYA	KALIMANTAN TIMUR	SPAA	SUNGAI PAHU PLASMA	568	-	2024	
<b>SUPPLY BASE OF CERTIFIED MILLS</b>								
1	PT CAHAYA NUSA GEMILANG	KALIMANTAN BARAT	KNNE	KENANGA ESTATE	2,618	2021	2024	RaCP in progress
2	PT KENCANA GRAHA PERMAI	KALIMANTAN BARAT	DLME	DELIMA ESTATE	1,857	2021	2024	RaCP in progress
3	PT SATYA KISMA USAHA	JAMBI	BGDE	BATANG GADING ESTATE	1,917	2022	2023	HGU and RaCP in progress.
4	PT FORESTA LESTARI DWIKARYA (PLASMA)	BANGKA BELITUNG	TRSA	TANJUNG RUSA KKPA	497	2022	2024	RaCP in progress
5	PT DJUANDA SAWIT LESTARI (PLASMA)	SUMATERA SELATAN	PNDA	PANDAWA KKPA	1,796	2022	2024	RaCP in progress
6	PT CAHAYA NUSA GEMILANG (PLASMA)	KALIMANTAN BARAT	KNCA	KENCANA KEMITRAAN	1,108	2022	2024	HGU and RaCP in progress.
7	PT CAHAYA NUSA GEMILANG (PLASMA)	KALIMANTAN BARAT	KNNA	KENANGA KEMITRAAN	439	2022	2024	HGU and RaCP in progress.

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8	PT SATYA KISMA USAHA	KALIMANTAN TENGAH	MSAE	MEDANG SARI ESTATE	2,436	2022	2025	HGU and RaCP in progress.
9	PT SATYA KISMA USAHA (PLASMA)	JAMBI	KILA	KILIS KKPA	939	2023	2024	HGU and RaCP in progress.
10	PT PALMINDO BILITON BERJAYA	BANGKA BELITUNG	TSWE	TANJUNG SAWIT ESTATE	2,634	2023	2024	HCV/HCS Study in progress
11	PT PALMINDO BILITON BERJAYA (PLASMA)	BANGKA BELITUNG	TSWA	TANJUNG SAWIT PLASMA	676	2023	2024	HCV/HCS Study in progress
12	PT RAMAJAYA PRAMUKTI (PLASMA)	RIAU	RRMA	RAMARAMA KKPA	760	2023	2024	Land title (SHM) in progress
13	PT SAWITAKARYA MANUNGGUL (PLASMA)	KALIMANTAN SELATAN	SKPA	SUNGAI KUPANG KKPA	3,859	2023	2024	Land title (SHM) in progress
14	PT TAPIAN NADENGGAN (PLASMA)	KALIMANTAN TIMUR	JLYA	JAK LUAY KKPA	2,980	2023	2024	RaCP in progress
15	PT TAPIAN NADENGGAN (PLASMA)	KALIMANTAN TIMUR	BSRA	BUKIT SUBUR KKPA	712	2023	2024	RaCP in progress
16	PT MEGANUSA INTI SAWIT (PLASMA)	RIAU	KSJA	MANDIAN JAYA PLASMA	405	-	2022	Certified in 2022
17	PT BUANA WIRALESTARI MAS (PLASMA)	RIAU	BRDA	BERKAT RIDHO KKPA	740	-	2023	Land title (SHM) in progress
18	PT IVO MAS TUNGGAL (PLASMA)	RIAU	SKJA	KANDIS SEJAHTERA KKPA	418	-	2023	Land title (SHM) in progress
19	PT IVO MAS TUNGGAL (PLASMA)	RIAU	KSBA	SWADAYA MAS BERSAMA KKPA	451	-	2023	Land title (SHM) in progress
20	PT RAMAJAYA PRAMUKTI (PLASMA)	RIAU	PRSA	PRODUSEN RAMA SAWIT KKPA	175	-	2023	Land title (SHM) in progress
21	PT AGROLESTARI SUBUR SEJAHTERA	BANGKA BELITUNG	BPAE	BUKIT PERMAI ESTATE	3,151	-	2024	HCV/HCS Study in progress
22	PT AGROLESTARI HIJAU SENTOSA	BANGKA BELITUNG	BLSE	BUKIT LESTARI ESTATE	664	-	2024	HCV/HCS Study in progress
23	PT MITRA NUSA PERMATA	KALIMANTAN SELATAN	SMGE	SUNGAI MANUNGGUL ESTATE	1,175	-	2024	HGU and RaCP in progress.
24	PT KHARISMA RIAU SENTOSA PRIMA	RIAU	KHRE	KHARISMA ESTATE	345	-	2024	HGU and RaCP in progress.
25	PT KHARISMA RIAU SENTOSA PRIMA (PLASMA)	RIAU	KHRA	KHARISMA PLASMA	381	-	2024	Land title (SHM) in progress
26	PT KRESNA DUTA AGROINDO (PLASMA)	JAMBI	TSRA	TIGA SERUMPUN KKPA	2,788	-	2024	Land title (SHM) in progress
27	PT SATYA KISMA USAHA (PLASMA)	JAMBI	BGDA	BATANG GADING KKPA	1,494	-	2024	Land title (SHM) in progress

Notes: Update status highlighted in green highlight.

**Certified Unit**

NO	MILL	CERTIFICATE NUMBER	RSPO PO ID	SUPPLY CHAIN MODEL
1	PT. Kresna Duta Agroindo - Muara Wahau Mill	MUTU-RSPO/043	RSPO_PO1000001765	MB
2	GAR-Pangkalan Panji Mill	RSPO 733519	RSPO_PO1000001612	MB
3	PT. Tapian Nadenggan - Langga Payung Palm Oil Mill	MUTU-RSPO/152	RSPO_PO1000001150	MB
4	PT Djuanda Sawit Lestari - Muara Kandis Mil	MUTU-RSPO/059	RSPO_PO1000001631	MB
5	Langling Mill – PT Kersna Duta Agroindo	SGS-RSPO/PC19-00026	RSPO_PO1000001345	MB
6	Jelatang Mill – PT Kersna Duta Agroindo	SGS-RSPO/PC19-00025	RSPO_PO1000001344	MB
7	PT Kencana Graha Permai / Kenanga Mill	MUTU-RSPO/153	RSPO_PO1000001638	MB
8	PT. SMART Tbk. - Tanah Laut Mill	MUTU-RSPO/174	RSPO_PO1000001152	MB
9	PT. Bumi Permai Lestari - Bukit Perak Mill	RSPO 733239	RSPO_PO1000001761	MB
10	PT. Tapian Nadenggan - Hanau Palm Oil Mill	RSPO 679706	RSPO_PO1000001154	MB
11	PT. Binasawit Abadi Pratama - Sungai Rungau Palm Oil Mill	MUTU-RSPO/029	RSPO_PO1000001155	IP
12	Padang Halaban Palm Oil Mill – PT SMART Tbk	MUTU-RSPO/151	RSPO_PO1000001079	IP
13	Ujung Tanjung Palm Oil Mill – PT Ivo Mas Tunggal	MUTU-RSPO/030	RSPO_PO1000001056	MB
14	PT Tapian Nadenggan Batu Ampar Mill	MUTU-RSPO/172	RSPO_PO1000001151	MB
15	Sam Sam MIII - PT Ivo Mas Tunggal	MUTU-RSPO/031	RSPO_PO1000001058	MB
16	Indrasakti Palm Oil Mill – PT Meganusa Intisawit	MUTU-RSPO/033	RSPO_PO1000001065	IP

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17	PT. Tapian Nadenggan - Semilar Palm Oil Mill	MUTU-RSPO/028	RSPO_PO1000001156	IP;MB
18	PT. Kresna Duta Agroindo - Pelakar Mill	MUTU-RSPO/141	RSPO_PO1000004089	MB
19	Rama Rama Palm Oil Mill – PT Ramajaya Pramukti	MUTU-RSPO/010	RSPO_PO1000001062	MB
20	Libo Palm Oil Mill - PT Ivo Mas Tunggal	MUTU-RSPO/032	RSPO_PO1000001057	IP
21	PT. Sinar Kencana Inti Perkasa - Sungai Kupang Mill	MUTU-RSPO/144	RSPO_PO1000004196	MB
22	PT. MP Leidong West Indonesia - Leidong West Palm Oil Mill	MUTU-RSPO/041	RSPO_PO1000001372	MB
23	Nagasakti Palm Oil Mill – PT Buana Wiralestari Mas	MUTU-RSPO/012	RSPO_PO1000001061	IP
24	Sungai Merah Mill – PT Sumber Indah Perkasa	MUTU-RSPO/131	RSPO_PO1000001343	MB
25	PT. Forestalestari Dwikarya - Tanjung Kembiri Palm Oil Mill	MUTU-RSPO/037	RSPO_PO1000001383	MB
26	Bumi Palma Palm Oil Mill – PT Bumi Palma Lestari Persada	MUTU-RSPO/034	RSPO_PO1000001064	MB
27	Sungai Buaya Mill – PT Sumber Indah Perkasa	MUTU-RSPO/130	RSPO_PO1000001342	IP
28	Jakluay Palm Oil Mill - PT. Tapian Nadenggan	MUTU-RSPO/145	RSPO_PO1000001920	MB
29	PT. Satya Kisma Usaha - Sungai Bengkal Mill	MUTU-RSPO/052	RSPO_PO1000001722	MB
30	PT Bumi Sawit Permai Bumi Sawit Mill	RSPO 733461	RSPO_PO1000001611	MB
31	Kijang Palm Oil Mill – PT Buana Wiralestari Mas	MUTU-RSPO/013	RSPO_PO1000001060	MB

### 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 no Critical non-conformances; four (4) Minor nonconformities and no Opportunity For Improvement raised. The PT Sinar Kencana Inti Perkasa – Kasuari Mill and supply bases 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			
<b>NCR Ref #</b>	2382807-202308-N1	<b>Issued Date</b>	25 August 2023
<b>Due Date</b>	ASA 1	<b>Closure Date</b>	TBC
<b>Indicator &amp; Category (Critical / Minor)</b>	2.2.2 Minor		
<b>Statement of Nonconformity:</b>	Third parties who have cooperation ties with companies have not been able to show sufficient evidence of compliance with relevant legal clauses such as compliance with the minimum wage and health insurance and labor insurance.		
<b>Requirement Reference:</b>	All contract, including those for FFB supply, contain specific clause on meeting relevant legal requirements and this can be demonstrated by the third party.		
<b>Objective Evidence:</b>	<p>The certification unit has agreement with 7 contractors, for example PT Vysco Indo Pratama and PT Modern Widya Technical Cooperation as stated in SPK as follows:</p> <ul style="list-style-type: none"> <li>PT Modern Widya Technical : SPK No. NURE/SPK/April-22/007- Paving the road with sirtu dated 04 April 2022 valid until 15 May 2023.</li> <li>PT Vysco Indo Pratama : SPK No. RJWE/SPK/Juni-22/012 – Land Preparation Replanting dated 08 June 2022.</li> </ul> <p>The work agreement includes clauses regarding compliance with BPJS, PPE, the minimum age for employees is 18 years, no forced labor. In addition, there is also an integrity pact which states, among others, that it complies with applicable laws and regulations, namely K3, Environment and Labor laws and is willing to comply with the requirements for sustainable palm oil certification.</p> <p>PT Vysco Indo Pratama has shown that it has participated in BPJS Health but has not shown proof of BPJS TK membership. In addition, in the paid salary slip, information was obtained that the minimum wage paid was IDR 3,500,000, so it is still below the UMP Papua, namely IDR 3,864. 696 even if it is added to the total wage premium that is obtained is higher.</p> <p>PT Modern Widya Technical has shown proof of BPJS TK and BPJS Health membership but has not shown compliance with the minimum wage.</p>		
<b>Corrections:</b>	Contractors show proof of their employees' BPJS registration and submit proof of minimum wage payment (especially basic salary) to the relevant Unit Head.		
<b>Root Cause Analysis:</b>	Weak supervision of contractors' non-compliance with statutory regulations.		

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<b>Corrective Actions:</b>	The SPO Unit monitors and evaluates the performance of contractors who carry out work in their work units according to the Contractor Monitoring Procedure. If there are violations or non-compliance, the Unit Head will hold a coordination meeting with the contractor to develop a timeline for fulfilling statutory regulations within a mutually agreed time limit.
<b>Assessment Conclusion:</b>	Will be verified in next audit

Non-conformity			
<b>NCR Ref #</b>	2382807-202308-N2	<b>Issued Date</b>	25 August 2023
<b>Due Date</b>	ASA 1	<b>Closure Date</b>	TBC
<b>Indicator &amp; Category (Critical / Minor)</b>	3.4.2 Minor		
<b>Statement of Nonconformity:</b>	The SIA Monitoring Report does not involve all stakeholder participation		
<b>Requirement Reference:</b>	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.		
<b>Objective Evidence:</b>	<p>The company has conducted SIA monitoring activities every 2 years in accordance with the SOP for Management and Monitoring of Social Impacts No. SOP/SMART/SIGS-CSR/SADV/I/002 dated 1 July 2014, revised on 1 April 2020 become SOP/SMART/SUST/IV/ 002. The last monitoring was carried out for the 2022-2023 period on 25 – 28 October 2022 and the Social Impact Monitoring Report was published in March 2023.</p> <p>However, based on a review of documents and interviews with stakeholders, it was concluded that not all stakeholders have participated in the preparation of social impact management (not limited to the ethnic hierarchy).</p>		
<b>Corrections:</b>	The Unit Head conducts a study of the stakeholders in his unit (not limited to the tribal hierarchy) and provides recommendations for a list of names to the SIA document drafting team, people who will be included as resource persons in preparing social impact management for the next period.		
<b>Root Cause Analysis:</b>	Communication so far has been carried out by the Company more intensely with Tribal Heads and is less well documented so it is not clear which stakeholders have or have not been involved.		
<b>Corrective Actions:</b>	Communication and outreach from the Company will involve all elements in society, and be well documented using attendance lists, activity summaries and photos.		
<b>Assessment Conclusion:</b>	Will be verified in next audit		

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Non-conformity			
<b>NCR Ref #</b>	2382807-202308-N3	<b>Issued Date</b>	25 August 2023
<b>Due Date</b>	ASA 1	<b>Closure Date</b>	TBC
<b>Indicator &amp; Category (Critical / Minor)</b>	3.7.3		
<b>Statement of Nonconformity:</b>	RSPO Supply Chain Certification Standard (SCCS) training has not yet been provided to personnel carrying out critical tasks in the implementation of the SCC Standard. (Referring to Clause 3.1 of RSPO and ISPO Products Supply Chain SOP Model Mass Balance No. PT Sinar Kencana Inti Perkasa).		
<b>Requirement Reference:</b>	Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.		
<b>Objective Evidence:</b>	<p>During the field visit, weighbridge operators said that they had not attended the RSPO SCCS training. This causes the operator to not be able to demonstrate/explain how the RSPO SCCS implementation procedure will be carried out.</p> <p>The attendance list for training participants has not considered personnel who carry out important tasks in the implementation of the SCC Standard. In this case it also refers to clause 3.1 "SOP Supply Chain for RSPO and ISPO Products Model Mass Balance No. PT Sinar Kencana Inti Perkasa - KSRM/SOP/24 rev.00", dated 29 September 2022. For example, workshop clerks, workers union leaders, reverse osmosis operators, warehouse clerks and so on.</p>		
<b>Corrections:</b>	<p>In August - September SPO KSRM will provide training and outreach to all employees who function as CCP according to the MASS BALANCE MODEL CERTIFIED PRODUCT SUPPLY CHAIN SOP, namely:</p> <ul style="list-style-type: none"> <li>• Security guard</li> <li>• Weighing Crane</li> <li>• Grading Foreman</li> <li>• CPO / PK and Kernel Storage Bin (KSB) Dispatch Operators</li> <li>• Laboratory analyst</li> <li>• Production Crane</li> <li>• Garden/Factory Assistant</li> <li>• Head of Administration (Traceability Officer)</li> <li>• Mill Unit Head (Management Representative)</li> </ul> <p>The training material will focus on explaining the Job Description of employees who function as CCP according to the SOP related to SUPPLY CHAIN PRODUCT CERTIFIED MASS BALANCE MODEL article 3.</p>		
<b>Root Cause Analysis:</b>	Identification of training needs for employees does not yet refer to the relevant SOP		
<b>Corrective Actions:</b>	In preparing the identification of training needs and the SPO Assistant training program, the Assistant always refers to the relevant SOP.		
<b>Assessment Conclusion:</b>	Will be verified in next audit		

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Non-conformity			
<b>NCR Ref #</b>	2382807-202308-N4	<b>Issued Date</b>	25 August 2023
<b>Due Date</b>	ASA 1	<b>Closure Date</b>	TBC
<b>Indicator &amp; Category (Critical / Minor)</b>	4.3.1 Minor		
<b>Statement of Nonconformity:</b>	The unit of certification has not been able to show sufficient evidence that the contribution to local community development has been based on the results of consultations with local communities.		
<b>Requirement Reference:</b>	Contributions to community development that are based on the results of consultation with local community are demonstrated.		
<b>Objective Evidence:</b>	The unit of certification has owned and implemented a social responsibility program for the surrounding community. Based on the 2023 program, it is known that the program priorities are in the Health, Education, Social, Economic and Infrastructure sectors. Until the Initial Certification was completed, there was no evidence of local community participation in program development. This is in accordance with the results of public consultations with 11 tribes holding customary land, the heads of Lapua Village, Soskotek Village, and Yadauw Village, as well as the Head of Kaureh District, who stated that they had never been involved in the preparation of the CSR program.		
<b>Corrections:</b>	The Unit Head conducted a study of stakeholders in his unit (especially from Lapua Village, Soskotek Village, and Yadauw Village and Kaureh District) and provided recommendations for a list of names of local communities who would be included as resource persons in preparing the CSR program for the next period.		
<b>Root Cause Analysis:</b>	The contribution made by the Company to the development of local communities has not been well socialized to the entire community and is not well documented.		
<b>Corrective Actions:</b>	The preparation of the CSR program for the next period will involve all Village stakeholders in the community, and be well documented using attendance lists, activity summaries and photos.		
<b>Assessment Conclusion:</b>	Will be verified in next audit		

Opportunity for Improvements	
OFI #	Description
OFI 1	-

Positive Findings	
PF #	Description
PF 1	-

### 3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #		Issued Date	
Due Date		Closure Date	
<b>Indicator &amp; Category (Critical / Minor)</b>	N/A as this is Initial Certification Audit		
<b>Statement of Nonconformity:</b>			
<b>Requirement Reference:</b>			
<b>Objective Evidence:</b>			
<b>Corrections:</b>			
<b>Root Cause Analysis:</b>			
<b>Corrective Actions:</b>			
<b>Assessment Conclusion:</b>			
<b>Effectiveness Closure (for previous audit closed Critical NC):</b>			

Opportunity for Improvement	
OFI#	Description
<b>OFI 1</b>	<b>OFI Statement:</b> N/A as this is Initial Certification Audit <b>Verification / Follow-up actions:</b>

### 3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2382807-202308-N1	Minor	2.2.2	25/08/2023	Open, by ASA 1
2382807-202308-N2	Minor	3.4.2	25/08/2023	Open, by ASA 1
2382807-202308-N3	Minor	3.7.3	25/08/2023	Open, by ASA 1
2382807-202308-N4	Minor	4.3.1	25/08/2023	Open, by ASA 1

### 3.4 Stakeholders and previous landowner / 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 Sinar Kencana Inti Perkasa – Kasuari Mill and supply bases 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

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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	Union Labour and Gender Committee of CNDE, NURE, RJWE, KSRM	Face to face
External	Jayapura District Governance Agencies (Department of Agriculture/Plantation, Environmental services, Department of Manpower and Transmigration) and Papua Province labour inspector (Manpower and Transmigration Agency)	By phone
Local communities	Lapua Village, Yadaw Village, Soskotek Village and representatives of community leaders and the Head of the Kaureh District; Ondo Afi/ Ulayat rights owners (11 Tribes, 2 Customary Councils)	Face to face
Local contractor	PT Vysco Indo Pratama (Replanting Contractor) and PT Modern Widya Technical (Road contractor)	Face to face
NGO	National NGOs	email

Stakeholders comment	
<b>01</b>	<p><b>Feedbacks:</b>  <b>Lapua Village, Yadaw Village, Soskotek Village and representatives of community leaders and the Head of the Kaureh District</b></p> <p>The company's commitment in terms of implementing social responsibility needs to be increased, such as creating programs based on community needs. Communication and coordination also need to be improved because so far the community expects a more harmonious relationship.</p> <p>Some of the questions people ask include the following:</p> <ol style="list-style-type: none"> <li>1. Commitment to educational development, for example through scholarships</li> <li>2. Responses to the letters that have been sent</li> <li>3. Information on job vacancies</li> <li>4. Development and opportunities for productive business cooperation</li> </ol>

	<p>5. What documents / information can be accessed          6. The company uses the Village-owned Public Cemetery so that it is currently getting crowded          7. Issues of security and changes in social culture due to the large number of migrant employees who were later laid off and then employees settled around the residents' village area</p> <p>Employee housing needs attention because currently it can be filled by &gt; 1 family. This is because employees who have been laid off are still occupying the position</p> <p><b>Audit Team verification and response:</b></p> <ul style="list-style-type: none"> <li>• Response to point 1: The unit of certification shows examples of cash assistance for Education during the 2023 period according to incoming letter requests from Bitaba, Aury, and Urumban communities. The form of assistance is in the form of school committee funds, tuition fees, tuition fees, and school equipment.</li> <li>• Response to point 2: Based on the logbook of incoming and outgoing letters during the 2023 period, the types of letters that came in were more on requests for financial assistance such as education, celebrations of holidays. An example of the response given is a letter from the Kuareh District on August 2, 2023 for the Indonesian Independence Day event. Responses were provided on August 11, 2023</li> <li>• Response to point 3: Based on the March 2023 SIA document, it is known that information regarding job vacancies has been submitted by posting the information to the district and village offices.</li> <li>• Response point 4: The company has now finished conducting a survey regarding the potential for planting cocoa in 5 villages namely Sebum, Soskotek, Lapua, Yadauw, and Tabeyan. From the results of the survey, it was found that 2 villages had good potential, namely Soskotek and Sebum villages. as a pilot project. Implementation of the activity is May 23, 2023. The project has been submitted to central management through the CSR HO team and is planned to start running in August 2023</li> <li>• Response point 5: list of document that can be access is available</li> <li>• Response to point 6: The company has a public cemetery within HGU block G43 and H47 division 3 Nuri Estate with an area of around 1.64 Ha.</li> <li>• Response to point 7: ongoing process for identification.</li> <li>• Response point 8: The results of field verification of CNDE, NURE, RJWE, and KSRM housing and interviews with employee representatives in all estates found no complaints regarding the housing. Currently the company is also in the stage of building permanent housing for employees starting from KSRM.</li> </ul>
<p><b>02</b></p>	<p><b>Feedbacks:</b>  <b>Department of Agriculture/Plantation</b></p> <p>The company already has a business license in accordance with regulations. LPUP submitted in accordance with the time schedule. What needs to be improved is the involvement of stakeholders in the preparation of CSR programs and always coordinating with the government. Over the past year there have been no issues regarding land fires or information regarding environmental pollution and land disputes.</p> <p><b>Audit Team verification and response:</b></p> <p>There are no negative issues in terms of licensing. In connection with the active participation of the community in the preparation of CSR and the involvement of other stakeholders there has been a nonconformity in indicator 4.3.1</p>
<p><b>03</b></p>	<p><b>Feedbacks:</b>  <b>Environmental services</b></p> <p>The company conducts routine reporting in accordance with regulations. So far the results of the assessment of compliance with environmental documents have been appropriate. There are no issues regarding environmental pollution and land fire issues.</p>

	<p><b>Audit Team verification and response:</b>  There are no negative issues that require further verification</p>
04	<p><b>Feedbacks:</b>  <b>Department of Manpower and Transmigration</b>  The composition of BHL, PKWT, and PKWTT employees has been identified by the agency. There have been no issues regarding employment for the past 1 year. The company has complied in carrying out mandatory reporting</p>
	<p><b>Audit Team verification and response:</b>  There are no negative issues that require further verification. The use of PKWT and BHL workers is not for the main type of work, has been registered with the relevant agency, and compensation for termination of employment has been paid</p>
05	<p><b>Feedbacks:</b>  <b>Papua Province labor inspector</b>  So far, the company has complied with established occupational health and safety regulations, such as the provision of PPE, periodic machine inspections, and operator SIO. In the past one year there have been no issues regarding work accidents with fatalities or causing disabilities.  Communication and coordination with the company went quite well.</p>
	<p><b>Audit Team verification and response:</b>  There are no negative issues that require further verification.</p>
06	<p><b>Feedbacks:</b>  <b>Worker union of CNDE, NURE, RJWE, KSRM</b>  So far, the company supports the existence of worker union activities, such as giving permission if there are meetings at the district or provincial level and has never intervened in organizational management. Companies and labor unions hold regular meetings at least once a month to communicate and coordinate. PT SKIP has a PKB for the period 2022 – 2024 and is still valid until now. The composition of employees in the company is PT and PKWT. There is no PKWT for main work such as harvesting and for processing parts at PKS.  Over the past year there has never been an issue regarding employment. There was a work accident at PKS in 2021 which caused employees to break their legs and for several months not work.</p>
	<p><b>Audit Team verification and response:</b>  There are no negative issues that require further verification.</p>
07	<p><b>Feedbacks:</b>  <b>Gender Committee of CNDE, NURE, RJWE, KSRM</b>  The company provides support and assistance to the gender committee to increase employees' understanding of sexual harassment or violence, intimidation, including domestic violence. Each unit has a gender committee structure that focuses activities on health and environmental hygiene as well as increasing employees' understanding of protection rights and the process flow in the event of sexual harassment/violence, intimidation, or domestic violence.  The gender committee is accompanied by supervisors and protectors from the staff level to ensure that company-level information or policies are conveyed to all employees.  During the past year there were no issues regarding sexual harassment or violence reported by employees.</p>
	<p><b>Audit Team verification and response:</b>  There are no negative issues that require further verification.</p>

<p><b>08</b></p>	<p><b>Feedbacks:</b>  <b>PT Vysco Indo Pratama (Replanting Contractor)</b>            Cooperation has been established since 2018 and so far it has been quite good. There has never been a delay in payment for work or gratuities that must be given by the contractor to the company.            The company has provided routine outreach to contractors regarding the obligation to comply with RSPO standards and related regulations such as the application of minimum wages, enrolling employees in Health social security and employment social security and payment of wages follows the determination of the minimum wage.</p> <p><b>Audit Team verification and response:</b>            The compliance of contractors to comply with and prove compliance with legal clauses such as minimum wages and the national guaranteed system for all workers has become a non-compliance in indicator 2.2.2</p>
<p><b>09</b></p>	<p><b>Feedbacks:</b>  <b>PT Modern Widya Technical (Road contractor)</b>            Cooperation has been established since 2003 and so far, has been quite good. There has never been a delay in payment for work or gratuities that must be given by the contractor to the company.            The company has provided regular outreach to contractors regarding the obligation to comply with RSPO standards and related regulations such as the application of minimum wages, enrolling employees in Health social security and employment social security, and payment of wages following the determination of the minimum wage.</p> <p><b>Audit Team verification and response:</b>            The compliance of contractors to comply with and prove compliance with legal clauses such as minimum wages and the national guaranteed system for all workers has become a non-compliance in indicator 2.2.2</p>
<p><b>10</b></p>	<p><b>Feedbacks:</b>  <b>Ondo Afi/ Ulayat rights owners (11 Tribes, 2 Customary Councils)</b>            Representatives of the indigenous peoples submitted letter No: 035/196/MAO/DK/DY/VIII/2023 regarding the request for the contribution of PSM II Papua Region to 12 indigenous peoples of the Oktim Kaureh and Yapsi districts containing:</p> <ul style="list-style-type: none"> <li>• PSM II, which has been operating since 1992, has not made a good contribution to indigenous peoples.</li> <li>• Factory operations from 2001 (small capacity) until 2010/2011 until now have not produced maximum results.</li> <li>• Increase the incentive value from 0.5 rupiah to 25 rupiah.</li> <li>• Plasma plantations.</li> <li>• Request for clarification of the area of the core area and community plantation according to regulations.</li> <li>• Request for audit results of PT BSI Group Indonesia.</li> <li>• The realization of social responsibility that has been carried out for the 12 tribes is as follows:               <ul style="list-style-type: none"> <li>- Target of 12 housing units, 9 units realized.</li> <li>- 2 units of worship facilities</li> <li>- 18 units of trucks for 12 tribes</li> <li>- 1 elementary school warehouse</li> <li>- Incentive of 0.5 rupiah</li> <li>- Education assistance is not running optimally</li> </ul> </li> </ul> <p><b>Audit Team verification and response:</b></p>

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Progress and response from management regarding letter No: 035/196/MAO/DK/DY/VIII/2023 regarding the application for the contribution of PSM II Papua Region to 12 indigenous peoples of the Oktim district of Kaureh and Yapsi District will be verified again at the next assessment because the letter was given on August 23, 2023 when the IC was held so that the management needed time to communicate with the parties.

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
Ondo Afi/ Ulayat rights owners (11 Tribes, 2 Customary Councils)		15,644	Yes	Yes	Yes

Previous landowner / user comment	
<p><b>01</b></p>	<p><b>Feedbacks:</b></p> <p><b>Ondo Afi/ Ulayat rights owners (11 Tribes, 2 Customary Councils)</b></p> <p>Ulayat rights were released to the state and companies in 1994 represented by 11 tribal chiefs representing the community. The area of customary rights relinquishment is around 40 thousand hectares.</p> <ul style="list-style-type: none"> <li>• Methusala Yamle</li> <li>• Ham Masita</li> <li>• Jesse Yaml</li> <li>• Martin Aury</li> <li>• Luke Bitaba</li> <li>• Yonus winim</li> <li>• James Winim</li> <li>• Simon Urumban</li> <li>• Barnabas Yamle</li> <li>• Thomas Hirwa</li> <li>• Marten She</li> </ul> <p>Regarding the process of relinquishment of customary rights, sources said they did not know for certain because in 1993 they had not yet become elders. Basically, the Oktim/Ondo Afi do not have a problem with the process of relinquishing customary rights, but what is hoped is that from now onwards there will be a real contribution that is felt by indigenous peoples.</p> <p><b>Audit Team verification and response:</b></p> <p>From the results of the document review, it is known that the process of relinquishment of customary rights was carried out in two stages, namely in 1994 and 1996. In 1999 the company obtained a HGU which was valid for 35 years. Based on land compensation documentation review, it is known that land acquisition has been carried out according to FPIC. These documents were prepared in the Indonesian language and were also involved and witnessed by community representatives such as the village head and sub-district head. Based on this evidence, it can be concluded that the unit of certification has carried out the obligation to acquire land within the HGU area from the rights and interests of other parties.</p>

	Based on interview with government officials and village officials, they agree to release their land due to a better livelihoods with the company in their location to and have a better future due to plasma development.
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**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 Sinar Kencana Inti Perkasa – Kasuari Mill and supply bases 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 Sinar Kencana Inti Perkasa – Kasuari Mill and supply bases is certified.	
<b>Report prepared by</b>	<b>Acceptance of Assessment Conclusion</b>
<b>Name: Eko Prastio Ramadhan</b>	<b>Name: Yahya Mustakim</b>
<b>Company Name: PT BSI Group Indonesia</b>	<b>Company Name: PT Sinar Kencana Inti Perkasa – Kasuari POM</b>
<b>Title: Client Manager / Lead Auditor</b>	<b>Title: Head of Sustainability   Management System and Certification</b>
<b>Signature:</b> 	<b>Signature:</b> <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> 
<b>Date: 14 September 2023</b>	<b>Date: 18 September 2023</b>

**Appendix A: Summary of Findings**

Criterion / Indicator	Assessment Findings	Compliance	
<p><b>Principle 1: Behave ethically and transparently</b></p>			
<p>Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.</p>			
<p><b>Criteria 1.1:</b> 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><b>(C)</b> Management documents that are specified in the RSPO P&amp;C are made publicly available.                      - Critical (Major) compliance -</p>	<p>The unit of certification has a list of information that can be accessed by stakeholders in accordance with the formular F/SMART/UMUM/SADV/004/003 dated 31 July 2023. Based on this list, the documents that can be accessed are as follows:</p> <ul style="list-style-type: none"> <li>• Number of employees and list of employee wages</li> <li>• Tax Id and tax union</li> <li>• Payment of Taxes and Levies</li> <li>• Environmental Documents</li> <li>• Deed of establishment and changes, production area data, fertilization application data</li> <li>• Evidence of ownership over land</li> <li>• HCV identification report, SIA report</li> <li>• OHS report</li> <li>• Continuous improvement program</li> <li>• Reports on disturbance of stationary sources</li> <li>• Human rights documents</li> <li>• GHG Mitigation Program</li> <li>• Details of complaint resolution</li> <li>• Pollution prevention and control plans</li> </ul>	<p>Complied</p>

		<ul style="list-style-type: none"> <li>Negotiation procedures</li> </ul>	
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>The list of documents that can be accessed or other information is available in Indonesian and can be accessed by following procedures for communication and consultation No. SOP/SMART/UMUM/SADV/I/004 issued on 01 July 2014 revision which is explained in more detail in indicator 1.1.4.</p>	Complied
1.1.3	<p><b>(C)</b> Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>The unit of certification has a logbook of incoming and outgoing letters as well as a logbook of requests for information and responses to monitor and ensure that every incoming letter can be responded to in accordance with procedures. Some of the records of requests for information during the 2023 period include a letter from the Central Bureau of Statistics for Jayapura Regency Number: 94032.020/BPS/08/2023 concerning an application for a permit to collect data for the August 2023 national labor force survey (Sakernas) dated August 8, 2023 for Rajawali Estate Pondok 1. Data requests have been responded to by the company with replies and communication through real time messaging applications.</p>	Complied
1.1.4	<p><b>(C)</b> Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.</p> <p>- Critical (Major) compliance -</p>	<p>The unit of certification has Communication and Consultation SOP No. SOP/SMART/UMUM/SADV/I/004 issued on 01 July 2014 revision 00. The procedures include regarding.</p> <ul style="list-style-type: none"> <li><b>Submission and Response of Aspirations</b></li> </ul> <p>Submission of aspirations and suggestions can be done through the provision of suggestion boxes located at the security guard office, main office, and divisional offices. Aspirations that enter the unit are recorded in the communication and consultation book in the form F/SMART/UMUM/SADV/004/001. Fill out the letter to the relevant department if necessary, according to the problem no later than 1 week after the letter is received. Unit head makes a response to the incoming letter no later than 3 weeks after the letter is received. The response plan is submitted to top management for direction and</p>	Complied

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		<p>approval. If the Top Management has approved the response, it will be submitted to stakeholders and if it has not been approved, the Unit Head will revise or re-arrange the response.</p> <ul style="list-style-type: none"> <li>• <b>Submission and Response of Incoming Letters</b>            Letters requesting information that go to the unit are then recorded in the Information Request and Response book No. Form F/Smart/UMUM/SADV/004/002. Responses to incoming letters no later than 3 weeks after receipt. Feedback must be accompanied by an official receipt.</li> </ul> <p>In accordance with the SOP, it is also known that the SPO officer is in charge of carrying out the identification and planning of information that is necessary and must be communicated to related parties.</p> <p>The results of interviews with representatives of 11 tribes that own customary land, namely the Yamle, Masita, Aury, Bitaba, Winim, Urumban, Hirwa, and She as well as representatives of Lapua Village, Soskotek Village, and Yadauw Village obtained information that stakeholders felt they were not aware of consultation and communication procedures, however based on the documentation provided the socialization process had been carried out in stages at the level of Ondo Afi/Oktim or Village head and District Chief.</p> <p>Based on the results of the interview, they just felt didn't understand. However, procedural documentation has been conveyed to all traditional elders, customary landowners (Ondo Afi), village heads and district heads. Ondo Afi and the Tribal Chief are the central figures in making all decisions relating to the interests of the group so that any aspirations of the community in terms of social order will be conveyed to the Ondo Afi/traditional elders first before being conveyed to other parties</p>	
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		concerned. The voice of Ondo afi/traditional elders represents the voice of their group. By conveying these procedures to all Ondo afi/traditional elders, village heads and district heads, the auditor team concluded that the communication had been delivered appropriately in accordance with the prevailing social order.	
1.1.5	An up-to-date list of contacts and detailed stakeholder information is available along with designated representatives. - Minor compliance -	The unit of certification has a list of stakeholders for 2023 made by the Papua Regional Controller with information on names, agencies/institutions, and addresses. Based on the list, it is known that the identified stakeholders are as follows: <ul style="list-style-type: none"> <li>• Governor of Papua</li> <li>• Regent of Jayapura</li> <li>• Government Offices: Jayapura Regency Environmental Service, Papua Province Environment and Forestry Service, Jayapura Regency Health Service, Jayapura Regency Education Office, BPJS and etc (Total 16 Stakeholders)</li> <li>• Communities: Head of Kaureh District, Head of Lapua Village, Head of Yadaw Village, Head of Soskotek Village, Ondo Afi/Oktim/Ulayat rights holder for 11 tribes, tribal customary council</li> <li>• Contractors: PT Satrindo Jaya Agro Palma, PT Usaha Malindo Jaya, PT Primanru, PT Lion, PT Vysco, PT Modern Widya Technical, PT Prayoga Mandiri Success</li> <li>• Internal stakeholders: Gender committees and trade unions for each plantation and mill unit</li> </ul>	Complied
<b>Criteria 1.2:</b> 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. - Minor compliance -	The company has a "Code of Conduct" policy established by the chairman on January 22, 2016 with the vision "To become the best integrated global agribusiness and consumer products company and to be the partner of choice" and the mission "We efficiently provide	Complied

		<p>agribusiness and consumer products, solutions and services, quality and sustainable in order to create added value for our stakeholders”.</p> <p>In this policy, the company is responsible for maintaining customer trust by ensuring that our products and services are always safe and of high quality. The company also rejects bribery and corruption by complying with legal provisions regarding the prevention of bribery, corruption and anti-money laundering practices.</p> <p>In Addition, code ethical policy also includes on Sinarmas Agribusiness and Food Business and Human Rights Policy, which was ratified on December 12th, 2019 by the Head of Policy and Compliance Division. The policy informs that in implementing human rights policies and running a responsible business, GAR is committed to taking remedial measures and resolving negative impacts if there are human rights violations through a transparent and lawful process while preventing the practice of forced labour and not using workers resulting from human trafficking.</p> <p>Based on interviews with employees (estate and mill), representatives of internal and external stakeholders, it is known that the policy has been understood and implemented in all business operations and transactions, including recruitment and contracts.</p>	
1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>A comprehensive system for monitoring compliance and implementation of ethical business policies and practices was carried out through the Operational Internal Audit (OIA), as an example of internal audit operational records that have been carried out in each company unit:</p> <ul style="list-style-type: none"> <li>- Operations Internal Audit Report dated 25 – 31 October 2022 for Cendrawasih Estate.</li> <li>- Operations Internal Audit Report dated 28 October – 7 November 2022 for Nuri Estate.</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>- Operations Internal Audit Report dated 28 October – 3 November 2022 for Rajawali Estate.</li> </ul> <p>The company also showed the mechanism in implementation the company’s policy as state on the agreement that the parties must be fulfil the existing regulation such as do not employ any child labor, prohibit any corruptions and frauds, and disallowance of forced labor.</p> <p>In addition, the company ensures that its contractors and third parties know and comply with the Sinarmas Agribusiness and Food Business and Human Rights Policy, as shown in Form No. F/SMART/GENERAL/SADV/006/001 on the Contractor Inspection Form. This form is used for inspection of contractors covering aspects that have been determined by the company such as compliance with legality, company procedures and environmental aspects.</p> <p>Based on the results of interviews with representatives of labor unions as well as contractors and suppliers, it was conveyed that so far there has been no indication of any violation of the company's business code of ethics policy.</p>	
<p><b>Principle 2: Operate legally and respect rights</b></p>			
<p>Implement legal requirements as the basic principles of operation in any jurisdiction.</p>			
<p><b>Criteria 2.1:</b> There is compliance with all applicable local, national and ratified international laws and regulations.</p>			
2.1.1	<p><b>(C)</b> The unit of certification complies to relevant regulations.</p> <ul style="list-style-type: none"> <li>- Critical (Major) compliance -</li> </ul>	<p>The company has a list of regulations for compliance with the law in each plantation unit and factory which consists of regulations on a regional, national, and international scale in which the list of regulations contains aspects related to company operations such as:</p> <ul style="list-style-type: none"> <li>- Occupational Safety and Health Aspect</li> <li>- Plantation Aspect</li> <li>- Employment Aspect</li> <li>- Environmental Aspects</li> </ul>	Complied

		<ul style="list-style-type: none"> <li>- Social Aspect</li> </ul> <p>The company has also demonstrated the implementation of regulatory compliance in various aspects, here are some examples:</p> <p><b>Best Management Practice</b></p> <ul style="list-style-type: none"> <li>- The pesticide storage area is equipped with the hazardous material symbol, ventilation, a channel to accommodate pesticide spills, eyewash and shower, fire extinguisher, and a first aid kit.</li> <li>- The company does not use fire for pest control.</li> <li>- The company does not use pesticides with active ingredients included in WHO Class 1a and 1b also paraquat for pest control.</li> </ul> <p><b>Legality</b></p> <ul style="list-style-type: none"> <li>- Have land rights in the form of HGU documents, namely HGU Certificate No. 1 of 1999 with an area of 8,242 Ha (effective January 11, 2034) and HGU Certificate No. 3 of 1999 with an area of 7,402 Ha (effective January 11, 2034).</li> <li>- Have a business license document in the Decree of the Head of the Regional Promotion and Investment Agency for the Province of Papua (No. 03/93/T/Plantation/2004, dated 23 March 2004) and the Decree of the Head of the Regional Promotion and Investment Agency for the Province of Papua (No. 02/93 /T/Plantation/2004, dated 23 March 2004).</li> </ul> <p><b>Environmental</b></p> <ul style="list-style-type: none"> <li>- Carry out mandatory reporting on the environment on a quarterly basis (Hazardous Waste) and 6 months for RKL - RPL reports to the relevant agencies.</li> <li>- The company has carried out hazardous waste management in accordance with applicable regulations starting from storage at licensed locations, handing over hazardous waste to licensed carriers.</li> </ul>	
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		<p><b>Worker Welfare</b></p> <ul style="list-style-type: none"> <li>- Employee wages refer to local government wages in 2023.</li> <li>- Have a Collective Labor Agreement that has been registered by the relevant agency.</li> <li>- The workers have been registered in the BPJS program.</li> </ul>	
2.1.2	<p>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.</p> <p>- Minor compliance -</p>	<p>In order to comply with legality, the company shows "<i>Daftar Pemenuhan Peraturan Terkait Perizinan</i>" Documents which was last carried out on January 7, 2023 by the SPO team. The update of the document was carried out referring to the "SOP for Compliance with Regulations and Other Requirements" which was stipulated on July 1, 2014 by the Sustainability Division Head. The procedure explains that every regulation/requirement is always renewed for the legality of its validity which is carried out at least once a year.</p> <p>In the list, the company has also included the latest regulations, for example <i>Permenaker 12 Tahun 2022 Tentang Tindak Pidana Kekerasan Seksual</i>.</p> <p>In addition, the company ensures that its contractors and third parties know and comply with the Sinarmas Agribusiness and Food Business and Human Rights Policy, as shown in Form No. F/SMART/GENERAL/SADV/006/001 on the Contractor Inspection Form. This form is used for inspection of contractors covering aspects that have been determined by the company such as compliance with legality, company procedures and environmental aspects.</p>	Complied
2.1.3	<p>Legal or authorized boundaries are clearly demarcated and visibly maintained and there is no planting beyond these legal or authorized boundaries.</p> <p>- Minor compliance -</p>	<p>Procedure of legal boundary stakes monitoring, and maintenance is presented in document No. SOP/SMART/CERS-EHSD/SADV/I/004 dated 1 July 2014. Procedure mentioned that maintenance was carried out by foreman with supervision of Assistant Manager. Monitoring the boundaries of the HGU is done every 3 months.</p>	Complied

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		<p>The company shows evidence of monitoring the condition of HGU poles in the document “<i>Tabel Program dan Realisasi Pemeliharaan Patok Batas 2023</i>”. The document informs the maintenance plan and the realization that has been carried out by the company (SPO Officer). The last update was performed on July 31, 2023.</p> <p>Based on field observations to several samples of HGU stakes determined by the auditors, namely Nuri Estate (Stakes No. 53, 52 and 51), Cendrawasih Estate (No. 37, 1 and 22), it is concluded that all HGU stakes are in place according to their coordinates and are in good condition. Land boundaries with outsiders are clear and there is no indication of land use outside the HGU.</p>	
<b>Criteria 2.2:</b> All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	<p>A list of contracted parties is available.</p> <p>- Minor compliance -</p>	<p>The unit of certification already has a list of contractors who currently have active partnerships with the following companies:</p> <ul style="list-style-type: none"> <li>• PT Satrindo Jaya Agro Palma: Transportation of CPO, PK and FFB.</li> <li>• PT Usaha Malindo Jaya: Paving the CNDE road.</li> <li>• PT Primanru: Hazardous Waste Transporter.</li> <li>• PT Lion: Replanting.</li> <li>• PT Vysco Indo Pratama: Replanting.</li> <li>• PT Modern Widya Technical: Road Paving.</li> <li>• PT Prayoga Mandiri Sukses: KSRM housing renovation.</li> </ul>	Complied
2.2.2	<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>- Minor compliance -</p>	<p>Based on the results of a document review and interviews with company management representatives, it is known that there are no outside FFB suppliers for PT SKIP. However, there are 7 contractors who cooperate with the company, for example:</p> <ul style="list-style-type: none"> <li>• PT Modern Widya Technical: SPK No.NURE/SPK/April-22/007-Paving the road with sirtu dated 04 April 2022 valid until 15 May 2023. The period for carrying out the work was extended until 30</li> </ul>	Non-compliance

		<p>September 2023 according to the letter dated 02 May 2023 to RC Papua</p> <ul style="list-style-type: none"> <li>PT Vysco Indo Pratama: SPK No. RJWE/SPK/Juni-22/012 – Land Preparation Replanting dated 08 June 2022 valid until 30 October 2023</li> </ul> <p>The work agreement includes clauses regarding compliance with BPJS, PPE, the minimum age for employees is 18 years, no forced labor. In addition, there is also a statement letter in the form of an integrity pact which includes the following:</p> <ol style="list-style-type: none"> <li>1. Will not take actions that lead to corruption, bribery and fraud in the use of funds or other resources.</li> <li>2. Not giving or receiving money, goods or other forms related to work agreements that have been made together.</li> <li>3. Respect human rights and not employ underage workers and workers who come from human trafficking.</li> <li>4. Comply with applicable laws and regulations, namely K3, Environment and Manpower laws.</li> <li>5. Willing to comply with the requirements of sustainable palm oil certification.</li> </ol> <p>PT Vysco Indo Pratama has shown proof of participation in health insurance but has not shown proof of participation in social insurance. In addition, the salary slip obtained information that the minimum wage paid was IDR 3,500,000, so it is still below the Papua minimum wage, which is IDR 3,864. 696 even if it is added to the total wage premium that is obtained is higher. PT Modern Widya Technical has shown proof of social and health insurance for worker but has not shown compliance with the minimum wage.</p> <p>Based on this, it can be concluded that third parties who have cooperation ties with companies have not been able to show sufficient</p>	
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		evidence of compliance with relevant legal clauses such as compliance with the minimum wage and health insurance and labor insurance. This becomes non-conformity.	
2.2.3	All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. - Minor compliance -	As explained in indicator 2.2.2 it is known that each contractor has signed an integrity pact which among other things states: 1. Respect human rights and not employ underage workers and workers originating from human trafficking. 2. Comply with applicable laws and regulations, namely OHS, Environment and Manpower laws.  In addition, in the work agreement, for example agreement No. NURE/SPK/April-22/007 - Paving the road with sirtu on 04 April 2022 with PT Modern Widya Technical and agreement No. RJWE/SPK/June-22/012 - Land Preparation Replanting on 08 June 2022 with PT Vysco Indo Pratama there is also a clause regarding the prohibition of child labor, forced labor, and the use of workers who result from human trafficking.  The results of interviews with representatives of PT Vysco Indo Prima and PT Modern Widya Technical revealed that the socialization regarding the prohibition of using child labor, forced labor, or workers from human trafficking was always conveyed by company representatives.	Complied
<b>Criteria 2.3:</b> All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	<b>(C)</b> For all directly sourced FFB, Palm Oil Mill (POM) requires: <ul style="list-style-type: none"> <li>• Information regarding the geolocation of FFB origins;</li> <li>• Proof of ownership status, right/claim of the land by grower/smallholder;</li> <li>• If relevant, valid planting/operational/trading license, or is part of a cooperative which allows the buying and selling of FFB.</li> </ul> - Critical (Major) compliance -	Kasuari POM only received FFB from 3 estate namely Nuri Estate, Cendrawasih Estate, Rajawali Estate (under PT Sinar Kencana Inti Perkasa) and 1 estate namely Mambruk Estate (under PT Sumber Indah Estate).  However, only 3 estates under PT Sinar Kencana Inti Perkasa who joining this initial assessment whilst Mambruk Estate still awaiting RaCP process.	Complied

		Estate	Coordinate		
			Latitude	Longitude	
		Kasuari POM	2° 58' 23.170" S	140° 1' 47.750" E	
		Cendana Estate	2° 55' 52.910" S	139° 57' 59.780" E	
		Nuri Estate	2° 53' 41.720" S	139° 55' 33.250" E	
		Rajawali Estate	2° 59' 37.800" S	140° 5' 33.420" E	
		Mambruk Estate*	3° 1' 50.270" S	140° 2' 45.040" E	
2.3.2	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. - Minor compliance -	Kasuari POM only received direct FFB from their own estate. No FFB from other sources such as other plantation, smallholder or trader.			Complied
<b>Principle 3: Optimise productivity, efficiency, positive impact and resilience</b> Implement plans, procedures and systems for continuous improvement.					
<b>Criteria 3.1:</b> There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.					
3.1.1	<b>(C)</b> A business or management plan (minimum of three years) is documented and where applicable, includes a jointly developed business case for Scheme Smallholders. - Critical (Major) compliance -	PT Sinar Kencana Inti Perkasa has set the management plan that covering the items as follows: <ul style="list-style-type: none"> <li>• Land area statement (planting years, non-planted areas, i.e. HCV, conservation areas, enclaves) with updated location maps. Maps area completed with title, legend, source, scale and projections/georeferenced.</li> <li>• Quality of planting materials.</li> <li>• Crop projection = Fresh Fruit Bunches (FFB) yield trends.</li> <li>• Mill extraction rates = Oil Extraction Rate (OER) trends.</li> </ul>			Complied

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		<ul style="list-style-type: none"> <li>• Cost of Production = cost per ton of Crude Palm Oil (CPO) trends.</li> <li>• Forecast prices.</li> <li>• Financial indicators – profitability forecast (income vs cost).</li> <li>• Projected expansion (area, mill capacity, infrastructure, social amenities).</li> <li>• General strategy and allocation for environmental and social management.</li> <li>• The Management Plan is subjected to an annual review. The management plan is reviewed annually by top management including Regional Controller, Production Controller, Estate Manager and Mill Manager, and revised as appropriate; based on the achievement against the plan and other parameters may change.</li> </ul> <p>PT Sinar Kencana Inti Perkasa has the management plan period 2023 – 2027 as follows:</p> <table border="1"> <thead> <tr> <th rowspan="2">General assumption</th> <th rowspan="2">Unit</th> <th colspan="5">Period</th> </tr> <tr> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> <th>2027</th> </tr> </thead> <tbody> <tr> <td>Mill capacity</td> <td>Ton/Hr</td> <td>60</td> <td>60</td> <td>60</td> <td>60</td> <td>60</td> </tr> <tr> <td>Maximum FFB processed per year</td> <td>Ton/year</td> <td>360,000</td> <td>360,000</td> <td>360,000</td> <td>360,000</td> <td>360,000</td> </tr> <tr> <td colspan="7"><b>Extraction</b></td> </tr> <tr> <td>OER</td> <td>%</td> <td>22.00</td> <td>22.50</td> <td>23.00</td> <td>23.00</td> <td>23.50</td> </tr> <tr> <td>KER</td> <td>%</td> <td>6.00</td> <td>6.00</td> <td>6.00</td> <td>6.00</td> <td>6.00</td> </tr> <tr> <td colspan="7"><b>Price</b></td> </tr> <tr> <td>CPO</td> <td>USD/Ton</td> <td>675</td> <td>579</td> <td>579</td> <td>579</td> <td>579</td> </tr> <tr> <td>PK</td> <td>USD/Ton</td> <td>356</td> <td>289</td> <td>289</td> <td>289</td> <td>289</td> </tr> </tbody> </table>	General assumption	Unit	Period					2023	2024	2025	2026	2027	Mill capacity	Ton/Hr	60	60	60	60	60	Maximum FFB processed per year	Ton/year	360,000	360,000	360,000	360,000	360,000	<b>Extraction</b>							OER	%	22.00	22.50	23.00	23.00	23.50	KER	%	6.00	6.00	6.00	6.00	6.00	<b>Price</b>							CPO	USD/Ton	675	579	579	579	579	PK	USD/Ton	356	289	289	289	289	
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Mature Area	Ha	3,152	4,464	6,721	9,416	9,936
<b>FFB Projected</b>						
CNDE	Ton	12,275	4,980	9,146	37,811	55,627
NURE	Ton	3,428	2,704	16,476	41,385	58,769
RJWE	Ton	32,267	20,875	16,854	5,709	29,518
Total	Ton	<b>47,969</b>	<b>28,559</b>	<b>42,476</b>	<b>84,905</b>	<b>143,914</b>
<b>Revenue</b>						
Revenue CPO	IDR	109,712	57,279	87,074	174,073	301,467
Revenue PK	IDR	15,779	7,621	11,335	22,658	38,405
Toll Income	IDR	6,901	6,006	6,103	6,074	7,952
<b>Total</b>	<b>IDR</b>	<b>132,392</b>	<b>70,907</b>	<b>104,521</b>	<b>202,805</b>	<b>347,824</b>
<b>Cost</b>						
Estate	IDR	138,890	185,423	273,643	375,612	402,581
Mill	IDR	24,044	25,309	27,474	30,109	32,299
<b>Gross Profit</b>	<b>IDR</b>	<b>30,542</b>	<b>139,826</b>	<b>196,595</b>	<b>202,916</b>	<b>87,056</b>
<i>Note: IDR (000,000)</i>						
<p>Based on interview with top management at unit, the auditor team noted that there is no plan to establish oil palm scheme smallholder or engage with oil palm independent smallholder. However, management has a plan to help the Cocoa smallholder around the plantation to increase the Cocoa productivity. This plan will start on October 2023.</p>						

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		<p>Some meeting with group of Cocoa smallholders from Sebum Village has been held on 23 May 2023 with staff of CSR Department from head office.</p>																																														
<p>3.1.2</p>	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.          - Minor compliance -</p>	<p>PT Sinar Kencana Inti Perkasa also provided the replanting plan as follows:</p> <table border="1" data-bbox="1133 549 1977 678"> <thead> <tr> <th rowspan="2">Replanting</th> <th rowspan="2">Unit</th> <th colspan="5">Period</th> </tr> <tr> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> <th>2027</th> </tr> </thead> <tbody> <tr> <td></td> <td>Ha</td> <td>2,696</td> <td>464</td> <td>-</td> <td>-</td> <td>-</td> </tr> </tbody> </table> <p>Management representatives also explain the record of replanting realization as follows:</p> <table border="1" data-bbox="1133 761 1977 935"> <thead> <tr> <th rowspan="2">Replanting</th> <th rowspan="2">Unit</th> <th colspan="5">Period</th> </tr> <tr> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td></td> <td>Ha</td> <td>129</td> <td>983</td> <td>952</td> <td>1,776</td> <td>2,373</td> </tr> <tr> <td>Total</td> <td>Ha</td> <td colspan="5"><b>6,214</b></td> </tr> </tbody> </table> <p>Management review meeting related to realization of replanting plan conducted annually. Based on interview with management representatives known that until this assessment, replanting plan still on the track.</p>	Replanting	Unit	Period					2023	2024	2025	2026	2027		Ha	2,696	464	-	-	-	Replanting	Unit	Period					2018	2019	2020	2021	2022		Ha	129	983	952	1,776	2,373	Total	Ha	<b>6,214</b>					<p>Complied</p>
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<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.          - Minor compliance -</p>	<p>To ensure all operational activity align with the procedure and policy, unit management conduct the internal audit regularly (every semester) for operational activities. Some record of internal audit can be seen on document:</p> <ul style="list-style-type: none"> <li>• Kasuari Mill: Operation Internal Audit (OIA) report No. 42/VII-KSRM/12/22 dated 18 – 24 October 2022.</li> <li>• Rajawali Estate: Operation Internal Audit (OIA) report No. 49/VII-RJWE/12/22 dated 28 October – 03 November 2022.</li> </ul>	<p>Complied</p>																																													

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		<ul style="list-style-type: none"> <li>• Cendrawasih Estate: Operation Internal Audit (OIA) report No. 48/VII-CNDE/12/22 dated 25 – 31 October 2022.</li> <li>• Nuri Estate: Operation Internal Audit (OIA) report No. 54/VII-NURE/12/22 dated 28 October – 07 November 2022.</li> </ul> <p>Based in the record of corrective action, all nonconformities have been satisfactorily closed.</p> <p><i>Note: The last Operation Internal Audit (OIA) Semester I/2023 has been held on July 2023. However, the report not released yet.</i></p> <p>Other than that, each unit also attended the internal audit sustainability (RSPO, ISPO and ISCC) that held annually. The last audit conducted in June 2023 where all the corrective action plan has been submitted to the internal auditor.</p> <p>Chief Operation Officer (COO), Regional Controller, Estate Manager and Mill Manager as top management unit conducted regular management review meeting. The last management meeting conducted on 9 June 2023 covering the operational and sustainability issue.</p>	
<p><b>Criteria 3.2:</b> 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>			
3.2.1	<p><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>In accordance with the last management review above, the auditor team noted some continuous improvement that has been implemented i.e:</p> <ul style="list-style-type: none"> <li>• Maximizing GAR Sustainability Information System to monitor the compliance of sustainability.</li> <li>• Enrolling the Sustainability Palm Oil (SPO) coordinator to participate Indonesian Sustainability Palm Oil (ISPO) Lead Auditor training in March 2023.</li> <li>• Enrolling the mill Sustainability Palm Oil (SPO) officer to participate the safety firefighting tier 3 in April 2023.</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>Enrolling the mill estate manager to participate the International Planters Conference in June 2023.</li> <li>Integrated training of Internal Sustainability Verification (ISV) and Transformative Learning (TL) on 5 – 9 June 2023. Attended by 62 participants (whole staff).</li> </ul> <p>Other than that, to increase the engagement with local communities, unit management has a plan to help the Cocoa smallholder around the plantation to increase the Cocoa productivity.</p> <p>Related to social issues, Chief Operation Officer (COO) has instructed all unit head (estate/mill manager) to monitor all information request from the local communities to capture social issues.</p>	
3.2.2	<p>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.</p> <p>- Minor compliance -</p>	<p>Unit of certification has sent the RSPO Metric Template to CB. For period January – December 2022 with some key data:</p> <ul style="list-style-type: none"> <li>Mill name: Kasuari Mill</li> <li>Mill capacity: 60 MT/Hour</li> <li>Certified CPO production: - MT (noncertified yet)</li> <li>Noncertified CPO production: 19,152.54 MT</li> <li>Certified PK production: - MT (noncertified yet)</li> <li>Noncertified PK production: 5,326.57 MT</li> </ul>	Complied
<p><b>Criteria 3.3:</b> Operating procedures are appropriately documented, consistently implemented and monitored.</p>			
3.3.1	<p><b>(C)</b> Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>PT Sinar Kencana Inti Perkasa has demonstrated the availability of Standard Operational Procedure (SOP) in estate and mill.</p> <p>Estates SOP:</p> <ul style="list-style-type: none"> <li>Procedure No. SOP/SMART/MCAR/I/TA-PPA about new planting.</li> <li>Procedure No. SOP/SMART/MCAR/II/TA-PRP about replanting.</li> <li>Procedure No. SOP/SMART/MCAR/III/TA-BBT about nursery.</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>• Procedure No. SOP/SMART/MCAR/IV/TA-PLB about land preparation.</li> <li>• Procedure No. SOP/SMART/MCAR/V/TA-TNM about planting.</li> <li>• Procedure No. SOP No. SOP/SMART/MCAR/VI/TA-HPT replanting.</li> <li>• Procedure No. SOP/SMART/MCAR/VII/TA-TNM about integrated pest management.</li> <li>• Procedure No. SOP/SMART/MCAR/VIII/TA-PGM about weeding management.</li> <li>• Procedure No. SOP/SMART/MCAR/IX/TA-PPK about manuring.</li> <li>• Procedure No. SOP/SMART/MCAR/X/TA-PTB about field upkeep on immature area.</li> <li>• Procedure No. SOP No. SOP/SMART/MCAR/XI/TA-PMP about harvesting preparation.</li> <li>• Procedure No. SOP No. SOP/SMART/MCAR/XIII/TA-PNN about harvesting.</li> <li>• Procedure No. SOP/SMART/MCAR/XIV/TA-PPT about FFB transportation and delivery.</li> <li>• Procedure No. SOP/SMART/MCAR/XV/TA-PCH about rainfall</li> </ul> <p>Mill's SOP:</p> <ul style="list-style-type: none"> <li>• Procedure regarding best manufacturing practice operation in Kasuari Palm Oil Mill is available in document of "SOP Pengolahan Pabrik Kelapa Sawit Management Committee for Mill Development (MCMD). As documented in SOP/SMART/MCMD/I/TM-PKS/Rev.07, Standard Operational Procedure of Palm Oil Process in SMART Group including PT Bumi Permai Lestari – Bukit Perak POM, revision 7 issued by Head Office Jakarta dated 3<sup>rd</sup> January 2022. The procedure describes operation instruction from FFB receiving</li> </ul>	
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		<p>through production, processing (grading, sterilization, threshing, pressing, clarification, nut, and kernel processing) and dispatch of CPO and PK.</p> <ul style="list-style-type: none"> <li>• PT Sinar Kencana Inti Perkasa has also developed work instruction for each process and equipment to described specifically stages of process and equipment utilization (e.g., Loading Ramp; Weighing Bridge; Sterilisation Station; Threshing Station; Pressing Station; Clarification Station; Recycling CPO; Nut and Kernel; Engine Room; Boiler; Water Treatment; Final Effluent; laboratory).</li> <li>• SOP for RSPO Supply Chain has been established in "SOP Supply Chain Certification Standard Mass Balance" dated 6<sup>th</sup> February 2023. The procedures cover job and responsibility, workflow, receiving of raw material, verification of delivery note "Surat Penerimaan Barang", weighing, checking of raw material quality, processing, monitoring of process, validation of quality and quantity report, mass balance calculation, product delivery, registration of transaction and document control.</li> </ul> <p>Hardcopy of procedure are available and controlled. The SOPs are available in each unit of estate and mill. Copy of the procedure was available on site and documented in <i>Bahasa Indonesia</i>. SOP's distribution to all section and division were well documented in the Form F/SMART/UMUM/SADV/001/002 (document distribution register).</p>	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor compliance -</p>	<p>To ensure all operational activity align with the procedure and policy, unit management conduct the internal audit regularly (every semester) for operational activities (Agronomy and engineering). Some record of internal audit can be seen on document:</p> <ul style="list-style-type: none"> <li>• Kasuari Mill: Operation Internal Audit (OIA) report No. 42/VII-KSRM/12/22 dated 18 – 24 October 2022.</li> <li>• Rajawali Estate: Operation Internal Audit (OIA) report No. 49/VII-RJWE/12/22 dated 28 October – 03 November 2022.</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>• Cendrawasih Estate: Operation Internal Audit (OIA) report No. 48/VII-CNDE/12/22 dated 25 – 31 October 2022.</li> <li>• Nuri Estate: Operation Internal Audit (OIA) report No. 54/VII-NURE/12/22 dated 28 October – 07 November 2022.</li> </ul> <p>Based in the record of corrective action, all nonconformities have been satisfactorily closed.</p> <p><i>Note: The last Operation Internal Audit (OIA) Semester I/2023 has been held on July 2023. However, the report not released yet.</i></p> <p>Other than that, each unit also attended the internal audit sustainability ((RSPO, ISPO and ISCC) that held annually. The last audit conducted in June 2023 where all the corrective action plan has been submitted to the internal auditor.</p> <p>Chief Operation Officer (COO), Regional Controller, Estate Manager and Mill Manager as top management unit conducted regular management review meeting. The last management meeting conducted on 9 June 2023 covering the operational and sustainability issue.</p>	
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor compliance -	All the audit report has been followed up by each unit. The final corrective action plan from all unit recapitulated into one document and submitted to Module Audit Management through SAP System, verified and waiting the approval from the COO. Once it approved, each unit head (estate/mill manager) will notify.	Complied
<b>Criteria 3.4:</b> A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	<b>(C)</b> 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. - Critical (Major) compliance -	<b>Environment Impact Assessment</b> PT Sinar Kencana Inti Perkasa has an Environment Impact Assessment (EIA) document namely " <i>Dokumen Analisis Dampak Lingkungan Kegiatan Perkebunan dan Pabrik Pengolahan Kelapa Sawit Beserta Sarana Prasarana Penunjangnya di Distrik Kaureh – Kabupaten Jayapura Provinsi Papua</i> " covered area of 15,566 ha and mill capacity 60 tonne	Complied

		<p>FFB per hours. This document supported with environment management and monitoring document namely "<i>Dokumen Rencana Pengelolaan Lingkungan Kegiatan Perkebunan dan Pabrik Pengolahan Sawit Beserta Sarana Prasarana Penunjangnya di Distrik Kaureh – Kabupaten Jayapura Provinsi Papua</i>" and "<i>Dokumen Rencana Pemantauan Lingkungan Kegiatan Perkebunan dan Pabrik Pengolahan Sawit Beserta Sarana Prasarana Penunjangnya di Distrik Kaureh – Kabupaten Jayapura Provinsi Papua</i>". All of documents (ANDAL, RKL and RPL) issued in July 2006 and approved by Badan Pengendalian Dampak Lingkungan Daerah Kabupaten Jayapura based on letter No. 660.1/42/DAL/2006 dated 21 July 2006. The EIA documents were conducted by Lembaga Penelitian Universitas Cendrawasih Jayapura.</p> <p>The documents (EIA, RKL-RPL) were established in according to local requirements and include consultation with relevant stakeholders to identify impact and to develop any mitigation measures. The result of consultation and the mitigation measures were stated at ANDAL PT. PT Sinar Kencana Inti Perkasa and have ensured that all activities with significant environmental impacts were managed. The consultation result and the mitigation has been stated in the EIA documents such as consultation at Kampung Dju and Desa Lapua.</p> <p>Document of environmental impact assessment covered:</p> <ul style="list-style-type: none"> <li>• Water resources</li> <li>• Biological diversity</li> <li>• Air quality</li> <li>• Environment quality</li> <li>• Economic, social and culture</li> <li>• Building new roads, processing mills or other infrastructure</li> <li>• Putting in drainage or irrigation systems</li> <li>• Management of mill effluents</li> </ul>	
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		<ul style="list-style-type: none"> <li>• Clearing of remaining natural vegetation</li> <li>• Management of pests and diseases palms by controlled burning</li> <li>• Result of stakeholder consultation</li> </ul> <p><b>Social Impact Assessment:</b></p> <p>Social Impact Assessment (SIA) was conducted by internal parties (Corporate Social Responsibility Department, Sustainability Division) in year 2015, documented in SIA report namely "<i>Penilaian Dampak Sosial Perkebunan dan Pabrik Kelapa Sawit Distrik Kaureh dan Yapsi, Kabupaten Jayapura Provinsi Papua</i>". Process of SIA was described, and the findings documented in SIA Report, positive and negative impact. SIA covered demography, economics matters, social, cultures, religion, and health aspects.</p> <p>Assessment was conducted from April 2012 until May 2013 covered area of:</p> <ol style="list-style-type: none"> <li>a. Kampung Lapua consist of of Hirwa tribe, Bitaba tribe, Masita tribe, Auri tribe and Hirwa 1 tribe.</li> <li>b. Kampung Sebum consist of Yamite tribe.</li> <li>c. Kampung Wahmo (Yadauw) consists of Winim tribe, Urumban (Wahmo) tribe, Auri (Wahmo) tribe and Yamie (Wahmo) tribe.</li> <li>d. Kampung Seskotek consists of Hamo tribe, Yapri tribe, Hirwa 2 tribe and She tribe.</li> </ol> <p>Assessment was conducted through PRA (Participatory Rural Appraisal) and involved the local community. And also, some interview was conducted with leaders' community. This assessment was conducted in April 2012 until May 2013. Scope of assessment covered 4 villages. Evidence of participatory action from local communities was also sighted in related SIA documentation including photos, questionnaires, public consultation attendance list and meeting minutes.</p>	
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		<p>Some aspects were considered during assessment such as:</p> <ul style="list-style-type: none"> <li>• Access and use rights,</li> <li>• Economic livelihoods and working conditions.</li> <li>• Subsistence activities,</li> <li>• Cultural and religious values,</li> <li>• Health and education facilities,</li> <li>• Other community values.</li> </ul>	
3.4.2	<p>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> <p>- Minor compliance -</p>	<p>Based on Government Regulation No. 27/2012 concerning Environmental Permits Article 53 (1) and (2) states that the person in charge of business must prepare a report and submit a report on the implementation of environmental management activities every 6 months. This reporting period is still in accordance with the latest regulations (Government Regulation No. 22 of 2021 concerning Implementation of Environmental Protection and Management, Article 49 (6.f.6)).</p> <p>Social and environmental management plan and its monitoring have been developed with participation of affected stakeholders. It was documented as per ANDAL, RKL-RPL document and SIA document. Management and monitoring plan for social and environmental impact are as below:</p> <ul style="list-style-type: none"> <li>• To minimize the air quality and noise impact: using the standard emission for transportation; watering road during dry seasons; vehicle speed limitation; planting air pollution absorbent trees; dust collector installation in the boiler chimney; maintenance of machine and equipment; regular measurement of emission quality.</li> <li>• To reduce soil erosion: erosion monitoring based on topographical.</li> <li>• To minimize the water quality decreased impact due to POME and run-off: wastewater maintenance and monitoring.</li> </ul>	Non-compliance

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		<ul style="list-style-type: none"> <li>• To minimize the decreased of flora and fauna: maintain conservation area (HCV), installation of warning sign.</li> <li>• To enhance the local community's income: open announcement for job opportunities; local employee recruitment; comply to manpower regulation; comply to minimum wages according to regulation; coordination and communication with surrounding village head.</li> <li>• To reduce social conflict: response to surrounding community aspiration and complaint.</li> <li>• To reduce public health nuisance: environmental analysis in boiler and wastewater pond</li> <li>• To increase positive public perception: response to surrounding community aspiration and doing what has been agreed between company and local communities.</li> </ul> <p>The monitoring implemented to monitor the effectiveness of the mitigation measure and reviewed every 6 months. The plan based on SEIA (RKL-RPL) that covered:</p> <ul style="list-style-type: none"> <li>• Monitoring water quality of river stream at Sungai Juk (Cendarawasih Estate), Sungai Nawa (Rajawali Estate) and Sungai Wamho (Nuri Estate) every 6 month.</li> <li>• Monitoring wastewater (POME) every month.</li> <li>• Monitoring erosion rate with stick indicator (Nuri Estate).</li> <li>• Monitoring ambient air quality at mill and employee housing every 6 months.</li> <li>• Monitoring emission air quality from boiler and generator every 6 months.</li> <li>• Monitoring of groundwater (clean water) quality at Emplacement 1 and 2 Rajawali Estate; Emplacement 1 and 2 Cendrawasih Estate; Emplacement 1 and 2 Cendrawasih Estate; per every 6 months.</li> </ul>	
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		<ul style="list-style-type: none"> <li>Monitoring of water biodiversity at river stream at Sungai Juk Hulu and Sungai Juk Hilir (Cendrawasih Estate), Sungai Wamho Hulu and Sungai Wamho Hilir (Nuri Estate) and Sungai Nawa Hulu and Sungai Nawa Hilir every 6 months.</li> </ul> <p><b>Social Impact Assessment</b></p> <p>In accordance with SOP <i>Pengelolaan dan Pemantauan Dampak Sosial</i> No SOP/SMART/SIGS-CSR/SADV/I/002 dated 1 July 2014, revised on 1 April 2020 become SOP/SMART/SUST/IV/002. In section 4.6.10 stated that Review of Social Impact Assessment conducted once in every 2 years. The last review was for period 2022-2023 on 25 – 28 October 2022 and Social Impact Monitoring Report was issued in March 2023. Assessment was conducted in villages such as:</p> <ol style="list-style-type: none"> <li>Kampung Lapua consist of Hirwa tribe, Bitaba tribe, Masita tribe.</li> <li>Kampung Sebum consist of Yamle (Wahmo) tribe.</li> <li>Kampung Wahmo (Yadauw) consists of Winim tribe and Urumban (Wahmo) tribe.</li> <li>Kampung Tabbeyan consists of Urumban Taja and Sidai tribe.</li> </ol> <p><b>Internal stakeholder</b></p> <p>Estates and Mill employee, gender committee, union labour</p> <p>Aspect that being monitored are:</p> <ul style="list-style-type: none"> <li>Estate operational activities</li> <li>Manpower or labour recruitment</li> <li>FFB transportation</li> <li>Local communities' development</li> </ul>	
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		<ul style="list-style-type: none"> <li>• Company policies related to RSPO requirement such as child rights and woman reproductive rights, new mother needs identification and etc.</li> <li>• Public perception</li> </ul> <p>Generally public perception was positive regarding the company presence and contribution to the surrounding community. Records of consultation such as attendance list, documentation/photos and list of questions has been reviewed.</p>	
3.4.3	<p><b>(C)</b> The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>Based on Government Regulation No. 27/2012 concerning Environmental Permits Article 53 (1) and (2) states that the person in charge of business must prepare a report and submit a report on the implementation of environmental management activities every 6 months. This reporting period is still in accordance with the latest regulations (Government Regulation No. 22 of 2021 concerning Implementation of Environmental Protection and Management, Article 49 (6.f.6)).</p> <p>Social Environment management and monitoring plan as per RKL-RPL document has been implemented by PT Sinar Kencana Inti Perkasa. All environment analysis for period Semester 2/2022 and Semester 1/2023 was conducted by PT. Unilab Perdana, except for wastewater quality and soil quality in land application (conducted by Laboratorium Kesehatan Daerah Kabupaten Jayapura).</p> <p>Based on verification on Environmental management and monitoring report, confirmed that the management and monitoring plan has been well implemented accordingly. Data verified during audit:</p> <ul style="list-style-type: none"> <li>• 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</li> </ul>	Complied

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		<p>(indoor and outdoor) each semester, odor measurement each semester.</p> <ul style="list-style-type: none"> <li>• Air emission quality</li> <li>• Surface water quality and water biota monitoring to prevent and control the physic and chemist quality of surface water comply to PP Nomor 82 tahun 2001. Perfomed by wastewater quality monitoring each month, hazardous waste monitoring, land application monitoring, surface water quality monitoring each semester.</li> <li>• Wastewater quality monitoring analyse by conducted by <i>Laboratorium Kesehatan Daerah Kabupaten Jayapura</i>. Wastewater analysis result in period July – December 2022 and January-June 2023 shown comply with regulation KepMENLH No. 28 tahun 2003.</li> <li>• Surface water quality test. The analysis result in period July – December 2022 and January-June 2023 shown comply with regulation PP RI No. 22/2021.</li> <li>• Clean water analysis conducts annually and the last result on 14 March 2023 shown comply with the regulation Permenkes RI No 32/2017.</li> <li>• Erosion and sedimentation monitoring performed by erosion measurement according to PP No. 150/2000. Frequency of monitoring is once a year. Records of monitoring has been reviewed for period January – August 2023, result shown value -2 – 2.</li> <li>• Community perception monitoring performed by community interview, employee data monitoring, interview with village head or public figure regarding their perception to company. Company monitors the public perception through questionnaire each year regarding the impact of company presence has been disseminated to surrounding community. Latest monitoring of public perception has been performed in 25 – 28 October 2022, questionnaire of public perception can be demonstrated well in Social Impact Monitoring.</li> </ul>	
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		<p>Positive and negative impact has been identified and based on latest public perception. Generally public perception was positive regarding the company presence and contribution to the surrounding community.</p> <p>All management and monitoring plan has been implemented well by company according to RKL-RPL document. The implementation report has been reviewed and reported to government agency per semester (six monthly). Documents of RKL-RPL was sighted and reviewed during audit. The reporting was done such as:</p> <ul style="list-style-type: none"> <li>• KLHK SIMPEL electronic receipt No. 7523 on behalf of PT. Sinar Kencana Inti Perkasa for RKL RPL reporting period 01-01-2023 to 30-06-2023, printed date 11 August 2023</li> <li>• Receipt Note from Dinas Lingkungan Hidup Kabupaten Jayapura dated 14 July 2023</li> <li>• Receipt Note from Dinas Kehutanan dan Lingkungan Hidup Provinsi Papua dated 12 July 2023</li> <li>• Dinas Perkebunan dan Dinas Peternakan Kabupaten Jayapura dated 14 July 2023</li> </ul> <p>During document verification and interview with management, it can be demonstrated that 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 and for social aspect presented in Social Impact Monitoring Report.</p> <p>Evaluation consists of:</p> <ul style="list-style-type: none"> <li>• 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 is all parameter is met with the</li> </ul>	
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		<p>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.</p> <ul style="list-style-type: none"> <li>• Critical evaluation, the critical point in environmental monitoring is wastewater quality and surface water usage. Based on the result of monitoring shown that wastewater quality since July – December 2022 and January-June 2023 was met with regulation (BOD &lt; 5,000 mg/l and pH 6 – 9).</li> <li>• 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 Sinar Kencana Inti Perkasa – Kasuari Mill has complied with all relevant regulation.</li> <li>• Public perception monitoring for 2023 has been carried out and there is no negative perception occurred. Community perception monitoring performed by community interview, employee data monitoring, interview with village head or public figure regarding their perception to company. Company monitors the public perception through questionnaire each year regarding the impact of company presence has been disseminated to surrounding community. Latest monitoring of public perception has been performed in 25 – 28 October 2022, questionnaire of public perception can be demonstrated well in Social Impact Monitoring. Positive and negative impact has been identified and based on latest public perception. Generally public perception was positive regarding the company presence and contribution to the surrounding community.</li> </ul>	
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		<p>Sampel of environmental analysis certificates, such as:</p> <p>Cendrawasih Estate:</p> <ul style="list-style-type: none"> <li>• Clean water analysis, certificate No. LPUP02206 dated 14 March 2023</li> <li>• Surface water analysis in Sungai Juk, certificate No. LPUP01834 dated 16 March 2023</li> <li>• Ambient analysis, certificate No LPUP01837 dated 16 March 2023</li> </ul> <p>Rajawali Estate</p> <ul style="list-style-type: none"> <li>• Genset emission, certificate No. LPUP01836 dated 16 March 2023</li> <li>• Clean water analysis, certificate No. LPUP01836 dated 16 March 2023</li> <li>• Surface water analysis in Sungai Nawa, certificate No. LPUP01836 dated 16 March 2023</li> </ul> <p>Nuri Estate</p> <ul style="list-style-type: none"> <li>• Surface water analysis in Sungai Wamho, certificate No. LPUP01835 dated 16 March 2023</li> <li>• Water biota, certificate No. LPUP01835 dated 16 March 2023</li> <li>• Genset emission, certificate No. LPUP01835 dated 16 March 2023</li> </ul> <p>Kasuari Mill</p> <ul style="list-style-type: none"> <li>• Ambient quality, certificate No. LPUP01837 dated 16 March 2023</li> <li>• Odor quality, certificate No. LPUP01837 dated 16 March 2023</li> <li>• Boiler 01 emission, certificate No. LPUP01837 dated 16 March 2023</li> </ul>	
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		<p>Based on initial ANDAL document, TDS and TSS in Sungai Juk and Sungai Nawa already high above the quality standard because there were erosion and impact of rainy/dry season. Meanwhile for BOD and COD below the quality standard.</p> <p>Based on RKP RPL Semester 1/2023 document, stated there are parameter of surface water analysis were above to quality standard refer to PPRI No. 22/2021. There is evaluation of why the analysis result above the quality standard in RKL RPL document.</p>	
<b>Criteria 3.5:</b> A system for managing human resources is in place.			
3.5.1	<p>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> <p>- Minor compliance -</p>	<p>Procedure of recruitment, selection, promotion, retirement, and termination explained in several SOP. These procedures have been documented and socialized to the worker and their representative. Some of the SOP are:</p> <ul style="list-style-type: none"> <li>• SOP No. KHI-SMART/001-01 March 1, 2018 (Recruitment) which explains without distinction of race, caste, nationality, religion, and others; Not withhold formal identity from prospective worker; Not accept workers who are under 18 years old; Not charges fees or security deposits to prospective workers; Recruitment of workers based on need; Recruitment of employee in accordance with the requirements of the position.</li> <li>• SOP No.KHI-SMART/010-00 dated August 1, 2017 (Promotion) which explains Promotion is based on the result of work performance assessment; Promotion is carried out based on annual evaluation.</li> <li>• SOP No.KHI-SMART/009-00 dated August 1, 2017 (Work Performanvce Assessment) which explains Assessment are for workers who have worked for at least 3 consecutive months; Assessment period is January 1 to December 31 (Evaluation)</li> </ul>	Complied

		<p>Thw UoC also has Termination Procedure (No.KHI-SMART/024-00 dated January 2, 2020, which explained termination of employment due resignation, reaching retirement age, committing serious mistake, efficiency and others.</p> <p>Apart from that, there is also a Collective Labor Agreement between PT Sinar Kencana Inti Perkasa Papua region and the SPSI – SP &amp; P Federation of PT Sinar Kencana Inti Perkasa Papua region, which was set on May 23, 2022 valid for 2 years. The CLA has also regulated the following aspects:</p> <ul style="list-style-type: none"> <li>• <b>Work Agreement:</b> <ul style="list-style-type: none"> <li>- Employment agreement</li> <li>- Recruitment → Minimum age is 18 years and maximum is 35 years, passed the selection process, is willing to sign a work agreement.</li> <li>- Trial period → Minimum trial period of 3 months. If within 3 months there is no rejection or appointment letter, you will automatically become a permanent employee.</li> <li>- Placement and Transfer of workers.</li> <li>- Obligations of workers.</li> </ul> </li> <li>• <b>Remuneration:</b> <ul style="list-style-type: none"> <li>- Reward system</li> <li>- Amount of wages: Wages for permanent workers are based on the stipulation of a Minimum Wage by the Governor of Papua Province; Wages for casual daily workers are based on attendance.</li> <li>- Wages of workers who are being detained.</li> <li>- Holiday allowance.</li> </ul> </li> </ul>	
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		<ul style="list-style-type: none"> <li>- Increase in wages: Adjustments to wages for permanent workers based on class adjustments and salary adjustments (wage structure and scale).</li> <li>• <b>Work Rules:</b> Termination of employment → death, decided unilaterally during the probationary period, laid off, sentenced by a court for crime, workers who continue to make mistakes after getting the third warning, normal retirement age 55 years, rationalization</li> </ul>	
3.5.2	<p>Employment procedures are implemented and records are maintained.</p> <ul style="list-style-type: none"> <li>- Minor compliance -</li> </ul>	<p>The unit of certification has implemented its own employment procedures, for example are as follows:</p> <ul style="list-style-type: none"> <li>• <b>Recruitment</b> Recruitment on 30 June 2022 Muhajir for PKWTT and a 3-month probationary period before being appointed as a permanent employee. Data supporting job applications such as curriculum vitae, personal identity, family card and employee assessment results.</li> <li>• <b>Promotions</b> Appointment of employees a.n Yoseph Wangge on June 1, 2023 based on performance appraisal getting a score of 83 out of 100.</li> <li>• <b>Work termination</b> The Collective Agreement (retirement) dated 26 August 2022 in the name of Bernadinus Or PT4B ended on 30 June 2022 (55 years retirement age based on PKB). Can be shown proof of payment of compensation to the employee.</li> </ul>	Complied
<b>Criteria 3.6:</b> An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<p><b>(C)</b> All operational activities risks assessed to identify the H&amp;S issues. Mitigation plans and procedures are documented and implemented.</p>	<p>The company already has a Safety and Health Policy OHS Policy Company listed in the policies on sustainable and business ethics that includes:</p>	Complied

	<p>- Critical (Major) compliance -</p>	<ul style="list-style-type: none"> <li>• Communicating OHS management policies and procedures to all employees and interested parties to ensure that they understand the obligations relating to company activities.</li> <li>• Obey all laws, regulations and other applicable regulations related to OHS.</li> <li>• Ensuring the application of OHS management systems as part of the company's operational activities.</li> <li>• Identifying, assessing and controlling the risk of hazards in every activity that is in the work environment with a continuous improvement approach so that accidents and occupational diseases do not occur.</li> <li>• Manage and monitor OHS management system indicators and make continuous improvements to improve OHS management performance.</li> </ul> <p>The company has a plan related to OHS in the workplace aimed at improving occupational health and safety, for example the OHS program in 2023 which established on 10 January 2023, as follows:</p> <ul style="list-style-type: none"> <li>• HIRAC Review and Update</li> <li>• OHS socialization.</li> <li>• OHS training.</li> <li>• Meeting OHS</li> <li>• OHS inspection and monitoring.</li> <li>• OHS Reporting</li> <li>• Extended permit of machine and equipment.</li> <li>• Fire Drill / Simulation</li> </ul> <p>The company also has procedures and policies related to the implementation of OHS in company units, here are some examples:</p>	
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		<ul style="list-style-type: none"> <li>- SOP/SMART/HESS-EHSD/SADV/I/001 <i>Penetapan, Pemeliharaan &amp; Komunikasi Kebijakan K3</i></li> <li>- SOP/SMART/HESS-EHSD/SADV/I/002 <i>Identifikasi Sumber Bahaya Penilaian dan Pengendalian Risiko</i></li> <li>- SOP/SMART/HESS-EHSD/SADV/I/003 <i>Penetapan dan Pengkajian Ulang Tujuan dan Sasaran K3</i></li> <li>- SOP/SMART/HESS-EHSD/SADV/I/004 <i>Program K3</i></li> <li>- SOP/SMART/HESS-EHSD/SADV/I/005 <i>Penanganan Kecelakaan dan Penyakit Akibat Kerja</i></li> <li>- SOP/SMART/HESS-EHSD/SADV/I/010 <i>Manajemen Alat Pelindung Diri</i></li> <li>- SOP/SMART/HESS-EHSD/SADV/I/011 <i>Pertolongan Pertama pada Kecelakaan</i></li> <li>- SOP/SMART/HESS-EHSD/SADV/I/012 <i>Pemeriksaan Kesehatan Tenaga Kerja</i></li> <li>- SOP/SMART/HESS-EHSD/SADV/I/013 <i>Perencanaan dan Penggunaan Alat Pemadam Api Ringan</i></li> </ul> <p>Certification unit have document of hazard identification, risk assessment and risk control (HIRAC) which issued in January 2023. It will be reviewed if any occupational accident happens. The document describes the description/activity, potential hazards, risk assessment and risk control. Based on site observation on mill and estate, it was clearly confirmed that workers had been aware related potential risk and hazards in the workplace. Following up on this, the company has been reducing the potential risk by routine socialization about OHS, providing PPE, and OHS signboard are available in workplace.</p>	
3.6.2	<b>(C)</b> The effectiveness of the H&S plan to address health and safety risks to people is monitored.	The company shows evidence related to the implementation of OHS and the implementation of the effectiveness of handling risks and hazards in each work unit, for example:	Complied

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	<p>- Critical (Major) compliance -</p>	<ul style="list-style-type: none"> <li>- Based on interview &amp; observed with pesticide applicator in Estate and process operators at Mill, certification unit has been providing adequate and appropriate protective equipment available to all workers at the place of work to cover all potentially hazardous operations. For example, Sterilizer and Boiler Operators that has been provide PPE such as safety shoes, helmet, ear plug, &amp; gloves.</li> <li>- Conducting noise and vibration tests at several high-risk stations in the context of managing sources of danger and risk for workers, for example:             <ol style="list-style-type: none"> <li>1. Record of work environment noise testing at the engine room station, Boiler station, Clarification Station on March 7, 2023 by an accredited Testing Laboratory (LP-522-IDN). The test results use a threshold value that refers to <i>Permenaker no. 5 of 2018</i>, where the test result exceeds 85 dB (A). The company has determined the use of earmuffs for workers who work at the station.</li> <li>2. Records of shock vibration testing of buildings on 21 February 2023 for the Nut &amp; Kernel station by an accredited laboratory (LP-195-IDN).</li> </ol> </li> <li>- Conduct regular P2K3 meetings that discuss plans and also evaluate the implementation of K3 in each company unit, here are some examples of the records:             <ol style="list-style-type: none"> <li>1. Minutes of the P2K3 meeting at NURE on 25 July 2023 which discussed making emergency showers and distributing PPE.</li> <li>2. Minutes of the P2K3 meeting at CNDE on 2 February 2023 which discussed APAR simulation activities, PPE inspections and health checks for spray workers.</li> <li>3. Minutes of the P2K3 meeting at the KSRM on 22 July 2023 which discussed repairs to safety walkways, installation of warnings for the danger of electric voltage in the powerhouse and safety</li> </ol> </li> </ul>	
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		<p>devices for oxygen cylinders and LPG.</p> <p>Carry out routine inspection activities related to the implementation of OHS in each unit, here are some examples of the records:</p> <ul style="list-style-type: none"> <li>a) Record of Inspection for PPE at RJWE Division 5 on 14 July 2023.</li> <li>b) Record of Inspection for PPE at NURE on 31 July 2023.</li> <li>c) Record of Inspection for PPE at CNDE division 1 on June 3, 2023.</li> <li>d) Records of monitoring the contents of the first aid kit at NURE on July 29, 2023.</li> <li>e) Records of monitoring the contents of the first aid kit at CNDE on 29 July 2023.</li> <li>f) Record of APAR Monitoring at NURE for the July 2023 period.</li> <li>g) Monitoring of Equipment and Equipment for Simple Fire Extinguishers at NURE on 29 July 2023.</li> </ul> <ul style="list-style-type: none"> <li>- Carry out routine checks for factory machines, for example:             <ol style="list-style-type: none"> <li>1. Record of Certificate fulfilling occupational safety and health requirements as the feasibility of operating steam vessels No. 566/552 for Sterilizer-1 by the Labor Inspector of OHS Specialist in Papua Province on 13 March 2023.</li> <li>2. Record of certificate fulfilling occupational safety and health requirements as the feasibility of operating steam aircraft (steam boiler/boiler) No. 566/548 for Boiler by the Labor Inspector of OHS Specialist in Papua Province on 13 March 2023.</li> </ol> </li> <li>- Carry out medical routine checks on workers at high-risk stations by company doctors who have received a <i>Hiperkes</i> certificate, for</li> </ul>	
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		<p>example:</p> <ol style="list-style-type: none"> <li>1. Examination of cholinesterase at CNDE on March 31, 2023 for 42 spray and fertilizer employees.</li> <li>2. Examination of cholinesterase at RJWE on March 31, 2023 for 21 spray and fertilizer employees.</li> <li>3. Examination of Audiometric at KSRM on January 23, 2023 for 4 boiler and powerhouse operators.</li> <li>4. Examination of cholinesterase at NURE on 12 and 15 May 2023 for 29 spray and fertilizer employees.</li> </ol> <p>Based on the results of interviews with workers (harvester, pesticide applicator, and process operator), it is known that every day when the morning muster is carried out, the supervisor will ask and check the completeness of the PPE of all workers and will deliver a safety briefing on each activity.</p>	
<p><b>Criteria 3.7:</b> All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.</p>			
<p>3.7.1</p>	<p><b>(C)</b> 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 covers applicable aspects of P&amp;C Principles, in a form they understand and includes assessment of the training.</p> <p>- Critical (Major) compliance -</p>	<p>The company has a training program and identification for employees for the 2023 and 2024 periods for operational training, OSH training, and policy outreach. Aspects of the training program include certification, internal refreshment, internal operations, and others. Some of the training programs are:</p> <ul style="list-style-type: none"> <li>- Socialization of Company Policy (GSEP)</li> <li>- First aid training.</li> <li>- Environmental and Hazardous Waste Handling Training.</li> <li>- Simulation of emergency response and fire management</li> </ul> <p>The training program was prepared by the SPO officer on 11 January 2023 for each company unit (plantation and factory).</p>	<p>Complied</p>

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		<p>The company has also identified training and outreach programs for local stakeholders such as civil contractors and transporter contractors. For example, dissemination of understanding on RSPO, OHS, HIRAC and emergency response procedures.</p> <p>In addition, the program plan for OHS Power and Production Equipment Operator Training is included in the 2024 training budget with plans for 3 operators budgeted for June 2024. The training plan was approved by the CEO of PSM 7 on August 25, 2023.</p>											
<p>3.7.2</p>	<p>Records of training are maintained, where appropriate on an individual basis.</p> <p>- Minor compliance -</p>	<p>The following is the realization of training that has been carried out by certification units for the 2023 period, for example:</p> <ul style="list-style-type: none"> <li>- OHS Expert Refreshment training for Johnson Sitompul on 17 – 31 July 2023 by PT Centra Artha Prima Indonesia.</li> <li>- First Aid Kit Training on 12 August 2023 on CNDE, attended by 47 workers.</li> <li>- HCV socialization on 30 June 2023 on CNDE, attended by 62 workers.</li> <li>- GSEP Policy (Sustainability, Industrial relation, environment worker, and social) on 29 – 30 June 2023, attended by 54 workers.</li> <li>- GSEP Policy on 3 February 2023, attended by 53 workers.</li> <li>- Ethical Business Policy to contractor on 27 June 2023.</li> <li>- Fire Drill and Simulation training on 14 April 2023, attended by 47 Workers.</li> </ul> <p>The certificate holder also maintains a list of workers who have attended licensed training, the following are examples:</p> <table border="1" data-bbox="1133 1187 1975 1337"> <thead> <tr> <th>Name</th> <th>Operator Permit Document</th> <th>Unit Name</th> <th>No. Document</th> <th>Valid from</th> </tr> </thead> <tbody> <tr> <td>Mikhel Ungirwalu</td> <td><i>Juru Las</i></td> <td>NURE</td> <td>No. 5/0041200123</td> <td>20 Jan 2023</td> </tr> </tbody> </table>	Name	Operator Permit Document	Unit Name	No. Document	Valid from	Mikhel Ungirwalu	<i>Juru Las</i>	NURE	No. 5/0041200123	20 Jan 2023	<p>Complied</p>
Name	Operator Permit Document	Unit Name	No. Document	Valid from									
Mikhel Ungirwalu	<i>Juru Las</i>	NURE	No. 5/0041200123	20 Jan 2023									

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		<table border="1"> <tr> <td>Jevan Jeverson</td> <td><i>Pesawat Angkut</i></td> <td>NURE</td> <td>No. 4490/OPK3/PA A-LT/IV/2017</td> <td>7 Apr 2017</td> </tr> <tr> <td>Dr. Andreas Ari Wibowo</td> <td><i>Hiperkes</i></td> <td>CNDE</td> <td>No. 26.656/DH-I/11</td> <td>8 Nov 2011</td> </tr> <tr> <td>Asroruddin</td> <td><i>Hiperkes</i></td> <td>CNDE</td> <td>No. 32.199/DBK3-PM/01/I/2021</td> <td>Jan 2021</td> </tr> <tr> <td>Ida Nurjanah</td> <td><i>Hiperkes</i></td> <td>NURE</td> <td>No. 32.209/DBK3-PM/01/I/2021</td> <td>Jan 2021</td> </tr> <tr> <td>Muslim Lambali</td> <td><i>Pesawat Uap dan Bejana Tekan</i></td> <td>KSRM</td> <td>No. 5/23/AS.02.00/VIII/2019</td> <td>2 Aug 2019</td> </tr> <tr> <td>Saturnimus Kefi</td> <td><i>Lisensi Pengambil Contoh Air</i></td> <td>KSRM</td> <td>749092133400 018812020</td> <td>11 Dec 2020</td> </tr> <tr> <td>Kurnia Septianto</td> <td><i>Lisensi Pengendali Pencemaran Air</i></td> <td>KSRM</td> <td>No. 39000 3125.05 0000123 2021</td> <td>22 Jun 2021</td> </tr> <tr> <td>Jonson Sitompul</td> <td><i>Sertifikasi K3 Kebakaran Kelas D C B A – Kemenaker RI</i></td> <td>KSRM</td> <td>No. 33216/SERT/S KM/2022</td> <td>12 Nov 2022</td> </tr> </table> <p>Based on interviews with workers at the factory, it is known that workers have received training from the company, such as training on work procedures, OHS policies, use of PPE, and simulations of land fires.</p>	Jevan Jeverson	<i>Pesawat Angkut</i>	NURE	No. 4490/OPK3/PA A-LT/IV/2017	7 Apr 2017	Dr. Andreas Ari Wibowo	<i>Hiperkes</i>	CNDE	No. 26.656/DH-I/11	8 Nov 2011	Asroruddin	<i>Hiperkes</i>	CNDE	No. 32.199/DBK3-PM/01/I/2021	Jan 2021	Ida Nurjanah	<i>Hiperkes</i>	NURE	No. 32.209/DBK3-PM/01/I/2021	Jan 2021	Muslim Lambali	<i>Pesawat Uap dan Bejana Tekan</i>	KSRM	No. 5/23/AS.02.00/VIII/2019	2 Aug 2019	Saturnimus Kefi	<i>Lisensi Pengambil Contoh Air</i>	KSRM	749092133400 018812020	11 Dec 2020	Kurnia Septianto	<i>Lisensi Pengendali Pencemaran Air</i>	KSRM	No. 39000 3125.05 0000123 2021	22 Jun 2021	Jonson Sitompul	<i>Sertifikasi K3 Kebakaran Kelas D C B A – Kemenaker RI</i>	KSRM	No. 33216/SERT/S KM/2022	12 Nov 2022	
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3.7.3	Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.	Unit management has conducted the RSPO Supply Chain Standard for Mill training on 04 July 2023 who attended by 10 participants. The training was facilitated by mill’s Sustainability Palm Oil (SPO) officer. However, the training not yet provide to personnel carrying out the tasks	Non-compliance																																								

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	<p>- Minor compliance -</p>	<p>critical to the effective implementation of the Supply Chain Certification Standard (SCCS). In facts:</p> <ul style="list-style-type: none"> <li>• During the field visit, both weighbridge operator says they are not attending the RSPO SCCS training yet. It caused they cannot demonstrate the implementation of RSPO SCCS.</li> <li>• Attendance list of RSPO SCCS training does not consider the "personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS)" in regard with personnel related to Critical Control Point (CCP) under Section 3.1 "SOP Supply Chain Produk RSPO dan ISPO Model Mass Balance No. PT Sinar Kencana Inti Perkasa - KSRM/SOP/24 rev.00", dated 29 September 2022. For example, workshop clerk, chief of labour union, reverse osmosis operator, store officer and so on.</li> </ul> <p>This is raised as <b>non-compliance</b>.</p>	
<p><b>Criteria 3.8:</b> Supply chain requirements for mills. Procedure note: all requirements are classified as <b>Critical Indicators</b>. However it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
<p>3.8.1</p>	<p><b>Identity Preserved Module</b> 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&amp;C), or against the Group Certification scheme. 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 Sinar Kencana Inti Perkasa – Kasuari POM is not implementing RSPO SCCS – Identity Preserved Module because receiving and processing non-certified FFB. Not applicable.</p>	<p>Complied</p>
<p>3.8.2</p>	<p><b>Mass Balance Module</b></p>	<p>PT Sinar Kencana Inti Perkasa – Kasuari POM has choosing RSPO SCCS – Mass Balance Module because they are receiving and processing non-</p>	<p>Complied</p>

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	<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>certified FFB. The RSPO SCCS module stipulated under the "SOP Supply Chain Produk RSPO dan ISPO Model Mass Balance No. PT Sinar Kencana Inti Perkasa - KSRM/SOP/24 rev.00", dated 29 September 2022.</p> <p>Until this assessment, Kasuari POM received FFB from:</p> <ul style="list-style-type: none"> <li>• Cendrawasih Estate – PT Sinar Kencana Inti Perkasa (include the RSPO certification scope)</li> <li>• Rajawali Estate – PT Sinar Kencana Inti Perkasa (include the RSPO certification scope)</li> <li>• Nuri Estate – PT Sinar Kencana Inti Perkasa (include the RSPO certification scope)</li> <li>• Mambruk Estate – PT Sumber Indah Perkasa (exclude the RSPO certification scope)</li> </ul> <p>Kasuari POM has demonstrated the mass balance report in spreadsheet document "Data Mass Balance Papua 2023". Through this document, mill can monitor the receive, process and sales of certified and noncertified product. Mill only claim proportion of oil palm products produced from processing certified FFB.</p> <p>The implementation of RSPO SCCS will verify during annual surveillance audit if the certification unit is certified.</p>	
<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&amp;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>PT Sinar Kencana Inti Perkasa – Kasuari POM has projected the certified product as follows:</p> <ul style="list-style-type: none"> <li>• FFB: 40,045 MT</li> <li>• CPO: 8,872 MT (OER 22.15%)</li> <li>• PK: 2,403 (KER 6.00%)</li> </ul>	<p>Complied</p>
<p>3.8.4</p>	<p>The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.</p>	<p>PT Sinar Kencana Inti Perkasa – Kasuari POM registering and reporting the FFB production (for standard 12 months), certified CPO and PK production, certified CPO and PK sales through PalmTrace account.</p>	<p>Complied</p>

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		RSPO IT account PT Sinar Kencana Inti Perkasa – Kasuari POM No. RSPO_PO1000006977.	
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> <ul style="list-style-type: none"> <li>a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.</li> <li>b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records).</li> <li>c) 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.</li> <li>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBS including ensuring no contamination in the IP mill.</li> </ul>	<p>PT Sinar Kencana Inti Perkasa – Kasuari POM has had the documented supply chain procedure under the “SOP Supply Chain Produk RSPO dan ISPO Model Mass Balance No. PT Sinar Kencana Inti Perkasa - KSRM/SOP/24 rev.00”, dated 29 September 2022. This document contains complete and up to date procedures (objectives, scope, responsibility, reference, definition, flow process and documentation)</p> <p>Moreover, under the section 3.4, Mill Unit Head appointed as personal in charge who responsible to implement all the supply chain process.</p> <p>Documentation of receiving and processing certified and noncertified FFB’s can be seen on section 6.1 Receiving Raw Material. Furthermore, KTU as PIC of Mass Balance and Sales having responsibility to monitor the production stock of certified and noncertified product.</p> <p>Kasuari POM has demonstrated the mass balance report in spreadsheet document “Data Mass Balance Papua 2023”. Through this document, mill can monitor the receive, process and sales of certified and noncertified product. Mill only claim proportion of oil palm products produced from processing certified FFB.</p>	Complied
3.8.6	<p>Internal Audit</p> <ul style="list-style-type: none"> <li>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill; <ul style="list-style-type: none"> <li>a) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</li> <li>b) Effectively implements and maintains the standard requirements within its organisation.</li> </ul> </li> </ul>	<p>Internal audit procedure for RSPO SCCS implementation refers to “SOP Internal Audit No. SOP/SMART/UMUM/SADV/I/009” dated 1 July 2014. “Section 2.2.1 – Penyusunan Program Internal Audit” stated Internal Audit carried out minimum once per annum and possible to be added.</p> <p>Section “2.4.10 Penyusunan Rencana Perbaikan dan Pencegahan” stated Unit Head will prepare and implement correction and corrective action.</p> <p>The last RSPO internal audit has been held on 05 – 09 June 2023 who conduct by internal auditor on behalf of Joko Alam (participated in RSPO Supply Chain Certification Standard 2020 Training by Checkmark</p>	Complied

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	<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>Training, dated 9 - 10 March 2020). There is no record of nonconformities found during the audit. Internal audit report available in mill.</p>	
<p>3.8.7</p>	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>Purchasing and goods in of PT Sinar Kencana Inti Perkasa – Kasuari POM refers to procedure "SOP Supply Chain Produk RSPO dan ISPO Model Mass Balance No. PT Sinar Kencana Inti Perkasa - KSRM/SOP/24 rev.00", dated 29 September 2022. Detail procedures can be seen in:</p> <ul style="list-style-type: none"> <li>• Section 6.1 Receiving Raw Material. Inform about procedure for receiving FFB's from certified and noncertified source.</li> <li>• Section 6.6 Calculation of 3 Monthly Report. Inform about procedure to monitoring the certified product sales do not excess the volume that stipulated by the CB's. Once overproduction happen, mill shall inform the CB's.</li> <li>• Section 6.3 Raw Material Checking. Inform about the sortation and grading process. Refer to grading procedure "Pedoman Grading TBS (MCAR No. 5 Tahun 2005)" and "SOP Proses Kontrol Manual (PCM) Laboratorium Pabrik Kelapa Sawit (SOP-08-MIDA-M-03 dated 14 November 2019".</li> </ul> <p>Sample seen from this RSPO assessment scope (Cendrawasih Estate):</p> <ul style="list-style-type: none"> <li>• Delivery Note: "Surat Pengantar Buah" Delivery Note No. 3023/TBS/05/22/12/2205; Seri No. 002250 from Block H21/H22 Division 05 CNDE, unit number PA 8381 JA dated 31 December 2022. Total FFB 100 bunches and 250 kg loose fruit.</li> <li>• Weighbridge Ticket No. S221 KSRM N O7870 dated 31 December 2022 from Block H21/H22 Division 05 CNDE Delivery Note No.</li> </ul>	<p>Complied</p>

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		<p>3023/TBS/05/22/12/2205. Transporter No. 000441, Driver Yap K, Clerk Monica. Net weight 2,060 kg.</p> <p>Sample seen from outside RSPO assessment scope (Mambruk Estate):</p> <ul style="list-style-type: none"> <li>• Delivery Note: "Surat Pengantar Buah" Delivery Note No. 2524/TBS/01/23/07/5396; No. Seri 095396 from Block B57/B58 Division 01 MMBE, unit number PA 8656 JA dated 31 July 2023. Total FFB 256 bunches.</li> <li>• Weighbridge Ticket No. E224 KSRM E 14542 dated 31 July 2023 from Block B57/B58 Division 01 MMBE Delivery Note No. 2524/TBS/01/23/07/5396. Transporter No. 3500126 PT Satrindo Jaya Agropalma, Driver Blasius Kolo, Clerk Monica. Net weight 5,030 kg.</li> </ul> <p>In accordance with interview result with KTU and Mill Manager, auditor noted that certified or noncertified code will appear in Weighbridge Ticket once the mill certified.</p>	
3.8.8	<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"> <li>a) The name and address of the buyer;</li> <li>b) The name and address of the seller;</li> <li>c) The loading or shipment / delivery date;</li> <li>d) The date on which the documents were issued;</li> <li>e) RSPO certificate number;</li> </ol>	<p>PT Sinar Kencana Inti Perkasa – Kasuari POM refers to procedure "SOP Supply Chain Produk RSPO dan ISPO Model Mass Balance No. PT Sinar Kencana Inti Perkasa - KSRM/SOP/24 rev.00", dated 29 September 2022. Section 6.7 explains the product sales/dispatch starting from Delivery Order receiving, product dispatch process referring to mill procedure "SOP Despatch CPO/PKO/PK/PKM No. SOP/SMART/MCMD/III/TM-DSP" dated 30 June 2020.</p> <p>Kasuari POM not a sales point. All the production of Kasuari POM (CPO/PK) sent to Demta Bulking/DMTB – under managed by PT Sinar Kencana Inti Perkasa. All the shipping document issued by Demta Bulking/DMTB.</p> <ul style="list-style-type: none"> <li>• Sample of CPO sales seen Contract DIC/3052/180723/001, dated 18 July 2023; Seller PT Sinar Kencana Inti Perkasa – Kasuari POM;</li> </ul>	Complied

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	<p>f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations);</p> <p>g) The quantity of the products delivered;</p> <p>h) Any related transport documentation;</p> <p>i) A unique identification number.</p>	<p>Buyer PT Smart Tbk; Volume contract 800 MT; product CPO. Bill of Lading No. 01/22/VII/IDDMA/2023 dated 22 July 2023; Vessel MT Kencana 7; destination to Tarjun – Kalimantan Selatan.</p> <ul style="list-style-type: none"> <li>Sample of PK sales seen Contract DIC/3052/140723/0001, dated 14 July 2023; Seller PT Sinar Kencana Inti Perkasa – Kasuari POM; Buyer PT Smart Tbk; Volume contract 460 MT; product PK. Bill of Lading No. 366/BBN-BL/AR-VII/2021 dated 27 July 2023; Vessel name: KM. Asia Raya; destination Tarjun – Kalimantan Selatan.</li> </ul> <p>Kasuari POM not certified yet. The implementation of shipping information (including RSPO certificate number and code transaction in palm trace) will be fully implemented once the mill certified.</p>	
<p>3.8.9</p>	<p><b>Outsourcing Activities</b></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>PT Sinar Kencana Inti Perkasa – Kasuari POM engage with third party CPO/PK product to Demta Bulking/DMTB.</p> <p>The auditor team has verified the agreement letter No. 002/SKIP/KSRM/01/2022-CPO dated 3 January 2022 (valid until 31 December 2024) between PT Sinar Kencana Inti Perkasa and PT Satrindo Jaya Agropalma for transporting CPO. Moreover, there is another agreement letter No. 001/SKIP/KSRM/06/2022-PK dated 21 June 2022 (valid until 20 June 2024) between PT Sinar Kencana Inti Perkasa PT BSA Logistic Indonesia for transporting PK.</p> <p><i>Note:</i> <i>PT BSA Logistic Indonesia subcontracted their responsibility to PT Satrindo Jaya Agropalma under agreement letter No. 099/PKS/BLI-SJA/VI/2022 dated 21 June 2022 (valid until 20 June 2024) for transporting PK from mill to Demta Bulking (DMTB).</i></p> <p>Apart with the agreement letter above, personnel in charge from PT Satrindo Jaya Agropalma has signed the declaration letter on 2 August</p>	<p>Complied</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.	2023 that agreed to give access to certification body to verify the supply chain data if deemed necessary.										
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>Refer to indicator 3.8.9, mill has engaged with third party CPO/PK product to Demta Bulking/DMTB as follows:</p> <table border="1"> <thead> <tr> <th>Contractor name</th> <th>Address</th> <th>Contact person</th> </tr> </thead> <tbody> <tr> <td>PT Satrindo Jaya Agropalma</td> <td>Desa Lapua, District Kaureh, Kabupaten Jayapura</td> <td>Subhan Nur (081 1250 xxxx)</td> </tr> <tr> <td>PT BSA Logistic Indonesia</td> <td>Desa Lapua, District Kaureh, Kabupaten Jayapura</td> <td>Subhan Nur (081 1250 xxxx)</td> </tr> </tbody> </table>	Contractor name	Address	Contact person	PT Satrindo Jaya Agropalma	Desa Lapua, District Kaureh, Kabupaten Jayapura	Subhan Nur (081 1250 xxxx)	PT BSA Logistic Indonesia	Desa Lapua, District Kaureh, Kabupaten Jayapura	Subhan Nur (081 1250 xxxx)	Complied
Contractor name	Address	Contact person										
PT Satrindo Jaya Agropalma	Desa Lapua, District Kaureh, Kabupaten Jayapura	Subhan Nur (081 1250 xxxx)										
PT BSA Logistic Indonesia	Desa Lapua, District Kaureh, Kabupaten Jayapura	Subhan Nur (081 1250 xxxx)										
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.	PT Sinar Kencana Inti Perkasa – Kasuari POM is not certified yet. The mill has documented its contractor and has been reviewed during audit.	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>	PT Sinar Kencana Inti Perkasa – Kasuari POM is not certified yet. However, Kasuari POM has demonstrated the mass balance report in spreadsheet document “Data Mass Balance Papua 2023”. Through this document, mill can monitor the receive, process and sales of certified and noncertified product. Mill only claim proportion of oil palm products produced from processing certified FFB.	Complied									

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	<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>		
3.8.13	<p><b>Extraction Rate</b></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>PT Sinar Kencana Inti Perkasa – Kasuari POM has projected the certified product as follows:</p> <ul style="list-style-type: none"> <li>• FFB: 40,045 MT</li> <li>• CPO: 8,872 MT (OER 22.15%)</li> <li>• PK: 2,403 (KER 6.00%)</li> </ul>	Complied
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>The extraction rate updated on daily basis and summarized into monthly report. During August 2022 – July 2023 noted that the extraction rate average around 20 – 22.50% (OER) and 5.00 – 6.00% (KER).</p>	Complied
3.8.15	<p><b>Processing</b></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>PT Sinar Kencana Inti Perkasa – Kasuari POM is not implementing RSPO SCCS – Identity Preserved Module because receiving and processing non-certified FFB.</p> <p>Not applicable.</p>	Not Applicable

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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 Sinar Kencana Inti Perkasa – Kasuari POM is not certified yet. Registration of transaction through the RSPO IT platform will be fully implemented once the mill certified. SOP for RSPO Supply Chain has been established in “SOP Supply Chain Certification Standard Mass Balance” dated 6th February 2023. The procedures cover job and responsibility, workflow, receiving of raw material, verification of delivery note “Surat Penerimaan Barang”, weighing, checking of raw material quality, processing, monitoring of process, validation of quality and quantity report, mass balance calculation, product delivery, registration of transaction and document control.</p> <p>The unit management has conducted the RSPO Supply Chain Standard for Mill training on 04 July 2023 who attended by 10 participants. The training was facilitated by mill’s Sustainability Palm Oil (SPO) officer.</p>	Complied
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>	<p>PT Sinar Kencana Inti Perkasa – Kasuari POM is not certified yet. Claims of production will be fully implemented once the mill certified.</p> <p>SOP for RSPO Supply Chain has been established in “SOP Supply Chain Certification Standard Mass Balance” dated 6th February 2023. The procedures cover job and responsibility, workflow, receiving of raw material, verification of delivery note “Surat Penerimaan Barang”, weighing, checking of raw material quality, processing, monitoring of process, validation of quality and quantity report, mass balance calculation, product delivery, registration of transaction and document control.</p> <p>The unit management has conducted the RSPO Supply Chain Standard for Mill training on 04 July 2023 who attended by 10 participants. The training was facilitated by mill’s Sustainability Palm Oil (SPO) officer.</p>	Complied
<b>General corporate communications</b>			

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4.1	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.	The following was communicated in the group website: <a href="http://www.goldenagri.com.sg">www.goldenagri.com.sg</a> "Our operating entity in Indonesia, PT SMART Tbk, joined the Roundtable on Sustainable Palm Oil (RSPO) when it started in 2005. GAR joined subsequently in 2011. To date, the following assets have received RSPO certification (249,610 Ha of planted area, 31 mills, 9 Kernel Crushing Plants, 6 Refineries, 7 Bulking Stations and 1 Oleochemical plant)".	Complied
4.2	In corporate communications a member is allowed to: <ul style="list-style-type: none"> <li>• Display its RSPO membership status</li> <li>• Display the RSPO web address (www.rspo.org)</li> <li>• State that the member supports the work of the RSPO</li> <li>• State the member's history with regard to the RSPO.</li> <li>• Use the RSPO trademark to promote its membership of the RSPO.</li> </ul> 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.	The following was communicated in the group website: <a href="http://www.goldenagri.com.sg">www.goldenagri.com.sg</a> "Our operating entity in Indonesia, PT SMART Tbk, joined the Roundtable on Sustainable Palm Oil (RSPO) when it started in 2005. GAR joined subsequently in 2011. To date, the following assets have received RSPO certification (249,610 Ha of planted area, 31 mills, 9 Kernel Crushing Plants, 6 Refineries, 7 Bulking Stations and 1 Oleochemical plant)".	Complied
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.	The communication in <a href="http://www.goldenagri.com.sg">www.goldenagri.com.sg</a> does not do that. There is clear that no statement may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	Complied
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.	The communication in <a href="http://www.goldenagri.com.sg">www.goldenagri.com.sg</a> is consistent, clear and not mislead consumers or other stakeholders as to the certified content of oil palm products in the PT Sinar Kencana Inti Perkasa – Kasuari POM own products.	Complied

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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.	There is no RSPO corporate logo used on the website, official documents, or official letterhead template.	Complied
<b>Business to business communications</b>			
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.	The business-to-business communication is through the delivery documents. However, the communication is mainly of the RSPO certificate number and product description. There is no trademark used.	Complied
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	The business-to-business communication is through the delivery documents. However, the communication is mainly of the RSPO certificate number and product description. There is no trademark used.	Complied
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 Sinar Kencana Inti Perkasa – Kasuari POM is not a distributor or wholesaler.</p> <p>Not Applicable.</p>	Not Applicable
5.4	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	The business-to-business communication is through the delivery documents. However, the communication is mainly of the RSPO certificate number and product description. There is no label used.	Complied

	<p>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>		
<b>MODULE B – MASS BALANCE SPECIFIC RULES</b>			
<b>Minimum Mass Balance content</b>			
	<p>95% or above of the oil palm content must be RSPO MB-certified.</p>	<p>PT Sinar Kencana Inti Perkasa – Kasuari POM is not certified yet. Not applicable.</p>	<p>Not Applicable</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>PT Sinar Kencana Inti Perkasa – Kasuari POM is not certified yet. No non-certified product claimed. Not applicable.</p>	<p>Not Applicable</p>
<b>Labelling and trademark (MB)</b>			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> <li>• Surrounded by the text: 'Certified sustainable palm oil'.</li> <li>• 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 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.</li> <li>• The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'.</li> </ul>	<p>PT Sinar Kencana Inti Perkasa – Kasuari POM is not certified yet. Not applicable.</p>	<p>Not Applicable</p>

	<ul style="list-style-type: none"> <li>• 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).</li> <li>• 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 &amp; Claims document.</li> </ul>		
<b>Messaging (MB)</b>			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> <li>• [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.</li> <li>• 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.</li> </ul> <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>Messaging NOT ALLOWED in storytelling in product-related communications:</p> <ul style="list-style-type: none"> <li>• Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product.</li> </ul>	<p>PT Sinar Kencana Inti Perkasa – Kasuari POM is not certified yet.          Not applicable.</p>	<p>Not Applicable</p>
<p><b>Principle 4: Respect community and human rights and deliver benefit</b>          Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.</p>			
<p><b>Criteria 4.1:</b> The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.</p>			

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4.1.1	<p><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>The unit of certification has a sustainable policy GSEP (GAR Social and Environment Policy), one of which discusses social and community engagement with the statement Respecting the General Statement of Human Rights, national legislation and ratified international agreements on human rights.</p> <p>This policy has been regularly socialized to stakeholders such as community representatives on 13 February 2023, to representatives of contractors and company employees on 08 August 2023, and delivered during the morning briefing before the start of work.</p> <p>Similar information was also conveyed by representatives of the contractors PT Vysco Indo Pratama and PT Modern Widya Technical as well as the Head of the Kaureh District who stated that information regarding human rights policies had been submitted. The main points of delivery include the commitment to uphold human rights and those who fight for human rights issues.</p>	Complied
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.</p> <p>- Minor compliance -</p>	<p>Based on the document reviews and interviews with stakeholders such as the Heads of Lapua Village, Soskotek Village, and Yadaw Village, it is known that the company has never used violence or repressive security systems within its operational areas. No active military use for security activities. Similar information was also conveyed by Ondo Afi/Oktim of the Bitaba tribe and Ondo Afi/Oktim of the Masita tribe as representatives of indigenous peoples holding customary rights.</p>	Complied
<b>Criteria 4.2:</b> 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	<p><b>(C)</b> 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> <p>- Critical (Major) compliance -</p>	<p>The unit of certification has an SOP for Handling Complaints and Conflicts published on July 1, 2014, revision 3 in 2022. The procedures include explaining:</p> <ul style="list-style-type: none"> <li>• SPO Assistant/Grievance Handling receives complaint and conflict letters directly from the complainant or indirectly through: <ul style="list-style-type: none"> <li>- Suggestion Box</li> </ul> </li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>- Call or short message</li> <li>- Public media</li> <li>- Certification agency</li> <li>- NGO report</li> <li>- Head office for example email address <a href="mailto:grievance@sinarmas-agri.com">grievance@sinarmas-agri.com</a></li> </ul> <ul style="list-style-type: none"> <li>• The company guarantees the anonymity of the complainant.</li> <li>• Dissemination of procedures to affected parties, including those who cannot read and write.</li> <li>• If verification of complaints and conflicts submitted takes &gt; 14 working days from the complainant submits the complaint, the EM/MM can provide an initial response.</li> <li>• Results of responses are documented and submitted to the parties.</li> </ul> <p>Based on the results of interviews with representatives of 11 customary holding tribes such as Yamle, Bitaba, Masita, Aury, Urumban, Winim, and She it is known that so far there have been several questions that they wanted to convey to management but encountered obstacles. In this regard, it has been used as a non-compliance in indicator 3.4.2. Other detailed explanations related to community dissatisfaction with management are described in the results of stakeholder consultations.</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>- Minor compliance -</p>	<p>Procedures for Handling Complaints and Conflicts have been made available in the management unit and have been socialized, albeit in an uneven way, to stakeholders such as indigenous peoples and village representatives. For parties who cannot read or write, the submission is made by a representative of the tribe or Village.</p>	Complied

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<p>4.2.3</p>	<p>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.</p> <p>- Minor compliance -</p>	<p>Based on the results of interviews with representatives of Lapua Village, Soskotek Village, and Yadauw Village as well as representatives of indigenous peoples holding customary rights from Yamle, Bitaba, Masita, Aury, Urumban, Winim, and She conveyed several aspirations in writing to the company's management on August 23, 2023 of during stakeholder consultations. Verification of the submission of the letter is explained in more detail in the results of the stakeholder consultation, while the progress of the response or settlement process will be verified. Return during the ASA-1 assessment as a follow-up to community aspirations.</p> <p>There is no internal or external grievance as per the results of interviews with employee representatives and verification of the complaint log book</p>	<p>Complied</p>
<p>4.2.4</p>	<p>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> <p>- Minor compliance -</p>	<p>In the procedure of grievance resolution known that the process of handling and resolution include :</p> <ol style="list-style-type: none"> <li>1. Receipt and Recording of Complaints and Dissatisfaction</li> <li>2. Response to complaints and dissatisfaction</li> <li>3. Complaints and dissatisfaction check</li> <li>4. Formulation oh high level complaints handling plan</li> <li>5. Approval of the high level grievance</li> <li>6. Formulation od medium level complaints handling plan</li> <li>7. Approval of medium level complaint plan</li> <li>8. Formulation of low level complaint</li> <li>9. Approval of the low level complaint</li> <li>10. Handling low and moderate complaint</li> <li>11. Handling of high level complaint</li> <li>12. Monitoring of grievance handling</li> </ol>	<p>Complied</p>

		<p>13. Recommendation of handling complaint          14. Approval of complaint handling recommendation          15. Implementation of complaint handling recommendation          16. Document storage</p> <p>Legal and technical assistance from independent third party regulated in point 11 regarding high level complaint handling. Apart from that, in SOP/SMART/GIMS-SCMD/USDV/I/001 (rev.02) effective 11 April 2017 and SOP SMART/SUST/IV/003 rev3 effective 08 March 2022 it is stated about the protection of whistleblowers and if complaints or grievances have not been agreed mutually. Complaint or grievance can be submitted to the RSPO complaint system.</p> <p>As explained in indicator 4.2.3 Verification of the submission of the letter is explained in more detail in the results of the stakeholder consultation while the progress of the response or settlement process will be verified again during the ASA-1 assessment as a follow-up to community aspirations.</p>	
<b>Criteria 4.3:</b> The unit of certification contributes to local sustainable development as agreed by local communities.			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local community are demonstrated.</p> <p>- Minor compliance -</p>	<p>The certification unit has a social responsibility program for 2023 as follows:</p> <ul style="list-style-type: none"> <li>• Management of cocoa plantations</li> <li>• Basic food assistance</li> <li>• Health Education</li> <li>• Blood donors</li> <li>• Integrated Healthcare Center</li> <li>• Road and Bridge Maintenance (Lereh – Demta)</li> </ul>	Non-compliance

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		<ul style="list-style-type: none"> <li>• Assistance with educational facilities</li> <li>• Traditional event</li> <li>• Assistance in repairing places of worship</li> <li>• Donations for mourning and religious events</li> <li>• Healthy housing complex</li> </ul> <p>The realization of the program up to August 2023, for example, is as follows:</p> <ul style="list-style-type: none"> <li>- Posyandu for the period February - March 2023 for the community around the company housing area</li> <li>- BAMA assistance for the period February – March 2023 for communities around the plantations</li> <li>- Educational assistance in semester I of 2023 for educational assistance for students and students from the Kaureh district, totaling 24 people.</li> </ul> <p>Until the Initial Certification was completed, there was no evidence of local community participation in program development. This is in accordance with the results of public consultations with 11 tribes holding customary land, the heads of Lapua Village, Soskotek Village, and Yadauw Village, as well as the Head of Kaureh District, who stated that they had never been involved in the preparation of the CSR program. Based on this, it can be concluded that the Unit of Certification has not been able to show sufficient evidence that the contribution to the development of local communities has been based on the results of consultations with local communities. This becomes non-conformity.</p>	
<p><b>Criteria 4.4:</b> 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><b>(C)</b> 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> <ul style="list-style-type: none"> <li>- Critical (Major) compliance -</li> </ul>	<p>The company has land ownership legality documents in the form of the following documents:</p> <p><b>Land Use Title</b></p> <p>There are 2 HGU certificates owned by the company, with details as follows:</p> <ul style="list-style-type: none"> <li>- HGU Certificate No. 1 of 1999 with an area of 8,242 Ha (effective January 11, 2034) based on the Decree of the State Minister for Agrarian Affairs/Head of the National Land Agency No. 51/HGU/BPN/98 Concerning the Granting of Cultivation Rights over Land Located in Jayapura Regency, Irian Jaya Province on 30 June 1998.</li> <li>- HGU Certificate No. 3 of 1999 with an area of 7,402 Ha (effective January 11, 2034) based on the Decree of the State Minister for Agrarian Affairs/Head of the National Land Agency No. 42/HGU/BPN/98 Concerning the Granting of Cultivation Rights over Land Located in Jayapura Regency, Irian Jaya Province on 30 June 1998.</li> </ul> <p><b>Location Permit</b></p> <ul style="list-style-type: none"> <li>- Decree of the Head of the Jayapura Regency Land Office No. 540-81/012/BPN, dated 6 June 1996 for PT Agroitim Respati.</li> <li>- Decree of the Head of the Jayapura Regency Land Office No. 540-81/013/BPN, dated 6 June 1996 for PT Agropanca Modern.</li> </ul> <p><b>Environmental Permit</b></p> <ul style="list-style-type: none"> <li>- AMDAL document by Regional Environmental Impact Management Agency, Jayapura Regency Government, No. 660/42/DAL/2006, dated 21 July 2006</li> </ul>	<p>Complied</p>
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		<p><b>Map</b></p> <ul style="list-style-type: none"> <li>- <i>Peta gambar Situasi Khusus</i> No.12/1996 (8,242 ha) with a scale of 1 : 20,000 issued by the Land Office of Jayapura Regency on 29 January 1999.</li> <li>- <i>Peta gambar Situasi Khusus</i> No.13/1996 (7,402 ha) with a scale of 1 : 20,000 issued by the Land Office of Jayapura Regency on 29 January 1999.</li> </ul> <p><b>Business Permit</b></p> <ul style="list-style-type: none"> <li>- Decree of the Head of Promotion and Regional Investment Agency of Papua Province (No. 03/93/T/Plantation/2004, dated 23 March 2004) regarding Plantation Business Permit for PT Agrountim Respati.</li> <li>- Decree of the Head of Promotion and Regional Investment Board of Papua Province (No. 02/93/T/Plantation/2004, dated 23 March 2004) concerning PT Agropanca Modern Plantation Business Permit.</li> </ul> <p><b>Relinquishment of Forest Areas</b></p> <p>Regarding the forest area release permit, there is a Decree of the Minister of Forestry dated 22 September 1997 Number 618/Kpts-II/1997 concerning the Release of Forest Areas from the Nawa River Forest Group and Surrounding Areas covering an area of 20,535 (Twenty Thousand Five Hundred Thirty Five) hectares which located in Jayapura District Level II Region, Irian Jaya Province, For Oil Palm Plantation Cultivation Business on Behalf of Sinarmas II Plantation. In this document, the government determines to release the forest area to be encumbered with a title right (HGU) in the name of the Sinarmas II plantation for the business of cultivating oil palm plantations in accordance with the provisions of the applicable laws and regulations.</p>	
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		<p>Due to changes in the area of the forest area by the Company based on the government Decree of the Minister of Environment and Forestry of the Republic of Indonesia No. 782 of 2012 dated 27 December 2012, the company submitted a change in land status in the Document Completeness Request for Approval of Release of Forest Areas for Developmental Interests outside of Forestry Activities (No. 105/SKIP-PAPUA/VI/2022, 2 June 2022) to the Secretary General as chairman of the SATLAKWASDAL-UUCK Team of the Indonesian Ministry of Environment and Forestry in Jakarta. The letter was received by the General Bureau of the Secretariat General of the Ministry of Environment and Forestry on June 3, 2022. In the application letter, there is some information as follows:</p> <ul style="list-style-type: none"> <li>- PT SKIP's area which is included in the forest area (HPK) is +- 278.21 ha.</li> <li>- Map of the request for approval for the release of forest areas on a scale of 1:50,000 or larger with information on the area of forest areas.</li> <li>- Receipt of the application for the governor's recommendation regarding the approval of forest area release in accordance with the spatial plan, August 13, 2021.</li> <li>- The area of the application for approval for the use of forest areas is based on the Decree of the Minister of Environment and Forestry of the Republic of Indonesia No. 782 of 2012 dated 27 December 2012 concerning amendments to the decision of the Minister of Forestry and Plantations Number 891/KPTS-II/1999 concerning Designation of Forest Areas in the Province of Irian Jaya Level Region Covering an area of +- 42,224.840 ha, where there are company planting areas that are included in the Forest Area protected forest area of 14.45 ha and HPK area of 263.76 ha.</li> </ul>	
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		<p>There is no evidence related to deforestation, this can be proven by the status of the land which previously received land rights in 1999. The granting of land rights in the form of HGU was based on the 1997 forest area release document (Decree of the Minister of Forestry dated 22 September 1997 Number 618/Kpts-II/1997 concerning the Release of Forest Areas from the Nawa River Forest Group and Surrounding Areas covering an area of 20,535 (Twenty Thousand Five Hundred Thirty Five) hectares which is located in Jayapura District Level II Region, Irian Jaya Province , For Oil Palm Plantation Cultivation Business on Behalf of Sinarmas II Plantation).</p> <p>So basically, there is no land clearing in forest areas that have not been released. However, due to changes made by the government (Decree of the Minister of Environment and Forestry of the Republic of Indonesia No. 782 of 2012 dated 27 December 2012), especially the Ministry of Forestry and Environment (often happens in Indonesia), some of these areas have changed become a forest area that was previously free from forest areas. In this regard, the Indonesian government issued Decree of the Minister of Environment and Forestry of the Republic of Indonesia No. SK.531/MENLHK/SETJEN/KUM.1/8/20221 dated 30 August 2022 concerning data and information on business activities that have been established in forest areas that do not have permits in the forestry sector. Referring to these regulations, the company submitted a return application to the agency regarding changes to the area, but did not revoke land rights in the form of HGU issued by BPN (National Land Agency).</p> <p>The submission refers to the Letter of the Secretary General of the Indonesian Ministry of Environment and Forestry No. S3/Setjen/Satlakwasdal-UUCK/I/2022 dated January 21, 2022, Regarding the completeness of the data for the application for approval for the use of forest areas (PPKH) through PP scheme Number 24 of</p>	
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		<p>2021 Jo. Decree of the Minister of Environment and Forestry of the Republic of Indonesia No. SK.531/MENLHK/SETJEN/KUM.1/8/20221 dated 30 August 2022 concerning data and information on business activities that have been established in forest areas that do not have permits in the forestry sector. Currently, there has been no further response from the letter sent by the company to the relevant agency.</p> <p>In relation to the name of the company which is different from the business license and land rights it owns, the company showed the Acceptance Document of Notification of Merger of PT Sinar Kencana Inti Perkasa by the Directorate General of General Legal Administration, Ministry of Justice and Human Rights of the Republic of Indonesia issued on 21 January 2004. The document informs the merger of PT Sinar Kencana Inti Perkasa, PT Mustika Sinar Kencana, PT Agropanca Modern and PT Agroitim Respati into PT Sinar Kencana Inti Perkasa and has been recorded in the Sisminbakum Database of the Directorate General of Legal Administration, Ministry of Justice and Human Rights of the Republic of Indonesia.</p>	
4.4.2	<p>Copies documents evidencing agreement- making processes and negotiated agreements detailing the FPIC process are available and include:</p> <ul style="list-style-type: none"> <li>- Minor compliance -</li> </ul> <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> <hr/> <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>Based on document verification, land acquisition has been carried out since 1994. Companies can show evidence of land acquisition documentation with FPIC approach that has been carried out in the PT SKIP HGU area, for example:</p> <ul style="list-style-type: none"> <li>- Recording of Implementation of Payment for Relinquishment of Tenure over Land Rights of Indigenous Peoples from 11 Tribes in Kaureh District, Jayapura Regency, Irian Jaya Province by Sinar Mas II Plantation on March 28, 1994. In the recording, the activity of relinquishment of land rights was attended by 11 Heads of Indigenous Tribes, TRIPIKA Kecamatan Kaureh, Member of DPRD Tk II Jayapura, 4 Village Heads, Company Representatives, and the people of Lereh/Kaureh (Attendance attached).</li> </ul>	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>	<ul style="list-style-type: none"> <li>- Recording of implementation of payment for land release of customary law community rights / customary rights of 4 tribes in Kaureh District, Jayapura Regency, Irian Jaya Province, covering an area of 7,500 ha on May 9, 1996. In the recording, the activity of releasing land rights was attended by 4 Heads of Indigenous Tribes (Urumban I Tribe), Urumban II, Siday and Yamle), TRIPIKA Kaureh District, members of the Tk II Jayapura DPRD and community representatives (attendance attached).</li> <li>- The Minutes of Relinquishment of Tenure over Land Rights of the Indigenous People in Lapua Village, Sebun, Yudang, Kaureh District, Jayapura Regency, Irian Jaya Province covering an area of 42,741 ha made on March 23, 1994. The report informs that the first party (11 tribal chiefs) to relinquish control of the customary law community's land rights, so that in this way it becomes land that is directly controlled by the state and that relinquishment of this right is carried out solely for the benefit of the second party (company), so that the company can submit an application and obtain a right to land registered in his name. The first party also guarantees that only his party has the right and authority to relinquish control over the customary law community's land and that no other party has any rights whatsoever over the land. Also in the document, the first party guarantees that the company will not receive any claims or lawsuits from anyone regarding the land.</li> <li>- Letter of Relinquishment of Indigenous Peoples' Land Rights/Ulayate Rights (Urumban I, Urumban II, Siday and Yamle Tribe) on 9 May 1996 informing those 4 customary tribal chiefs released and handed over 7,500 ha of customary law community land (<i>hak ulayat</i>) and received payment of compensation in the form of money amounting to Rp 44,000,000. The recording also explains that by releasing and handing over the community's land rights, the customary leaders no</li> </ul>	
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		<p>longer have rights over the land and are willing to be prosecuted under applicable law if there is a statement to the contrary later.</p> <ul style="list-style-type: none"> <li>- Record of Legalization from the Camat/District Head of Kaureh Sub-District regarding the explanation of the minutes of release of land rights on March 23, 1994 (No. 24/Pj.D/94).</li> <li>- Copy of land certificate dated 28 September 1992 by 11 tribal chiefs (Yamle, Musita, Aury, Pitaba, Winim, Urban, Hirwa and She) covering an area of 42,741 ha with attached map.</li> <li>- Copy of proof of payment for waiver of land tenure to 11 tribal chiefs in the amount of IDR 134,000,000 on March 23, 1994 (signature attached), witnessed by the Danramil Kaureh and Kapolsek Kaureh.</li> </ul> <p>Based on land compensation documentation review, it is known that land acquisition has been carried out according to FPIC. These documents were prepared in the Indonesian language and were also involved and witnessed by community representatives such as the village head and sub-district head. Based on this evidence, it can be concluded that the unit of certification has carried out the obligation to acquire land within the HGU area from the rights and interests of other parties.</p> <p>Based on the results of interviews with the Plantation Agency, it was also conveyed that all areas managed by the company were free from the interests and rights of other parties.</p> <p>Based on auditor verification on media online, there's no issue related this complain.</p>	
4.4.3	<p><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>The company can show a map showing legal rights in the form of a HGU boundary map with a scale of 1:20,000 contained in the HGU certificate issued by the Land Office that developed through participatory mapping. Based on public consultation with 11 Tribes in Kaureh District, it is recognized that they know the legal boundaries owned by PT SKIP.</p>	Complied

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4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessment of impact, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	<p>As explained in 4.4.2, it is known that the negotiation process for land release has been carried out in a fair, open, and transparent manner and is based on the agreement of both parties without any coercion from either party. The community represents itself in the process. All relevant information regarding land acquisition is available in appropriate forms and languages.</p> <p>Based on public consultation with 11 Tribes in Kaureh District, all land acquisition between local people and company representatives conducted as mutual agreement and with Bahasa that understood by all parties involved. All relevant information regarding land acquisition is available in appropriate forms and languages.</p>	Complied
4.4.5	<p><b>(C)</b> 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> <p>- Critical (Major) compliance -</p>	<p>As explained in 4.4.2, it is known that the negotiation process for land release has been carried out in a fair, open, and transparent manner and is based on the agreement of both parties without any coercion from either party. The community represents by head tribe in the process.</p>	Complied
4.4.6	<p>There is evidence that implementation of agreement negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	<p>Based on the results of interviews with 11 Tribes in Kaureh District, it was informed that the company has a positive impact to the affected village community such as employee recruitment, economic movement, and CSR assistance. The company has also realized several CSR assistances such as road repairs, assistance for repairing places of worship, educational assistance, and others to the communities around the company.</p> <p>Based on public consultation and document review, there's no other social contract with communities</p>	Complied
<p><b>Criteria 4.5:</b> 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>			
4.5.1	<p><b>(C)</b> Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p>	<p>Based on document verification of environmental, land use title and public consultation with relevant stakeholder, the planting has been</p>	Complied

	<p>- Critical (Major) compliance -</p>	<p>done in 1994. Based on that explanation, there's no new planting after 2005.</p> <p>As explanation on Indicator 4.4.1, the company has land ownership legality documents in the form of the following documents:</p> <p><b>Land Use Title</b></p> <p>There are 2 HGU certificates owned by the company, with details as follows:</p> <ul style="list-style-type: none"> <li>- HGU Certificate No. 1 of 1999 with an area of 8,242 Ha (effective January 11, 2034) based on the Decree of the State Minister for Agrarian Affairs/Head of the National Land Agency No. 51/HGU/BPN/98 Concerning the Granting of Cultivation Rights over Land Located in Jayapura Regency, Irian Jaya Province on 30 June 1998.</li> <li>- HGU Certificate No. 3 of 1999 with an area of 7,402 Ha (effective January 11, 2034) based on the Decree of the State Minister for Agrarian Affairs/Head of the National Land Agency No. 42/HGU/BPN/98 Concerning the Granting of Cultivation Rights over Land Located in Jayapura Regency, Irian Jaya Province on 30 June 1998.</li> </ul> <p><b>Location Permit</b></p> <ul style="list-style-type: none"> <li>- Decree of the Head of the Jayapura Regency Land Office No. 540-81/012/BPN, dated 6 June 1996 for PT Agroatim Respati.</li> <li>- Decree of the Head of the Jayapura Regency Land Office No. 540-81/013/BPN, dated 6 June 1996 for PT Agropanca Modern.</li> </ul> <p><b>Environmental Permit</b></p> <ul style="list-style-type: none"> <li>- AMDAL document by Regional Environmental Impact Management Agency, Jayapura Regency Government, No. 660/42/DAL/2006, dated 21 July 2006</li> </ul> <p><b>Map</b></p>	
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		<ul style="list-style-type: none"> <li>- <i>Peta gambar Situasi Khusus</i> No.12/1996 (8,242 ha) with a scale of 1:20,000 issued by the Land Office of Jayapura Regency on 29 January 1999.</li> <li>- <i>Peta gambar Situasi Khusus</i> No.13/1996 (7,402 ha) with a scale of 1:20,000 issued by the Land Office of Jayapura Regency on 29 January 1999.</li> </ul> <p><b>Business Permit</b></p> <ul style="list-style-type: none"> <li>- Decree of the Head of Promotion and Regional Investment Agency of Papua Province (No. 03/93/T/Plantation/2004, dated 23 March 2004) regarding Plantation Business Permit for PT Agrountim Respati.</li> <li>- Decree of the Head of Promotion and Regional Investment Board of Papua Province (No. 02/93/T/Plantation/2004, dated 23 March 2004) concerning PT Agropanca Modern Plantation Business Permit.</li> </ul>	
4.5.2	<p><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>As explained on indicators 4.4.2, companies can show evidence of land acquisition documentation with FPIC approach that has been carried out in the PT SKIP HGU area, for example:</p> <ul style="list-style-type: none"> <li>- Recording of Implementation of Payment for Relinquishment of Tenure over Land Rights of Indigenous Peoples from 11 Tribes in Kaureh District, Jayapura Regency, Irian Jaya Province by Sinar Mas II Plantation on March 28, 1994. In the recording, the activity of relinquishment of land rights was attended by 11 Heads of Indigenous Tribes, TRIPIKA Kecamatan Kaureh, Member of DPRD TK II Jayapura, 4 Village Heads, Company Representatives, and the people of Lereh/Kaureh (Attendance attached).</li> <li>- Recording of implementation of payment for land release of customary law community rights / customary rights of 4 tribes in Kaureh District, Jayapura Regency, Irian Jaya Province, covering an area of 7,500 ha on May 9, 1996. In the recording, the activity of releasing land rights was attended by 4 Heads of Indigenous Tribes (Urumban I Tribe), Urumban II, Siday and Yamle), TRIPIKA Kaureh</li> </ul>	Complied

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		<p>District, members of the Tk II Jayapura DPRD and community representatives (attendance attached).</p> <ul style="list-style-type: none"> <li>- The Minutes of Relinquishment of Tenure over Land Rights of the Indigenous People in Lapua Village, Sebun, Yudang, Kaureh District, Jayapura Regency, Irian Jaya Province covering an area of 42,741 ha made on March 23, 1994. The report informs that the first party (11 tribal chiefs) to relinquish control of the customary law community's land rights, so that in this way it becomes land that is directly controlled by the state and that relinquishment of this right is carried out solely for the benefit of the second party (company), so that the company can submit an application and obtain a right to land registered in his name. The first party also guarantees that only his party has the right and authority to relinquish control over the customary law community's land and that no other party has any rights whatsoever over the land. Also in the document, the first party guarantees that the company will not receive any claims or lawsuits from anyone regarding the land.</li> <li>- Letter of Relinquishment of Indigenous Peoples' Land Rights/Ulayate Rights (Urumban I, Urumban II, Siday and Yamle Tribe) on 9 May 1996 informing those 4 customary tribal chiefs released and handed over 7,500 ha of customary law community land (<i>hak ulayat</i>) and received payment of compensation in the form of money amounting to Rp 44,000,000. The recording also explains that by releasing and handing over the community's land rights, the customary leaders no longer have rights over the land and are willing to be prosecuted under applicable law if there is a statement to the contrary at a later date.</li> <li>- Record of Legalization from the Camat/District Head of Kaureh Sub-District regarding the explanation of the minutes of release of land rights on March 23, 1994 (No. 24/Pj.D/94).</li> </ul>	
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		<ul style="list-style-type: none"> <li>- Copy of land certificate dated 28 September 1992 by 11 tribal chiefs (Yamle, Musita, Aury, Pitaba, Winim, Urban, Hirwa and She) covering an area of 42,741 ha with attached map.</li> <li>- Copy of proof of payment for waiver of land tenure to 11 tribal chiefs in the amount of IDR 134,000,000 on March 23, 1994 (signature attached), witnessed by the Danramil Kaureh and Kapolsek Kaureh.</li> </ul>	
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>- Minor compliance -</p>	<p>Based on public consultation with 11 Tribes in Kaureh District, all land acquisition between local people and company representatives conducted as mutual agreement and with Bahasa Indonesia that understood by all parties involved. All relevant information regarding land acquisition is available in appropriate forms and languages.</p>	Complied
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>- Minor compliance -</p>	<p>Based on the results of interviews with 11 Tribes in Kaureh District, it was informed that the company has had a positive impact to the affected village community such as employee recruitment, economic movement, and CSR assistance. The company has also realized several CSR assistances such as road repairs, assistance for repairing places of worship, educational assistance, and others to the communities around the company.</p> <p>The acquisition has been done before RSPO scheme released, but based on public consultation with head tribe who involved in the acquisition process, in general there are no problems related to land compensation. The company has paid all landowners' rights and there are no restrictions on local communities accessing company roads to find necessities in nature (except conservation areas).</p>	Complied
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access information and advice, that is independent</p>	<p>As explained on 3.4.1 and 3.4.2, companies can show evidence of social impact assessment documentation with FPIC approach that has been</p>	Complied

	<p>of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>carried out in the PT SKIP HGU by involving various key parties, such as representatives of tribal chiefs, government agencies and also the community around the company. An assessment of social and environmental impacts is also included in the AMDAL (2006) report owned by the company, in which in the document the sustainability of the development of the company's palm oil plantations and mills has considered environmental and social aspects of the community.</p>	
4.5.6	<p>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> <p>- Minor compliance -</p>	<p>As explained on 4.5.1, companies can show evidence of land acquisition documentation with FPIC approach that has been carried out in the PT SKIP HGU area by showing the recordings of land rights relinquishment agreements with an agreement between the parties and witnessed by government representatives. The tribal chiefs who were interviewed also acknowledged that the community was aware of the relinquishment of rights for the development of palm oil plantations and mills.</p>	Complied
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>- Minor compliance -</p>	<p>As explained on 4.5.1, there's no new planting after 2005. Based on a document review as well as consultations with related parties (tribal chiefs and government agencies), the process of land release and initial planting was carried out in 1994.</p> <p>The land owned by the company in the form of HGU issued in 1999 by the BPN (National Land Agency) remains valid. These Area Changes were issued by the Ministry of Forestry and Environment (Decree of the Minister of Environment and Forestry of the Republic of Indonesia No. 782 of 2012 dated 27 December 2012), especially the Ministry of Forestry and Environment (often occurring in Indonesia), several This area has turned into a forest area which was previously free from forest areas. Regarding the differences in determination between the BPN and the Ministry of Forestry, the Indonesian government issued Decree of the Minister of Environment and Forestry of the Republic of Indonesia No. SK.531/MENLHK/SETJEN/KUM.1/8/20221 dated 30 August 2022 concerning data and information on business activities that have been</p>	Not Applicable

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		established in forest areas that do not have permits in the forestry sector. Referring to these regulations, the company submitted a return application to the agency regarding changes to the area, but did not revoke land rights in the form of HGU issued by BPN (National Land Agency).	
4.5.8	<p><b>(C)</b> New lands are not acquired in areas inhabited by communities in voluntary isolation.</p> <p>- Critical (Major) compliance -</p>	As explained on 4.5.1, there's no new planting after 2005. Based on a document review as well as consultations with related parties (tribal chiefs and government agencies), the process of land release and initial planting was carried out in 1994.	Not Applicable
<p><b>Criteria 4.6:</b> 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	<p><b>(C)</b> A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>The company has procedure of Land Compensation, document No. SOP/SMART/SENS-CSR/SADV/I/003 dated 1 July 2014, revision 01 dated 8 November 2017 related to identifying legal, customary or user rights, and for identifying people entitled to compensation. Based on public consultation with 11 Tribes in Kaureh District known that they know about the procedure through the socialization given and they agree with the procedure.</p> <p>The acquisition has been done before procedure released, but based on public consultation with head tribe who involved in the acquisition process, in general there are no problems related to land compensation and the land compensation process also refers to FPIC, where there is evidence of a joint agreement between the chairman and the company which was witnessed directly by the government. The company has paid all land owners' rights and there are no restrictions on local communities accessing company roads to find necessities in nature (except conservation areas).</p> <p>Based on auditor observation, this procedure available on each estate unit and accessible to stakeholders.</p>	Complied

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4.6.2	<p><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>The company has procedure of Land Compensation, document No. SOP/SMART/SENS-CSR/SADV/I/003 dated 1 July 2014, revision 01 dated 8 November 2017. The procedure is described how to calculate and distribute fair and gender-equal compensation in all activities related to the compensation process for land over the land right cultivated by the company, the purpose is to ensure the area of plantation free from others right.</p> <p>The acquisition has been done before procedure released, but based on public consultation with head tribe who involved in the acquisition process, in general there are no problems related to land compensation and the land compensation process also refers to FPIC, where there is evidence of a joint agreement between the chairman and the company which was witnessed directly by the government. The company has paid all land owners' rights and there are no restrictions on local communities accessing company roads to find necessities in nature (except conservation areas).</p>	Complied
4.6.3	<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>- Minor compliance -</p>	<p>Based on the document review as well as public consultation with the customary tribal chiefs, all customary land is directly responsible for the customary chiefs. This is in line with the results of a review of the records of the release of land ownership rights in 1994 which were represented by 11 customary tribal chiefs.</p>	Complied
4.6.4	<p>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> <p>- Minor compliance -</p>	<p>As explained on indicators 4.4.2, companies can show evidence of land acquisition documentation with FPIC approach that has been carried out in the PT SKIP HGU area, for example:</p> <ul style="list-style-type: none"> <li>- Recording of Implementation of Payment for Relinquishment of Tenure over Land Rights of Indigenous Peoples from 11 Tribes in Kaureh District, Jayapura Regency, Irian Jaya Province by Sinar Mas II Plantation on March 28, 1994. In the recording, the activity of relinquishment of land rights was attended by 11 Heads of Indigenous Tribes, TRIPIKA Kecamatan Kaureh, Member of DPRD Tk</li> </ul>	Complied

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		<p>II Jayapura, 4 Village Heads, Company Representatives, and the people of Lereh/Kaureh (Attendance attached).</p> <ul style="list-style-type: none"> <li>- Recording of implementation of payment for land release of customary law community rights / customary rights of 4 tribes in Kaureh District, Jayapura Regency, Irian Jaya Province, covering an area of 7,500 ha on May 9, 1996. In the recording, the activity of releasing land rights was attended by 4 Heads of Indigenous Tribes (Urumban I Tribe), Urumban II, Siday and Yamle), TRIPIKA Kaureh District, members of the Tk II Jayapura DPRD and community representatives (attendance attached).</li> <li>- The Minutes of Relinquishment of Tenure over Land Rights of the Indigenous People in Lapua Village, Sebun, Yudang, Kaureh District, Jayapura Regency, Irian Jaya Province covering an area of 42,741 ha made on March 23, 1994. The report informs that the first party (11 tribal chiefs) to relinquish control of the customary law community's land rights, so that in this way it becomes land that is directly controlled by the state and that relinquishment of this right is carried out solely for the benefit of the second party (company), so that the company can submit an application and obtain a right to land registered in his name. The first party also guarantees that only his party has the right and authority to relinquish control over the customary law community's land and that no other party has any rights whatsoever over the land. Also in the document, the first party guarantees that the company will not receive any claims or lawsuits from anyone regarding the land.</li> <li>- Letter of Relinquishment of Indigenous Peoples' Land Rights/Ulayate Rights (Urumban I, Urumban II, Siday and Yamle Tribe) on 9 May 1996 informing those 4 customary tribal chiefs released and handed over 7,500 ha of customary law community land (<i>hak ulayat</i>) and received payment of compensation in the form of money amounting to Rp 44,000,000. The recording also explains that by releasing and</li> </ul>	
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		<p>handing over the community's land rights, the customary leaders no longer have rights over the land and are willing to be prosecuted under applicable law if there is a statement to the contrary at a later date.</p> <ul style="list-style-type: none"> <li>- Record of Legalization from the Camat/District Head of Kaureh Sub-District regarding the explanation of the minutes of release of land rights on March 23, 1994 (No. 24/Pj.D/94).</li> <li>- Copy of land certificate dated 28 September 1992 by 11 tribal chiefs (Yamle, Musita, Aury, Pitaba, Winim, Urban, Hirwa and She) covering an area of 42,741 ha with attached map.</li> <li>- Copy of proof of payment for waiver of land tenure to 11 tribal chiefs in the amount of IDR 134,000,000 on March 23, 1994 (signature attached), witnessed by the Danramil Kaureh and Kapolsek Kaureh.</li> </ul>	
<p><b>Criteria 4.7:</b> 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.</p>			
<p>4.7.1</p>	<p><b>(C)</b> A mutually agreed procedure for identifying people entitled to compensation is in place.          - Critical (Major) compliance -</p>	<p>The company has a procedure in place to identify people and/or community groups entitled to compensation presented in document No. SOP/SMART/SENS-CSR/SADV/I/003 dated 1 July 2014, revision 01 dated 8 November 2017. The procedure is described how to identify people and/or community groups entitled to compensation.</p>	<p>Complied</p>
<p>4.7.2</p>	<p><b>(C)</b> A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.          - Critical (Major) compliance -</p>	<p>The company has procedure of Land Compensation, document No. SOP/SMART/SENS-CSR/SADV/I/003 dated 1 July 2014, revision 01 dated 8 November 2017. The procedure is described how to calculate and distribute fair and gender-equal compensation in all activities related to the compensation process for land over the land right cultivated by the Company, the purpose is to ensure the area of plantation free from others right.           Based on auditor observation, this procedure available on each estate unit and accessible to stakeholders.</p>	<p>Complied</p>

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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>- Minor compliance -</p>	<p>Based on the results of a review of the recording of the Minutes of Relinquishment of Tenure over Land Rights of Indigenous Peoples in the Villages of Lapua, Sebung, Yudang, Kaureh District, Jayapura Regency, Irian Jaya Province covering an area of 42,741 ha which was made on March 23, 1994. The minutes inform that the change in form of development public facilities or other forms that are beneficial to the local community for the relinquishment of customary law community land rights have been agreed upon and determined by both parties (11 tribal chiefs and the company), replaced with a form of money in the amount of IDR 134,000,000. The amount of money has been received by the tribal chiefs with proof of attached receipt as a sign of acceptance (documentation of delivery is also attached).</p> <p>Even so, the company continues to create and realize CSR programs for the surrounding community and provides opportunities for local people to work for the company.</p>	Complied
<p><b>Criteria 4.8:</b> 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.</p>			
4.8.1	<p>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> <p>- Minor compliance -</p>	<p>The company has freed the area inside the HGU from community rights without dispute. All land acquisition between local people and company representatives conducted as mutual agreement and with Bahasa Indonesia that understood by all parties involved. The compensation process is done directed to the landowner and not diminish the legal/customary right; landowners are given the freedom to release their land without coercion.</p> <p>Based on the results of field observations at CNDE, NURE and RJWE, the auditors did not find any disputed areas in each unit, all of the company's operational areas (based on the HGU document map) were under the company's supervision. This is in line with the explanation of the related parties, whereby the land compensation process was completed in 1994.</p>	Complied

4.8.2	<p><b>(C)</b> 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 involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p> <p>- Critical (Major) compliance -</p>	As explained in indicator 4.8.1, there's no land conflict issues on company operational area.	Complied
4.8.3	<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>- Minor compliance -</p>	As explained in indicator 4.8.1, there's no land conflict issues on company operational area.	Complied
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>- Minor compliance -</p>	As explained in indicator 4.8.1, there's no land conflict issues on company operational area.	Complied
<p><b>Principle 5: Support smallholder inclusion</b>          Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.</p>			
<p><b>Criteria 5.1:</b> The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.</p>			
5.1.1	<p>Current and previous period prices for FFB are publicly available and accessible by smallholders.</p> <p>- Minor compliance -</p>	<p>Kasuari POM only received FFB from 3 estate namely Nuri Estate, Cendrawasih Estate, Rajawali Estate (under PT Sinar Kencana Inti Perkasa) and 1 estate namely Mambruk Estate (under PT Sumber Indah Estate).</p> <p>Until this assessment, there is no FFB received from smallholders or other parties.</p> <p>Not applicable.</p>	Not Applicable

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5.1.2	<p><b>(C)</b> Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>Kasuari POM only received FFB from 3 estate namely Nuri Estate, Cendrawasih Estate, Rajawali Estate (under PT Sinar Kencana Inti Perkasa) and 1 estate namely Mambruk Estate (under PT Sumber Indah Estate).</p> <p>Until this assessment, there is no FFB received from smallholders or other parties.</p> <p>Not applicable.</p>	Not Applicable
5.1.3	<p><b>(C)</b> Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.</p> <p>- Critical (Major) compliance -</p>	<p>Kasuari POM only received FFB from 3 estate namely Nuri Estate, Cendrawasih Estate, Rajawali Estate (under PT Sinar Kencana Inti Perkasa) and 1 estate namely Mambruk Estate (under PT Sumber Indah Estate).</p> <p>Until this assessment, there is no FFB received from smallholders or other parties.</p> <p>Not applicable.</p>	Not Applicable
5.1.4	<p><b>(C)</b> 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 repayments through FFB price reductions for replanting and/or, other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	<p>Kasuari POM only received FFB from 3 estate namely Nuri Estate, Cendrawasih Estate, Rajawali Estate (under PT Sinar Kencana Inti Perkasa) and 1 estate namely Mambruk Estate (under PT Sumber Indah Estate).</p> <p>Until this assessment, there is no FFB received from smallholders or other parties.</p> <p>Not applicable.</p>	Not Applicable
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>Kasuari POM only received FFB from 3 estate namely Nuri Estate, Cendrawasih Estate, Rajawali Estate (under PT Sinar Kencana Inti Perkasa) and 1 estate namely Mambruk Estate (under PT Sumber Indah Estate).</p> <p>Until this assessment, there is no FFB received from smallholders or other parties.</p> <p>Not applicable.</p>	Not Applicable

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5.1.6	<p><b>(C)</b> Agreed payments are made in a timely manner and receipts specifying price, weigh, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>Kasuari POM only received FFB from 3 estate namely Nuri Estate, Cendrawasih Estate, Rajawali Estate (under PT Sinar Kencana Inti Perkasa) and 1 estate namely Mambruk Estate (under PT Sumber Indah Estate).</p> <p>Until this assessment, there is no FFB received from smallholders or other parties.</p> <p>Not applicable.</p>	Not Applicable
5.1.7	<p>Weighing equipment is verified by an independent third party on a regular basis.</p> <p>- Minor compliance -</p>	<p>The company showed Record of calibration for 2 (two) weighing equipment on palm oil mill:</p> <ul style="list-style-type: none"> <li>- Certificate of Test Results (No. 510.3/0726/METJPR/XI/2022) by <i>UPTD Metrologi Legal Dinas Perindustrian, Perdagangan Koperasi &amp; UKM Pemerintah Kota Jayapura</i> for weighbridge brand ZM510-SD4 (No. 203650118) on 11 November 2022 and valid until November 14, 2023 based on RI Law Number 2 of 1981.</li> <li>- Certificate of Test Results (No. 510.3/0725/METJPR/XI/2022) by <i>UPTD Metrologi Legal Dinas Perindustrian, Perdagangan Koperasi &amp; UKM Pemerintah Kota Jayapura</i> for weighbridge brand ZM510-SD4 (No. 204350373) on 11 November 2022 and valid until November 14, 2023 based on RI Law Number 2 of 1981.</li> </ul> <p>Based on the document review, the company's weighing equipment is carried out by the relevant agency every year.</p>	Complied
5.1.8	<p>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 Controlling System (ICS), who holds the certificate, and who owns and sells certified materials.</p> <p>- Minor compliance -</p>	<p>Based on interview with top management at unit, the auditor team noted that there is no plan to establish oil palm scheme smallholder or engage with oil palm independent smallholder. However, management has a plan to help the Cocoa smallholder around the plantation to increase the Cocoa productivity. This plan will start on October 2023.</p> <p>Some meeting with group of Cocoa smallholders from Sebum Village has been held on 23 May 2023 with staff of CSR Department from head office.</p>	Complied

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5.1.9	<p><b>(C)</b> The unit of certification has a grievance mechanism for smallholders, and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>Up to now, the Unit of Certification does not have a smallholder scheme. In addition, in the vicinity of the company area, there are also no independent smallholders conducting business in oil palm cultivation. This was also conveyed by the Heads of Lapua Village, Yadaw Village, and Soskotek Village during stakeholder consultation.</p>	Complied
<b>Criteria 5.2:</b> The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	<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>- Minor compliance -</p>	<p>Up to now, the Unit of Certification does not have a smallholder scheme. In addition, in the vicinity of the company area, there are also no independent smallholders conducting business in oil palm cultivation. This was also conveyed by the Heads of Lapua Village, Yadaw Village, and Soskotek Village during stakeholder consultation.</p>	Complied
5.2.2	<p>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> <p>- Minor compliance -</p>	<p>Up to now, the Unit of Certification does not have a smallholder scheme. In addition, in the vicinity of the company area, there are also no independent smallholders conducting business in oil palm cultivation. This was also conveyed by the Heads of Lapua Village, Yadaw Village, and Soskotek Village during stakeholder consultation.</p>	Complied
5.2.3	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p> <p>- Minor compliance -</p>	<p>Kasuari POM only received FFB from 3 estate namely Nuri Estate, Cendrawasih Estate, Rajawali Estate (under PT Sinar Kencana Inti Perkasa) and 1 estate namely Mambruk Estate (under PT Sumber Indah Estate).</p> <p>Until this assessment, there is no FFB received from smallholders or other parties.</p> <p>Not applicable.</p>	Not Applicable
5.2.4	<p><b>(C)</b> Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	<p>Kasuari POM only received FFB from 3 estate namely Nuri Estate, Cendrawasih Estate, Rajawali Estate (under PT Sinar Kencana Inti Perkasa) and 1 estate namely Mambruk Estate (under PT Sumber Indah Estate).</p>	Not Applicable

		<p>Until this assessment, there is no FFB received from smallholders or other parties.</p> <p>Not applicable.</p>	
5.2.5	<p>The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.</p> <p>- Minor compliance -</p>	<p>Based on interview with top management at unit, the auditor team noted that there is no plan to establish oil palm scheme smallholder or engage with oil palm independent smallholder. However, management has a plan to help the Cocoa smallholder around the plantation to increase the Cocoa productivity. This plan will start on October 2023.</p> <p>Some meeting with group of Cocoa smallholders from Sebum Village has been held on 23 May 2023 with staff of CSR Department from head office.</p>	Complied
<p><b>Principle 6: respect workers' rights and conditions</b>          Protect workers' rights and ensure safe and decent working conditions.</p>			
<p><b>Criteria 6.1:</b> Any form of discrimination is prohibited.</p>			
6.1.1	<p><b>(C)</b> A publicly 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>- Critical (Major) compliance -</p>	<p>The company has a non-discrimination and equal opportunity policy in place as indicated in the GAR Social and Environmental Policy (GSEP) document which was passed on October 1, 2022. It states that the company provides equal opportunities for all workers and embraces diversity without regardless of ethnicity, religion, disability, gender, political affiliation, sexual orientation, or trade union membership and ensure that workers are protected from acts of discrimination at all stages of the employment relationship.</p> <p>The results of interviews with workers, representatives of labor unions and representatives of the gender committee also obtained information that there were no indications of discrimination against religion, ethnicity, gender, and regional origin in the process of accepting employment.</p>	Complied

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6.1.2	<p><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>Based on employee registration documents period 2022 and 2023, companies (Mill and Estate) have provided equal opportunities and treatment in employment opportunities. This is evidenced by the diversity of tribes accepted for work (local and outside Papua). Results of interviews with workers' representatives (estate and mill operators) and employees' gender committee officials also obtained information that there was no indication of discrimination based on religion, ethnicity, gender and regional origin in the job hiring process.</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>- Minor compliance -</p>	<p>The unit of certification has implemented its own employment procedures, for example are as follows:</p> <ul style="list-style-type: none"> <li>• <b>Recruitment</b></li> </ul> <p>Recruitment on 30 June 2022 Muhajir for PKWTT and a 3-month probationary period before being appointed as a permanent employee. Data supporting job applications such as curriculum vitae, personal identity, family card and employee assessment results.</p> <ul style="list-style-type: none"> <li>• <b>Promotions</b></li> </ul> <p>Appointment of employees a.n Yoseph Wangge on June 1, 2023, based on performance appraisal getting a score of 83 out of 100.</p> <p>Based on the results of interviews with employees, it is known that so far, every employee has the same right to obtain information regarding employee recruitment and opportunities for promotion through annual appraisal activities.</p>	Complied
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>- Minor compliance -</p>	<p>The pregnancy test conducted by the unit of certification is not a form of discrimination but is part of the company protection of pregnant and lactating female employees from working with chemicals such as fertilizers and pesticides. The results of interviews with representatives of the gender committee and representatives of worker unions as well as representatives of female workers show that routine pregnancy tests</p>	Complied

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		are carried out to ensure that no pregnant or breastfeeding mom work with chemicals. If there are pesticide or fertilizer applicators who are pregnant or breastfeeding, they will be transferred to other jobs with low risk.	
6.1.5	<p><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>The certification unit has formed a gender committee in each work unit, namely CNDE, NURE, RJWE. And KSRM. The results of interviews with the heads and gender administrators of each unit show that the company strongly supports the existence of a gender committee. The main task and function of the gender committee is to increase understanding of issues regarding sexual harassment and violence and the ways to handle them, including efforts to increase women's empowerment.</p> <p>The results of interviews with representatives of women workers and the heads of the gender committees of each unit show that so far they have never heard of any incidents or reports relating to sexual harassment or violence.</p>	Complied
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>The unit of certification can prove that for the same scope of work the pay is equal. For example, it is shown by the following wages:</p> <p>Daily worker Wages (June 2023):</p> <ul style="list-style-type: none"> <li>• NIP: C1120 (Loose fruit picker/Upkeep):             <ul style="list-style-type: none"> <li>- Wage based on time unit: IDR 1,545,880 (10 HK)</li> <li>- Wages based on output basis: IDR 948,290 (IDR 589/Kg)</li> </ul> </li> <li>• NIP: C1119 (Loose fruit picker/Upkeep):             <ul style="list-style-type: none"> <li>- Wage based on time unit: IDR 1,391,292 (9 HK)</li> <li>- Wages based on output basis: IDR 618,450</li> </ul> </li> </ul> <p>Yield unit and time unit wage systems are used because at this time the company is undergoing replanting so that the productive area is reduced</p>	Complied

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		and harvesting activities do not always require replanting. When the scouts are not carrying out quoting activities, they are employed as maintenance workers with a daily wage of Rp. 154,587.84 while the wage when they are paid based on output is Rp. 589/Kg which is obtained from the results of the calibration - the average output of loose fruit picker is 263 Kg/day.	
<b>Criteria 6.2:</b> Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	<b>(C)</b> 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. - Critical (Major) compliance -	The wage base used by the unit of certification includes the following: <ul style="list-style-type: none"> <li>• SK No 24/PSM7/IV/2023 dated 05 April 2023 by the Director regarding Wage for Permanent Workers of PT SKIP in the Jayapura Regency Area in 2023.</li> <li>• The highest wage scale structure is PT1 A1 with the lowest wage being IDR 4,223,996, PT4 T1 IDR 3,865,196 based on company decree.</li> <li>• Decree of the Jayapura Regent Number 516/22/SE/SET regarding the minimum wage for Jayapura Regency dated January 27, 2023 with a minimum wage of IDR 3,864,696.00.</li> </ul> Interviews with workers representatives and results of the document review, it is known that the implementation of the minimum wage has been implemented by the company. Similar information was also obtained from representatives of worker unions who stated that so far there had never been any problems regarding the application of the minimum wage. Sample of wage documentation can be seen in indicator 6.1.6 and 6.2.3	Complied
6.2.2	<b>(C)</b> 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	Based on the results of the document review, it is known that the composition of employees at PT SKIP is permanent employees (PT), contract employees (PKWT), and freelance work agreements (PKH). Examples of work contracts shown for example are as follows:	Complied

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	<p>requirements) and payroll documents give accurate information on compensation for all work performed.</p> <ul style="list-style-type: none"> <li>- Critical (Major) compliance -</li> </ul>	<p><b>PKWT</b></p> <ul style="list-style-type: none"> <li>- Fixed Time Work Agreement – Time Unit Number 133/PTSKIP-CNDE/PKWT/08/23 between Yer** Ta** Am* and Division 3 CNDE for plant maintenance work valid from 01 August 2023 to 31 July 2025</li> <li>- Fixed Time Work Agreement – Time Unit Number 16149/NURE/PKWT/07/2023 between Yet** Pag** and Division 3 NURE for Office Helper work valid from 01 August 2023 – 31 July 2024</li> </ul> <p><b>Daily Work Agreement</b></p> <ul style="list-style-type: none"> <li>- Daily Work Agreement Off Time Unit Number B0056/NURE/PKH-SW/07/2023 dated 01 August 2023 in the name of Yul**. In the work agreement it is stated that the working time is 7 hours in 6 working days.</li> <li>- Daily work agreement off the production unit Number: 0044/CNDE/PKHB/VIII/2023 dated 25 July 2023 in the name of Sef**. In the agreement there is information that the wages paid are Rp. 589/Kg for the brondol (fruit-loose) quotation.</li> </ul> <p>The results of interviews with employee representatives including worker union representatives from each unit revealed that each worker was aware of a work bond with the company as evidenced by a Letter of Appointment/Work Agreement.</p> <p>With the existence of PKWT and Daily workers, the certification unit has also registered workers with the Jayapura Regency Manpower Office as follows:</p> <ul style="list-style-type: none"> <li>• Registration of PKWT:</li> </ul>	
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		<ul style="list-style-type: none"> <li>- CNDE: Proof of Registration No 03/PKWT-CNDE/DISNAKERTRANS/VIII/2023 dated 14 August 2023</li> <li>- NURE: Proof of Registration No 05/PKWT-NURE/DISNAKERTRANS/VIII/2023 dated 14 August 2023</li> <li>- RJWE: Proof of Registration No 07/PKWT-RJWE/DISNAKERTRANS/VIII/2023 dated 14 August 2023</li> <li>• Daily worker registration:             <ul style="list-style-type: none"> <li>- CNDE: Proof of Registration of Daily Work Agreement No 04/PKH-CNDE/DISNAKERTRANS/VIII/2023 dated 14 August 2023</li> <li>- NURE: Proof of Registration No 06/PKH-NURE/DISNAKERTRANS/VIII/2023 dated 14 August 2022</li> <li>- RJWE: Proof of Registration No 08/PKH-RJWE/DISNAKERTRANS/VIII/2023 dated 14 August 2023</li> </ul> </li> </ul>	
6.2.3	<p><b>(C)</b> 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> <p>- Critical (Major) compliance -</p>	<p>The unit of certification has been able to demonstrate compliance with labor regulations such as:</p> <ul style="list-style-type: none"> <li>• <b>Overtime</b></li> </ul> <p>Employee number: 20217            Foreman / Section: 1246 – Boiler Shift B            Basic wage: IDR 3,979,496            Unpaid Days (Absent): 1            Overtime: IDR 2,472,808            BPJS TK allowance: IDR 274,187            BPJS Kes allowance: IDR 159,180            Others: 35,000            BPJS TK deduction: IDR 393,572            BPJS Kesehatan deduction: IDR 198,975</p>	Complied

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		<p>Nett salary: IDR 6,153,212</p> <p>It has been shown details of overtime work per day in the period 21 June - 21 July 2023 with a total overtime hour of 51.50 and overtime paid 107.50. The hourly overtime wage is IDR 23,002.86</p> <ul style="list-style-type: none"> <li>• <b>Regular Working Hour</b> Working hours for employees are 7 hours a day and 6 days a week.</li> <li>• <b>Maternity and Menstrual Leave</b> <ul style="list-style-type: none"> <li>- Menstrual leave for Mrs. Maria Etisiana Pei on 08 February 2023, Samsinar 12 April 2023</li> <li>- Maternal leave Sulistiani, Kerani RC. Rest period 15 May 2023 – 12 August 2023</li> <li>- Herman Anone's annual leave July 10 – July 23, 2023</li> </ul> </li> </ul> <p>In addition, based on the results of interviews with worker union representatives and employee representatives, information was obtained that there were no complaints or problems related to employment.</p>	
6.2.4	<p><b>(C)</b> 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> <p>- Critical (Major) compliance -</p>	<p>From the list of PT SKIP facilities and infrastructure, it is known that the facilities provided by the company for employee welfare include:</p> <ul style="list-style-type: none"> <li>• Employee housing of 2,075 units</li> <li>• Soccer fields in CNDE, NURE, and RJWE housing</li> <li>• Badminton court in CNDE, NURE, RJWE housing. And KSRM</li> <li>• Houses of worship in each unit (1 mosque and 1 church)</li> <li>• Clean water facilities</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>• Electricity</li> <li>• Daycare</li> <li>• Landfills</li> </ul> <p>The results of field visits to the CNDE, NURE, KSRM, and RJWE housing were known that the facilities and infrastructure provided by the company were in good condition. The results of interviews with housing occupant representatives, employee representatives, and trade union representatives found no complaints regarding the welfare facilities provided. Even if housing or other facilities are damaged, the infra team will immediately repair them.</p>	
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>Based on the results of a document review and interviews with employee representatives, it is known that access to proper food is considered quite easy. This is because in each residential cottage there is a shop/shop that sells various needs. In addition, there is also a market day every 2 weeks in the area around the company.</p> <p>The food sold in the market is affordable in terms of distance, quantity and type sold including the need for main foods (rice), side dishes (protein), and vegetables.</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>- Minor compliance -</p>	<p>Until now, Indonesia does not yet have a DLW benchmark, so the calculation shown is the prevailing wage and in-kind benefits as follows:</p> <ul style="list-style-type: none"> <li>• Minimum Wage: IDR 3,864,696</li> <li>• Annual religious allowance: IDR 322,058</li> <li>• Electricity: IDR 436,411</li> <li>• House: IDR 154,567</li> <li>• Water: IDR 14,968</li> <li>• School: IDR 102,457</li> <li>• Polyclinic facilities and services: IDR 133,377</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>Daycare: IDR 38,471</li> </ul> <p>The total value of the prevailing wage and in-kind of benefits is IDR 5,067,005</p>	
<p><b>PROCEDURAL NOTE:</b></p> <p>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.</p> <p>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:</p> <ol style="list-style-type: none"> <li>1. Payment of minimum wages in accordance with applicable regulations</li> <li>2. Assessment of wages paid (prevailing wages) and in-kind benefits.</li> </ol> <p>Once the DLW benchmark is available, this procedural note is no longer applicable.</p>			
6.2.7	<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>- Minor compliance -</p>	<p>Based on the list of employees, results of field visits, and verification of wage lists as well as results of interviews with representatives of the NURE, CNDE, RJWE, and KSRM unions, it is known that all types of main work (harvesting and processing at mill) have been carried out by permanent employees.</p>	Complied
<p><b>Criteria 6.3:</b> 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><b>(C)</b> A published statement recognizing freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>The company has a policy regarding the formation of labor unions which is stated in the GAR Social and Environmental Policy (GSEP) document, which was approved on September 8<sup>th</sup>, 2015, by the Head of Upstream, CEO – Downstream &amp; Commercial, Executive Director &amp; CFO and Managing Director of Sustainability &amp; Strategic Stakeholder Engagement. The policy explains the company's commitment to giving freedom to workers to form collective bargaining and join labor unions. The GSEP policy is written in Indonesian so that it can be understood by workers.</p>	Complied

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		<p>The company showed evidence of the establishment of a labor union that has been legalized and recorded by the government in the following documents:</p> <ul style="list-style-type: none"> <li>- Evidence of Registration of Trade Unions/Labor Unions (No. 02/SPSI-PUK CNDE/DISNAKERTRANS/X/2021) by the Manpower and Transmigration Office of the Jayapura Regency Government on October 18, 2021, under the name SPSI PUK Cendrawasih Estate union with chairman on behalf of Yuatinus F. Menay.</li> <li>- Evidence of Registration of Trade Unions/Labor Unions (No. 06/SPSI-PUK KSRM/DISNAKERTRANS/IV/2022) by the Office of Manpower and Transmigration of the Jayapura Regency Government on April 25, 2022, under the name SPSI PUK Kasuari Mill union with chairman on behalf of Esau Yopo.</li> <li>- Evidence of Registration of Trade Unions/Labor Unions (No. 04/SPSI-PUK RJWE/DISNAKERTRANS/X/2021) by the Manpower and Transmigration Office of the Jayapura Regency Government on October 18, 2021 under the name of the SPSI PUK Rajawali Estate union with the chairperson named Samuel Kamaruddin.</li> <li>- Evidence of Registration of Trade Unions/Labor Unions (No. 03/SPSI-PUK NURE/DISNAKERTRANS/X/2021) by the Office of Manpower and Transmigration of the Jayapura Regency Government on October 18, 2021, under the name SPSI PUK Rajawali Estate union with chairman on behalf of Revo Jikwa.</li> </ul> <p>The auditor conducted public consultations with representatives of labor unions, knowing that workers get freedom of association. The company does not prohibit workers from joining a union.</p>	
6.3.2	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>The company also shows documents of internal trade union meetings and bipartite meetings in Indonesian Language, including the following:</p> <ul style="list-style-type: none"> <li>- LKS Bipartite Meeting at the CNDE Main Office on 7 March 2023 which discussed the application for promotion of employee status</li> </ul>	Complied

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	<p>- Minor compliance -</p>	<p>and employee participation in the BPJS Health insurance. The activity was attended by 13 representatives of companies and labor unions.</p> <ul style="list-style-type: none"> <li>- LKS Bipartite discussion meeting at Rajawali Estate on 6 June 2023 which discussed the completeness of employee data and waste transportation in employee emplacement.</li> <li>- Minutes of the PUK-SPSI NURI negotiations on July 28, 2023 which discussed issues related to increasing labor productivity and outreach regarding working hours and imposing sanctions on employees who violated them.</li> </ul>	
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>- Minor compliance -</p>	<p>Based on the interviews with the labor union representatives, there was no interference in the selection or labor union operational activities. All processes of selecting, decisions making and planning activities, members' aspirations to their representatives run democratically. The worker who is currently placed as the Chairman of the Labor Union in each unit is a worker in estate/mill, then there will be no conflict of interest that occurs with the company because there were no workers who have the authority as decision-makers (staff class and above). company also involved the labor union representative in drafted the collective labor union.</p>	Complied
<b>Criteria 6.4:</b> 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>- Minor compliance -</p>	<p>The Company already has the Company in possession of a Circular regarding the prohibition of child labor as stated in number SE 002/SE-HRDV/03/09 made by the HR Director, explaining, among other things, the implementation of the Act. No. 13 of 2003 concerning employment, article 68 concerning the prohibition of employing children, it is hereby conveyed that in the process of hiring employees, the minimum age limit is 18 years.</p> <p>In addition, the company also had collective worker agreement between PT Sinar Kencana Inti Perkasa and Federasi SPSI-SP &amp; P PT Sinar</p>	Complied

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		<p>Kencana Inti Perkasa which has been declared by Manpower Agency of Jayapura Regency through Decree No. KEP.560/047/V/2022 dated 23 May 2022. The agreement also informs about minimum age for worker, where the minimum age of workers is 18 years (Clause 8).</p> <p>In addition to having a policy that regulates the minimum age of employment for workers, the certification unit also contains clauses regarding child protection and the prohibition of hiring workers under the age of 18 in any agreement with contractors.</p>	
6.4.2	<p><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>From the results of the review of the employee list document for all unit (estate and mill) period of July 2023, there were no employees who worked under the age of 18 years.</p> <p>Based on interviews with HR staff, it was explained that in the employee recruitment process, age screening will be carried out before going through a personal identity check (KTP or Birth Certificate) to ensure that the age requirements of workers are met and not violated.</p>	Complied
6.4.3	<p><b>(C)</b> Young person maybe employed only for non-hazardous work with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>As explained in 6.4.2, there were no employees who worked under the age of 18 years.</p>	Complied
6.4.4	<p>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> <p>- Minor compliance -</p>	<p>Socialization related to child protection policies and the prohibition of child labor has been carried out in each plantation and factory unit. For example:</p> <ul style="list-style-type: none"> <li>- June 29 – 30 2023 at RJWE which was attended by 103 RJWE and CNDE employees.</li> <li>- June 5th at NURE attended by 155 employees.</li> <li>- May 5 2023 at KSRM which was attended by 29 employees.</li> </ul>	Complied
<p><b>Criteria 6.5:</b> There is no harassment or abuse in the workplace, and reproductive rights are protected.</p>			

<p>6.5.1</p>	<p><b>(C)</b> A policy to prevent sexual and all other form of harassment and violence is documented, implemented and communicated to all levels of the workforce.          - Critical (Major) compliance -</p>	<p>The company has a policy on ensuring that workers are free from all forms of harassment, threats, and abuse which are contained in the GAR Social and Environmental Policy (GSEP) which was approved on September 8<sup>th</sup>, 2015, by Head of Upstream, CEO – Downstream &amp; Commercial, Executive Director &amp; CFO and Managing Director of Sustainability &amp; Strategic Stakeholder Engagement. To ensure that the policy is implemented, the company has a reporting mechanism in case of harassment in the workplace.</p> <p>Based on the results of interviews with workers' unions in the plantations and factories, it was found that there were no issues or acts of sexual harassment or immoral acts that occurred within the company's operational environment. This was again reinforced by the results of verification of the complaint logbook, where there were no reports, complaints, complaints recorded regarding acts of sexual harassment or immoral acts within the company from 2022 until the audit took place.</p>	<p>Complied</p>
<p>6.5.2</p>	<p><b>(C)</b> A policy to protect the reproductive rights of all, especially of women, is documented, implemented and communicated to all levels of the workforce.          - Critical (Major) compliance -</p>	<p>The company has a policy related to pregnant women as stated in the CLA document for the period 2022 - 2024 which was legalized on 23 May 2022, by the team of employers and the team of labor unions and registered on government based on <i>Surat Pengesahan/Pendaftaran Perjanjian Kerja Bersama (PKB)</i> by <i>Kepala Dinas Tenaga Kerja dan Transmigrasi Pemerintah Kabupaten Jayapura</i> (No.: 560/047/V/2022). In point 4 of article 17 of the policy it is explained that "women workers who feel sick during menstruation, based on a medical examination are given a maximum of 2 (two) days of rest with full wages and notify the appointed health officer or foreman". The policy has been socialized in each plantation and mill unit, for example, in June 29 – 30 2023 at RJWE which was attended by 103 RJWE and CNDE employees and June 5th at NURE attended by 155 employees.</p> <p>Based on the results of interviews with female workers, it was stated that the company had provided protection for women's reproductive</p>	<p>Complied</p>

		rights including the provision of menstruation leave, maternity leave and provided other alternative jobs for workers who handle chemicals if they were pregnant or breastfeeding.																						
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>- Minor compliance -</p>	<p>The unit of certification has conducted an assessment of the needs of new mothers involving midwives, doctors, gender committees and mothers who have just given birth. Based on this identification, the following matrix is obtained:</p> <table border="1" data-bbox="1133 616 1975 1189"> <thead> <tr> <th>No</th> <th>Needs</th> <th>Explanation</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Posyandu hall for vaccines, vitamins, and health control</td> <td>Posyandu was held in collaboration with the Lereh Health Center</td> </tr> <tr> <td>2</td> <td>Safe and comfortable residential environment</td> <td>Provided by the company. There are Clean Friday and Cheerful Saturday activities to maintain cleanliness</td> </tr> <tr> <td>3</td> <td>Electricity and Clean Water</td> <td>Provided by the company free of charge</td> </tr> <tr> <td>4</td> <td>baby equipment</td> <td>There are market days every 2 weeks</td> </tr> <tr> <td>5</td> <td>Klinik/Balai pengobatan</td> <td>Provided by the company</td> </tr> <tr> <td>6</td> <td>Breastfeeding place</td> <td>There is a Childcare Center in every cottage</td> </tr> </tbody> </table> <p>The results of interviews with the daycare officer at CNDE who the head of the gender committee is also found that working new mothers are welcome to use the daycare room to breastfeed their children.</p>	No	Needs	Explanation	1	Posyandu hall for vaccines, vitamins, and health control	Posyandu was held in collaboration with the Lereh Health Center	2	Safe and comfortable residential environment	Provided by the company. There are Clean Friday and Cheerful Saturday activities to maintain cleanliness	3	Electricity and Clean Water	Provided by the company free of charge	4	baby equipment	There are market days every 2 weeks	5	Klinik/Balai pengobatan	Provided by the company	6	Breastfeeding place	There is a Childcare Center in every cottage	Complied
No	Needs	Explanation																						
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6.5.4	<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>- Minor compliance -</p>	<p>The unit of certification has an SOP for Handling Complaints and Conflicts published on July 1, 2014, revision 3 in 2022. The procedures include explaining:</p> <ul style="list-style-type: none"> <li>• SPO Assistant/Grievance Handling receives complaint and conflict letters directly from the complainant or indirectly through: <ul style="list-style-type: none"> <li>- Suggestion Box</li> <li>- Call or short message</li> <li>- Public media</li> <li>- Certification agency</li> <li>- NGO report</li> <li>- Head office for example email address <a href="mailto:grievance@sinarmas-agri.com">grievance@sinarmas-agri.com</a></li> </ul> </li> <li>• The company guarantees the anonymity of the complainant.</li> <li>• Dissemination of procedures to affected parties, including those who cannot read and write.</li> <li>• If verification of complaints and conflicts submitted takes &gt; 14 working days from the complainant submits the complaint, the EM/MM can provide an initial response.</li> <li>• Results of responses are documented and submitted to the parties.</li> </ul>	Complied
<b>Criteria 6.6:</b> No forms of forced or trafficked labour are used.			
6.6.1	<p><b>(C)</b> All work is voluntary and the following are prohibited:</p> <ul style="list-style-type: none"> <li>• Retention of identity documents or passports;</li> <li>• Payment of recruitment fees;</li> <li>• Contract substitution without worker’s consent</li> <li>• Involuntary overtime;</li> <li>• Lack of freedom of workers to resign</li> </ul>	<p>Based on the results of a document review and interviews with employee representatives including trade union representatives, it is known that every worker is based on a collective agreement and on the basis of an employment bond. There is no issue of forced labor or labor originating from human trafficking.</p> <p>In addition, it is also known that there has never been a restraint on workers' rights or identity to prevent workers from deciding to resign.</p>	Complied

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	<ul style="list-style-type: none"> <li>• 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</li> <li>• Debt bondage</li> <li>• Withholding of wages</li> </ul> <p>- Critical (Major) compliance -</p>		
6.6.2	<p><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>Specific labor regulations for temporary worker (PKWT) are listed in the SPK of each worker which has been signed and also known by the Bangka Barat Regency Manpower Office. In addition, there is also a GSEP policy that guarantees workers' rights regardless of contractual or permanent status</p>	Complied
<b>Criteria 6.7:</b> The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			
6.7.1	<p><b>(C)</b> The responsible person(s) for H&amp;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>- Critical (Major) compliance -</p>	<p>The certification unit have persons that responsible for the OHS program within the organizational structure of Committee of Occupational Health and Safety (<i>P2K3</i>) established in each management unit. The <i>P2K3</i> team has received approval from the Head of <i>UPTD Balai Pengawasan Ketenagakerjaan Dinas Perindustrian, Perdagangan, Koperasi, UKM dan Tenaga Kerja Provinsi Papua</i>, and the <i>P2K3</i> secretary is a certified occupational health and safety expert. This is the example OHS Committee that has been ratified by related agencies:</p> <ul style="list-style-type: none"> <li>- Approval document for the Occupational Safety and Health Advisory Committee (P2K3) at PT Sinar Kencana Inti Perkasa – Kasuari Mill based on the Decree of the Head of the <i>UPTD Balai Pengawasan Ketenagakerjaan Dinas Perindustrian, Perdagangan, Koperasi, UKM dan Tenaga Kerja Provinsi Papua</i> (No. 566/2082) on August 8, 2023 with a secretary on behalf of Jonson P. (No. Reg.5265/PK3/AJ/31/2018/P1). Currently, the license has been on extended processing by PJK3.</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>- Approval document for the Occupational Safety and Health Advisory Committee (P2K3) at PT Sinar Kencana Inti Perkasa – Rajawali Estate based on the Decree of the Head of the <i>UPTD Balai Pengawasan Ketenagakerjaan Dinas Perindustrian, Perdagangan, Koperasi, UKM dan Tenaga Kerja Provinsi Papua</i> (No. 566/2078) on August 8, 2023 with a secretary in the name of Y*nsen P*kid*ng. (No. Reg.3481/PK3/AJ/31/2019/P1). Currently, the license has been on extended processing by PJK3.</li> <li>- Approval document for the Occupational Safety and Health Advisory Committee (P2K3) at PT Sinar Kencana Inti Perkasa – Nuri Estate based on the Decree of the Head of the <i>UPTD Balai Pengawasan Ketenagakerjaan Dinas Perindustrian, Perdagangan, Koperasi, UKM dan Tenaga Kerja Provinsi Papua</i> (No. 566/2081) on August 8, 2023 with a secretary in the name of Y*nsen P*kid*ng. (No. Reg.3481/PK3/AJ/31/2019/P1). Currently, the license has been on extended processing by PJK3.</li> <li>- Document of Approval of the Occupational Safety and Health Advisory Committee (P2K3) at PT Sinar Kencana Inti Perkasa – Cendrawasih Estate based on the Decree of the Head of the <i>UPTD Balai Pengawasan Ketenagakerjaan Dinas Perindustrian, Perdagangan, Koperasi, UKM dan Tenaga Kerja Provinsi Papua</i> (No. 566/2080) on August 8, 2023 with a secretary on behalf of Erw*n M*n*rung. (No. Reg.15334/PK3/AJ/31/2021/P2).</li> </ul> <p>OHS committee (P2K3) routinely conducts monthly meetings on OHS issues in the workplace. The documentation of the meeting was recorded and stored well. Based on interviews to workers who are members of the P2K3 organization it is known that monthly meetings are always routinely conducted to discuss about OHS such as:</p> <ul style="list-style-type: none"> <li>- Meeting record P2K3 of NURE on 25 July 2023 concern about</li> </ul>	
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		<p>emergency shower installation and PPE monitoring.</p> <ul style="list-style-type: none"> <li>- Meeting record P2K3 of CNDE on 2 February 2023 concern about fire simulation, PPE inspection and medical check-up for pesticide worker.</li> <li>- Meeting record P2K3 of KSRM on 22 July 2023 concern about safety walkways repairing, safety sign installation on powerhouse dan safety equipment for oxygen and LPG cylinders.</li> </ul>	
<p>6.7.2</p>	<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>- Minor compliance -</p>	<p>Based on document verification show that the certification unit has procedures for handling emergency response and first aid in work accidents, including the following:</p> <ol style="list-style-type: none"> <li>1. SOP for Emergency Preparedness and Response with document number SOP/SMART/GENERAL/SADV/I/005. Rev 0.0 was passed on 01 July 2014 by the Head of Upstream. This SOP is intended as a guide in identifying. Prevent potential and overcome emergencies in estate, mill and other support units in Sinarmas Plantation areas and their subsidiaries.</li> <li>2. SOP Design and Use of Hydrant with No. SOP/SMART/HESS-EHSD/SADV/I/014 dated 01 July 2014.</li> <li>3. First aid SOP with No SOP/SMART/HESS-EHSD/SADV/1/011 dated 01 July 2014.</li> </ol> <p>Based on the results of field visits to Estates, Mills, Warehouses, and emplacement, it is known that the company has provided OSH instructions such as MSDS, Fire extinguisher, emergency response procedures, warnings for the use of PPE and others in strategic locations based on identified potential risks.</p> <p>Based on field observations and document review, it is known that the company has provided first aid kits at strategic and easily accessible places and provided supplies to the foreman in the form of a first aid</p>	<p>Complied</p>

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		bag. The foreman has also been given training and can explain how to use the contents of the first aid bag.	
6.7.3	<p><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>The certification unit already has SOP for Personal Protective Equipment. The SOP explains the PPE standards for each job starting from harvesting, spraying, fertilizing, heavy equipment operators, loading FFB, mechanics, welders, manual maintenance, field staff, civil engineering, foremen, warehouse officers, generator operators and solar tank activity.</p> <p>Based on the results of field visits and interviews with workers (harvester, pesticide applicator and mill operators) in the mill and estate units, it is known that workers have received PPE for free every year according to their respective types of work and if there is PPE damaged, it can be immediately reported to the direct supervisor for replacement.</p> <p>From observations at the Rajawali and Nuri Estate material warehouses, the company provides PPE stocks of 10% of the total employees as replacement reserves, for example helmets, rubber boots, gloves, face shields and aprons.</p>	Complied
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>- Minor compliance -</p>	<p>The company includes workers with <i>PKWTT</i> (permanent worker) and <i>PKWT</i> (contract workers) status/class and their dependents (workers' family members) into the <i>BPJS</i> Health and Labor program for all plantation units and factories. For example, proof of payment of <i>BPJS</i> Health and Labor in July 2023:</p> <ul style="list-style-type: none"> <li>- <i>BPJS Ketenagakerjaan</i> for 537 permanent workers and 398 contract workers (included Nuri Estate contract workers) &amp; <i>BPJS Kesehatan</i> for 592 workers for Cendrawasih Estate.</li> <li>- <i>BPJS Ketenagakerjaan</i> for 82 permanent workers &amp; <i>BPJS Kesehatan</i> for 83 workers for Kasuari Mill.</li> <li>- <i>BPJS Ketenagakerjaan</i> for 363 permanent workers &amp; <i>BPJS Kesehatan</i> for 299 workers for Nuri Estate.</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>- <i>BPJS Ketenagakerjaan</i> for 464 permanent workers and 182 contract workers &amp; <i>BPJS Kesehatan</i> for 592 workers for Rajawali Estate.</li> </ul> <p>Based on interviews with management representatives, it is known that workers with the status/class of <i>BHL (Casual workers)</i> and <i>BHB (Daily Contract worker with unit of output wage)</i> are not included in <i>BPJS</i> Health program. However, the company has a policy stated in the Circular/Memorandum No. 068/HR7/12/2016, 8 December 2016 by CEO concerning health services for casual workers and casual workers. The document explains that the company provides health care insurance to workers whose care and treatment are covered by the company with the following conditions:</p> <ul style="list-style-type: none"> <li>- Workers who need care and treatment can be done at the company's Clinic.</li> <li>- If the worker requires further care and treatment, the company doctor can provide a referral letter to the worker concerned to be able to carry out further care and treatment with the approval of the unit leader.</li> <li>- The company does not provide care and treatment due to self-misconduct such as attempted suicide, drunkenness, and criminal acts.</li> </ul> <p>As additional evidence, the company also shows proof of payment for the treatment of casual workers at partner hospitals, as follows:</p> <ul style="list-style-type: none"> <li>- PT SKIP cash disbursements for 2 BHL workers with one dependent and 1 outpatient worker with a total of IDR 1,725,312 made on May 24, 2023.</li> <li>- Receipt (No. RSMI-048) for Tk. II Marthen Indey on May 26, 2023 in the amount of IDR 1,725,312.</li> </ul>	
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics.	Lost Time Accident (LTA) monitoring and calculation has still consistently conducted by the unit of certification. The record informed number of	Complied

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	<p>- Minor compliance -</p>	<p>employees on the monitoring months, number of working days, non-effective working days, overtime, total employees man hours, number of lost days, lost time accident, number of accidents, man-days lost recapitulation, frequency rate (FR) and severity rate (SR). LTA report has prepared by SPO Officer and approved by Unit Manager. For examples in period of January until July 2023, each unit have doesn't have any accident, zero lost time, Severity Rate and Frequency Rate is zero.</p>	
<p><b>Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.</b></p>			
<p><b>Criteria 7.1:</b> Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.</p>			
<p>7.1.1</p>	<p><b>(C)</b> IPM plans are implemented and monitored to ensure effective pest control. - Critical (Major) compliance -</p>	<p>PT Sinar Kencana Inti Perkasa has established SOP for Pests and Diseases Control, that available in the document No. SOP/SMART/MCAR/VII/TA-HPT. The process includes activities in controlling pest detection, census, control recommendations, control and evaluation. The procedures include setting out of technique to be implemented, chemical to be used, locations to be applied, and time frame for implementation. It was observed that all IPM program has been performed based on determined schedule.</p> <p>During this audit, all estate under replanting program which most area is categorized as immature while a few others categorized as mature areas.</p> <p>Integrated pest management period 2023 in all estates programmed as follows:</p> <ul style="list-style-type: none"> <li>• Eat leaf caterpillar census (interval 3 months)</li> <li>• Rat infestation census (interval 3 months)</li> <li>• Planting and upkeep beneficial plant e.g. <i>Turnera subulata</i>, <i>Antigonon leptopus</i> and <i>Casia cobanensis</i>. ((interval each month)</li> </ul>	<p>Complied</p>

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		<p>Based on the census result obtained information that there is no outbreak or pest infestation above the economical threshold.</p> <p>During the field visit to all estate, visual verification obtained information that there is no outbreak.</p> <p>Based on interview with census officer obtained information that trees census conducted each 6 months after transplanting to identify the number of abnormal trees. Each abnormal tree will be marking and then verify by the research officer. The trees will replace if needed by approval of research officer and estate manager. Replacing activity usually conduct in age 3 or 4 after transplanting.</p>	
7.1.2	<p>Invasive species are not to be used according to applicable regulation in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>Invasive species both from plant and animal species are not used by the unit of certification to control pest, unless monitoring of their spread is implemented. The unit of certification have the list of invasive species according to Permen LHK No. P.94/MENLHK/SETJEN/KUM.1/12/2016. Monitoring of control have been evaluated on 4 July 2022, consist of <i>Casia tora</i>, <i>Imperata cylindrica</i>, <i>Turnera ulmifolia</i>, <i>Clidemia hirta</i> and <i>Dicranopteris linearis</i>. All species categorized as invasive are controlled using manual or chemical control.</p>	Complied
7.1.3	<p>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.</p> <p>- Minor compliance -</p>	<p>Based on field visit, interview and document review, there is no use of fire for pest control in whole area of Cendrawasih Estate, Rajawali Estate and Nuri Estate.</p>	Complied
<b>Criteria 7.2:</b> Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	<p><b>(C)</b> 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> <p>- Critical (Major) compliance -</p>	<p>The procedures SOP/SMART/MCAR/VII/TA-HPT (Pengendalian Hama dan Penyakit Tanaman-Pest and Disease Control) and SOP/SMART/MCAR/VIII/TA-PGM (Pengendalian Gulma-Weed Control) mentioned the use of selective products that are specific to target pests, weeds, or diseases and which have minimal effect on non-target species</p>	Complied

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		<p>and measures to avoid the development of resistance (such as pesticide rotation) should be applied.</p> <p>The organisation has policy on safe use of chemical including pesticides which stated in GAR Social and Environment Policy, dated September 8th, 2015. The organisation has also established memorandum No: 032/PD/VIII/2016 dated 13 August 2015 signed by President Director Mr. Daud Darsono, that there are no use of paraquat for weed control. It was verified that no paraquat been used for weed control and based on observations in pesticides warehouse, there was no paraquat.</p> <p>The unit of certification has recorded list of herbicides used, completed with active ingredient, WHO class, trademark, target, registration number and expiry date.</p> <table border="1" data-bbox="1131 774 1966 1382"> <thead> <tr> <th>Trademark</th> <th>Active Ingredient</th> <th>WHO Class</th> <th>Target</th> <th>Registration Number</th> <th>Expiry date</th> </tr> </thead> <tbody> <tr> <td>Roll Up 480 L</td> <td>Isopropil amina glifosat 486 g/l</td> <td>III</td> <td>Grasses weed</td> <td>RI.01030120042133 LD50 &gt; 5000</td> <td>03/09/2023</td> </tr> <tr> <td>Rolifos 150 SL</td> <td>Amonium glufosinat 150 g/l</td> <td>II</td> <td>Grass weed, wide leaf</td> <td>RI.01030120103683 LD50 = 2000</td> <td>31/01/2025</td> </tr> <tr> <td>Erkafuron 20 WG</td> <td>Metil metsulfuron 20%</td> <td>III</td> <td>Ferns, wide Leaf, Sedges</td> <td>RI.01030120093530</td> <td>31/01/2025</td> </tr> <tr> <td>Garlon Mix 333/17</td> <td>Aminopiraliid potassium 17 g/l</td> <td>II</td> <td>Wide Leaf</td> <td>RI.01030120155148</td> <td>31/01/2025</td> </tr> <tr> <td>Starane</td> <td>Fluroxypir methyl heptyl 290 g/l</td> <td>III</td> <td>Wide Leaf</td> <td>RI.01030119888854</td> <td>08/02/2028</td> </tr> </tbody> </table>	Trademark	Active Ingredient	WHO Class	Target	Registration Number	Expiry date	Roll Up 480 L	Isopropil amina glifosat 486 g/l	III	Grasses weed	RI.01030120042133 LD50 > 5000	03/09/2023	Rolifos 150 SL	Amonium glufosinat 150 g/l	II	Grass weed, wide leaf	RI.01030120103683 LD50 = 2000	31/01/2025	Erkafuron 20 WG	Metil metsulfuron 20%	III	Ferns, wide Leaf, Sedges	RI.01030120093530	31/01/2025	Garlon Mix 333/17	Aminopiraliid potassium 17 g/l	II	Wide Leaf	RI.01030120155148	31/01/2025	Starane	Fluroxypir methyl heptyl 290 g/l	III	Wide Leaf	RI.01030119888854	08/02/2028	
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7.2.2	<p><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>Use of pesticide are minimized as part of the plan, and in accordance with IPM Plans, there are no pesticide application outside of the targeted species and planned intervals. Pesticide is only used to reduce/eliminate existing pest, which has exceeded the economic threshold.</p> <p>The organization has showed the record of LD50 calculation in each unit based on amount of pesticide used. During audit, the records has been reviewed and verified.</p>	Complied
7.2.3	<p><b>(C)</b> Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>There is no prophylactic use of pesticides throughout Cendrawasih Rajawali and Nuri Estate. Pesticide/Herbicides are only used to reduce/eliminate existing pest, which has exceeded the economic threshold.</p>	Complied
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in Indonesia best practice guidelines.</p> <p>- Minor compliance -</p>	<p>The company has policy on safe use of chemical including pesticides which stated in GAR Social and Environment Policy, dated 8 September 2015. The company has also established memorandum No. 032/PD/VIII/2016 that the use of paraquat is prohibited since 2016. Based on list of pesticide uses, it was verified that no paraquat dichloride been used for weeing control since 2016.</p>	Complied
7.2.5	<p>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:</p> <p>- Minor compliance -</p> <p>7.2.5a Judgment of the threat and verify why this is a major threat.</p>	<p>There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.</p>	Complied
	<p>7.2.5b Why there is no other alternative which can be used.</p>	<p>There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.</p>	

	7.2.5c Which process was applied to verify why there is no other less hazardous alternative.	There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.	
	7.2.5d Process to limit the negative impacts of the application.	There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.	
	7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.	There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.	
7.2.6	<p><b>(C)</b> 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> <p>- Critical (Major) compliance -</p>	<p>All Estate (Cendrawasih, Rajawali and Nuri Estate) have provided basic training related to pesticide, understanding material safety data sheet/MSDS, limited pesticide training, emergency condition training and first aid training. Chemical warehouse and its infrastructure is ready (see criterion 4.6.6).</p> <p>Standard PPE for sprayer: helmet, face shield, masker, apron, rubber glove and rubber boot. Standard PPE for chemical mixer/chemical storekeeper: faceshield, masker, apron, rubber glove and rubber boot.</p> <p>Record of training for person who handling pesticides, such as:</p> <ul style="list-style-type: none"> <li>- Attendance list of training "Training Pelatihan Dasar Semprot" dated 30 June 2023, located at Labour Hall Rajawali Estate, was attended by 37 workers from Rajawali Estate.</li> <li>- Attendance list of training "Pelatihan Best Management Practices – PHT, Pupuk dan Semprot" dated 10 August 2023, located at Club House Cendrawasih, was attended by 59 workers from Rajawali Estate.</li> </ul>	Complied

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		Based on the interview, all chemical applicator also can explain the IPM methods and demonstrated it.	
7.2.7	<b>(C)</b> Storage of all pesticides in accordance with recognized best practices. - Critical (Major) compliance -	The storage for all pesticide is in good condition. Based on field visit to pesticides storage during this initial assessment, verified that all pesticides are stored in good condition in accordance with recognized best practices. A standard storage system appears to be implemented across the organization. The storage is equipped with sufficient air ventilation to provide air circulation. Hazard signs, emergency shower, secondary containment, spill kit, appropriate PPE (overall, face shield, impermeable rubber gloves, apron and mask) are available and ready to use.  Working instruction for pre-mixing, stacking and pesticide storage are available as well as MSDS for all pesticides. Material Data Safety Sheets (MSDS) for all chemicals used are available at warehouse, mixing area and at spraying location, brought by Supervisor. All spraying chemicals taken into the field are pre-mixed in designated mixing area.	Complied
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. - Minor compliance -	All chemicals and empty containers collected and stored at permitted hazardous waste storage ( <i>Tempat Penyimpanan Sementara Limbah B3</i> ) located in each units.  Details of used pesticide container in 7.3.2.	Complied
7.2.9	<b>(C)</b> 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. - Critical (Major) compliance -	Based on field visit, interview with workers and stakeholder there is no aerial spraying of pesticides in all are of certificate holder.	Complied
7.2.10	<b>(C)</b> Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.	The certification unit regularly have medical examination for manuring and pesticide operator CNDE, RJWE and NURE has a list of the latest manuring and pesticide operator with details:	Complied

	<p>- Critical (Major) compliance -</p>	<ul style="list-style-type: none"> <li>- 6 Pesticide Workers and 15 Manuring workers of RJWE</li> <li>- 42 Pesticide Workers and 16 Manuring Workers of CNDE</li> <li>- 14 Pesticide Workers and 15 Manuring Workers of NURE</li> </ul> <p>All spraying workers has examined health through inspection types of medical check-up, cholinesterase, and spirometry, to ascertain the condition of workers in good health. The last examination in 2023 was conducted in 24 Augusts 2023 for all units. Examination results stating that all workers spray is in a healthy condition. Auditors conduct interviews with spraying workers in CNDE, RJWE and NURE and they admit that they have not been exposed to skin disease and itches because they always use PPE while working.</p>	
<p>7.2.11</p>	<p><b>(C)</b> 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> <p>- Critical (Major) compliance -</p>	<p>The organization had a policy namely "Kebijakan Lingkungan Kerja dan Hubungan Industrial" dated 1 August 2017. In this policy cover 21 policies, one of them "Kebijakan Pekerja Perempuan" No. KHI-smart/005-00 dated 1 August 2017. In section 2.4 stated "<i>Perusahaan tidak mempekerjakan pekerja/buruh perempuan hamil dan menyusui di tempat, lokasi dan pekerjaan yang menurut keterangan dokter berbahaya bagi Kesehatan dan keselamatan kandungannya maupun dirinya</i>".</p> <p>The organization 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. Records of pregnancy test was sighted and reviewed for period May – July 2023.</p> <p>Sprayer team consist of:</p> <ul style="list-style-type: none"> <li>- Nuri estate: 6 males and 8 females</li> <li>- Rajawali estate: 6 males</li> <li>- Cendrawasih estate: 38 males</li> </ul>	<p>Choose an item.</p>

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		For all female sprayers have conduct their pregnancy test. All the female sprayers in well condition and not being pregnant nor breast feeding.	
<p><b>Note For 7.2.11</b></p>			
<p>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.</p>			
<p><b>Criteria 7.3:</b> Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.</p>			
7.3.1	<p>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> <p>- Minor compliance -</p>	<p>PT Sinar Kencana Inti Perkasa already has procedures for waste management as outlined in SOP/SMART/LEMS-EHSD/SADV/I/002 rev.0 "SOP for Waste Management" dated 2 July 2014. The SOP explains the activities of the Waste Inventory listed in point 2.2 Explanation of Waste Management Procedures, sub-chapter 2.2.1 concerning Waste Inventory. Identification of sources of waste originating from plantation operations (estate Waste and mill Waste). Identification of solid waste in the SOP is already available, namely in the form of waste generated from the process at mill / by product, namely shells, fiber, empty pods and boiler ash. For Non-B3 solid waste from other activities in the company, it can be in the form of scrap metal and used tires.</p> <p>Beside procedure as mentioned above, the company also have work instruction for Pesticide Waste Management which is contained in the IK for Handling B3 Waste and Ex-Chemical Packaging (IK/SMART/LEMS-EHSD/SADV/002/001 dated 2 July 2014. Explains the following points:</p> <ol style="list-style-type: none"> <li>a. Used Oil Handling</li> <li>b. Handling used Oil Filters</li> <li>c. Used Battery Handling</li> <li>d. Used printer/cartridge ribbons</li> <li>e. LB3 Contaminated Majun Cloth</li> </ol>	Complied

		<p>f. Use of Used Agrochemical and Chemical Packaging. This point describes three rinses with a volume of 10% clean water from the container per rinse. The used rinsing water is reused as a pesticide thinner.</p> <p>g. Used Lamp</p> <p>The SOP explains that used pesticide containers are collected in the warehouse and then used containers are washed, the remaining washing water is reused for the next mixing process and used container that has been washed is returned to the supplier and some are reused for spraying pesticides in the field.</p> <p>The handling and control of ex-pesticide/agrochemical container waste is also explained in the list and evaluation of environmental aspects and impacts. In the evaluation of environmental aspects and impacts, it is explained that control of agrochemical waste is carried out by washing ex-agrochemical packaging waste and returning it to suppliers and temporarily storing it at the hazardous waste storage.</p> <p>There is a place for washing used pesticide packaging jerry cans where the rinsed water is reused for mixing or disposed of in a designated block area for spraying. Large agrochemical jerry cans are reused to transport pesticides to the field, records of their use are available. Small chemical packages are stored at hazardous waste storage and transported by licensed carriers.</p> <p>At the moment, license for hazardous waste storage still in progress, record was sighted and reviewed such as:</p> <ul style="list-style-type: none"> <li>• Letter No: 11/RC-Papua/Umum/V/I/2023 dated 4 June 2023 to Dinas Lingkungan Hidup Kabupaten Jayapura about Approval Request of Technical Recommendation of Hazardous Waste Management</li> </ul>	
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		<ul style="list-style-type: none"> <li>• Verification result from Dinas Lingkungan Hidup Kabupaten Jayapura namely "Berita Acara Pembahasan Standar Teknis Pemenuhan Baku Mutu Penyimpanan Sementara Limbah Bahan Berbahaya dan Beracun (LB3) Pada Kegiatan Perkebunan Kelapa Sawit Oleh PT Sinar Kencana Inti Perkasa di Distrik Kaureh, Kabupaten Jayapura, Provinsi Papua" dated 13 July 2023. The company need to send the revised document as mentioned in document above maximum 5 workday after the document (Berita Acara) received.</li> <li>• The company has sent the revised document on 27 July 2023 such as document "Rincian Teknis TPS LB3 PT Sinar Kencana Inti Perkasa". In the document stated the location of hazardous waste storage:             <ul style="list-style-type: none"> <li>- Kasuari Mill, coordinate 02<sup>0</sup> 58' 32.07" S and 140<sup>0</sup> 01' 44.83" E.</li> <li>- Cendrawasih Estate, coordinate 02<sup>0</sup> 57' 37.69" S and 140<sup>0</sup> 59' 33.77" E.</li> <li>- Nuri Estate, coordinate 02<sup>0</sup> 53' 45.04" S and 139<sup>0</sup> 55' 35.71" E</li> <li>- Rajawali Estate, coordinate 02<sup>0</sup> 59' 38.91" S and 140<sup>0</sup> 05' 29.33" E.</li> </ul> </li> </ul> <p>Status: waiting for Technical Recommendation approval from Dinas Lingkungan Hidup Kabupaten Jayapura</p>	
7.3.2	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>PT Sinar Kencana Inti Perkasa has shown documents in collaboration with licensed third parties in the management of hazardous waste, namely:</p> <ul style="list-style-type: none"> <li>• Agreement contract with PT Primanru Jaya as hazardous waste transporter according to Work Agreement (SPK) No. 016/EPMD/SPK-Pengelolaan LB3/SKIP-PJ/III/2023 dated 27 March 2023 valid until 27 March 2025</li> </ul> <p>Licensing documents owned by PT. Primanru Jaya, among others:</p>	Complied

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		<ul style="list-style-type: none"> <li>• Recommendation permit for the transport of hazardous waste by PT. Primanru Jaya from the Indonesian Ministry of Environment and Forestry No. S.1254/VPLB3/PPLB3/PLB.3/12/2018 dated 27 December 2018 which is valid for 5 (five) years.</li> <li>• Hazardous waste collection permit PT. Primanru Jaya based on Decree of the Minister of Environment and Forestry of the Republic of Indonesia No. SK.1/Menlhk/Setjen/PLB.3/1/2017 dated 4 January 2017 which is valid until 8 November 2021. Has been extended based on Operational Feasibility Letter Number: S.767/PSLB3/VPLB3/PLB.3/12/2021 dated December 29, 2021. If there are changes related to changes in facilities, this Operational Eligibility Letter can be reviewed.</li> <li>• Recommendation for hazardous waste transporter based on Decree of the Minister of Environment and Forestry of the Republic of Indonesia No. S.328/PSLB3-PLB3/PK/PLB.3/6/2023 dated 7 June 2023 which is valid until 19 November 2024.</li> <li>• Permit for the operation of special goods transportation for transporting dangerous goods (hazardous waste) from the Director General of Land Transportation Number: SK.00005/AJ.309/1/DJPD/2018 dated 13 February 2018 and valid until 13 February 2023. Has been extended based on Decree Letter No: 81200019402150002 dated 15 February 2023 and valid until 15 February 2028.</li> </ul> <p>For processing/utilizing hazardous waste, PT. Primanru Jaya has collaborated with several hazardous waste processors/destroyers/utilizers with evidence of cooperation agreements (SPK) as follow:</p>	
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		<ul style="list-style-type: none"> <li>• PT. Pengolahan Limbah Industri Bekasi with SPK No. 104/SPMKS-LB3/PMJ-PLIB/VII/2022 dated 25 July 2022 and valid until 26 July 2023. Hazardous waste Management Permit for hazardous waste Processing Service Businesses using Incinerator and Electrocoagulation from the Indonesian Ministry of Environment and Forestry No. S.108/Menlhk/Setjen/PLB.3/2/2019 dated 27 February 2019 and is valid for 5 years.</li> <li>• PT Salam Pacific Indonesia Lines with SPK No. 0480/SFIL.PJ/PJ/VI/2023 about Hazardous Waste Transport by Sea dated 29 December 2022 and valid until 30 June 2023 Decree Letter No. S.905/VPLB3/PPLB3/PLB.3/8/2019 dated 22 August 2019 for Recommendation of Hazardous Waste Transporting by Sea valid for 5 years.</li> <li>• PT. Trigunapratama Abadi with SPK No. 121/IIILGL/MOUPMJ-TPA/185-09/2023 dated 1 March 203 and valid until 1 March 2024. SPK No. 411/PGA/NFU/IX/2022 dated 23 September 2022 valid until 23 September 2023. Waste utilization permits are available from the Ministry of Environment and Forestry based on SK No. S.1097/Menlhk/Setjen/PLB.3/10/2019 dated 23 December 2019 is valid for 5 years covering waste management for sludge, medical waste, used chemical container and etc.</li> <li>• PT. Cing Khai Lie with SPK No. 189/LGL/MOU/PMJ-CKL/VI/2021 dated 11 June 2022 and is valid until 10 June 2024. Permits for utilizing hazardous waste are available from KLH No. S.6/Menlhk/Setjen/PLB.3/1/2019 dated 7 January 2019 and is valid for 5 years covering waste management for used oil.</li> </ul>	
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		<ul style="list-style-type: none"> <li>• PT Solusi Bangun Indonesia with SPK No. 318/LCCS.DIR/SBI/VI/2022 AND No. 221/LGL/MOU/PMJ-SBIPTK/VII/2022 dated 27 June 2022 and valid until 1 June 2024 Waste utilization permits are available from the Ministry of Environment and Forestry based on SK No. S.630/Menlhk/Setjen/PLB.3/9/2020 dated 15 September 2020 is valid for 5 years covering waste management for sludge, used filter, used oil and etc.</li> <li>• PT Hidup Makmur Jaya Abadi with SPK No. 153/LGL/MOU/PMJ-HMJA/III/2021 dated 1 March 2021 and valid until 1 March 2024. Waste utilization permits are available from the Ministry of Environment and Forestry based on SK No. S.547/Menlhk/Setjen/PLB.3/8/2019 dated 9 August 2019 is valid for 5 years covering waste management for used cloth rags, used chemical container, used filter and etc.</li> </ul> <p>In 2023, hazardous wastes were transported 1 times, on 4 May 2023. Records of transportation are as follows:</p> <p>a. Minutes of handing over of hazardous waste dated 4 May 2023 using truck No. B 9148 JXR which already has KLHK Recommendation Permit No. S.1254/VPLB3/PPLB3/PLB.3/12/2018 valid until December 27, 2023 with details on the hazardous waste manifest number, namely:</p> <ul style="list-style-type: none"> <li>• Festronic Manifest No. KLHK-16787848059 used rags, waste code: B110d.</li> <li>• Festronic Manifest No. KLHK-1688627911 for used oil, waste code: B105d.</li> <li>• Festronic Manifest No. KLHK-1689903342 for used filters, waste code: B324-2.</li> </ul>	
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		<ul style="list-style-type: none"> <li>• Festronic Manifest No. KLHK-1689903744 for TL lamps, waste code: B107d.</li> <li>• Festronic Manifest No. KLHK-1689903819 for used oil, waste code: B105d.</li> <li>• Festronic Manifest No. KLHK-1689903840 for used hazardous container, waste code: B104d.</li> </ul> <p>Quarterly reports of hazardous materials containing data on the amount of waste produced and managed are reported to Dinas Lingkungan Hidup Provinsi Papua and the Indonesian Ministry of Environment and Forestry. Observations were made on reporting for quarters I – II in 2023 and quarters III – IV in 2022.</p>	
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	<p>Identification of waste from Kasuari Mill and Estates activities was available and recorded at SOP/SMART/LEMS-EHSD/SADV/I/002 – waste management procedure. The organic and anorganic waste was segregated at point of source meanwhile for hazardous waste will be kept in the hazardous waste temporary storage.</p> <p>Organic and inorganic wastes from Mill and Estates including housing were disposed to landfill in the Estate area. Areas of organic and inorganic wastes disposal was far from housing, in the flood-free area and not in swamp area and completed with warning sign not burning wastes. Based on observation there was open and close date at landfill. Landfill was available and observed during audit at Block E17 Division 3 Cendrawasih Estate, Block J49 Division 3 Nuri Estate and Block Q75 Division 2 Rajawali Estate.</p>	Complied
<b>Criteria 7.4:</b> 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. - Minor compliance -	The unit of certification has procedure for good agriculture practices to maintain soil fertility and minimize environmental impact, as available under SOP/SMART/MCAR/IX/TA-PPK (Fertilizing). The unit of certification has procedure for good agriculture practices to maintain soil	Complied

		<p>fertility and minimize environmental impact, as available under SOP/SMART/MCAR/IX/TA-PPK (Fertilizing). Fertilizer is applied to maintain and increase soil fertility, fertilizer applied following the fertilizer recommendation which established based on soil and leaf analysis.</p> <p>During onsite audit to Block G42 Division 3 Nuri Estate obtained information that there was a fertilizing activity using Muriate of Phosphat with dosage 1 kg/palm. The dosage was referred to Fertilizer Dosage by SMARTRI.</p>	
7.4.2	<p>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> <p>- Minor compliance -</p>	<p>During this assessment, the auditor confirmed that most of planted area under replanting process even though some area has categorized as new mature areas. Rajawali Estate not conducted SSU (Soil Sampling Unit) and LSU (Leaf Sampling Unit) area due to this replanting process. The auditor team has verified the report of SSU and LSU in Cendrawasih and Nuri Estate as follows:</p> <ul style="list-style-type: none"> <li>• Cendrawasih Estate             <ol style="list-style-type: none"> <li>1. LSU Report based on Memorandum Analytical Laboratory of SMART Research Institute, reference No. 507/DAUN/LAB-SMARTRI/VII/2022 dated 7 July 2022. Parameter analyzed N, P, K, Mg, Ca and B.</li> <li>2. SSU Report based on Memorandum Analytical Laboratory of SMART Research Institute, reference No. 167/TANAH/AL/ANLZ/08/2023 dated 4 August 2023. Parameter analyzed hydrometry, pH, C. Org, N. Tot, P, K, Mg Cad, ICP-OES, P. Bray.</li> </ol> </li> <li>• Nuri Estate:             <ol style="list-style-type: none"> <li>1. LSU Report based on Memorandum Analytical Laboratory of SMART Research Institute, reference No. 0848/DAUN/LAB-</li> </ol> </li> </ul>	Complied

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		<p>SMARTRI/VII/2023 dated 31 July 2023. Parameter analyzed N, P, K, Mg, Ca and B.</p> <p>2. SSU Report based on Memorandum Analytical Laboratory of SMART Research Institute, reference No. 168/TANAH/AL/ANLZ/08/2023 dated 8 August 2023. Parameter analyzed hydrometry, pH, C. Org, N. Tot, P, K, Mg Cad, ICP-OES, P. Bray.</p>																												
7.4.3	<p>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> <p>- Minor compliance -</p>	<p>A nutrient recycling strategy at mineral area is implemented by the unit of certification, which include the recycling of Empty Fruit Bunches (EFB) and Palm Oil Mill Effluent (POME). But at this time, due to the replanting plan, all EFB product applied in Mambruk Estate (outside of certification scope). Meanwhile, the POME applied in permitted area in Division I Cendrawasih Estate. Record of application this year as follows:</p> <table border="1"> <thead> <tr> <th>Blok</th> <th>Area (Ha)</th> <th colspan="2">January - July 2023</th> </tr> </thead> <tbody> <tr> <td>B08</td> <td>23.5</td> <td>Plan (Ha)</td> <td>94.91</td> </tr> <tr> <td>B09</td> <td>21.93</td> <td>Realization (Ha)</td> <td>90.51</td> </tr> <tr> <td><b>Total</b></td> <td><b>45.43</b></td> <td>Actual (m3)</td> <td>33,939</td> </tr> </tbody> </table>	Blok	Area (Ha)	January - July 2023		B08	23.5	Plan (Ha)	94.91	B09	21.93	Realization (Ha)	90.51	<b>Total</b>	<b>45.43</b>	Actual (m3)	33,939	Complied											
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7.4.4	<p>Records of fertilizer inputs are maintained.</p> <p>- Minor compliance -</p>	<p>Based on leaf sampling and soil sampling result, SMARTRI has released the fertilizer recommendation for period January – December 2023. Below is the summary record of fertilizer recommendation vs actual in each estate.</p> <table border="1"> <thead> <tr> <th></th> <th colspan="2">NURE</th> <th colspan="2">CNDE</th> <th colspan="2">RJWE</th> <th colspan="2">TOTAL</th> </tr> <tr> <th>Fertilizer</th> <th>Rec</th> <th>Applied until July</th> <th>Rec</th> <th>Applied until July</th> <th>Rec</th> <th>Applied until July</th> <th>Rec</th> <th>Applied until July</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		NURE		CNDE		RJWE		TOTAL		Fertilizer	Rec	Applied until July	Rec	Applied until July	Rec	Applied until July	Rec	Applied until July										Complied
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		<table border="1"> <tr> <td>Urea Granular</td> <td>489,350</td> <td>274,700</td> <td>194,950</td> <td>108,600</td> <td>81,491</td> <td>72,666</td> <td>765,791</td> <td>455,966</td> </tr> <tr> <td>DAP</td> <td>11,750</td> <td>4,400</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>11,750</td> <td>4,400</td> </tr> <tr> <td>RP</td> <td>287,000</td> <td>99,050</td> <td>-</td> <td>-</td> <td>158,376</td> <td>158,376</td> <td>445,376</td> <td>257,426</td> </tr> <tr> <td>TSP</td> <td>91,250</td> <td>91,250</td> <td>94,200</td> <td>75,400</td> <td>18,664</td> <td>18,664</td> <td>204,114</td> <td>185,314</td> </tr> <tr> <td>MOP</td> <td>641,750</td> <td>346,400</td> <td>244,700</td> <td>127,100</td> <td>53,283</td> <td>53,283</td> <td>939,733</td> <td>526,783</td> </tr> <tr> <td>HGFB</td> <td>12,100</td> <td>5,600</td> <td>5,345.45</td> <td>5,345</td> <td>1,810</td> <td>1,810</td> <td>19,257</td> <td>12,756</td> </tr> <tr> <td>SP-36</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>102,660</td> <td>32,888</td> <td>102,660</td> <td>32,888</td> </tr> <tr> <td>Kieserite</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>35,952</td> <td>35,952</td> <td>35,952</td> <td>35,952</td> </tr> <tr> <td>NPK</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>57,549</td> <td>57,549</td> <td>57,549</td> <td>57,549</td> </tr> <tr> <td><b>Total</b></td> <td><b>1,533,200</b></td> <td><b>821,400</b></td> <td><b>539,195</b></td> <td><b>316,445</b></td> <td><b>509,786</b></td> <td><b>431,190</b></td> <td><b>2,582,182</b></td> <td><b>1,569,035</b></td> </tr> </table> <p>Through the interview with management representatives, fertilization probably will be completed 100% according to the recommendation until December 2023.</p>	Urea Granular	489,350	274,700	194,950	108,600	81,491	72,666	765,791	455,966	DAP	11,750	4,400	-	-	-	-	11,750	4,400	RP	287,000	99,050	-	-	158,376	158,376	445,376	257,426	TSP	91,250	91,250	94,200	75,400	18,664	18,664	204,114	185,314	MOP	641,750	346,400	244,700	127,100	53,283	53,283	939,733	526,783	HGFB	12,100	5,600	5,345.45	5,345	1,810	1,810	19,257	12,756	SP-36	-	-	-	-	102,660	32,888	102,660	32,888	Kieserite	-	-	-	-	35,952	35,952	35,952	35,952	NPK	-	-	-	-	57,549	57,549	57,549	57,549	<b>Total</b>	<b>1,533,200</b>	<b>821,400</b>	<b>539,195</b>	<b>316,445</b>	<b>509,786</b>	<b>431,190</b>	<b>2,582,182</b>	<b>1,569,035</b>	
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7.5.1	<p><b>(C)</b> Maps that identify marginal and fragile soils, including steep sloped land are available.</p> <p>- Critical (Major) compliance -</p>	<p>Based on Semi-detail soil map of PT. Sinar Kencana Inti Perkasa, scale 1: 50,000, no peat area and/or fragile soil within the certified area. Soil type and topography of PT. PT. Sinar Kencana Inti Perkasa based on semi detail.</p> <p>Soil Map were as follows:</p> <p><b>Cendrawasih Estate</b></p> <table border="1"> <thead> <tr> <th>Soil Type</th> <th>Topography (%)</th> <th>Area (Ha)</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Aquic hapludults</td> <td>0-3</td> <td>1,667.56</td> <td>39.30</td> </tr> </tbody> </table>	Soil Type	Topography (%)	Area (Ha)	%	Aquic hapludults	0-3	1,667.56	39.30	Complied																																																																																		
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		Typic hapludults	3-9	830.04	19.56
		Typic hapludults	9-16	39.96	0.94
		Typic endoaquepts	0-3	517.54	12.20
		Typic hapludults	21-40	1,123.31	26.47
		Typic hapludults	> 58	64.53	1.52
		TOTAL		4,242.94	100
		<b>Nuri Estate</b>			
		<b>Soil Type</b>	<b>Topography (%)</b>	<b>Area (Ha)</b>	<b>%</b>
		Aquic hapludults	0-3	297.19	7.43
		Typic hapludults	3-9	727.98	18.20
		Typic hapludults	9-16	349.79	8.75
		Typic hapludults	21-40	2,224.58	55.63
		Typic hapludults	40-58	285.19	7.13
		Typic hapludults	>58	105.56	2.64
		Water reservoir		8.67	0.22
		TOTAL		3,999.06	100
		<b>Rajawali Estate</b>			
		<b>Soil Type</b>	<b>Topography (%)</b>	<b>Area (Ha)</b>	<b>%</b>

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		<table border="1"> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Aquic hapludults</td> <td>0-3</td> <td>121.07</td> <td>1.64</td> </tr> <tr> <td>Typic hapludults</td> <td>3-9</td> <td>425.95</td> <td>5.75</td> </tr> <tr> <td>Typic hapludults</td> <td>9-16</td> <td>357.88</td> <td>4.83</td> </tr> <tr> <td>Typic hapludults</td> <td>16-21</td> <td>120.59</td> <td>1.63</td> </tr> <tr> <td>Typic endoaquults</td> <td>0-3</td> <td>69.70</td> <td>0.94</td> </tr> <tr> <td>Typic hapludults</td> <td>21-40</td> <td>5,211.71</td> <td>70.41</td> </tr> <tr> <td>Typic hapludults</td> <td>&gt; 58</td> <td>1,047.78</td> <td>14.16</td> </tr> <tr> <td colspan="2">Water reservoir</td> <td>47.32</td> <td>0.64</td> </tr> <tr> <td colspan="2">TOTAL</td> <td>7,402.00</td> <td>100</td> </tr> </tbody> </table> <p>Total area 15,644.00            Overlay with PIPPIB map period Semester 1/2023 map scale 1:125.000 issued on June 2023 (Map Code RPMNP/23/07/210/121) shown areal in PT Sinar Kencana Inti Perkasa no peatland.</p>					Aquic hapludults	0-3	121.07	1.64	Typic hapludults	3-9	425.95	5.75	Typic hapludults	9-16	357.88	4.83	Typic hapludults	16-21	120.59	1.63	Typic endoaquults	0-3	69.70	0.94	Typic hapludults	21-40	5,211.71	70.41	Typic hapludults	> 58	1,047.78	14.16	Water reservoir		47.32	0.64	TOTAL		7,402.00	100	
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7.5.2	The replanting of palm oil is not conducted extensively on steep terrain in accordance with applicable regulations. - Minor compliance -	There is no new planting after November 2005. Replanting has been performed since 2018 and planned until 2024. Based on field observation and interview with PNMP team (mapping division), there are no replanting on steep terrain. Areal with topography > 40% (21.8 <sup>o</sup> ) are categorized as HCV area.	Complied																																								
7.5.3	New palm oil planting is not conducted on steep terrain in accordance with applicable regulations. - Minor compliance -	There is no new planting after November 2005. Replanting has been performed since 2018 and planned until 2024.	Complied																																								

		Based on field observation and interview with PNMP team (mapping division), there are no replanting on steep terrain. Areal with topography > 40% (21.8°) are categorized as HCV area.																																									
<b>Criteria 7.6:</b> 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	<p><b>(C)</b> 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.</p> <p>- Critical (Major) compliance -</p>	<p>Soil suitability map are presented in “PETA TANAH SEMIDETIL” in scale 1:50,000 covering Cendrawasih, Rajawali and Nuri Estate. Projection UTM, Datum WGS '84. Sourced from areal statement estate 2023 and result of semi detail soil survey 2014.</p> <p>Based on Semi-detail Soil Map scale 1:50,000, soil characteristic in unit of certification are as follows:</p> <p>Cendrawasih Estate:</p> <table border="1" data-bbox="1133 815 1966 1219"> <thead> <tr> <th>Soil Type</th> <th>Slope (°)</th> <th>Area (Ha)</th> <th>Suitability</th> </tr> </thead> <tbody> <tr> <td><i>Aquic Hapludults</i></td> <td>0 – 2</td> <td>1,667.56</td> <td>Quite suitable</td> </tr> <tr> <td><i>Typic Hapludults</i></td> <td>2-5</td> <td>830.04</td> <td>Quite suitable</td> </tr> <tr> <td><i>Typic Hapludults</i></td> <td>5-9</td> <td>39.96</td> <td>Quite suitable</td> </tr> <tr> <td><i>Typic Endoaquepts</i></td> <td>0 – 2</td> <td>517.54</td> <td>Quite suitable</td> </tr> <tr> <td><i>Typic Hapludults</i></td> <td>12 – 22</td> <td>1,123.31</td> <td>Suitable - Marginal</td> </tr> <tr> <td><i>Typic Hapludults</i></td> <td>&gt;30</td> <td>64.53</td> <td>Permanent Not Suitable</td> </tr> <tr> <td><b>Total</b></td> <td></td> <td><b>4,242.94</b></td> <td></td> </tr> </tbody> </table> <p>Rajawali Estate:</p> <table border="1" data-bbox="1133 1315 1966 1359"> <thead> <tr> <th>Soil Type</th> <th>Slope (°)</th> <th>Area (Ha)</th> <th>Suitability</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Soil Type	Slope (°)	Area (Ha)	Suitability	<i>Aquic Hapludults</i>	0 – 2	1,667.56	Quite suitable	<i>Typic Hapludults</i>	2-5	830.04	Quite suitable	<i>Typic Hapludults</i>	5-9	39.96	Quite suitable	<i>Typic Endoaquepts</i>	0 – 2	517.54	Quite suitable	<i>Typic Hapludults</i>	12 – 22	1,123.31	Suitable - Marginal	<i>Typic Hapludults</i>	>30	64.53	Permanent Not Suitable	<b>Total</b>		<b>4,242.94</b>		Soil Type	Slope (°)	Area (Ha)	Suitability					Complied
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		<i>Aquic Hapludults</i>	0 – 2	121.07	Quite suitable
		<i>Typic Hapludults</i>	2 - 5	325.95	Quite suitable
		<i>Typic Hapludults</i>	5 - 9	357.88	Quite suitable
		<i>Typic Hapludults</i>	9 - 12	120.59	Quite suitable
		<i>Typic Endoaquults</i>	0 – 2	69.70	Suitable - Marginal
		<i>Typic Hapludults</i>	12 – 22	5,211.71	Suitable - Marginal
		<i>Typic Hapludults</i>	>30	1,047.78	Permanent Not Suitable
		<i>Water body</i>		47.32	
		<b>Total</b>		<b>7,402.00</b>	
		Nuri Estate:			
		<b>Soil Type</b>	<b>Slope (°)</b>	<b>Area (Ha)</b>	<b>Suitability</b>
		<i>Aquic Hapludults</i>	0 – 2	297.19	Quite suitable
		<i>Typic Hapludults</i>	2 - 5	727.98	Quite suitable
		<i>Typic Hapludults</i>	5 - 9	349.79	Quite suitable
		<i>Typic Hapludults</i>	12 – 22	2,224.58	Suitable - Marginal
		<i>Typic Hapludults</i>	22 – 30	285.19	Not Suitable Today
		<i>Typic Hapludults</i>	>30	105.66	Permanent Not Suitable
		<i>Water body</i>		8.67	
		<b>Total</b>		<b>3,999.06</b>	

		<p>Based on the suitability characteristic above, some type categorized as:</p> <ul style="list-style-type: none"> <li>• Suitable marginal with limitation factor drainage, topography and hard pan in root system.</li> <li>• Not suitable today with limitation factor hard pan in root system.</li> <li>• Permanent not suitable with limitation factor topography (&gt;30°). Most of area with this category establish as high conservation value area.</li> </ul> <p>Other than that, from the Semi Detail Soil Survey above can be concluding that there is no peat area in whole estate whilst area with steep topography installed erosion pole which installed research staff. Until this audit obtained information that the research staff has been installed 1 erosion pole in Cendrawasih Estate, 1 pole in Rajawali Estate and 1 pole in Nuri Estate.</p> <p>Monitoring of erosion pole conducted by each division where the result of monitoring submitted to research staff. Until this audit, all areas still categorized as profitable in long-term.</p>	
7.6.2	<p>Extensive planting on marginal and fragile soils is avoided or, if necessary, carried out according to the best-practice soil management plan.</p> <p>- Minor compliance -</p>	<p>Based on the Semi Detail Soil Survey on 2014 above can be concluding that extensive area (&gt;25°) categorized as not suitable today and permanent not suitable are not planted. Most of them establish as high conservation value area.</p>	Complied
7.6.3	<p>Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.</p> <p>- Minor compliance -</p>	<p>Soil suitability map are presented in "PETA TANAH SEMIDETIL" in scale 1:50,000 covering Cendrawasih, Rajawali and Nuri Estate. Projection UTM, Datum WGS '84. Sourced from areal statement estate 2023 and result of semi detail soil survey 2014.</p> <p>This soil suitability map has been consideration for the management unit to guide the planning of drainage and irrigation systems, road and other infrastructure. All activities carried out according to the best-practice soil management plan. Road maintenances are consistently implemented.</p>	Complied

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		Based on field visit during this recertification audit, all roads are accessible.	
<b>Criteria 7.7:</b> No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	<b>(C)</b> No new planting on peatlands, regardless of depth, after 15 November 2018, in existing plantation areas, as well as in new development areas. - Critical (Major) compliance -	Overlay with PIPPIB map period Semester 1/2023 map scale 1:125.000 issued on June 2023 (Map Code RPMNP/23/07/210/121) shown areal in PT Sinar Kencana Inti Perkasa no peatlands. Based on field observation in Estates (Cendrawasih, Rajawali and Nuri Estate) observed there are no peatlands in estate area.	Complied
7.7.2	Peat areas within the managed area are inventoried, documented and reported to the RSPO Secretariat (effective from November 15, 2018). - Minor compliance -	Overlay with PIPPIB map period Semester 1/2023 map scale 1:125.000 issued on June 2023 (Map Code RPMNP/23/07/210/121) shown areal in PT Sinar Kencana Inti Perkasa no peatlands. Based on field observation in Estates (Cendrawasih, Rajawali and Nuri Estate) observed there are no peatlands in estate area.	Complied
<b>PROCEDURAL NOTE:</b> 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	<b>(C)</b> Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	Overlay with PIPPIB map period Semester 1/2023 map scale 1:125.000 issued on June 2023 (Map Code RPMNP/23/07/210/121) shown areal in PT Sinar Kencana Inti Perkasa no peatlands. Based on field observation in Estates (Cendrawasih, Rajawali and Nuri Estate) observed there are no peatlands in estate area.	Complied
7.7.4	<b>(C)</b> Availability of implementation evidence of the water and land cover management program. - Critical (Major) compliance -	Overlay with PIPPIB map period Semester 1/2023 map scale 1:125.000 issued on June 2023 (Map Code RPMNP/23/07/210/121) shown areal in PT Sinar Kencana Inti Perkasa no peatlands. Based on field observation in Estates (Cendrawasih, Rajawali and Nuri Estate) observed there are no peatlands in estate area.	Complied

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7.7.5	<p><b>(C)</b> 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.</p> <p>- Critical (Major) compliance -</p>	<p>Based on the Semi Detail Soil Survey on 2014 above (see indicator 7.6.1) can be concluding that there is no area categorized as peat. It means that no need to conduct drainability assessment.</p> <p>Not applicable.</p>	Not Applicable
<p><b>PROCEDURAL NOTE:</b> 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.</p>			
7.7.6	<p><b>(C)</b> 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).</p> <p>- Critical (Major) compliance -</p>	<p>Overlay with PIPPIB map period Semester 1/2023 map scale 1:125.000 issued on June 2023 (Map Code RPMNP/23/07/210/121) shown areal in PT Sinar Kencana Inti Perkasa no peatlands.</p> <p>Based on field observation in Estates (Cendrawasih, Rajawali and Nuri Estate) observed there are no peatlands in estate area.</p>	Complied
7.7.7	<p><b>(C)</b> 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</p>	<p>Overlay with PIPPIB map period Semester 1/2023 map scale 1:125.000 issued on June 2023 (Map Code RPMNP/23/07/210/121) shown areal in PT Sinar Kencana Inti Perkasa no peatlands.</p> <p>Based on field observation in Estates (Cendrawasih, Rajawali and Nuri Estate) observed there are no peatlands in estate area.</p>	Complied

	<p>'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.</p> <p>- Critical (Major) compliance -</p>		
<b>Criteria 7.8:</b> Practices maintain the quality and availability of surface and groundwater.			
7.8.1	<p>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:</p> <p>- Minor compliance -</p> <p>7.8.1a The unit of certification does not limit access to clean water or does not pollute the water used by the community.</p>	<p>Water management programme defined the method of water management plan include water source and distribution identification, volume of water utilization, parameter/standards of water utilization, identify the impacts include water effluents/wastes and the method to reduce and control. Water management program create based on environment monitoring procedure No. SOP/SMART/LEMS-EHSD/SADV/I/003 and management and monitoring water resources procedure No. SOP/SMART/BCOS-EHSD/SADV/I/004.</p> <p>The water sources at Kasuari mill were from Sungai Nawa while estate housing was using rainwater reservoir. Sungai Nawa is utilized for mill operations (include boilers, processes and domestics usage) that through the water treatment plant (using physicals and chemicals method).</p> <p>Thus, the program and realization of the management of these water sources can be seen in the RKL/RPL report and the HCV Implementation and Management Report, which include, among others, the form of an official report and documentation of installing warning boards and planting of woody plants to prevent erosion on river banks, marking of boundaries, and analysis of river water quality in the upstream and downstream parts in Sungai Juk (Cendarawasih Estate), Sungai Nawa (Rajawali Estate) and Sungai Wamho (Nuri Estate) every 6 month. Analysis was conducted by PT. Unilab Perdana, latest was on 16 March 2023.</p>	Complied

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	<p>7.8.1b Workers have adequate access to clean water.</p>	<p>Estate housings uses rainwater reservoir for water source. Clean water is supplied to each employee house every day. Based on field observation in Estate and Mill, the company has provided clean water in housing complex from Mill's water treatment or rainwater reservoir located in Estate's housing complex. Based on interview with Labor Union and housing resident, it is said that there is no issue related clean water facility.</p> <p>The company has conducted clean water analysis annually and the last result on 14 March 2023 shown comply with the regulation Permenkes RI No 32/2017.</p>	
<p>7.8.2</p>	<p><b>(C)</b> 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).          - Critical (Major) compliance -</p>	<p>The organization has established management plan to protect water courses and wetlands, including securing and maintaining appropriate riparian.</p> <ul style="list-style-type: none"> <li>• Riparian restoration with forest vegetation plant/tree.</li> <li>• Establish zone for zero chemical. No spraying and fertilizing along riparian zone.</li> <li>• Conserve natural vegetation in riparian zone</li> <li>• Monitoring and maintenance of riparian areas regularly</li> <li>• Surface water analysis</li> </ul> <p>The surface water quality monitoring program refers to the RKL RPL matrix owned by the company, which is carried out every 6 months for the upstream and downstream of Sungai Juk (Cendarawasih Estate), Sungai Nawa (Rajawali Estate) and Sungai Wamho (Nuri Estate) every 6 month. Analysis was conducted by PT. Unilab Perdana, latest was on 16 March 2023.</p> <p>Based on field observation in riparian area in CNDE Block C16 Division 2 (Sempadan Sungai Juk) and in NURE Block F15 Division 3 (Sempadan Sungai Seke) observed the company has maintained <b>Riparian zone following to the national regulation and procedure.</b></p>	<p>Complied</p>

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		<p>Although there are replanting, the HCV area still maintained and not cutting the palm oil trees inside riparian buffer zone</p>																																											
<p>7.8.3</p>	<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>- Minor compliance -</p>	<p>The Company has permit for land application according to "Keputusan Bupati Jayapura Nomor 188.4/65 tahun 2021" dated 26 January 2021 valid for 2 years until 26 January 2023. The company has proposed for license extension based on Letter No. 03/RC – Papua/Umum/I/23 dated 16 February 2023 and already have a meeting with Dinas Lingkungan Hidup Kabupaten Jayapura dated 13 July 2023 where the company instructed by the institution to complete all necessary document before approval of Technical Recommendation Letter from Dinas Lingkungan Hidup Kabupaten Jayapura.</p> <p>The required documents have been send based on Receipt Letter from Dinas Lingkungan Hidup Kabupaten Jayapura dated 27 July 2023.</p> <p>The Environment Ministry Decree No. 28/2003 requires that BOD of POME is less than 5,000 mg/litre, pH 6 – 9. The result of POME quality during this period was under 5,000 mg/litre for BOD and pH average 7.3. Quality of wastewater effluent is monitored monthly by third party, namely <i>Laboratorium Kesehatan Daerah Provinsi Papua</i>.</p> <p>Record of POME analysis in January – July 2023</p> <table border="1" data-bbox="1133 1026 1977 1361"> <thead> <tr> <th>Parameter</th> <th>Unit</th> <th>Quality standard</th> <th>Jan</th> <th>Feb</th> <th>Mar</th> <th>Apr</th> </tr> </thead> <tbody> <tr> <td>pH</td> <td>-</td> <td>6--9</td> <td>8.15</td> <td>8.10</td> <td>8.19</td> <td>8.20</td> </tr> <tr> <td>BOD (KOB)</td> <td>mg/l</td> <td>&lt;5000</td> <td>84.20</td> <td>94.10</td> <td>101.0</td> <td>94.0</td> </tr> <tr> <td>COD (KOK)</td> <td>mg/l</td> <td>-</td> <td>425.0</td> <td>475.0</td> <td>250.0</td> <td>272.0</td> </tr> <tr> <td>Minyak dan Lemak</td> <td>mg/l</td> <td>-</td> <td>1.98</td> <td>1.770</td> <td>2.420</td> <td>3.120</td> </tr> <tr> <td>Cd</td> <td>mg/l</td> <td>-</td> <td>0.022</td> <td>0.038</td> <td>0.072</td> <td>0.158</td> </tr> </tbody> </table>	Parameter	Unit	Quality standard	Jan	Feb	Mar	Apr	pH	-	6--9	8.15	8.10	8.19	8.20	BOD (KOB)	mg/l	<5000	84.20	94.10	101.0	94.0	COD (KOK)	mg/l	-	425.0	475.0	250.0	272.0	Minyak dan Lemak	mg/l	-	1.98	1.770	2.420	3.120	Cd	mg/l	-	0.022	0.038	0.072	0.158	<p>Complied</p>
Parameter	Unit	Quality standard	Jan	Feb	Mar	Apr																																							
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7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>The company monitors the use of water for processing palm oil based on permits to use surface water and based on the ratio of water use per tonne of FFB (daily, monthly and yearly data).</p> <p>PT. Sinar Kencana Inti Perkasa has proposed a water use permit based on letter date 13 June 2023 and has received Technical Recommendation Letter Approval from Balai Wilayah Sungai Papua dated 18 August 2023 and the next step the company input all the document into Direktorat Jenderal Sumber Daya Air Kementerian Pekerjaan Umum Perumahan Rakyat RI website for further verification.</p>	Complied																																																																											

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		<p>Based on monthly records of water use for processing for the period January - July 2023, it is known that the average water use is 800 - 900 m<sup>3</sup>/day. Record of use of water in January – July 2023.</p> <table border="1" data-bbox="1137 467 1966 868"> <thead> <tr> <th>Month</th> <th>FFB (ton)</th> <th>Hours of process</th> <th>Process (m<sup>3</sup>)</th> <th>Ratio (m<sup>3</sup>/ton)</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>7,211.52</td> <td>119.69</td> <td>6,390.02</td> <td>0.89</td> </tr> <tr> <td>Feb</td> <td>6,206.49</td> <td>97.59</td> <td>5,643.00</td> <td>0.92</td> </tr> <tr> <td>Mar</td> <td>6,219.93</td> <td>98.86</td> <td>5,595.00</td> <td>0.90</td> </tr> <tr> <td>Apr</td> <td>6,033.16</td> <td>93.91</td> <td>5,316.00</td> <td>0.88</td> </tr> <tr> <td>May</td> <td>5,843.04</td> <td>90.56</td> <td>5,152.00</td> <td>0.88</td> </tr> <tr> <td>Jun</td> <td>6,049.22</td> <td>98.46</td> <td>5,095.00</td> <td>0.84</td> </tr> <tr> <td>July</td> <td>6,216.46</td> <td>96.2</td> <td>5,473.00</td> <td>0.88</td> </tr> </tbody> </table> <p>Average processing hour is 5 hours per day.                      The company routinely makes payments for water usage fees to the local government, namely to the UPPD Samsat Sentani. Verified payment records are for the period June - July 2023.</p>	Month	FFB (ton)	Hours of process	Process (m <sup>3</sup> )	Ratio (m <sup>3</sup> /ton)	Jan	7,211.52	119.69	6,390.02	0.89	Feb	6,206.49	97.59	5,643.00	0.92	Mar	6,219.93	98.86	5,595.00	0.90	Apr	6,033.16	93.91	5,316.00	0.88	May	5,843.04	90.56	5,152.00	0.88	Jun	6,049.22	98.46	5,095.00	0.84	July	6,216.46	96.2	5,473.00	0.88	
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<p><b>Criteria 7.9:</b> Efficiency of fossil fuel use and the use of renewable energy is optimised</p>																																											
<p>7.9.1</p>	<p>Plans to increase the efficiency of fossil fuel use and to optimize renewable energy are available, monitored and documented.                      - Minor compliance -</p>	<p>Kasuari Mill and estates has been developing the programme/plan on how to conduct efficiency for utilization of fossil fuel by develop the standard to manage the consumption each of vehicles and electricity generator within litre per hours both for organization owned and contractors; the monitoring conducted by monthly and reported to technical department.                       It was also developed the plan/programme regarding optimization of renewable energy known as fibre and shell as boiler fuels at mills, monitoring also conducted monthly by calculate the fibre and shell and</p>	<p>Complied</p>																																								

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		utilize as boiler fuels whether during the construction or upgrading of all operations. There are monitoring records sighted regarding the utilization of fossils fuels and fibre shell for period January – December 2022 and January – July 2023.	
<b>Criteria 7.10:</b> 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	<p><b>(C)</b> 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> <p>- Critical (Major) compliance -</p>	<p>Identification of greenhouse gas (GHG) emissions sources at Kasuari Mill and estates activities was evident. The information of GHG sources at Mill and Estate was reviewed including:</p> <p>Estate:</p> <ol style="list-style-type: none"> <li>1. Fertilizers</li> <li>2. Fossil fuels</li> <li>3. Electric use</li> <li>4. Pesticides use</li> </ol> <p>Mill:</p> <ol style="list-style-type: none"> <li>1. Methane from POME pounds</li> <li>2. Fossil fuel</li> <li>3. Electric use</li> </ol> <p>Several efforts to reduce GHG emissions is prepared as follows:</p> <ol style="list-style-type: none"> <li>1. Fertilizer management such as:               <ul style="list-style-type: none"> <li>• Proper dosage and application time</li> <li>• Application of composting to reduce chemical fertilizers.</li> <li>• Optimize Land Application (LA)</li> </ul> </li> <li>2. Fibre &amp; shell – Substitute of fossil fuel in CPO processing.</li> <li>3. Liquid waste to land application and monitor the liquid waste quality</li> </ol>	Complied

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		<p>on a monthly basis.</p> <ol style="list-style-type: none"> <li>4. Optimization of pest control by natural enemies to reduce the uses of chemical pesticides as well as Integrated Pest Management (IPM).</li> <li>5. Planting of LCC (legume cover crop) can reduce weeds, thereby reducing the uses of herbicides.</li> <li>6. Optimizing the use of fossil fuels.</li> <li>7. Socialization to FFB transporter regarding use of fuels.</li> <li>8. Saving Energy/Electricity Socialization.</li> </ol> <p>GHG Emission has been calculated using Palm GHG Calculator version 4 and has been reported to <a href="https://ghg.rspo.org/">https://ghg.rspo.org/</a>. Verification to data input for GHG calculation has been done by auditor and found met with the actual data from mill and estate. Please refer to Appendix B for GHG Emission calculation.</p>	
7.10.2	<p><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>There is no new planting after November 2005. Replanting has been performed since 2018 and planned until 2024.</p>	<p>Not Applicable</p>
7.10.3	<p><b>(C)</b> Other significant pollutant identification results are available and plans to reduce or minimize them are implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting after November 2005. Replanting has been performed since 2018 and planned until 2024.</p>	<p>Complied</p>
<p><b>Criteria 7.11:</b> Fire is not used for preparing land and is prevented in the managed area.</p>			
7.11.1	<p><b>(C)</b> Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting within certified area of PT Sinar Kencana Inti Perkasa after November 2005 and /or November 2018. Replanting has been performed since 2018 and planned until 2024, has been done mechanically, consist of: falling tree, chipping by excavator, terracing by</p>	<p>Complied</p>

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		excavator, digging, road construction, ditch/waterways construction, planting LCC and planting oil palm. Based on field observation in Cendrawasih Estate, Rajawali Estate and Nuri Estate it was observed no use of fire or burning for replanting activities.	
7.11.2	The unit of certification establishes fire prevention and control measures for lands that are directly managed by the unit of certification. - Minor compliance -	There is no new planting within certified area of PT Sinar Kencana Inti Perkasa after November 2005 and /or November 2018. Replanting has been performed since 2018 and planned until 2024, 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. Based on field observation in Cendrawasih Estate, Rajawali Estate and Nuri Estate it was observed no use of fire or burning for replanting activities.	Complied
7.11.3	The unit of certification engages stakeholders in adjacent locations for fire prevention and control measures. - Minor compliance -	There is no new planting within certified area of PT Sinar Kencana Inti Perkasa after November 2005 and /or November 2018. Replanting has been performed since 2018 and planned until 2024, 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. Based on field observation in Cendrawasih Estate, Rajawali Estate and Nuri Estate it was observed no use of fire or burning for replanting activities.	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.

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<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>			
7.12.1	<p><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>There is no new planting within certified area of PT Sinar Kencana Inti Perkasa after November 2005 and /or November 2018. Replanting has been performed since 2018 and planned until 2024, 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.</p>	Complied
7.12.2	<p><b>(C)</b> HCV and HCS forests, and other conservation areas are identified as follows:</p> <p>- Critical (Major) compliance -</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>HCV assessment has been conducted and documented in the "Report of the Identification and Analysis of the Existence of High Conservation Value (HCV) area at PT Sinar Kencana Inti Perkasa Unit Nuri Estate, Unit Cendrawasih Estate and Unit Rajawali Estate, Provinsi Papua 2013".</p> <p>The HCV Assessment conducted by Sustainability Division of PT SMART Tbk (parent company) on 19 – 28 November 2012 and using HCV Toolkit Indonesia 2008. The team consist of four members as following:</p> <ol style="list-style-type: none"> <li>Norman F.M, Coordinator, aspect Ecology and Habitat</li> <li>Dede M. Nasir, Member, aspect wildlife ecology and GIS Mapping</li> <li>Ridho Farianto, Member, aspect Flora dan Environment Analysis</li> <li>Resi Nurlinda, Member, aspect social, economic and culture</li> </ol>	Complied

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		<p>Lead assessor (Coordinator) and assistant assessor (member) have been approved by RSPO according to the list of RSPO Approved HCV Assessors date 30 May 2012.</p> <p>Field survey HCV identification conducted on 19 – 28 November 2012 and public consultation was held on 25 June 2013. Assessment covered:</p> <ul style="list-style-type: none"> <li>• Presence of protected areas that could be significantly affected by the grower or miller.</li> <li>• Conservation status (e.g. IUCN status), legal protection, population status and habitat requirements of rare, threatened, or endangered (RTE) species that could be significantly affected by the grower or miller.</li> <li>• Identification of HCV habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower or miller.</li> </ul> <p>This HCV assessment has been reviewed by independent consultant peer review namely Resit Sozer.</p> <p>Based on the assessment report, in PT Sinar Kencana Inti Perkasa there are eight (8) types of HCV been identified such as HCV 1.1, HCV 1.2, HCV 1.3, HCV 1.4, HCV 3, HCV 4.1, HCV, 4.2 and HCV 6 covered area of 4,134.06 Ha.</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>There is no new planting within certified area of PT Sinar Kencana Inti Perkasa after November 2005 and /or November 2018. Replanting has been performed since 2018 and planned until 2024.</p>	
<p>7.12.3</p>	<p><b>(C)</b> 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</p>	<p>HCV assessment has been conducted and documented in the "Report of the Identification and Analysis of the Existence of High Conservation Value (HCV) area at PT Sinar Kencana Inti Perkasa Unit Nuri Estate, Unit</p>	<p>Complied</p>

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	<p>consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.</p> <p>- Critical (Major) compliance -</p>	<p>Cendrawasih Estate and Unit Rajawali Estate, Provinsi Papua 2013". HCV area has been mapped into "Peta Nilai Konservasi Tinggi Areal PT PT Sinar Kencana Inti Perkasa" scale 1:60,000. Reports the identification results have been reviewed by internal management and peer review by Resit Sozer (Independent Consultant) in May 2013. Records of the results of the review and improvement recorded in the report (annex).</p> <p>Based on HCV assessment report and field observation confirmed that there is no High Forest Cover Landscapes (HFCLs) within area of PT Sinar Kencana Inti Perkasa.</p>	
<p><b>PROCEDURAL NOTE for 7.12.3:</b> Indicator 7.12.3. is not relevant to Indonesia, until further decisions by the RSPO.</p>			
<p>7.12.4</p>	<p><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>There is no new planting within certified area of PT Sinar Kencana Inti Perkasa after November 2005 and /or November 2018. Replanting has been performed since 2018 and planned until 2024.</p> <p>HCV assessment has been conducted and documented in the "Report of the Identification and Analysis of the Existence of High Conservation Value (HCV) area at PT Sinar Kencana Inti Perkasa Unit Nuri Estate, Unit Cendrawasih Estate and Unit Rajawali Estate, Provinsi Papua 2013".</p> <p>The organization has conducted HCV monitoring annually and reported to local governance, Balai Konservasi Sumber Daya Alam Provinsi Papua. Records of Receipt Note of HCV Monitoring Report was sighted and reviewed for Y2023 dated 31 July 2023.</p> <p>Flora fauna monitoring performed by wildlife monitoring and monitoring the conservation area, monitoring results in 2021 shown several wildlife such as elang cokelat (<i>Haliastur indus</i>), Elang Papua (<i>Harpyosis novaeguineae</i>), Elang Tikus (<i>Elanus caeruleus</i>), Julang Irian (<i>Rhyticeros plicatus</i>), Kakatua Raja (<i>Probosciger aterrimus</i>), Nuri Raja (<i>Aprosmictus erythropterus</i>), babi hutan (<i>sus scrofa</i>), kanguru tanah (<i>Macropus agilis</i>), ular tanah (<i>Calloselasma rhodostoma</i>) and etc.</p>	<p>Complied</p>

		<p>The organization has established management plan to protect water courses and wetlands, including securing and maintaining appropriate riparian.</p> <ul style="list-style-type: none"> <li>• Riparian restoration with forest vegetation plant/tree.</li> <li>• Establish zone for zero chemical. No spraying and fertilizing along riparian zone.</li> <li>• Conserve natural vegetation in riparian zone</li> <li>• Monitoring and maintenance of riparian areas regularly</li> <li>• Surface water and biota analysis</li> <li>• Monitoring erosion rate</li> <li>• Wildlife monitoring</li> <li>• Installing warning boards and</li> <li>• Planting of woody plants to prevent erosion on river banks,</li> <li>• Marking of boundaries</li> <li>• Dissemination of HCV to employees and contractors</li> <li>• Dissemination of HCV to the public stakeholders</li> </ul> <p>The management plan has consider type of HCV identified which based on the assessment report, in PT Sinar Kencana Inti Perkasa there are eight (8) types of HCV been identified such as HCV 1.1, HCV 1.2, HCV 1.3, HCV 1.4, HCV 3, HCV 4.1, HCV, 4.2 and HCV 6 covered area of 4,134.06 Ha.</p>	
7.12.5	<p>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.</p>	<p>There are HCV 6 identified in area of PT Sinar Kencana Inti Perkasa, which is Public Cemetery/graves.</p>	Complied

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	<p>- Minor compliance -</p>		
<p>7.12.6</p>	<p>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.</p> <p>- Minor compliance -</p>	<p>Based on the assessment report, in PT Sinar Kencana Inti Perkasa there are eight (8) types of HCV been identified such as HCV 1.1, HCV 1.2, HCV 1.3, HCV 1.4, HCV 3, HCV 4.1, HCV, 4.2 and HCV 6 covered area of 4,861.75 Ha.</p> <p>Has been identified 24 protected wildlife species (based on PP No. 7/1999) such as Kangguru pohon (<i>Dendrolagus goodfellowi</i>), Kangguru tanah (<i>Thylogale brunii</i>), Rusa (<i>Cervus timorensis</i>), Cendrawasih (<i>Cnemophilus</i> sp.), Elang ekor-panjang (<i>Henicopernis longicanda</i>), Kakatua raja (<i>Probosciger aterrimus</i>), Maleo gunung (<i>Aepyodius arfakianus</i>), Mambruk (<i>Goura Victoria</i>) and etc.</p> <p>One species listed as Appendix I which is Kakatua raja (<i>Probosciger aterrimus</i>), 15 wildlife species are listed as Appendix II such as Betet kelapa-paruhbesar (<i>Tanygnathus megalorynchos</i>), Kakaktua koki (<i>Cacatua galerita</i>), Julang papua (<i>Rhyticeros plicatus</i>) and etc.</p> <p>One species that listed as Endangered in Redlist IUCN which is Kangguru pohon (<i>Dendrolagus goodfellowi</i>); 6 species listed as Vulnerable such as Babi hutan (<i>Sus scrofa</i>) and Kangguru tanah (<i>Thylogale brunii</i>), also 4 species that listed as Near Threatened such as Cekakak (<i>Tanyptera</i> sp), Cendrawasih merah (<i>Paradisaea raggiana</i>) and etc.</p> <p>HCV assessment results has been compared to Endemic Bird Area (EBA) and Peta Status Kawasan Hutan Kabupaten Jayapura Provinsi Papua. HCV area has been mapped into "Peta Nilai Konservasi Tinggi Areal PT Sinar Kencana Inti Perkasa" scale 1:60,000. Reports the identification results have been reviewed by internal management and peer review by Resit Sozer (Independent Consultant) in May 2013. Records of the results of the review and improvement recorded in the report (annex).</p> <p>Assessment conducted on the whole plantation that has been embedded and the areas around the plantation include rivers, forests, and others.</p>	<p>Complied</p>

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		<p>Program to educate worker and community is in place.</p> <p>The socialization related HCV area in the estate, RTE species, information on Undang-undang No.5 tahun 1990 on hunting protected species.</p> <p>The company has conducted outreach regarding protected areas, HCVs and flora and fauna to employees and external stakeholder annually.</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>- Minor compliance -</p>	<p>The organization has conducted HCV monitoring annually and reported to local governance, Balai Konservasi Sumber Daya Alam Provinsi Papua. Records of Receipt Note of HCV Monitoring Report was sighted and reviewed for Y2023 dated 31 July 2023.</p> <p>Flora fauna monitoring performed by wildlife monitoring and monitoring the conservation area each month. Monitoring results in 2022 shown several wildlife such as elang tikus (<i>Elanus caeruleus</i>), Cekakak belukar (<i>Halcyon smirnensis</i>), Perenjak Jawa (<i>Prinia flaviventris</i>), Kacer (<i>Copsychus saularis</i>), Bubut (<i>Centropus bengalensis</i>), Cucak kutilang (<i>Pycnonotus aurigaster</i>), Kuntul kerbau (<i>Bubulcus ibis</i>), Merbah cerucuk (<i>Pycnonotus goiavier</i>), Cangak Australias (<i>A. novaehollandae</i>), Belibis (<i>Dendrocygna</i> sp), Kekep babi (<i>Artamus leucorynchus</i>), Bondol Tarik (<i>Lonchura mallaca</i>), Kareo padi (<i>Amarurornis phoenicurus</i>), Tekukur (<i>Streptopelia chinensis</i>), Monyet ekor-panjang (<i>Macaca fascicularis</i>), Babi hutan (<i>Sus scrofa</i>), Biawak (<i>Varanus salvator</i>), Ular Kobra (<i>Naja sumatrana</i>), Ular telampar (<i>Dendrolaphis pictus</i>) dan Ular Sanca (<i>Python reticulatus</i>).</p>	Complied
7.12.8	<p><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>There is no new planting within certified area of PT Sinar Kencana Inti Perkasa after November 2005 and /or November 2018. Replanting has been performed since 2018 and planned until 2024.</p>	Complied



**Appendix B: GHG Reporting Executive Summary**

The GHG emissions that were produced in **2022** for **Kasuari Mill** 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 **2022** for **Kasuari Mill** and supply base are as following:

Emission per product	tCO <sub>2</sub> e/tProduct
CPO	-0.22
PKO	-0.22

Extraction	%
OER	22.42
KER	6.26

Production	t/yr
FFB Process	84,122.97
CPO Produced	18,863.09
PKO Produced	5,268.82

Land Use	Ha
OP Planted Area	12,057.77
OP Planted on peat	0
Conservation (forested)	0
Conservation (non-forested)	7,976.99
<b>Total</b>	<b>12,057.77</b>

**Summary of Field Emission and Sink**

	Own Crop*		Group		3 <sup>rd</sup> Party		Total	
	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB
<b>Emission</b>								
Land Conversion	28,089.77	0.33	0.00	0.00	0.00	0.00	28,089.77	0.33
CO <sub>2</sub> Emission from fertilizer	4,523.32	0.05	0.00	0.00	0.00	0.00	4,523.32	0.05
NO <sub>2</sub> Emission	3,952.05	0.05	0.00	0.00	0.00	0.00	3,952.05	0.05
Fuel Consumption	3,746.42	0.04	0.00	0.00	0.00	0.00	3,746.42	0.04
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Sink0.00</b>								
Crop Sequestration	-62,386.79	-0.74	0.00	0.00	0.00	0.00	-62,386.79	-0.74
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total</b>	<b>-22,075.22</b>	<b>-0.26</b>	0.00	0.00	0.00	0.00	<b>-22,075.22</b>	<b>-0.26</b>

*\*Note: Includes both estates and smallholders*

**Summary of Mill Emission and Credit**

	tCO <sub>2</sub> e	tCO <sub>2</sub> e/tFFB
<b>Emission</b>		
POME	16,489.53	0.20
Fuel Consumption	163.13	0.00
Grid Electricity Utilization	0.00	0.00
<b>Credit</b>		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
<b>Total</b>	<b>16,652.66</b>	<b>0.20</b>

**Summary of Kernel Crusher Emission and Credit (if applicable)**

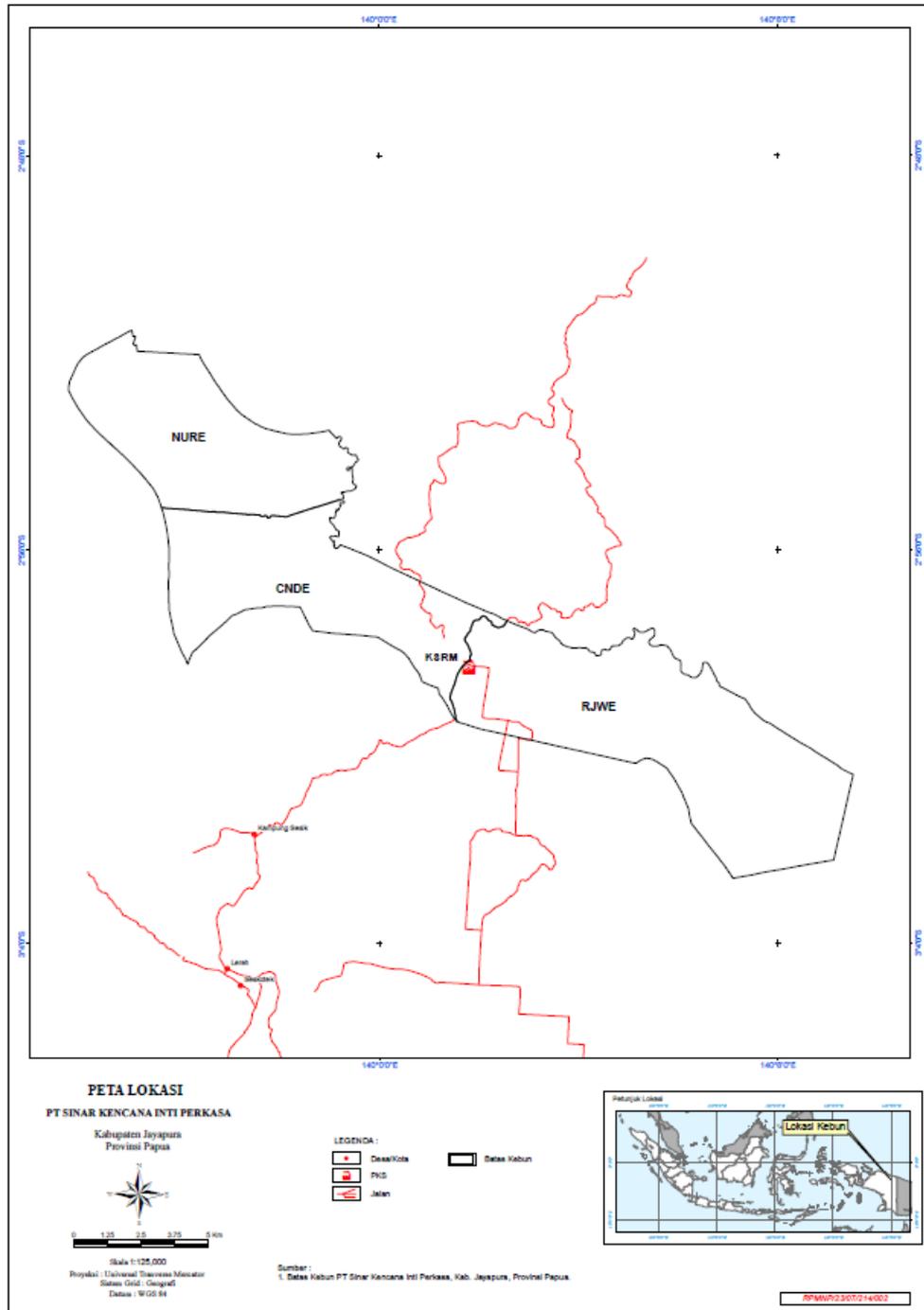
Emissions	tCO <sub>2</sub> e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
<b>Total Crusher emissions</b>	<b>0.00</b>

\*This mill has no kernel crusher operation.

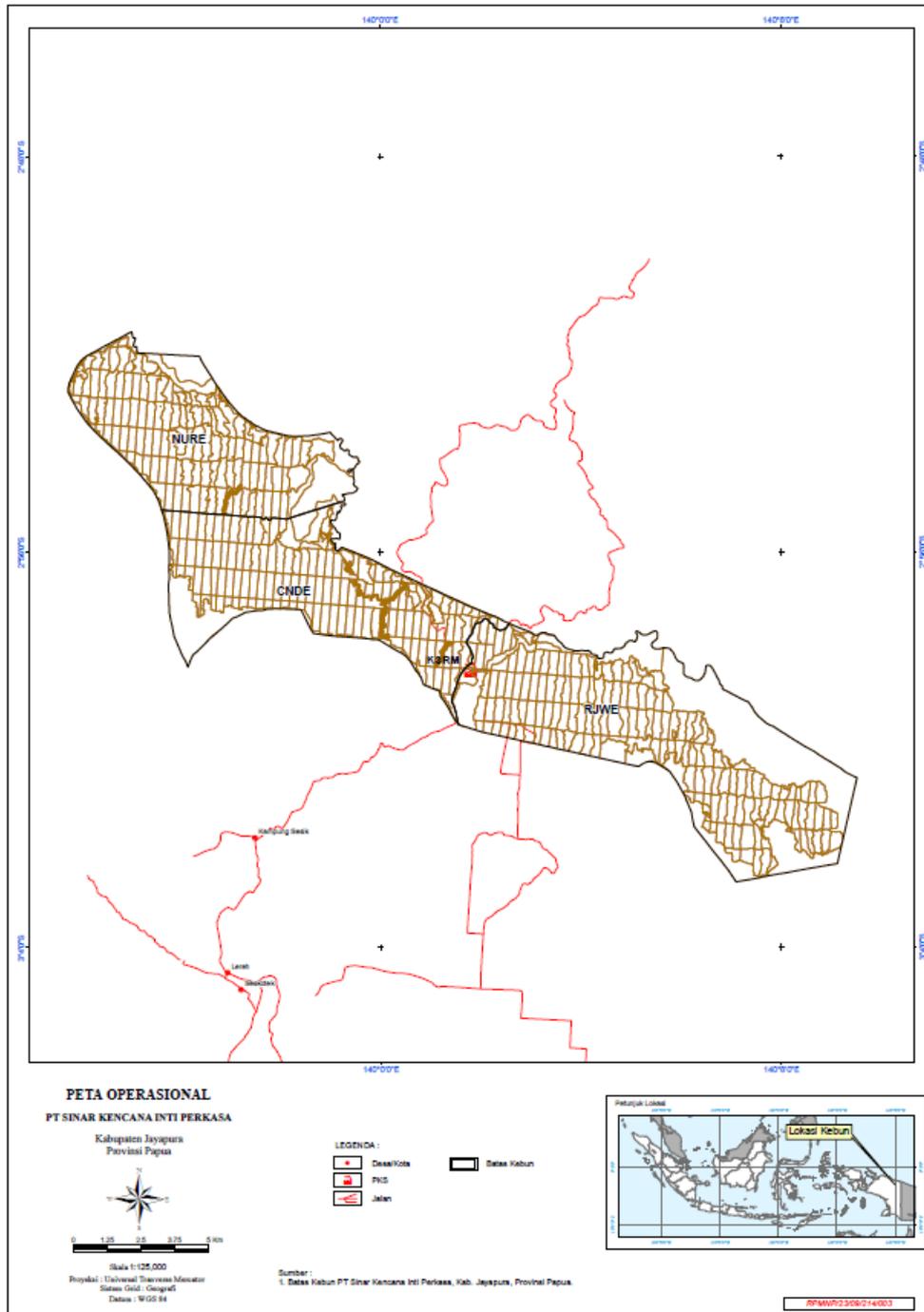
<b>Palm Oil Mill Effluent (POME) Treatment:</b>	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	100

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

**Appendix C: Location Map of Certification Unit and Supply bases**



**Appendix D: Estate Field Map**



**Appendix E: List of Smallholder Registered and/or sampled**

Not applicable

## 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