

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- Initial Assessment
- Annual Surveillance Assessment (1_1)
- Recertification Assessment (Choose an item.)
- Extension of Scope

<p>Client Company Name / Parent Company: PT Sawit Mas Sejahtera / Golden Agri Resources Ltd</p>
<p>Client Company / Parent Company Address: Plaza Sinar Mas Land, Menara II, Lantai 30. Jl. MH Thamrin No 51, Jakarta 10350, Indonesia</p>
<p>Certification Unit: PT Sawit Mas Sejahtera – Pangkalan Panji Mill</p> <p>Location of Certification Unit: Jl. Palembang - Jambi KM 37 Desa Pangkalan Panji, Kecamatan Banyuasin III, Banyuasin Regency & Musi Bayuasin Regency, Sumatera Selatan 30953 Indonesia</p>
<p>Date of Final Report: 23/09/2023</p>

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Golden Agri Resources Ltd		
RSPO Membership Number	1-0096-11-000-00	Membership Approval Date	30 January 2005
Address	Plaza Sinar Mas Land, Menara II, Lantai 30. Jl. MH Thamrin No 51, Jakarta 10350, Indonesia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	PT Sawit Mas Sejahtera – Pangkalan Panji Mill		
Location / Address	Jl. Palembang - Jambi KM 37 Desa Pangkalan Panji, Kecamatan Banyuasin III, Banyuasin Regency & Musi Bayuasin Regency, Sumatera Selatan 30953 Indonesia		
Website	www.goldenagri.com.sg		
Management Representative	Yahya Mustakim	E-mail	yahya.mustakim@sinarmas-agri.com
Telephone	+62 21-5033889 ext.6314	Facsimile	+62 21 3181389

2. Certification Information			
Certificate Number	RSPO 733519	Certificate Start Date	12/09/2022
Date of First Certification	18/09/2015	Certificate Expiry Date	11/09/2027
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	The objective of the assessment is to conduct a surveillance assessment and look for positive evidence to ensure the elements of the scope of certification and the requirements of the management standard are effectively addressed by the organisation's management system and that the system is demonstrating the ability to support the achievement of statutory, regulatory and contractual requirements and the organisations specified objectives, as applicable with regard to the scope of the management standard, and to confirm the on-going achievement and applicability of the forward strategic plan.		
Assessment Cycle	<input type="checkbox"/> Pre-Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 1_1) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> Choose an item. <input checked="" type="checkbox"/> Indonesia National Interpretation 2020 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	36 tons per hour
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		

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Is this a remote audit or on-site audit	<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
BSI-ISPO 740250	ISPO	BSI	03/02/2026
EU-ISCC-Cert-ID218-20220228	ISCC	INTERTEK	28/12/2023

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Pangkalan Panji POM	Desa Pangkalan Panji, Kecamatan Banyuasin III, Kabupaten Banyuasin, Provinsi Sumatera Selatan	02° 56' 54.71" S	104° 27' 59.44" E
Sawit Mas Estate	Desa Pangkalan Panji, Kecamatan Banyuasin III, Kabupaten Banyuasin, Provinsi Sumatera Selatan	02° 55' 38.82" S	104° 27' 51.42" E

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
Sawit Mas Estate	2,836.61	21.00	895.39	3,753.00	83.08
Total	2,836.61	21.00	895.39	3,753.00	83.08

Note:

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Sawit Mas Estate	130.17	2,706.44	0	0	2,706.44	130.17
Total (ha)	130.17	2,706.44	0	0	2,706.44	130.17

Note: Only Mature area is considered as production area; Age 0 – 3 years are replanting.

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7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Sept 2022-Aug 2023)	Actual (June 2022 – May 2023)		Forecast (Sep 2023 – Aug 2024)
		Previous license period (June 2022 – August 2022)	Current license period (September 2022 – May 2023)	
Sawit Mas Estate	52,715.32	18,158.68	32,021.24	56,732.20
Total	52,715.32	50,179.92		56,732.20
Note:				

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Sept 2022-Aug 2023)	Actual (June 2022 – May 2023)		Forecast (Sep 2023 – Aug 2024)
		Previous license period (June 2022 – August 2022)	Current license period (September 2022 – May 2023)	
Nil				
Total				
Note:				

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Sept 2022-Aug 2023)	Actual (June 2022 – May 2023)		Forecast (Sep 2023 – Aug 2024)
		Previous license period (June 2022 – August 2022)	Current license period (September 2022 – May 2023)	
Sawit Mas Estate (Uncertified)	109,158.66	24,675.14	75,289.33	109,960.91
Third parties				
Total	109,158.66	99,964.47		109,960.91
Note:				
Third parties consist of PT Hikmah Jaya Bersama, CV Rejeki Raya Sejahtera and Achmad Aqilsyah Siregar.				

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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	June 2022	7,030.60	8,199.91	15,230.51
2	July 2022	5,886.73	7,713.23	13,599.96
3	August 2022	5,241.35	8,762.00	14,003.35
4	September 2022	4,167.08	8,105.43	12,272.51
5	October 2022	3,501.89	9,519.74	13,021.63
6	November 2022	3,629.18	8,693.64	12,322.82
7	December 2022	3,537.12	10,640.18	14,177.30
8	January 2023	2,580.47	8,331.12	10,911.59
9	February 2023	2,653.83	6,281.17	8,935.00
10	March 2023	3,639.63	7,596.64	11,236.27
11	April 2023	3,592.76	7,037.51	10,630.27
12	May 2023	4,719.28	9,083.90	13,803.18
TOTAL		50,179.92	99,964.47	150,144.39
Note:				

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Sept 2022-Aug 2023)	Actual (June 2022 – May 2023)		Forecast (Sep 2023 – Aug 2024)
	Previous license period (June 2022 – August 2022)	Current license period (September 2022 – May 2023)	
FFB	FFB		FFB
52,715.32 mt	18,158.68 mt	32,021.24 mt	56,732.20 mt
	TOTAL	50,179.92	
CPO (OER: 22.74 %)	CPO (OER: 22.74 %)		CPO (OER: 23.00 %)
11,986.46 mt	4,258.68 mt	7,152.83 mt	13,048.41 mt
	TOTAL	11,411.51 mt	
PK (KER: 5.00 %)	PK (KER: 5.05 %)		PK (KER: 5.50 %)
2,635.77 mt	903.39 mt	1,633.15 mt	3,120.27 mt
	TOTAL	2,536.54 mt	
Note:			

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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	June 2022	1,687.44	348.99
2	July 2022	1,392.94	299.02
3	August 2022	1,178.29	255.38
4	September 2022	948.91	209.26
5	October 2022	775.53	172.95
6	November 2022	840.77	192.80
7	December 2022	775.75	164.40
8	January 2023	554.79	130.52
9	February 2023	592.93	126.72
10	March 2023	813.39	191.07
11	April 2023	789.42	186.80
12	May 2023	1,061.35	258.63
TOTAL		11,411.51	2,536.54
Note:			

11. Summary of Actual Volume sold					
Current License period (September 2022 – May 2023)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	-	7,575.11	-	-	7,575.11
PK (MT)	1,607.85	-	-	-	1,607.85
Credits	-	-	-	-	-
Previous License period (June 2022 – August 2022)					
CPO (MT)	1,399.39	2,715.20	-	-	4,114.59
PK (MT)	539.00	-	-	-	539.00
Credits	-	-	-	-	-
Note:					
<ul style="list-style-type: none"> Total RSPO certified CPO sold is 11,689.70 MT; as of end May 2022, there was 757.03 MT carried over stock from previous production/reporting period. 					

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11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	PT Sumber Indah Perkasa	RSPO_PO1000002035	1,399.39	-
2	PT Sumber Indah Perkasa	RSPO_PO1000006557	-	2,146.85
TOTAL			1,399.39	2,146.85
Note:				

11B. Records of certified CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	PT Sumber Indah Perkasa	ISCC	10,290.31	-
TOTAL			10,290.31	-
Note:				

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

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

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

Note: Not applicable

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

Note: Not applicable

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

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

Note: Not applicable

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)
Website: www.bsigroup.com

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2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on 7 – 11 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.

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Recertification)	Year 2 (ASA1_1)	Year 3 (ASA1_2)	Year 4 (ASA1_3)	Year 5 (ASA1_4)
Pangkalan Panji Mill	X	X	X	X	X
Sawit Mas Estate	X	X	X	X	X

Tentative Date of Next Visit: May 4, 2024 – May 7, 2024

Total Number of Mandays: 9

2.2 BSI Assessment Team

Name	Role	Competency
Eko Purwanto (EP)	Team Leader	<p>Education: Holds a Bachelor of Forestry from Forest Conservation Department, Faculty of Forestry, Bogor Institute of Agriculture (IPB).</p> <p>Work Experience: Over 9 year working expiring in oil palm plantation with last position as Estate Manager. He has experience in implementing good agricultural practice including integrated pest management and limited pesticides uses. 10 years working experience as auditor since 2012 covering ISO9001, RSPO and ISPO.</p> <p>Training attended: Completed SMETA Requirements Training, ISPO Permentan 38/2020, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, CQI and IRCA Certified ISO 45001:2018 Lead Auditor Training Course, ISO 37001:2016 Anti-bribery Management System Implementing Training Course, RSPO P&C 2018 Refresher Training, Sustainability Reporting Assurance Training, RSPO P&C Lead Auditor Refresher Course, RSPO Supply Chain Certification Refresher Course, RSPO NEXT Training Course For Lead Auditor by RSPO Secretariat, Elaborating on the RSPO P&C Social and Labour Standards and the Mechanics of Social Auditing, RABQSA accredited Lead Auditor Training of Environment Management System, Endorsed RSPO Green House Gas (GHG) Training for Trainer, Endorsed RSPO P&C Lead Auditor Training, Understanding Environmental Management System (EMS), Indonesia Sustainable Palm Oil (ISPO) Lead Auditor Training, Endorsed RSPO Supply Chain Certification (SCC) Lead Auditor Training, RABQSA accredited Lead Auditor Training of Quality Management System, RSPO Independent Smallholder Training by RSPO Secretariat.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: Occupation Health Safety requirement, HIRARC, Social requirements, contract agreement, human rights, workers' welfare, smallholder welfare, FPIC, Stakeholder Consultation, RSPO supply chain requirements.</p>

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<p>Eko Prastio Ramadhan (EPR)</p>	<p>Team Member</p>	<p>Education: Holds a Bachelor Degree in Forest Resources Conservation and Ecotourism from Forestry Faculty, Bogor Agricultural University (IPB).</p> <p>Work Experience: Over 4 years of working experience in biodiversity officer with Birdlife Indonesia and consultant with PT Inoa Konsultindo. Over 2½ years of working experience in palm oil estate with PT Salim Ivomas Pratama Tbk and Capitol Plantation Group implementing sustainability. Over 4½ years of working experience as RSPO P&C Certification Program Manager and auditor covering standard such as RSPO P&C, RSPO SCCS, ISPO, ISO 9001 and ISO 14001.</p> <p>Training attended: Completed ISO 14001:2015 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Social Impact Assessment Training, Endorsed RSPO SCC Auditor Lead Auditor Course, ISPO Auditor Batch 19 Training, ISO 9001 Lead Auditor Course, Endorsed RSPO Refresher Courses, RSPO Independent Smallholder Training by RSPO Secretariat, and Identification of HCV Areas Training.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: Economic management plan, estate and mill best practices, Environment responsibility, GHG, training, Waste management, HCV, environment impact assessment and management plan. Fluent in English.</p>
<p>Nanang Rusmana</p>	<p>Team Member</p>	<p>Education: Holds a Bachelor Degree of Forestry, Bogor Agricultural University (IPB)</p> <p>Work Experience: 5 years working experience in palm oil industry as SHE Assistant at PT Astra Agro Lestari Tbk. 3 years working experience in mining industry as Environment Coordinator and SHE Coordinator with PT Kapuas Prima Coal Group. 6 years working experience as RSPO/ISPO auditor.</p> <p>Training attended: Completed ISO 9001:2015 Lead Auditor Course, ISPO Auditor Course, ISO 14001:2015 Lead Auditor Course, ISO 45001:2018 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed RSPO Supply Chain Certification Lead Auditor Course, SMK3 Auditor Course, HCV Assessor Course, General OHS Expert Course, SMETA Requirements training, RSPO Independent Smallholder Training by RSPO Secretariat, and Endorsed RSPO Refresher Courses.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: Policy and commitment, continuous improvement program, Timebound Plan Legal Requirements, land & Legal issue.</p>

Accompanying Persons:

Name	Role
Nil	

2.3 Assessment Plan

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

Date	Time	Subjects	EP	EPR	NR
Monday, 07/08/2023	07.35-08.45	Flight Jakarta – Palembang (GA 102)	√	√	√
	09.00-12.00	Travel to site	√	√	√
	12.00-14.00	Break	√	√	√
	14.00-15.00	Opening Meeting <ul style="list-style-type: none"> - Presentation by PT Sawit Mas Sejahtera - Presentation by BSI Indonesia 	√	√	√
	15.00-17.00	Document Review Sawit Mas Estate : <ul style="list-style-type: none"> - Occupational Health and Safety, HCV, Environment - Aspect, time bound plan. - Social Aspect and workers welfare, worker consultation, - Stakeholder Consultation, impact assessments, policies. - Best Management Practice for Mill and supply chain for mill. - Operation Procedure, organization commitments, Legal compliance, continuous improvement, long term business plan. 	√	√	√
Tuesday, 08/08/2023	08.00-12.00	Field Visit to Sawit Mas Estate: <ul style="list-style-type: none"> - Herbicide application programmes, harvesting, fertilizing operations, water management, road maintenance, terracing, HCV's, riparian zones, etc. - Agrochemical stores, Fertilizer store, workshops, housing, landfill, clinic, riparian zones, Hazardous Waste, waste management, etc. - Boundaries inspection, worker interviews, social amenities, etc. 	√	√	
		Stakeholder consultation: Local government of Banyuasin Regency (DLH, Disbun, Disnakertrans & BPN), Village head, surrounding community, previous landowner (if any) and NGO.			√
	12.00-14.00	Break	√	√	√
	14.00-16.00	Continue Field Visit to Sawit Mas Estate; Document Review Sawit Mas Estate: <ul style="list-style-type: none"> - Occupational Health and Safety - HCV, Environment and GHG - Time bound plan. - Social Aspect and workers welfare, worker consultation, - Stakeholder Consultation, impact assessments, policies. - Best Management Practice for Mill and supply chain for mill. - Operation Procedure, organization commitments, Legal compliance, continuous improvement, long term business plan. 	√	√	
		Stakeholder consultation:			√

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		Local government of Banyuasin Regency (DLH, Disbun, Disnakertrans & BPN), Village head, surrounding community, previous landowner (if any) and NGO.			
	16.00-17.00	Wash up meeting and Reporting	√	√	√
Wednesday 09/08/2023	08.00-12.00	Document Review Pangkalan Panji POM: <ul style="list-style-type: none"> - Occupational Health and Safety - Environment and GHG - Time bound plan. - Social Aspect and workers welfare, worker consultation, - Stakeholder Consultation, impact assessments, policies. - Best Management Practice for Mill and supply chain for mill. - Operation Procedure, organization commitments, Legal compliance, continuous improvement, long term business plan. 	√	√	√
	12.00-14.00	Break	√	√	√
	14.00-16.00	Field Visit to Pangkalan Panji POM: Inspection of processing, warehouse, workshop, mill wastes management, Effluent Ponds, OHS, Environment issues, POME application, workers interview, Supply chain for CPO mill, Review on SEIA documents and records, Document review, etc.	√	√	
		Interview with Labour Union and Gender Committee.			√
	16.00-17.00	Wash up meeting and Reporting	√	√	√
Thursday 10/08/2023	08.00-12.00	Document Review Sawit Mas Estate <ul style="list-style-type: none"> - Occupational Health and Safety - HCV, Environment and GHG - Time bound plan. - Social Aspect and workers welfare, worker consultation, - Stakeholder Consultation, impact assessments, policies. - Best Management Practice for Mill and supply chain for mill. - Operation Procedure, organization commitments, Legal compliance, continuous improvement, long term business plan. 			
	12.00-14.00	Break	√	√	√
	14.00-16.00	Document Review Pangkalan Panji POM: <ul style="list-style-type: none"> - Occupational Health and Safety - Environment and GHG - Time bound plan. - Social Aspect and workers welfare, worker consultation, - Stakeholder Consultation, impact assessments, policies. - Best Management Practice for Mill and supply chain for mill. - Operation Procedure, organization commitments, Legal compliance, continuous improvement, long term business plan. 	√	√	√

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Date	Time	Subjects	EP	EPR	NR
	16.00-17.00	Wash up meeting and Reporting	√	√	√
Friday 11/08/2023	08.00-10.00	Continue Document Review Sawit Mas Estate and Pangkalan Panji POM	√	√	√
	10.00-11.00	Auditor discussion	√	√	√
	11.00-12.00	Closing Meeting	√	√	√
	12.00-13.00	Break	√	√	√
	13.00-15.00	Travel to Palembang Airport	√	√	√
	15.45-17.00	Flight Palembang – Jakarta (GA 113)	√	√	√

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 Ltd.'s RSPO Timebound Plan 2022-2025 dated 19 May 2022. The timebound plan include name 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, there are numbers of estates and mills which has not been certified yet, due to reasons such as new acquisitions, RaCP in progress and land title in progress. The RSPO Membership for Golden Agri-Resources Ltd. dated 30 January 2005. Golden Agri-Resources Ltd. submitted the updated RSPO Timebound Plan 2022-2025 to RSPO Secretariat on 19 May 2022. RSPO Secretariat has approved the timebound plan on 14 Jun 2022.	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, there are 22 units of new acquisitions made in 2021, therefore target year for new acquisition to be certified is 2024. Golden Agri-Resources Ltd. reported new acquisition in RSPO Timebound Plan 2022-2025, dated 19 May 2022. RSPO Secretariat has approved the timebound plan on 14 Jun 2022.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Yes, there are deviations from the maximum 5 years period since membership obtained in 30 Jan 2005. Golden Agri-Resources Ltd. has reported reason for deviation in RSPO Timebound Plan 2022-2025. RSPO Secretariat has approved the timebound plan on 14 Jun 2022.	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	No, there is no change in time-bound plan since the last audit.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	No, there is no deviations in the time-bound plan. Each certification unit has a specified timeline for the audit implementation.	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	No, there is no fundamental failure. Each certification unit has a specified timeline for the audit implementation.	Complied

Un-Certified Units or Holdings		
<p>No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.</p>	<p>Golden Agri Resources (GAR) has reported all replacement of primary forest to maintain HCV and HCS through submission of LUCA.</p> <p>Several companies under GAR initiated plantation development after November 2005, while the HCV/NKT assessment took place during the period 2010 - 2013.</p> <p>GAR and its subsidiaries initiated the Remediation and Compensation Procedure (RaCP), starting with the disclosure and Zero Liability reporting to RSPO via email on 29 August 2014. Among the 25 companies, 7 of them are certified units, while the remaining 18 are uncertified units. Here is the progress update for RaCP as of 27 January 2022, for uncertified units:</p> <p>a) 4 companies are in the process of having their RaCP Proposal (LC Batch 1) reviewed by an Independent Evaluator, namely:</p> <ol style="list-style-type: none"> 1. PT Kencana Graha Permai (Delima Estate) – West Kalimantan (supply base KNNM-certified) 2. PT Sumber Indah Perkasa - Papua 3. PT Kresna Duta Agroindo – East Kalimantan 4. PT SKU (BGDE) - Jambi <p>The latest progress indicates that the payment to the RSPO independent evaluator was made on 11 January 2023, and the review is currently ongoing.</p> <p>b) There are 2 companies undergoing the review of their Concept Note (LC Batch-2), namely:</p> <ol style="list-style-type: none"> 1. PT Paramitra Internusa Pratama – West Kalimantan 2. PT Agrolestari Sentosa – Central Kalimantan. <p>The latest progress indicates that the company has sent the revised Concept Note to RSPO on 17 January 2023.</p> <p>c) The companies currently in the process of preparing their Concept Note (LC Batch-3) are:</p> <ol style="list-style-type: none"> 1. PT Cahaya Nusa Gemilang - West Kalimantan 2. PT Agrolestari Mandiri - West Kalimantan 3. PT Persada Graha Mandiri - West Kalimantan 4. PT Mitrakarya Agroindo - Central Kalimantan 	<p>Complied</p>

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	<ol style="list-style-type: none"> 5. PT Sawita Karya Manunggul – South Kalimantan 6. The LUCA (Land Use Change Analysis) reports that are still in progress include: 7. PT Bangun Nusa Mandiri – West Kalimantan 8. PT Satya Kisma Usaha (Medang Sari Estate) – Central Kalimantan 1 9. PT Binasawit Abadi Pratama – Central Kalimantan 3 10. PT Aditunggal Mahajaya - Central Kalimantan 11. PT Agrokarya Primalestari - Central Kalimantan 12. PT Buana Adhithama - Central Kalimantan 13. PT Sinar Kencana Inti Perkasa – South Kalimantan 14. PT Sawit Mas Sejahtera – South Sumatra 2 (Lahat) <p>HCV assessments for the 18 reports were conducted between 2010 and 2018 by both external consultants and internal teams. The assessments were carried out by an assessment team led by a Team Leader approved by RSPO. The Reference for HCV assessments was the "Panduan Identifikasi Kawasan Bernilai Konservasi Tinggi di Indonesia" (Toolkit HCV 2008). Peer review was conducted by an independent consultant, also approved by RSPO.</p> <p>In the case of PT Sawit Mas Sejahtera – South Sumatra, the assessment utilized the Integrated HCV-HCS approach with a consultant licensed by HCVN and HCSA.</p> <p>The company consistently follows up on the RaCP process, ensuring that RSPO's timebound requirements for units that are not yet certified are promptly fulfilled.</p>	
<p>Any new plantings since January 1st 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>GAR and its subsidiaries conducted planting after January 2010. There are 18 companies that have undergone the RSPO New Planting Procedure (NPP) and completed a 30-day public consultation process in April 2014. Out of these, 3 companies have undergone the certification process, namely PT TN (JLYM), PT BSP (BSWM), and PT BAS (SMLM). However, 15 companies have not yet obtained RSPO certification.</p> <ol style="list-style-type: none"> 1. PT Satya Kisma Usaha (Batang Gading Estate) – Jambi, 2. PT Kresna Duta Agroindo – Kaltim, 	<p>Complied</p>

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	<ol style="list-style-type: none"> 3. PT Mitra Karya Agroindo – Kalteng, 4. PT Binasawit Abadipratama – Kalteng, 5. PT Aditunggal Mahajaya – Kalteng, 6. PT Agrolestari Sentosa – Kalteng 7. PT Agrokarya Primalestari – Kalteng, 8. PT Buana Adhitama – Kalteng, 9. PT Agrolestari Mandiri – Kalbar, 10. PT Paramitra Internusa Persada – Kalbar 11. PT Persada Graha Mandiri – Kalbar 12. PT Bangun Nusa Mandiri – Kalbar, 13. PT Kartika Prima Cipta – Kalbar, 14. PT Kencana Graha Permai (Delima Estate) – Kalbar, 15. PT Cahaya Nusa Gemilang – Kalbar, 	
<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>There are no land conflicts. The company has established a mechanism for resolving land conflicts in accordance with RSPO criteria 4.2, 4.6, 4.7, and 4.8. These procedures are outlined in the Standard Operating Procedure (SOP) for Social Conflict Handling, registered under SOP/SMART/SCRD/NSDV/I/002 with revision 1 dated 18 May 2016, and the SOP for Handling Complaints and Dissatisfaction, registered under SOP/SMART/GIMS-SCMD/USDV/I/001 with revision 2 dated 11 April 2017. These procedures govern agreed-upon social conflict resolution. Conflict resolution can be conducted in a participatory manner or involve third-party mediation.</p> <p>The company also has procedures for addressing complaints before they escalate into conflicts. The specific process is outlined in SOP/SMART/GIMS-SCMD/USDV/I/001 with revision 2 dated 11 April 2017, which ensures that complaints are handled promptly and appropriately. GAR has initiated the process of becoming an RSPO DSF (Dispute Settlement Facility) member under the "Grower" category.</p> <p>Here's a summary of the complaint progress related to GAR as found on the RSPO website:</p> <ol style="list-style-type: none"> 1. Complaint RSPO/2021/12/CRP, date submitted 8 Nov 2021, date accepted 14 Feb 2022, addressed to PT Ramajaya Pramukti (a subsidiary of Golden Agri Resources Ltd) by Lembaga Adat Kenegerian Petapahan (Ninik Mamak Kenegerian Petapahan), Bahtera Alam & Sawit Watch. <p>Update as of 28 Jun 2023:</p>	<p>Complied</p>

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	<p>The Secretariat is in the midst of preparing the Briefing Note.</p> <p>2. 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) 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.</p> <p>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.</p> <p>Update as of 12 April 2022:</p> <p>The appeal submission period has concluded. The complaint is now formally closed.</p> <p>3. Complaint RSPO/2020/04/IR dated 2 March 2020, against GAR (Central Kalimantan Region) by the Forest Peoples Programme & 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.</p> <p>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.</p> <p>Update as of 28 Jun 2023:</p> <p>Selection process for the independent investigator ongoing.</p> <p>4. Complaint PreCAP/2014/03/IR was lodged on 13 October 2014, against PT Kartika Prima Cipta (West Kalimantan) by the Forest Peoples Programme (FPP) & 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,</p>	
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	<p>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 Phase 5 for HCV). GAR has responded up to Phase 5 on 26 August 2021, addressing all stages.</p> <p>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.</p> <p>Update as of 28 Jun 2023:</p> <p>The Secretariat is still in the midst of preparing the Briefing Notes for Phases 3, 4 & 5.</p>	
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2</p>	<p>In the RSPO Case Tracker, Audit team noted there was no active complaint related to labour disputes.</p> <p>The company has established procedures for addressing employee complaints before they escalate into conflicts. The procedure is the Complaint and Conflict Handling SOP, designated as SOP/SMART/SUST/IV/003, issued on 1 July 2014, with revision 3 on 8 March 2022.</p> <p>Procedures regarding employee issues are outlined in an internal flowchart because employees fall under the category of internal stakeholders. The means of lodging complaints involve official letters submitted through labour unions or deposited into suggestion boxes strategically placed in accessible locations.</p>	<p>Complied</p>
<p>Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1</p>	<p>In the RSPO Case Tracker, Audit team noted there was not active complaint related to legal non-compliance.</p> <p>The company adheres to the applicable regulations in accordance with RSPO requirement 2.1.3, ensuring there are no violations of relevant plantation regulations. The company has established mechanisms to evaluate compliance with regulations as outlined in SOP/SMART/UMUM/SADV/I/002. This Standard Operating Procedure (SOP) outlines the procedures for meeting requirements, the necessary documentation, and flowcharts that provide a detailed process for evaluating compliance with legal regulations.</p>	<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&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</p>	<p>The company has conducted a Compliance Audit/Internal Sustainability Verification (ISV) to assess conformity with RSPO standards and has also established a System within the company unit to be certified.</p> <p>For example:</p>	<p>Complied</p>

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<p>available and justified.</p>	<ul style="list-style-type: none"> - Internal audit for PT Binasawit Abadi Pratama – Bukit Kapur Mill and its supply bases carried out 12 December 2022. - Internal audit for PT Agrolestari Sentosa – Jalemo Mill and its supply bases carried out 21 November 2022. - Internal audit for PT Binasawit Abadi Pratama – Perdana Mill and its supply bases carried out 13 June 2022. - Internal audit for PT Aditunggal Mahajaya – Sako Mill and its supply bases carried out 14 November 2022. 	
<p>Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?</p>	<p>Yes, there are critical non-compliance raised during internal audits to uncertified management units. Management has prepared correction and corrective action.</p> <ul style="list-style-type: none"> - Internal audit for PT Binasawit Abadi Pratama – Bukit Kapur Mill and its supply bases; Internal audit team issued NC related to 2.1.1, 6.2.1, 6.7.1, 7.2.6, 7.12.2; management has prepared correction and corrective action. - Internal audit for PT Agrolestari Sentosa – Jalemo Mill and its supply bases; Internal audit team issued NC related to 2.1.1, 3.6.2, 7.2.11, 7.12.8; management has prepared correction and corrective action. - Internal audit for PT Binasawit Abadi Pratama – Perdana Mill and its supply bases; Internal audit team issued NC related to 2.1.1, 3.6.1, 7.12.8; management has prepared correction and corrective action. - Internal audit for PT Aditunggal Mahajaya – Sako Mill and its supply bases; Internal audit team issued NC related to 2.1.1, 3.6.2, 6.2.2, 6.7.1, 7.12.8; management has prepared correction and corrective action. 	<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 has been carried out. Internal audit report checked:</p> <ul style="list-style-type: none"> - Internal audit for PT Binasawit Abadi Pratama – Bukit Kapur Mill and its supply bases carried out 12 December 2022. - Internal audit for PT Agrolestari Sentosa – Jalemo Mill and its supply bases carried out 21 November 2022. - Internal audit for PT Binasawit Abadi Pratama – Perdana Mill and its supply bases carried out 13 June 2022. 	<p>Complied</p>

	<p>- Internal audit for PT Aditungal Mahajaya – Sako Mill and its supply bases carried out 14 November 2022.</p> <p>Audit team sent email to Wetlands, Sawit Watch, Aid Environment, WALHI, WWF, Forest Watch Indonesia, WCS Indonesia, LINKS and Solidaridad, until assessment ends, audit team did not received any response.</p>	
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3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
<p>Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill’s initial certification?</p> <p>OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.</p>	<p>The organization did not have a scheme smallholders. FFB supplied from Sawit Mas Estate and third parties.</p>	<p>Not Applicable</p>

Approved Time Bound Plan

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Location Address	GPS Coordinates (in decimal degree)		Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB
				Latitude	Longitude					
Padang Halaban Mill	Indonesia	Padang Halaban Mill	Aek Kuo Sub District, Labuhanbatu Utara District, Sumatera Utara Province, Indonesia	2.3442	99.8394	-	Certified	-	2011	-
Padang Halaban Mill	Indonesia	Padang Halaban Estate	Merbau Sub District, Labuhanbatu Utara District, Sumatera Utara Province, Indonesia	2.3442	99.8394	7,464.92	Certified	-	2011	-
Padang Halaban Mill	Indonesia	Pernantian Estate	Merbau Sub District, Labuhanbatu Utara District, Sumatera Utara Province, Indonesia	2.2608	99.7808	2,387.07	Certified	-	2011	-
Padang Halaban Mill	Indonesia	Adipati Estate	Merbau Sub District, Labuhanbatu Utara District, Sumatera Utara Province, Indonesia	2.3108	99.9564	2,490.00	Certified	-	2011	-
Padang Halaban Mill	Indonesia	Kanopan Ulu Estate	Kuala Hulu Sub District, Labuhanbatu Utara District, Sumatera Utara Province, Indonesia	2.5942	99.6161	4,845.85	Certified	-	2011	-
Langga Payung Mill	Indonesia	Langga Payung Mill	Halongonan Sub District, Padang Lawas Utara District, Sumatera Utara Province, Indonesia	1.6775	99.8869	-	Certified	-	2012	-
Langga Payung Mill	Indonesia	Langga Payung Estate	Halongonan Sub District, Padang Lawas Utara District, Sumatera Utara Province, Indonesia	1.7275	99.8436	5,308.53	Certified	-	2012	-
Langga Payung Mill	Indonesia	Paya Baung Estate	Simangambat Sub District, Padang Lawas Utara District, Sumatera Utara Province, Indonesia	1.6275	99.9625	2,651.09	Certified	-	2012	-
Langga Payung Mill	Indonesia	Normark Estate	Kota Pinang Sub District, Padang Lawas Utara District, Sumatera Utara Province, Indonesia	1.8275	99.9711	2,195.10	Certified	-	2012	-
Sungai Bengkal Mill	Indonesia	Sungai Bengkal Mill	Betung Bedarah Barat Village, Tebo Ilir Sub District, Tebo District, Jambi Province, Indonesia	1.6117	102.6100	-	Certified	-	2015	-

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				Latitude	Longitude					
Sungai Bengkal Mill	Indonesia	Sungai Bengkal Estate	Betung Bedarah Barah Village, Tebo Iilir Sub District, Rantau Api, Penapalan Village, Tanah Iilir Sub District, Sungai Keruh Village, Tebo Tengah Sub District, Tebo District, Jambi Province, Indonesia	1.5950	102.6100	2,364.49	Certified	-	2015	-
Sungai Bengkal Mill	Indonesia	Muara Kilis Estate	Muara Kilis Village, Tebo Iilir Sub District, Kandang, Pelayangan and Sungai Keruh Village, Tebo Tengah Sub District, Tebo District, Jambi Province, Indonesia	1.4450	102.5686	1,460.54	Certified	-	2015	-
Sungai Bengkal Mill	Indonesia	Sungai Bengkal KKPA	Betung Bedarah Barah Village, Tebo Iilir Sub District, Rantau Api, Penapalan Village, Tanah Iilir Sub District, Sungai Keruh Village, Tebo Tengah Sub District, Tebo District, Jambi Province, Indonesia	1.5950	102.6100	1,062.58	Certified	-	2015	-
Sungai Bengkal Mill	Indonesia	Kilis KKPA	Muara Kilis Village, Tebo Iilir Sub District, Kandang, Pelayangan and Sungai Keruh Village, Tebo Tengah Sub District, Tebo District, Jambi Province, Indonesia	2.2117	102.6422	938.77	Not Certified	2023	-	2021
Pelakar Mill	Indonesia	Pelakar Mill	Tanjung Village, Bathin VIII Sub-District, Pauh Sub District, Sarolangun District, Jambi Province, Indonesia	2.2117	102.6464	-	Certified	-	2020	-
Pelakar Mill	Indonesia	Pelakar Estate	Tanjung Village, Bathin VIII Sub-District, Sarolangun District, Jambi Province, Indonesia	2.2117	102.6931	4,405.90	Certified	-	2020	-
Pelakar Mill	Indonesia	Batang Merangin Estate	Kasang Melintang Village, Pauh Sub-District, Sarolangun District, Jambi Province, Indonesia	2.1117	102.3661	5,226.47	Certified	-	2020	-
Pelakar Mill	Indonesia	Tiga Serumpun KKPA	Tanjung Village, Bathin VIII Sub-District, Sarolangun District, Jambi Province, Indonesia	2.1283	102.3761	2,787.83	Not Certified	2023	-	2021

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				Latitude	Longitude					
Jelatang Mill	Indonesia	Jelatang Mill	Jelatang Village,Pamenang Sub-District,Merangin District, Jambi Province, Indonesia	2.1283	102.3753	-	Certified	-	2014	-
Jelatang Mill	Indonesia	Bangko Estate	Jelatang Village,Pamenang Sub-District,Merangin District, Jambi Province, Indonesia	2.1117	102.3661	237.96	Certified	-	2014	-
Langling Mill	Indonesia	Langling Mill	Langling Village,Bangko Sub-District,Merangin District, Jambi Province, Indonesia	2.1283	102.3753	-	Certified	-	2014	-
Langling Mill	Indonesia	Bangko Estate	Langling Village,Bangko Sub-District,Merangin District, Jambi Province, Indonesia	2.1117	102.3661	955.36	Certified	-	2014	-
Langling Mill	Indonesia	Batang Gading Estate	Bukit Kemang Village, Tanah Bumbu Sub District, Kab. Muara Bungo District,Jambi Province, Indonesia	-1.5503	101.8828	1,917.17	Not Certified	2023	-	2021
Langling Mill	Indonesia	Batang Gading KKPA	Bukit Kemang Village, Tanah Bumbu Sub District, Kab. Muara Bungo District,Jambi Province, Indonesia	-1.5510	101.8590	1,494.39	Not Certified	2023	-	2021
Muara Kandis Mill	Indonesia	Muara Kandis Mill	Lubuk Pandan Village, Muara Lakitan Sub District, Karya Sakti Village, Muara Kelingi Sub-District,Musi Rawas District, Sumatera Selatan Province, Indonesia	2.9453	103.1708	-	Certified	-	2015	-
Muara Kandis Mill	Indonesia	Muara Kandis Estate	Lubuk Pandan Village, Muara Lakitan Sub District, Muara Kelingi Sub-District,Musi Rawas District, Sumatera Selatan Province, Indonesia	2.9286	103.1772	6,635.44	Certified	-	2015	-
Muara Kandis Mill	Indonesia	Muara Tawas Estate	Karya Mukti Village, Lubuk Tua Village, Muara Kelingi Sub-District, Muara Megang Village, Megang Sakti Sub-District,Musi	2.9953	103.1186	4,322.84	Certified	-	2015	-

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				Latitude	Longitude					
			Rawas District, Sumatera Selatan Province, Indonesia							
Muara Kandis Mill	Indonesia	Pendawa Plasma	Lubuk Pandan Village, Muara Lakitan Sub District, Muara Kelingi Sub-District, Musi Rawas District, Sumatera Selatan Province, Indonesia	-2.9021	103.2113	1,795.50	Not Certified	2023	-	2021
Pangkalan Panji Mill	Indonesia	Pangkalan Panji Mill	Pangkalan Panji Village, Banyuasin III District, Banyuasin District, South Sumatera, Province Indonesia	2.9622	104.4664	-	Certified	-	2015	-
Pangkalan Panji Mill	Indonesia	Sawit Mas Estate	Pangkalan Panji Village, Banyuasin III District, Banyuasin Regency, South Sumatera Province, Indonesia	2.9456	104.4643	3,753.00	Certified	-	2015	-
Bumi Sawit Mill	Indonesia	Bumi Sawit Mill	Tanjung Miring Village, Rambang Kuang District, Ogan Ilir Regency, South Sumatera Province, Indonesia	3.5456	104.3442	-	Certified	-	2015	-
Bumi Sawit Mill	Indonesia	Bumi Sawit Estate	Tanjung Miring Village, Rambang Kuang District, Ogan Ilir Regency, South Sumatera Province, Indonesia	3.5289	104.3347	8,823.90	Certified	-	2015	-
Bukit Perak Mill	Indonesia	Bukit Perak Mill	Dendang Village, Kelapa District, Bangka Barat Regency, Bangka Belitung Province, Indonesia	1.8458	105.5508	-	Certified	-	2015	-
Bukit Perak Mill	Indonesia	Bukit Perak Estate	Dendang Village, Kelapa District, Bangka Barat Regency, Bangka Belitung Province, Indonesia	1.8125	105.4951	4,111.50	Certified	-	2015	-
Bukit Perak Mill	Indonesia	Bukit Permata Estate	Terentang and Kacung Village, Kelapa District, Bangka Barat Regency, Bangka Belitung Province, Indonesia	1.8625	105.4778	1,973.45	Certified	-	2015	-
Bukit Perak Mill	Indonesia	Bukit Permai Estate	Desa Sarang Mandi Village, Desa Romadhon Village, Sungai Selan Sub District, Bangka	-2.2666	105.9378	3,151.07	Not Certified	2024	-	-

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			Tengah District, Bangka Belitung Province Indonesia							
Bukit Perak Mill	Indonesia	Bukit Lestari Estate	Desa Sarang Mandi Village, Desa Romadhon Village, Sungai Selan Sub District, Bangka Tengah District, Bangka Belitung Province Indonesia	-2.2666	105.9378	664.27	Not Certified	2024	-	-
Leidong West Mill	Indonesia	Leidong West Mill	Terentang Village, Kelapa Sub District, Bangka Barat District, Bangka Belitung Province, Indonesia	1.9292	105.4764	-	Certified	-	2014	-
Leidong West Mill	Indonesia	Leidong West Selatan Estate	Berang Village, Simpang Teritip Sub District, Bangka Barat District, Bangka Belitung Province, Indonesia	1.9958	105.4997	642.73	Certified	-	2014	-
Leidong West Mill	Indonesia	Leidong West Utara Estate	Milsak, Tumbak Petar, Jebus & Ranggi Asam Village, Jebus Sub District, Bangka Barat District, Bangka Belitung Province, Indonesia	1.7625	105.4981	746.52	Certified	-	2014	-
Leidong West Mill	Indonesia	Bukit Intan Estate	Terentang, Kacung Village, Kelapa Sub District, Bangka Barat District, Bangka Belitung Province, Indonesia	1.8958	105.5097	5,055.02	Certified	-	2014	-
Leidong West Mill	Indonesia	Bukit Mas Estate	Ibul Village, Kelapa Sub District, Bangka Barat District, Bangka Belitung Province, Indonesia	1.9292	105.4681	3,183.50	Certified	-	2014	-
Tanjung Kembiri Mill	Indonesia	Tanjung Kembiri Mill	Kembiri Village, Membalong Sub District, Belitung District, Bangka Belitung Province, Indonesia	3.0464	107.7717	-	Certified	-	2014	-
Tanjung Kembiri Mill	Indonesia	Tanjung Kembiri Estate	Kembiri Village, Membalong Sub District, Belitung District, Bangka Belitung Province, Indonesia	3.0297	107.7689	6,089.30	Certified	-	2014	-
Tanjung Kembiri Mill	Indonesia	Tanjung Rusa Estate	Kembiri Village, Membalong Sub District, Belitung District, Bangka Belitung Province, Indonesia	3.0631	107.7542	5,251.28	Certified	-	2014	-

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Tanjung Kembiri Mill	Indonesia	Tanjung Rusa Plasma,	Kembiri Village, Membalong Sub District, Belitung District, Bang Belitung Province, Indonesia	-3.0970	107.7630	496.99	Not Certified	2023	-	
Tanjung Kembiri Mill	Indonesia	Tanjung Sawit Estate	Perpat Village, Membalong District, Belitung Regency, Bangka Belitung Province, Indonesia	-3.0783	107.6437	2,633.80	Not Certified	2023	-	
Tanjung Kembiri Mill	Indonesia	Tanjung Sawit KKPA	Perpat Village, Membalong District, Belitung Regency, Bangka Belitung Province, Indonesia	-3.1520	107.6490	675.80	Not Certified	2023	-	
Sungai Buaya Mill	Indonesia	Sungai Buaya Mill	Talang Batu Village, Mesuji Timur Sub District, Mesuji District, Lampung Province, Indonesia	4.1458	105.4386	-	Certified	-	2014	-
Sungai Buaya Mill	Indonesia	Sungai Buaya Estate	Talang Batu Village, Mesuji Timur Sub District, Mesuji District, Lampung Province, Indonesia	4.1792	105.4358	5,114.39	Certified	-	2014	-
Sungai Buaya Mill	Indonesia	Mesuji (plasma)	Brabasan Village, Tanjung Raya Sub District, Mesuji District, Lampung Province, Indonesia	3.9958	105.3472	5,194.76	Certified	-	2014	-
Sungai Buaya Mill	Indonesia	Gedung Aji Lama (plasma)	Panduan Rajawali Village, Meraksa Aji Sub District, Tulang Bawang District, Lampung Province, Indonesia	4.3125	105.4317	5,009.95	Certified	-	2014	-
Sungai Merah Mill	Indonesia	Sungai Merah Mill	Sidomukti Village, Gedung Aji Baru Sub District, Tulang Bawang District, Lampung Province, Indonesia	4.2458	105.5889	-	Certified	-	2014	-
Sungai Merah Mill	Indonesia	Sungai Merah Estate	Sidang Gunung Tiga Village, Rawajitu Utara Sub District, Mesuji District, Lampung Province, Indonesia	4.2292	105.6347	4,046.01	Certified	-	2014	-

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Sungai Merah Mill	Indonesia	Gedung Aji Baru (plasma)	Sidoharjo Village, Penawartama Sub District, Tulang Bawang District, Lampung Province, Indonesia	4.1792	105.4400	4,505.75	Certified	-	2014	-
Muara Wahau Mill	Indonesia	Muara Wahau Mill	Sukamaju Village, Kongbeng Sub District, Kutai Timur District, Kalimantan Timur Province, Indonesia	1.1325	117.0065	-	Certified	-	2014	-
Muara Wahau Mill	Indonesia	Muara Wahau Estate	Makmur Jaya Village, Kongbeng Sub District, Kutai Timur District, Kalimantan Timur Province, Indonesia	1.1658	117.0065	3,603.12	Certified	-	2014	-
Muara Wahau Mill	Indonesia	Gunung Kombeng Estate	Sukamaju Village, Kongbeng Sub District, Kutai Timur District, Kalimantan Timur Province, Indonesia	1.1325	117.0203	3,274.42	Certified	-	2014	-
Jak Luay Mill	Indonesia	Jak Luay Mill	Jakluay Village, Muara Wahau Sub District, Kutai Timur District, Kalimantan Timur Province, Indonesia	0.1322	116.9144	-	Certified	-	2015	-
Jak Luay Mill	Indonesia	Jak Luay Estate	Jakluay Village, Muara Wahau Sub District, Kutai Timur District, Kalimantan Timur Province, Indonesia	0.1656	116.9313	3,845.74	Certified	-	2015	-
Jak Luay Mill	Indonesia	Pantun Mas Estate	Sidomulyo Village, Kongbeng Sub District, Kutai Timur District, Kalimantan Timur Province, Indonesia	1.0322	116.9526	5,072.32	Certified	-	2015	-
Jak Luay Mill	Indonesia	Long Buluh Estate	Jakluay Village, Muara Wahau Sub District, Kutai Timur District, Kalimantan Timur Province, Indonesia	0.1656	116.9509	3,489.14	Certified	-	2015	-
Jak Luay Mill	Indonesia	Bukit Subur Estate	Jakuyak Village, Telen Sub District, Kutai Timur District, Kalimantan Timur Province, Indonesia	0.1822	116.8416	3,264.55	Certified	-	2015	-
Jak Luay Mill	Indonesia	Jakluay Plasma	Muara Wahau Sub District, Kutai Timur District, Kalimantan Timur Province, Indonesia	0.9378	116.8812	2,979.56	Not Certified	2023	-	2021

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Jak Luay Mill	Indonesia	Bukit Subur Plasma	Muara Wahau Sub District, Kutai Timur District, Kalimantan Timur Province, Indonesia	0.8673	116.8580	712.29	Not Certified	2023	-	2021
Batu Ampar Mill	Indonesia	Batu Ampar Mill	Serongga Village, Kelumpang Hilir Sub District, Kotabaru District, Kalimantan Selatan Province, Indonesia	3.2156	116.0170	-	Certified	-	2012	-
Batu Ampar Mill	Indonesia	Batu Ampar Estate	Kelumpang Hilir Sub District, Kotabaru District, Kalimantan Selatan Province, Indonesia	3.2656	116.0170	3,944.07	Certified	-	2012	-
Batu Ampar Mill	Indonesia	Batu Mulia Estate	Kelumpang Hilir Sub District, Kotabaru District, Kalimantan Selatan Province, Indonesia	3.2156	116.1047	2,929.02	Certified	-	2012	-
Sungai Kupang Mill	Indonesia	Sungai Kupang Mill	Sungai Kupang Village, Kelumpang Hulu Sub District, Kotabaru District, Kalimantan Selatan Province, Indonesia	3.0822	116.0142	-	Certified	-	2020	-
Sungai Kupang Mill	Indonesia	Sungai Kupang Estate	Sangking Baru Village, Kelumpang Selatan Sub District, Kotabaru District, Kalimantan Selatan Province, Indonesia	3.0656	116.1181	5,196.11	Certified	-	2020	-
Sungai Kupang Mill	Indonesia	Sungai Panci Estate	Kelumpang Hilir Sub District, Kotabaru District, Kalimantan Selatan Province, Indonesia	3.1822	116.0256	4,077.40	Certified	-	2012	-
Sungai Kupang Mill	Indonesia	Sungai Panci (plasma)	Kelumpang Hilir Sub District, Kotabaru District, Kalimantan Selatan Province, Indonesia	3.1819	115.9986	3,822.17	Certified	-	2012	-
Sungai Kupang Mill	Indonesia	Sungai Kupang KKPA	Telagasari Village, Kelumpang Hilir District, Kota Baru Regency, Kalimantan Selatan Province, Indonesia	-3.1129	116.1855	3,858.70	Not Certified	2023	-	2021
Sungai Kupang Mill	Indonesia	Sungai Manunggul Estate	Sang Sang Village, Kelumpang Hilir District, Kota Baru Regency, Kalimantan Selatan Province, Indonesia	-2.7797	116.1733	1,174.68	Not Certified	2024	-	-

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Tanah Laut Mill	Indonesia	Tanah Laut Mill	Kintap Sub District, Tanah Laut District, Kalimantan Selatan Province, Indonesia	3.8153	115.2831	-	Certified	-	2012	-
Tanah Laut Mill	Indonesia	Tanah Laut Estate	Sungai Cuka, Sumber Jaya, Bukit Mulya Pasir Putih, Kintap Kecil Village, Kintap Sub District, Tanah Laut District, Kalimantan Selatan Province, Indonesia	3.8153	115.2953	2,750.31	Certified	-	2012	-
Tanah Laut Mill	Indonesia	Kintapura Estate	Kintapura, Salaman Village, Kintap Sub District, Tanah Laut District, Kalimantan Selatan Province, Indonesia	3.8319	115.1400	1,443.50	Certified	-	2012	-
Libo Mill	Indonesia	Libo Mill	Samsam Village, Kandis Sub District, Siak District, Riau Province, Indonesia	0.9447	101.2061	-	Certified	-	2013	-
Libo Mill	Indonesia	Libo Estate	Samsam Village, Kandis Sub District, Siak District, Riau Province, Indonesia	0.9447	101.2061	4,871.77	Certified	-	2013	-
Libo Mill	Indonesia	Nenggala Estate	Samsam Village, Kandis Sub District, Siak District, Riau Province, Indonesia	0.8947	101.2342	2,203.84	Certified	-	2013	-
Libo Mill	Indonesia	Sungai Rokan Estate	Samsam Village, Kandis Sub District, Siak District, Riau Province, Indonesia	0.9114	101.2172	4,139.72	Certified	-	2013	-
Libo Mill	Indonesia	Sungai Tapung (plasma)	Sukamaju & Kota Bangun Village, Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.7781	101.2458	5,585.00	Certified	-	2013	-
Samsam Mill	Indonesia	Samsam Mill	Bekalar Village, Kandis Sub District, Siak District, Riau Province, Indonesia	0.9614	101.3000	-	Certified	-	2013	-
Samsam Mill	Indonesia	Samsam Estate	Bekalar Village, Kandis Sub District, Siak District, Riau Province, Indonesia	0.9614	101.3000	2,812.13	Certified	-	2013	-
Samsam Mill	Indonesia	Kandista Estate	Belutu Village, Kandis Sub District, Siak District, Riau Province, Indonesia	0.9447	101.3514	3,562.64	Certified	-	2013	-
Samsam Mill	Indonesia	Palapa Estate	Bekalar Village, Kandis Sub District, Siak District, Riau Province, Indonesia	0.9614	101.2808	3,209.80	Certified	-	2013	-

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Ujung Tanjung Mill	Indonesia	Ujung Tanjung Mill	Jambai Makmur Village,Kandis Sub District, Siak District, Riau Province, Indonesia	0.9947	101.2975	-	Certified	-	2013	-
Ujung Tanjung Mill	Indonesia	Ujung Tanjung Estate	Jambai Makmur Village,Kandis Sub District, Siak District, Riau Province, Indonesia	0.9947	101.2650	3,253.00	Certified	-	2013	-
Ujung Tanjung Mill	Indonesia	Kandis Sejahtera KKPA	Pencing Bekulo Village,Kandis Sub District, Siak District, Riau Province, Indonesia	0.9817	101.1525	418.01	Not Certified	2023	-	
Ujung Tanjung Mill	Indonesia	Swadaya Mas Bersama KKPA	Libo Jaya Village,Kandis Sub District,Siak District, Riau Province, Indonesia	0.9602	101.3692	450.79	Not Certified	2023	-	
Kijang Mill	Indonesia	Kijang Mill	Sekijang Village,Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.8614	101.0450	-	Certified	-	2012	-
Kijang Mill	Indonesia	Kijang Mas Estate	Sekijang Village,Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.8447	101.0494	2,369.39	Certified	-	2012	-
Kijang Mill	Indonesia	Kijang Kencana (plasma)	Sekijang Village,Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.8547	101.0911	8,147.79	Certified	-	2012	-
Nagasakti Mill	Indonesia	Nagasakti Mill	Sekijang Village,Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.7947	101.0503	-	Certified	-	2012	-
Nagasakti Mill	Indonesia	Nagamas Estate	Sekijang Village,Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.7947	101.0464	5,042.58	Certified	-	2012	-
Nagasakti Mill	Indonesia	Nagasakti Estate	Sekijang Village,Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.8114	101.0875	5,167.22	Certified	-	2012	-
Nagasakti Mill	Indonesia	Ramabakti Estate	Beringin Lestari Village,Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.8614	101.1722	2,903.79	Certified	-	2012	-
Ramarama Mill	Indonesia	Ramarama Mill	Petapahan Village,Tapung Sub District, Kampar District, Riau Province, Indonesia	0.5614	101.0764	-	Certified	-	2012	-
Ramarama Mill	Indonesia	Ramarama Estate	Petapahan Village,Tapung Sub District, Kampar District, Riau Province, Indonesia	0.5781	101.1139	4,091.94	Certified	-	2012	-

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Ramarama Mill	Indonesia	Amarta Jaya (plasma)	Petapahan Village, Tapung Sub District, Kampar District, Riau Province, Indonesia	0.5341	101.0798	4,426.00	Certified	-	2012	-
Ramarama Mill	Indonesia	Ramarama KKPA	Tapung Sub District, Kampar District, Riau Province, Indonesia	0.5600	100.9980	760.00	Not Certified	2023	-	2021
Ramarama Mill	Indonesia	Berkat Ridho KKPA	Sekijang Village, Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.8614	101.0450	739.99	Not Certified	2023	-	-
Ramarama Mill	Indonesia	Produsen Rama Sawit KKPA	Petapahan Village, Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.5781	101.1139	174.95	Not Certified	2023	-	-
Indrasakti Mill	Indonesia	Indrasakti Mill	Sungai Limau Village, Rakit Kulim Sub District, Indragiri Hulu District, Riau Province, Indonesia	0.5950	102.3050	-	Certified	-	2013	-
Indrasakti Mill	Indonesia	Indrasakti Estate	Sungai Limau Village, Rakit Kulim Sub District, Indragiri Hulu District, Riau Province, Indonesia	0.5783	102.3325	820.87	Certified	-	2013	-
Indrasakti Mill	Indonesia	Indrasakti (plasma)	Sungai Limau Village, Rakit Kulim Sub District, Indragiri Hulu District, Riau Province, Indonesia	102.3088	-0.5693	5,023.50	Certified	-	2013	-
Indrasakti Mill	Indonesia	Indralestari (plasma)	Talang Bersemi Village, Batang Cenaku Sub District, Indragiri Hulu District, Riau Province, Indonesia	102.1495	-0.7280	4,245.50	Certified	-	2013	-
Indrasakti Mill	Indonesia	Indragiri (plasma)	Kuala Gading Village, Batang Cenaku Sub District, Indragiri Hulu District, Riau Province, Indonesia	102.2672	-0.6351	5,295.00	Certified	-	2013	-
Indrasakti Mill	Indonesia	Mandian Jaya PLASMA	Bandar Padang Village, Kec Seberida Sub District, Indragiri Hulu District, Riau Province, Indonesia	-0.5930	102.3600	404.62	Not Certified	2023	-	-

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Bumi Palma Mill	Indonesia	Bumi Palma Mill	Bagan Jaya Village,Tempuling Sub District,Indragiri Hilir District,Riau Province, Indonesia	0.5981	102.9836	-	Certified	-	2014	-
Bumi Palma Mill	Indonesia	Bumi Palma Estate	Bagan Jaya Village,Tempuling Sub District,Indragiri Hilir District,Riau Province, Indonesia	0.6039	102.9886	3,404.80	Certified	-	2014	-
Bumi Palma Mill	Indonesia	Bumi Lestari Estate	Pebanaan Village,Kritang Sub District,Indragiri Hilir District,Riau Province, Indonesia	0.5997	103.0264	3,285.20	Certified	-	2014	-
Bumi Palma Mill	Indonesia	Kharisma Estate	Talang Perigi Village, Rakit Kulim Sub District, Indragiri Hulu District,Riau Province, Indonesia	-0.5710	102.2390	344.94	Not Certified	2024	-	-
Bumi Palma Mill	Indonesia	Kharisma Plasma	Talang Perigi Village, Rakit Kulim Sub District, Indragiri Hulu District,Riau Province, Indonesia	-0.5620	102.2400	380.53	Not Certified	2024	-	-
Hanau Mill	Indonesia	Hanau Mill	Hanau Sub District,Seruyan District,Central Kalimantan,Province, Indonesia	2.4114	112.1092	-	Certified	-	2012	-
Hanau Mill	Indonesia	Hanau Estate	Hanau Sub District,Seruyan District,Central Kalimantan,Province, Indonesia	2.4114	112.1092	4,890.00	Certified	-	2012	-
Hanau Mill	Indonesia	Tasik Mas Estate	Hanau Sub District,Seruyan District,Central Kalimantan,Province, Indonesia	2.3414	112.0928	5,045.48	Certified	-	2012	-
Hanau Mill	Indonesia	Tanjung Paring Estate	Batu Ampar Sub District,Seruyan District,Central Kalimantan,Province, Indonesia	2.2803	112.1325	4,717.06	Certified	-	2012	-
Hanau Mill	Indonesia	Langadang Estate	Batu Ampar Sub District,Seruyan District,Central Kalimantan,Province, Indonesia	2.2347	112.1078	2,409.57	Certified	-	2012	-

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Hanau Mill	Indonesia	Medang Sari Estate	Desa Runtu Village, Arut Selatan Sub District, Kotawaringin Barat District Kalimantan Tengah Province Indonesia	-2.4179	111.6959	2,436.00	Not Certified	2025	-	2021
Sungai Rungau Mill	Indonesia	Sungai Rungau Mill	Rungau Raya Village, Danau Selunuk District, Seruyan District, Kalimantan Tengah Province, Indonesia	2.3206	112.3339	-	Certified	-	2013	-
Sungai Rungau Mill	Indonesia	Sungai Rungau Estate	Rungau Raya Village, Danau Selunuk District, Seruyan District, Kalimantan Tengah Province, Indonesia	2.3286	112.3161	3,073.15	Certified	-	2013	-
Sungai Rungau Mill	Indonesia	Sungai Seruyan Estate	Rungau Raya Village, Danau Selunuk District, Seruyan District, Kalimantan Tengah Province, Indonesia	2.3089	112.2578	4,870.84	Certified	-	2013	-
Sungai Rungau Mill	Indonesia	Terawan Estate	Selunuk Raya Village, Danau Selunuk District, Seruyan District, Kalimantan Tengah Province, Indonesia	2.3453	112.3786	4,481.87	Certified	-	2013	-
Sungai Rungau Mill	Indonesia	Tangar Estate	Rungau Raya Village, Danau Selunuk District, Seruyan District, Kalimantan Tengah Province, Indonesia	2.2292	112.2928	4,445.15	Certified	-	2013	-
Sungai Rungau Mill	Indonesia	Bukit Tiga Estate	Rungau Raya Village, Danau Selunuk District, Seruyan District, Kalimantan Tengah Province, Indonesia	2.1864	112.3222	3,281.78	Certified	-	2013	-
Semilar Mill	Indonesia	Semilar Mill	Rungau Raya Village, Danau Selunuk District, Seruyan District, Kalimantan Tengah Province, Indonesia	2.2483	112.3406	-	Certified	-	2013	-
Semilar Mill	Indonesia	Semilar Estate	Rungau Raya Village, Danau Selunuk District, Seruyan District, Kalimantan Tengah Province, Indonesia	2.2517	112.3497	4,288.63	Certified	-	2013	-

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Semilar Mill	Indonesia	Sei Rindu Estate	Pantap Village, Mentaya Hulu District, Kotawaringin Timur District, Kalimantan Tengah Province, Indonesia	2.2536	112.4081	3,990.60	Certified	-	2013	-
Semilar Mill	Indonesia	Mandang Estate	Rungau Raya Village, Danau Selunuk District, Seruyan District, Kalimantan Tengah Province, Indonesia	2.2744	112.3381	5,170.35	Certified	-	2013	-
Semilar Mill	Indonesia	Puri Estate	Biru Maju Village, Telawang District, Kotawaringin Timur District, Kalimantan Tengah Province, Indonesia	2.3061	112.4203	3,638.42	Certified	-	2013	-
Kenanga Mill	Indonesia	Kenanga Mill	Randai Village, Marau Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	2.1197	110.5939	-	Certified	-	2015	-
Kenanga Mill	Indonesia	Kencana Estate	Rangkung Village, Marau Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	2.1325	110.5775	3,243.64	Certified	-	2015	-
Kenanga Mill	Indonesia	Cendana Estate	Belaban Village, Marau Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	2.1053	110.6086	3,591.85	Certified	-	2015	-
Kenanga Mill	Indonesia	Kenanga Estate	Randai Village, Marau District, Ketapang Regency, Kalimantan Barat Province, Indonesia	-2.1396	110.5079	2,618.10	Not Certified	2023	-	2021
Kenanga Mill	Indonesia	Delima Estate	Marau District, Ketapang Regency, Kalimantan Barat Province, Indonesia	-2.1231	110.5572	1,857.49	Not Certified	2023	-	2021
Kenanga Mill	Indonesia	Kencana Kemitraan	Marau District, Ketapang Regency, Kalimantan Barat Province, Indonesia	-2.0833	110.5835	1,108.22	Not Certified	2024	-	2021
Kenanga Mill	Indonesia	Kenanga Kemitraan	Marau District, Ketapang Regency, Kalimantan Barat Province, Indonesia	-2.0896	110.5516	439.00	Not Certified	2024	-	2021
Belian Mill	Indonesia	Belian Mill	Desa Tua Abang Village, Semitau Sub District, Kapuas Hulu District Propinsi Kalimantan Barat Province, Indonesia	0.4875	111.8447	-	Not Certified	2022	Audited in December 2022	2021

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Belian Mill	Indonesia	Muara Tawang Estate	Mantan Village, Suhaid Sub District, Kapuas Hulu District, Kalimantan Barat Province, Indonesia	-2.0149	112.2989	2,376.91	Not Certified	2023	-	2021
Belian Mill	Indonesia	Belian Estate	Seberuang Village, Semitau Sub District, Kapuas Hulu District, Kalimantan Barat Province Indonesia	0.4850	111.8495	1,948.58	Not Certified	2022	Audited in December 2022	2021
Belian Mill	Indonesia	Tengkawang Estate	Tua Abang Village, Semitau Sub District, Kapuas Hulu District, Kalimantan Barat Province Indonesia	0.5362	111.7985	3,467.01	Not Certified	2022	Audited in December 2022	2021
Belian Mill	Indonesia	Kapuas Hulu Estate	Perigi Village, Silat Hilir Sub District, Kapuas Hulu District, Kalimantan Barat Province Indonesia	0.4069	111.7451	2,703.41	Not Certified	2023	-	2021
Belian Mill	Indonesia	Sungai Beran Estate	Sentabai Village, Silat Hilir Sub District, Kab. Kapuas Hulu District, Kalimantan Barat Province, Indonesia	0.4509	111.7400	2,810.85	Not Certified	2023	-	2021
Belian Mill	Indonesia	Belian Kkpa	Semitau Sub District, Kapuas Hulu District, Kalimantan Barat Province Indonesia	0.5361	111.8600	1,798.13	Not Certified	2024	-	2021
Belian Mill	Indonesia	Muara Tawang Kkpa	Suhaid Sub District, Kapuas Hulu District, Kalimantan Barat Province, Indonesia	0.5272	112.0851	1,052.36	Not Certified	2024	-	2021
Belian Mill	Indonesia	Kapuas Hulu Kkpa	Sub District, Kapuas Hulu District, Kalimantan Barat Province Indonesia	0.4729	111.7439	1,187.94	Not Certified	2024	-	2021
Pekawai Mill	Indonesia	Pekawai Mill	Nanga Tayap Sub District, Ketapang District, Kalimantan Barat Province Indonesia	-1.5212	110.4589	-	Not Certified	2023	-	2021
Pekawai Mill	Indonesia	Kayung Estate	Nanga Tayap Sub District, Ketapang District, Kalimantan Barat Province Indonesia	-1.5452	110.4578	2,210.35	Not Certified	2023	-	2021
Pekawai Mill	Indonesia	Pekawai Estate	Nanga Tayap Sub District, Ketapang District, Kalimantan Barat Province Indonesia	-1.5215	110.4617	2,867.93	Not Certified	2023	-	2021

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Pekawai Mill	Indonesia	Sungai Kelik Estate	Nanga Tayap Sub District, Ketapang District, Kaimantan Barat Province Indonesia	-1.6174	110.4144	2,466.81	Not Certified	2023	-	2021
Pekawai Mill	Indonesia	Nanga Tayap Estate	Nanga Tayap Sub District, Ketapang District, Kaimantan Barat Province Indonesia	-1.5750	110.5309	2,007.59	Not Certified	2023	-	2021
Pekawai Mill	Indonesia	Kayung Kemitraan	Nanga Tayap Sub District, Ketapang District, Kaimantan Barat Province Indonesia	-1.5727	110.4223	2,650.57	Not Certified	2024	-	2021
Sawita Mill	Indonesia	Sawita Mill	Rantau Buda Village, Sungai Durian Sub District, Kotabaru District, Kalimantan Selatan Province Indonesia	-2.5477	116.1401	-	Not Certified	2023	-	2021
Sawita Mill	Indonesia	Sawita Estate	Rantau Buda Village, Sungai Durian Sub District, Kotabaru District, Kalimantan Selatan Province Indonesia	-2.5516	116.1416	3,809.69	Not Certified	2023	-	2021
Sawita Mill	Indonesia	Pamukan Estate	Manunggul Baru Village, Sungai Durian Sub District, Kotabaru District, Kalimantan Selatan Province, Indonesia	-2.5533	116.2249	2,971.57	Not Certified	2023	-	2021
Sawita Mill	Indonesia	Sawita Kkpa	Sungai Durian Sub District, Kotabaru District, Kalimantan Selatan Province, Indonesia	-1.5503	101.8828	1,154.47	Not Certified	2024	-	2021
Rantau Panjang Mill	Indonesia	Rantau Panjang Mill	Jak Luay Village, Muara Wahau Sub District, Kab. Kutai Timur District, Kalimantan Timur Province Indonesia	0.9733	116.8414	-	Not Certified	2023	-	2021
Rantau Panjang Mill	Indonesia	Rantau Panjang Estate	Rantau Panjang Village, Telen Sub District, Kab. Kutai Timur District, Kalimantan Timur Province Indonesia	0.9733	116.8414	4,688.77	Not Certified	2023	-	2021
Rantau Panjang Mill	Indonesia	Rantau Panjang KKPA	Rantau Panjang Village, Telen Sub District, Kab. Kutai Timur District, Kalimantan Timur Province Indonesia	0.9726	116.8412	981.76	Not Certified	2024	-	2021

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Sungai Kikim Mill	Indonesia	Sungai Kikim Mill	Sungai Laru Village, Kikim Tengah Sub District, Lahat District, Sumatera Selatan Province, Indonesia	-3.6343	103.2197	-	Not Certified	2023	-	2021
Sungai Kikim Mill	Indonesia	Sungai Kikim Estate	Sungai Laru Village, Kikim Tengah Sub District, Lahat District, Sumatera Selatan Province, Indonesia	-3.6293	103.2387	1,845.29	Not Certified	2023	-	2021
Sungai Kikim Mill	Indonesia	Sungai Pangi Estate	Ulak Bandung Village, Kikim Barat Sub District, Lahat District, Sumatera Selatan Province, Indonesia	-3.5507	103.1897	3,118.59	Not Certified	2023	-	2021
Sungai Kikim Mill	Indonesia	Sungai Musi Estate	Gunung Kembang Lama Village, BTS Ulu Sub District, Musi Waras District, Sumatera Selatan Province, Indonesia	-3.5018	103.2300	1,736.24	Not Certified	2023	-	2021
Sungai Kikim Mill	Indonesia	Sungai Saling Estate	Sungai Laru Village, Kikim Tengah Sub District, Lahat District, Sumatera Selatan Province, Indonesia	-3.6249	103.2398	2,161.22	Not Certified	2023	-	2021
Sungai Kikim Mill	Indonesia	Sungai Enim Estate	Arahan Village, Merapi Timur Sub District, Lahat District, Sumatera Selatan Province, Indonesia	-3.6300	103.6489	1,724.54	Not Certified	2023	-	2021
Sungai Kikim Mill	Indonesia	Sungai Lematang Estate	Arahan Village, Merapi Timur Sub District, Lahat District, Sumatera Selatan Province, Indonesia	-3.6300	103.6489	2,081.48	Not Certified	2023	-	2021
Sungai Kikim Mill	Indonesia	Sungai Bungur Estate	Patikal Lama Village, Kikim Timur District, Lahat Regency, Sumatera Selatan Province, Indonesia	-3.6581	103.4236	2,322.95	Not Certified	2023	-	2021
Sungai Kikim Mill	Indonesia	Sungai Lingsing Estate	Tanjung Lontar Village, Merapi Timur Sub District, Lahat District, Sumatera Selatan Province, Indonesia	-3.6359	103.3057	1,024.88	Not Certified	2023	-	2021

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Gunung Kongbeng Mill	Indonesia	Gunung Kongbeng Mill	Sukamaju Village,Kongbeng Sub District, Kutai Timur District,Kalimantan Timur Province, Indonesia	1.1113	117.0210	-	Not Certified	2024	-	2021
Gunung Kongbeng Mill	Indonesia	Gunung Kongbeng KKPA	Kongbeng Sub District,Kutai Timur District, Kalimantan Timur Province, Indonesia	1.0992	117.0117	2,214.00	Not Certified	2024	-	2021
Sungai Magalau Mill	Indonesia	Sungai Magalau Mill	Sangsang Village,Kelumpang Tengah Sub District, Kotabaru District,Kalimantan Selatan Province, Indonesia	-2.7866	116.1707	-	Not Certified	2023	-	2021
Sungai Magalau Mill	Indonesia	Senakin Estate	Sangsang Village,Sampanahan Sub District, Kotabaru District,Kalimantan Selatan Province, Indonesia	-2.8081	116.1867	2,786.98	Not Certified	2023	-	2021
Sungai Magalau Mill	Indonesia	Sungai Magalau Estate	Sukamaju Village,Kelumpang Tengah Sub District, Kotabaru District,Kalimantan Selatan Province, Indonesia	-2.6658	116.1611	1,706.51	Not Certified	2023	-	2021
Bukit Kapur Mill	Indonesia	Bukit Kapur Mill	Bangkalan Melayu Village,Kelumpang Hulu Sub District, Kotabaru District,Kalimantan Selatan Province, Indonesia	-2.9427	116.0461	-	Not Certified	2025	-	2021
Bukit Kapur Mill	Indonesia	Sungai Cantung Estate	Bangkalan Melayu Village,Kelumpang Hulu Sub District, Kotabaru District,Kalimantan Selatan Province, Indonesia	-2.9591	116.0020	3,473.00	Not Certified	2025	-	2021
Bukit Kapur Mill	Indonesia	Bukit Kapur Estate	Karang Liwar Village,Kelumpang Hulu Sub District, Kotabaru District,Kalimantan Selatan Province, Indonesia	-2.8903	116.0432	2,950.00	Not Certified	2025	-	2021
Kasuari Mill	Indonesia	Kasuari Mill	Kampung Lapua Village, Kaureh District, Jayapura Regency, Papua Province, Indonesia	-2.9731	140.0299	-	Not Certified	2023	-	2021
Kasuari Mill	Indonesia	Cendrawasih Estate	Kampung Lapua Village, Kaureh District, Jayapura Regency, Papua Province, Indonesia	-2.9314	139.9666	2,691.32	Not Certified	2023	-	2021

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Kasuari Mill	Indonesia	Nuri Estate	Kampung Lapua Village, Kaureh District, Jayapura Regency, Papua Province, Indonesia	-2.8949	139.9259	2,532.16	Not Certified	2023	-	2021
Kasuari Mill	Indonesia	Rajawali Estate	Kampung Lapua Village, Kaureh District, Jayapura Regency, Papua Province, Indonesia	-2.9938	140.0926	3,675.16	Not Certified	2023	-	2021
Kasuari Mill	Indonesia	Mambruk Estate	Kampung Lapua Village, Kaureh District, Jayapura Regency, Papua Province, Indonesia	-3.0306	140.0458	3,472.87	Not Certified	2023	-	2021
Sungai Air Jernih Mill	Indonesia	Sungai Air Jernih Mill	Pauh Village, Pauh Sub District, Sarolangun District, Jambi Province, Indonesia	-2.0853	102.4697	-	Not Certified	2023	-	2021
Sungai Air Jernih Mill	Indonesia	Sungai Air Jernih Estate	Pauh Village, Pauh Sub District, Sarolangun District, Jambi Province, Indonesia	-2.0844	102.8033	2,962.69	Not Certified	2023	-	2021
Sungai Air Jernih Mill	Indonesia	Sungai Mentawak Estate	Baru Village, Air Hitam Sub District, Sarolangun District, Jambi Province, Indonesia	-2.0603	102.7106	2,754.24	Not Certified	2023	-	2021
Sungai Air Jernih Mill	Indonesia	Sungai Merak Estate	Wentawak Baru Village, Air Hitam District, Sarolangun Regency, Jambi Province, Indonesia	-2.0194	102.6364	3,969.33	Not Certified	2023	-	2021
Sungai Air Jernih Mill	Indonesia	Sungai Badak Estate	Wentawak Baru Village, Air Hitam District, Sarolangun Regency, Jambi Province, Indonesia	-2.0194	102.6364	1,576.24	Not Certified	2023	-	2021
Sungai Air Jernih Mill	Indonesia	Sungai Mentawak Kkpa	Baru Village, Air Hitam Sub District, Sarolangun District, Jambi Province, Indonesia	-2.1070	102.7030	922.31	Not Certified	2024	-	2021
Perdana Mill	Indonesia	Perdana Mill	Rungau Raya Village, Danau Seluluk Sub District, Seruyan District, Kalimantan Tengah Province, Indonesia	-2.4225	112.3596	-	Not Certified	2025	-	2021

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Perdana Mill	Indonesia	Perdana Estate	Rungau Raya Village, Danau Seluluk Sub District, Seruyan District, Kalimantan Tengah Province, Indonesia	-2.4202	112.3645	4,006.88	Not Certified	2025	-	2021
Perdana Mill	Indonesia	Lenggana Estate	Selunuk Village, Seruyan Raya Sub District, Seruyan District, Kalimantan Tengah Province, Indonesia	-2.4185	112.4174	2,274.97	Not Certified	2025	-	2021
Perdana Mill	Indonesia	Semandau Estate	Rungau Raya Village, Danau Seluluk Sub District, Seruyan District, Kalimantan Tengah Province, Indonesia	-2.4317	112.3082	3,789.18	Not Certified	2025	-	2021
Perdana Mill	Indonesia	Muara Dua Estate	Terawan Village, Seruyan Raya Sub District, Seruyan District, Kalimantan Tengah Province, Indonesia	-2.4526	112.3852	4,116.37	Not Certified	2025	-	2021
Kuayan Mill	Indonesia	Kuayan Mill	Keminting Village, Bukit Sentuhai Sub District, Kota Waringin Timur District, Kalimantan Tengah Province, Indonesia	-1.9712	112.3698	-	Not Certified	2025	-	2021
Kuayan Mill	Indonesia	Bukit Santuhai Estate	Tumbang Keminting Village, Bukit Sentuhai Sub District, Kota Waringin Timur District, Kalimantan Tengah Province, Indonesia	-1.9490	112.3935	3,634.93	Not Certified	2025	-	2021
Kuayan Mill	Indonesia	Seranau Estate	Tumbang Sapiri Village, Mentaya Hulu Sub District, Kota Waringin Timur District, Kalimantan Tengah Province, Indonesia	-2.0334	112.4052	3,653.62	Not Certified	2025	-	2021
Kuayan Mill	Indonesia	Sapiri Estate	Tukang Langit Village, Mentaya Hulu Sub District, Kota Waringin Timur District, Kalimantan Tengah Province, Indonesia	-1.8724	112.5321	2,392.25	Not Certified	2025	-	2021
Kuayan Mill	Indonesia	Tajur Beras Estate	Pematang Village, Mentaya Hulu Sub District, Kota Waringin Timur District, Kalimantan Tengah Province, Indonesia	-2.0870	112.4630	3,667.46	Not Certified	2025	-	2021

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Kuayan Mill	Indonesia	Bukit Dua Estate	Rantau Katang Village, Telaga Antang Sub District, Kota Waringin Timur District, Kalimantan Tengah Province, Indonesia	-1.7376	112.5294	1,804.56	Not Certified	2025	-	2021
Kuayan Mill	Indonesia	Sapiri Plasma	Tukang Langit Village, Mentaya Hulu Sub District, Kota Waringin Timur District, Kalimantan Tengah Province, Indonesia	-1.9371	112.7821	435.00	Not Certified	2025	-	2021
Kuayan Mill	Indonesia	Sungai Sambon Plasma	Mentaya Hulu Sub District, Kota Waringin Timur District, Kalimantan Tengah Province, Indonesia	-2.0724	112.4382	470.29	Not Certified	2025	-	2021
Tangar Mill	Indonesia	Tangar Mill	Rungau Raya Village, Danau Seluluk Sub District, Seruyan District, Kalimantan Tengah Province, Indonesia	-2.2438	112.2981	-	Not Certified	2025	-	2021
Tangar Mill	Indonesia	Sulin Estate	Wanatirta Village, Batu Ampar Sub District, Seruyan District, Kalimantan Tengah Province, Indonesia	-2.2238	112.2625	4,173.17	Not Certified	2025	-	2021
Tangar Mill	Indonesia	Nahiyang Estate	Sandul Village, Batu Ampar Sub District, Seruyan District, Kalimantan Tengah Province, Indonesia	-2.2469	112.1932	3,723.32	Not Certified	2025	-	2021
Tangar Mill	Indonesia	Katayang Estate	Sahabu Village, Batu Ampar Sub District, Seruyan District, Kalimantan Tengah Province, Indonesia	-2.1285	112.2342	3,443.31	Not Certified	2025	-	2021
Tangar Mill	Indonesia	Sulin Plasma	Batu Ampar Sub District, Seruyan District, Kalimantan Tengah Province, Indonesia	-2.2470	112.1931	1,677.28	Not Certified	2025	-	2021
Sako Mill	Indonesia	Sako Mill	Suka Mandang Village, Seruyan Tengah Sub District, Seruyan District, Kalimantan Tengah Province, Indonesia	-2.0356	112.2387	-	Not Certified	2025	-	2021

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Sako Mill	Indonesia	Mentaya Estate	Ayawan Village,Seruyan Tengah Sub District, Seruyan District, Kalimantan Tengah Province,Indonesia	-2.0149	112.2989	3,341.84	Not Certified	2025	-	2021
Sako Mill	Indonesia	Kuayan Estate	Keminting Village,Bukit Sentuhai Sub District, Kota Waringin Timur District, Kalimantan Tengah Province,Indonesia	-1.9751	112.3566	3,519.82	Not Certified	2025	-	2021
Sako Mill	Indonesia	Sungai Nusa Estate	Gantung Pengayuh Village,Seruyan Tengah Sub District, Seruyan District,Kalimantan Tengah Province,Indonesia	-2.0960	112.2343	3,218.56	Not Certified	2025	-	2021
Sako Mill	Indonesia	Sungai Ayawan Estate	Suka Mandang Village,Seruyan Tengah Sub District, Seruyan District,Kalimantan Tengah Province,Indonesia	-2.0744	112.2426	3,732.70	Not Certified	2025	-	2021
Sako Mill	Indonesia	Sako Plasma	Seruyan Tengah Sub District, Seruyan District,Kalimantan Tengah Province,Indonesia	-2.2470	112.1931	1,014.42	Not Certified	2025	-	2021
Jalemo Mill	Indonesia	Jalemo Mill	Jalemo Village,Tumbang Jutu Sub District, Gunung Mas District,Kalimantan Tengah Province,Indonesia	-1.3482	113.5022	-	Not Certified	2025	-	2021
Jalemo Mill	Indonesia	Manuhing Estate	Tumbang Kalaken Village,Manuhing Sub District, Gunung Mas District,Kalimantan Tengah Province,Indonesia	-1.3745	113.4438	2,120.91	Not Certified	2025	-	2021
Jalemo Mill	Indonesia	Kajui Estate	Tumbang Sepan Village,Manuhing Sub District, Gunung Mas District,Kalimantan Tengah Province,Indonesia	-1.3907	113.4877	3,570.95	Not Certified	2025	-	2021
Jalemo Mill	Indonesia	Jalemo Estate	Hujung Prata Village,Rungan Barat Sub District, Gunung Mas District,Kalimantan Tengah Province,Indonesia	-1.3593	113.5048	3,350.89	Not Certified	2025	-	2021
Jalemo Mill	Indonesia	Manuhing KKPA	,Manuhing Sub District, Gunung Mas District, Kalimantan Tengah Province,Indonesia	-1.3745	113.4438	64.86	Not Certified	2025	-	2021

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Kenari Mill	Indonesia	Kenari Mill	Pangkalan Baru Village, Tribun Jaya Sub District, Ketapang Regency, Kalimantan Barat Province, Indonesia	-2.1655	110.9210	-	Not Certified	2025	-	2021
Kenari Mill	Indonesia	Gaharu Estate	Periangan Village, Jelai Hulu District, Ketapang Regency, Kalimantan Barat Province, Indonesia	-2.1000	110.8647	1,885.97	Not Certified	2025	-	2021
Kenari Mill	Indonesia	Kenari Estate	Kenari Sub District District, Ketapang Regency, Kalimantan Barat Province, Indonesia	-2.1708	110.9236	3,132.08	Not Certified	2025	-	2021
Kenari Mill	Indonesia	Gaharu Plasma	Jelai Hulu District, Ketapang Regency, Kalimantan Barat Province, Indonesia	-2.1119	110.9264	557.47	Not Certified	2025	-	2021
Kenari Mill	Indonesia	Kenari Plasma	Ketapang Regency, Kalimantan Barat Province, Indonesia	-2.2064	110.8981	52.00	Not Certified	2025	-	2021
Sungai Perak Mill	Indonesia	Sungai Perak Mill	Besiq,Bermai,Muara Niliq,Mantar,Muara Begai Village,Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6619	115.5892	-	Not Certified	2024	-	-
Sungai Perak Mill	Indonesia	Sungai Perak Estate	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6820	115.6030	2,810.00	Not Certified	2024	-	-
Sungai Perak Mill	Indonesia	Sungai Basung Estate	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6421	115.6085	2,810.00	Not Certified	2024	-	-
Sungai Perak Mill	Indonesia	Sungai Pikan Estate	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.5957	115.6298	2,351.00	Not Certified	2024	-	-
Sungai Perak Mill	Indonesia	Sungai Pilos Estate	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6776	115.5297	3,361.00	Not Certified	2024	-	-

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Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Location Address	GPS Coordinates (in decimal degree)		Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB
				Latitude	Longitude					
Sungai Perak Mill	Indonesia	Sungai Pikan Plasma	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.5957	115.6298	2,266.34	Not Certified	2024	-	-
Sungai Kedang Mill	Indonesia	Sungai Tohan Plasma	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6267	115.5141	1,773.00	Not Certified	2024	-	-
Sungai Kedang Mill	Indonesia	Sungai Kedang Mill	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6587	115.4964	-	Not Certified	2024	-	-
Sungai Kedang Mill	Indonesia	Sungai Kedang Estate	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6843	115.5019	3,338.00	Not Certified	2024	-	-
Sungai Kedang Mill	Indonesia	Sungai Tohan Estate	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6267	115.5141	3,597.00	Not Certified	2024	-	-
Sungai Kedang Mill	Indonesia	Kedang Pahu Estate	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6679	115.4458	1,928.00	Not Certified	2024	-	-
Sungai Kedang Mill	Indonesia	Sungai Pahu Estate	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6141	115.4520	2,803.00	Not Certified	2024	-	-
Sungai Kedang Mill	Indonesia	Sungai Pahu Plasma	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6679	115.4458	567.56	Not Certified	2024	-	-

Note:

1. For the certification unit that was audited in 2022 (Belian Mill, Belian Estate and Tengkwang Estate) by BSI, during the audit there was NC for indicator 7.12.8, the unit of certification cannot provide evidence to demonstrate that the HCV compensation project plan against Final Conservation Liability and Environmental

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Remediation Plan has been developed and accepted by the RSPO Compensation Panel. GAR is taking a proactive approach to monitor the progress of its Remediation and Compensation Plan (RaCP) of PT Paramitra Internusa Pratama – Belian Mill. Based on latest communication with GAR, obtained information as follow:

- Concept Note (Annex 7) PT PIP – Belian Mill has been approved (endorsed) on 8 February 2023
 - Proposal Compensation Plan (Annex 8) PT PIP has been submitted on 28 March 2023
 - Revised Proposal of Compensation Plan (Annex 8) PT PIP – Belian Mill has been submitted on 1 September 2023
 - Update from RSPO on 12 September 2023, stated that the independent evaluator is currently reviewing the compensation plan.
 - On 18 September 2023: RSPO sent feed back from the independent evaluator.
 - On 29 September 2023: GAR resubmit the revised RaCP Annex 8 of GAR – Batch 1 & Batch 2 following the feedback from the evaluator shared on 18 September 2023. Responded by RSPO on 2 October 2023
 - On 9 October 2023: RSPO sent feedback from evaluator that requiring further clarification about the budget.
 - On 12 October 2023: GAR give explanation to RSPO regarding the budget. Responded by RSPO on 12 October 2023 stating that RSPO will forward the information along with the clarification note to the Evaluator in order for the evaluator to continue the evaluation process.
2. GAR is continuously working on the plan for certification, but this will depend on the speed of RaCP proposal approved by independent evaluator and the speed of the Concept Note approval.

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; no Minor nonconformities and no Opportunity For Improvement raised. The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The implementation of the Corrective Actions for the Critical Nonconformity(ies) has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

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

Opportunity for Improvements	
OFI #	Description
OFI 1	Nil

Positive Findings	
PF #	Description
PF 1	Commitment to RSPO Audit from workers until top management.
PF 2	Records/data and information was given quickly through GAR Sustainability Information System (GSIS).
PF 3	Good hospitality during onsite audit.

3.3.1 Status of Nonconformities Previously Identified and Observations

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

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

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
Appendix C previous CB report	Major	RSPO P&C INA-NI 2016 Indicator 2.1.1	17 July 2019	Closed on 02/09/2019
Appendix C previous CB report	Minor	RSPO P&C INA-NI 2016 Indicator 6.2.3	17 July 2019	Closed on 22/09/2020

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 Sawit Mas Sejahtera – Pangkalan Panji Mill and its 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 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)
Governmental Department	Manpower Agency of Banyuasin Regency	Face to face interview
Governmental Department	Land Office of Banyuasin Regency	Face to face interview
Governmental Department	Environmental Agency of Banyuasin Regency	Face to face interview
Governmental Department	Plantation Agency of Banyuasin Regency	Face to face interview
Communities	Village Head of Seterio	Phone interview
Communities	Village Head of Rimba Terap	Phone interview
FFB Supplier	CV Rejeki Raya Sejahtera	Phone interview
NGO	KP2L	Face to face interview
Internal	Worker Union, Gender Commite, New Mother.	Face to face interview

Stakeholders comment	
1	<p>Feedbacks: Manpower Agency of Banyuasin Regency</p> <ul style="list-style-type: none"> - Communication with the Office of Manpower has been going well. - Employment Reporting has been carried out routinely by the company, for example when there is a Temporary/PKWT Appointment, the agreement has been reported to the Manpower Office of Banyuasin District. - There were no industrial relations cases that reached the Manpower Office of Banyuasin Regency for period Y2022 and 2023.

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	<ul style="list-style-type: none"> - For harvesting work in plantations and factories, the company has used PKWTT/permanent workers. - There is a Collective Labor Agreement/PKB/CLA at PT Sawit Mas Sejahtera for period Y2022 – 2024. - The company has implemented a Minimum Wage in accordance with the Routine Report to the Manpower Office and Supervision Report from the Manpower Office of Banyuasin Regency. - Input from the Manpower Office: Companies can hold internal bipartite meetings more regularly, for example once every 3 months, to discuss labor issues.
	<p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - The Audit Team has verified both document reviews and interviews with related parties, it can be concluded that the positive points presented remain as input points for the company. - Acknowledge by the auditor team as a positive response. - Related to suggestions from the Manpower Office, so far the company has registered the LKS Bipartite to the Manpower Office of Banyuasin Regency in accordance with the Decree of the Head of the Manpower Office of Banyuasin Regency No. 1335/SK/Disnakertrans/IV/2023 "Recording of LKS Bipartite PT SMS in April 2023, this company has conducted regular monthly LKS Bipartite meetings, for example in 2023, meeting documents have been verified, for example: 9 January 2023 meeting related to fogging in employee housing, 8 February 2023: Examination of employees at Security Post, 7 March 2023: Cleanliness of employee housing huts, 5 April 2023: Security in housing, 6 May 2023: Domestic waste transportation, 7 June 2023: It is forbidden to burn garbage. Therefore, it can be concluded that the Bipartite LKS at PT SMS is active and running according to the provisions.
<p>2</p>	<p>Feedbacks: Land Office of Banyuasin Regency</p> <ul style="list-style-type: none"> - There are no land issues during 2022 and 2023 at PT SMS. - Communication has been going well between the company and the Land Office of Banyuasin Regency. - There is a HGU of PT SMS that will expire in 2030, therefore the requirements must begin to be taken care of from now on.
	<p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - The Audit Team has verified both document reviews and interviews with related parties, it can be concluded that the positive points presented remain as input points for the company. - Acknowledge by the auditor team as a positive response.
<p>3</p>	<p>Feedbacks: Environmental Agency of Banyuasin Regency</p> <ul style="list-style-type: none"> - Communication is going well between company and Environment Office of Banyuasin Regency. - RKL/RPL reporting has been carried out routinely by the company to the Environment Office of Banyuasin Regency. - There are no environmental issues from the company's operational activities during 2022 and 2023. - Licensing related to the environment has been fulfilled by PT SMS. - Supervision of the Land Application Permit has been carried out by the Environmental Office, and the LA is in accordance with the permit granted. - Emissions from Palm Oil Mill must still be controlled by the company.
	<p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - The Audit Team has verified both document reviews and interviews with related parties, it can be concluded that the positive points presented remain as input points for the company. - Acknowledge by the auditor team as a positive response. - Regarding emission monitoring, the company has conducted emission monitoring as stated in the RKL RPL Report every semester that has been reported to the Environment Office of Banyuasin Regency, where the results of emission monitoring have met the threshold value according to regulations.

<p>4</p>	<p>Feedbacks: Plantation Agency of Banyuasin Regency</p> <ul style="list-style-type: none"> - Communication is going well between company and Plantation Office of Banyuasin Regency. - The company regularly reports its CSR Report to the Plantation Office of Banyuasin Regency. - The company has routinely reported the Plantation Business Development Report (Laporan Perkembangan Usaha Perkebunan) every semester to the Plantation Office of Banyuasin Regency. - The company has conducted PUP (Penilaian Usaha Perkebunan) with Class III results. - For HGU that will expire in December 2030, the company can prepare the HGU extension requirements from now on. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - The Audit Team has verified both document reviews and interviews with related parties, it can be concluded that the positive points presented remain as input points for the company. - Acknowledge by the auditor team as a positive response.
<p>5</p>	<p>Feedbacks: Village Head of Seterio</p> <ul style="list-style-type: none"> - In determining the CSR program in Seterio Village, the company has conducted public consultations with the Village, so that the program is aligned with the Village Program. - CSR in the social sector is already available, for example in stunting handling assistance for 25 beneficiaries. - CSR in the religious sector has been realized, namely the renovation of the mosque at Seterio Village. - There is no land dispute at PT SMS until Y2023. - Need to normalize the ditch that leads to Seterio Village. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - The Audit Team has verified both document reviews and interviews with related parties, it can be concluded that the positive points presented remain as input points for the company. - Acknowledge by the auditor as a positive response. - Related to the ditch normalization, the company has established a CSR Program for the infrastructure aspect including the normalization of the ditches which will be discussed with the Head of Village by the Company.
<p>6</p>	<p>Feedbacks: Village Head of Rimba Terap</p> <ul style="list-style-type: none"> - In determining the CSR program in Rimba Terap Village, the company has conducted public consultations with the Village, so that the program is aligned with the Village program. - CSR in the infrastructure sector is already available, for example in assistance for maintaining a 200 meters village road. - On behalf of the village, he conveyed that the company could review the making of elephant trenches (Parit Gajah), because some access roads to community gardens would be further away. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - The Audit Team has verified both document reviews and interviews with related parties, it can be concluded that the positive points presented remain as input points for the company. - Acknowledge by the auditor as a positive response. - Related to the elephant trenches (Parit Gajah), the company continues to open discussions with the village regarding the follow-up process, the construction of the elephant trench is also one of the efforts to maintain the security of the garden from outsiders. The company will discuss again with the village regarding this matter.
<p>7</p>	<p>Feedbacks: CV Rejeki Raya Sejahtera</p>

	<ul style="list-style-type: none"> - Have been working with the company for quite a long time, namely since 2016. - Cooperation in the field of FFB supply. - The company has provided socialization related to the legal source of FFB along with company policies. - Payment of FFB smoothly on time. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - The Audit Team has verified both document reviews and interviews with related parties, it can be concluded that the positive points presented remain as input points for the company. - Acknowledge by the auditor as a positive response.
<p>8</p>	<p>Feedbacks: Local NGO - KP2L</p> <ul style="list-style-type: none"> - Communication has been going well between the company and KP2L. - According to KP2L's monitoring, there is no issue of environmental pollution resulting from the operational process of the PT SMS Factory, besides that according to KP2L there is no issue of land disputes that have occurred. - PT SMS has provided CSR programs to the surrounding community, for example, according to KP2L's knowledge, namely the improvement of village roads in Langkan Village. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - The Audit Team has verified both document reviews and interviews with related parties, it can be concluded that the positive points presented remain as input points for the company. - Acknowledge by the auditor as a positive response.
<p>9</p>	<p>Feedbacks: Worker Union NIKEUBA</p> <ul style="list-style-type: none"> - Communication has been going well with the company. - There are about 250 members of the NIKEUBA Union. - The company gives freedom to choose to organize, one of which is through the NIKEUBA Workers' Union. - There is a Collective Labor Agreement/PKB/CLA available at PT SMS for the period 2022 – 2024. - No cases of industrial relations during 2022 – 2023. - Routine meetings have been held between the Labor Union and the Company every month. - Suggestions from the Labor Union, namely that the company facilitates training related to employment for the Labor Union. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - The Audit Team has verified both document reviews and interviews with related parties, it can be concluded that the positive points presented remain as input points for the company. - Acknowledge by the auditor as a positive response. - With regard to training, the company responded positively and is willing to provide employment training as needed.
<p>10</p>	<p>Feedbacks: Gender Committee and New Mother</p> <ul style="list-style-type: none"> - Communication has been going well with the company. - There are no cases of sexual harassment during 2022 – 2023. - The activities of the Gender Committee have been running routinely, for example the Posyandu program every 1x/month, coaching during routine recitation events, regular meetings between the gender committee and the company to discuss issues related to the gender committee. - Regarding reproductive rights, the company has protected the reproductive rights of women workers, including new mothers.

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	<p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - The Audit Team has verified both document reviews and interviews with related parties, it can be concluded that the positive points presented remain as input points for the company. - Acknowledge by the auditor as a positive response.
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List of landowner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Nil					
<p>Note: The unit of certification has finished replanting in 2021, therefore this is the 2nd cycle of oil palms cultivation. There is no previous landowner. All certified areas are state land with HGU Certificate. This was confirmed also with Kepala Desa and local governance.</p>					

Previous landowner / user comment	
	Feedbacks: -
	Audit Team verification and response: -

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 Sawit Mas Sejahtera – Pangkalan Panji POM and its 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 Sawit Mas Sejahtera – Pangkalan Panji POM and its supply bases is remain certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Eko Purwanto	Name: Yahya Mustakim
Company Name: On behalf BSI Services Malaysia Sdn. Bhd.	Company Name: PT Sawit Mas Sejahtera
Title: Lead Assessor	Title: Head of Sustainability Management System and Certification Operations Sustainability
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 1 September 2023	Date: 1 September 2023

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance							
<p>Principle 1: Behave ethically and transparently</p>									
<p>Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.</p>									
<p>Criteria 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.</p>									
<p>1.1.1</p>	<p>(C) Management documents that are specified in the RSPO P&C are made publicly available. - Critical (Major) compliance -</p>	<p>Information available to stakeholder specified in the Information List for SMART’s stakeholder (F/SMART/UMUM /SADV/004/003) dated on 03 July 2023</p> <p>During ASA 1_1 it was observed that list of the information available to the public and stakeholder as much as 14 types of documents, such as:</p> <table border="1" data-bbox="1131 839 1951 1340"> <thead> <tr> <th data-bbox="1131 839 1458 890">Documents</th> <th data-bbox="1462 839 1951 890">Stakeholders</th> </tr> </thead> <tbody> <tr> <td data-bbox="1131 893 1458 1098">Master list of employees</td> <td data-bbox="1462 893 1951 1098">Government Institutions (Neighboring Villages, Districts, Banyuasin and Musi Banyuasin Regency Governments, Pali Regency, Sumatra Selatan Provincial Government, BPJS Banyuasin Regency, SPSI PT SMS</td> </tr> <tr> <td data-bbox="1131 1101 1458 1340">Taxpayer Identification Number (<i>Nomor Pokok Wajib/NPWP</i> and Land and Building Tax/ <i>Pajak Bumi dan Bangunan PBB</i>)</td> <td data-bbox="1462 1101 1951 1340">Government Agencies (Tax Office of Banyuasin and Musi Banyuasin Regency Governments, Pali Regency)</td> </tr> </tbody> </table>	Documents	Stakeholders	Master list of employees	Government Institutions (Neighboring Villages, Districts, Banyuasin and Musi Banyuasin Regency Governments, Pali Regency, Sumatra Selatan Provincial Government, BPJS Banyuasin Regency, SPSI PT SMS	Taxpayer Identification Number (<i>Nomor Pokok Wajib/NPWP</i> and Land and Building Tax/ <i>Pajak Bumi dan Bangunan PBB</i>)	Government Agencies (Tax Office of Banyuasin and Musi Banyuasin Regency Governments, Pali Regency)	<p>Complied</p>
Documents	Stakeholders								
Master list of employees	Government Institutions (Neighboring Villages, Districts, Banyuasin and Musi Banyuasin Regency Governments, Pali Regency, Sumatra Selatan Provincial Government, BPJS Banyuasin Regency, SPSI PT SMS								
Taxpayer Identification Number (<i>Nomor Pokok Wajib/NPWP</i> and Land and Building Tax/ <i>Pajak Bumi dan Bangunan PBB</i>)	Government Agencies (Tax Office of Banyuasin and Musi Banyuasin Regency Governments, Pali Regency)								

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		Proof of payment of local taxes/retribution	Government Agencies (Tax Office of Banyuasin and Musi Banyuasin Regency Governments, Pali Regency)	
		AMDAL, RKL-RPL Report	Governmental Institutions (Environmental Agency Banyuasin Regency and Musi Banyuasin Regency, Pali Regency, Sumatera Selatan Province Governmental, and NGO)	
		Deed of establishment & amendments, area data and production and application of fertilizers.	Governmental Institutions (Plantations Agency, Plantation Service, Central Bureau of Statistics, BPPT Banyuasin Regency, Musi Banyuasin Regency and South Sumatra Province.	
		Certificate / land use rights	Government Agencies (Neighboring Village Government, Neighboring District Government, Land Office Banyuasin Regency, Musi Banyuasin District and South Sumatra Province), NGO	
		Identification And Management Of HCV	Government Agencies (Neighboring Village Government, Neighboring District Government, BKSDA, Environmental Agency of Banyuasin, Musi Banyuasin Regency and Sumatera Selatan Province), NGO	
		Social Impact Assessment (SIA)	Government Agencies (Neighboring Village Government, Neighboring District Government, Land Office Banyuasin Regency, Musi Banyuasin District and South Sumatra Province), NGO	
		CSR Report	Government Agencies (Neighboring Village Government, Neighboring District	

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			Government, Land Office Banyuasin Regency, Musi Banyuasin District and South Sumatra Province), NGO	
		Occupational Health and Safety Plan	Government Agencies (Neighboring Village Government, Neighboring District Government, Land Office Banyuasin Regency, Musi Banyuasin District and South Sumatra Province), NGO	
		Continuous Improvement document	Government Agencies (Neighboring Village Government, Neighboring District Government, Land Office Banyuasin Regency, Musi Banyuasin District and South Sumatra Province), NGO	
		Audit Report	Government Agencies (Neighboring Village Government, Neighboring District Government, Land Office Banyuasin Regency, Musi Banyuasin District and South Sumatra Province), NGO	
		Human Right Policy	Government Agencies (Neighboring Village Government, Neighboring District Government, Land Office Banyuasin Regency, Musi Banyuasin District and South Sumatra Province), NGO	
		Complaint and responses documents	Government Agencies (Neighboring Village Government, Neighboring District Government, Land Office Banyuasin Regency, Musi Banyuasin District and South Sumatra Province), NGO	
		The documented procedure was established, it's described the process and responsibilities and authorities in regards responding the request on information from the public. The coverage of request on information as		

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		stated in the procedure including information on legal documents, environmental documents, social activities documents, occupational health and safety programme documents and continual improvement documents.	
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	Based on consultation with the stakeholders, review of Logbook of incoming mail and response, and review of mandatory report during ASA 1_1, the information provided to stakeholders is in Indonesian language. There is no migrant worker, and all surrounding communities understood Indonesian language.	Complied
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	Recorded information requests can be seen in Logbook of Incoming and Outgoing Mail. From the Logbook review year of 2023, there was no request for information from the stakeholders. However, the company regularly submitted the mandatory report to the related agency such as in aspect of plantation and land legality (HGU utilization report, plantation progress report), environmental (environmental license document implementation report, waste management report), OHS (employment report, OHS management report), that will be mentioned in related indicators. It was verified that mandatory report for period 2023 was submitted. The recent mandatory report submission as follows (note: the auditor mentioned only recent example, because the recent report will not approve by Agencies if the previous period report not reported yet): <ul style="list-style-type: none"> - Plantation progress report (LPUP) period of Semester II of 2022 has been sent to Plantation Agency on 18 July 2023. - Plantation progress report (LPUP) period of Semester I of 2023 has been sent to Plantation Agency on 18 July 2023. - Hazardous Waste Report Quarter II 2023 has been sent on 18 July 2023 - Quarterly Report of OHS Committee (P2K3) Quarter II of 2023 has been sent to Manpower Agency on 18 July 2023. 	Complied

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		<p>- Recent Annual Report of Employment has been reported on 05 November 2022, with obligation for next reporting on 5 November 2023.</p>	
<p>1.1.4</p>	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.</p> <p>- Critical (Major) compliance -</p>	<p>SOP to describe the process of information sharing/dissemination defined in social communication procedures SOP Communication and Consultation Procedure No. SOP/SMART/UMUM/SADV/I/04 dated 1 July 2014. Consultation and communication with stakeholders conducted by collecting community leaders, village heads and local community or visiting the office/the village hall to meet with the village head, village officials and community. The response to requests for information by the above procedure is at least 30 days or 4 weeks. Procedures and a list of information available in Indonesian and easily understood.</p> <p>There is no change related to the SOP until ASA 1_1.</p> <p>Documents available to the public and stakeholder can be provided to stakeholders according to their relevance through a written request to the organization. Information provided to the public and stakeholder has disseminated to the stakeholder together with social procedure (Information request and response procedure, environmental complain handling, land conflict resolution procedure, and social communication procedure). PIC Communication and Consultation is Unit Head (Mill Unit Head and Estate Unit Head).</p> <p>The recent dissemination of communication procedure to worker has been conducted on 15 April 2023 for all workers in Mill and all Estate's Division and all contractors, for surrounding Village Heads on 16 April 2023.</p> <p>Based on interview with workers, contractors, governmental agencies during ASA 1_1, the stakeholders aware of the type of information available and the procedures for accessing the information based on regular oral dissemination from Public Relation Staff in the formal or informal meeting. All stakeholders know and understand how they</p>	<p>Complied</p>

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		should ask for information to the organization and how to communicate with the organization. Moreover, even though not requested, the company regularly sent mandatory report in Indonesian language.	
1.1.5	An up-to-date list of contacts and detailed stakeholder information is available along with designated representatives. - Minor compliance -	<p>Certificate holder has shown lists of stakeholders for the period of 2023. Stakeholder list detail including address and phone numbers were mentioned in the list. Update the list was performed annually by Unit Head (Estate and Mill) and SPO Officer. The last update was performed on 10 July 2023.</p> <p>The company has had a List of stakeholders updated in July 2023 by Public Relation, which includes 9 types of stakeholders i.e:</p> <ul style="list-style-type: none"> - Statutory bodies (Sub-district Administration, Regencies Agencies, etc.) - Indigenous people - Local Communities, i.e.: Village Heads, etc.) - Worker Organizations, i.e.: Labor Union, Gender Committee, Worker Cooperative. - Independent smallholder: - FFB Supplier - Local NGOs - National NGOs - Other Stakeholders, i.e.: FFB transport contractors, infrastructure contractors, financial institutions (banks), etc. 	Complied
Criteria 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	The company already has policies and declarations related to a code of ethics, recorded in the Golden Agri-Resources Business and Human Rights Policy dated June 2021 which contains:	Complied

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		<ol style="list-style-type: none"> 1. Respect workers' rights and dignity in accordance with legal provisions, provide fair treatment without discrimination and build harmonious industrial relations. 2. Respect workers' rights in terms of freedom of opinion, collective bargaining, and forming and joining trade/labor unions. 3. Prevent the practice of forced labor and do not use workers resulting from human trafficking. 4. Make sure not to employ children in all lines of operations. 5. Ensuring the safety of the work environment and company operations. 6. Recognizing equal rights and participation of women around the operating unit. 7. Create safe and healthy working conditions and provide environmental protection. 8. Respect the rights of local and customary communities according to the applicable laws and regulations where the company operates. 9. Respect and protect the rights of whistleblowers and human rights defenders. 10. Comply with legal provisions regarding the prevention of bribery and corruption. 11. Take steps to resolve and restore negative impacts in accordance with applicable laws and regulations where the company operates in the event of a human rights violation. 	
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>This policy was disseminated to all employees of Sawit Mas Estate on 22 April 2023. The dissemination at Pangkalan Panji Mill was carried out on March 15, 2023. And, for FFB suppliers, socialization was carried out on May 19, 2023.</p>	Complied

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		<p>The company has monitored and evaluated the implementation of procedures and policies through the Internal Audit RSPO and ISPO which was carried out on 13-14 February 2023 by 4 internal auditors. The implementation of SOPs and policies has been examined during the internal audit found 2 non-conformances, namely the General K3 Expert Certificate on behalf of Ikhidina Arbi which expired on 31 August 2020; the condition of the BPA (childcare) Division 1 SMSE ceiling is in an unsafe condition;</p> <p>For OHS, the Internal Audit was conducted on 13-17 February 2023 with report number 11/PT.SMS-SUMSEL1/INTA-SMK3/II/2023. The Internal Audit was conducted by Mrs. Febriana Supriati who attended the SMK3 Auditor Training on March 4 2015 organized by PT Sucofindo. His SMK3 registration number is No. Reg. 2062/A-SMK3/III/2015.</p> <p>The SMK3 internal audit reference is PP No. 50 of 2012 Appendix II and the results are based on achievement criteria, the application rating level is Satisfactory. There were no findings with the Critical or Major categories.</p>	
<p>Principle 2: Operate legally and respect rights Implement legal requirements as the basic principles of operation in any jurisdiction.</p>			
<p>Criteria 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.</p>			
2.1.1	<p>(C) The unit of certification complies to relevant regulations. - Critical (Major) compliance -</p>	<p>The company already has a list of legal documents and is stored properly, for example:</p> <ul style="list-style-type: none"> • AMDAL addendum document prepared in 2016 and has received approval for Environmental Feasibility from the Governor of South Sumatra in accordance with Decree No. 353/KPTS/DLHP/2017 dated 16 May 2017 concerning Environmental Feasibility of Changing Oil Palm Plantation Activities on an area of 6,205 Ha to an area of 4,844 Ha and increasing the Capacity of Palm Oil Mills from 30 Tons of FFB/Hour to 36 Tons of FFB/Hour in Banyuasin 	Complied

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		<p>Regency and Muasi Banyuasin, South Sumatra Province by PT Sawit Mas Sejahtera.</p> <ul style="list-style-type: none"> • Environmental Permit for PT Sawit Mas Sejahtera as stated in the Decree of the Governor of South Sumatra No. 406/KPTS/DLHP/2017 dated 14 June 2017 concerning Environmental Permits for Oil Palm Plantation Activities on an Area of 4,844 Ha and Palm Oil Mills with a Capacity of 36 Tons of FFB/Hour in Banyuasin and Muasi Banyuasin Regencies, South Sumatra Province by PT Sawit Mas Sejahtera. • Technical Details of Hazardous Waste Management for storage activities issued by the Environmental and Land Office of South Sumatra Province No.: 660/0489/DLHP/B.II/2022 dated 21 March 2022 with the location of TPS LB3 at the coordinates of: <ul style="list-style-type: none"> ○ TPS 1: S 02° 56' 54.31"; E 104° 24' 59.47": Types of hazardous and toxic waste that can be stored in the form of: Used oil (B105d), Used ink packaging (B321-4), Used filters (B109d), Used rags (B110d), Used battery (A102d), Electronic waste (B104d), Contaminated material LB3 (A108d). ○ TPS 2: S 02° 55' 51.04"; E 104° 27' 46.12": Types of hazardous and toxic waste that can be stored in the form of: Used oil (B105d), Used ink packaging (B321-4), Used filters (B109d), Used waste (B110d), Used battery (A102d), Electronic waste (B104d), LB3 contaminated material (A108d), Clinical waste (A337-1), Expired pharmaceutical products (A337-2). ○ TPS 3: S 02° 55' 37.60"; E 104° 27' 55.40": Types of hazardous and toxic waste that can be stored are: Laboratory waste (B106d), Used packaging (B104d), Used 	
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		<p>Majun (B110d), Used battery (A102d), Electronic waste (B104d), Used ink packaging (B321-4).</p> <p>The evaluation will be carried out annually by the South Sumatra Province Environment and Land Office and the Banyuasin Regency Environmental Service.</p> <ul style="list-style-type: none"> • Technical Details of Hazardous Waste Management for storage activities issued by the Environmental and Land Office of South Sumatra Province No.: 660/0491/DLHP/B.II/2022 dated 21 March 2022 with the location of TPS LB3 at coordinates S 03° 10' 36.3" ; E 103° 46' 16". The types of hazardous and toxic waste that can be stored are: used oil (B105d), used ink packaging (B321-4), used filters (B109d), used Majun (B110d), used batteries (A102d), electronic waste (B104d), contaminated packaging (B104d), Contaminated material LB3 (A108d), Clinical waste (A337-1). The evaluation will be carried out annually by the South Sumatra Province Environment and Land Office and the Musi Banyuasin Regency Environmental Service • Sawit Mas Estate has an Occupational Safety and Health Advisory Committee (P2K3) with a total of 18 members which has been approved through the Decree of the Head of the Manpower and Transmigration Office of South Sumatra Province Number: 870/SK/Nakertrans/2023 dated 16 May 2023 • Pangkalan Panji POM already has an Occupational Safety and Health Advisory Committee (P2K3) with a total of 10 members which has been approved through the Decree of the Head of the Manpower and Transmigration Office of South Sumatra Province Number: 1801/SK/Nakertrans/2023 dated 21 July 2023 • Recommendation for Permit for Utilization of Palm Oil Industry Wastewater to PT Sawit Mas Sejahtera's Plantation Land (Land Application) as stated in the Decree of the Head of the Banyuasin 	
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		<p>Regency Environmental Agency No. 660/0616/PP/DLH/2021 dated 12 March 2021 and valid for 3 years</p> <ul style="list-style-type: none"> • Licensing for plantation and factory heavy equipment in accordance with statutory regulations • And others <p>Legal documents have been evaluated according to their fields, such as:</p> <ul style="list-style-type: none"> • Plantation licensing sector dated April 10, 2023 • Environmental sector dated 10 April 2023 • Labor Sector dated 10 April 2023 • Social Affairs dated 10 April 2023 • OHS dated 10 April 2023 • Conservation field dated 10 April 2023 <p>The SPO Region responsible for updating laws and regulations will then inform the SPO Officer in each plantation and mill. The SPO Officer will evaluate the application of these laws and regulations in their respective locations.</p>	
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>PT Sawit Mas Sejahtera implementing legal compliance and evaluation refers to "SOP SMART Pemenuhan Peraturan dan Persyaratan Lainnya" dated 1 July 2014. The identification and register of applicable legal and other requirement under form "Daftar Peraturan dan Persyaratan Lainnya".</p> <p>The compliance evaluation of applicable legal and other requirement carried out minimum once per annum. The compliance evaluation recorded under form "Evaluasi Pemenuhan Peraturan dan Persyaratan Lainnya".</p>	Complied

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		<p>No new regulation issued in 2022 so the latest regulations are:</p> <ul style="list-style-type: none"> • Peraturan Pemerintah (PP) Nomor 5 Tahun 2021 regarding Penyelenggaraan Perizinan Berusaha Berbasis Risiko. • Peraturan Pemerintah (PP) Nomor 6 Tahun 2021 regarding Penyelenggaraan Perizinan Berusaha di Daerah. • Peraturan Pemerintah (PP) Nomor 20 Tahun 2021 regarding Penertiban Kawasan dan Tanah Terlantar. • Peraturan Pemerintah (PP) Nomor 22 Tahun 2021 regarding Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup. • Peraturan Pemerintah (PP) Nomor 26 Tahun 2021 regarding Penyelenggaraan Bidang Pertanian. • Peraturan Pemerintah (PP) Nomor 31 Tahun 2021 regarding Penyelenggaraan Bidang Pelayaran. • Peraturan Pemerintah (PP) Nomor 35 Tahun 2021 regarding Perjanjian Kerja Waktu Tertentu, Alih Daya, Waktu Kerja dan Waktu Istirahat, dan Pemutusan Hubungan Kerja. • Peraturan Pemerintah (PP) Nomor 36 Tahun 2021 regarding Pengupahan. • Peraturan Pemerintah (PP) Nomor 37 Tahun 2021 regarding Penyelenggaraan Program Jaminan Kehilangan Pekerjaan. <p>Legal documents have been evaluated according to their fields, such as:</p> <ul style="list-style-type: none"> • Plantation licensing sector dated April 10, 2023 • Environmental sector dated 10 April 2023 • Labor Sector dated 10 April 2023 • Social Affairs dated 10 April 2023 • OHS dated 10 April 2023 	
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		<ul style="list-style-type: none"> • Conservation field dated 10 April 2023 <p>The SPO Region responsible for updating laws and regulations will then inform the SPO Officer in each plantation and mill. The SPO Officer will evaluate the application of these laws and regulations in their respective locations. Legal document evaluated in 2023 related labour including Governor Decree of South Sumatera Province No. 909/KPTS/DISNAKERTRANS/2022 dated 6 December 2022, regarding minimum wage of Banyuasin Regency for year 2023, with amount IDR 3,433,489.76/month.</p> <p>Based on evaluation, the organizations have complied to the new regulations as mentioned as above.</p>	
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>Unit of certification performs monitoring of the HGU boundary pegs based on procedure "SOP Pemeliharaan Patok HGU/HGB No.SOP/SMART/CERS-EHSD/SADV/I/004" dated 1 July 2014. Total 271 HGU boundary pegs in Sawit Mas Estate monitored in three times a year.</p> <p>During this ASA 1_1, audit team checked Sawit Mas Sejahtera's HGU boundary onsite vs HGU map, "Peta Posisi Patok PT Sawit Mas Sejahtera –Sawit Mas Estate" scale 1:60,000:</p> <ul style="list-style-type: none"> - HGU No. BPN IX (2° 59' 3.60" S & 104° 27' 56.33" E) Division 2, Block G60; Condition good; neighbouring with Dusun Joho. - HGU No. SMS X (2° 58' 45.81" S & 104° 27' 34.10" E) Division 2, Block G60; Condition good; neighbouring with other land title under process for HGU. - HGU No. SMS XI (2° 59' 7.22" S & 104° 27' 4.50" E) Division 2, Block G59; Condition good; neighbouring with other land title under process for HGU. - HGU No. SMS XII (2° 59' 36.90" S & 104° 26' 39.78" E) Division 2, Block H57; Condition good; neighbouring with other land title under process for HGU. 	Complied

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		<p>Audit team reviewed the program and implementation of HGU boundary stone maintenance/upkeep record period 2023. Maintenance consist of cleaning and repainting.</p> <ol style="list-style-type: none"> 1. Program and Realization of Boundary Marks Maintenance for 2023 Division 1, 2, 6 Pangkalan Panji: <ul style="list-style-type: none"> o January: planned 50 pegs, realised 32 HGU boundary pegs maintained. o February: planned 46 pegs, realised 28 HGU boundary pegs maintained. o March: planned 0, realised 36 HGU boundary pegs maintained. o May: planned 50 pegs, realised 45 HGU boundary pegs maintained. o June: planned 46 pegs, realised 38 HGU boundary pegs maintained. o July: planned 0, realised 13 HGU boundary pegs maintained. 2. Program and Realization of Boundary Marks Maintenance for 2023 Division 3 & 4 Tanjung Laut: <ul style="list-style-type: none"> o January: planned 38 pegs, realised 27 HGU boundary pegs maintained. o February: planned 38 pegs, realised 49 HGU boundary pegs maintained. o May: planned 38 pegs, realised 23 HGU boundary pegs maintained. o June: planned 38 pegs, realised 38 HGU boundary pegs maintained. o July: planned 0, realised 15 HGU boundary pegs maintained. 3. Program and Realization of Boundary Marks Maintenance for 2023 Division 5 Pendopo: 	
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		<ul style="list-style-type: none"> ○ January: planned 50 pegs, realised 55 HGU boundary pegs maintained. ○ February: planned 49 pegs, realised 44 HGU boundary pegs maintained. ○ May: planned 50 pegs, realised 63 HGU boundary pegs maintained. ○ June: planned 49 pegs, realised 36 HGU boundary pegs maintained. 	
Criteria 2.2: 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 company has a list of contractors and is well maintained in the format of Monitoring of Contractual Agreement of Manufacturing and Payment. The contracted parties were FFB Suppliers and FFB transporter, while for CPO & PK transporter are conducted by the buyers themselves.</p> <p>In 2023, there are 1 contractor of FFB transporter (PT Satrindo Jaya Agropalma) and 3 contractors of FFB Suppliers. The monitoring variable covers job type, job period, job progress as well as BAP status/payment of contract.</p> <p>For FFB transporter on behalf of PT Satrindo Jaya Agropalma, the statement to adhere company's policy stipulated in contractual agreement No. 005/SMS/JKTO-II/XII/2019-ATBS dated 2 December 2019 valid until 31 December 2024.</p>	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>All contracts or statement letters has contained specific clause on meeting relevant legal requirements as follows:</p> <p>FFB Supplier</p> <p>The FFB supplier have signed a statement letter related to the implementation of company policies:</p>	Complied

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		<ul style="list-style-type: none"> • Statement Letter of Supplier on behalf of CV Rejeki Raya Sejahtera (RRSX) dated 10 Agustus 2020 • Statement Letter of Supplier on behalf CV Rachma Jaya (CRJX) dated 3 Desember 2020 • Statement Letter of Supplier on behalf Achmad Aqilsyah Siregar (AQSX) 19 September 2021 <p>FFB Transporter</p> <p>For FFB transporter on behalf of PT Satrindo Jaya Agropalma, the statement to adhere company's policy stipulated in contractual agreement No. 005/SMS/JKTO-II/XII/2019-ATBS dated 2 December 2019 valid until 31 December 2024. In the contract, has mentioned that the contractor shall adhere the PT Sawit Mas Sejahtera policy, such as minimum payment, insurance, and OHS/PPE provision to workers. Moreover, commitment to adhere legal compliance also stipulated in Statement Letter of PT Satrindo Jaya Agrotama dated 01 February 2021. List of workers has been shown that all of them are permanent workers, and there is no child labour.</p> <p>Moreover, all workers also have been enrolled in National Health Insurance (BPJS <i>Kesehatan</i>) and National Employment Insurance (BPJS <i>Ketenagakerjaan</i>).</p>	
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour.</p> <p>- Minor compliance -</p>	<p>In all contractual agreements and Statement Letter mentioned in Indicator 2.2.2, have mentioned that the contractor shall adhere the PT SMS policy and national requirements, including prohibition of child, trafficked and forced labour. It has been verified based on the list of workers, sample of contractual agreements, and interview in the field, that there is no child, forced and trafficked labour employed by the contractors.</p>	Complied

Criteria 2.3: All FFB supplies from outside the unit of certification are from legal sources.

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2.3.1	<p>(C) For all directly sourced FFB, Palm Oil Mill (POM) requires:</p> <ul style="list-style-type: none"> Information regarding the geolocation of FFB origins; Proof of ownership status, right/claim of the land by grower/smallholder; If relevant, valid planting/operational/trading license, or is part of a cooperative which allows the buying and selling of FFB. <p>- Critical (Major) compliance -</p>	<p>PT Sawit Mas Sejahtera has identified information related to the supplier of FFB to BSWM, including: supplier name, address, coordinates, land ownership status, planting/operational/trade permit and contact number to contact.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Supplier Nama</th> <th>Sawit Mas Estate</th> <th>Sawit Mas Estate</th> <th>CV Rejeki Raya Sejahtera (RRSX)</th> <th>CV Rachma Jaya (CRJX)</th> <th>Achmad Aqilsyah Siregar (AQSX)</th> </tr> </thead> <tbody> <tr> <td>Address</td> <td>Desa Pangkalan Panji, Kec. Banyuasin III</td> <td>Desa Pangkalan Panji, Kec. Banyuasin III</td> <td>Jl Mayor HM Rasyad Nawai No 550 RT 008, Palembang</td> <td>Dusun 2 Desa Sukatani, Jln. Tanjung Api-api, Palembang</td> <td>Jl. Rama-rama Villa Garden I Blok K No 25, Kec Alang-alang Lebar, Palembang</td> </tr> <tr> <td>Coordinate</td> <td>02° 48' 24.92" S dan 104° 23' 01.83" E</td> <td>02° 48' 24.92" S dan 104° 23' 01.83" E</td> <td>02° 56' 57.00" S dan 104° 27' 57.49" E</td> <td>02° 46' 26.60" S dan 104° 46' 57.40" E</td> <td>03° 62' 95.73" S dan 103° 21' 38.65" E</td> </tr> <tr> <td>Status</td> <td>SK HGU</td> <td>SK HGU</td> <td>SHM, SKT</td> <td>SHM, SKT</td> <td>SHM, SKT</td> </tr> <tr> <td>Permit</td> <td>Izin Usaha</td> <td>Izin Usaha</td> <td>NIB</td> <td>-</td> <td>-</td> </tr> <tr> <td>Certification</td> <td>RSPO, ISPO dan ISCC</td> <td>Non certified</td> <td>Non certified</td> <td>Non certified</td> <td>Non certified</td> </tr> <tr> <td>Contact Person</td> <td>Surono</td> <td>Surono</td> <td>Hendrik Sutarto</td> <td>Ade Rahman</td> <td>Achmad Aqilsyah Siregar</td> </tr> <tr> <td>Phone</td> <td>081274342162</td> <td>081274342162</td> <td>08127100188</td> <td>081274287385</td> <td>082371587508</td> </tr> <tr> <td>Contract/Statement Letter</td> <td>-</td> <td>-</td> <td>Statement Letter dated 10 August 2020</td> <td>Statement Letter dated 3 December 2020</td> <td>Statement Letter dated 19 September 2021</td> </tr> </tbody> </table> <p>All third parties FFB suppliers has signed a Statement Letter which one of the clause is about traceability of FBB</p> <p>Article (4): FFB sold to PT Sawit Mas Sejahtera are come from area that:</p> <ol style="list-style-type: none"> a. Has received all permit regarding acquisition of land and plantations business from the authorities. b. Cultivated areas are in accordance with applicable law and regulation in Republic of Indonesia and not obtained illegally. 	Supplier Nama	Sawit Mas Estate	Sawit Mas Estate	CV Rejeki Raya Sejahtera (RRSX)	CV Rachma Jaya (CRJX)	Achmad Aqilsyah Siregar (AQSX)	Address	Desa Pangkalan Panji, Kec. Banyuasin III	Desa Pangkalan Panji, Kec. Banyuasin III	Jl Mayor HM Rasyad Nawai No 550 RT 008, Palembang	Dusun 2 Desa Sukatani, Jln. Tanjung Api-api, Palembang	Jl. Rama-rama Villa Garden I Blok K No 25, Kec Alang-alang Lebar, Palembang	Coordinate	02° 48' 24.92" S dan 104° 23' 01.83" E	02° 48' 24.92" S dan 104° 23' 01.83" E	02° 56' 57.00" S dan 104° 27' 57.49" E	02° 46' 26.60" S dan 104° 46' 57.40" E	03° 62' 95.73" S dan 103° 21' 38.65" E	Status	SK HGU	SK HGU	SHM, SKT	SHM, SKT	SHM, SKT	Permit	Izin Usaha	Izin Usaha	NIB	-	-	Certification	RSPO, ISPO dan ISCC	Non certified	Non certified	Non certified	Non certified	Contact Person	Surono	Surono	Hendrik Sutarto	Ade Rahman	Achmad Aqilsyah Siregar	Phone	081274342162	081274342162	08127100188	081274287385	082371587508	Contract/Statement Letter	-	-	Statement Letter dated 10 August 2020	Statement Letter dated 3 December 2020	Statement Letter dated 19 September 2021	Complied
Supplier Nama	Sawit Mas Estate	Sawit Mas Estate	CV Rejeki Raya Sejahtera (RRSX)	CV Rachma Jaya (CRJX)	Achmad Aqilsyah Siregar (AQSX)																																																				
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		Suppliers that categorized as indirectly source owned their land and also received FFB from farmers. They have a list of farmers who send their FFB to them and copy of SHM certificate. The documents has been reviewed during audit.	
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 -	Pangkalan Panji Mill received FFB from directly and indirectly sources. Details in 2.3.1	Complied
<p>Principle 3: Optimise productivity, efficiency, positive impact and resilience Implement plans, procedures and systems for continuous improvement.</p>			
<p>Criteria 3.1: There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.</p>			
3.1.1	<p>(C) 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 -</p>	<p>During this ASA 1_1, PT Sawit Mas Sejahtera demonstrated a long-term management plan in document "Analisa Kelayakan Ekonomi 5 tahun PT Sawit Mas Sejahtera Tahun 2023 – 2027" dated 27 July 2023. The long-term management plan covered parameter as follows:</p> <ul style="list-style-type: none"> • Hectare statement of mature and immature area • Estimated FFB production (Tons) • Estimated FFB purchase (from smallholder, third party and sister company) • Extraction projected (%) • Estimated of CPO and PK Production (tons) • Cost estimation (IDR/Kg) • Estimation of price (IDR/Tons) • Estimation of profit (IDR) • Replanting 	Complied

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		<p>Below are estimated production and cost for period 2023 – 2027:</p> <table border="1"> <thead> <tr> <th>Description</th> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> <th>2027</th> </tr> </thead> <tbody> <tr> <td>FFB production</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>SMSE (MT)</td> <td>103,267</td> <td>101,472</td> <td>102,836</td> <td>104,611</td> <td>105,706</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Third party (MT)</td> <td>40,000</td> <td>79,286</td> <td>79,286</td> <td>79,286</td> <td>78,644</td> </tr> <tr> <td>Total FFB (MT)</td> <td>143,267</td> <td>180,758</td> <td>182,122</td> <td>183,897</td> <td>184,350</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>CPO Production (MT)</td> <td>32,951</td> <td>41,574</td> <td>41,888</td> <td>42,296</td> <td>42,400</td> </tr> <tr> <td>PK Production (MT)</td> <td>7,880</td> <td>9,942</td> <td>10,017</td> <td>10,114</td> <td>10,139</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>FFB Cost (Rp/kg)</td> <td>1,465</td> <td>1,444</td> <td>1,429</td> <td>1,409</td> <td>1,398</td> </tr> <tr> <td>Mill Cost (Rp/kg)</td> <td>410</td> <td>363</td> <td>362</td> <td>360</td> <td>360</td> </tr> <tr> <td>PP Cost (Rp/kg)</td> <td>4,116</td> <td>3,208</td> <td>3,193</td> <td>3,173</td> <td>3,172</td> </tr> </tbody> </table> <p>PT Sawit Mas Sejahtera demonstrated independent financial audit report for from Registered Public Accountants Tanubrata Sutanto Fahmi Bambang & Partner (License No.622/KM.1/2016) as evidence in Independent Auditor’s Report No. 00497/2.1068/AU.1/01/1245-7/1/V/2023 dated 30 May 2023 by Benny Dwinanto, SE, CPA (Public Accountant License No. AP.1245). Based on the report, the financial statements presents fairly, in all material respects, the consolidated financial position of the Group as of 31 December 2022 and its consolidated financial performance and its consolidated cash flows for the year then ended, in accordance with Indonesian Financial Accounting Standards.</p> <p>Available evidence of tax receipt dated 29/08/2022; Transaction reference no. 24002200034498; Billing ID 226339899644022; Tax ID 012204673314001 of PT Sawit Mas Sejahtera; Based on “Surat Pemberitahuan Pajak Terutang” No.00036/670/22/314/22 dated 31 March 2022; tax object number 16.07.030.314.110-0043.1; PPB Perkebunan (411313 - land tax) for land 49,760,000 m² and building</p>	Description	2023	2024	2025	2026	2027	FFB production						SMSE (MT)	103,267	101,472	102,836	104,611	105,706							Third party (MT)	40,000	79,286	79,286	79,286	78,644	Total FFB (MT)	143,267	180,758	182,122	183,897	184,350							CPO Production (MT)	32,951	41,574	41,888	42,296	42,400	PK Production (MT)	7,880	9,942	10,017	10,114	10,139							FFB Cost (Rp/kg)	1,465	1,444	1,429	1,409	1,398	Mill Cost (Rp/kg)	410	363	362	360	360	PP Cost (Rp/kg)	4,116	3,208	3,193	3,173	3,172	
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		64,676.40 m ² ; amount IDR *,***,147,734.																													
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>The unit of certification have procedure for replanting stated in SOP/SMART/MCAR/VI/TA-RPL (Replanting). Replanting normally necessary for oil palms at the age around 25 years, however, can be more than 25 years based on productivity consideration.</p> <p>Replanting program in Sawit Mas Estate has been realized and completed in 2021. Below is realisation of replanting in certification area of Sawit Mas Estate:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Realisation (Ha)</th> </tr> </thead> <tbody> <tr><td>2010</td><td>215.47</td></tr> <tr><td>2011</td><td>-</td></tr> <tr><td>2012</td><td>176.94</td></tr> <tr><td>2013</td><td>799.80</td></tr> <tr><td>2014</td><td>340.02</td></tr> <tr><td>2015</td><td>87.35</td></tr> <tr><td>2016</td><td>289.94</td></tr> <tr><td>2017</td><td>651.82</td></tr> <tr><td>2018</td><td>275.26</td></tr> <tr><td>2019</td><td>-</td></tr> <tr><td>2020</td><td>130.17</td></tr> <tr><td>2021</td><td>161.44</td></tr> <tr><td>TOTAL</td><td>3,128.21</td></tr> </tbody> </table> <p>There is no peat area in Sawit Mas Estate area. Replanting realisation is reviewed annually in management review.</p>	Year	Realisation (Ha)	2010	215.47	2011	-	2012	176.94	2013	799.80	2014	340.02	2015	87.35	2016	289.94	2017	651.82	2018	275.26	2019	-	2020	130.17	2021	161.44	TOTAL	3,128.21	Complied
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3.1.3	<p>The unit of certification holds management review at planned term according to the scale and nature of the activities undertaken.</p> <p>- Minor compliance -</p>	<p>The unit of certification has held management review annually in each operation unit, such as:</p> <ol style="list-style-type: none"> Management review Sawit Mas Estate held on 11 April 2023; Management review Pangkalan Panji Mill held on 17 May 2023; 	Complied																												

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		<p>Management review meeting discussed the following:</p> <ul style="list-style-type: none"> • Result of ISCC, ISPO, RSPO, OHS Internal audit • Result of Operational Internal Audit • Customer feedback • Process performance and product conformity • Mature upkeep • Others • Preventive and corrective actions • Follow up from previous management review • Change that could affect management system • Recommendation for improvement. 	
<p>Criteria 3.2: The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.</p>			
<p>3.2.1</p>	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impact and opportunities of the unit of certification. - Critical (Major) compliance -</p>	<p>The Unit of certification established, maintained and implemented the documented procedures to conduct annual internal audit as per SOP/SMART/UMUM/SADV/I/009. Internal audit conducted annually. Internal audit conducted to determine whether the CH conforms to the requirements in the RSPO P&C Indonesia National Interpretation 2020. During this ASA 1_1 sighted the report of RSPO Internal Audit of PT Sawit Mas Sejahtera issued by Sustainability Compliance – OSDV. Internal audit conducted on 13 – 17 February 2023 by Kamaludin Sofyan, Yodhi Faisal Amin, Asri Indraswari and Betha Januardi Budaya. The outcomes of the internal audits and all actions taken to correct non-conformities subject to annual management review. Management review conducted on 11 April 2023 for Sawit Mas Estate and 17 May for Pangkalan Panji Mill. Management review attended by RC, PC, EM, FM and all key personels. Minutes of meeting available covers internal audit result, stakeholder feedback, process performance and product</p>	<p>Complied</p>

		<p>conformity, status of preventive and corrective action, follow up from previous management review, change that could affect management system, and recommendation for improvement.</p> <p>Implementation of action plan for continuous improvement considering the main social and environmental impact are based on environmental document and social impact assessment report. Environmental Management and Monitoring Plan (RKL-RPL) is part of SEIA or AMDAL document. Participatory with affected parties was conducted during Environment Impact Assessment (EIA) through Economic and Social Questionnaire "Pedoman Wawancara Untuk Sampel Penduduk" with adjacent communities of certification unit.</p> <p>Unit of certification has implemented identification of environmental aspect and impact assessment and reviewed annually. The plan was including monitoring that adaptive to operational changes and effective of the mitigation measures.</p> <p>Sawit Mas Estate has action plan for continuous improvement, such as:</p> <ol style="list-style-type: none"> a. Using FADST application to make it easier to determine the type of fertilizer to be applied. b. To make all staff understood P&C of all certification standard and maintain the implementation of sustainability in the workplace. c. SPO Assistant always maintains updated data in the GSIS (GAR Sustainability Information System) application such as scorecard, health & safety, grievance, GHG etc. d. Dissemination and confirmation of the use of "cokeran" so that loose fruit does not get stuck in the armpits of the fronds. e. Development of barn-owl box using Ferocement system. <p>The action plans are still ongoing, and latest monitoring on 31 July 2023.</p> <p>Continuous improvement program in Pankalan Panji Mill, such as:</p>	
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		<p>a. Reporting of SPO Assistant using online system GSIS.</p> <p>b. ISCC WR as a new certification implemented; all staffs shall understand the related certification standard.</p> <p>c. Implementation of hardness detector.</p> <p>d. Waste pond feeding automation.</p> <p>The action plans are still ongoing, and latest monitoring on 1 August 2023.</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>The unit of certification has filled the RSPO Metric Template version 2.1 for year January – December 2022 and June 2022 to May 2023. The report has been reviewed by auditor during audit.</p>	Complied
Criteria 3.3: Operating procedures are appropriately documented, consistently implemented and monitored.			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>During this ASA 1_1 there are three SOP revision, which is SOP for Supply Chain, complaints, and SOP for boundary stakes maintenance.</p> <ul style="list-style-type: none"> • PT.SMS-PPNM/SOP/27 rev.09, dated 4 January 2023, for Supply Chain Certification Model MB. • SOP/SMART/MCAR/XVII/TA-PPH, dated 15 July 2020, for HGU pegs maintenance. • SOP/SMART/SUST/IV/003, dated 8 March 2022, for handling complaints and conflict. <p>The unit of certification has operational procedures for estate and mill as follows:</p> <p>Oil Palm Agronomy Procedure</p> <p>Procedure of Agronomy is arranged by Management Committee Agronomy and Research (MCAR) revised on 15 July 2020. Procedures were includes new area and replanting planning, nursery, land clearing,</p>	Complied

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		<p>preparation before planting, fertilising, upkeep, integrated pest management (IPM), road maintenance, peat land management, drainage system, mature and immature upkeep, integrated pest management and harvesting. Other than that, there were also procedures for several processes including riparian zone management, application of agrochemical. Procedure also described required PPE and other safe working practices. Samples of Standard Operational Procedure for agronomy are as follows:</p> <ul style="list-style-type: none"> • Procedure No. SOP/SMART/MCAR/I/TA-PPA about new planting. • Procedure No. SOP/SMART/MCAR/II/TA-PRP about replanting. • Procedure No. SOP/SMART/MCAR/III/TA-BBT about nursery. • Procedure No. SOP/SMART/MCAR/IV/TA-PLB about land preparation. • Procedure No. SOP/SMART/MCAR/V/TA-TNM about planting. • Procedure No. SOP Nomor SOP/SMART/MCAR/VI/TA-HPT replanting. • Procedure No. SOP/SMART/MCAR/VII/TA-TNM about integrated pest management. • Procedure No. SOP/SMART/MCAR/VIII/TA-PGM about weeding management. • Procedure No. SOP/SMART/MCAR/IX/TA-PPK about manuring. • Procedure No. SOP/SMART/MCAR/X/TA-PTB about field upkeep on immature area. • Procedure No. SOP No. SOP/SMART/MCAR/XI/TA-PMP about harvesting preparation. • Procedure No. SOP No. SOP/SMART/MCAR/XIII/TA-PNN about harvesting. 	
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		<ul style="list-style-type: none"> • Procedure No. SOP/SMART/MCAR/XIV/TA-PPT about FFB transportation and delivery. • Procedure No. SOP/SMART/MCAR/XV/TA-PCH about rainfall measurement. <p>Hardcopy of procedure are available and controlled. SOPs made were available at the point of use (in all section and division of estate). Copy of the procedure was available on site and is it documented in <i>Bahasa Indonesia</i>. SOP distribution to all section and division were well documented in the Form F/SMART/UMUM/SADV/001/002 (document distribution register).</p> <p>Oil Palm Processing and Supply Chain</p> <p>Procedure regarding best manufacturing practice operation in Bumi Sawit 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.06, Standard Operational Procedure of Palm Oil Process in SMART Group including PT Sawit Mas Sejahtera – Pangkalan Panji Mill, revision 6 issued by Head Office Jakarta dated 1 November 2012. The procedure describes operation instruction from FFB receiving through production, processing (grading, sterilization, threshing, pressing, clarification, nut and kernel processing) and dispatch of CPO and PK.</p> <p>The unit of certification established 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).</p> <p>SOP for RSPO Supply Chain has been established in "SOP Supply Chain Produk Bersertifikat Model Mass Balance No. PT.SMS-PPNM/SOP/27</p>	
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		rev.09, dated 4 January 2023. The procedures cover job and responsibility, workflow, receiving of raw material, verification of delivery note, 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.	
3.3.2	A mechanism to check consistent implementation of procedures is in place. - Minor compliance -	The organization have mechanism to check implementation of procedures through annual Operational Internal Audit (OIA). Records was sighted, such as: a. OIA Report No. 73/II-SMSE/12/22, date of visit 24 November 2022 to 3 December 2022. Described result of inspection consist of FFB Transport from Division 5 to Pangkalan Panji Mill, result of detail harvesting inspection. b. Follow up OIA report No.52/II-BSWE/12/22, described follow up action regarding pruning result. c. Result of OIA Pangkalan Panji Mill, No. 74/II-PPNM/12/22, date of visit 3 – 10 December 2022. Scope of check: administrative, cash and memorial, stock opnaam (inventory taking), Oil loses.	Complied
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor compliance -	The unit of certification conducted monitoring of operational activity in all levels of workers. Each field supervisor has equipped with monitoring sheets/worksheets. For example, harvesting supervisor collected harvesting record and quality of each harvester. The report submitted to estate manager daily. Daily mill operational activity also recorded in daily worksheet by mill supervisor before reported to the mill manager. To ensure the result of operational activity in line with the procedures, mill/estate manager conducted regularly monitoring of and management review to solve the findings issues. All results of management review shall be implemented by respective staff.	Complied

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		<p>Observed record of visit "Action Plan Kunjungan RC Sumsel-1" dated 5 July 2023 to Block B63, GW57, E62, E63, F52, F53, F54, G52 and G53 Division 1, 2, 6 Sawit Mas Estate. Observed record of visit "Action Plan Kunjungan CEO PSM-2" dated 28 February 2023 to Block T69, B63, N40 and Emplacement Division 1 Sawit Mas Estate. Issues found, action plan, target and due date were verified.</p> <p>Observed record of visit "Action Plan Kunjungan PC Sumsel" dated 28 July 2023 to Pangkalan Panji POM dated 6 February 2023 and 3 May 2023. Area inspected Receiving station, Loading Ramp, Press Station, Effluent Plant, Empty Bunch station, Nut & Kernel station, Boiler and Water treatment station. Issues found, action plan, target and due date were verified.</p>	
<p>Criteria 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>			
<p>3.4.1</p>	<p>(C) SEIA in new planting or operation including mills, is conducted independently and participatively by involving the affected stakeholders, inclusive of impact assessment from the smallholder/outgrower scheme (if any). The assessment is to be documented. - Critical (Major) compliance -</p>	<p>There are no changes regarding EIA and SIA assessment document compared to last year audit.</p> <p>Environment Impact Assessment</p> <p>Initial Environmental Impact Assessment documents (ANDAL, RKL and RPL) which were approved by Ministry of Agriculture No. 001/ANDAL/BA/6/1994 on June 24th, 1994 and No. 051/RKL-RPL/III/95) on March 30th, 1995 for PT Sawit Mas Sejahtera Mill and Estate were available covering 17,200 Ha. There was guidance letter for RKL-RPL addendum from BLH Sumatra Selatan Province to PT Sawit Mas Sejahtera No. 660/1081/BAN.LH/I/2015 dated 10 July 2015. RKL-RPL addendum was held because there was change of legal covered area (HGU) from 6,205 Ha to be 4,844 Ha and change of wastewater management from discharge to the river to be land application. RKL-RPL addendum was available on Environmental Permit from South Sumatera Governor No. 406/KPTS/DLHP/2017 dated on 14 June 2017 that covered estate area of 4,844 Ha and mill capacity of 36 ton FFB/hour.</p>	<p>Complied</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 Sawit Mas Sejahtera 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 Sekayu and Musi Banyuasin III.</p> <p>Control measures were defined and implemented for ensuring that negative environmental impact was prevented or mitigated. The implementation of those control measures is monitored during monthly environmental patrol and round of internal audits. The evident sighted regarding stakeholder consultations include government and public as the minutes of meeting within the documented of RKL-RPL.</p> <p>Document of environmental impact assessment covered:</p> <ul style="list-style-type: none"> • Water resources • Biological diversity • Air quality • Environment quality • Economic, social and culture • Building new roads, processing mills or other infrastructure; • Putting in drainage or irrigation systems; • Replanting and/or expansion of planting areas; • Management of mill effluents; • Clearing of remaining natural vegetation; • Management of pests and diseases palms by controlled burning; • Result of stakeholder consultation 	
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		<p><u>Social Impact Assessment:</u></p> <p>Social Impact Assessment (SIA) was conducted by internal parties (Department Sustainability) in year 2014, documented in SIA report namely “<i>Penilaian Dampak Sosial Perkebunan dan Pabrik Kelapa Sawit Kab. Banyuasin dan Kab. Musi Banyuasin Provinsi Sumatera Selatan, February 2014</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 in villages such as:</p> <ol style="list-style-type: none"> a. Langkan village, b. Pangkalan Panji village, c. Rantau Harapan village, d. Rimba Balai village, e. Terlangu village, f. Setereo village, g. Rimba Terap village, h. Sedang village, i. Tanjung Laut village, j. Biyuku village, k. Tebing Bulan village, l. Sungai Dua village, m. Setia Jaya village, and n. Jirak village <p>Assessment was conducted through PRA (Participatory Rural Appraisal) and involved the local community. And also, some interview was</p>	
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		<p>conducted with leaders' community. This assessment was conducted in 9 – 17 September 2013. Scope of assessment covered 14 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> <p>Some aspects were considered during assessment such as:</p> <ul style="list-style-type: none"> • Access and use rights, • Economic livelihoods and working conditions. • Subsistence activities, • Cultural and religious values, • Health and education facilities, • Other community values. 	
<p>3.4.2</p>	<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>There are no changes regarding EIA and SIA assessment document compared to last year audit. Updating data or information about the monitoring report and its reporting to government.</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>	<p>Complied</p>

		<ul style="list-style-type: none"> • 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. • To minimize the water quality decreased impact: land cover crop planting in the open area; Palm fronds stacking to resist soil erosion; conserve and protect the vegetation at riparian area; minimize fertilizer & agrochemical usage; Integrated pest management; regular water quality measurement; waste management both domestic and hazardous waste according to regulation; land application monitoring. • To minimize the land fire impact: provision of firefighting facilities and infrastructure, including monitoring towers and emergency response teams; fire handling training and simulation; regular fire monitoring and patrol. • To minimize the decreased abundance of aquatic biota: Pesticide handling management; reduce agrochemical usage; water management; regular monitoring for aquatic biota. • To enhance the open employment and business opportunities: 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. • To increase in economic activity and community income: collaborate with communities through productive partnerships; coaching community skills in business cooperate with Dinas Koperasi dan UMKM. • To reduce traffic jams and road damage: Transportation management (speed, standard condition, truck load); installation of 	
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		<p>traffic signs; response to surrounding community aspiration and complaint.</p> <ul style="list-style-type: none"> • To reduce public health nuisance: agrochemical handling to minimize impact to water quality use by public; provision of public health services; domestic waste management to prevent the disease; regular medical checkup for employee; coordination with Dinas Kesehatan to monitor the public health. • To increase positive public perception: open recruitment for local employee; record and response the stakeholder aspiration; communication and consultation with stakeholder; developing CSR and charity programme; appointment of permanent employees and provision of employee training. <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"> • Monitoring water quality of river stream at estate (block A63, A64, F65, P43 and B22), water gate, Dua River, Kongar River and Serdang River every 6 month • Monitoring wastewater (POME) every month • Monitoring erosion rate with stick indicator checked monthly and laboratory analyse every year • Monitoring ambient air quality at mill and employee housing every 6 months • Monitoring emission air quality from boiler and generator every 6 months • Monitoring wildlife and pest existence every 6 months • Monitoring of groundwater (clean water) quality at monitoring wells (block C65, C68, C69 and housing of Division 2) and housing wells 	
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		<p>(Division 1 Desa Rimba Balai, Division 4 Desa Tanjung Laut, Pangkalan Panji Mill/PPNM, Division 1 SMSE, Division 5 Sekayu) every 6 months</p> <ul style="list-style-type: none"> Monitoring of water biodiversity at river stream at estate (block A63, A64, F65, P43 and B22), water gate, Dua River, Kongar River, and Serdang River every 6 month <p><u>Social Impact Asssment</u></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, review of Social Impact Assessment conducted once in every 2 years. The last review was for period 2022-2023 on 3 – 10 July 2023. Assessment was conducted in villages such as:</p> <p>Banyuasin III sub-district, Banyuasin Regency</p> <ol style="list-style-type: none"> Langkan Village Pangkalan Panji Village Rimba Balai Village Terlangu Village Kelurahan Seterio <p>Rantau Bayur sub-disctrict, Banyuasin Regency</p> <p>Rantau Harapan Village</p> <p>Suak Tapeh sub-district, Banyuasin Regency</p> <ol style="list-style-type: none"> Rimba Terap Village Sedang Village Tanjung Laut village 	
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		<p>4. Biyuku Village</p> <p>Sungai Keruh sub-district, Banyuasin Regency</p> <ol style="list-style-type: none"> 1. Tebing Bulang Village 2. Sungai Dua Village 3. Suka Lali Village 4. Kertayu Village <p>Jirak Jaya sub-district, Banyuasin Regency</p> <p>Setia Jaya Village</p> <p>Internal</p> <ol style="list-style-type: none"> 1. Pangkalan Panji Mill emplacement 2. Sawit Mas Estate emplacement <p>Aspect that being monitored are:</p> <ul style="list-style-type: none"> • Water quality • Manpower or labour recruitment • FFB transportation • PSR program • Local communities development • Public perception <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>	
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<p>3.4.3</p>	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way. - Critical (Major) compliance -</p>	<p>There are no changes regarding Social and Environment Impact assessment document compared to last year audit. Update data or information are available regarding monitoring report and its reporting to government.</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 Sawit Mas Sejahtera. All environment analysis in July 2022 – June 2023 was conducted by PT Mutu Agung Lestari Testing Laboratory, except for wastewater quality and soil quality in land application (conduct by UPTD Laboratorium Lingkungan DLHP Prov Sumsel).</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"> • Air quality and noisy monitoring from FFB processing performed by emission measurement against Boiler and generator each semester, ambient air quality measurement each semester, noisy measurement (indoor and outdoor) each semester, odor measurement each semester. • Air emission quality • Surface water quality and water biota monitoring to prevent and control the physic and chemist quality of surface water comply to PP 	<p>Complied</p>
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		<p>Nomor 82 tahun 2001. Performed by wastewater quality monitoring each month, hazardous waste monitoring, land application monitoring, surface water quality monitoring each semester.</p> <ul style="list-style-type: none"> • Wastewater quality monitoring analyse by <i>UPTD Laboratorium Lingkungan Dinas Lingkungan Hidup dan Pertanahan Pemerintah Provinsi Sumatra Selatan</i>. Wastewater analysis result in period July – December 2022 and January-June 2023 shown comply with regulation KepMENLH No. 28 tahun 2003. • Surface water quality test (upstream and downstream Rambang River and Lubai River). The analysis result in period July – December 2022 and January-June 2023 shown comply with regulation PP RI No. 82/2001 (before 2021) and PP RI No. 22/2021. • Groundwater analysis conduct annually, and the last result (29 September 2022) shown comply with the regulation Permenkes RI No 32/2017. • Erosion and sedimentation monitoring performed by erosion measurement according to USLE method. Measurement result in periode July – December 2022 and January-June 2023 shown erosion level average below 6 ton/ha/year categorized as very good criteria. • 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 	
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		<p>(<i>Varanus salvator</i>), Ular Kobra (<i>Naja sumatrana</i>), Ular telampar (<i>Dendrolaphis pictus</i>) dan Ular Sanca (<i>Python reticulatus</i>)..</p> <ul style="list-style-type: none"> 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 3 – 10 July 2023, questionnaire of public perception can be demonstrated and well documented in RKL-RPL report and in Social Impact Monitoring. Generally public perception was positive regarding the company presence and contribution to the surrounding community. <p>All management and monitoring plan has been implemented well by company according to RKL-RPL document. The implementation report has 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"> KLHK SIMPEL electronic receipt No. 1689412918-3885 on behalf of PT Sawit Mas Sejahtera – Pangkalan Panji for RKL RPL reporting period 01-01-2023 to 30-06-2023, printed date 15 July 2023 Department of Environment and Land of South Sumatra Province: Receipt News Document No. 008/EL/SMS-DLHP/VII/2023 dated 17 July 2023 Banyuasin Regency Environmental Service: Receipt News Document No. 008/EL/SMS-DLH/VII/2023 dated 17 July 2023 Banyuasin District Manpower Office: Receipt News Document No. 008/EL/SMS-Disnakertrans/VII/2023 dated 17 July 2023 	
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		<ul style="list-style-type: none"> • Banyuasin District Health Office: Receipt News Document No. 008/EL/SMS-Dinkes/VII/2023 dated 17 July 2023 • Public Works and Spatial Planning Service; Receipt News Document No. 008/EL/SMS-PUTR/VII/2023 dated 17 July 2023 • Banyuasin District Plantation Service: Receipt News Document No. 008/EL/SMS-Disbun/VII/2023 dated 17 July 2023 • Manggala Angi Daops Banyuasin; Receipt News Document No. 008/EL/SMS-Magni/VII/2023 dated 17 July 2023 <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"> • 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 standard of regulation. Trend evaluation of water usage still under the budget/standard; biodiversity trend evaluation shown that there were still found the presence of animal including protected animal; Social economic trend evaluation shown increasing each year. Overall, the trend evaluation shown the consistency and increasing in environmental performance. • Critical evaluation, the critical point in environmental monitoring is 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 < 5,000 mg/l and pH 6 – 9). 	
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		<ul style="list-style-type: none"> • 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 Sawit Mas Sejahtera – Pangkalan Panji POM has comply with all relevant regulation. • 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 3 – 10 July 2023, questionnaire of public perception can be demonstrated in Social Impact Monitoring. Generally public perception was positive regarding the company presence and contribution to the surrounding community (manpower or labor recruitment, PSR program and Local communities’ development). <p>Sampel of environmental analysis certificates, such as:</p> <p>July – December 2022</p> <ul style="list-style-type: none"> • Wastewater analysis, certificate No. 660/2502/SHU-LAB/XII/2023, dated 22 December 2022 • Boiler emission, certificate No. 14443/SL/X/22, dated 29 September 2022 • Clean water analysis, certificate No. 14496/SL/X/22, dated 29 September 2022 <p>January – June 2003</p>	
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		<ul style="list-style-type: none"> • Ambient analysis, certificate No. 2342/SL/III/23, dated 09 March 2023 • Surface water (Danau Kongar), certificate No. 2346/SL/III/23, dated 10 March 2023 • Genset emission, certificate No. 2340/SL/III/23 dated 09 March 2023. 	
Criteria 3.5: 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>The company has established recruitment SOPs including promotion and retirement:</p> <p>Recruitment process</p> <p>The company has developed the procedure for recruitment as per SOP of Recruitment No. SDM A-004-01 Rev.0" dated 1 April 2010. According to procedure, recruitment processes are comprising announcement, selection, interview, compensation offering, medical test, selection decision and decree letter for employee admission.</p> <p>There is no change related to the SOP until ASA 1_1.</p> <p>Evidence of recruitment process was sighted during audit both for Sawit Mas Estate and Pangkalan Panji Mill.</p> <p>Selection process</p> <p>The selection process has been arranged in Circulate Letter No 113/HR PSM2/05/2015 dated 1 April 2015, that inferred in the Position Description and Job Profile. Recruitment selection, hiring and promotion are based on skills, capabilities, qualities, and medical fitness.</p> <p>There is no change related to the Circulate Letter until ASA 1_1.</p>	Complied

		<p>Promotion and Career Development</p> <p>PT Sawit Mas Sejahtera has established the procedure for training and promotion as per SOP pf Training, Assessment, Career Development No. SDM D-010-01 Rev.0". According to procedure, to improve and develop the human resources/workers skill and capability, company provide the training program based on training needs identification each year.</p> <p>There is no change related to the SOP until ASA 1_1.</p> <p>Training needs identification has been determined for Pangkalan panji Mill and Sawit Mas Estate, see indicator 3.7.1.</p> <p>Retirement or Termination</p> <p>PT Sawit Mas Sejahtera also has established the procedure for retirement and termination as per Policy of Retirement No. SDM G-003-02" dated 24 July 2014. The procedure regulated retirement and termination. Retirement age determined as 56 years old; HR department will issue the decree letter of retirement for employee whose age 56 years old, and the employee will receive the benefit of retirement. Termination of employment can be caused by disciplinary action and some of the following: the employee deceased, the employee does not achieve the standard performance set by the company, the termination of the work agreement, retirement, the existence of a court decision that has permanent legal force.</p> <p>Procedures for recruitment, selection, hiring, promotion, retirement and termination are also documented in Collective Labor Agreement Period of 2022 – 2024. Collective Labour Agreement/PKB are signed by Union and company and witnessed by Government (Manpower agency). Some of the matters covered by the CLA include:</p> <ul style="list-style-type: none"> - Recruitment, selection and hiring stipulated in article 7 - Promotion stipulated in article 37 	
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		<p>- Retirement and termination stipulated in article 46 – 48</p> <p>All procedure and Collective Labour Agreement (CLA) available in Indonesian Language and has been communicated to all workers.</p> <p>Based on interview with Labor Union and Gender Committee during ASA 1_1, the procedure of recruitment, selection, promotion, and termination were regularly communicated to the worker of Labor Union/Gender Committee. All workers are treated equally in accordance with company regulation including rights of worker as well. The compliance in accordance with national laws has been evaluated by the organisation as described in criterion 2.1.</p>	
3.5.2	<p>Employment procedures are implemented and records are maintained.</p> <p>- Minor compliance -</p>	<p>New Worker Appointment</p> <p>The documentation of new worker appointment of 2023 has been observed by the auditor, the documentation of new worker appointment for instances:</p> <p><u>Estate</u></p> <p>Er*ch* R*m*dh*ny</p> <ul style="list-style-type: none"> - Job Vacancy from Estate Manager dated 18 January 2023. - Job Application Letter dated 13 January 2023, by Er*ch* R*m*dh*ny. - Curriculum Vitae - Copy of National ID Card - Academic Certificate/Diploma and Transcript - Assessment Record - Contractual Agreement of Temporary Worker (PKWT) No. 010/SPK-PKWT/II/2023 dated 25 February 2023 (until 22 February 2024) on behalf Er*ch* R*m*dh*ny. - Basic salary IDR 3,433,500 as Analyst Riset. 	Complied

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		<p>The contract has been reported to the Manpower Agency of Banyuasin as per "Bukti Pencatatan Perjanjian Kerja" No. 000/1673/DISTRANSAKER/2023 dated 28 February 2023.</p> <p><u>Mill</u> Ag*ng Dw* C*ndr*</p> <ul style="list-style-type: none"> - Job Vacancy form Estate Manager dated 1 March 2023. - Job Application Letter dated 2 November 2022, by Ag*ng Dw* C*ndr* - Curriculum Vitae. - Copy of National ID Card. - Academic Certificate/Diploma and Transcript. - Assessment Record. - Contractual Agreement of Temporary Worker (PKWT) No. 166/PPNM/PKWT/IV/2023 dated 05 April 2023 (until 30 September 2023) on behalf Ag*ng Dw* C*ndr*. - Basic salary IDR 3,433,490 as Housekeeping Worker - Mill. <p>The contract has been reported to the Manpower Agency of Banyuasin as per "Bukti Pencatatan Perjanjian Kerja" No. 000/1673/DISTRANSAKER/2023 dated 05 April 2023.</p> <p>M R*z*I Fern*nd*</p> <ul style="list-style-type: none"> - Job Vacancy form Estate Manager dated 1 March 2023. - Job Application Letter dated 1 June 2023, by M R*z*I Fern*nd*. - Curriculum Vitae. - Copy of National ID Card. - Academic Certificate/Diploma and Transcript. - Assessment Record. 	
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		<ul style="list-style-type: none"> - Contractual Agreement of Temporary Worker (PKWT) No. 290/PPNM/PKWT/V/2023 dated 15 June 2023 (until 30 September 2023) on behalf M R*z*I Fern*nd*. Basic salary IDR 3,433,490 as Housekeeping Worker. <p>The contract has been reported to the Manpower Agency of Banyuasin as per "Bukti Pencatatan Perjanjian Kerja" No. 000/1673/DISTRANSAKER/2023 dated 15 June 2023.</p> <p>Promotion</p> <p>Sawit Mas Estate</p> <ul style="list-style-type: none"> • Surat Keputusan No. EM/SMSE/091/X/2022 dated 31 October 2022 on behalf Ed* Sul*st**n* NIK 12520, From "Krani Pembukuan"/PT2-J1, Basic salary IDR 3,224,895 to Krani Pembukuan/PT1-E1 basic salary IDR 3,276,895 signed by Surono/Estate Manager. <p>Employee Assessment on behalf Ed* Sul*st**n*, Aspects assessed: Discipline, Quantity of Work, Quality of Work, Cooperation, Work Attitude, Responsibility, Accumulated Value 8.6 "Satisfied" signed by Assistant/KTU and Mill Manager.</p> <p>Pangkalan Panji Mill</p> <ul style="list-style-type: none"> • Surat Keputusan No. 313/PPNM/06/2023 dated 30 June 2023 on behalf N*r M*h*mm*d NIK 20006, From Helper Mekanik/PKWT, Basic salary IDR 3,433,490 to Mekanik/PKWTT (PT-4A) basic salary IDR 3,433,989 signed by Bambang Suryanto/Mill Manager. <p>Employee Assessment on behalf N*r M*h*mm*d, Aspects assessed: Discipline, Quantity of Work, Quality of Work, Cooperation, Work Attitude, Responsibility, Accumulated Value 8.1 "Satisfied" signed by Assistant/KTU and Mill Manager.</p>	
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		<p>Termination</p> <p>The termination procedure has been implemented well. In 2023, the company conducted termination for some workers that has been conducted in accordance with CLA and legal regulation. For instance, has been shown the documentation of termination and calculation of financial compensation in accordance with regulation (long of work, basic salary, allowance, severance payment, rewards, annual leave).</p> <p>For instance, the final decision has been made based on Agreement of Termination (i.e. Sapri-Security Mill), observed documents as follows:</p> <ul style="list-style-type: none"> - No Agreement - Pension No. 003/PPNM/04/2023 dated 12 April 2023, signed by Sapri, Mill Manager, Union, Admin. - <i>Perhitungan Uang PHK</i>/Termination Calculation for "Pension" on behalf Sapri – PPNM, Security. Join date 21 July 1993 and leave date on 10 April 2023, years of services 29 years 8 month. Total Received IDR 86,675,193. The calculation has followed regulation PP 35/2021. - Proof of payment – Bank Transfer No. 1016682 dated 18 April 2023 IDR 86,675,193 via Bank Mandiri KCP Pangkalan Balai. 	
<p>Criteria 3.6: An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.</p>			
<p>3.6.1</p>	<p>(C) All operational activities risks assessed to identify the H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes in OHS policies and procedures. Updated data and information has been made.</p> <p>The Company has established the occupational Health and Safety Policy dated 1 November 2013. The content of policy includes risk mitigation (Hazard Identification and Risk Assessment Control has been established for all workplace activities both in estates and mill), regulation compliance and continual improvement. The policy was displayed at strategic locations of estate and mill and communicated to employees including contractor workers; the records of socialization were also</p>	<p>Complied</p>

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		<p>evident. The policy was socialized to employees on 30 May 2023 for Sawit Mas Estate and on 15 March 2023 for Pangkalan Panji POM and on 19 May 2023 to FFB suppliers.</p> <p>The Company has also prepared the procedure to identify and prepare a risk assessment under SOP of Hazard identification and Risk Assessment No. SOP/SMART/HESS-EHSD/SADV/I/02. Then the OHS Officer will arrange the ISBPR that reviewed annually.</p> <p>Several Procedure to mitigate the risk and hazard has been develop by company:</p> <ul style="list-style-type: none"> - SOP/SMART/HESS-EHSD/SADV/I/002 Hazard identification and risk assessment. - SOP/SMART/UMUM/SADV/I/005 dated 1 July 2014 regarding - SOP/SMART/HESS-EHSD/SADV/I/015 Safe work permit. - SOP/SMART/SMART/LH-19 Lock out tag out (LOTO). - SOP/SMART/HESS-EHSD/SADV/I/005 Work accident and illness handling. - SOP/SMART/HESS-EHSD/SADV/I/010 PPE Management. - SOP/SMART/HESS-EHSD/SADV/I/011 First aid. <p>ISBPR (<i>Identifikasi Sumber Bahaya dan Penanggulangan Resiko</i>) or HIRARC for Estate and Mill have been observed. Updated on 3 January 2023 for Sawit Mas Estate and on 5 June 2023 for Pangkalan Panji Mill.</p> <p>The hazard identification has covered all activities in the Estate and Mill, among other land clearing, manuring, harvesting, road maintenance, FFB transport, IPM activities, weighbridge, grading station, sterilizer station, pressing station, engine room, boiler, dispatch of CPO. All working risks have been identified and mitigated, such as by giving</p>	
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		<p>regular training, increasing supervision, PPE provision, and regular medical check-up.</p> <p>Based on field observation and interview with workers and Labor Union, the HIRAC has been implemented in the field such as by giving regular dissemination of OHS awareness and provision of appropriate PPE.</p> <p>The company has also prepared the mitigation plans and procedures are documented and implemented in the OHS Annual Program for mill and estate, where evidence and the records and monitoring form were maintained. Several programs intended to improve OHS performance among others:</p> <ul style="list-style-type: none"> - OHS Meeting - Safety trainings, - Safety inspection, - Safety parameters monitoring, - Medical Check-up - Handling of incidents, - Emergency simulation, - Fire-fighting tools monitoring - Safety report, - Safety committee meeting - OHS Internal audit 	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>The effectiveness of the OHS Program to address health and safety risks have been monitored in the form of:</p> <ul style="list-style-type: none"> - Monthly OHS Committee meeting, to discuss and address current OHS issues. - Documentation of accident record and the calculation of LTA. - Trimester OHS Report, that has been submitted regularly to Labor 	Complied

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		<p>Agency.</p> <ul style="list-style-type: none"> - Annual review of HIRAC. - Annual Review of OHS Program. - Internal audit <p>For OHS, the Internal Audit was conducted on 13-17 February 2023 with report number 11/PT.SMA-SUMSEL1/INTA-SMK3/II/2023. The Internal Audit was conducted by Mrs. Febriana Supriati who attended the SMK3 Auditor Training on 4 March 2015 organized by PT Sucofindo. Her SMK3 registration number is No. Reg. 2062/A-SMK3/III/2015.</p> <p>The SMK3 internal audit reference is PP No. 50 of 2012 Appendix II and the results are based on achievement criteria, the application rating level is Satisfactory. There were no findings with the Critical or Major categories.</p> <p>Legal documents have been evaluated for OHS on 10 April 2023. All heavy equipment and permit operator are available and still valid.</p>	
<p>Criteria 3.7: All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.</p>			
<p>3.7.1</p>	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, scheme smallholders, and outgrowers taking into account gender- specific needs, and which covers applicable aspects of P&C Principles, in a form they understand and includes assessment of the training.</p> <ul style="list-style-type: none"> - Critical (Major) compliance - 	<p>Certificate holder has an annual training program in each unit based on training need analysis matrix that submitted by SPO Officer (refer to document F/SMART/UMUM/SADV/003/001). Those programs covered training for internal employee, contractors, governmental, women-specific need.</p> <p>The auditor has verified the company’s annual training program of 2023. Based on verification, these programs comprise of:</p> <p>PPNM Training Program in 2023</p> <ul style="list-style-type: none"> • First aid training • Training on the use and maintenance of hydrants and fire 	<p>Complied</p>

		<p>extinguishers</p> <ul style="list-style-type: none"> • RSPO, SCCS, ISPO, ISCC and GHG training • Fire, chemical spill, earthquake and riot simulations • Dissemination of GSEP policies, business ethics, sustainability policies and SCEP. <p>SMSE Training Program 2023</p> <ul style="list-style-type: none"> • Leaf sampling unit and soil sampling unit training • Firefighting training and simulation • First aid training • Spray, IPM, fertilization training • HCV training • RSPO, SCCS, ISPO, ISCC and GHG training. 	
<p>3.7.2</p>	<p>Records of training are maintained, where appropriate on an individual basis. - Minor compliance -</p>	<p>The records of training that has been conducted includes:</p> <p>Sawit Mas Estate</p> <ul style="list-style-type: none"> • Land and Housing Fire Simulation was conducted on 12 July 2023 • K3 policy has been disseminated to employees on 30 May 2023 • Earthquake simulation on 20 July 2023 • Simulation of a chemical spill on 20 July 2023 • First aid training on 31 March 2023. <p>Pangkalan Panji POM</p> <ul style="list-style-type: none"> • OHS Policy has been socialized on 15 March 2023 • RSPO, ISPO and ISCC training on 11 April 2023 • RSPO SCC PIC training on 16 May 2023. 	<p>Complied</p>

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<p>3.7.3</p>	<p>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.</p> <p>- Minor compliance -</p>	<p>Appropriate training has been provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS), such as receiving station, weighing station, administration (record keeper). Training is specific and relevant to the task(s) performed. Available Training Program 2023, that include Refresh Training Sustainable Palm Oil – ISCC, RSPO, RSPO SCCS, ISPO, CCP planned in May 2023.</p> <p>The latest training of RSPO Supply Chain Certification conducted on 16 May 2023. Attendance list, training material and photograph are available.</p> <p>Training record for RSPO SCCS:</p> <ul style="list-style-type: none"> - Minutes of Training “Berita Acara Refresh Training Sertifikasi ISPO, RSPO SCCS 2020 Kepada Karyawan”, dated 16 May 2023. Training attended by 20 personnel of Lab and Grading; 16 personnel of Workshop; 39 personnel of processing operators; 20 office personnel including warehouse, weighbridge clerk, administration, driver, and security. - Minutes of Dissemination ISCC, ISPO & RSPO, GSEP, Business Ethic and Human Right and dated 24 July 2023. Training attended by 22 personnel of FFB transporter. - Sample personnel record (interviewed during onsite visit): Asnawati – WB Clerk, has joined training “Refresh Training RSPO SCCS”, 16 May 2023. 	<p>Complied</p>
<p>Criteria 3.8: Supply chain requirements for mills. Procedure note: all requirements are classified as Critical Indicators. However it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
<p>3.8.1</p>	<p>Identity Preserved Module 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</p>	<p>PT Sawit Mas Sejahtera – Pangkalan Panji POM is not implementing RSPO SCCS – Identity Preserved Module, because the mill receives and processes non-certified FFB.</p>	<p>Not Applicable</p>

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	<p>RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	Not applicable.	
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>PT Sawit Mas Sejahtera – Pangkalan Panji POM is implementing RSPO SCCS – Mass Balance Module, because the mill receives and processes non-certified FFB. CH is maintaining Mass Balance spreadsheet to monitor receipt, process and sales of RSPO certified and non-certified product. Pangkalan Panji POM only claim proportion of oil palm products produced from processing certified FFB.</p> <p>The RSPO SCCS module stipulated under the “SOP Supply Chain Produk Bersertifikat Model Mass Balance No. PT.SMS-PPNM/SOP/27 rev.09, dated 4 January 2023.</p>	Complied
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>The estimated tonnage of CPO and PK production for period September 2022 – August 2023 based on the previous RSPO P&C public summary report is as follow:</p> <ul style="list-style-type: none"> - FFB: 52,715.32 MT - CPO: 11,986.46 MT - PK: 4,513.81 MT. 	Complied
3.8.4	<p>The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.</p>	<p>PT Sawit Mas Sejahtera – Pangkalan Panji POM registering and reporting the FFB production (for standard 12 months), certified CPO and PK production, certified CPO and PK sales through PalmTrace account. PT Sawit Mas Sejahtera – Pangkalan Panji POM has been registered in RSPO IT platform with identification ID No. RSPO_PO1000001612.</p>	Complied

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<p>3.8.5</p>	<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"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). 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. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBS including ensuring no contamination in the IP mill. 	<p>The unit of certification has written procedure and work instruction to ensure the implementation of all elements specified in these requirements, e.g:</p> <ul style="list-style-type: none"> a) PT Sawit Mas Sejahtera – Pangkalan Panji POM refers to procedure “SOP Supply Chain Produk Bersertifikat Model Mass Balance No. PT.SMS-PPNM/SOP/27 rev.09”, dated 4 January 2023. The procedure consists of scope of procedure; roles and responsibilities; working steps from receiving to product dispatch; processing; production monitoring; three-monthly report; transaction registration; document control. The procedure updated in January 2023 to include RSPO Rules on Market Communication and Claims 2022 as reference. b) PT Sawit Mas Sejahtera – Pangkalan Panji POM is able to demonstrate complete and up-to-date records and report demonstrating compliance with the supply chain’s general requirement and modular requirement, including training records. Sample seen: training record RSPO SCC dated 16 May 2023. Training attended by 20 personnel of Lab and Grading; 16 personnel of Workshop; 39 personnel of processing operators; 20 office personnel including warehouse, weighbridge clerk, administration, driver, and security. c) As per Procedure Supply Chain Certification Mass Balance (PT.SMS-PPNM/SOP/27 rev.09”), dated 4 January 2023 and Organization Structure of Traceability management system, the responsible person in charge to the supply chain system is Mill Manager. During audit, the mill manager was able to demonstrate sufficient knowledge and understanding on RSPO supply chain implementation for palm oil mill. Mill manager also has appointed the PIC as Traceability Officer, namely Asmul (Kasie Administrasi 	<p>Complied</p>
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		<p>PPNM), based on Decree Letter No. 001/FM-PPNM/II/2020 dated 1 February 2020.</p> <p>d) The Procedure Supply Chain Certification Mass Balance (PT.SMS-PPNM/SOP/27 rev.09), dated 4 January 2023, Section 6.1 explains the process for FFB receiving, certified FFB and non-certified FFB recording; Section 6.3 explains the FFB grading and rejection. The mill uses supply chain Mass Balance Module, contaminations are allowed.</p>	
<p>3.8.6</p>	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill;</p> <p>a) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b) Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>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 based on need.</p> <p>Section "2.4.10 Penyusunan Rencana Perbaikan dan Pencegahan" stated Unit Head will prepare and implement correction and corrective action.</p> <p>PT Sawit Mas Sejahtera – Pangkalan Panji POM carried out internal audit against RSPO P&C including the RSPO SCCS requirement. Internal audit RSPO year 2023 on 13-17 February 2023, for criterion 3.8 including the market communication and claim in 3.8.17, conducted by Kamaludin Sofyan. Internal audit Report is available. Internal auditor has received training regarding RSPO Supply Chain Certification Standard internally in 2020 and by Checkmark Training in June 2023.</p> <p>Pangkalan Panji Mill has held management review annually, the latest Management review was held on 17 May 2023. Management review meeting have discussed the following:</p> <ul style="list-style-type: none"> • Result of ISCC, ISPO, RSPO, OHS Internal audit • Result of Operational Internal Audit 	<p>Complied</p>

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		<ul style="list-style-type: none"> • Customer feedback • Process performance and product conformity • Mature upkeep • Others • Preventive and corrective actions • Follow up from previous management review • Change that could affect management system • Recommendation for improvement. 	
3.8.7	<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>PT Sawit Mas Sejahtera – Pangkalan Panji POM has ensured that certified FFB received are RSPO certified based on the source of FFB. These certified FFB source are under PT Sawit Mas Sejahtera (RSPO 733461). Pangkalan Panji POM received certified and non-certified FFB. Based on Mill Daily Production Report dated 31 July 2023, certified FFB are coming from Sawit Mas Estate, whilst non-certified FFB coming from part of Sawit Mas Estate, CV Rejeki Raya Sejahtera (RRSX), CV Rahma Jaya (CRJX), Achmad Aqilsyah Siregar (AQSX).</p> <p>PT Sawit Mas Sejahtera – Pangkalan Panji POM refers to Procedure Supply Chain Certification Mass Balance (PT.SMS-PPNM/SOP/27 rev.09), dated 4 January 2023.</p> <ul style="list-style-type: none"> - Section 6.1 explains the process for FFB receiving, certified FFB and non-certified FFB recording. Section 6.2 indicates the Weighbridge Clerk has responsibility to check delivery note from FFB source and print "Receiving Slip" based on FFB Delivery Note, covering information e.g. FFB source name and block number, mill name, date of delivery, product description and quantity, RSPO certificate number, transporter identity and unique identification number. - Section 6.6 explains if the projection of certified product more than certified product claim, the mill will inform RSPO CB and RSPO IT 	Complied

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		<p>system/Palmtrace of the projected overproduction. The communication will be assisted by Certification Department.</p> <ul style="list-style-type: none"> - Section 6.3 explains the FFB grading and rejection. PT Sawit Mas Sejahtera – Pangkalan Panji POM has a list of certified and non-certified oil palm plantation block. The block list was referring to <i>Note: Memorandum Regional Controller Sumsel-1 No.107/RC-Sumsel1/V/2017 dated 5 May 2017 – completed with attachment: map of area certified and non-certified Sawit Mas Estate; database block certified and non-certified. Based on updated database, total planted area 4,696.47 Ha; certified area 2,487.03 Ha; non-certified area 2,209.44 Ha – update 10 August 2023.</i> - Non-conforming FFB and non-certified FFB will be downgraded to non-certified FFB. <p>Records of incoming FFB certified sampled:</p> <ul style="list-style-type: none"> - Delivery of FFB from Field “SPB” No.2420/TBS/01/23/05/W170, vehicle No.BG 8909 TB; from Sawit Mas Estate; volume FFB 252 bunches; Block B62 (45 bunches), B63 (207 bunches). Weighbridge ticket No. A051386 010875 dated 31 May 2023; from Sawit Mas Estate Division 1, Complex 10D40; volume FFB 252 bunches; nett weight 5,470 kg; Stamped Certified. Transporter PT Satrindo Jaya Agropalma; driver Sudarmono; clerk Rita Fitriani. <p>Records of incoming non-certified FFB sampled:</p> <ul style="list-style-type: none"> - Delivery of FFB from Field “SPB” No.2420/TBS/02/23/05/0183, vehicle BG 8354 TC; from Sawit Mas Estate; volume FFB 256 bunches; Block G60 (50 bunches), F67 (206 bunches). Receiving slip/weighbridge ticket No. A051383 010972; from Sawit Mas Estate Division 2, Complex - ; volume FFB 256 bunches; nett weight 4,340 	
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		kg; Transporter PT Satrindo Jaya Agropalma; driver Bani Irawan; clerk Rita Fitriani.	
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"> a) The name and address of the buyer; b) The name and address of the seller; c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<p>PT Sawit Mas Sejahtera – Pangkalan Panji POM refers to Procedure Supply Chain Certification Mass Balance (PT.SMS-PPNM/SOP/27 rev.09), dated 4 January 2023. Section 6.7 explains the product sales/dispatch starting from Delivery Order receiving, product dispatch process, weighing, delivery, registration of transaction.</p> <p>Sample of sales documents with complete information as per standard:</p> <ul style="list-style-type: none"> • Contract DIC/2450/050423/0004, dated 5 April 2023; Seller PT Sawit Mas Sejahtera – Pangkalan Panji POM; Buyer PT Sumber Indah Perkasa; volume contract 100,000 kg; product Palm Kernel (PK); KK+KA 16% max; PO No. 4800070426; DO/IP No. 2450/KER/2450/23/C013. Sample Weighbridge ticket No. A009289 009388, dated 13 May 2023; volume 18,100 kg; product PK; certificate RSPO733519-23050013/RSPO MB. Transporter PT Cipta Maju Mandiri (Instructed by PT Sumber Indah Perkasa). Shipping announcement TR-df3294d0-715f. <ul style="list-style-type: none"> ○ The name and address of the buyer: PT Sumber Indah Perkasa, address in Tarahan, Lampung Province, Indonesia. ○ The name and address of the seller: PT Sawit Mas Sejahtera – Pangkalan Panji POM, address in Banyuasin III District, Banyuasin Regency, Sumatera Selatan Province, Indonesia. ○ The loading or shipment/delivery date: 13 May 2023. ○ The date on which the documents were issued: weighbridge ticket for PK dispatch issued 13 May 2023. ○ RSPO certificate number: RSPO733519. 	Complied

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		<ul style="list-style-type: none"> ○ A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations): PK RSPO MB. ○ The quantity of the products delivered: 18.100 MT. ○ Any related transport documentation: Delivery Note No. 2450/KER/LK/23/05/0013. ○ A unique identification number: DIC/2450/050423/0004. <p>Other samples of sales documents with complete information: Contract DIC/2450/230323/0003, dated 23 March 2023; Seller PT Sawit Mas Sejahtera – Pangkalan Panji POM; Buyer PT Sumber Indah Perkasa; volume contract 100,000 kg; product Palm Kernel (PK); KK+KA 16% max; PO No. 4800070152; DO/IP No. 2450/KER/2450/23/C011. Sample Delivery Note No. 2450/KER/LK/23/03/0027, dated 30 March 2023; volume 20,490 kg; product PK; certificate RSPO733519-23050011/RSPO MB. Transporter PT Cipta Maju Mandiri (Instructed by PT Sumber Indah Perkasa). Shipping announcement TR-b5e0a2fd-ec78.</p>	
3.8.9	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification.</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure</p>	<p>Pangkalan Panji POM is not outsourcing its milling activities to any independent third parties. Based on sales contract, deliveries of CPO and PK are using transport contractors that appointed, contracted, and instructed by buyer. During transport of certified CPO and PK, legal ownership is under buyer entity.</p> <p>Activity conducted by the third party is the transport of FFB from estate to mill. PT Sawit Mas Sejahtera has an agreement covering the transport process with each contractor; therefore, the CB has access to the transport contractor or operation if an audit is deemed necessary.</p> <p>Contract available:</p> <p>a. In work agreement "<i>Surat Perjanjian Kerja PT Sawit Mas Sejahtera dan PT Satrindo Jaya Agropalma</i> No.005/SMS/JKTO-II/XII/2019-</p>	Complied

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	<p>that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<p>ATBS" dated 2 December 2019 and valid until 31 December 2024. In the agreement, section 3 stipulates the FFB belongs to PT Sawit Mas Sejahtera and to be transported from estate to mill by PT Satrindo Jaya Agropalma.</p> <p>b. In work agreement "<i>Surat Perjanjian Kerja PT Sawit Mas Sejahtera dan PT Satrindo Jaya Agropalma</i> No.005/SMS/JKTO-II/XII/2019-ATBS" dated 2 December 2019. In addition, the independent third-party contractor signed statement letter "<i>Surat Pernyataan</i>" dated 1 February 2021. In the statement, section 6 stated PT Satrindo Jaya Agropalma will comply to sustainable palm oil requirement and willing to be audited by Certification Body.</p> <p>c. PT Sawit Mas Sejahtera perform internal audit to review compliance of the independent third-party contractor. Evident in internal audit report 13 – 17 February 2023.</p> <p>d. During this ASA 1_1, audit team interviewed the contractor and noted the contractor understanding on critical aspect in transporting certified FFB from estate to mill.</p>	
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	<p>There is no change of contractor names and contact details since the previous assessment. PT Sawit Mas Sejahtera contracting FFB transport to independent third party, PT Satrindo Jaya Agropalma. The names and contact detail of PIC in PT Satrindo Jaya Agropalma recorded.</p> <p>PT Satrindo Jaya Agropalma, address Tanjung Miring Village, Rambang Kuang District, Ogan Ilir Regency, Sumatera Selatan Province; PIC: Khoirun. Phone number and email address available.</p>	Complied
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.	Based on interview, unit of certification aware that in case there is changes in the list of CPO and PK contractor, will be informed through the RSPO P&C Pre Audit Information checklist.	Complied
3.8.12	Record keeping	PT Sawit Mas Sejahtera – Pangkalan Panji POM refers to Procedure Supply Chain Certification Mass Balance (PT.SMS-PPNM/SOP/27 rev.09),	Complied

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	<ul style="list-style-type: none"> 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. 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. 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. iv) For Mass Balance Module, the mill: <ul style="list-style-type: none"> 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. 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. 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>dated 4 January 2023. The procedure explains all aspects of supply chain and traceability scope in PT Sawit Mas Sejahtera: consist of FFB receiving, weighing, FFB quality checking, processing in Palm Oil Mill, CPO and PK production and reporting; CPO and PK dispatch from Palm Oil Mill and receiving in storage tank for delivery; Shipping instruction and preparation; CPO and PK stock balancing post-shipping; document control.</p> <p>Pangkalan Panji POM maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>Procedure Supply Chain Certification Mass Balance (PT.SMS-PPNM/SOP/27 rev.09), dated 4 January 2023, Section 7 (Documentation) stipulates storage and control of recording related to product sales, transportation until product delivery must be stored according to procedure of document and record control (SOP/SMART/UMUM/SADV/I/001 – Section 2.4.12.e) with minimum retention period of 10 years.</p> <p>Audit team verified the implementation of the procedure through checking delivery dockets and weighbridge.</p> <ul style="list-style-type: none"> a. PT Sawit Mas Sejahtera – Pangkalan Panji POM maintains mass balance spreadsheet to monitor the proportion of certified FFB, non-certified FFB, certified CPO, non-certified CPO, certified PK and non-certified PK. b. PT Sawit Mas Sejahtera – Pangkalan Panji POM through mass balance spreadsheet monitors the proportion of certified CPO and certified PK. c. Based on document review against Pangkalan Panji POM mass balance spreadsheet period 2022-2023 (to date July 2023), CH has never sold short. 	
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		<p>Daily Production Report 31 December 2022, for period January to December 2022, FFB processed is 172,983.63 MT (certified 54,544.97 MT and non-certified 118,438.66 MT); CPO produced is 38,998.88 MT (certified 12,438.23 MT and non-certified 26,560.65 MT); PK produced is 8,661.89 MT (certified 2,727.63 MT and non-certified 5,934.26 MT); OER is 22.54%; KER is 5.00%; CPO dispatched is 37,772.03 MT (certified 11,763.10 MT and non-certified 26,008.93 MT); PK dispatched is 8,455.35 MT (certified 2,635.29 MT and non-certified 5,820.06 MT).</p> <p>Daily Production Report 30 June 2023, for period January to June 2023, FFB processed is 68,231.96 MT (certified 21,714.50 MT and non-certified 46,517.45 MT); CPO produced is 15,180.75 MT (certified 4,856.88 MT and non-certified 10,323.86 MT); PK produced is 3,545.30 MT (certified 1,146.71 MT and non-certified 2,398.59 MT); OER is 22.25%; KER is 5.20%; CPO dispatched is 15,312.29 MT (certified 4,818.53 MT and non-certified 10,493.76 MT); PK dispatched is 3,578.88 MT (certified 1,176.82 MT and non-certified 2,402.06 MT).</p>	
3.8.13	<p>Extraction Rate 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>Extraction rate is applied to provide reliable estimation of CPO and PK produced. For year 2023, the estimated extraction rate from FFB into CPO is 23.00%, whilst from FFB to PK is 5.50%.</p>	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 actual Oil Extraction Rates (OER) and Kernel Extraction Rates (KER) are monitored on daily basis through sounding result and documented in Daily Production Report. Based on Daily Production Report dated 31 July 2023 for period January to July 2023, actual OER is 22.38% and actual KER is 4.13%.</p>	Complied

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3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	<p>PT Sawit Mas Sejahtera – Pangkalan Panji POM implement RSPO SCCS Module Mass Balance.</p> <p>Not applicable.</p>	Not Applicable
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>As a Palm Oil Mill which takes legal ownership and physically handled RSPO certified sustainable oil palm product, Pangkalan Panji POM has made Shipping Announcement for certified CPO and PK sold.</p> <p>For example:</p> <p>a. Shipping Announcement, with transaction ID No. TR-b5e0a2fd-ec78 for 98.97 MT CSPK MB; from GAR-Pangkalan Panji Mill (RSPO_PO1000001612) as Seller to PT SUMBER INDAHPERKASA (RSPO_PO1000006557) as Buyer. Shipping date 30-03-2023; Contract DIC/2450/230323/0003; Confirmation date 06-04-2023.</p> <p>b. Shipping Announcement, with transaction ID No. TR-df3294d0-715f for 83.89 MT CSPK MB; from GAR-Pangkalan Panji Mill (RSPO_PO1000001612) as Seller to PT SUMBER INDAHPERKASA (RSPO_PO1000006557) as Buyer. Shipping date 28-04-2023; Contract DIC/2750/170523/0004; Confirmation date 12-05-2023.</p> <p>All shipping announcement does not exceed three months from the transaction/delivery date.</p> <p>During this assessment period, Pangkalan Panji Mill sold several volumes of certified CPO as another certification scheme and some CSPO volume withdrawn due to transport deduction. Therefore, Pangkalan Panji Mill performed "Remove" in the RSPO IT Platform, for examples:</p> <p>a. Transaction ID: ST-TR-211e7eee-2629; dated 03-05-2023; Product CSPO; Stock Transaction Type: Remove from certified stock; Transaction volume: 303.32 MT; Reason: Sold as ISCC.</p>	Complied

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		<p>b. Transaction ID: ST-TR-665fb82a-0a4e; dated 04-04-2023; Product CSPO; Stock Transaction Type: Remove from certified stock; Transaction volume: 709.7 MT; Reason: Sold as ISCC.</p> <p>c. Transaction ID: ST-TR-7f34a17d-1ba3; dated 01-03-2023; Product CSPO; Stock Transaction Type: Remove from certified stock; Transaction volume: 750.05 MT; Reason: Sold as ISCC.</p>	
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 Sawit Mas Sejahtera – Pangkalan Panji Mill refers to Procedure Supply Chain Certification Mass Balance (PT.SMS-PPNM/SOP/27 rev.09), dated 4 January 2023. Section 6.7.4 stated all product delivery shall not include logo, trademark of label as regulated in RSPO Rules on Market Communications & Claims. Statement of RSPO certified Mass Balance only stated in sales documents of RSPO certified product.</p> <p>Audit team confirmed that no claim being made by PT Sawit Mas Sejahtera – Pangkalan Panji Mill.</p>	Complied
General corporate communications			
4.1	<p>A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.</p>	<p>PT Sawit Mas Sejahtera – Pangkalan Panji POM did not conducted corporate communication. Corporate communication are conducted by Golden Agri-Resources (GAR) as RSPO member with membership No. 1-0096- 11-000-00, member since 30 January 2005 on website: https://goldenagri.com.sg.</p>	Complied
4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> • Display its RSPO membership status • Display the RSPO web address (www.rspo.org) • State that the member supports the work of the RSPO • State the member’s history with regard to the RSPO. • Use the RSPO trademark to promote its membership of the RSPO. 	<p>In corporate communication, GAR has display its RSPO membership status, display a link to the RSPO web address, stated that GAR support the work of the RSPO and stated GAR’s history with regard to the RSPO. GAR did not uses RSPO trademark in the website.</p>	Complied

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	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.		
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.	In the website, GAR does not make any statement that 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.	In the website, GAR ensure that all communication is consistent, clear and not mislead consumers or other stakeholders as to the certified content of oil palm products in the member's own products.	Complied
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.	In the website, GAR does not uses the RSPO corporate logo.	Complied
Business to business communications			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	PT Sawit Mas Sejahtera – Pangkalan Panji POM made Business to Business communication by stated in sales documents, e.g. Sales Contract and Delivery Note that the product sold is RSPO Certified CPO or PK model MB.	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.	Supply chain model and RSPO certificate number were stated on the delivery document, e.g. Delivery Note and weighbridge ticket.	Complied
5.3	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: 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,	PT Sawit Mas Sejahtera – Pangkalan Panji POM is not a distributor or wholesaler.	Not Applicable

	<p>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>		
5.4	<p>A certified member can provide information to its customers detailing the presence of certified palm oil contained within a product even if it is not eligible for a product-specific under RSPO rules. The end product must not be labelled as certified or sold in such a way that implies RSPO certification.</p> <p>For example, a retailer or food service company may require a breakdown of all palm based ingredients within an end product and the certified status of each. This information may be provided by a certified RSPO member without constituting a product-specific claim.</p>	<p>PT Sawit Mas Sejahtera – Pangkalan Panji POM is not producing or selling end-product to consumer. No labelling on product whatsoever.</p> <p>Not applicable.</p>	<p>Not Applicable</p>
MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	<p>95% or above of the oil palm content must be RSPO MB-certified.</p>	<p>The MB volume that can be sold is only the volume requested in the PalmTrace. Hence the CPO volume sold under MB model is considered 100% content.</p>	<p>Complied</p>
	<p>Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.</p>	<p>The MB volume that can be sold is only the volume requested in the PalmTrace. Hence the CPO volume sold under MB model is considered 100% content.</p>	<p>Complied</p>
Labelling and trademark (MB)			

	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> • Surrounded by the text: 'Certified sustainable palm oil'. • The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and 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. • The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'. • Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch). • In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications & Claims document. 	<p>There is no messaging/label/trademark/label used. Therefore, it is not applicable.</p>	<p>Not Applicable</p>
Messaging (MB)			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> • [Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain. • The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. 	<p>There is no messaging/label/trademark/label used. Therefore, it is not applicable.</p>	<p>Not Applicable</p>

	<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"> Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 		
<p>Principle 4: Respect community and human rights and deliver benefit</p>			
<p>Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.</p>			
<p>Criteria 4.1: The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.</p>			
<p>4.1.1</p>	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>The company has a policy related to Business Ethic (<i>Etika Bisnis dan hak Asasi Manusia Sinarmas Agri Business and Food</i>) signed by Head of Policy and Compliance Division on 12 December 2019. Stipulated that:</p> <ul style="list-style-type: none"> Respect workers' rights and dignity in accordance with the provisions of law, provide natural treatment without discrimination and build harmonious industrial relations Respect workers' rights in terms of freedom of opinion, collective bargaining, and forming and joining trade unions / labor unions Prevent forced labor practices and do not use workers resulting from human trafficking Ensure not to employ child labor in all lines of operation Ensuring the safety of the work environment and company operations Recognize the equal rights and participation of women around the operating unit Creating a working area that is safe and healthy and provides environmental protection 	<p>Complied</p>

		<ul style="list-style-type: none"> • Respect the rights of local and customary communities in which the company operates • Respect and protect the rights of whistleblowers and human rights defenders (HRD) • Comply with legal provisions regarding the prevention of bribery and corruption • Carry out remedial measures and resolve negative impacts if there are human rights violations through a transparent and legal process <p>There is no change about the Policy until ASA 1_1.</p> <p>The policy has been disseminated annually to all employees by installing signboard of company policy and by direct dissemination. The recent dissemination has conducted for all worker in Mill and every Division for instance:</p> <ul style="list-style-type: none"> - 22 April 2023, in Sawit Mas Estate – upkeep workers, attended by 10 persons. - 22 April 2023, in Sawit Mas Estate Division IV – loose fruit pickup workers, attended by 31 persons. - 22 April 2023, in Sawit Mas Estate Division IV – harvester workers, attended by 36 persons. - 22 April 2023, in Sawit Mas Estate Division II – loose fruit pickup workers, attended by 18 persons - 22 April 2023, in Sawit Mas Estate Division III – spraying and upkeep workers, attended by 18 persons - 22 April 2023, in Sawit Mas Estate Division III – harvester workers, attended by 15 persons. - 22 April 2023, in Sawit Mas Estate Division III – loose fruit pickup workers, attended by 13 persons. 	
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		<ul style="list-style-type: none"> - 22 April 2023, in Sawit Mas Estate Division I – upkeep workers, attended by 26 persons - 20 May 2023, in Pangkalan Panji Mill – all workers. 	
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>The company's policy prohibits applies military means and or using intimidation in land dispute resolution procedures available in SOP SOP/NP/SMART/VII/D&L002 dated 1 July 2010. Describes the mechanism of compensation before clearing land and land conflict resolution mechanisms between companies and landowners. The land cleared for oil palm plantations should ensure not be a problem and there is no dispute over land ownership. Procedure was presented to the head of the village around the plantation.</p> <p>Also available SOP Social Conflict Management No: SOP/SMART/SENS-CSR/SADV/I/002 dated 1 July 2014, which describes land conflict resolution process through dialogue mechanism and explanation verbally/in writing, the remedies by facilitating local government if the first method does not find an agreement, the process to level court to obtain legal certainty if the way 1 until 3 is not reached.</p> <p>There is no change related to the SOP until ASA 1_1.</p> <p>Based on public consultation with stakeholders during ASA 1_1 informed that so far company did not apply military means and or using intimidation in land dispute resolution.</p>	Complied
Criteria 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.			
4.2.1	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>During this ASA 1_1, the company has updated the system to handling complaints and grievances in the SOP of Complaints and Grievance Handling No. SOP/SMART/SUST/IV/003, dated 8 March 2022. The procedure has set the dispute resolution in an appropriate manner, ensuring the anonymity of complainants, protecting the Human Rights Defenders, community spoke persons, and whistle blowers where requested. The system ensures that there is no risk of reprisal or</p>	Complied

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		intimidation to the complainants. If no deal achieved, every party might deliver the case to the lawsuits or RSPO complaint panel.	
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties. - Minor compliance -	The grievance handling procedure is in place and is disseminated annually, targeted to all workers in the Mill and Estates as well as relevant stakeholders. The dissemination conducted in written and verbally, as well as using picture in the housing complex, office, and storage complex. Based on interview with workers, contractors, governmental agencies during ASA 1_1, the stakeholders aware the company's mechanism to submit a grievance.	Complied
4.2.3	The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders. - Minor compliance -	Whole recording and handling of related complaints recorded in the Monitoring Form Handling Complaints and dissatisfaction No. F/SMART/SIGSCSRD/SADV/003/001. Based on review of logbook of communication/grievance and interviews with workers and communities there is 1 (one) grievance for Y2023 and 1 (one) grievance for Y2022, namely: <ul style="list-style-type: none"> - Dated 23/06/2023; from H*y*t*ll*h (Security Estate); ditch behind the house is damaged; response date by the company on 23/06/2023 by repairing the ditch; case is closed 24/06/2023. - Dated 14/03/2022; from Me*y*rd* (Waste Operator); broken trash bin in housing; response date by the company on 26/03/2022 by repairing the ditch; case is closed 24/06/2023. For the external parties, there is no grievance for period 2022 and 2023 (until July).	Complied
4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.	During this ASA 1_1, the company has updated the system to handling complaints and grievances in the SOP of Complaints and Grievance Handling No. SOP/SMART/SUST/IV/003, dated 8 March 2022. The SOP has set that the complaint resolution is address in deliberation in	Complied

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	- Minor compliance -	advance. If no deal achieved, every party might deliver the case to the lawsuits or RSPO complaint panel.																																									
Criteria 4.3: 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>Available "Work Plan and Realization of CSR PT SMS 2023", the realization until August 2023 is IDR 148,289,000 for social economic aspect, infrastructure including road maintenance and religion aspect.</p> <p>The CSR programs is based on the needs of the community around the company, public consultation have been conducted at the beginning of the year. The CSR plans has been signed by the Estate Manager, RC and Head of Village.</p> <p>Sampled document was verified for instances: CSR Plans for Y2023</p> <table border="1" data-bbox="1131 815 1966 1329"> <thead> <tr> <th>No</th> <th>Aspects</th> <th>Location</th> <th>IDR</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Infrastructure, Economic</td> <td>Lebung Village</td> <td>8,000,000</td> </tr> <tr> <td>2</td> <td>Infrastructure, Education</td> <td>Langkan Village</td> <td>15,500,000</td> </tr> <tr> <td>3</td> <td>Infrastructure, Economic</td> <td>Sedang Village</td> <td>13,000,000</td> </tr> <tr> <td>4</td> <td>Infrastructure, Health, Social</td> <td>Sedang Village</td> <td>27,000,000</td> </tr> <tr> <td>5</td> <td>Infrastructure, Education, Social</td> <td>Rantau Harapan Village</td> <td>65,000,000</td> </tr> <tr> <td>6</td> <td>Infrastructure, Social</td> <td>Rimba Balai Village</td> <td>106,500,000</td> </tr> <tr> <td>7</td> <td>Infrastructure, Environment, Social</td> <td>Tanjung Laut Village</td> <td>5,500,000</td> </tr> <tr> <td>8</td> <td>Infrastructure, Social</td> <td>Sukalali Village</td> <td>11,700,000</td> </tr> <tr> <td>9</td> <td>Infrastructure, Economic, Health, Social</td> <td>Pangkalan Panji Village</td> <td>28,500,000</td> </tr> </tbody> </table>	No	Aspects	Location	IDR	1	Infrastructure, Economic	Lebung Village	8,000,000	2	Infrastructure, Education	Langkan Village	15,500,000	3	Infrastructure, Economic	Sedang Village	13,000,000	4	Infrastructure, Health, Social	Sedang Village	27,000,000	5	Infrastructure, Education, Social	Rantau Harapan Village	65,000,000	6	Infrastructure, Social	Rimba Balai Village	106,500,000	7	Infrastructure, Environment, Social	Tanjung Laut Village	5,500,000	8	Infrastructure, Social	Sukalali Village	11,700,000	9	Infrastructure, Economic, Health, Social	Pangkalan Panji Village	28,500,000	Complied
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10	Infrastructure, Environment, Economic, Social	Rimba Terab Village	20,500,000					
<p>Criteria 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.</p>								
<p>4.4.1</p>	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>Based on document review and interview to the management during ASA 1_1, it was known that PT Sawit Mas Sejahtera demonstrates legal ownership of the land in chronological order. The legal ownership of the land in form of Hak Guna Usaha/HGU. The HGU comprised of 3 decrees, 8 certificates on 8 land parcels. All equipped with map.</p> <p>a. Hak Guna Usaha/HGU No.63/HGU/BPN/95 based on</p> <ul style="list-style-type: none"> - Agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, 		<p>Complied</p>				

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		<p>Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975” dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha with “Uang Pancung Alas” at Rp.500 per Ha and “Uang Angkat Sila” at Rp.200 per Ha.</p> <ul style="list-style-type: none"> - Release of land by previous landowner “Surat Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyuasin No.24/DPR/RB/1975” dated 25 August 1975. The family of Marga Rantau Bayur stated releasing their customary right for their land for PT Lembu Langkan Farm. The customary land being released of 2,500 Ha. - Land allocation letter “Surat Keputusan Gubernur Kepala Daerah Tingkat I Sumatera Selatan No.102/Kpts/I/1976 tentang Pencadangan Tanah Seluas 2000 Ha di Marga Rantau Bayur Kecamatan Banyuasin III Daerah Tingkat II Musi Banyuasin untuk Usaha Peternakan dan Pertanian PT Lembu Langkan Farm Palembang”, dated 2 March 1976. The letter stating provincial government allocating 2,000 Ha land for farming and agriculture. The land allocation letter completed with map scale 1:100,000. - Land allocation letter “Surat Keputusan Gubernur Kepala Daerah Tingkat I Sumatera Selatan No.998/SK/I/1987 tentang Pencabutan Surat Keputusan Gubernur Kepala Daerah Tingkat I Sumatera Selatan No.102/Kpts/I/1976 tentang Pencadangan Tanah Seluas 2,000 Ha di Marga Rantau Bayur Kecamatan Banyuasin III Kabupaten Daerah Tingkat II Musi Banyuasin untuk Usaha Peternakan dan Pertanian PT Lembu Langkan Farm Palembang, Dan Pencadangan Tanah Seluas 6000 Ha yang terletak di Kecamatan Banyuasin III, Kabupaten Daerah Tingkat II Musi Banyuasin, Untuk Keperluan Kelapa Sawit atas Nama PT Lembu Jaya”, dated 5 November 1987. The letter stating provincial government withdrew the previous letter and now allocating 6,000 	
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		<p>Ha land for farming and agriculture in the same area, as indicated in map. The land allocation letter completed with map scale 1:100,000 – consist of 3 land parcels.</p> <ul style="list-style-type: none"> - Location Permit "Surat Keputusan Gubernur Kepala Daerah Tingkat I Sumatera Selatan No.107/KPTS/BKPM/1988 tentang Izin Lokasi dan Pembebasan Hak/Pembelian Tanah seluas 6,000 Ha Terletak di Kecamatan Banyuasin III Kabupaten Daerah Tingkat II Musi Banyuasin Untuk Keperluan Perkebunan Kelapa Sawit dan Pengolahannya atas nama PT Lembu Jaya dalam Rangka Penanaman Modal Dalam Negeri" dated 14 December 1988. The letter provides location permit for 6,000 Ha. - Letter from Forestry Department "Surat Kepala Kantor Wilayah Departemen Kehutanan Propinsi Sumatera Selatan No.515/KWL-b.3/3/93" dated 2 March 1993. The letter stated the area for oil palm plantation PT Lembu Jaya of 2,099.1 Ha was outside forest area and can be processed for Hak Guna Usaha. - Summary of survey planning "Risalah Pemeriksaan Tanah B Propinsi Sumatera Selatan" dated 13 March 1993. Summary stated the application for the land of HGU can be approved. - HGU decree "Keputusan Menteri Negara Agraria/Kepala Badan Pertanahan Nasional No.63/HGU/BPN/95 tentang Pemberian Hak Guna Usaha atas Nama PT Lembu Jaya, atas Tanah di Kabupaten Musi Banyuasin", dated 3 October 1995. Granting HGU for PT Lembu Jaya on state land of 2,110 Ha located in Musi Banyuasin Regency, Sumatera Selatan Province, with situation map No.03/1993 dated 30 April 1993. The HGU valid until 31 December 2030. - Land title "Sertipikat Tanda Bukti Hak – Buku Tanah Hak Guna Usaha No.1 No.04.09.07.51.2.00001, Desa Lebung, PT Lembu Jaya cq PT Sawit Mas Sejahtera", valid until 31 December 2030. Map 	
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		<p>"Gambar Situasi No.31121/1996 untuk 2,110 Ha" dated 25 January 1997. Completed with map of boundary stone scale 1:40,000.</p> <p>b. Hak Guna Usaha/HGU No.132/HGU/BPN/2004 based on</p> <ul style="list-style-type: none"> - Location permit "Surat Keputusan Gubernur Kepala Daerah Tingkat I Sumatera Selatan No.22/KPTS/BKPM/1990 tentang Izin Lokasi dan Pembebasan Hak/Pemberian Tanah Seluas 1,200 Ha yang Terletak di Kecamatan Banyuasin III, Kabupaten Daerah Tingkat II Musi Banyuasin, Untuk Keperluan Memenuhi Kekurangan Areal Perkebunan Kelapa Sawit Atas Nama PT Lembu Jaya dalam Rangka Penanaman Modal Dalam Negeri (PMDN)", dated 10 April 1990. The decree granting location permit of 1,200 Ha as identified in the map scale 1:100,000. - Survey planning "Risalah Panitia Pemeriksaan Tanah B Propinsi Sumatera Selatan No.01/R/P"B"/BPN.Prop.SS/26/2004" dated 24 March 2004. The land is not forest area, and the other land was categorized as state land. - Forest area release "Surat Keputusan Menteri Kehutanan No.85/Kpts-II/96" dated 11 March 1996, whereby forest area of 183 Ha released into state land. - HGU decree "Keputusan Kepala Badan Pertanahan Nasional No.132/HGU/BPN/2004 tentang Pemberian Hak Guna Usaha atas Tanah Terletak di Kabupaten Banyuasin, Propinsi Sumatera Selatan" dated 29 October 2004. Granting HGU for PT Sawit Mas Sejahtera of 765.00 Ha located in Banyuasin III and Betung District, Banyuasin Regency, Sumatera Selatan Province - with situation map No.30/BA/2003 dated 18 November 2003. The HGU valid for 35 years and comprise of 6 land parcels. - Land title "Sertipikat Hak Guna Usaha No.3 No.04.14.12.14.2.00003, Desa Tanjung Laut, Kecamatan Betung, 	
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		<p>Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT Sawit Mas Sejahtera”, dated 13 January 2005. Certificate for land parcel 134 Ha, completed with map of boundary stone scale 1:10,000.</p> <ul style="list-style-type: none"> - Land title “Sertipikat Hak Guna Usaha No.4 No.04.14.12.14.2.00004, Desa Rimbah Terap/Sedang, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT Sawit Mas Sejahtera”, dated 13 January 2005. Certificate for land parcel 198 Ha, completed with map of boundary stone scale 1:10,000. - Land title “Sertipikat Hak Guna Usaha No.5 No.04.14.12.14.2.00005, Desa Rimbah Terap, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT Sawit Mas Sejahtera”, dated 13 January 2005. Certificate for land parcel 3.6 Ha, completed with map of boundary stone scale 1:2,500. - Land title “Sertipikat Hak Guna Usaha No.6 No.04.14.12.09.2.00006, Desa Biyuku, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT Sawit Mas Sejahtera”, dated 13 January 2005. Certificate for land parcel 301 Ha, completed with map of boundary stone scale 1:2,500. - Land title “Sertipikat Hak Guna Usaha No.7 No.04.14.07.02.2.00007, Desa Stereo, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT Sawit Mas Sejahtera”, dated 13 January 2005. Certificate for land parcel 119.6 Ha, completed with map of boundary stone scale 1:10,000. - Land title “Sertipikat Hak Guna Usaha No.8 No.04.14.07.02.2.00008, Desa Stereo, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT Sawit Mas Sejahtera”, dated 13 January 2005. Certificate for land parcel 8.8 Ha, completed with map of boundary stone scale 1:5,000. <p>c. Hak Guna Usaha/HGU No.116/HGU/BPN/2004 based on</p>	
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		<ul style="list-style-type: none"> - Location permit "Surat Keputusan Gubernur Kepala Daerah Tingkat I Sumatera Selatan No.55/KPTS/BKPM/1989 tentang Izin Lokasi dan Pembebasan Hak/Pembelian Tanah Seluas 10,000 Ha yang Terletak di Kecamatan Sekayu, Kabupaten Daerah Tingkat II Musi Banyuasin, Untuk Keperluan Perkebunan Kelapa Sawit Atas Nama PT Lembu Jaya", dated 20 June 1989. The decree granting location permit of 10,000 Ha as identified in the map scale 1:100,000. - Survey planning "Risalah Panitia Pemeriksaan Tanah B Propinsi Sumatera Selatan No.03/R/P"B"/BPN.Prop.SS/26/2004" dated 27 May 2004. The land was categorized as state land and not occupied and can be approved for HGU. - HGU decree "Keputusan Kepala Badan Pertanahan Nasional No.116/HGU/BPN/2004 tentang Pemberian Hak Guna Usaha atas Tanah Terletak di Kabupaten Musi Banyuasin, Propinsi Sumatera Selatan" dated 26 October 2004. Granting HGU for PT Sawit Mas Sejahtera of 878.00 Ha located in Sungai Keruh District, Musi Banyuasin Regency, Sumatera Selatan Province - with situation map No.30/Muba/2003 dated 29 December 2003. The HGU valid for 35 years. - Land title "Sertipikat Hak Guna Usaha No.12/MUBA No.04.09.09.00.2.00012, Desa Sungai Dua-Desa Setiajaya-Desa Kertayu, Desa Tebing Bulang, Kecamatan Sungai Keruh, Kabupaten Musi Banyuasin, Provinsi Sumatera Selatan, PT Sawit Mas Sejahtera", dated 15 December 2004. Certificate for land parcel 878.00 Ha, completed with map of boundary stone scale 1:10,000. <p>Note: PT Sawit Mas Sejahtera was previously named PT Lembu Jaya, and PT Lembu Langkan Farm. The changes from PT Lembu Jaya to PT Sawit Mas Sejahtera was registered in November 1996, "Keputusan Menteri Kehakiman Republik Indonesia No.02-10196.HT.01.04.TH'96"</p>	
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		<p>dated 7 November 1996 – granting approval for PT Sawit Mas Sejahtera established in Jakarta as per Statute by Notary Benny Kristianto SH, dated 30 September 1996.</p> <p>Legal ownership of the land, up to survey planning – cadastral measurement.</p> <ul style="list-style-type: none"> - Location permit “Surat Keputusan Gubernur Kepala Daerah Tingkat I Sumatera Selatan No.107/KPTS/BKPM/1988 tentang Izin Lokasi dan Pembebasan Hak/Pembelian Tanah Seluas 6,000 Ha yang Terletak di Kecamatan Banyuasin III, Kabupaten Daerah Tingkat II Musi Banyuasin, Untuk Keperluan Perkebunan Kelapa Sawit dan Pengolahannya Atas Nama PT Lembu Jaya dalam Rangka Penanaman Modal Dalam Negeri (PMDN)”, dated 14 December 1988. The decree granting location permit of 6,000 Ha as identified in the map scale 1:100,000 – including 3 land parcels. - PT Sawit Mas Sejahtera issued a letter to Lands Office “Surat PT Sawit Mas Sejahtera No.07/SMS/VII/03; Kepada Kepala Badan Pertanahan Nasional; Perihal Permohonan HGU PT Sawit Mas Sejahtera Seluas 1,221 Ha” dated 21 July 2003. - PT Sawit Mas Sejahtera obtained the land parcel map “Peta Bidang Tanah No.31/BA/2003 untuk 707 Ha” and “Peta Bidang Tanah No.28/BA/2003 untuk 384 Ha” dated 18 November 2003. - Provincial Lands Office issued letter to National Lands Office “Surat Kantor Wilayah Badan Pertanahan Nasional Provinsi Sumatera Selatan No.500/965/26 untuk Permohonan Hak Guna Usaha PT Sawit Mas Sejahtera atas Tanah 1,091 Ha di Kecamatan Rantau Bayur dan Banyuasin III, Propinsi Sumatera Selatan” dated 8 July 2004. - PT Sawit Mas Sejahtera issued letter to Ministry of Forestry for clarification for forestry area in proposed area “Surat PT Sawit Mas 	
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		<p>Sejahtera No.003/D&L-SMS/VIII/2014; kepada Direktur Pengukuhan, Penatagunaan dan Tenurial Kawasan Hutan Direktorat Jenderal Planologi Kehutanan; Perihal Permohonan Klarifikasi dan Konfirmasi Status Lahan PT Sawit Mas Sejahtera di Kabupaten Banyuasin, Provinsi Sumatera Selatan” dated 5 August 2014.</p> <ul style="list-style-type: none"> - Letter from Ministry of Forestry “Surat Direktorat Jenderal Planologi Kehutanan – Direktorat Pengukuhan, Penatagunaan dan Tenurial Kawasan Hutan No.S.658/VII/Kuh-5/2014; Perihal Klarifikasi dan konfirmasi status lahan a/n PT Sawit Mas Sejahtera di Kabupaten Banyuasin Provinsi Sumatera Selatan” dated 3 September 2014. The letter stated based on map overlay, the area of PT Sawit Mas Sejahtera was categorized as “Area Penggunaan Lain (APL)”. - Provincial Lands Office issued letter to National Lands Office “Surat Badan Pertanahan Nasional Kantor Wilayah Provinsi Sumatera Selatan No.203/16-9-300/I/2017; Perihal Permohonan Hak Guna Usaha PT Sawit Mas Sejahtera atas Tanah Terletak di Kabupaten Banyuasin Provinsi Sumatera Selatan” dated 11 January 2017. - National Lands Office Letter to Provincial Lands Letter on returning the application “Surat Kementerian Agraria dan Tata Ruang/Badan Pertanahan Nasional No.3256/19.1-400/VIII/2017; Kepada Kantor Wilayah Badan Pertanahan Nasional Provinsi Sumatera Selatan; Perihal Pengembalian Berkas Permohonan Hak Guna Usaha a/n PT Sawit Mas Sejahtera atas tanah Seluas 1,091 Ha terletak di Kabupaten Banyuasin, Provinsi Sumatera Selatan” dated 28 August 2017. The National Lands Office returning the application letter stating some of the requirements are not complete and some clarification needed. - PT Sawit Mas Sejahtera Letter to Provincial Lands Letter on Guidance upon returning the application “Surat PT Sawit Mas Sejahtera No.45/SMS-D&L/VII/2019; Kepada Kantor Wilayah 	
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		<p>Badan Pertanahan Nasional Provinsi Sumatera Selatan; Perihal Mohon Arahan atas Pengembalian Berkas Permohonan Hak Guna Usaha a/n PT Sawit Mas Sejahtera atas tanah Seluas 1,091 Ha terletak di Kabupaten Banyuasin, Provinsi Sumatera Selatan” dated 4 July 2019. Company requesting guidance on how to response returned application.</p> <p>- Until this audit ASA 1_1, management is still processing requirements (approval to Management for Plasma Partnership) and continuing to coordinate with BPN.</p>	
<p>4.4.2</p>	<p>Copies documents evidencing agreement- making processes and negotiated agreements detailing the FPIC process are available and include:</p> <p>- Minor compliance -</p> <p>4.4.2a Evidence that a plan has been developed through consultation and discussion held in good faith with all affected groups within the community, with specific assurances that vulnerable, minority and gender groups are asked for their opinions, and that information has been provided to all affected groups, including in it information about the steps taken to involve them in decision making.</p>	<p>Agreement on compensation “Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975” dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development.</p>	<p>Complied</p>
	<p>4.4.2b Evidence that the unit of certification has respected communities to give or withhold their consent to the operations at the time that these decisions were taken;</p>	<p>Agreement on compensation “Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975” dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes the meeting of 19 committee members of Dewan “Marga” Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development.</p>	

	<p>4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities. Including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.</p>	<p>Agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development.</p>	
<p>4.4.3</p>	<p>(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Critical (Major) compliance -</p>	<p>Map of legal ownership of the land is part of the land certificate. There is no change related to the land certificate until ASA 1_1, as follows:</p> <ul style="list-style-type: none"> a. Hak Guna Usaha/HGU No.63/HGU/BPN/95 map <ul style="list-style-type: none"> - Land title "Sertipikat Tanda Bukti Hak – Buku Tanah Hak Guna Usaha No.1 No.04.09.07.51.2.00001, Desa Lebung, PT Lembu Jaya cq PT Sawit Mas Sejahtera", valid until 31 December 2030. Map "Gambar Situasi No.31121/1996 untuk 2,110 Ha" dated 25 January 1997. Completed with map of boundary stone scale 1:40,000. b. Hak Guna Usaha/HGU No.132/HGU/BPN/2004 map <ul style="list-style-type: none"> - Land title "Sertipikat Hak Guna Usaha No.3 No.04.14.12.14.2.00003, Desa Tanjung Laut, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT Sawit Mas Sejahtera", dated 13 January 2005. Certificate for land parcel 134 Ha, completed with map of boundary stone scale 1:10,000. - Land title "Sertipikat Hak Guna Usaha No.4 No.04.14.12.14.2.00004, Desa Rimbah Terap/Sedang, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT Sawit Mas Sejahtera", dated 13 January 2005. Certificate for land parcel 198 Ha, completed with map of boundary stone scale 1:10,000. 	<p>Complied</p>

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		<ul style="list-style-type: none"> - Land title "Sertipikat Hak Guna Usaha No.5 No.04.14.12.14.2.00005, Desa Rimbah Terap, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT Sawit Mas Sejahtera", dated 13 January 2005. Certificate for land parcel 3.6 Ha, completed with map of boundary stone scale 1:2,500. - Land title "Sertipikat Hak Guna Usaha No.6 No.04.14.12.09.2.00006, Desa Biyuku, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT Sawit Mas Sejahtera", dated 13 January 2005. Certificate for land parcel 301 Ha, completed with map of boundary stone scale 1:2,500. - Land title "Sertipikat Hak Guna Usaha No.7 No.04.14.07.02.2.00007, Desa Stereo, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT Sawit Mas Sejahtera", dated 13 January 2005. Certificate for land parcel 119.6 Ha, completed with map of boundary stone scale 1:10,000. - Land title "Sertipikat Hak Guna Usaha No.8 No.04.14.07.02.2.00008, Desa Stereo, Kecamatan Betung, Kabupaten Banyuasin, Provinsi Sumatera Selatan, PT Sawit Mas Sejahtera", dated 13 January 2005. Certificate for land parcel 8.8 Ha, completed with map of boundary stone scale 1:5,000. c. Hak Guna Usaha/HGU No.116/HGU/BPN/2004 based on Land title "Sertipikat Hak Guna Usaha No.12/MUBA No.04.09.09.00.2.00012, Desa Sungai Dua-Desa Setiajaya-Desa Kertayu, Desa Tebing Bulang, Kecamatan Sungai Keruh, Kabupaten Musi Banyuasin, Provinsi Sumatera Selatan, PT Sawit Mas Sejahtera", dated 15 December 2004. Certificate for land parcel 878.00 Ha, completed with map of boundary stone scale 1:10,000. 	
4.4.4	All relevant information is available in appropriate forms and languages, including assessment of impact, proposed benefit sharing, and legal arrangements.	Based on document review on documented process to obtain HGU at ASA 1_1, all documents are all in Bahasa Indonesia.	Complied

	- Minor compliance -		
4.4.5	<p>(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p> <p>- Critical (Major) compliance -</p>	<p>Audit team reviewed the documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975.</p> <p>The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes information on the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga Rantau Bayur.</p> <p>These committee members are representing the ownership of the land at that time.</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>Audit team reviewed the documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development.</p> <p>The committee member of the Dewan Perwakilan Rakyat Marga Rantau Bayur came up with the rate of compensation to be paid.</p> <p>Annual review was conducted through public perception and reported in Social Impact Monitoring. The latest was performed in January 2023.</p>	Complied
<p>Criteria 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			
4.5.1	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p> <p>- Critical (Major) compliance -</p>	<p>Based on stakeholder consultation with Village and District head, audit team noted that PT Sawit Mas Sejahtera was established from merger with entity called PT Lembu Jaya. The merger was registered in 1996.</p>	Complied

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		<p>Audit team reviewed the documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development.</p> <p>The legal ownership of the land for PT Sawit Mas Sejahtera obtained through HGU decree dated 1995 and 2004. The land was developed in 1975 prior to RSPO requirements. Meanwhile there is no new development and hence, FPIC is not required.</p>	
<p>4.5.2</p>	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions. All the relevant information and documents are made available, and community have option of resourced access to independent third-party advice through a documented, long-term and two- way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>Audit team reviewed document agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development.</p> <p>The legal ownership of the land for PT Sawit Mas Sejahtera obtained through HGU decree dated 1995 and 2004. The land was developed in 1975 prior to RSPO requirements. Meanwhile there is no new development and hence, FPIC is not required.</p>	<p>Complied</p>
<p>4.5.3</p>	<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</p>	<p>Audit team reviewed documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes the meeting of 19 committee members of Dewan</p>	<p>Complied</p>

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	<p>local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	<p>Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development. The land was developed in 1975 prior to RSPO requirements. Meanwhile there is no new development and hence, FPIC is not required.</p>	
4.5.4	<p>To ensure local food and water security and as part of the FPIC process, SEIA participation and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of land allocations process.</p> <p>- Minor compliance -</p>	<p>Audit team reviewed documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development. The land was developed in 1975 prior to RSPO requirements. Meanwhile there is no new development and hence, FPIC is not required.</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 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>Audit team reviewed the documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development. The land was developed in 1975 prior to RSPO requirements. Meanwhile there is no new development and hence, FPIC is not required.</p>	Complied
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>Audit team reviewed the documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha lands. This includes the meeting of 19 committee members of Dewan</p>	Complied

		Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development. The land was developed in 1975 prior to RSPO requirements. Meanwhile there is no new development and hence, FPIC is not required.	
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>There are no changes in compliance statement compare to last year audit.</p> <p>PT Sawit Mas Sejahtera was established from merger with entity called PT Lembu Jaya, previously called PT Lembu Langkan Farm. The merger was registered in 1996.</p> <p>PT Sawit Mas Sejahtera did not compensate any land from individual landowner.</p> <p>Based on document review and stakeholder consultation, no land acquisition for plantation and mill after 15 November 2018. The legal ownership of the land for PT Sawit Mas Sejahtera obtained through HGU decree dated 1995 and 2004. The land was developed in 1975 prior to RSPO requirements. Meanwhile there is no new development and hence, FPIC is not required.</p>	Complied
4.5.8	<p>(C) New lands are not acquired in areas inhabited by communities in voluntary isolation.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes in compliance statement compare to last year audit.</p> <p>PT Sawit Mas Sejahtera was established from merger with entity called PT Lembu Jaya, previously called PT Lembu Langkan Farm. The merger was registered in 1996.</p> <p>PT Sawit Mas Sejahtera did not compensate any land from individual landowner.</p> <p>Based on document review and stakeholder consultation, no land acquisition for plantation and mill after 15 November 2018. The legal ownership of the land for PT Sawit Mas Sejahtera obtained through HGU decree dated 1995 and 2004. The land was developed in 1975 prior to</p>	Complied

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		RSPO requirements. Meanwhile there is no new development and hence, FPIC is not required.	
Criteria 4.6: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	<p>(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>PT Sawit Mas Sejahtera refers to land acquisition procedure "SOP Ganti Rugi Tanah/Lahan No.SOP/NP/SMART/VII/D&L002" dated 1 July 2010. Section 6.2 explains process for pre-inventory together with village communities and district representative. The pre-inventory process includes activity such as field visit, check legal ownership of land documentation, check ownership upon land/vegetation, check with neighbouring witnesses.</p> <p>Section 6.3 explains process for physical inventory: land measurement, calculation of quantity and type of vegetation per parcel, carried out as per evidence of ownership; carried out by witness (landowner, village government, boundary appointer, neighbouring witness, district government, company representative).</p> <p>There is no change related to the SOP until ASA 1_1.</p> <p>Based on stakeholder consultation with village and district head during ASA 1_1, audit team noted that PT Sawit Mas Sejahtera was established from merger with entity called PT Lembu Jaya. The merger was registered in 1996.</p> <p>Audit team reviewed the documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha. This includes the meeting of 19 committee members of Dewan Perwakilan Rakyat Marga Rantau Bayur reviewing the economic benefit, job opportunity, welfare potential of plantation development.</p>	Complied

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		The land was developed in 1975 prior to RSPO requirements. Meanwhile there is no new development and hence, FPIC is not required.	
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>PT Sawit Mas Sejahtera refers to land acquisition procedure "SOP Ganti Rugi Tanah/Lahan No.SOP/NP/SMART/VII/D&L002" dated 1 July 2010. Section 6.4 explains that post inventory activities, company coordinates and consulting the calculation and distribution process with village and district government to achieve agreement on compensation rate.</p> <p>Section 6.6 explains after the compensation rate obtained, company will conduct socialization to community and landowners.</p> <p>There is no change related to the SOP until ASA 1_1.</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>PT Sawit Mas Sejahtera is offering opportunity to become partner/smallholder to supply FFB to Pangkalan Panji POM, for instance:</p> <ul style="list-style-type: none"> - CV Rejeki Raya Sejahtera become FFB supplier, located in Sembawa District, Banyuasin Regency. FFB supplied to Pangkalan Panji POM (non-certified) in 2022 supplied 27,347.38 MT; 8,592.04 MT (until July). - Aqilsyah Siregar become FFB supplier, located in Karya Baru Village, Banyuasin Regency FFB supplied to Pangkalan Panji POM (non-certified) in 2022 supplied 4,691.88 MT; 2,136.49 MT in 2023 (until July). - CV Rahma Jaya become FFB supplier, located in Sukatani Village, Banyuasin Regency FFB supplied to Pangkalan Panji POM (non-certified) in 2022 supplied 21,265 MT; 10,130.11 MT in 2023 (until July). 	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>PT Sawit Mas Sejahtera refers to land acquisition procedure "SOP Ganti Rugi Tanah/Lahan No.SOP/NP/SMART/VII/D&L002" dated 1 July 2010. Section 6.7 explains upon agreed compensation rate, company will carry out the compensation process. If there is no agreement on compensation rate with landowner, the negotiation process will be done</p>	Complied

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		<p>again until agreement is achieved. If the landowner has not agreed the negotiation for compensation rate, the area will be enclaved by company.</p> <p>Section 6.8 explains the documentation requirement for land compensation application from compensation team to management.</p> <p>Section 6.9 explains the record attachment requirement during the land compensation/payment process: payment receipt with signature; video or photograph during landowner receive payment from company; copy of ID card and family card or domicile letter; minute of land handover signed by landowner and company representative, witnessed by village government and district government; statement letter of land ownership; statement letter of handover land; map of land being compensated; attendance list of land measurement activity signed by landowner, village government, measurement officer and 2 witnesses.</p> <p>There is no change related to the SOP until ASA 1_1.</p> <p>Audit team reviewed documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha with "Uang Pancung Alas" at Rp.500 per Ha and "Uang Angkat Sila" at Rp.200 per Ha.</p> <p>Audit team reviewed the compensation record carried out by PT Lembu Jaya to Dewan Perwakilan Rakyat Marga Rantau Bayur in 1976.</p>	
<p>Criteria 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.</p>			
4.7.1	<p>(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -</p>	<p>PT Sawit Mas Sejahtera refers to land acquisition procedure "SOP Ganti Rugi Tanah/Lahan No.SOP/NP/SMART/VII/D&L002" dated 1 July 2010. Section 6.2 explains process for pre-inventory together with village</p>	Complied

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		<p>communities and district representative. The pre-inventory process includes activity such as field visit, check legal ownership of land documentation, check ownership upon land/vegetation, check with neighbouring witnesses.</p> <p>Section 6.3 explains process for physical inventory: land measurement, calculation of quantity and type of vegetation per parcel, carried out as per evidence of ownership; carried out by witness (landowner, village government, boundary appointer, neighbouring witness, district government, company representative).</p> <p>There is no change related to the SOP until ASA 1_1.</p> <p>Audit team reviewed documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha with "Uang Pancung Alas" at Rp.500 per Ha and "Uang Angkat Sila" at Rp.200 per Ha.</p>	
<p>4.7.2</p>	<p>(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.</p> <p>- Critical (Major) compliance -</p>	<p>PT Sawit Mas Sejahtera refers to land acquisition procedure "SOP Ganti Rugi Tanah/Lahan No.SOP/NP/SMART/VII/D&L002" dated 1 July 2010. Section 6.4 explains that post inventory activities, company coordinates and consulting the calculation and distribution process with village and district government to achieve agreement on compensation rate.</p> <p>Section 6.6 explains after the compensation rate obtained, company will conduct socialization to community and landowners.</p> <p>There is no change related to the SOP until ASA 1_1</p> <p>Audit team reviewed documented agreement on compensation "Petikan Buku Keputusan Dewan Perwakilan Rakyat Marga Rantau Bayur Kecamatan Banyu Asin III, Daerah Tingkat II Musi Banyu Asin No.5/DPR/RB/1975" dated 25 August 1975. The customary organization have discussed and come to agreement compensation rate for 2,500 Ha</p>	<p>Complied</p>

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		with "Uang Pancung Alas" at Rp.500 per Ha and "Uang Angkat Sila" at Rp.200 per Ha.	
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development. - Minor compliance -	Based on stakeholder consultation with village and district head during ASA 1_1, audit team noted that PT Sawit Mas Sejahtera give opportunity for community member to work in company and/or as contractor – providing services for company.	Complied
Criteria 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrated that they have legal customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	Based on interview with stakeholders during ASA 1_1, there is no land dispute with surrounding community of PT Sawit Mas Sejahtera.	Complied
4.8.2	(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -	Based on interview with stakeholders during ASA 1_1, there is no land dispute with surrounding community of PT Sawit Mas Sejahtera.	Complied
4.8.3	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). - Minor compliance -	Based on stakeholder interview with surrounding community of PT Sawit Mas Sejahtera during ASA 1_1, there was no acquisition through dispossession or force abandonment. Audit team noted that PT Sawit Mas Sejahtera has not compensated the land in the HGU area.	Complied

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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>	<p>Based on stakeholder interview with villages surrounding the plantation during ASA 1_1, there is no land dispute with surrounding community of PT Sawit Mas Sejahtera.</p>	Complied
<p>Principle 5: Support smallholder inclusion</p>			
<p>Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.</p>			
<p>Criteria 5.1: 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>There are no changes in compliance statement compared to last year audit. Updated data about FFB prices was made.</p> <p>FFB price of the outgrowers was determined by FFB Purchase HO/JKT based on formula agreed with outgrowers. FFB price depends on CPO and PK price and processing cost. The organisation informed FFB price through short message service. The information was sent directly from FFB Purchase HO/JKT to the related supplier and forwarded to Mill Unit Head.</p> <p>FFB price determined by Plantation Agency of South Sumatera Province ("Berita Acara Hasil Rapat Tim Penetapan Harga Pembelian TBS Kelapa Sawit Provinsi Sumatera Selatan") is applied for smallholders.</p> <p>Pricing letter from the South Sumatra Provincial Plantation Service:</p> <ul style="list-style-type: none"> • Letter Number 525/795 – VI.3/2023 regarding the FFB Price for Planters in July (Period I) dated 11 July 2023. The lowest price is Rp. 1,937.41 for a 3-year-old plant and the biggest price is Rp. 2,214.67 for plants aged 10-20 years. • Letter Number 525/849 – VI.3/2023 regarding the FFB Price for Planters in July (Period II) dated 20 July 2023. The lowest price is Rp. 1,992.57 for a 3-year-old plant and the biggest price is Rp. 2,276.9 for plants aged 10-20 years. 	Complied

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		<ul style="list-style-type: none"> • Letter Number 525/611 – VI.3/2023 regarding the FFB Price for Planters in June (Period I) dated 9 June 2023. The lowest price is Rp. 1,849.97 for a 3-year-old plant and the biggest price is Rp. 2,120.13 for plants aged 10-20 years. • Letter Number 525/690 – VI.3/2023 regarding the FFB Price for Planters in July (Period II) dated 20 June 2023. The lowest price is Rp. 1,780.17 for a 3-year-old plant and the biggest price is Rp. 2,038.43 for plants aged 10-20 years. <p>The company already has an outside FFB pricing procedure, namely the FFB Purchase Administration Procedure dated January 9, 2012. This procedure only regulates the purchase of FFB from outside parties, while for plasma it is regulated in a separate regulation. The price negotiation is determined based on the FFB price determined by the local Plantation Office/market price in the area, the volume of FFB sent per day, the criteria for grading and fines, and the payment system and payment term.</p> <p>Based on interview with FFB supplier, there is no complaint on FFB pricing and the other issues.</p>	
5.1.2	<p>(C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes in compliance statement compared to last year audit.</p> <p>Pangkalan Panji Mill informed FFB through short message service. The information was sent directly from FFB Purchase HO/JKT to the related supplier and forwarded to Mill Unit Head. There is no complaint on FFB pricing and the other issues. This was verified during interview with FFB suppliers.</p> <p>The company explain the FFB pricing through Whatsapp Message and by calling each of suppliers. Evidence of Whatsapp message received by the supplier has been sighted and reviewed during audit.</p>	Complied

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5.1.3	<p>(C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes in compliance statement compared to last year audit. Updated information about FFB supplier reference.</p> <p>Agreement between Pangkalan Panji Mill and FFB supplier are described in Contractual Agreement or Statement Letter. FFB purchasing agreements were established in Bahasa Indonesia. Based on signed Statement Letter, it was verified that all parties understood the contractual agreements they enter into as evidence in the signature of both parties. The Agreements are fair, legal and transparent containing FFB legality, requirement, price and payment method. Both parties kept the agreement.</p> <p>Refer to 2.3.1 for FFB suppliers' name.</p>	Complied
5.1.4	<p>(C) Evidences is available that all parties, including women and independent representative organization assisting smallholders where requested, are involved in the decision making processes and understand the contracts. These include involving finance, loans/credits, and repayments through FFB price reductions for replanting and/or, other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes in compliance statement compare to last year audit. Updated information about FFB supplier reference.</p> <p>Agreement between Pangkalan Panji Mill and FFB supplier are described in Contractual Agreement or Statement Letter. FFB purchasing agreements were established in Bahasa Indonesia. Based on signed Statement Letter, it was verified that all parties understood the contractual agreements they enter into as evidence in the signature of both parties. The Agreements are fair, legal and transparent containing FFB legality, requirement, price and payment method. Both parties kept the agreement.</p> <p>Refer to 2.3.1 for FFB suppliers' name.</p>	Complied
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>There are no changes in compliance statement compared to last year audit. Updated information about FFB supplier reference.</p> <p>Agreement between Pangkalan Panji Mill and FFB supplier are described in Contractual Agreement or Statement Letter. FFB purchasing agreements were established in Bahasa Indonesia. Based on signed Statement Letter, it was verified that all parties understood the contractual agreements they enter into as evidence in the signature of</p>	Complied

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		both parties. The Agreements are fair, legal and transparent containing FFB legality, requirement, price and payment method. Both parties kept the agreement. Refer to 2.3.1 for FFB suppliers' name.	
5.1.6	(C) Agreed payments are made in a timely manner and receipts specifying price, weigh, deductions and amount paid are given. - Critical (Major) compliance -	There are no changes in compliance statement compared to last year audit. Updated information about FFB supplier reference. Agreement between Pangkalan Panji Mill and FFB supplier are described in Contractual Agreement or Statement Letter. FFB purchasing agreements were established in Bahasa Indonesia. Based on signed Statement Letter, it was verified that all parties understood the contractual agreements they enter into as evidence in the signature of both parties. The Agreements are fair, legal and transparent containing FFB legality, requirement, price and payment method. Both parties kept the agreement. Refer to 2.3.1 for FFB suppliers' name.	Complied
5.1.7	Weighing equipment is verified by an independent third party on a regular basis. - Minor compliance -	Pangkalan Panji POM has 1 unit Avery Weight Type E1205 weighbridge with a capacity of 40 tons. It has been re-calibrated by the Regional Legal Metrology Standardization Center I on June 2, 2023 with Certificate of Test results Number: 92/PKTN.4.1/KHP/06/2023 dated June 13 2023.	Complied
5.1.8	The unit of certification supports Independent smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholder on who runs the Internal Controlling System (ICS), who holds the certificate, and who owns and sells certified materials. - Minor compliance -	At the moment, PT Sawit Mas Sejahtera does not have a mutual agreement with independent smallholder for certification. The relationship of company and independent smallholder limited to buyer and FFB supplier.	Complied
5.1.9	(C) The unit of certification has a grievance mechanism for smallholders, and all grievances raised are dealt with in a timely manner.	The company did not have scheme smallholder and not received FFB directly from independent smallholder, but FFB supplier. The grievance mechanism for FFB supplier refers to SOP of Complaints and Grievance	Complied

	- Critical (Major) compliance -	Handling No. SOP/SMART/GIMS-SCMD/USDV/I/001 dated 02 June 2016 revised on 11 April 2017 as mentioned in indicator 4.2.1.	
Criteria 5.2: 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>Community perception monitoring performed by community interview, employee data monitoring, interview with village head or public figure regarding their perception to company.</p> <p>Community perception monitoring or called Social Impact Monitoring, in other companies, is to obtain information from stakeholders including small farmers and local communities about the social impacts they have including daily needs, livelihoods and suggestions for future programs.</p> <p>From the monitoring results, the company then makes a CSR program or social improvement program. If the results of the monitoring show that the community is satisfied, it will be maintained and if there are deficiencies, it will be increased through mentoring programs or the like.</p> <p>Company has monitored the public perception through questionnaire each year. Question to public perception regarding the impact of company presence has been disseminated to surrounding community. Latest monitoring of public perception has been performed in 3 – 10 July 2023, questioner of public perception can be demonstrated and well documented in Social Impact Monitoring. One of the monitoring result, the local communities have a variety choices of livelihood compare to the traditional option (farmer) such as become workers in the company, as FFB suppliers, and or as contractors.</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>There are no changes in compliance statement compared to last year audit.</p> <p>The company has developed livelihood improvement program through training and CSR program. All FFB suppliers (including smallholder) has been trained and socialized about RSPO P&C Standard, FFB Quality and grading and companies' policy and procedures.</p>	Complied

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5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	There are no changes in compliance statement compared to last year audit. The relationship of company and independent smallholder limited to buyer and FFB supplier. All third parties FFB suppliers has signed a Statement Letter which one of the clauses is about traceability of FBB. Article (4): FFB sold to PT Sawit Mas Sejahtera are come from area that: a. Has received all permit regarding acquisition of land and plantations business from the authorities. b. Cultivated areas are in accordance with applicable law and regulation in Republic of Indonesia and not obtained illegally.	Complied
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	There is no scheme smallholder in PT Sawit Mas Sejahtera.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme. - Minor compliance -	There is no scheme smallholder in PT Sawit Mas Sejahtera.	Complied
<p>Principle 6: respect workers' rights and conditions Protect workers' rights and ensure safe and decent working conditions.</p>			
<p>Criteria 6.1: Any form of discrimination is prohibited.</p>			
6.1.1	(C) A publicity available non-discrimination and equal opportunity policy is implemented in such way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	Policies on equal opportunities and treatment is described in Circular No.096/CEO2-SE/12/2010, 14 December 2010, on the implementation in relation industrial Unit. Explained that in order to realize harmonious industrial relations, dynamic and fair company implemented industrial relations of each operational unit without distinction of race, religion, race and gender in all types of field work.	Complied

		<p>There is no change related to the policy until ASA 1_1</p> <p>The company has established the policy of non-discrimination and equal opportunity as per "<i>Kebijakan Perlindungan Pekerja/Buruh dari Diskriminasi</i>" Policy No. KHI-smart/011-00 dated 1 August 2017. Policy stated that "Company protect employee/workers from discrimination act to achieve harmonious industrial relations, dynamic and fair for all workers regardless of race, caste, nationality, religion, disability, gender, sexual orientation, union membership, political affiliation and age".</p> <p>This policy is publicly available, and stakeholders can access it upon request. It was verified during audit, based on document review to workers data list, there was no indication of discrimination at PT Sawit Mas Sejahtera.</p>																									
<p>6.1.2</p>	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers non-payment of recruitment fees.</p> <p>- Critical (Major) compliance -</p>	<p>It has been verified the company's data related classification of workers based on status, gender, religion, and ethnic in 2023, there are no discrimination. For instance:</p> <p>Sawit Mas Estate's worker as of August 2023:</p> <table border="1" data-bbox="1131 922 1635 1058"> <thead> <tr> <th>Gender</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>469</td> </tr> <tr> <td>Female</td> <td>171</td> </tr> <tr> <td>Total</td> <td>640</td> </tr> </tbody> </table> <table border="1" data-bbox="1131 1090 1635 1257"> <thead> <tr> <th>Religion</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>Muslim</td> <td>635</td> </tr> <tr> <td>Christianity</td> <td>4</td> </tr> <tr> <td>Hindu</td> <td>1</td> </tr> <tr> <td>Total</td> <td>640</td> </tr> </tbody> </table> <table border="1" data-bbox="1131 1289 1635 1391"> <thead> <tr> <th>Race/ethnic</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>Batak</td> <td>4</td> </tr> <tr> <td>Jawa</td> <td>378</td> </tr> </tbody> </table>	Gender	Number	Male	469	Female	171	Total	640	Religion	Number	Muslim	635	Christianity	4	Hindu	1	Total	640	Race/ethnic	Number	Batak	4	Jawa	378	<p>Complied</p>
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		<p>Based on interview to the stakeholders during ASA 1_1, there is no discrimination at PT Sawit Mas Sejahtera.</p>	
<p>6.1.3</p>	<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>In the recruitment process, the company has set the standard of competence that inferred in the Position Description and Job Profile. Recruitment selection, hiring and promotion are based on skills, capabilities, qualities, and medical fitness. This has been arranged in Circulate Letter No 113/HR PSM2/05/2015 dated 1 April 2015.</p> <p>There is no change about the Circular Letter until ASA 1_1.</p> <p>Job opportunities were communicated and given to surrounding villagers at first priority where no discrimination found observed during interview and related records of workers being employed. All workers are treated equally in accordance with company regulation including rights of worker as well. The compliance in accordance with national laws has been evaluated by the organisation as described in criterion 2.1.</p> <p>It has been verified during ASA 1_1 that the recruitment and promotion process are based on skills, capabilities, qualities and medical fitness necessary for the jobs available. For instance, the recruitment and promotion documentation of 2023 consist of:</p> <ul style="list-style-type: none"> - Proposal of additional worker from Estate Manager to HR - Form of worker assessment for recruitment - Form of performance evaluation for promotion - List of worker assessment result - Compilation of assessment result - CV - List of worker promotion - Medical check-up result - Approval of Region Head of worker promotion and new recruitment - Contractual Agreement of Temporary Worker. <p>Sample of new recruitment and promotion of 2023 have been observed as follows:</p>	<p>Complied</p>

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		<ul style="list-style-type: none"> - Contractual Agreement of Temporary Worker (PKWT) No. 166/PPNM/PKWT/IV/2023 dated 05 April 2023 (until 30 September 2023) on behalf Ageng Basic salary IDR 3,433,490 as Upkeep Worker. - Contractual Agreement of Temporary Worker (PKWT) No. 290/PPNM/PKWT/V/2023 dated 15 June 2023 (until 30 November), on behalf Rizal Fernando, Basic salary IDR 3,433,490 as Housekeeping - Mill. - Promotion: Surat Keputusan No. 313/PPNM/06/2023 dated 30 June 2023 on behalf Nur Muhammad NIK 20006, From Helper Mechanic/PKWT, Basic salary IDR 3,433,490 to Helper Mekanik/PKWTT (PT-4A) basic salary IDR 3,433,989 signed by Bambang Suryanto/Mill Manager. <p>Based on recruitment and promotion documentation, as well as based on consultation with Labor Union and Gender Committee, can be concluded that the company has demonstrated the recruitment selection and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p>	
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 company has mechanism of recruitment and selection stipulated in SOP of Recruitment No. PSD A-004-00, dated 1 September 2005, Circulate Letter No 113/HR PSM2/05/2015 dated 1 April 2015, and Collective Labor Agreement (CLA/PKB). In those documents, also based on interview with management, can be concluded that pregnancy women will not be treated as a discriminatory measure, rather, to protect their reproduction organ and foetus.</p> <p>There is no change related to the SOP until ASA 1_1</p> <p>For instance, the company will not employ pregnant women in the chemical related position.</p>	Complied

		<p>Based on interview with female workers, Gender Committee, and Labor Union during ASA 1_1, can be concluded that during recruitment process, the company did not conduct pregnancy test.</p>	
<p>6.1.5</p>	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women. - Critical (Major) compliance -</p>	<p>The company has established a Gender Committee since RSPO initial certification to develop awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>The committee consider matters such as; dissemination on women’s rights, child care facilities to be provided by the growers and millers, women to be allowed to breastfeed up to nine months before resuming chemical spraying or usage tasks, and women to be given specific break times to enable effective breastfeeding.</p> <p>Organization has also set several signboards about breastfeed up to nine months before resuming chemical spraying or usage tasks. The gender committee has determined the annual program and realization of its achievements, as follows:</p> <ul style="list-style-type: none"> - Dissemination of sexual harassment issues and awareness in July 2023. - Checking the child-care facilities in January 2023, February 2023, March 2023, April 2023, May, June 2023 and July 2023. - <i>Posyandu</i> (pregnant women, baby, and breastfeeding women check-up and consultancy event) activities in January 2023, February 2023, March 2023, April 2023, May, June 2023 and July 2023. - Gender committee board meeting in January 2023, April 2023 and July 2023. <p>Policy on the prevention of sexual harassment written in Decree No.003/CEO2-SE/01/2011 date January 10 year 2011 regarding the sexual harassment prevention. Organization also establishes the sexual harassment handling procedures SOP/NP/SMART/XII/MCAR001. Describes the workflow of sexual harassment handling.</p>	<p>Complied</p>

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		<p>Complaints and grievance can submit orally and written addressed to gender committee ---- gender and Persis (<i>Persatuan istri staff</i>) then --- performed victim accompaniment and inform/report to unit head--- based on information, data and evidence obtained and witnesses, the unit head verify and examination in order to obtain a decision, after found a guilty offender unit head may impose appropriate sanctions or company regulations through legal action.</p> <p>Based on document review and interview with Gender Committee during ASA 1_1, can be concluded that there were no issues concerning discrimination based on gender in recruitment and promotion, harassment in the workplace, or violation of reproduction rights.</p>	
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>Based on interviews with management, workers, and Labor Union, there are several types of worker status in the company, that are Staff level, permanent worker (PKWTT), and temporary worker (PKWT). The company did not have a casual worker scheme (Pekerja Harian Lepas). The employment contract, company regulation and work agreement provided in Indonesian language and available for both parties.</p> <p>Evidence of equal pay for the same work scope has been demonstrated based on payment list and sample of payment slips. The employees' wages payment referred to the minimum wage consists of basic wage plus a fixed allowance.</p> <p>During ASA 1_1 the upkeep workers have received the same basic salary amount of IDR 3,433,490 in July 2023, e.g.</p> <ul style="list-style-type: none"> - on behalf S***** – Spraying Worker has been paid in July 2023 with basic salary of IDR 3,433,989/month. Overtime IDR (nil), paid IDR 3,433,989. - on behalf S***** – Spraying Worker has been paid in July 2023 with basic salary of IDR 3,433,989/month. Overtime IDR (nil), paid IDR 3,433,989. 	Complied

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		<p>Based on the verification of the company's employee salary slip document above, that the company has implemented a wage system that is in accordance with the rules and regulations. The wages given to workers are in accordance with the type, scope and workload carried out (including overtime) or wages are given fairly in accordance with the scope of work.</p>	
<p>Criteria 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).</p>			
<p>6.2.1</p>	<p>(C) Documentation of pay and working conditions in accordance with applicable labour laws are available to the workers in national languages and explained to them in language they understand. - Critical (Major) compliance -</p>	<p>Documentation of pay and working conditions is presented in the Collective Labor Agreement (CLA) / Perjanjian Kerja Bersama PT Sawit Mas Sejahtera, set that the minimum wage referred to the governmental regulation. Current CLA is for the period of 18 May 2022 – 17 May 2024, that has been endorsed by Manpower Agency Banyuasin Regency based on Decree No. 903/1415/DISTRANSNAKER/V/2022 dated 3 June 2022.</p> <p>This collective work agreement is presented in Indonesian language and in it is explained about wages in Chapter V (Article 20 – Article 24) concerning Wages; which explains the meaning of wages, wage systems, family allowances, holiday allowances and increased wages for employees.</p> <p>The explanation related to working days and working hours is clearly presented in Chapter V concerning Working Days and Working Hours; where working days are 6 working days in a week and working hours are 7 (seven) hours a day and 40 (forty) hours in a week, this refers to the applicable laws and regulations in Indonesia (Law No. 13 of 2003 concerning Manpower).</p> <p>Due to there is minimum wage decree of Banyuasin Regency, the company shall follow minimum wage of Banyuasin Regency (the nominal is above provincial minimum wage).</p> <p>The company has documented Governor Decree of Minimum Wage and Company's Director Decree regarding minimum wage (salary structure)</p>	<p>Complied</p>

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		<p>for all worker’s grade in accordance with legal minimum wage. The auditor has verified payment slip of workers in Estate and Mill for the period of 2023. Based on verification, the minimum wage paid to the workers has above legal minimum wage stated by the Governor. The documentation as follows:</p> <p>Year of 2023</p> <p>Governor Decree of South Sumatera No. 909/KPTS/DISNAKERTRANS/2022 dated 6 December 2022, regarding minimum wage of Banyuasin Regency of 2023, amount IDR 3,433,489.76/month.</p> <p>PT SMS Director Decree No. 260/CEOPSM2/HRPSM2/12/2022, dated 30 December 2022, regarding worker wage based on worker structure and level/grade year of 2023, in accordance with Governor Decree. Based on this Director Decree, the lowest worker grade wage stated IDR 3,433,989/month (above legal minimum wage) for PT4-T1 and the highest PT1-A5 IDR 3,854,989/month.</p> <p>Verified sample of wage payment:</p> <ul style="list-style-type: none"> - Employee name A***** – Operator Loading Ramp has been paid in June 2023 with basic salary of IDR 3,515,489/month. Overtime IDR 2,213,337, paid IDR 5,783,206. - Employee name S***** – Mechanic Workshop has been paid in June 2023 with basic salary of IDR 3,645,589/month. Overtime IDR 1,517,239, paid IDR 5,77,111. - Employee name D*** S***** – Grading has been paid in June 2023 with basic salary of IDR 3,433,490/month. Overtime IDR 421,942, paid IDR 3,753,092. <p>Payslip Estate</p>	
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		<ul style="list-style-type: none"> - Employee name S***** – Spraying Worker has been paid in July 2023 with basic salary of IDR 3,433,989/month. Overtime IDR (nil), paid IDR 3,433,989. - Employee name S**** – Spraying Worker has been paid in July 2023 with basic salary of IDR 3,433,989/month. Overtime IDR (nil), paid IDR 3,433,989. 	
<p>6.2.2</p>	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed.</p> <p>- Critical (Major) compliance -</p>	<p>Clauses concerning payments and conditions of employment (regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc) stipulated in each contractual agreement and Collective Labor Agreement (CLA/PKB).</p> <p>Based on review of Contractual Agreement also has been stated the clauses related regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. For instance, Contractual Agreement of Temporary Worker.</p> <p>For instance:</p> <ul style="list-style-type: none"> - Contractual Agreement of Temporary Worker (PKWT) No. 166/PPNM/PKWT/IV/2023 dated 05 April 2023 (until 30 September 2023) on behalf Ag*ng Basic salary IDR 3,433,490 as Upkeep Worker. - Contractual Agreement of Temporary Worker (PKWT) No. 290/PPNM/PKWT/V/2023 dated 15 June 2023 (until 30 November), on behalf R*z*I F*rn*nd*, Basic salary IDR 3,433,490 as Housekeeping - Mill. <p>Based on interview with workers in the field during ASA 1_1, they have received and understood their contractual agreements.</p>	<p>Complied</p>
<p>6.2.3</p>	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave,</p>	<p>The company has set employment provisions in accordance with the rules and legal requirement. It is stated on employment contract and Collective Labor Agreement (CLA/PKB). In those documents has been</p>	<p>Complied</p>

	<p>reasons for dismissal, period of notice, and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>mentioned the determination of wages (including benefits and other benefit), working hours (including hours and overtime pay) has been mentioned. The working hours (maximum 40 hours per week and working from Monday to Saturday), payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, in compliance with national legal requirements).</p> <p>The legal compliance of employment regulations has been verified based on these evidence (collected based on document review, interview with workers, Gender Committee, Labor Union, Manpower Agency):</p> <ul style="list-style-type: none"> - Payment: regulation of minimum wage of 2023 has been mention in indicator 6.2.1. The payment has been verified based on review of list of payment and payment slips. - Working hours: maximum 40 hours per week (7 hours per day) and working from Monday to Saturday. For overtime working has been paid based on governmental regulation of overtime payment. Holiday is 12 days/year according government regulation. Evidenced based on verification of employee attendance lists, payslips and interviews with employees. - Sickness including menstruation leave and maternity leave: based on document review and interview with Gender Committee and Nurse/Midwife are being provided with no issue. - Worker protection: the company has provided Clinics and paramedic, regular medical check-up, and PPE in accordance with the HIRAC and MSDS. - The workers get the same benefit even though they are not a union member. Benefit in PKB in accordance with national regulations and for all workers. 	
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<p>6.2.4</p>	<p>(C) The unit of certification provides adequate housing. Sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>The company has provided facilities to improve worker’s wellbeing based on document review updated 7 August 2023, interview, and field observation, among others:</p> <ul style="list-style-type: none"> - Adequate housing: consist of semi-permanent and permanent housing, consist of G1 type 10 units and G2 type 274 units. Because the company's location is on the side of the main road and surrounded by villages, many employees choose to live in private homes in their villages, even though the company has provided housing facilities. - Sanitation facilities, domestic waste disposal, and drainage. - Water supplies: from water treatment and wells. - Medical facilities: Clinics in Estate (also cover for Mill’s worker) and paramedic (nurses and midwives) 3 units. - Educational facilities: elementary schools 2 units and school busses 3 units. - Staple food store: from surrounding villages around 15 minutes. - Electricity: from Mill and gensets - Mosque 5 units and Church 1 units. - Sport facilities: badminton, volley, and football courts. <p>For water supplies, there is result of testing of clean water at an accredited laboratory, for example:</p> <ul style="list-style-type: none"> - Report of testing No. 2356/SL/III/23 dated 13 March 2023, location Division 3 & 4, the result is according to environmental quality standards Permenkes 32/2017. - Report of testing No. 2375/SL/III/23 dated 13 March 2023, location division 1 & 2, the result is according to environmental quality standards Permenkes 32/2017. - Report of testing No. 14530/SL/IX/22 dated 29 September 2022, location Division 5, the result is according to environmental quality standards Permenkes 32/2017. 	<p>Complied</p>
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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>There are no significant efforts needed to improve access the adequate and sufficient food, because the plantation about 15 minutes from the city of Pangkalan Balai (capital of Banyuasin Regency). It is also has been verified based on interview with workers, Labor Union, and Gender Committee during ASA 1_1, that the workers did not need a company's store or worker cooperative store.</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>The company has calculated a living wage for Y2023 using the benefit approach that the company has provided to workers, including job support, rice allowances, facilities (provision of facilities: schools (including school transportation), housing, clean water, polyclinics (health), etc.).</p> <p>The calculation has been made for every grade of worker (PT4, PT3, PT2, PT1).</p> <p>The calculation of DLW for lowest grade</p> <ul style="list-style-type: none"> • PT4-P1 is IDR 3,433,989/month in 2023 (where legal minimum payment is IDR 3,433,489.76) • PT3-O1 is IDR 3,440,989/month, (where legal minimum payment is IDR 3,433,489.76) • PT2-J1 is IDR 3,463,489/month, (where legal minimum payment is IDR 3,433,489.76) • PT1-E1 is IDR 3,515,489/month, (where legal minimum payment is IDR 3,433,489.76) <p>For the PKWT, organization also has calculated the DLW, it is IDR 3,433,490/month (where legal minimum payment is IDR 3,433,489.76).</p>	Complied

PROCEDURAL NOTE:

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

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<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"> 1. Payment of minimum wages in accordance with applicable regulations 2. Assessment of wages paid (prevailing wages) and in-kind benefits. <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 Employee List in Estate and Mill updated in August 2023, field observation in harvesting and Mill main process activities, as well as interview with Labor Union, Gender Committee and workers, it is known that there is no casual workers (Pekerja Harian Lepas) employed for core work such as in harvesting or mill's processing activities. Furthermore, the company did not employ casual worker in any activity anymore.</p>	Complied
<p>Criteria 6.3: The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p>(C) A published statement recognizing freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>The company has published a statement in local languages recognizing the rights of employees to freedom of association in Company Policy dated 1 December 2014.</p> <p>Organizations understand that workers have the right to negotiate, associate and organize a labor union. Organization committed to provides opportunities for workers to organize unions and express an opinion. All employees were allowed to form associations and bargain collectively with their employer.</p> <p>The company commitment covered in the policy is "Respect the right of every employee to form or join trade unions in accordance they want and to bargain collectively."</p> <p>The policy has been disseminated annually to all employees by installing signboard of company policy and by direct dissemination. The recent</p>	Complied

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		<p>dissemination has conducted for all worker in Mill and every Division in the period of April 2023 for Estate and May 2023 for Mill.</p> <p>Currently, there is 1 (one) Labor Union, namely PK KSBSI NIKEUBA. SPSI and SARBUPRI are no longer active, because the SPSI management has retired since 2022, and its members have not elected a new board, so the organization is not active.</p>	
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or worker representatives who are freely elected, are documented in the national languages and available upon request.</p> <p>- Minor compliance -</p>	<p>The management and Labor Union regularly conducted meetings to discuss issues in the employment, for instance:</p> <ul style="list-style-type: none"> - Meeting in Estate and Mill on 07 March 2023 discussing related to housekeeping in the housing of employee, domestic waste handling, and mosquito fogging. - Meeting in Estate and Mill on 06 May 2023 discussing related to housing security. 	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers, including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>The company provide a specific empty house for Labor Union to conduct internal meeting. The company also give permission to Labor Union Official to conduct meeting in working hours.</p> <p>Based on interview with Head of Labor Union of NIKEUBA during ASA 1_1, it is known that the management does not interfere with the formation or operation of registered labour union. There is no coercion and intervention related to membership and the course of the organization.</p>	Complied
Criteria 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>PT Sawit Mas Sejahtera has published the policy for the protection of children, including prohibition of child labour and remediation as per "<i>Kebijakan Bisnis dan Hak Asasi Manusia Sinarmas Agribusiness and Food dated 12 December 2019</i>" and "<i>Kebijakan Lingkungan Kerja & Hubungan Industrial – Pekerja/Buruh anak</i>" Policy No. KHI-smart/004-00 dated 1 August 2017. The policy stated that "Categorized as Childcare</p>	Complied

		<p>under 18 years old; In the process of hiring workers, it is prohibited to accept or employ children as evidenced by official identity documents (birth certificate, KTP and family card)".</p> <p>There is no change related to the SOP until ASA 1_1.</p> <p>This policy is included into service contract and agreement with supplier/contractor, sample seen: "Surat Perjanjian Kerja No. 005/SMS/JKTO-II/XII/2019-ATBS" dated 2 December 2019, count from 2 January 2020 (valid until 31 December 2024) with FFB transporter PT Satrindo Jaya Agro Palma.</p> <p>Statement Letter dated 1 February 2021 was signed by PT Satrindo Jaya Agro Palma in the framework of cooperation contract No. 005/SMS/JKTO-II/XII which stated at point 4 that "respect human rights and do not discriminate, do not perform forced labor, do not employ underage workers and workers who originate from human trafficking".</p> <p>There is no change related to The Statement Letter until ASA 1_1.</p> <p>In the framework of the FFB buying and selling cooperation between PT SMS and the FFB supplier, Statement Letter from supplier has been made which stated one of them is "respect human rights and do not discriminate, do not perform forced labor, do not employ underage workers and workers who originate from human trafficking".</p>	
6.4.2	<p>(C) Documented evidence on the fulfilment of worker's minimum age requirements in accordance with applicable regulation and verification procedures for age requirements, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Documented evidence on the fulfilment of worker's minimum age requirements in accordance with applicable regulation.</p> <p>Verification procedures for age requirements are described as per "SOP Pengadaan Ketenagakerjaan No. SDM A-004-01 Rev.0" dated 1 April 2010". According to procedure, recruitment stage process is comprises of: announcement, selection, interview, compensation offering, medical test, selection decision and Decree letter for employee admission. During first stage company has announced the job vacancies with a</p>	Complied

		<p>minimum age requirement of 18 years and next step is document verification/selection to ensure the requirement are met.</p> <p>Based on employee records period 2022 – 2023 (August), there were no workers below 18 years old.</p>	
6.4.3	<p>(C) Young person maybe employed only for non-hazardous work with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>Audit team verified that there is no young person employed by company to perform hazardous work. Based on interview with sample of workers in Sawit Mas Estate and Pangkalan Panji POM operation, all workers are 18 years and above. They stated that none of their fellow worker are under 18 years old.</p> <p>Based on document review "Employee Masterlist August 2023" audit team noted that none of the worker employed by PT Sawit Mas Sejahtera is under 18 years old.</p> <p>Based on stakeholder interviews conducted during ASA1_1, the audit team noted that the workforce from the village is comprised of mature individuals, with none of them being under 18 years old. Additionally, during stakeholder interviews with the Manpower Service of Banyuasin Regency, the audit team noted that based on manpower reports and manpower service inspections, no child workers were identified in the Estate and Mill Operation.</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>Dissemination of the prohibition on hiring children, 'no child labour' policy and the negative effects of child labour and promotes child protection has been conducted annually. Sample records of the latest dissemination verified conducted on:</p> <ul style="list-style-type: none"> - 22 April 2023, in Sawit Mas Estate – upkeep workers, attended by 10 persons. - 22 April 2023, in Sawit Mas Estate Division IV – loose fruit pickup workers, attended by 31 persons. - 22 April 2023, in Sawit Mas Estate Division IV – harvester workers, attended by 36 persons. 	Complied

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		<ul style="list-style-type: none"> - 22 April 2023, in Sawit Mas Estate Division II – loose fruit pickup workers, attended by 18 persons. - 22 April 2023, in Sawit Mas Estate Division III – spraying and upkeep workers, attended by 18 persons. - 22 April 2023, in Sawit Mas Estate Division III – harvester workers, attended by 15 persons. - 22 April 2023, in Sawit Mas Estate Division III – loose fruit pickup workers, attended by 13 persons. - 22 April 2023, in Sawit Mas Estate Division I – upkeep workers, attended by 26 persons. - 20 May 2023, in Pangkalan Panji Mill – attended by all workers. - 19 May 2023, in Pangkalan Panji Mill – attended by FFB suppliers. <p>The company showed the fact of integrity for contractors such as integrity fact of PT Satrindo Jaya Agropalma with contract number No. 005/SMS/JKTO/II/XII/2019 – ATBS valid until 31 December 2024 stating that: Respect human rights and do not discriminate, do not forced labor, do not employ underage workers and workers who come from trafficking in persons (article 4).</p> <p>Moreover, based on the results of interviews with contractors and FFB suppliers, it was conveyed that the parties were aware of the prohibition on work practices involving child labor, forced labor, and workers from human trafficking.</p>	
<p>Criteria 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.</p>			
6.5.1	<p>(C) A policy to prevent sexual and all other form of harassment and violence is documented, implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>Policy on the prevention of sexual harassment written in Decree Letter No.003/CEO2-SE/01/2011 date January 10 year 2011 regarding the sexual harassment prevention.</p> <p>Organization also establishes the sexual harassment handling procedures SOP/NP/SMART/XII/MCAR001. Describes the workflow of</p>	Complied

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		<p>sexual harassment handling. Complaints and grievance can submit orally and written addressed to gender committee --- performed victim accompaniment and inform/report to unit head--- based on information, data and evidence obtained and witnesses, the unit head verify and examination in order to obtain a decision, after found a guilty offender unit head may impose appropriate sanctions or company regulations through legal action.</p> <p>There is no change related to the Policy and SOP until ASA 1_1.</p> <p>Recent dissemination of sexual harassment policy was performed to all employees on 15 April 2023 for estate and 20 May 2023 for Mill. Based on workers interview and group discussion during ASA 1_1, it was concluded that there was no sexual harassment and violence within the organisation.</p> <p>Gender committee was established. Each estate and mill have appointed representative for gender committee. The committee consider matters such as; dissemination on women’s rights, child care facilities to be provided by the growers and millers, women to be allowed to breastfeed up to nine months before resuming chemical spraying or usage tasks, and women to be given specific break times to enable effective breastfeeding.</p> <p>Organization has also set several signboards about breastfeed up to nine months before resuming chemical spraying or usage tasks. It was observed that has been assembled on main access road and crowd locations such as: division office and housing area. The policy reviewed regularly by Sustainability Department.</p>	
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is documented, implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>Policy to protect women reproduction rights has been also stated in Circulate Letter No 095/CEO2-SE/12/2010 dated 14 December 2010. Menstruation leave are given to female worker for 2 days-off without any salary deduction.</p>	Complied

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		<p>The company has issued the Internal Memorandum No 001/MEMO-VPA PSM2/04/2011 date 8 April 2011 concerning pregnant and lactating women workers. It stated that Pregnant and lactating women employee are not allowed to work as a pesticide/herbicide sprayer.</p> <p>There is no change related to the SOP and Internal Memorandum until ASA 1_1</p> <p>Gender committee was established by the organization. The committee has representatives from all areas of work. The committee consider matters such as; trainings on women’s rights, counselling for women affected by violence, women to be allowed to breastfeed up to nine months before resuming chemical spraying or usage tasks, and women to be given specific break times to enable effective breastfeeding.</p> <p>Communication to all workers pertinent to prevent sexual harassment and protect women reproduction was conducted by the gender committee team and attended by the organization. The last dissemination was in April 2023 to employee’s wife and woman workers.</p>	
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified in accordance with applicable regulations in Indonesia.</p> <p>- Minor compliance -</p>	<p>The company has identified the need of expectant mother and new mother in a documentation. Based on the document, the needs of new mother that have been identified among others to consult the health of their fetuses and babies, to get proper medical check-up and vitamins, a place and paramedic (nurse and midwife) to give proper birth, daycare/creche, emergency response, etc.</p> <p>Management has fulfilled their need by providing:</p> <ul style="list-style-type: none"> - Clinic including company’s doctor and paramedic, for getting regular check-up, consultation and giving birth. - Monthly ‘Posyandu’ as an event to check their maternity (fetuses) and babies under 5 years old, to give consultations and vitamins. - Maternity leave: 3 months including before and after giving birth in accordance with legal regulation. 	Complied

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		<ul style="list-style-type: none"> - Company's ambulance for emergency respond, to get to nearest hospital. - Day-care/crèche. <p>Based on interview with sampled new mothers in employee housing compound on behalf S*t* R*g*I H, audit team noted the medical team of Sawit Mas Estate has consulted the need for new mother. Then it is prepared in form of maternity check, labour preparation, vaccination program for infants and medical check based on "Kartu Menuju Sehat" for infants and prepare facility for infant day care. There are no other needs from new mothers stated by the new mother during interview.</p> <p>Based on interview with female worker in Sawit Mas Estate, she stated can return home to breastfeed her baby for 1 hour.</p>	
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 company has the system to handling complaints and grievances in the SOP of Complaints and Grievance Handling No. SOP/SMART/GIMS-SCMD/USDV/I/001 dated 02 June 2016 revised on 11 April 2017. The procedure has set the dispute resolution in an appropriate manner, ensuring the anonymity of complainants, protecting the Human Rights Defenders, community spoke persons, and whistle blowers where requested. The system ensures that there is no risk of reprisal or intimidation to the complainants. If no deal achieved, every party might deliver the case to the lawsuits or RSPO complaint panel.</p> <p>There is no change related to the SOP until ASA 1_1</p> <p>Moreover, the company has formed a Gender Committee for grievance related sexual harassment or violation of reproductive rights.</p> <p>Based on interview with Head of Gender Committee and women workers during ASA 1_1, are known that there is no negative issue related to sexual harassment or violation of reproductive rights.</p>	Complied
<p>Criteria 6.6: No forms of forced or trafficked labour are used.</p>			

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6.6.1	<p>(C) All work is voluntary and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports; • Payment of recruitment fees; • Contract substitution without worker’s consent • Involuntary overtime; • Lack of freedom of workers to resign • Penalty for termination of employment, unless the unit of certification and the workers agree to the penalty and it is stated in the employment agreement • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>The company has policies related to business and human rights policies of Sinarmas Agri Business and Food which was signed by the Head of Policy and Compliance Division dated December 12, 2019, explaining the commitment to uphold human rights and prohibition of force and trafficked labor.</p> <p>The policy has been disseminated annually to all employees by installing signboard of company policy and by direct dissemination. The recent dissemination was conducted for all workers in Mill and every Division on 15 April 2023.</p> <p>Based on document verification (list of employees, salary slips and payroll for the period of 2023) and interviews with company management and Manpower Agency, no work termination was identified that was not in accordance with the work contract, the determination of overtime time was in accordance with the Overtime Work Order (SPL) and was not identified there are employees who work because of debt with the company.</p> <p>Moreover, no salary deduction that against legal regulations, even though there were subsidies and deductions for BPJS (employment insurance) contributions that were in accordance with applicable regulations. There was no identification of a work bond that impeded employee resignation, there was no indication of a cost involved in the employee recruitment process.</p> <p>Based on field observation, and interview with workers and Labor Union during ASA 1_1, is known that there is no migrant worker within the company. All workers also have been recruited in accordance with legal regulation and provided with contractual agreement.</p>	Complied
6.6.2	<p>(C) Where temporary (Specified Time Work Agreement/PKWT) or migrant workers are employed, a specific labour policy and procedures are established and evidence of implementation is available.</p>	<p>The company not employed migrant worker, but temporary worker (PKWT). The company has established a policy on Work Environment and Industrial Relations No. KHI-smart/002-00 dated August 1, 2017.</p>	Complied

	<p>- Critical (Major) compliance -</p>	<p>This policy is also a mechanism for the use of temporary workers (either non-permanent or casual workers) with several provisions, as follows:</p> <ul style="list-style-type: none"> - Temporary Work Agreement (PKWT) is an agreement between a worker/laborer and a company to establish a working relationship for a certain period of time or for a certain job. - A work agreement or contract is a written letter in Indonesian that is easily understood and agreed upon by the worker/laborer with the company as a basis and evidence of an employment relationship. - The company is responsible for the costs required for the implementation of the work agreement. - A work agreement for a specified period of time based on a certain period can be made for a period of 2 (two) years and may only be extended 1 (one) time for a maximum period of 1 (one) year. <p>In the event that the work agreement has been extended for a certain period of time but due to certain conditions the work has not been completed, then the work agreement may be renewed for a certain time.</p>	
<p>Criteria 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p>			
<p>6.7.1</p>	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>Sawit Mas Estate</p> <p>Sawit Mas Estate has an Occupational Safety and Health Advisory Committee (P2K3) with a total of 18 members which has been approved through the Decree of the Head of the Manpower and Transmigration Office of South Sumatra Province Number: 870/SK/Nakertrans/2023 dated 16 May 2023. The team has Participate in fire prevention training on 14-16 June 2021, in collaboration with Manggala Agni. The last Land and Housing Fire Simulation was carried out on 12 July 2023, activity records in the form of simulation scenarios, documentation and activity minutes were verified during the audit.</p> <p>The Emergency Response Team has received approval based on the Decree of the Head of the South Sumatra Province Manpower and</p>	<p>Complied</p>

		<p>Transmigration Office Number: 876/SK/Nakertrans/2023 dated 16 May 2023.</p> <p>P2K3 Secretary on behalf of Trianto Idham Wardono, where he also acts as a General K3 Expert (AK3 Umum) for Kebun Sawit Mas. Completeness of his general AK3 competencies include:</p> <ul style="list-style-type: none"> • Certificate of Supervision of Occupational Safety and Health (K3) Norms 5/7183/AS.02.04/IX/2021 dated 30 September 2021 in the name of Trianto Idham Wardono • Letter of Appointment of Public Occupational Safety and Health Expert Number 5/11640/AS.02.04/IX/2021 on behalf of Trianto Idham Wardono dated 30 September 2021 and is valid for 3 years from the date of stipulation • General K3 Expert Authority Card on behalf of Trianto Idham Wardono Reg No. 102622/PK3/AJ/16/2021/P0 valid until 30 September 2024 <p>Pangkalan Panji Mill</p> <p>Pangkalan Panji Mill already has an Occupational Safety and Health Advisory Committee (P2K3) with a total of 10 members which has been approved through the Decree of the Head of the Manpower and Transmigration Office of South Sumatra Province Number: 1801/SK/Nakertrans/2023 dated 21 July 2023.</p> <p>The team has participated in fire prevention training on 14-16 June 2021 in collaboration with Manggala Agni. The Emergency Response Simulation for Fire, Earthquake, Fire Extinguisher and Hydrant was carried out on August 31, 2022. For 2023, the simulation is planned to be carried out at the end of August.</p> <p>The Pangkalan Panji Mill Emergency Response Team has received approval based on the Decree of the Head of the South Sumatra</p>	
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		<p>Province Manpower and Transmigration Office Number: 1800/SK/Nakertrans/2023 dated 21 July 2023.</p> <p>P2K3 Secretary on behalf of Jundurrahman Syarif, where he also acts as General K3 Expert (AK3 Umum) for Pangkalan Panji Mill. Completeness of his general AK3 competencies include:</p> <ul style="list-style-type: none"> • Certificate of Supervision of Occupational Safety and Health (K3) Norms 5/7180/AS.02.04/IX/2021 dated 30 September 2021 in the name of Jundurrahman Syarif • Letter of Appointment of Public Occupational Safety and Health Expert Number 5/11637/AS.02.04/IX/2021 on behalf of Jundurrahman Syarif dated 30 September 2021 and is valid for 3 years from the date of stipulation • General K3 Expert Authority Card in the name of Jundurrahman Syarif Reg No. 102619/PK3/AJ/16/2020/PO dated 30 September 2021 and valid until 30 September 2024. <p>The safety committee (P2K3) regular meeting has been performed each month, discussed regarding OHS plan program achievement and corrective actions to achieve target and improve the program such as Personal Protective Equipment (PPE), hazard from animal, safety notes, accidents etc. The actions were monitored for realization and reported to management and local authority. Concerns of all parties about health, safety and welfare were discussed at the meeting such as: review of accident, PPE Checklist update, result of internal audit, incident investigation, etc.</p> <p>P2K3 meetings are held monthly and reported every 3 months to the Office of Manpower and Transmigration of Ogan Ilir Regency. Reports are available for the III-IV quarters of 2022 and I-II quarters of 2023. The last report was made on 18 July 2023 by letter Number: 26/EM-</p>	
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		SMSE/SMSEVII/2023 dated 3 July 2023 and letter number 347/PPNM /07/2023 dated July 17, 2023.	
6.7.2	<p>Accident and emergency procedures in Indonesian language are in place and clearly understood by all workers. Assigned operatives trained in first aid are present in both field and other operations. First aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>There are no changes in compliance statement compared to last year audit. The procedure and policies are in place.</p> <p>The company has had sort of OHS policy and procedures. These policy and procedures stated the company's commitment on the implementation of occupational health and safety within company's operation.</p> <p>These procedures designed to control the hazards in every activity that is in the working environment to prevent accidents and occupational diseases. Management have work program of occupational health safety every year. Realization of the program of work will be monitored through regular meetings of OHS Committee in every month.</p> <p>According to the emergency procedure, the emergency conditions have been identified including Fire and explosion at buildings; land fire; earthquake; flooding; chemical spill and poisonings also waste water ponds spillage. The procedures described the roles and responsibilities of each emergency response team include the mechanism how to conduct medical evacuation to near hospital/local health centre, the emergency contact number of each internal emergency team and external related parties such as public fire station at local area and Public health centre were also available.</p> <p>The accidents happen has been recorded and using the LTA calculation. Described in more detail in indicator 6.7.5.</p>	Complied
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace, to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting. Sanitation facilities for those</p>	<p>PPE Provision</p> <p>Based on document review, interview with workers and Labor union, the PPEs are provided to all workers without any charge. The type of PPE is defined based on risk analysis (HIRAC) and/or MSDS. It has been shown evidences of regular PPE provision especially for high risk workplace</p>	Complied

	<p>applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <ul style="list-style-type: none"> - Critical (Major) compliance - 	<p>such as chemical storage, pesticide application, manuring, mill's machineries, harvesting, etc.</p> <p>Based on field observation in the high risk workplace in the Mill and Estate, known that the workers provided proper PPE in accordance with the HIRAC and/or MSDS. For instance:</p> <ul style="list-style-type: none"> - Harvester: has been provided sickle and axe cover. - Manuring, spraying, checmical storage operator: has been provided rubber gloves, mask, face protector, apron, boots. - Genset/engine room, boiler operator: has been provided mas and ear muff/ear plug. <p>Recod of PPE delivery has been reviewed such as :</p> <p>Sawit Mas Estate:</p> <ul style="list-style-type: none"> - Minutes of handing over of Division 3 PPE on December 6, 2022 in the form of face shields, boots, egrek gloves and dodos gloves to 21 harvesters - Minutes of handover of Division 5 PPE on March 8, 2023 in the form of face shields, boots, egrek gloves and dodos gloves to 11 harvesters - Minutes of handover of PPE Division 2 on March 8, 2023 in the form of boots, aprons and spray suits to 6 employees <p>Pangkalan Panji Mill:</p> <ul style="list-style-type: none"> - Minutes of Handover of PPE in the form of safety boots, safety helmets, earplugs dated 7 February 2023 for 6 process station employees - Minutes of Handover of PPE in the form of safety glasses dated 22 May 2023 	
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		<ul style="list-style-type: none"> - Minutes of handing over of replacement of Damaged PPE in the form of boots dated April 18, 2023 to 3 employees - Minutes of handing over of replacement of Damaged PPE in the form of boots dated June 24 2023 to 2 employees - Minutes of handing over of replacement of Damaged PPE in the form of boots dated July 8, 2023 to 2 employees <p>Interview with the workers and Labor Union, the PPE has been provided, exchanged regularly or anytime if broken without any charge. The PPE stocks can be seen on material storage.</p> <p>Sanitation facilities for chemical applicator</p> <p>Sanitation facilities and PPE storage for pesticide/fertilizer applicator provided in the Division Offices. Therefore, the PPE and working tools are washed and stored in the special place and prohibited to be placed in worker’s houses.</p>	
6.7.4	<p>All workers are provided medical care and covered by accident insurance. Costs incurred from work related incidents, leading to injury or illness, are covered in accordance with applicable regulations or by the unit of certification if applicable regulations do not provide protection.</p> <p>- Minor compliance -</p>	<p>The company already has medical personnel, namely 1 doctor and 1 nurse, namely:</p> <ul style="list-style-type: none"> • Dr. Waston Ade Chandra Siregar Hyperkes: No. 29.161/DH-VII/12 STR Doctor: No. 1211100320115675 dated 15 July 2020 to 15 July 2025 Practice Permit: No. 440/009/DPMPT.SP dated 15 July 2020 to 15 July 2025 • Siti Ragil Hardini Hyperkes: No. 17.002/PM-IX/14 STR: 150252115-0888038 dated 10 January 2021 – 2 October 2026 	Complied

		<p>Regular employee health checks were conducted on 31 March 2023 for Sawit Mas Estate (692 employees) and 3 April 2023 for the Pangkalan Panji Mill (88 employees). Special inspections were also carried out on March 31, 2023 for 107 Sawit Mas Estate employees and April 3, 2023 for 13 Pangkalan Panji Mill employees.</p> <p>The results of special and regular health checks show that the health of all workers is still in normal condition.</p> <p>Accident and health insurance</p> <p>For further or un-handled medical care covered in government employment and health insurance programs (<i>BPJS Ketenagakerjaan & BPJS Kesehatan</i>). This insurance has been paid monthly based on document review according to the applicable rule.</p> <p>The auditor has verified the payment of <i>BPJS Ketenagakerjaan & BPJS Kesehatan</i> from period of 2020 until April 2022. It can be concluded that the payments have been conducted routinely (monthly) in accordance with total worker including family member for national health insurance.</p> <p>The recent payments are as follows (note: the payment written in this report only for recent payment, because the latest payment of <i>BPJS Ketenagakerjaan & BPJS Kesehatan</i> will not be accepted if the previous period payment not been paid yet):</p> <p>Sawit Mas Estate</p> <ul style="list-style-type: none"> • BPJS Kesehatan (Health insurance) Billing Reporting for the July 2023 period as many as 640 employees with a deposit of Rp. 109.xxx.xxx was paid through Bank Mandiri on July 10, 2023. • BPJS Ketenagakerjaan (Social insurance) Billing Reporting for the November 2022 period of 640 employees with a deposit of Rp. 210.xxx.xxx paid through Bank Mandiri on August 7, 2023. 	
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		<p>Pangkalan Panji Mill</p> <ul style="list-style-type: none"> • BPJS Kesehatan (Health insurance) Billing Reporting for the June 2023 period of 95 employees with a deposit of Rp.16.xxx.xxx paid through Bank Mandiri on July 10, 2023. • BPJS Ketenagakerjaan (Social insurance) Billing Reporting for the June 2023 period of 95 employees with a deposit of Rp. 32.xxx.xxx paid through Bank Mandiri on July 10, 2023. <p>Based on interview with the workers and Labor Union, there is no issue related medical care. If the fist aid post cannot handle the medical care, the patient will be brought to the hospital in the city using company's Ambulance.</p> <p>For contractor's workers, based on document review and interview with contractor representative, it is known that the accident insurance for workers is covered by the contractors.</p>	
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	<p>The company has documented Lost Time Accident 2022 and 2023 (including monthly and yearly data) for Mill and Estate with the summary as follow:</p> <p>2022: Zero accident 2023 (per June 2023): Zero Accident</p> <p>The calculation for frequency rate and severity rate was generated from lost time accident (LTA) data, employee working hour's data and lost time day (LTD) data. The timesheet calculation for each month was shown during audit.</p>	Complied
<p>Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.</p>			
<p>Criteria 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.</p>			

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<p>7.1.1</p>	<p>(C) IPM plans are implemented and monitored to ensure effective pest control. - Critical (Major) compliance -</p>	<p>The implementation of Integrated Pest Management in Sawit Mas Estate was monitored. Census of nettle caterpillar, bagworm and rodent was conducted regularly to determine its controlling. The implementation of IPM are:</p> <ol style="list-style-type: none"> a. Detection of caterpillar is conducted monthly. Controlling of caterpillar’s infestation is performed based on level of infestation. There are three levels of caterpillar attack: low (< 5%), medium (5-10%) and high (> 10%). Result of census was recorded including area of census, type of caterpillar, quantity of caterpillar and level of attack. Based on census result period January to June 2023, there was caterpillar infestation at light category found in Sawit Mas Estate. Control is managed by planting and upkeeping beneficial plant, such as <i>Turnera subulatta</i>, <i>Casia tora</i> and <i>Antigonon leptopus</i>. b. Census of rat is conducted every three months, and the attack threshold < 5%. Record reviewed for period January to June 2023. Based on record of rat census there was no attack above 5%. Therefore, there was no rodenticide application and its handling by natural predator (<i>Tyto alba</i>). c. Breeding of <i>Tyto alba</i> (barn-owl) as natural biological control of rat. Monitoring of <i>Tyto alba</i> is conducted monthly. Record evident for period January to June 2023, such as: <ul style="list-style-type: none"> • December 2022; 128 barn-owl box are in good condition, 90 of them are active (70%); barn-owl detected 5 adults (couple) and 5 juveniles. • June 2023; 128 barn-owl box are in good condition, 103 of them are active (80%); barn-owl detected 16 adults (couple). d. Programme for planting beneficial plants (<i>Turnera subulatta</i> and <i>Antigonon leptopus</i>) had been established. These beneficial plants can be seen along the main road and collection road. Upkeep of beneficial plants are conducted manually. 	<p>Complied</p>
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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>The unit of certification has regularly evaluated invasive species according to Minister of Environment and Forestry Regulation No. P. 94/MENLHK/SEKJEN/KUM.1/12/2016 concerning Invasive Species. Latest evaluation conducted on 7 August 2023. Some species are naturally existed in the area and the spreading are controlled by manually and pesticides spraying, e.g. Monitoring: <i>Casia tora</i>, <i>Urea lobata</i>; Wipping: <i>Imperata cylindrica</i>; Upkeep: <i>Turnera ulmifolia</i>; Unroot or chemical: <i>Clidemia hirta</i>, <i>Mimosa invisa</i>; Circle racking: <i>Micania micrantha</i>, <i>Asystasia intrusa</i>, <i>Dicranopteris leniaris</i>.</p> <p>There are no species in the list of Minister of Environment and Forestry Regulation that used to manage areas in Sawit Mas Estate.</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 document verification, interview and field observation obtained information that there is no record use of fire for pest control in whole area of Sawit Mas Estate.</p>	Complied
Criteria 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	<p>(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>The unit of certification implemented procedures for Pest and Disease Control (SOP/SMART/MCAR/VII/TA-HPT) and Weed Control (SOP/SMART/MCAR/VIII/TA-PGM) that mentioned the use of selective products that are specific to target pests, weeds, or diseases and which have minimal effect on non-target species and measures to avoid the development of resistance has been applied.</p> <p>The unit of certification has policy on safe use of chemical including pesticides which stated in GAR Social and Environment Policy, dated 8 September 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 will be no use of paraquat for weed control.</p>	Complied

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		<p>PT Sawit Mas Sejahtera 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 467 1962 1011"> <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>Rolifos 150 SL</td> <td>Glufosinate Ammonium 150 SL</td> <td>U</td> <td>Grasses and mixed weed</td> <td>RI.01030120103683</td> <td>31/01/2025</td> </tr> <tr> <td>Erkafuron 20 WG</td> <td>Metil metsulfuron 20%</td> <td>U</td> <td>Ferns, Broad Leaf, Sedges</td> <td>RI.01030120134861</td> <td>13/09/2023</td> </tr> <tr> <td>Roll Up 480 SL</td> <td>Isopropilamina glifosat 480 g/l</td> <td>U</td> <td>Grasses weed</td> <td>RI.01030120042133</td> <td>03/09/2023</td> </tr> <tr> <td>Starane 480 EC</td> <td>Fluroksipir 1 – MHE 480 g/l</td> <td>U</td> <td>Broad leaf</td> <td>RI.01030120083155</td> <td>08/02/2028</td> </tr> <tr> <td>Garlon Mix 333-17 EW</td> <td>Triklopir butoxyl ethyl ester 333 g/l</td> <td>II</td> <td>Wood, bamboo, broad leaf</td> <td>RI.01030120155148</td> <td>31/01/2025</td> </tr> </tbody> </table> <p>It was verified that no paraquat have been used for weeding control and based on observations to pesticides warehouse, there is no paraquat stored.</p>	Trademark	Active Ingredient	WHO Class	Target	Registration Number	Expiry date	Rolifos 150 SL	Glufosinate Ammonium 150 SL	U	Grasses and mixed weed	RI.01030120103683	31/01/2025	Erkafuron 20 WG	Metil metsulfuron 20%	U	Ferns, Broad Leaf, Sedges	RI.01030120134861	13/09/2023	Roll Up 480 SL	Isopropilamina glifosat 480 g/l	U	Grasses weed	RI.01030120042133	03/09/2023	Starane 480 EC	Fluroksipir 1 – MHE 480 g/l	U	Broad leaf	RI.01030120083155	08/02/2028	Garlon Mix 333-17 EW	Triklopir butoxyl ethyl ester 333 g/l	II	Wood, bamboo, broad leaf	RI.01030120155148	31/01/2025	
Trademark	Active Ingredient	WHO Class	Target	Registration Number	Expiry date																																		
Rolifos 150 SL	Glufosinate Ammonium 150 SL	U	Grasses and mixed weed	RI.01030120103683	31/01/2025																																		
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Garlon Mix 333-17 EW	Triklopir butoxyl ethyl ester 333 g/l	II	Wood, bamboo, broad leaf	RI.01030120155148	31/01/2025																																		
7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per Ha and number of applications) are provided. - Critical (Major) compliance -</p>	<p>Available Document "Data Toxicity Herbisida" recorded pesticides use including active ingredients, LD50, area treated, amount of active ingredients applied per Ha and per ton FFB. Pesticide use in PT Sawit Mas Sejahtera in 2022 and 2023 (up to June 2023) are as follows:</p> <table border="1" data-bbox="1131 1313 1778 1359"> <thead> <tr> <th>Trademark</th> <th>UoM</th> <th>Volume</th> </tr> </thead> <tbody> </tbody> </table>	Trademark	UoM	Volume	Complied																																	
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			2022	2023		
		Erkafuron 20 WG	Kg	619.13	207.62	
		Rolifos 150 SL	Ltr	0	0	
		Roll Up 480 SL	Ltr	7,546.16	3,426.53	
		Garlon Mix 333-17 EW	Ltr	374.40	694.07	
		Starane 480 EC	Ltr	1,115.73	420.52	
		<p>Records of active ingredient, LD50 and area treated are available for Sawit Mas Estate, as follows:</p> <ul style="list-style-type: none"> • Pesticide: Erkafuron 20 WG; Active ingredient: Metil metsulfuron 20%; LD50: 5000; application volume: 207.62 kg; AI amount: 124.57 kg; area treated: 301.13 Ha; AI per hectare: 0.00046 kg/Ha. • Pesticide: Roll Up 480 SL; Active ingredient: Isopropilamina glifosat; LD50: 5000; application volume: 3,426.53 L; AI amount: 1,404.88 kg; area treated: 12,038.66 Ha; AI per hectare: 0.0869 kg/Ha. • Pesticide: Garlon Mix 133/17 EW; Active ingredient: Triklopir butoksi etil ester 333 g/l; LD50: 2574; application volume: 694.07 L; AI amount: 426.16 kg; area treated: 352.43 Ha; AI per hectare: 0.00534 kg/Ha. • Pesticide: Starane 480 EC; Active ingredient: Fluroxypyr Methylheptyl Ester 48%; LD50: 2000; application volume: 420.52 L; AI amount: 146.34 kg; area treated: 6,239.74 Ha; AI per hectare: 0.0011 kg/Ha. 				
7.2.3	<p>(C) 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>Until this ASA 1_1 in 2023, obtained information that uses of pesticides are minimized as part of the plan, and in accordance with IPM Plans, there are no pesticide application outside the targeted species and planned intervals. Pesticides are only used to reduce/eliminate existing pest, which has exceeded the economic threshold.</p>				Complied

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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>There is no prophylactic use of pesticides throughout Sawit Mas Estate. Pesticide/Herbicides are only used to reduce/eliminate existing weed and pest, which has exceeded the economic threshold, and in accordance with the plan and best agriculture practice.</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>7.2.5b Why there is no other alternative which can be used.</p> <p>7.2.5c Which process was applied to verify why there is no other less hazardous alternative.</p> <p>7.2.5d Process to limit the negative impacts of the application.</p> <p>7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</p>	<p>Unit of Certification has procedure related to Pest and Disease management (No. SOP/SMART/MCAR/VII/TA-HPT dated 12 June 2012) about Pests and Diseases (P&D) Control Management, mentioned that the use of agrochemical should be based on census analysis evaluation when the level of incidence is more than threshold limits.</p> <p>For weeds control, work instruction No. IK/SMART/MCAR/VIII/TA-PGM/03 dated 26 March 2012 has described weeds control on the palm circle, harvesting path, FFB platform, rotation, pesticides use, type of weeds and recommendation of pesticides.</p> <p>Furthermore, unit of certification also has Memorandum of President Director No. 044/PD/IX/2014 dated 21 November 2014 and No. 032/PD/VIII/2016 dated 13 August 2015 which mentioned that there will be no uses of paraquat starting from 2016.</p> <p>Based on goods in and goods out data in pesticide store, obtained information that the certificate holder used some kind of pesticide (different active ingredients) such as: <i>Ammonium glufosinate</i>, <i>Metil metsulfuron</i>, <i>Triklopir</i>, <i>Triklopir butoksi etil ester</i>, <i>Isoprophyl amina glifosate</i> and <i>Fluoksifir</i>. There is no use of paraquat and pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions.</p>	Complied
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion</p>	<p>Pesticides were handled and applied by a trained person. Records of training was sighted and reviewed such as:</p> <ul style="list-style-type: none"> - Training of Spraying, Manuring and Integrated Pest Management on 17 November 2022 attended by 34 participants from Division 1 	Complied

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	<p>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>& 2 SMSE, 19 participants from Division 3 & 4 SMSE, and 16 November 2022 attended by 7 participants from Division 5 SMSE.</p> <p>Pesticides are only applied and handled by trained spraying workers who have received appropriate training by Pesticides Commission of South Sumatera on November 7 - 8, 2016. Refreshment training for SOP and WI regarding spraying work was conducted regularly in morning briefing. Training covered handling of agrochemical concentrate and spraying method including pesticide hazard and use of PPE.</p> <p>Pesticides always applied in accordance with the product label and storage instruction. All spraying personnel have known well the target of each pesticide, e.g. <i>Glyphosate</i> is for narrow-leaf weeds, <i>Metil Metsulfuron</i> is for wide-leaf weeds.</p> <p>Based on interview with spraying worker at Division 2 Sawit Mas Estate, they are all have been trained for pesticide uses and handling and have long experience in pesticide application (more than 5 years).</p>	
<p>7.2.7</p>	<p>(C) Storage of all pesticides in accordance with recognized best practices.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticides are always applied in accordance with the product label and storage instruction. Agrochemicals storage was locked areas with limited access. The storage was ventilated. MSDS and hazard symbol label were provided nearby of agrochemicals. Emergency shower and eyewash were also provided to anticipate in case of an emergency of agrochemical handling. PPE for handling of chemicals were provided including boots, apron, safety glass, respiratory mask and hand gloves. The possible spill was managed. Secondary containment was provided around the chemical storage area. Spill kit was also provided in the area.</p> <p>Based on a field visit to the Pesticides Storage on 8 August 2023, was found that:</p> <ul style="list-style-type: none"> - Permanent Buildings, - A good ventilation, 	<p>Complied</p>

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		<ul style="list-style-type: none"> - Permanent floor is cemented, the floor of the mixing of pesticides using ceramics, and equipped with a "spillage trap", - Eye wash shower, first aid box, PPE and Fire extinguisher are provided. - PPE room - Operation control: MSDS are available for all types of existing pesticides and the pesticide management and safety instructions are available - A package management/ used pesticide package is available - Water wash of pesticides containers collected in "spillage trap" - The flow of waste water is channeled and stored so that it is not discharged into the environment. The water used is used for its dilution. <p>All waste products has been identified and documented under the Environmental Aspect and Impact Identification and Evaluation Form (F/SMART/LEMS-EHSD/SADV/001/001), which updated annually.</p>	
7.2.8	<p>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.</p> <p>- Minor compliance -</p>	<p>All chemicals and empty containers collected and stored at permitted hazardous waste storage (<i>Tempat Penyimpanan Sementara Limbah B3</i>) location in Sawit Mas Estate.</p> <p>Details of used pesticide container in 7.3.2.</p>	Complied
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	<p>Based on document "<i>Daftar dan Data Pemakaian Pestisida SMSE'</i>" and interview with company representatives, it was found during June 2022 – July 2023 there were no aerial application of pesticide throughout the company plantation.</p>	Complied

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7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>Regular employee health checks were conducted on 31 March 2023 for Sawit Mas Estate (692 employees) and 3 April 2023 for the Pangkalan Panji Mill (88 employees). Special inspections were also carried out on 31 March 2023 for 107 Sawit Mas Estate employees and 3 April 2023 for 13 Pangkalan Panji Mill employees.</p> <p>The results of special and regular health checks show that the health of all workers is still in normal condition.</p> <p>Based on interview with sprayers, they told that the medical check up results was informed to them</p>	Complied
7.2.11	<p>(C) No pesticide-related work is carried out by pregnant or breastfeeding women, or people with medical limitations and they are offered other equivalent work alternatives.</p> <p>- Critical (Major) compliance -</p>	<p>The organization had an internal memorandum regarding Breastfeeding and Pregnant Workers No: 001/MEMO-VPA PSM2/04/2011 dated 8 April 2011.</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 44 peoples (12 male and 32 female) and for all females sprayer has conduct their pregnancy test. All the female sprayer in well condition and not being pregnant nor breast feeding.</p>	Complied
<p>Note For 7.2.11</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>Criteria 7.3: 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>PT Sawit Mas Sejahtera 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</p>	Complied

	<p>- Minor compliance -</p>	<p>Management Procedures, sub-chapter 2.2.1 concerning Waste Inventory. Identification of sources of waste originating from plantation operations (Garden Waste and PMKS Waste). Identification of solid waste in the SOP is already available, namely in the form of waste generated from the process at PMKS / 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>PT Sawit Mas Sejahtera already has an SOP for Pesticide Waste Management which is contained in the IK for Handling hazardous and toxic 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"> a. Used Oil Handling b. Handling bkeas Oil Filters c. Used Battery Handling d. Used printer/cartridge ribbons e. Contaminated rags f. Use of ex-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 solvent. g. Used Lamp <p>The SOP explains that used pesticide packaging is collected in the warehouse and then used packaging is washed referring to PT SMS-SMSE/IK/18 Ex-Pesticide Washing and Rinsing Work Instructions, the remaining washing water is reused for the next mixing process and used packaging that has been washed is returned to the supplier and some are reused for spraying pesticides in the field.</p>	
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		<p>The handling and control of ex-pesticide/agrochemical packaging 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>License of hazardous waste temporary storage (TPS LB3):</p> <ul style="list-style-type: none"> Letter No. 660/0489/DLHP/B.II/2022 dated 21 March 2022 for hazardous waste temporary storage in : Pangkalan Panji Mill: 02° 56' 54.31" S and 104° 24' 59.47" E Sawit Mas Estate: 02° 55' 51.04" S and 104° 27' 46.12" E License is valid as long there are no changes in organization operational. Letter No. 660/0491/DLHP/B.II/2022 dated 21 March 2022 for hazardous waste temporary storage in: Sawit Mas Estate Division 5: 03° 10' 36.00" S and 103° 46' 16.00" E License is valid as long there are no changes in organization operational. <p>License covered some hazardous waste such as used oil, used filter, used battery, used rag, ex pesticide and chemical container, medical waste, and used lamp/electrical waste.</p>	
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<p>7.3.2</p>	<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 Sawit Mas Sejahtera has shown documents in collaboration with licensed third parties in the management of hazardous waste, namely:</p> <ul style="list-style-type: none"> • Agreement contract with PT Primanru Jaya as hazardous waste transporter according to Work Agreement (SPK) No. 074/EPMD/SPK-Management LB3/SMS-PJ/X/2021 dated 6 October 2021 valid until 6 October 2023. <p>Licensing documents owned by PT Primanru Jaya, among others:</p> <ul style="list-style-type: none"> • 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. • 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. • 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 January 2024. <p>For processing/utilizing hazardous waste, PT Primanru Jaya has collaborated with several hazardous waste</p>	<p>Complied</p>
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		<p>processors/destroyers/utilizers with evidence of cooperation agreements (SPK) as follows:</p> <ul style="list-style-type: none"> 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. PT Non Ferindo Utama with SPK No. 202/LGL/MOU/PMJ-NFU/IV/2022 which is valid from 1 April 2022 – 31 March 2023. 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.914/Menlhk/Setjen/PLB.3/10/2019 dated 18 October 2019 is valid for 5 years covering activities for utilizing lead from used batteries, fly ash, bottom ash. PT Sinkona Indonesia Lestari with SPK No. Perj-001/E/I/2021 dated 4 January 2021 and is valid until 31 December 2021. Permits for utilizing hazardous and toxic waste in the form of used oil are available from KLH No. SK.219/Menlhk/Setjen/PSB.3/5/2018 dated 9 May 2018 and is valid for 5 years. The contract has been extended based on Agreement Letter No. Perj-001/E/I/2023 and Number: 32/I/LGL/MOUPMJ_SIL/241-09/2023 dated 5 January 2023 and valid until 31 December 2023. 	
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		<p>During the period December 2022 – 31 July 2023, hazardous and toxic waste was transported 2 times, namely on 30 January 2023 and 10 July 2023. Records of transportation are as follows:</p> <p>a. Minutes of handing over of hazardous waste dated 30 January 2023 using truck No. B 9154 JXR which already has KLHK Recommendation Permit No. S.1254/VPLB3/PPLB3/PLB.3/12/2018 valid until December 27, 2023 and Permit for the operation of special goods transportation for transporting dangerous goods (B3) from the Director General of Land Transportation Number: SK.00005/AJ.309/1/ DJPD/2018 dated 13 February 2018 and is valid until 13 January 2024, with details on the hazardous and toxic waste manifest number, namely:</p> <ul style="list-style-type: none"> • Festronic Manifest No. KLHK-1679784917 for used ink packaging, waste code: B321-4 • Festronic Manifest No. KLHK-1679784820 for medical waste, waste code: A337-1 • Festronic Manifest No. KLHK-1679784009 for used rags, waste code: B110d • Festronic Manifest No. KLHK-1679783944 for hazardous and toxic contaminated waste, waste code: A108d • Festronic Manifest No. KLHK-1679783942 for used hazardous and toxic packaging, waste code: B104d • Festronic Manifest No. KLHK-1679784987 for used batteries, waste code: A102d • Festronic Manifest No. KLHK-1679785015 for TL lamps, waste code: B107d • Festronic Manifest No. KLHK-1679785923 for used oil, waste code: B105d 	
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		<ul style="list-style-type: none"> • Festronic Manifest No. KLHK-1679785073 for used filters, waste code: B110d • Festronic Manifest No. KHHK-1679784181 for laboratory waste, waste code: A106d <p>b. Minutes of handover of hazardous waste dated 10 July 2023 using truck No. B 9657 IC which already has KLHK Recommendation Permit No. S.1254/VPLB3/PPLB3/PLB.3/12/2018 valid until December 27, 2023 and permit for the operation of special goods transportation for transporting dangerous goods (B3) from the Director General of Land Transportation Number: SK.00005/AJ.309/1 /DJPD/2018 dated February 13 2018 and is valid until January 13 2024, with details of the hazardous and toxic waste manifest number, namely:</p> <ul style="list-style-type: none"> ▪ Festronic Manifest No. KLHK-1695666773 for used ink packaging, waste code: B321-4 ▪ Festronic Manifest No. KLHK-1695856699 for medical waste, waste code: A337-1 ▪ Festronic Manifest No. KLHK-165668593 for used rags, waste code: B110d ▪ Festronic Manifest No. KLHK-1695866164 for hazardous and toxic contaminated waste, waste code: A108d ▪ Festronic Manifest No. KLHK-1695684925 for used hazardous and toxic packaging, waste code: B104d ▪ Festronic Manifest No. KLHK-1695866269 for used batteries, waste code: A102d ▪ Festronic Manifest No. KLHK-1695668338 for TL lamps, waste code: B107d 	
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		<ul style="list-style-type: none"> ▪ Festronic Manifest No. KLHK-1695667520 for used oil, waste code: B105d ▪ Festronic Manifest No. KLHK-1695667686 for used filters, waste code: B110d ▪ Festronic Manifest No. KHHK-1695666420 for laboratory waste, waste code: A106d <p>Quarterly reports of hazardous and toxic waste containing data on the amount of waste produced and managed are reported to the Banyuasin Regency Environmental Service, South Sumatra Provincial Environmental Service 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> <p>The non-hazardous waste or domestic waste from estate, mill including workers compound are disposed to the landfill that located in specific Block far from the housing compound, in the flood-free area and not in swamp area and completed with warning sign not burning wastes. Inorganic wastes are mostly plastic waste, such as used food and drink packaging. Whilst organic wastes are consisting of leaf and food. organic and inorganic waste was segregated at point of source. Landfills are designed to safely contain and manage solid waste. The waste is typically compacted and covered with soil or other materials to minimize environmental impact. Based on field observation to the landfill area at Block M32 Division 3, there was open and close date of landfill. Landfill was available and observed in good condition.</p>	
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	Identification of waste from Pangkalan Panji Mill and Estates activities was available and recorded at SOP/SMART/LEMS-EHSD/SADV/I/002 – waste management procedure. The organic and inorganic waste was segregated at point of source meanwhile for hazardous waste will be kept in the hazardous waste temporary storage.	Complied

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		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 M32 Division 3.	
Criteria 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts is documented. - Minor compliance -	The unit of certification has procedure for Good Agricultural Practices in managing soil fertility which documented in SOP/SMART/MCAR/IX/TA-PPK (Manuring). Manuring was performed manually and mechanically by EMDEK based on type and dosage defined by SMARTRI. Fertilizers are applied to maintain and increase soil fertility, fertilizer applied following the fertilizer recommendation which established based on soil and leaf analysis. During this ASA 1_1, there is no fertilizer application activity due to first Semester program has been completed. Whilst second semester program is waiting for the rainy season. Based on interview, fertilizer applications are performed according to the SOP that refer Best Agriculture Practice and minimize the environmental impacts. By using methods correct type, correct target, and correct dosage. Applications near the drainage are avoided.	Complied
7.4.2	Analysis of tissue samples (e.g. leaves) and soil on a regular basis to monitor and manage changes in soil fertility and plant health is documented. - Minor compliance -	Unit of certification has work instructions for LSU (Leaf sampling unit) IK/SMART/MCAR/IX/TA-PPK/05 and for SSU (Soil Sampling Unit) IK/SMART/MCAR/IX/TA-PPK/06. Soil and leaf sampling were analysed regularly by SMARTRI to determine the nutritional status of soil, to assist and to be guided in the preparation of annual fertilising programme recommendation. Leaf was analysed annually. Soil is analysed when the age of the palms is 3, 5, 8 years and	Complied

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		<p>continued with age of the plant is added by 5 years. Soil and leaf sampling were taken from each division.</p> <p>Latest Leaf Analysis report of Sawit Mas Estate was evident based on Memorandum Lab Analysis Result Reference No.208/DAUN/LAB-SMARTRI/III/2023 dated 27 March 2023; based on request No.021/FC-SUMSEL/SMARTRI/Int/03/23, analyze date 19 March 2023, consist of 55 samples (Lab No. 23012055 - 23012109). Sample seen Lab No. 23012055; Sample code 1/SMSE1B-63/1; Analysis Result: 2.07% water content; 2.66% N; 0.177% P; 1.06% K; 0.27% Mg; 0.64% Ca; 16.0 ppm B; 0.55% Cl.</p> <p>The latest Soil analysis in Sawit Mas Estate was evident based on Memorandum Lab Analysis Result, Reference No. 085/TANAH/AL/ANLZ/05/22, dated 25 May 2022; based on request No. 049/FC-SUMSEL/INT/SMARTRI/IV/22, receive date 17 May 2022, consist of 48 samples. Analyze method: Texture (hidrometri), pH (pHmeter), C.Org (tritrimetri W&B), N total (kj+FIA), P, K, Mg Cad, ICP-OES, P Bray, FIA, exchange H-Al. Sample seen Lab No. 7758; Sample code 0-15 PR 4L-36; Analysis Result: 3.11% water content; 22.4% sand; 49.7% dust; 27.9% clay; pH 4.57; 1.56% C; 0.14% N; 230% P; 203% K; 37.6% Mg; 20.8 ppm P available; KTK 6.80; 0.69 Ca; 0.37 K; 0.17 Mg; 0.05 Na (in me/100gr).</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>There is nutrient recycling strategy performed by unit of certification such as land application from POME (Palm Oil Mill Effluent) and Empty fruit bunch (EFB). POME or liquid waste from mill used as Land application, it gives nutrient for palm oil plantation. Land application was applied in Sawit Mas Estate with dosage was 750 m3/ha/year within 3 rounds and BOD 2,500 – 4,500 mg/L.</p> <p>Record of POME application in Sawit Mas Estate are as follows:</p> <table border="1" data-bbox="1133 1318 1816 1364"> <thead> <tr> <th data-bbox="1133 1318 1391 1364">Year</th> <th data-bbox="1391 1318 1816 1364">POME Application</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> </tr> </tbody> </table>	Year	POME Application			Complied
Year	POME Application						

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		<table border="1" data-bbox="1131 362 1816 512"> <tr> <td></td> <td>Hectarage</td> <td>M³</td> </tr> <tr> <td>2022</td> <td>1,536.18</td> <td>192,032</td> </tr> <tr> <td>2023 (up to June)</td> <td>614.59</td> <td>76,827</td> </tr> </table> <p>Field observation to Land Application at Block C687 Division 1, YOP 2010, observed that POME was applied in line with the procedure.</p> <p>EFB were applied based on the recommendation from SMARTRI in terms of dosage per ha and location (30 ton/ha dosage). EFB were applied in Sawit Mas Estate by manually and mechanical using tractor. EFB were not applied nearby housing and water spring. Empty fruit bunch application was performed as mulch ground cover and added of organic material.</p> <p>Record of EFB application are as follows:</p> <table border="1" data-bbox="1131 874 1740 1075"> <thead> <tr> <th rowspan="2">Year</th> <th colspan="2">EFB Application</th> </tr> <tr> <th>Hectarage</th> <th>Ton</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>860.08</td> <td>23,537</td> </tr> <tr> <td>2023 (up to June)</td> <td>591.35</td> <td>17,730.79</td> </tr> </tbody> </table> <p>During field visit there was no EFB application. Evidence of EFB application was sighted during visits to Block G57 Division 2. Observed that POME was applied in line with the procedure.</p>		Hectarage	M ³	2022	1,536.18	192,032	2023 (up to June)	614.59	76,827	Year	EFB Application		Hectarage	Ton	2022	860.08	23,537	2023 (up to June)	591.35	17,730.79	
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7.4.4	Records of fertilizer inputs are maintained. - Minor compliance -	Organization has been defined the SOP for Good Agricultural Practices in managing soil fertility which documented in SOP/SMART/MCAR/IX/TA-PPK (Manuring). Manuring was performed manually and mechanically by EMDEK based on type and dosage defined by SMARTRI.	Complied																				

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		<p>Records of fertiliser inputs are well maintained in documented "Rencana dan Realisasi Pemupukan" (Plan and Realisation of Manuring). Fertiliser inputs recorded each semester.</p> <p>Records of fertilizer usage period 2022:</p> <table border="1"> <thead> <tr> <th rowspan="2">Fertilizer</th> <th colspan="2">1st Semester 2022</th> <th colspan="2">2nd Semester 2022</th> </tr> <tr> <th>Plan (Kg)</th> <th>Actual (Kg)</th> <th>Plan (Kg)</th> <th>Actual (Kg)</th> </tr> </thead> <tbody> <tr> <td>Urea</td> <td>710.90</td> <td>710.90</td> <td>597.50</td> <td>597.50</td> </tr> <tr> <td>RP</td> <td>592.20</td> <td>592.20</td> <td>591.20</td> <td>591.20</td> </tr> <tr> <td>TSP</td> <td>174.40</td> <td>174.40</td> <td>-</td> <td>-</td> </tr> <tr> <td>MOP</td> <td>1,021.05</td> <td>1,021.05</td> <td>770.20</td> <td>770.20</td> </tr> <tr> <td>S. Dolomite</td> <td>60.55</td> <td>60.55</td> <td>8.90</td> <td>8.90</td> </tr> <tr> <td>Kieserite Powder</td> <td>9.20</td> <td>9.20</td> <td>14.90</td> <td>14.90</td> </tr> <tr> <td>Kieserite Granular</td> <td>267.20</td> <td>267.20</td> <td>-</td> <td>-</td> </tr> <tr> <td>Borate</td> <td>34.75</td> <td>34.75</td> <td>-</td> <td>-</td> </tr> </tbody> </table> <p>Records of fertilizer usage period 2023 (up to July):</p> <table border="1"> <thead> <tr> <th rowspan="2">Fertilizer</th> <th colspan="2">1st Semester 2023</th> <th colspan="2">2nd Semester 2022</th> </tr> <tr> <th>Plan (Kg)</th> <th>Actual (Kg)</th> <th>Plan (Kg)</th> <th>Actual (Kg)</th> </tr> </thead> <tbody> <tr> <td>Urea</td> <td>602.35</td> <td>602.35</td> <td>447.90</td> <td>-</td> </tr> <tr> <td>RP</td> <td>21.90</td> <td>21.90</td> <td>-</td> <td>-</td> </tr> <tr> <td>SP-36/TSP</td> <td>524.60</td> <td>524.60</td> <td>230.80</td> <td>-</td> </tr> <tr> <td>MOP</td> <td>725.10</td> <td>725.10</td> <td>676.90</td> <td>-</td> </tr> <tr> <td>S. Dolomite</td> <td>17.80</td> <td>17.80</td> <td>3.45</td> <td>-</td> </tr> <tr> <td>Kieserite Granular</td> <td>321.05</td> <td>321.05</td> <td>11.00</td> <td>-</td> </tr> <tr> <td>Borate</td> <td>32.88</td> <td>32.88</td> <td>-</td> <td>-</td> </tr> </tbody> </table>	Fertilizer	1 st Semester 2022		2 nd Semester 2022		Plan (Kg)	Actual (Kg)	Plan (Kg)	Actual (Kg)	Urea	710.90	710.90	597.50	597.50	RP	592.20	592.20	591.20	591.20	TSP	174.40	174.40	-	-	MOP	1,021.05	1,021.05	770.20	770.20	S. Dolomite	60.55	60.55	8.90	8.90	Kieserite Powder	9.20	9.20	14.90	14.90	Kieserite Granular	267.20	267.20	-	-	Borate	34.75	34.75	-	-	Fertilizer	1 st Semester 2023		2 nd Semester 2022		Plan (Kg)	Actual (Kg)	Plan (Kg)	Actual (Kg)	Urea	602.35	602.35	447.90	-	RP	21.90	21.90	-	-	SP-36/TSP	524.60	524.60	230.80	-	MOP	725.10	725.10	676.90	-	S. Dolomite	17.80	17.80	3.45	-	Kieserite Granular	321.05	321.05	11.00	-	Borate	32.88	32.88	-	-	
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Criteria 7.5: Practices minimise and control erosion and degradation of soils.																																										
7.5.1	<p>(C) Maps that identify marginal and fragile soils, including steep sloped land are available.</p> <p>- Critical (Major) compliance -</p>	<p>The unit of certification provided Semi detail soil map of Sawit Mas Estate, PT Sawit Mas Sejahtera, scale 1:65,000, projection Mercator; Grid System Geographic; Datum WGS 84. Map source:</p> <ul style="list-style-type: none"> - Area Statement Sawit Mas Estate, PT Sawit Mas Sejahtera FY 2019 - Field Survey dated 18-25 September 2015. <p>Based on the map and soil characteristic, there were no fragile soils and peat at Sawit Mas Estate area. Topography 40 – 58% at Division 5 Sawit Mas Estate are categorized as inclusion, therefore there is no steep slope in Sawit Mas Estate area. Inclusion means presence of foreign materials or substances within the soil that are different from the surrounding soil composition, they have a limited impact on the overall characteristics of the soil.</p> <p>Soil characteristic of Sawit Mas Estate are as follow:</p> <p>Division 1 & 2:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Soil Type</th> <th style="text-align: center;">Topography (%)</th> <th style="text-align: center;">Area (Ha)</th> <th style="text-align: center;">%</th> </tr> </thead> <tbody> <tr> <td><i>Typic Endoaquepts</i></td> <td style="text-align: center;">0 – 3</td> <td style="text-align: center;">34.96</td> <td style="text-align: center;">1.70</td> </tr> <tr> <td><i>Typic Endoaquults</i></td> <td style="text-align: center;">0 – 3</td> <td rowspan="2" style="text-align: center;">697.27</td> <td rowspan="2" style="text-align: center;">32.70</td> </tr> <tr> <td><i>Histic Humaquepts</i></td> <td style="text-align: center;">0 – 3</td> </tr> <tr> <td><i>Typic Hapludults</i></td> <td style="text-align: center;">3 – 9</td> <td style="text-align: center;">90.29</td> <td style="text-align: center;">4.20</td> </tr> <tr> <td><i>Typic Hapludults</i></td> <td style="text-align: center;">3 – 9</td> <td rowspan="2" style="text-align: center;">459.42</td> <td rowspan="2" style="text-align: center;">21.50</td> </tr> <tr> <td><i>Typic Endoaquepts</i></td> <td style="text-align: center;">0 – 3</td> </tr> <tr> <td><i>Typic Hapludults</i></td> <td style="text-align: center;">3 – 9</td> <td rowspan="2" style="text-align: center;">484.22</td> <td rowspan="2" style="text-align: center;">22.70</td> </tr> <tr> <td><i>Typic Hapludults</i></td> <td style="text-align: center;">9 – 16</td> </tr> <tr> <td><i>Typic Hapludults</i></td> <td style="text-align: center;">9 – 16</td> <td rowspan="2" style="text-align: center;">366.49</td> <td rowspan="2" style="text-align: center;">17.20</td> </tr> <tr> <td><i>Typic Endoaquepts</i></td> <td style="text-align: center;">0 – 3</td> </tr> <tr> <td colspan="2" style="text-align: center;">TOTAL</td> <td style="text-align: center;">2,132.65</td> <td style="text-align: center;">100.00</td> </tr> </tbody> </table> <p>Division 3 & 4:</p>	Soil Type	Topography (%)	Area (Ha)	%	<i>Typic Endoaquepts</i>	0 – 3	34.96	1.70	<i>Typic Endoaquults</i>	0 – 3	697.27	32.70	<i>Histic Humaquepts</i>	0 – 3	<i>Typic Hapludults</i>	3 – 9	90.29	4.20	<i>Typic Hapludults</i>	3 – 9	459.42	21.50	<i>Typic Endoaquepts</i>	0 – 3	<i>Typic Hapludults</i>	3 – 9	484.22	22.70	<i>Typic Hapludults</i>	9 – 16	<i>Typic Hapludults</i>	9 – 16	366.49	17.20	<i>Typic Endoaquepts</i>	0 – 3	TOTAL		2,132.65	100.00
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Soil Type	Topography (%)	Area (Ha)	%
<i>Typic Hapludults</i>	3 – 9	15.10	2.00
<i>Typic Hapludults</i>	3 – 9	255.15	33.90
<i>Typic Hapludults</i>	3 – 9	165.00	21.90
<i>Typic Endoaquepts</i>	0 – 3		
<i>Typic Hapludults</i>	9 – 16	103.08	13.70
<i>Typic Hapludults</i>	9 – 16	31.44	4.20
<i>Typic Hapludults</i>	9 – 16	154.40	20.50
<i>Typic Endoaquepts (incl)</i>	0 – 3		
<i>Typic Hapludults</i>	9 – 16	28.86	3.70
<i>Typic Endoaquepts (incl)</i>	0 – 3		
<i>Typic Hapludults</i>	21 – 40	0.43	0.10
TOTAL		753.46	100.00

Division 5:

Soil Type	Topography (%)	Area (Ha)	%
<i>Typic Endoaquepts</i>	0 – 3	7.65	0.90
<i>Typic Hapludults</i>	9 – 16	30.89	3.60
<i>Typic Hapludults</i>	9 – 16	311.69	35.90
<i>Typic Endoaquepts (incl)</i>	0 – 3		
<i>Typic Hapludults</i>	9 – 16	254.48	29.40
<i>Typic Hapludults (incl)</i>	16 – 21		
<i>Typic Hapludults</i>	16 – 21	27.27	3.10
<i>Typic Hapludults</i>	21 – 40	40.03	4.60
<i>Typic Endoaquepts (incl)</i>	0 – 3		
<i>Typic Hapludults</i>	21 – 40	100.29	11.60
<i>Typic Hapludults (incl)</i>	40 – 58		
<i>Typic Hapludults</i>	21 – 40	81.97	9.40
<i>Typic Hapludults (incl)</i>	40 – 58		

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		TOTAL	866.89	100.00	
7.5.2	The replanting of palm oil is not conducted extensively on steep terrain in accordance with applicable regulations. - Minor compliance -	Based on field verification and replanting program, there is no replanting activity in Sawit Mas Estate at this moment. Replanting has been finished in 2021. Moreover, based on map of semi detail soil survey, there is no steep terrain in Sawit Mas Estate.			Complied
7.5.3	New palm oil planting is not conducted on steep terrain in accordance with applicable regulations. - Minor compliance -	Based on field verification and interview with company representatives, there are no new palm oil planting in PT Sawit Mas Sejahtera			Complied
Criteria 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.					
7.6.1	(C) Evidence of long-term land suitability for oil palm cultivation, soil maps or soil surveys that identify marginal and fragile soils, including steep terrain are available, in planning and operations. - Critical (Major) compliance -	The unit of certification provided Semi detail soil map of Sawit Mas Estate, PT Sawit Mas Sejahtera, scale 1:65,000, projection Mercator; Grid System Geographic; Datum WGS 84. Map source: - Area Statement Sawit Mas Estate, PT Sawit Mas Sejahtera FY 2019 - Field Survey dated 18-25 September 2015. The map described types of soil, topography and hydrology. Based on the map and soil characteristic, there were no fragile soils and peat at Sawit Mas Estate area. Topography 40 – 58% at Division 5 Sawit Mas Estate are categorized as inclusion, therefore there is no steep slope in Sawit Mas Estate area. Based on field verification and interview with company representatives, there are no new oil palm planting in PT Sawit Mas Sejahtera.			Complied
7.6.2	Extensive planting on marginal and fragile soils is avoided or, if necessary, carried out according to the best-practice soil management plan. - Minor compliance -				Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -				Complied
Criteria 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.					
7.7.1	(C) 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 -	Based on the map and soil characteristic from semi detail soil survey, there were no fragile soils and peat at Sawit Mas Estate area.			Complied

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		Based on field verification and interview with company representatives, there are no new oil palm planting in PT Sawit Mas Sejahtera.	
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 -	Based on the map and soil characteristic from semi detail soil survey, there were no fragile soils and peat at Sawit Mas Estate area. Based on field verification and interview with company representatives, there are no new oil palm planting in PT Sawit Mas Sejahtera.	Complied
PROCEDURAL NOTE: Maps and other documentation for peatlands are provided, prepared and shared according to the RSPO Working Group (Peatland Working Group / PLWG) audit guide (See Procedural Notes for Indicator 7.7.5 below).			
7.7.3	(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	Based on the map and soil characteristic from semi detail soil survey, also based on interview with company representatives, obtained information there was no peat area in PT Sawit Mas Sejahtera. Not applicable.	Not Applicable
7.7.4	(C) Availability of implementation evidence of the water and land cover management program. - Critical (Major) compliance -	Based on the map and soil characteristic from semi detail soil survey, also based on interview with company representatives, obtained information there was no peat area in PT Sawit Mas Sejahtera. Not applicable.	Not Applicable
7.7.5	(C) Drainability assessments are conducted for plantations planted on peat following the RSPO Drainability Assessment Procedure, or other method recognized by RSPO, (at least five years or in accordance with the provisions of the RSPO Drainability Assessment Procedure) before replanting. The results of the assessment are used to determine the period of replanting to be carried out, as well as to gradually replace oil palm cultivation for at least 40 years or two cycles, (whichever is longer), before reaching the natural gravitational drainage limit for peat. If oil palm is gradually replaced, it is replaced by other commodity crops that are better suited for higher groundwater levels (paludiculture) or rehabilitated with natural vegetation. - Critical (Major) compliance -	Based on the map and soil characteristic from semi detail soil survey, also based on interview with company representatives, obtained information there was no peat area in PT Sawit Mas Sejahtera. Not applicable.	Not Applicable

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<p>PROCEDURAL NOTE: For 7.7.5: Detailed information on the RSPO Drainability Assessment Guide along with related concepts and detailed actions is contained in the Guidelines currently being adjusted / tested by the RSPO Working Group on Peatlands (Peatland Working Group / PLWG). The final version must obtain PLWG approval in January 2019 and will include additional Guide on the steps to be followed after deciding not to replant and the consequences for other stakeholders, farmers, local communities, and the unit of certification concerned. It is recommended that the trial methodology period is proposed to be extended for 12 months for all relevant management units (ie management units that have plantations on peat) to utilize the methodology and provide input to PLWG so that existing procedures can be further refined as needed before January 2020. The unit of certification has the option to delay replanting until the issuance of the revised Guidelines for the guidelines. Additional guidance for alternative commodity crops and rehabilitation of natural vegetation will be regulated by the PLWG.</p>			
7.7.6	<p>(C) All existing plantations on peat are managed according to applicable laws and/or "RSPO Guidelines for Best Management Practices (BMP) for Oil Palm Cultivation that are already on Peatlands", version 3 (June 2019) along with related audit guidelines (May 2019). - Critical (Major) compliance -</p>	<p>Based on the map and soil characteristic from semi detail soil survey, also based on interview with company representatives, obtained information there was no peat area in PT Sawit Mas Sejahtera. Not applicable.</p>	Not Applicable
7.7.7	<p>(C) All peat areas not planted and reserved in managed areas (regardless of depth) are protected as 'peatland conservation areas'; unit of certification are prohibited from constructing drainage channels, building roads and new electricity lines on peatlands; unless if it is for a non-corporate land clearance. Peatlands are managed in accordance with 'RSPO Best Management Practices for the Management and Rehabilitation of Natural Vegetation related to Oil Palm Cultivation that already exists in Peatlands' (the latest version) along with relevant audit guidelines. - Critical (Major) compliance -</p>	<p>Based on the map and soil characteristic from semi detail soil survey, also based on interview with company representatives, obtained information there was no peat area in PT Sawit Mas Sejahtera. Not applicable.</p>	Not Applicable
<p>Criteria 7.8: Practices maintain the quality and availability of surface and groundwater.</p>			
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: - Minor compliance -</p>	<p>The company has carried out water management and maintenance of water sources in the estate and mill areas. The source of water in the factory comes from rainwater storage reservoirs, while for the estate it comes from rainwater reservoirs and artificial wells. Thus, the program and realization of the management of these water sources can be seen in the RKL/RPL report, namely testing and analysis of river water quality in Watergate, Block F-65, Block A-63, Block A-64,</p>	Complied

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	<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>D. Kongar, S. Dua, Block P-43, Block B-22 and S. Serdang. The quality of river water has been done based on the analysis report on 10-13 March 2023, was carried out by the Mutuagung Lestari accredited laboratory.</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"> • Riparian restoration with forest vegetation plant/tree. • Establish zone for zero chemical. No spraying and fertilizing along riparian zone. • Conserve natural vegetation in riparian zone • Environment analysis regularly for surface water and water biota 	
	<p>7.8.1b Workers have adequate access to clean water.</p>	<p>Estate housings uses ground water 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 well/water treatment 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>7.8.2</p>	<p>(C) Water courses and wetlands are protected, including the maintenance and restoration of riparian zones and other buffer zones during or before replanting, in accordance with the "RSPO Manual on BMPs for the management and rehabilitation of riparian reserves" (April 2017) or Simplified Guide Management and Rehabilitation of Riparian Reserves (2018). - 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"> • Riparian restoration with forest vegetation plant/tree. • Establish zone for zero chemical. No spraying and fertilizing along riparian zone. • Conserve natural vegetation in riparian zone • Monitoring and maintenance of riparian areas regularly • Planting plants barriers to erosion 	<p>Complied</p>

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		<ul style="list-style-type: none"> Monitoring and maintenance of erosion control plants 																																																																																											
<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 “<i>Keputusan Bupati Banyuasin Nomor 178/KPTS/DLH/2018</i>” dated 1 March 2018 valid for 3 years. The company has proposed for license extention and already have Technical Recommendation Letter from Dinas Lingkungan Hidup Pemerintah Kabupaten Banyuasin No. 660/0616-PP/DLH/2021 dated 12 March 2021 valid for 3 years and “<i>Surat Keterangan Pemenuhan Komitmen Izir</i>” No. 004/KPTS/IPAL/DPM-PTSP/2021 dated 25 March 2021.</p> <p>The results of POME monitoring were reviewed including measurement of BOD, COD, pH, N Total, TSS, oil and fat for period July 2022 – June 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>UPTD Laboratorium Lingkungan Dinas Lingkungan Hidup dan Pertanahan Pemerintah Provinsi Sumatera Selatan</i>.</p> <p>Record of POME analysis in January – June 2023</p> <table border="1" data-bbox="1131 1023 1973 1214"> <thead> <tr> <th>Parameter</th> <th>Satuan</th> <th>Baku Mutu</th> <th>Jan</th> <th>Feb</th> <th>Mar</th> <th>Apr</th> <th>Mei</th> <th>Jun</th> <th>Jul</th> </tr> </thead> <tbody> <tr> <td>pH</td> <td>-</td> <td>6–9</td> <td>7.40</td> <td>8.1</td> <td>7.8</td> <td>6.95</td> <td>7.35</td> <td>7.60</td> <td>7.0</td> </tr> <tr> <td>BOD (KOB)</td> <td>mg/l</td> <td><5000</td> <td>3,631</td> <td>3,851</td> <td>3,401</td> <td>3,751</td> <td>3,771</td> <td>3,401</td> <td>3,621</td> </tr> <tr> <td>COD (KOK)</td> <td>mg/l</td> <td>-</td> <td>17,115</td> <td>19,889</td> <td>16,365</td> <td>17,838</td> <td>15,346</td> <td>15,715</td> <td>12,961</td> </tr> <tr> <td>Minyak dan Lemak</td> <td>mg/l</td> <td>-</td> <td>10.70</td> <td>13.8</td> <td>17.4</td> <td>20.5</td> <td>19.7</td> <td>22.6</td> <td>15.9</td> </tr> <tr> <td>Cd</td> <td>mg/l</td> <td>-</td> <td><0,008</td> <td><0,008</td> <td><0,008</td> <td><0,008</td> <td>0.010</td> <td><0,008</td> <td><0,008</td> </tr> <tr> <td>Cu</td> <td>mg/l</td> <td>-</td> <td>0.061</td> <td>0.233</td> <td>0.183</td> <td>0.091</td> <td>0.192</td> <td>0.204</td> <td>0.204</td> </tr> <tr> <td>Pb</td> <td>mg/l</td> <td>-</td> <td><0,132</td> <td><0,132</td> <td><0,132</td> <td><0,132</td> <td><0,132</td> <td><0,008</td> <td><0,008</td> </tr> <tr> <td>Zn</td> <td>mg/l</td> <td>-</td> <td>0.126</td> <td>0.468</td> <td>0.33</td> <td>0.311</td> <td>0.322</td> <td>0.295</td> <td>0.42</td> </tr> </tbody> </table>	Parameter	Satuan	Baku Mutu	Jan	Feb	Mar	Apr	Mei	Jun	Jul	pH	-	6–9	7.40	8.1	7.8	6.95	7.35	7.60	7.0	BOD (KOB)	mg/l	<5000	3,631	3,851	3,401	3,751	3,771	3,401	3,621	COD (KOK)	mg/l	-	17,115	19,889	16,365	17,838	15,346	15,715	12,961	Minyak dan Lemak	mg/l	-	10.70	13.8	17.4	20.5	19.7	22.6	15.9	Cd	mg/l	-	<0,008	<0,008	<0,008	<0,008	0.010	<0,008	<0,008	Cu	mg/l	-	0.061	0.233	0.183	0.091	0.192	0.204	0.204	Pb	mg/l	-	<0,132	<0,132	<0,132	<0,132	<0,132	<0,008	<0,008	Zn	mg/l	-	0.126	0.468	0.33	0.311	0.322	0.295	0.42	<p>Complied</p>
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<p>7.8.4</p>	<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 Sawit Mas Sejahtera obtained a water use permit based on “Decree of the Head of the South Sumatra Province Investment and One-Stop</p>	<p>Complied</p>																																																																																										

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		<p>Service Office No.0325/DPMPTSP.V/VI/2021 concerning Permit for Water Collection and Utilization of Surface Water to PT Sawit Mas Sejahtera in Banyuasin Regency”, dated 12 June 2021 and is valid for 2 years. As stated in the permit, the water requirement is 2,160 m3/day or 0.0300 m3/second.</p> <p>Currently the company is taking care of the extension of SIPPA in Jakarta.</p> <p>Based on monthly records of water use for processing for the period January - June 2023, it is known that the average water use is 800 - 900 m3/day (not to exceed the permit). Record of use of water in January – June 2023.</p> <table border="1" data-bbox="1151 740 1957 979"> <thead> <tr> <th>Month</th> <th>FFB (ton)</th> <th>Process (m³)</th> <th>Ratio (m3/ton)</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>10,911.58</td> <td>12,650.24</td> <td>1.16</td> </tr> <tr> <td>Feb</td> <td>8,935.00</td> <td>11,086.01</td> <td>1.24</td> </tr> <tr> <td>Mar</td> <td>11,236.27</td> <td>13,023.62</td> <td>1.16</td> </tr> <tr> <td>Apr</td> <td>10,630.27</td> <td>11,494.69</td> <td>1.08</td> </tr> <tr> <td>May</td> <td>13,803.18</td> <td>14,518.06</td> <td>1.05</td> </tr> <tr> <td>Jun</td> <td>12,715.66</td> <td>12,911.90</td> <td>1.01</td> </tr> </tbody> </table> <p>The company routinely makes payments for water usage fees to the local government, namely to the UPTD Banyuasin Regional Revenue Agency. Verified payment records are for the period April – June 2023.</p>	Month	FFB (ton)	Process (m ³)	Ratio (m3/ton)	Jan	10,911.58	12,650.24	1.16	Feb	8,935.00	11,086.01	1.24	Mar	11,236.27	13,023.62	1.16	Apr	10,630.27	11,494.69	1.08	May	13,803.18	14,518.06	1.05	Jun	12,715.66	12,911.90	1.01	
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<p>Criteria 7.9: 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.</p> <p>- Minor compliance -</p>	<p>There are no changes in compliance statement compared to last year audit.</p> <p>Pangkalan Panji 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</p>	<p>Complied</p>																												

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		<p>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 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.</p>	
<p>Criteria 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.</p>			
<p>7.10.1</p>	<p>(C) GHG emissions for the unit of certification are identified and assessed. Plans to reduce or minimize GHG emissions are implemented, monitored through the PalmGHG calculator, and reported publicly.</p> <p>- Critical (Major) compliance -</p>	<p>The company has conducted an inventory of sources of GHG emissions from factory and plantation operations.</p> <p>Sources of PPNM GHG emissions include:</p> <ul style="list-style-type: none"> • NH4 from liquid waste ponds and storage tanks • CO2 from factory machinery and vehicles • use of chemicals • The use of fossil fuels for generators, boilers and heavy equipment activities <p>Sources of GHG emissions from SMSE:</p> <ul style="list-style-type: none"> • Use of fertilizers and pesticides • Use of fossil fuels for vehicles, heavy equipment and generators • Electricity usage • Waste burning <p>The company already has GHG mitigation documents which can be seen in the form SOP/SMART/CERS-EHSD/SADV/005/001 Greenhouse Gas Mitigation Program dated 10 June 2023 for the Pangkalan Panji Mill and 7 August 2023 for Sawit Mas Estate. The document describes the</p>	<p>Complied</p>

		<p>identification of emission sources, emission source activities, mitigation programs, activity targets and mitigation implementation documents.</p> <p>The SMSE mitigation program is:</p> <ol style="list-style-type: none"> a. Carry out road repairs and maintenance on a regular basis b. Carry out regular car maintenance c. Application of fertilizer according to fertilizer recommendations from SMARTRI in an appropriate and targeted manner d. Use of organic fertilizers e. Use of pesticides that are environmentally friendly and have a permit f. Socialization of energy saving to all employees g. Using energy-saving lamps <p>The PPNM mitigation program is:</p> <ol style="list-style-type: none"> a. Substitution of diesel fuel with shells and fiber b. Maintenance of generators and heavy equipment c. Monitoring of Kwh per tonne of products in factories originating from renewable energy d. Use of energy saving lamps e. Dissemination of electricity saving f. Outreach is prohibited from burning garbage g. Provision of bins for organic and inorganic waste h. The capacity of the waste pond does not exceed its capacity <p>Verified records include:</p> <ol style="list-style-type: none"> a. Documentation of fertilization recommendations from SMARTRI and their realization 	
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		<ul style="list-style-type: none"> b. Monthly report on LCPMKS application (palm oil mill liquid waste) for LA, empty fruit application c. Recap data on the use of monthly pesticide applications d. Monitoring data on the use of diesel fuel for plantation and factory operations for the 2022-2023 period e. Records of socialization minutes to employees and contractors f. Proof of taking TL lamps for office use <p>GHG Emission has been calculated using Palm GHG Calculator version 4 and has been reported to https://ghg.rspo.org/. 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>(C) Since 2014, an estimate of carbon stocks in the proposed development area has been carried out along with potential sources of emissions that can occur directly as a result of the development and plans to minimize these emissions are prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	There is no new planting after November 2005 in PT Sawit Mas Sejahtera. Replanting has been performed since 2010 and finished in 2021. This indicator is Not Applicable	Not Applicable
7.10.3	<p>(C) Other significant pollutant identification results are available and plans to reduce or minimize them are implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	There is no new planting after November 2005 in PT Sawit Mas Sejahtera. Replanting has been performed since 2010 and finished in 2021.	Complied
Criteria 7.11: Fire is not used for preparing land and is prevented in the managed area.			
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	There is no new planting within certified area of PT Sawit Mas Sejahtera after November 2005 and /or November 2018. Land clearing for replanting was finished on 2019 and has been done mechanically, consist of: falling tree, chipping by excavator, terracing by excavator, digging, road construction, ditch/waterways construction, planting LCC	Complied

		and planting oil palm. Records of replanting contractor evaluation was reviewed where in the evaluation report stated that the method for replanting has been done mechanically and no use of fire.	
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 Sawit Mas Sejahtera after November 2005 and /or November 2018. Land clearing for replanting was finished on 2019 and 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. Records of replanting contractor evaluation was reviewed where in the evaluation report stated that the method for replanting has been done mechanically and no use of fire.	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 Sawit Mas Sejahtera after November 2005 and /or November 2018. Replanting was finished on 2019 and 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. Records of replanting contractor evaluation was reviewed where in the evaluation report stated that the method for replanting has been done mechanically and no use of fire.	Complied

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

PROCEDURAL NOTE for 7.12:

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

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

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

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<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>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCV or HCS forests.</p> <p>Historical analysis of Land Use Change Analysis (LUCA) is carried out before any new land clearing, in accordance with the RSPO LUCA Guidance document (see indicator 7.12.2).</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting within certified area of PT Sawit Mas Sejahtera after November 2005 and /or November 2018. Replanting was finished on 2019 and has been done mechanically.</p>	Complied
7.12.2	<p>(C) 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>There are no changes in compliance statement compared to last year audit.</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 Sawit Mas Sejahtera Region South Sumatera, Unit SMSE 2013".</p> <p>Report of the Identification and Analysis of the Existence of High Conservation Value (HCV) area at PT Sawit Mas Sejahtera, 2013". HCV Assessment was conducted internally (by Environmental team of PT SMART Tbk (parent company)) and using HCV Toolkit Indonesia 2008. The team consist of five members as following:</p> <ol style="list-style-type: none"> Dr. Kunkun J. Gurmaya as Lead Assessor (Biodiversity specialist) – Lead Assessor Febia Arisnagara (Ecology flora specialist) – Assistant assessor Dede M. Nasir (Socio-culture and GIS specialist) – Assistant assessor 	Complied

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		<p>d. Nugroho Wahyu W. (Ecology and Environmental Services specialist) - Assistant assessor</p> <p>e. Toni Asmawan (Environmental Services specialist) - Assistant assessor</p> <p>Lead assessor and assistant assessor was approved by RSPO according to the list of RSPO Approved HCV Assessors date 29 May 2012.</p> <p>Field survey HCV identification conducted on July 10th to 14th, 2012 and public consultation was held on February 27th, 2014. Assessment covered:</p> <ul style="list-style-type: none"> • Presence of protected areas that could be significantly affected by the grower or miller; • 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. • Identification of HCV habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower or miller. <p>Based on the assessment report, in SMSE there are five (5) types of HCV been identified such as HCV 1.1, HCV 1.2, HCV 1.3, HCV 4.1 and HCV 6 cover total area of 21 Ha. For HCV 1.1, 1.3 and 4.1 located in same area called Danau Kongar.</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 Sawit Mas Sejahtera after November 2005 and /or November 2018.</p>	

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7.12.3	<p>(C) In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes in compliance statement compared to last year audit.</p> <p>Based on HCV assessment report and field observation confirmed that there is no High Forest Cover Landscapes (HFCLs) within area of PT Sawit Mas Sejahtera. Based on <i>Peta Overlay Kebun dan Status Kawasan Hutan</i> scale 1:350.000 issued on December 2020, the company was located in another purpose area and not in forest area.</p> <p>Sources of map are :</p> <ul style="list-style-type: none"> • <i>Peta bidang tanah PT Sawit Mas Estate Div I-II</i> • <i>Peta bidang tanah PT Sawit Mas Estate Div III-IV</i> • <i>Peta bidang tanah PT Sawit Mas Estate Div V</i> <p><i>Peta Perubahan Peruntukan Kawasan Hutan dan Penunjukkan Bukan Kawasan Hutan Menjadi Kawasan Hutan, Perubahan Fungsi Kawasan Hutan dan Penunjukkan Bukan Kawasan Hutan Menjadi Kawasan Hutan di Propinsi Sumatera Selatan No : SK.454/MENLHK/SETJEN/PLA.2/6/2016 tanggal 17 Juni 2016 skala 1 : 250.000.</i></p>	Not Applicable
<p>PROCEDURAL NOTE for 7.12.3: Indicator 7.12.3. is not relevant to Indonesia, until further decisions by the RSPO.</p>			
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An Integrated management plans to protect and/or enhance HCV and HCS forests, peatland and other conservation areas are developed, implemented and adapted if necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan was developed in consultation with relevant stakeholders and includes the</p>	<p>The organization did not carry out any new plantings after November 2005. The planting year started in 1987, 1988, 1989, and the company has starts replanting in 2010–2020.</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 Sawit Mas Sejahtera Region South Sumatera, Unit SMSE 2013".</p> <p>The organization has conducted HCV monitoring annually and reported to local governance, Balai Konservasi Sumber Daya Alam Provinsi</p>	Complied

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	<p>directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<p>Sumatera Selatan. 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 and conservation area monitoring in monthly basis. 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 leucorhynchus</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> <p>The organization has implemented management plan to protect water courses and wetlands, including securing and maintaining appropriate riparian.</p> <ul style="list-style-type: none"> • Riparian restoration by planting forest or native vegetation such as <i>Nephelium lappaceum</i>. • Establish zone for zero chemical. No spraying and fertilizing along riparian zone. Based on field observation in riparian area, observed that riparian boundary was clear and supported with warning signboard. • Conserve natural vegetation in riparian zone. Based on field observation at riparian area, observed that natural vegetation is maintained and protected due to zero chemical policy in riparian zone. Environmental analysis regularly for surface water and water biota. Performed by wastewater quality monitoring monthly and surface water quality monitoring each semester. Wastewater 	
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		<p>quality monitoring analyse by <i>UPTD Laboratorium Lingkungan Dinas Lingkungan Hidup dan Pertanahan Pemerintah Provinsi Sumatra Selatan</i>. Wastewater analysis result in period July – December 2022 and January-June 2023 shown comply with regulation KepMENLH No. 28 tahun 2003. Surface water quality test (upstream and downstream Rambang River and Lubai River). The analysis result in period July – December 2022 and January-June 2023 shown comply with regulation PP RI No. 82/2001 (before 2021) and PP RI No. 22/2021.</p> <p>The management plan has been consistently implemented and has shown good results, therefore in the HCV monitoring report states that the management plan will continue.</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>- Minor compliance -</p>	<p>There are no changes in compliance statement compared to last year audit.</p> <p>There was HCV 6 identified in the concessions PT SMS in the form of shrine graves. Maintenance and protection of grave area has been agreed with the local community. PT SMS facilitating to conduct care and maintenance of graves and community were not forbidden to visit or access the areas of HCV (shrine graves).</p> <p>Company has made an agreement with the villagers and public figure from Pangkalan Panji Village for maintenance and management of graves at Block C66, Division-1. It was evident by cooperation document for maintain shrine graves in 2016 between company and community leaders</p>	Complied
7.12.6	<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</p>	<p>Based on the assessment report, in SMSE there are five (5) types of HCV been identified such as HCV 1.1, HCV 1.2, HCV 1.3, HCV 4.1 and HCV 6 cover total area of 21 Ha. For HCV 1.1, 1.3 and 4.1 located in same area called Danau Kongar.</p> <p>Has been identified ten (10) protected wildlife species (based on PP No. 7/1999) such as Beruang madu (<i>Helarctos malayanus</i>), trenggiling</p>	Complied

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<p>for the company is found to capture, harm, collect, trade, possess or kill these species. - Minor compliance -</p>	<p>(<i>Manis javanica</i>), Macan akar (<i>Felis bengalensis</i>), elang bondol (<i>Haliastur indus</i>), elang tikus (<i>Elaenus caeruleus</i>), cekakak belukar (<i>Halcyon smyrnensis</i>), kangkareng hitam (<i>Anthracoceros malayanus</i>), and kuntul kerbau (<i>Bubulcus ibis</i>); 13 wildlife species are listed as Appendix II (based on Appendix CITES) such as Beruang madu (<i>Helarctos malayanus</i>), trenggiling (<i>Manis javanica</i>), Macan akar (<i>Felis bengalensis</i>), biawak (<i>Varanus salvator</i>) and etc; two species that listed as Vulnerable in redlist IUCN, Babi hutan (<i>Sus barbatus</i>) and Beruang madu (<i>Helarctos malayanus</i>), also one species that listed as Near Threatened, Lutung (<i>Trachypithecus cristatus</i>).</p> <p>HCV assessment results has been compared to Endemic Bird Area (EBA) and Peta Status Kawasan Hutan Kabupaten Banyuasin Provinsi Sumatera Selatan. HCV area has been mapped into "Peta Nilai Konservasi Tinggi Areal PT Sawit Mas Sejahtera" scale 1:30,000. 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>The management plan to protect the RTE species is by conducting flora fauna monitoring monthly and summarize it into HCV Monitoring Report that published annually. The unit of certification has reported HCV monitoring to local governance, <i>Balai Konservasi Sumber Daya Alam Provinsi Sumatera Selatan</i>, annually. Receipt Note of HCV Monitoring Report was sighted and reviewed for year 2022 dated 31 July 2023.</p> <p>Flora fauna monitoring performed by wildlife and conservation area monitoring in monthly. Monitoring results in 2022 shown several wildlife such as elang tikus (<i>Elanus caeruleus</i>), Cekakak belukar (<i>Halcyon smirnsensis</i>), Perenjak Jawa (<i>Prinia flaviventris</i>), Kacer (<i>Copsychus saularis</i>), Bubut (<i>Centropus bengalensis</i>), Cucak kutilang (<i>Pycnonotus</i></p>	
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		<p><i>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> <p>Unit of certification has educated the workforce regarding existence of RTE species by installing information signboard, signboard for prohibition of hunting and destruction, signboard for RTE species of flora and fauna, and regular dissemination to employees and the community around the plantation which is documented in minutes of dissemination and attendance list. The latest dissemination RTE species was carried out on 8 May 2023 to Sawit Mas Estate employees, on 15 March 2023 to Pangkalan Panji Mill employees, and on 3 – 8 July 2023 to local communities.</p> <p>Based on interviews with employees and local stakeholders, noted that the employees and communities are aware regarding RTE species and understood that it must be protected</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 Sumatera Selatan. 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 and conservation area monitoring in monthly basis. Monitoring results in 2022 shown several wildlife such as elang tikus (<i>Elanus caeruleus</i>), Cekakak belukar (<i>Halcyon smirnensis</i>), Perenjaj 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</p>	Complied

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		<p>(<i>Dendrocygna</i> sp), Kekep babi (<i>Artamus leucorhynchus</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> <p>HCV monitoring can support the implementation of sustainable land management practices within and around HCV areas. This ensures that conservation values are maintained while allowing for responsible land use. The outcome of the monitoring can feed back into the management plan as the collected data is analysed to evaluate whether the management objectives and goals are being met and to identify any trends, issues, or concerns. Currently there is no significant change to the trends, issues, or concerns, hence there is no change to the HCV monitoring plan.</p>	
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV- HCSA assessment since 15 November 2018, the Remediation and Compensation Procedures (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting within certified area of PT Sawit Mas Sejahtera after November 2005 and /or November 2018.</p>	Complied

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2022** for **Pangkalan Panji POM** and supply base was calculated using the PalmGHG Calculator version 3.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in **2022** for **Pangkalan Panji POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	1.11
PK	1.11

Extraction	%
OER	22.54
KER	5.01

Production	t/yr
FFB Process	105,763.89
CPO Produced	21,647.03
PK Produced	6,465.72

Land Use	Ha
OP Planted Area	3,128.21
OP Planted on peat	-
Conservation (forested)	-
Conservation (non-forested)	21.00
Total	3,128.21

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total		
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	
Emission									
Land Conversion	30,585.55	0.26	0.00	0.00	0.00	0.00	30,585.55	0.26	
CO ₂ Emission from fertilizer	4,395.85	0.04	0.00	0.04	0.00	0.00	4,395.85	0.08	
NO ₂ Emission	3,705.37	0.03	0.00	0.03	0.00	0.00	3,705.37	0.06	
Fuel Consumption	2,644.96	0.02	0.00	0.00	0.00	0.00	2,644.96	0.02	
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Sink									
Crop Sequestration	-28,991.05	-0.25	0.00	0.00	0.00	0.00	-28,991.05	-0.25	
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total	12,340.68	0.11	0.00	0.08	561.83	0.00	18,656.82	0.19	

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	33,907.72	0.20
Fuel Consumption	208.03	0.00
Grid Electricity Utilization	0.00	0.00
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	34,115.75	0.20

Summary of Kernel Crusher Emission and Credit (if applicable)

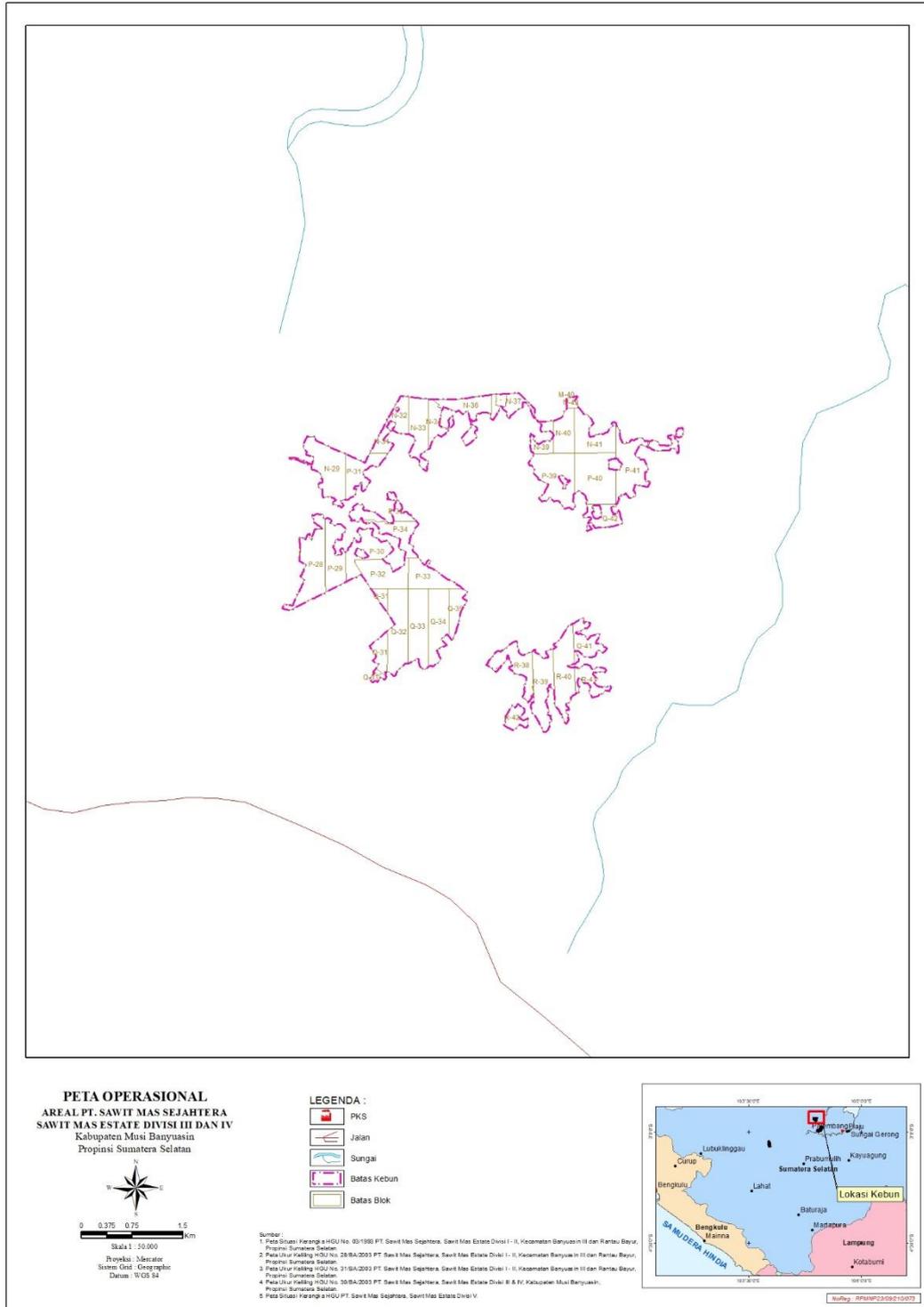
Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

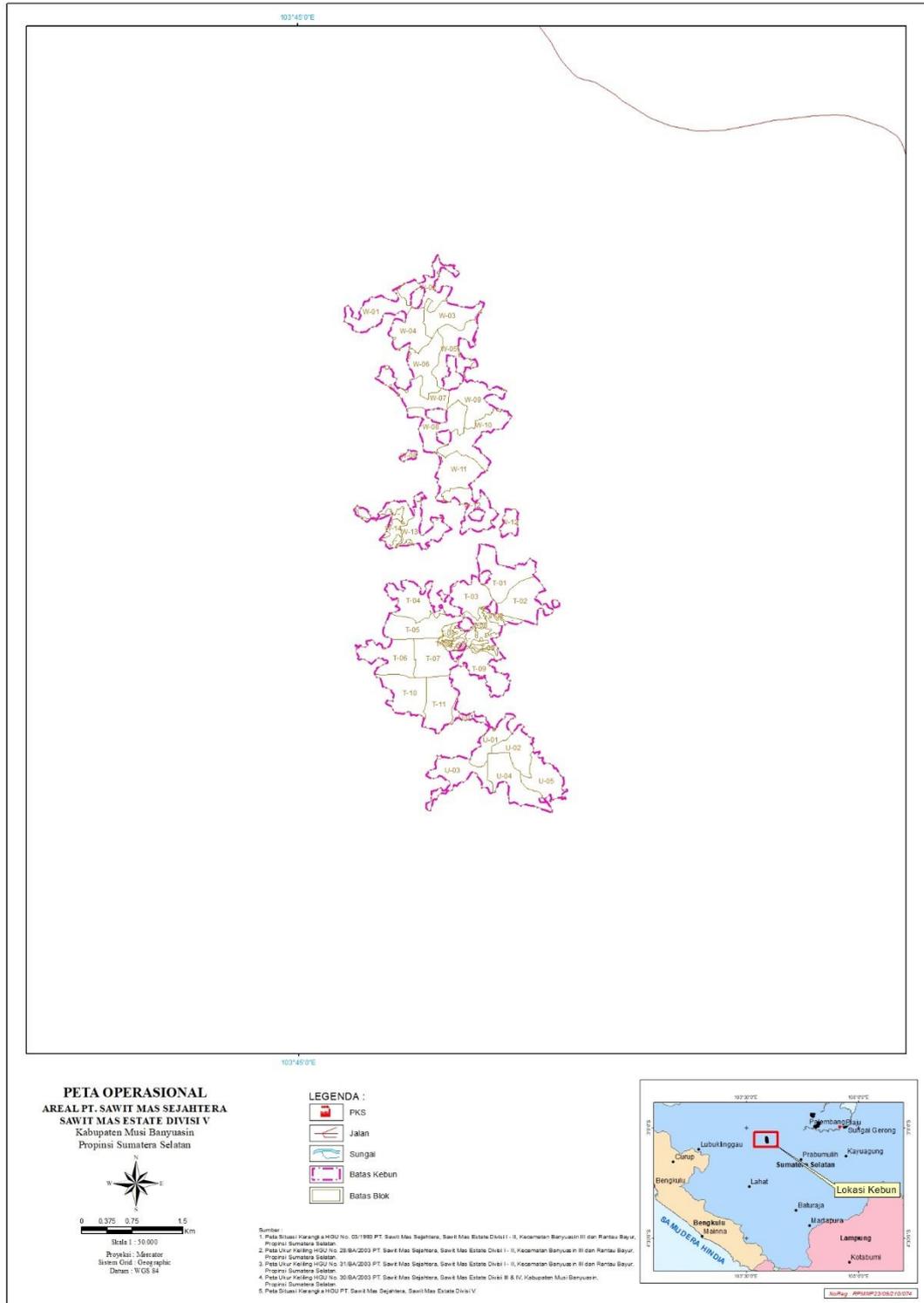
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	0

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

b. Division 3 & 4



c. Division 5



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
PPNM	Pangkalan Panji Mill
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
SMS	Sawit Mas Sejahtera
SMSE	Sawit Mas Estate
SOP	Standard Operating Procedure