

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**☐ **Initial Assessment**☒ **Annual Surveillance Assessment (3)**☐ **Recertification Assessment** (Choose an item.)☐ **Extension of Scope**

Client Company Name / Parent Company: Perkumpulan Petani Sawit Swadaya Karya Serumpun
Client Company / Parent Company Address: Tali Kawat, RT/RW 008/002, Desa Seberida, Kecamatan Batang Gansal, Rengat City, Kabupaten Indragiri Hulu, Provinsi Riau, 29356 Indonesia
Certification Unit: Perkumpulan Petani Sawit Swadaya Karya Serumpun Location of Certification Unit: Tali Kawat, RT/RW 008/002, Desa Seberida, Kecamatan Batang Gansal, Rengat City, Kabupaten Indragiri Hulu, Provinsi Riau, 29356 Indonesia
Date of Final Report: 28/10/2024

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	PERKUMPULAN PETANI SAWIT SWADAYA KARYA SERUMPUN		
RSPO Membership Number	1-0318-21-000-00	Membership Approval Date	07 May 2021
Address	Tali Kawat, RT / RW 008/002, Seberida Village, Kec. Batang Gangsal, Kab. Indragiri Hulu, Riau Province, Indonesia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Perkumpulan Petani Sawit Swadaya Karya Serumpun		
Location / Address	Tali Kawat, RT/RW 008/002, Desa Seberida, Kecamatan Batang Gansal, Rengat City, Kabupaten Indragiri Hulu, Provinsi Riau, 29356 Indonesia		
Website	www.karyaserumpun.com		
Management Representative	Bontor Pasaribu	E-mail	karyaserumpun.ks@gmail.com
Telephone	+62 853-7691-6234	Facsimile	-

2. Certification Information			
Certificate Number	RSPO 752356	Certificate Start Date	21/11/2021
Date of First Certification	21/11/2021	Certificate Expiry Date	20/11/2026
Scope of Certification	Production of Sustainable Oil Palm Fresh Fruit Bunches of Independent Smallholders		
Visit Objectives	<ul style="list-style-type: none"> Determination of the conformity of the client's management system, or parts of it, with audit criteria. Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 3) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> Indonesia National Interpretation 2022 of the Independent Smallholder Standard 2019		
Supply Chain Module	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	Mill Capacity	-
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input checked="" type="checkbox"/> Milestone B <input type="checkbox"/> Not Applicable		
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)

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

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Perkumpulan Petani Sawit Swadaya Karya Serumpun	Tali Kawat, Rt 003 Rw 002, Desa Seberida, Kecamatan Batang Gansal, Kabupaten Indragiri Hulu, Provinsi Riau, 29355	0° 42' 32.10" S	102° 30' 54.20" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No			<input type="checkbox"/> Yes	
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Perkumpulan Petani Sawit Swadaya Karya Serumpun	1,390.49	8.72*)	-	1,390.49	99%
Total	1,390.49	8.72	-	1,390.49	99%

Note:

*) HCV area is located in planted area, and it is based on:

- LUCA Phase 1: Environmental remediation areas: 6.87 ha, including 1.91 ha (5 plots) located in small river channel, 4.96 ha in peatland area. However according to ground checking and soil type maps there are no peatland in the area mentioned as peatland area.
- LUCA Phase 2: Environmental remediation areas: 1.85 ha, including in 9 plots within riparian reserve.

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Perkumpulan Petani Sawit Swadaya Karya Serumpun (704 smallholders)	-	678.70	704.32	7.47	1,390.49	-
Total (ha)	-	678.70	704.32	7.47	1,390.49	-

Note: Only Mature area is considered as production area

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Nov 2023 – Oct 2024)	Actual (Nov 2023 – Aug 2024)		Forecast (Nov 2024 – Oct 2025)
		Previous license period (Nov 2023 – Jan 2024)	Current license period (Feb 2024 – Aug 2024)	
Perkumpulan Petani Sawit Swadaya Karya Serumpun (704 smallholders)	27,974.81	8,080.86	16,793.18	27,809.80
Total	27,974.81	24,874.04		27,809.80
Note:				

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Nov 2023 – Oct 2024)	Actual (Nov 2023 – Aug 2024)		Forecast (Nov 2024 – Oct 2025)
		Previous license period (Nov 2023 – Jan 2024)	Current license period (Feb 2024 – Aug 2024)	
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 (Nov 2023 – Oct 2024)	Actual (Nov 2023 – Aug 2024)		Forecast (Nov 2024 – Oct 2025)
		Previous license period (Nov 2023 – Jan 2024)	Current license period (Feb 2024 – Aug 2024)	
Nil				
Total				
Note:				

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

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TOTAL			
Note: Not applicable for ISH			

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Nov 2023 – Oct 2024)	Actual (Nov 2023 – Aug 2024)		Forecast (Nov 2024 – Oct 2025)
	Previous license period (Nov 2023 – Jan 2024)	Current license period (Feb 2024 – Aug 2024)	
FFB	FFB		FFB
N/A			
	TOTAL		
CPO (OER: %)	CPO (OER: %)		CPO (OER: %)
	TOTAL		
PK (KER: %)	PK (KER: %)		PK (KER: %)
	TOTAL		
Note: Not applicable for ISH			

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
-	-	-	-
TOTAL			
Note: Not applicable for ISH			

11. Summary of Actual Volume sold					
Current License period (key in period)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	-	-	-	-	-
PK (MT)	-	-	-	-	-
Credits	-	-	-	-	-

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Previous License period (key in period)					
CPO (MT)	-	-	-	-	-
PK (MT)	-	-	-	-	-
Credits	-	-	-	-	-
Note: <ul style="list-style-type: none"> - Conventional is RSPO certified material but sold as non-RSPO. - Not applicable for ISH 					

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)
-	-	-	-	-
TOTAL				
Note: Not applicable for ISH				

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)
-	-	-	-	-
TOTAL				
Note: Not applicable for ISH				

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
-	-	-	-
TOTAL			
Note: Not applicable for ISH			

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
-	-	-	-
TOTAL			

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Note:
Not applicable for ISH

12. Independent Smallholders Certified Tonnage (MT) / Volume

	Estimated last year (Nov 2023 – Oct 2024)			Actual (Nov 2023 – Aug 2024)			Forecast (Nov 2024 – Oct 2025)		
Phase	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			27,974.81			24,874.04			27,809.80
IS-CSPO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKE	N/A	N/A		N/A	N/A		N/A	N/A	
CSPK	N/A	N/A		N/A	N/A		N/A	N/A	

12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit

No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
1	October 2023*)	830.19	166.04	41.51	18.68	22.83
2	November 2023	2,476.58	495.32	123.83	55.72	68.11
3	December 2023	2,482.75	496.55	124.14	55.86	68.28
4	January 2024	2,291.34	458.27	114.57	51.55	63.01
5	February 2024	2,243.44	448.69	112.17	50.48	61.69
6	March 2024	2,377.48	475.50	118.87	53.49	65.38
7	April 2024	2,476.83	495.37	123.84	55.73	68.11
8	May 2024	2,460.29	492.06	123.01	55.36	67.66
9	June 2024	2,442.35	488.47	122.12	54.95	67.16
10	July 2024	2,394.35	478.87	119.72	53.87	65.84
11	August 2024	2,398.44	479.69	119.92	53.96	65.96
TOTAL		24,874.04	4,974.83	1,243.70	559.65	684.03

Note: 1 mt = 1 credit

- *) Production is for period 14-31 October 2023, due to period 1-3 October 2023 has been included in ASA 2 report.
- Period of actual data from ASA 2 report is 1 November 2022 – 13 October 2023, this assessment conducted in September 2024, therefore actual period is 14 October 2023 – 31 August 2024.

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (Feb 2024 – Aug 2024)							
Credits				3,916	-	440	-
Physical	-	-	-				
Previous License period (October 2023 – January 2024)							
Credits				1,343	-	151	-
Physical	-	-	-				
Note:							
<ul style="list-style-type: none"> - Transaction 1,343 IS-CPO and 151 IS-CPKO are 30% of carryover from previous license period. Previous period the unit of certification only sold 70% of the quota. - Transaction 3,916 IS-CPO and 440 IS-CPKO are 70% of PalmTrace quota, that is 5,595 IS-CSPO and 629 IS-CSPKO. 							

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)
1	Unilever Asia Private Limited	RSPO_PO1000004587	-	1,343	-	151	-
2	Unilever Asia Private Limited	RSPO_PO1000004587	-	3,916	-	440	-
TOTAL			-	5,259	-	591	-
Note:							
<ul style="list-style-type: none"> - Transaction 1,343 IS-CPO and 151 IS-CPKO are 30% of carryover from previous license period. Previous period the unit of certification only sold 70% of the quota. - Transaction 3,916 IS-CPO and 440 IS-CPKO are 70% of PalmTrace quota, that is 5,595 IS-CSPO and 629 IS-CSPKO. 							

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)

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Mid Valley City, Lingkaran Syed Putra,

59200 Kuala Lumpur, Malaysia.

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2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on 3 – 7 September 2024. The audit programme is included as Section 2.3.

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

The Critical NC close out on-site assessment was conducted on 18 October 2024. The audit programs are included in Section 2.3.

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

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

Meetings were held with stakeholders to seek their views on the performance of the certification unit 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.

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Perkumpulan Petani Sawit Swadaya Karya Serumpun	X	X	X	X	X

Tentative Date of Next Visit: September 1, 2025 - September 5, 2025

Total Number of Mandays: 15

2.2 BSI Assessment Team

Name	Role	Competency
Eko Purwanto	Team Leader	<p>Education: Holds a Bachelor of Forestry from Forest Conservation Department, Faculty of Forestry, IPB University.</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. Over 12 years working experience as auditor since 2012 covering ISO9001, RSPO and ISPO.</p> <p>Training attended: Completed SMETA Requirements Training, ISPO Permentan 38/2020, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, CQI and IRCA Certified ISO 45001:2018 Lead Auditor Training Course, ISO 37001:2016 Anti-bribery Management System Implementing Training Course, RSPO P&C 2018 Refresher Training, Sustainability Reporting Assurance Training, RSPO P&C Lead Auditor Refresher Course, RSPO Supply Chain Certification Refresher Course, RSPO NEXT Training Course For Lead Auditor by RSPO Secretariat, Elaborating on the RSPO P&C Social and Labour Standards and the Mechanics of Social Auditing, RABQSA accredited Lead Auditor Training of Environment Management System, Endorsed RSPO Green House Gas (GHG) Training for Trainer, Endorsed RSPO P&C Lead Auditor Training, Understanding Environmental Management System (EMS), Indonesia Sustainable Palm Oil (ISPO) Lead Auditor Training, Endorsed RSPO Supply Chain Certification (SCC) Lead Auditor Training, RABQSA accredited Lead Auditor Training of Quality Management System.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English.</p> <p>Aspect covered in this audit:</p>

		<input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements <input type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements <input checked="" type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)
Andi Pratama Pasaribu	Team Member	<p>Education: Holds a Bachelor Degree majoring Social Economy, Jember University</p> <p>Work Experience: 5 years working experience as Field Agronomy Assistant. 8 years working experience as RSPO Auditor / Lead Auditor.</p> <p>Training attended: Completed Indonesian Sustainable Palm Oil (ISPO) Lead Auditor training, Endorsed RSPO P&C Lead Auditor course, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, ISO 9001:2008 Lead Auditor course, ISO 14001:2005 Lead Auditor course, ISO45001:2018 Lead Auditor Course, RSPO endorsed RSPO SCCS Lead Auditor course, SMETA requirements training.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English.</p> <p>Aspect covered in this audit:</p> <input checked="" type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements <input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements <input checked="" type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)
Nanang Mualib	Team Member	<p>Education: Holds a Bachelor Degree of Forestry, Bogor Agricultural University (IPB)</p> <p>Work Experience: 4 years working experience with Forestry Department, 2 years working experience with WWF for sustainable forest management and 17 years working experience as RSPO auditor.</p> <p>Training attended: Completed the ISO 9001 Lead Auditor Course, Technical Training of HCV Assessment; ISPO Lead Auditor endorsed Course, Endorsed RSPO P&C Lead auditor course, SMETA Requirements training.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English.</p> <p>Aspect covered in this audit:</p> <input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements <input checked="" type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements <input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)

Accompanying Persons:

Name	Role
Nil	

2.3 Assessment Plan

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

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Date	Time	Subjects	EP	AP	NM
Monday, 02/09/2024	07.30-09.15	Flight Jakarta – Pekanbaru (GA 172 07.30 – 09.15)	√	√	√
	09.30-17.00	Traveling from Pekanbaru to Audit location	√	√	√
Tuesday, 03/09/2024	08.00-09.00	Opening Meeting - Introduction by PPSS Karya Serumpun - Presentation by BSI Indonesia	√	√	√
	09.00-12.00	Document and record verification - Principle 1: Optimize productivity, efficiency, positive impacts and resilience. - Principle 2: Ensure legality, respect for land rights and community wellbeing - Principle 3: Respect human rights, including worker's rights and conditions - Principle 4: Protect, conserve and enhance ecosystems and the environment - Internal Control System (ICS) requirements for Smallholder Groups	√	√	
		Stakeholder consultation - Regency government (Plantation Agency, Environmental Agency, Cooperative Agency if applicable, Agrarian/Land Agency) - Local community, Village Head, local NGO and previous land-owner (if any)			√
	12.00-14.00	Break	√	√	√
	14.00-16.30	Continue document verification and Stakeholder consultation	√	√	√
	16.30-17.00	Daily Progress and Reporting	√	√	√
	08.00-12.00	Field Observation (I) to 16 farmers Note (medium risk): Total sample of smallholder = $\sqrt{704} \times 1.2 = 26.53 \times 1.2 = 31.84 = \text{rounded to } 32 \text{ sample of farmer}$ Field observation and interview with farmers and workers concerning the role of Group Manager and ICS team, best management practices, occupational health and safety, worker welfare, HCV, environmental management, continual improvement, etc.	√	√	√
Wednesday 04/09/2024	12.00-14.00	Break	√	√	√
	14.00-16.30	Continue field observation	√	√	√
	16.30-17.00	Daily Progress and Reporting	√	√	√

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Thursday 05/09/2024	08.00-12.00	Field Observation (II) to 16 farmers Note (medium risk): Total sample of smallholder = $\sqrt{704} \times 1.2 = 26.53 \times 1.2 = 31.84 = \text{rounded to } 32 \text{ sample of farmer}$ Field observation and interview with farmers and workers concerning the role of Group Manager and ICS team, best management practices, occupational health and safety, worker welfare, HCV, environmental management, continual improvement, etc.	✓	✓	✓
	12.00-14.00	Break	✓	✓	✓
	14.00-16.30	Continue field observation	✓	✓	✓
	16.30-17.00	Daily Progress and Reporting	✓	✓	✓
Friday 06/09/2024	08.00-12.00	Document and record verification <ul style="list-style-type: none"> - Principle 1: Optimize productivity, efficiency, positive impacts and resilience - Principle 2: Ensure legality, respect for land rights and community wellbeing - Principle 3: Respect human rights, including worker's rights and conditions - Principle 4: Protect, conserve and enhance ecosystems and the environment - Internal Control System (ICS) requirements for Smallholder Groups 	✓	✓	✓
	12.00-14.00	Break	✓	✓	✓
	14.00-16.00	Continue document verification	✓	✓	✓
	16.30-17.00	Daily Progress and Reporting	✓	✓	✓
Saturday 07/09/2024	08.00-12.00	Document verification and reporting	✓	✓	✓
	12.00-14.00	Break	✓	✓	✓
	14.00-16.00	Auditor discussion	✓	✓	✓
	16.00-17.00	Closing Meeting	✓	✓	✓

NCR Close Out Visit

Date	Time	Subjects	EP
Friday, 18/10/2024	08.00-08.30	Opening Meeting <ul style="list-style-type: none">- Presentation By Lead Auditor- Confirmation audit scope, requirements, document access permission and clarifying audit plan	✓
	08.30-11.30	Interview and document review related to Major NC - RSPO ISH Standard 2019 – Indonesia NI 2022 <ol style="list-style-type: none">1. Indicator 2.3 E, MS A and MS B (Critical)2. Indicator B.1.1 MS A and MS B (Critical)	✓
	11.30-12.00	Closing Meeting <ul style="list-style-type: none">• Presentation of Report of NCR• Comments, Responses and Questions	✓

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Not applicable for Independent Smallholder

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

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

3.2 Progress of scheme smallholders and/or outgrowers

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

Approved Time Bound Plan

Not applicable for Independent Smallholder

3.3 Details of Nonconformities

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

During this Assessment there were two (2) Critical and three (3) Opportunity For Improvement raised. The Perkumpulan Petani Sawit Swadaya Karya Serumpun Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the Corrective 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 #	2539906-202409-M1	Issued Date	7 September 2024
Due Date	6 December 2024	Closure Date	18 October 2024
Indicator & Category (Critical / Minor)	2.3 E, MS A and MS B (Critical)		
Statement of Nonconformity:	PPSS Karya Serumpun cannot show completed Form on History of Land Tenure and Conflict Disclosure.		
Requirement Reference:	<p>Smallholders declare any existing disputes on the land commit to resolving said disputes and provide information on the current status of those disputes (if any) (refer to indicator 1.1E / Appendix 1).</p> <p>Note: The Form on the History of Land Tenure and Conflict Disclosure of the RSPO ISH Standard Indonesia National Interpretation 2022 shall be completed to comply with this indicator</p>		
Objective Evidence:	<p>PPSS Karya Serumpun can show the FPIC (Free Prior and Informed Consent) document in the form of a "<i>Pengungkapan Sejarah Penguasaan dan Konflik Lahan</i>" for each Smallholder. The form has been signed by each Smallholders. However, several Smallholders were still found did not fill out the form completely even though the land they owned was the result of a sale and purchase process, including Smallholders with Block ID 701010.2; ID 701050 and ID 701065.</p>		
Corrections:	The Extension and Registration Unit of PPSS Karya Serumpun will re-verify the documents submitted by smallholders to ensure their completeness and accuracy.		
Root Cause Analysis:	There is a lack of understanding among smallholder members regarding the proper procedure for completing the Form on the History of Land Tenure and Conflict Disclosure.		
Corrective Actions:	<ul style="list-style-type: none"> - Conduct re-dissemination on the procedure for completing the Form on the History of Land Tenure and Conflict Disclosure to all smallholder at the farmer group level. - Return the Form on the History of Land Tenure and Conflict Disclosure to smallholders for completion. 		
Assessment Conclusion:	During NCR Close Out visit, verified that PPSS Karya Serumpun has re-check the completeness of smallholder membership document, and returned it to smallholders if there was found incompleteness. It was noted that below sample of smallholder has completed the document "Disclosure form for Land Tenure and Utilization History and Presence of Land Conflict".		

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	<ul style="list-style-type: none"> - Mrs. Dariani (Block ID 701010.2), the land was purchased from Biasyahrin in 2017. There is no land conflict afterward, validated by Village Head of Pangkalan Kasai on 20 December 2022. - Mrs. Sarika (Block ID 701050), the land was purchased from Suksaimi on 10 June 2018. There is no land conflict afterward, validated by Village Head of Pangkalan Kasai on 20 October 2022. - Mr. Suratmin (Block ID 701065), the land was purchased from Tarmidi on 12 April 2010. There is no land conflict afterward, validated by Village Head of Pangkalan Kasai on 4 December 2022. - Mr. Bambang Sudiro (Block ID 701006.1), the land was purchased from Sutrisno in 2015. There is no land conflict afterward, validated by Village Head of Pangkalan Kasai on 20 December 2022. - Mr. Umar (Block ID 131007.B,1), the land was purchased from Defri Pramono on 26 November 2017. There is no land conflict afterward, validated by Village Head of Seresam on 22 February 2023. - Mr. Selamat Dicky Jepisha (Block ID 111006.A), the land was purchased from Sarkawi to Minarni (parent of Selamat Dicky Jepisha) in 2008. There is no land conflict afterward, validated by Village Head of Danau Rambai on 4 October 2022. <p>Dissemination to smallholders regarding the procedure for completing the Form on the History of Land Tenure and Conflict Disclosure has been conducted, for example:</p> <ul style="list-style-type: none"> - On 25 September 2024 to Farmer Group Maju Jaya 1, attended by 79 smallholders. - On 26 September 2024 to Farmer Group Maju Lancar, attended by 13 smallholders. - On 27 September 2024 to Farmer Group Berkah Bersama, attended by 24 smallholders. - On 27 September 2024 to Farmer Group Sejahtera, attended by 29 smallholders. - On 27 September 2024 to Farmer Group Tani Subur, attended by 10 smallholders. - On 1 October 2024 to Farmer Group Seresam Maju, attended by 8 smallholders. <p>Based on interview and document review during NCR Close Out audit, the unit of certification has demonstrated consistent implementation of correction and corrective action planned. This Critical NC is closed satisfactorily.</p>
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Non-conformity			
NCR Ref #	2539906-202409-M2	Issued Date	7 September 2024
Due Date	6 December 2024	Closure Date	18 October 2024
Indicator & Category (Critical / Minor)	B.1.1 MS A and MS B (Critical)		

Statement of Nonconformity:	Internal audit has not been implemented effectively.
Requirement Reference:	The ICS is implemented and an annual internal audit of the group is conducted for all group members and all audit findings are resolved.
Objective Evidence:	<p>Based on the results of the internal audit that conducted from September 2023 to June 2024, information was obtained:</p> <ul style="list-style-type: none"> The internal audit has not included an assessment of membership requirement documents. It was noted that several Smallholder Declaration were not accompanied by a signing date and/or were signed by the person concerned. This caused a difference in the time between the joint date and the signature of the membership requirement documents. However, this was not identified during the Internal Audit. There were several smallholders who did not complete Annex 3 - "Form on the History of Land Tenure and Conflict Disclosure", even though the land they owned was the result of a sale and purchase process, including Smallholders with Block ID 701010.2; ID 701050 and ID 701065. However, this was not identified during the Internal Audit. The internal audit has not included an assessment of production data submitted by smallholder members every 3 months. There is not enough information available regarding the correction and corrective action of non-conformities identified during the Internal Audit.
Corrections:	PPSS Karya Serumpun will re-examine all membership documents of smallholder members affiliated with PPSS Karya Serumpun, including the " <i>Buku Pintar Perkumpulan Petani Sawit Swadaya Karya Serumpun</i> ". The internal audit team of PPSS Karya Serumpun will then verify and document the results of this examination for reporting to the PPSS Karya Serumpun management.
Root Cause Analysis:	<ul style="list-style-type: none"> The internal audit team of PPSS Karya Serumpun conducted a comprehensive review according to the established agenda and work plan, as reported in the 2024 internal audit report signed by the Internal Audit Chairman, Ismanto, on 20 July 2024. However, a lack of understanding among the internal audit team members led to several discrepancies, such as issues with membership requirement document checks, incomplete Form 3 by some farmers, and unreported corrective actions for non-conformance records. The internal audit team of PPSS Karya Serumpun was insufficiently diligent in reviewing farmer documents and production data, with the examination conducted by several individuals. There was a lack of effective coordination and communication between the internal audit team and the PPSS Karya Serumpun document team.
Corrective Actions:	<ul style="list-style-type: none"> PPSS Karya Serumpun will conduct capacity-building training for the internal audit team. The internal audit team of PPSS Karya Serumpun will enhance the auditing process with more comprehensive procedures, including more in-depth periodic audits to review farmers' membership documents. The internal audit team of PPSS Karya Serumpun will schedule regular meetings to establish effective communication with the Karya Serumpun document team.

Assessment Conclusion:

During NCR Close Out visit, verified that PPSS Karya Serumpun has conducted re-verification to the smallholder membership documents, as documented in "*Observasi Audit Internal Dokumen Keanggotaan*". Items verified including: ID card, family card, land ownership, registration number, membership application form, letter of commitment to participate in RSPO certification, letter of statement of membership in a farmer group, Agreement Letter of RSPO ISH PPSS Karya Serumpun Standard, statement letter on pesticide use and management of pesticide residue, STDB application form, Form on the History of Land Tenure and Conflict Disclosure, Land conflict resolution form, STDB, SPPL and parcel map. As well as optional document, such as power of attorney, proof of sale and purchase, heir's letter.

Available evidence of re-verification conducted by internal audit team to each farmer group, for example:

- Farmer Group Maju Jaya 1 on 4 October 2024.
- Farmer Group Seresam Maju on 4 October 2024.
- Farmer Group Berkah Bersama on 7 October 2024.
- Farmer Group Maju Lancar on 7 October 2024.
- Farmer Group Sejahtera on 7 October 2024.
- Farmer Group Tani Subur on 7 October 2024.

Available evidence of capacity building training regarding internal audit on 2 October 2024, attended by Internal Audit Team and Group Manager. Based on the training minutes, this training was conducted to improve the capacity and expertise of internal auditors in identifying, evaluating and reporting findings more effectively. Participants were trained to be more critical in examining administrative details and evaluating data comprehensively. Audit simulations were also conducted to provide direct experience to internal auditors regarding better audit processes.

The Internal Audit Team has conducted coordination meeting on 4 October 2024, to evaluate previous internal audit report, including findings related to incomplete or unverified documents. The importance of maintaining effective and continuous communication between the internal audit team, the documentation team, and the relevant units was emphasized. The team decided to hold regular meetings to ensure that all membership documents are thoroughly reviewed and updated. The next coordination meeting between Internal Audit Team, Document Team and all Units will be conducted on 8 January 2025, 9 April 2025, 9 July 2025 and 8 October 2025.

Based on interview and document review during NCR Close Out audit, the unit of certification has demonstrated consistent implementation of correction and corrective action planned. This Critical NC is closed satisfactorily.

Opportunity for Improvements	
OFI #	Description
OFI 1	PPSS Karya Serumpun uses the RSPO Trademark on uniforms, posters, and banners. It is encouraged to include the RSPO Trademark license number in accordance with the RSPO Rules on Market Communications and Claims 2022.

Positive Findings	
PF #	Description
PF 1	-

3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2408634-202310-M1	Issued Date	21 October 2023
Due Date	20 January 2024	Closure Date	22 December 2023
Indicator & Category (Critical / Minor)	1.2 MS B (Critical)		
Statement of Nonconformity:	Records of pesticide use are not well documented by member farmers.		
Requirement Reference:	1.2 Smallholders have the capacity to effectively manage their farm. MS B Smallholders are managing their farms effectively and maintain records of production and transaction data of all FFB sales.		
Objective Evidence:	Based on the results of interviews with the ICS Team and data verification at ICS, it is known that there is no data on the use of pesticides among farmers, however, during field visits and interviews with sample farmers, it is known that farmers use pesticides to control weeds and records of pesticide use are not kept properly by farmers. member (ID 302005-B, ID 302013-B, ID 202018-B, ID 301051-A).		
Corrections:	<ul style="list-style-type: none"> ICS PPSS Karya Serumpun has prepared an activity plan to maximize the monitoring activities of agreements that have been implemented and ensure that growers have managed their plantations effectively and recorded and managed data on the use of pesticides and the dangers of using pesticides containing paraquat by all member growers. Routine monitoring / monitoring with a frequency of every semester or every 6 months to all member grower areas to ensure that all member growers have carried out the Procedure regarding Plantation Activity Records No: 13/SOP-CAK/ICS-KS/X/2019 which is owned by PPSS Karya Serumpun. 		
Root Cause Analysis:	ICS PPSS Karya Serumpun has not performed optimally regarding the monitoring of agreements that have been implemented.		

Corrective Actions:	Carrying out training and evaluating understanding of the ICS PPSS Karya Serumpun team, as well as distributing field coordinators to each Farmer Group or work area so that monitoring can run more effectively and efficiently.
Assessment Conclusion:	<p>The certification unit has implemented CAP effectively based on all records and interview with farmers and ICS. The records that has been reviewed such as :</p> <ul style="list-style-type: none"> • <i>"Buku Pintar Perkumpulan Petani Sawit Swadaya Karya Serumpun"</i> on behalf of Ahmad Sahir, Anto, Darto, Dede Prayoga, Eka Susanti, Rumiaty, Suparjo Rustam and etc. • Form <i>"Rencana Kerja Pemantauan/Monitoring Kegiatan Penggunaan Pestisida, Pengelolaan LB3 dan Pencatatan Aktifitas Kebun"</i> dated 30 October 2023. In the action plan already stated the schedule of monitoring in each Kelompok Tani. • Form <i>"Monitoring Perawatan Kebun Petani"</i> dated 30 October 2023 in Kelompok Tani Mina Sentosa and Form <i>"Monitoring Perawatan Kebun Petani"</i> dated 31 October 2023 in Kelompok Belimbing Sejahtera • Documentation of pesticide and fertilizer use in each Kelompok Tani as stated in document <i>"Kesepakatan Perawatan Tanaman"</i> dated 31 October 2023 for Kelompok Tani Harapan Jaya, dated 31 October 2023 for Kelompok Tani Berdikari and dated 31 October 2023 for Kelompok Tani Gansal Makmur. • Re-training documentation of ICS team and assignment of Field Coordinator in each Kelompok Tani as stated in document <i>"Pelatihan ICS-KS (Pembagian kordinator lapangan, Rencana Kegiatan Monitoring)"</i>. • Interview with farmers (11 farmers) during NCR close out visit concluded that they are know about the importance to record their activities (harvesting, manuring, spraying, training and etc). They also informed that there were inspection from ICS to their land in October 2023, specifically checking about pesticide and PPEs. • Interview with Field Coordinator (8 peoples from 8 Kelompok Tani), observed that they can explain their role and understand about the organization procedures.
Effectiveness Closure (for previous audit closed Critical NC):	<p>Based on field observation and interview during this ASA 3, all the sampled smallholder have understood how to manage the farm. Most of the smallholder manage weeds manually by hand or mechanically using grass-cutting machines.</p> <p>For smallholder who still uses pesticides to control weed, <i>"Buku Pintar Perkumpulan Petani Sawit Swadaya Karya Serumpun"</i> was verified completed with record of pesticides uses. Additionally there is available Recap of pesticide uses for period November 2023 – August 2024 which recorded by the ICS Team.</p> <p>This critical NC remain closed.</p>

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2408634-202310-M2	Issued Date	21 October 2023
Due Date	20 January 2024	Closure Date	22 December 2023
Indicator & Category (Critical / Minor)	3.5 MS B (Critical)		

Statement of Nonconformity:	It was found that workers do not use appropriate PPE during working.
Requirement Reference:	Workers, including smallholder family members, have access to safe working conditions and amenities that include: <ul style="list-style-type: none"> • Safe and adequate housing, where applicable, • Access to basic first aid supplies • Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work. • Adequate drinking water • Access to toilets
Objective Evidence:	During field visit to smallholder plots of Anto (KT Berdikari), it was found the workers of pruning did not use the appropriate PPE (safety helmet). In other plot, obtained information from farmers (Muhammad Salim) that during harvester he and his son (above 18 years old) not using safety helmet. This conditions not in accordance to SOP Pengendalian Resiko dan Penggunaan APD No: 17/SOP-UKNKT/ICS-KS/X/2019 dated 24 oct 2019.
Corrections:	ICS PPSS Karya Serumpun Prepares an Activity Plan to Maximize monitoring activities of agreements that have been implemented and ensure that Planters and Workers have used PPE in carrying out garden work by all members of the farmers.
Root Cause Analysis:	Farmers do not yet understand the socialization of procedures related to risk control and the importance of using PPE which were created and delivered by PPSS Karya Serumpun during group level training.
Corrective Actions:	<ul style="list-style-type: none"> • Conduct regular training and socialization regarding Risk Control procedures and Use of PPE No: 17/SOP-UKNKT/ICS-KS/X/2019 and other training to growers at the farmer group level. • Facilitate plantation workers to procure PPE needed for plantation activities. • Routine monitoring / monitoring with a frequency of every semester or every 6 months to all member grower areas to ensure that all member growers have carried out the Procedures regarding Risk Control and Use of PPE No: 17/SOP-UKNKT/ICS-KS/X/2019 which PPSS Karya Serumpun have.
Assessment Conclusion:	The certification unit has implemented CAP effectively based on all records and interview with farmers and ICS. The records that has been reviewed such as: <ul style="list-style-type: none"> • Form "<i>Rencana Kerja Pemantauan/Monitoring Kegiatan Penggunaan Pestisida, Pengelolaan LB3 dan Pencatatan Aktifitas Kebun</i>" dated 30 October 2023. In the action plan already stated the schedule of monitoring in each Kelompok Tani. • Form "<i>Monitoring Perawatan Kebun Petani</i>" dated 30 October 2023 in Kelompok Tani Mina Sentosa and Form "<i>Monitoring Perawatan Kebun Petani</i>" dated 31 October 2023 in Kelompok Belimbing Sejahtera • Records of training and socialization regarding Risk Control procedures and Use of PPE, such as in Kelompok Tani Belimbing Sejahtera was conducted on 3 November 2023, Kelompok Tani Berdikari was conducted on 3 November 2023, Kelompok Tani Gansal Makmur was conducted on 4 November 2023 Kelompok Tani Harapan Jaya was conducted on 3 November 2023. • Records of PPEs delivery on 2 November 2023 based on "<i>Berita Acara Serah Terima APD Pekerja No :31/BASTAP/KS/II/2023</i>"

	<ul style="list-style-type: none"> Interview with farmers (11 farmers) during NCR close out visit concluded that they are know about the importance to record their activities (harvesting, manuring, spraying, training and etc) and the use of PPEs. They also informed that there were inspection from ICS to their land in October 2023, specifically checking about pesticide and PPEs. Interview with Field Coordinator (8 peoples from 8 Kelompok Tani), observed that they can explain their role and understand about the organization procedures.
Effectiveness Closure (for previous audit closed Critical NC):	<p>Based on field observation during this ASA 3, all the sampled smallholder have wear the appropriate PPE (safety helmet) during work on the field. All the smallholder have receive refreshment training in regard OHS and PPE, they all have aware about the importance of using PPE.</p> <p>This critical NC remain closed.</p>

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2408634-202310-M3	Issued Date	21 October 2023
Due Date	20 January 2024	Closure Date	22 December 2023
Indicator & Category (Critical / Minor)	4.8 MS B (Critical)		
Statement of Nonconformity:	Member/farmer were found using paraquat in BMP implementation		
Requirement Reference:	Smallholders implement BMPS for all pesticide use, including prohibiting use of pesticides by pregnant and breastfeeding women and young workers, and exclusion of paraquat and pesticides that are categorized as WHO Class 1A or 1B, or those listed by the Stockholm or Rotterdam Conventions, unless when authorized by relevant authorities for pest outbreaks.		
Objective Evidence:	Based on field visits and interviews with sample farmers, it is known that sample farmers still use paraquat in pesticide applications, they were informed that the last use of pesticides was in May 2023, farmers were registered as members on February 6 2023 and March 13 2023 (ID 302005-B and ID 302013- B).		
Corrections:	<ul style="list-style-type: none"> Providing training or outreach regarding B3 waste management procedures and weed control and GAP on a regular and periodic basis to all planters at group level in accordance with PPSS Karya Serumpun's procedures. Carrying out training or outreach regarding procedures for managing waste from used pesticide containers (LB3) and controlling weeds as regulated in the SOP of PPSS Karya Serumpun as well as routine and periodic GAP training for all planters at the group level. 		
Root Cause Analysis:	Planter members are aware of the provisions for pesticide use in the registration form, but the registration form has not specifically explained the procedures and rules for using pesticides in accordance with PPSS Karya Serumpun's procedures.		
Corrective Actions:	Routine and intense monitoring/monitoring with a frequency of every semester or every 6 months to all areas of grower members to ensure that all grower members have carried out the Procedures regarding the Use of Pesticides that PPSSKS has.		

Assessment Conclusion:	<p>The certification unit has implemented CAP effectively based on all records and interview with farmers and ICS. The records that has been reviewed such as :</p> <ul style="list-style-type: none"> • <i>"Buku Pintar Perkumpulan Petani Sawit Swadaya Karya Serumpun"</i> on behalf of Ahmad Sahir, Anto, Darto, Dede Prayoga, Eka Susanti, Rumiati, Suparjo Rustam and etc. • Form <i>"Rencana Kerja Pemantauan/Monitoring Kegiatan Penggunaan Pestisida, Pengelolaan LB3 dan Pencatatan Aktifitas Kebun"</i> dated 30 October 2023. In the action plan already stated the schedule of monitoring in each Kelompok Tani. • Form <i>"Monitoring Perawatan Kebun Petani"</i> dated 30 October 2023 in Kelompok Tani Mina Sentosa and Form <i>"Monitoring Perawatan Kebun Petani"</i> dated 31 October 2023 in Kelompok Belimbing Sejahtera. Observed that there are no paraquat used in farmers plot. • Documentation of pesticide and fertilizer use in each Kelompok Tani as stated in document <i>"Kesepakatan Perawatan Tanaman"</i> dated 31 October 2023 for Kelompok Tani Harapan Jaya, dated 31 October 2023 for Kelompok Tani Berdikari and dated 31 October 2023 for Kelompok Tani Gansal Makmur. Observed that there are no paraquat used in farmers plot. • Re-training documentation of ICS team and assignment of Field Coordinator in each Kelompok Tani as stated in document <i>"Pelatihan ICS-KS (Pembagian kordinator lapangan, Rencana Kegiatan Monitoring)"</i>. • Records of training and socialization regarding Risk Control procedures and Use of PPE, such as in Kelompok Tani Belimbing Sejahtera was conducted on 3 November 2023, Kelompok Tani Berdikari was conducted on 3 November 2023, Kelompok Tani Gansal Makmur was conducted on 4 November 2023 Kelompok Tani Harapan Jaya was conducted on 3 November 2023. • Interview with farmers (11 farmers) during NCR close out visit concluded that they are know about the importance to record their activities (harvesting, manuring, spraying, training and etc). They also informed that there were inspection from ICS to their land in October 2023, specifically checking about pesticide and PPEs. They informed no paraquat used in their plot and for plot maintenance using using a sickle or lawn mower. • Interview with Field Coordinator (8 peoples from 8 Kelompok Tani), observed that they can explain their role and understand about the organization procedures
Effectiveness Closure (for previous audit closed Critical NC):	<p>Field visits to the plot of 32 sampled smallholders during this ASA 3, show no indication of paraquat use for weeding control. Most smallholders manage weeds manually by hand or mechanically using grass-cutting machines.</p> <p>Other smallholder that using chemical method for weeding are only use Glyphosate, based on document review of pesticide use, there is no other type of pesticide used by the smallholders. There is no use of paraquat and pesticides that are categorized as WHO Class 1A or 1B, or those listed by the Stockholm or Rotterdam Conventions</p> <p>This critical NC remain closed.</p>

Previous Audit Opportunity for Improvement

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OFI#	Description
OFI 1	OFI Statement: - 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)
2092372-202108-M1	Critical	Indicator 1.3	13/08/2021	Closed – 18/10/2021
2092372-202108-M2	Critical	Indicator 3.2	13/08/2021	Closed – 18/10/2021
2092372-202108-M3	Critical	Indicator 3.5	13/08/2021	Closed – 18/10/2021
2092372-202108-M4	Critical	Indicator 4.1	13/08/2021	Closed – 18/10/2021
2092372-202108-M5	Critical	Indicator 4.8	13/08/2021	Closed – 18/10/2021
2092372-202108-M6	Critical	Indicator A.1.4	13/08/2021	Closed – 18/10/2021
2092372-202108-M7	Critical	Indicator B.1.1	13/08/2021	Closed – 18/10/2021
2092372-202108-M8	Critical	Indicator C.1.1	13/08/2021	Closed – 18/10/2021
2092372-202108-M9	Critical	Indicator D.3.1	13/08/2021	Closed – 18/10/2021
2252080-202209-M1	Critical	Indicator D.2.1 - B	17/09/2022	Closed - 02/12/2022
2408634-202310-M1	Critical	Indicator 1.2 MS B	21/10/2023	Closed – 23/12/2023
2408634-202310-M2	Critical	Indicator 3.5 MS B	21/10/2023	Closed – 23/12/2023
2408634-202310-M3	Critical	Indicator 4.8 MS B	21/10/2023	Closed – 23/12/2023
2539906-202409-M1	Critical	Indicator 2.3 E, MS A & MS B	07/09/2024	Closed – 18/10/2024
2539906-202409-M2	Critical	Indicator B.1.1 MS A and MS B	07/09/2024	Closed – 18/10/2024

3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss Perkumpulan Petani Sawit Swadaya Karya Serumpun 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 ISH standard 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. 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)
Government Department	Plantation Agency of Indragiri Hulu Regency	Phone interview
	Environmental Agency of Indragiri Hulu Regency	Contacted, but not responded.
	Land Agency of Indragiri Hulu Regency	Phone interview
	BPJS Ketenagakerjaan	Phone interview
NGO	WEI	Phone interview
Communities	Secretary of Belimbing Village	Phone interview
	Secretary of Ringin Village	Phone interview
	Village Head of Talang Lakat	Phone interview

Stakeholders comment	
1	<p>Feedbacks: Plantation Agency of Indragiri Hulu Regency</p> <ul style="list-style-type: none"> - A total of 704 individuals have submitted STDB (Smallholder Registration Certificates) applications. - A verification team has been established, and field verification by the Department of Agriculture will be conducted soon. - Letter No. 29/KS/VIII/2024 dated 27 August 2024 regarding the Application for STDB Submission, addressed to the Head of the Department of Agriculture and Fisheries, Indragiri Hulu Regency. - Proof of Document Handover Minutes No.: 21/BASTB/KS/VIII/2024 dated 28 August 2024. <p>Audit Team verification and response: Audit Team accepted the feedback. The progress of the STDB (Smallholder Registration Certificates) will be reviewed on the next surveillance audit.</p>
2	<p>Feedbacks: Land Agency of Indragiri Hulu Regency</p> <ul style="list-style-type: none"> - Currently, there are applications for the issuance of Land Ownership Certificates (SHM). Some have been completed, while others are still in the process, with approximately 116 plots yet to be issued. - To date, there have been no reports of land claims by other parties. - The land controlled by PPSS Karya Serumpun smallholder members is classified as "Areal Penggunaan Lain" (APL) or Other Use Areas, which is verified by the coordinates submitted by the farmers. <p>Audit Team verification and response: Audit Team accepted the feedback. The progress of Land Ownership Certificates (SHM) will be reviewed on the next surveillance audit.</p>

3	<p>Feedbacks: WEI (Widya Erti Indonesia)</p> <ul style="list-style-type: none"> - There are no negative issues regarding the existence of PPSS Karya Serumpun reported to WEI. - PPSS Karya Serumpun has established a strong partnership with WEI to enhance its members' understanding of environmental management, RSPO certification, and other programs such as the development of Women's Farmer Groups. - Many community members who are not yet part of the organization have expressed interest in joining PPSS Karya Serumpun. - There are no land dispute issues. <p>Audit Team verification and response: Audit Team accepted the feedback, no need further response.</p>
4	<p>Feedbacks: Secretary of Belimbing Village, Secretary of Ringin Village and Village Head of Talang Lakat</p> <ul style="list-style-type: none"> - There are no negative issues arising from the activities or operations of PPSS Karya Serumpun affecting the general public in the village. - The positive impact most appreciated by the village government is the improved land productivity. Additionally, PPSS Karya Serumpun members have started upgrading their land ownership status to Land Ownership Certificates (SHM), which could contribute to future village revenue through Land and Building Taxes (PBB). - The knowledge gained about good palm oil plantation practices has been highly beneficial for PPSS Karya Serumpun smallholder members. - There have been no reports from residents regarding land disputes either between members or with non-members. - All land owned by PPSS Karya Serumpun members has been marked with boundary posts, consisting of red-coloured PVC pipes or concrete markers. - The installation of boundary posts involved neighbouring landowners, and there have been no complaints from residents regarding the boundary markings. - Most of the land owned by PPSS Karya Serumpun members was acquired through purchase, supported by Surat Keterangan Ganti Rugi (SKGR) documents, acknowledged by the village and subdistrict authorities. - Increasing numbers of community members are interested in joining PPSS Karya Serumpun after witnessing the positive developments resulting from its activities. <p>Audit Team verification and response: Audit Team accepted the feedback, no need further response.</p>

List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Mrs. Evi	5	2	Yes	Yes	Complied
Mrs. Darwiyana	10	2	Yes	Yes	Complied

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Previous land owner / user comment	
1	<p>Feedbacks: Mrs. Evi (wife of Mr. Amsar)</p> <ul style="list-style-type: none"> - The land purchased by Dariani (ID 701010) was transferred through a sale agreement, formalized by a <i>Surat Keterangan Ganti Rugi (SKGR)</i> document. - The land price was mutually agreed upon by both parties without any coercion. - The land is already an established oil palm plantation. - There have been no disputes following the completion of the sale. <p>Audit Team verification and response: Audit Team accepted the feedback, no need further response.</p>
2	<p>Feedbacks: Mrs. Darwiyana</p> <ul style="list-style-type: none"> - The land purchased by Yusriana (ID 131008) was transferred through a sale agreement, formalized by a <i>Surat Keterangan Ganti Rugi (SKGR)</i> document in 2016. - The land price was mutually agreed upon by both parties without any coercion. - The land is already an established oil palm plantation. - There have been no disputes following the sale. <p>Audit Team verification and response: Audit Team accepted the feedback, no need further response.</p>



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.

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Formal Signing-off of Assessment Conclusion and Recommendation

<p>The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Perkumpulan Petani Sawit Swadaya Karya Serumpun has complied with the Indonesia National Interpretation 2022 of the Independent Smallholder Standard 2019 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that Perkumpulan Petani Sawit Swadaya Karya Serumpun is remain certified.</p>	
Report prepared by	Acceptance of Assessment Conclusion
Name: Eko Purwanto	Name: Juliono
Company Name: On behalf of BSI Services Malaysia Sdn. Bhd.	Company Name: Perkumpulan Petani Sawit Swadaya Karya Serumpun
Title: Lead Auditor	Title: Ketua
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: 21 October 2024	Date: 21 October 2024

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Appendix A: Summary of Findings

Criterion / Indicator		Assessment Findings	Compliance
Principle 1: Optimise productivity, efficiency, positive impacts and resilience Implement professional and transparent operations to secure sustainable livelihood improvements.			
Criteria 1.1: Smallholders establish a legal entity which has organizational capacity to comply with the RSPO Independent Smallholder Standard.			
Eligibility	<p>Legally registered entities have documented evidence to include:</p> <ol style="list-style-type: none"> 1. Legal formation (as per country requirements) 2. Fair and transparent decision making and governance 3. Additional documents per requirements for Group Formation and Management. 4. Signed or thumb printed Smallholder Declaration from all smallholder Declaration from all smallholder members (Reference to Appendix 1). 	<p>During this ASA 3, verified Legal entities of Perkumpulan Petani Sawit Swadaya Karya Serumpun (PPSSKS), as follow:</p> <ol style="list-style-type: none"> a. Deed of Establishment No. 22 dated 9 July 2019 which was registered with Notary Roni Ermanto, SH., MKn and registered with the Ministry of Law and Human Rights (Kemenkumham) in accordance with the Decree of the Director General of General Legal Administration No. AHU-0007229.AH.01.07.Tahun 2019 dated 16 July 2019 with the registered name "Perkumpulan Petani Sawit Swadaya Karya Serumpun". b. Statement of Decisions of the Extraordinary General Meeting of Members, under Deed No.147 dated 28 March 2024, Notary Roni Ermanto, S.H.,Mkn, and has been registered with the Ministry of Law and Human Rights (Kemenkumham) in accordance with the Decree of the Director General of General Legal Administration No. AHU-0000485.AH.01.08.Tahun 2024 dated 18 April 2024 for "Persetujuan Perubahan Perkumpulan Petani Sawit Swadaya Karya Serumpun", regarding Approval of Amendments to the Perkumpulan Petani Sawit Swadaya Karya Serumpun. c. Tax Number under "Nomor Wajib Pajak" – NPWP: 96.068.323.5-213.000 on behalf of Perkumpulan Petani Sawit Swadaya Karya Serumpun from Kantor Pelayanan Pajak (KPP) Pratama Rengat. d. Business Registration Number - Nomor Induk Berusaha (NIB) No. 0220205750189 dated 8 July 2020 	Complied

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Criterion / Indicator		Assessment Findings	Compliance																																								
		<p>e. Sighted the evidence of land legality of each parcel. Based on sample taken during this audit obtain information of land legality status as follows:</p> <table> <tr> <th>No</th><th>Name</th><th>Land title</th><th>Area (Ha)</th></tr> <tr> <td>1</td><td>Dariani</td><td>516/SKGR/593.31/IX/2020, dated 15 Sep 2020</td><td>2.00</td></tr> <tr> <td>2</td><td>Klimin</td><td>148/SKGR/593.31/2015, dated 16 Feb 2015</td><td>2.00</td></tr> <tr> <td>3</td><td>Sarika</td><td>214/SKGR/593.31/X/2011, dated 14 Oct 2011, named Suksaimi. <i>There is evidence of land sale and purchase from Suksaimi to Sarika, dated 1 June 2018.</i></td><td>1.00</td></tr> <tr> <td>4</td><td>Bambang Sudiro</td><td>149/SKGR/593.31/II/2015 dated 16 February 2015</td><td>1.00</td></tr> <tr> <td>5</td><td>Suratmin</td><td>SHM No.05.03.08.01.1.04641, dated 18 Sep 2006, named Tarmidi. <i>There is evidence of land sale and purchase from Tarmidi to Suratmin, dated 12 April 2010.</i></td><td>2.00</td></tr> <tr> <td>6</td><td>Ramino</td><td>XX/SKGR/SEB/2007, dated 24 Oct 2007, named Syafrin. <i>There is evidence of land sale and purchase from Syafrin to Ramino, dated 10 Oct 2007.</i></td><td>2.00</td></tr> <tr> <td>7</td><td>Jasman</td><td>SHM No.05.03.08.01.1.01514, dated 10 May 2021.</td><td>0.56</td></tr> <tr> <td>8</td><td>Herman</td><td>SHM No.05.03.08.10.1.00492, dated 18 February 2021.</td><td>2.00</td></tr> <tr> <td>9</td><td>Siti Mariyam</td><td>SHM No.05.03.08.10.1.01260, dated 5 April 2021.</td><td>0.50</td></tr> </table>	No	Name	Land title	Area (Ha)	1	Dariani	516/SKGR/593.31/IX/2020, dated 15 Sep 2020	2.00	2	Klimin	148/SKGR/593.31/2015, dated 16 Feb 2015	2.00	3	Sarika	214/SKGR/593.31/X/2011, dated 14 Oct 2011, named Suksaimi. <i>There is evidence of land sale and purchase from Suksaimi to Sarika, dated 1 June 2018.</i>	1.00	4	Bambang Sudiro	149/SKGR/593.31/II/2015 dated 16 February 2015	1.00	5	Suratmin	SHM No.05.03.08.01.1.04641, dated 18 Sep 2006, named Tarmidi. <i>There is evidence of land sale and purchase from Tarmidi to Suratmin, dated 12 April 2010.</i>	2.00	6	Ramino	XX/SKGR/SEB/2007, dated 24 Oct 2007, named Syafrin. <i>There is evidence of land sale and purchase from Syafrin to Ramino, dated 10 Oct 2007.</i>	2.00	7	Jasman	SHM No.05.03.08.01.1.01514, dated 10 May 2021.	0.56	8	Herman	SHM No.05.03.08.10.1.00492, dated 18 February 2021.	2.00	9	Siti Mariyam	SHM No.05.03.08.10.1.01260, dated 5 April 2021.	0.50	
No	Name	Land title	Area (Ha)																																								
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Criterion / Indicator		Assessment Findings				Compliance
		10	Darius Arham	SHM No.05.03.08.10.1.00460, dated 18 February 2021.	0.89	
		11	Arjuna	SHM No.05.03.08.10.1.01520, dated 18 May 2021.	2.60	
		<p>Organizational governance is outlined in the Articles of Association (AD), as detailed in the Deed of Establishment No. 22, dated 9 July 2019. This document comprises 22 articles, covering key aspects such as the name and location of the organization, its aims and objectives, sources of funding, and provisions related to the Founding Body, Management and Supervisory Board. It also addresses the procedures for member deliberations and meetings, along with the responsibilities of the management.</p> <p>The organization appointed Mr. Bontor Pasaribu as Group Manager through "Surat Keputusan No: 30/SK-KOMITE PERSETUJUAN/KS/X/2022," dated 10 October 2022. As stated in the decree, the Group Manager leads all components of the Internal Control System (ICS) team.</p> <p>The assignment of the ICS team is based on official Decree Letters, such as:</p> <ul style="list-style-type: none">• Decree Letter No: 16/SK-UKKK/KS/II/2020, dated 18 February 2020, for the "Fertilizer and Agricultural Inputs Supply Unit"• Decree Letter No: 12/SK-PUII/KS/II/2020, dated 18 February 2020, for the "Internal Inspection Unit"• Decree Letter No: 13/SK-PKAUKN/KS/II/2020, dated 18 February 2020, for the "Occupational Health and Safety and High Conservation Value (HCV) Unit"• Decree Letter No: 17/SK-UPP/KS/II/2020, dated 18 February 2020, for the "Extension and Registration Unit"• Decree Letter No: 15/SK-UPHTDA/KS/II/2020, dated 18 February 2020, for the "Integrated Pest Management and Fire Emergency Unit"• Decree Letter No: 16/SK-UPM/KS/II/2020, dated 18 February 2020, for the "Purchasing and Marketing Unit".				

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Criterion / Indicator		Assessment Findings	Compliance
		<p>Fair and transparent decision making</p> <p>The roles and responsibilities within the organizational structure are comprehensively outlined in the document titled "Duties and Responsibilities of Group Managers and Their Units," which was signed by the Group Manager on 1 March 2020. This document serves as a detailed operational guide for the organization.</p> <p>In addition, Perkumpulan Petani Sawit Swadaya Karya Serumpun (PPSSKS) has developed 42 Standard Operating Procedure (SOP) documents to ensure proper operational management. These SOPs cover a wide range of activities and serve as practical guidelines for group members. Examples include:</p> <ul style="list-style-type: none"> - Standard Operating Procedure for "Member Registration" (Document No.: 02/SOP-UPPA/ICS-KS/X/2019, dated 24 October 2019). - Standard Operating Procedure for "Joining and Exiting Membership" (Document No.: 03/SOP-UPPA/ICS-KS/X/2019, dated 24 October 2019). - Standard Operating Procedure for "Replanting" (Document No.: 10/SOP-UPPA/ICS-KS/X/2019, dated 24 October 2019). - Standard Operating Procedure for "Land Clearing and Preparation" (Document No.: 20/SOP-UPPA/ICS-KS/X/2019, dated 24 October 2019). - Standard Operating Procedure for "Management of Empty Chemical Containers" (Document No.: 27/SOP-UPPA/ICS-KS/X/2019, dated 24 October 2019). - Standard Operating Procedure for "Receipt and Use of Premium Funds" (Document No.: 32/SOP-UPPA/ICS-KS/X/2019, dated 24 October 2019). - Standard Operating Procedure for "Communication and Consultation" (Document No.: 34/SOP-UPPA/ICS-KS/X/2019, dated 24 October 2019). <p>These SOPs ensure consistency, transparency, and adherence to best practices across all operations, supporting the effective management of the group and its compliance with regulatory and certification requirements.</p>	

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Criterion / Indicator		Assessment Findings	Compliance
		<p>The Annual Member Meeting (<i>Rapat Anggota Tahunan</i>) was conducted on 13 January 2024, to review the operational and financial performance for the year 2023. The outcomes of this meeting were documented in the "Laporan Rapat Anggota Tahunan Periode 2023" dated 13 January 2024.</p> <p>During the meeting, the RSPO premium distribution was discussed in accordance with the Standard Operating Procedure for the Receipt and Use of Premium Funds (Document No.: 32/SOPPPDP/ICS-KS/X/2019, dated 24 October 2019). The premium distribution is allocated as follows:</p> <ul style="list-style-type: none"> • Audit Surveillance: 25% of the premium is reserved for covering audit and surveillance costs related to RSPO certification. • Group Operational Expenses: 25% of the premium is allocated for the operational needs of the group, broken down as: <ul style="list-style-type: none"> ○ ICS Financing and Capacity Building: 9% to support the Internal Control System (ICS) and enhance capacity-building activities. ○ Group Administrative Fee: 9% to cover administrative costs associated with managing the group. ○ Farm Improvement: 3% to fund improvements in the smallholder plots and agricultural practices. ○ Corporate Social Responsibility (CSR): 0.5% dedicated to community-focused CSR activities. ○ RSPO Information Board Maintenance: 0.5% for maintaining and updating RSPO information boards. ○ New Member Recruitment Fee: 3% to facilitate the recruitment and onboarding of new members into the group. • Organization Development Fund: 50% of the premium is dedicated to the development and growth of the organization, including: <ul style="list-style-type: none"> ○ Asset Procurement: 20% to acquire essential assets that support the group's operations. 	

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Business Capital Development: 30% to strengthen the working capital, encouraging further business growth and improvement within the organization. <p>This structured distribution of RSPO premium funds ensures transparency and efficient use of resources, promoting both operational sustainability and organizational development. The detailed reporting of fund allocation and utilization helps maintain accountability and alignment with the group's long-term objectives.</p> <p>Signed or thumb printed Smallholder Declaration from all smallholder members:</p> <p>All smallholder members have signed a joint declaration document, affirming their commitment to comply with the organization's rules and the implementation of the RSPO Independent Smallholder Standard. This declaration represents a formal agreement by each member to adhere to the principles and requirements outlined by the RSPO, ensuring collective accountability within the group.</p> <p>During interviews with sample of smallholder members, they confirmed that they had signed the member declaration. The audit team reviewed and verified records of these signed declarations, which were properly documented and maintained as evidence of each member's compliance. These records serve as proof that the smallholders have committed to following the organizational guidelines and RSPO standards, reinforcing the group's overall alignment with sustainable practices. The signed declarations demonstrate not only individual responsibility but also the group's dedication to upholding ethical and sustainable practices as outlined in the RSPO Independent Smallholder Standard.</p> <p>Sample of smallholder declaration sighted:</p> <ul style="list-style-type: none"> Smallholder declaration in the name of Dariani dated 7 April 2022. Smallholder declaration in the name of Klimin dated 13 December 2020. 	

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> • Smallholder declaration in the name of Sarika dated 2 December 2020. • Smallholder declaration in the name of Bambang Sudiro dated 13 December 2020 • Smallholder declaration in the name of Ramino dated 19 December 2020. • Smallholder declaration in the name of Suratmin dated 20 December 2020. • Smallholder declaration in the name of Jasman dated 25 February 2022. • Smallholder declaration in the name of Herman dated 25 February 2022. • Smallholder declaration in the name of Siti Mariyam dated 25 February 2022. • Smallholder declaration in the name of Darlius Arham dated 25 February 2022. • Smallholder declaration in the name of Arjuna dated 25 February 2022. 	
Milestone A	Group manager and group members have an Internal Control System (ICS) that meets all the ICS Eligibility and MS A requirements (section 3.2 below) and complete training on oil palm pricing mechanisms, financial management, and best practices for smallholder organisations as well as socialising the mechanism at which pricing is set for smallholder organisations.	<p>PPSS Karya Serumpun has an Internal Control System (ICS) that meets all the ICS requirements. Group Manager has set the job description for all level of board of, committee, staff, and admin dated 27 March 2019. Job description and responsibility of Approval Committee, Group Manager, Internal Audit, Units of Counselling and Registration, Internal Inspection, OHS and HCV, Fertilizer, IPM and Fire Fighter, Purchase and Sales has been written in document of job description. The latest Organization Structure of ICS was based on minutes of meeting dated 13 December 2023, as follow:</p> <ul style="list-style-type: none"> • Group Manager: Bontor Pasaribu • Internal Audit: Ismanto, Agus Surojo, Salamun and Suyanto • Registration and Counselling: Muhammad Rifa'I, Noer Fatonah, Muslikhan and Shelly Faizzah • Internal Inspection: Usman Simanullang, Turmuzi and Trimo Priyanto • OHS and HCV: Sukardi, Julyanto and Sutarno • Fertilizer: Candra Hermawanto, Edi Luqfina, Tohirin and Edi Suardi • IPM and Fire Fighter: Basri and Dian Saputra • Purchase and Sales: Hadi Sumari, Totok Sujartok and Yusup 	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Farmer Group Leader: <ol style="list-style-type: none"> Gansal Makmur, Seberida Village; 26 smallholders; 34.81 Ha. Sawit Mandiri, Seberida Village; 19 smallholders; 27.07 Ha. Harapan Jaya, Belimbing Village; 65 smallholders; 102.96 Ha. Karya Gansal, Ringin Village; 29 smallholders; 75.67 Ha. Sri Rejeki II, Siambul Village; 11 smallholders; 29.72 Ha. Maju Jaya I, Pangkalan Kasai; 79 smallholders; 212.62 Ha. Sejahtera, Pangkalan Kasai; 29 smallholders; 48.49 Ha. Sekuyam Jaya, Kelesa Village; 45 smallholders; 100.70 Ha. Sidodadi, Sungai Akar Village; 48 smallholders; 75.98 Ha Jaya Tani, Sungai Akar Village; 28 smallholders; 39.27 Ha Mina Sentosa, Seberida Village; 19 smallholders; 32.94 Ha Berdikari; Ringin Village; 52 smallholders; 103.34 Ha Maju Lancar, Danau Rambai Village; 13 smallholders; 26.61 Ha Karya Mandiri, Pangkalan Kasai; 44 smallholders; 117.87 Ha Berkah Bersama, Buluh Rampai Village; 24 smallholders; 51.94 Ha Karya Serumpun Sejahtera, Talang Lakat Village; 35 smallholders; 81.66 Ha Tani Subur, Bandar Padang; 10 smallholders; 18.95 Ha Karya Meduyan, Kota Lama Village; 27 smallholders; 34.98 Ha Kelesa Jaya Mandiri, Kelesa Village; 48 smallholders; 80.64 Ha Gemilang Tani, Ringin Village; 26 smallholders; 42.69 Ha Seresam Maju, Seresam Village; 8 smallholders; 24.66 Ha Belimbing Sejahtera, Belimbing Village; 19 smallholders; 26.92 Ha. <p>Total member is 704 smallholders, covering 1,390.49 Ha from 925 land parcels.</p> <p>Group Manager has participated in several trainings related to capacity building related to price mechanisms, organizational management and GAP in period 2021-2022. For 2023, the training was conducted on 5 September</p>	

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Criterion / Indicator		Assessment Findings	Compliance
		2023 about Peatland Management Training and were attended by 21 members of ICS team. There is no other training attended by ICS teams since then.	
Milestone B	<p>Smallholder groups are operating in accordance to best management practices for groups, including:</p> <ul style="list-style-type: none"> Fair and transparent decision-making and governance Sustainable financial management 	<p>Perkumpulan Petani Sawit Swadaya Karya Serumpun has established an internal compliance unit responsible for monitoring the organization's operational and financial activities. This internal compliance unit conducts monthly audits, ensuring that 100% of members are covered. As of the most recent audit cycle, the unit oversees 925 plots (persils) owned by 704 members. The audit findings are documented and presented at the Annual Member Meeting (Rapat Anggota Tahunan, RAT), providing transparency and accountability to all members.</p> <p>In accordance with the Articles of Association (AD), the organization holds an Annual Member Meeting, during which key decisions are made by the members. This includes discussions on the upcoming work plans and the distribution of the remaining business results (<i>Sisa Hasil Usaha, SHU</i>). The most recent RAT was held on 13 January 2024, where various matters including financial performance, compliance, and future strategies were reviewed and agreed upon.</p> <p>One significant agenda item discussed during the RAT was the distribution of the RSPO premium. The allocation of these premiums follows the guidelines outlined in the Standard Operating Procedure for Receiving and Using Premium Funds (Document No.: 32/SOPPPDP/ICS-KS/X/2019, dated 24 October 2019). The breakdown of the premium distribution is as follows:</p> <ul style="list-style-type: none"> Audit Surveillance: 25% of the premium is reserved for covering audit and surveillance costs related to RSPO certification. Group Operational Expenses: 25% of the premium is allocated for the operational needs of the group, broken down as: 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> ○ ICS Financing and Capacity Building: 9% to support the Internal Control System (ICS) and enhance capacity-building activities. ○ Group Administrative Fee: 9% to cover administrative costs associated with managing the group. ○ Farm Improvement: 3% to fund improvements in the smallholder plots and agricultural practices. ○ Corporate Social Responsibility (CSR): 0.5% dedicated to community-focused CSR activities. ○ RSPO Information Board Maintenance: 0.5% for maintaining and updating RSPO information boards. ○ New Member Recruitment Fee: 3% to facilitate the recruitment and onboarding of new members into the group. • Organization Development Fund: 50% of the premium is dedicated to the development and growth of the organization, including: <ul style="list-style-type: none"> ○ Asset Procurement: 20% to acquire essential assets that support the group's operations. ○ Business Capital Development: 30% to strengthen the working capital, encouraging further business growth and improvement within the organization. <p>This system ensures that the RSPO premium funds are managed efficiently, contributing to the sustainable growth of both the organization and its smallholder members.</p> <p>Sustainable financial management Perkumpulan Petani Sawit Swadaya Karya Serumpun (PPSSKS) has established an Internal Inspection Unit responsible for overseeing the operational and financial activities of the association. To ensure sound financial management, PPSSKS has developed a set of procedures for controlling financial expenditures, as outlined in the "Procedure for Financial Expenditure Control" (Document No. 37/SOP-PPK/ICS-KS/X/2019, dated 24</p>	

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Criterion / Indicator		Assessment Findings	Compliance
		<p>October 2019). This document details the processes for approving and managing expenses, including the execution of internal financial audits to ensure compliance and transparency.</p> <p>According to the latest financial report, dated 31 December 2023, the financial status of PPSSKS has been presented fairly and accurately, reflecting a stable and transparent management of funds. This financial accountability is further reinforced by the Internal Inspection Unit, which regularly monitors the association's financial practices to prevent mismanagement.</p> <p>In addition to financial oversight, PPSSKS has developed the "Annual Group Manager Program," which outlines the business plans for the current year. This document, <i>"Program Group Manager PPKS Tahun 2024"</i> provides a framework for managing the association's operations. The business plan allocates resources for operational costs such as harvest wages, administrative fees, and Fresh Fruit Bunch (FFB) transportation costs, ensuring that the group runs efficiently and sustainably.</p> <p>To review and discuss the business plan, PPSSKS holds an Annual Member Meeting (<i>Rapat Anggota Tahunan, RAT</i>), in accordance with the Articles of Association. The latest RAT was held on 13 January 2024, where members gathered to evaluate the operational and financial performance of the previous year. The RAT report, which was formally acknowledged by the meeting participants (smallholders), provided a detailed overview of premium utilization. According to the report, the premium was allocated towards various important areas, including audit costs, contributions to the Internal Control System (ICS) and capacity building, procurement of administrative tools, the installation of signboards, and the construction of a new secretariat office. This transparent and participatory approach ensures</p>	

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		that all members are informed about the financial decisions and can contribute to shaping the future direction of the organization. This participation are confirmed during interview with smallholders.	
Criteria 1.2: Smallholders have the capacity to effectively manage their farm.			
Eligibility	Not Applicable	Not applicable	Not Applicable
Milestone A	Smallholders complete training on farm business operations, monitoring and planning. The training includes capacity building on record keeping for production, including inputs and yields, transactions, and variety.	<p>Perkumpulan Petani Sawit Swadaya Karya Serumpun (PPSSKS) has implemented a comprehensive annual training program, outlined in the document <i>"Timeline Kegiatan Refresh Pelatihan Petani Tahun 2023-2024"</i>. This program covers a range of critical areas designed to enhance the skills and knowledge of smallholder members. Training topics include Best Management Practices (BMP) for sustainable oil palm cultivation, Occupational Health and Safety (OHS), Emergency Response Planning (ERP), Basic Fire Safety, and capacity building focused on record-keeping for production. The latter includes detailed training on maintaining records for inputs and yields, financial transactions, and the tracking of crop varieties.</p> <p>Based on document verification, the following information regarding the most recent training sessions was obtained:</p> <ul style="list-style-type: none"> • Best Management Practices (BMP): Smallholders received updated guidance on optimizing their farming techniques to improve yield and sustainability while adhering to RSPO standards. • Occupational Health and Safety (OHS): Training emphasized the importance of workplace safety, proper handling of agricultural chemicals, and the use of personal protective equipment (PPE) to mitigate risks on the farm. • Emergency Response Planning (ERP) and Basic Fire Safety: Farmers were trained on how to develop and execute emergency response plans, 	Complied

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		<p>with a specific focus on fire prevention and firefighting techniques, critical in reducing the risk of wildfires in farming areas.</p> <ul style="list-style-type: none"> Capacity Building on Record-Keeping: This training session helped smallholders improve their skills in documenting production data, inputs such as fertilizers and pesticides, and yields. It also covered financial record-keeping, including transaction logs for Fresh Fruit Bunch (FFB) sales, ensuring that farmers have clear records for traceability and accountability. <p>These ongoing training sessions are ensuring that smallholders are well-equipped to manage their farms efficiently, comply with certification requirements, and enhance their productivity while maintaining sustainability. Through this structured and recurring training program, PPSSKS continues to empower its members with the necessary knowledge and tools to succeed in the evolving palm oil industry.</p> <p>Training records are available in form of attendance list, training material and photograph. Sample of training record verified:</p> <ol style="list-style-type: none"> 1. Refreshment training on RSPO requirements, on 24 September 2023, at Tani Subur Farmer Group. 2. Refreshment training on FPIC and flow process of complaint, on 21 November 2023, at Tani Subur Farmer Group. 3. Refreshment training on IPM, GAP (Harvesting, Upkeep, Fertilizer, etc), on 19 December 2023, at Tani Subur Farmer Group. 4. Refreshment training on HCV and Mapping, on 23 January 2024, at Tani Subur Farmer Group. 5. Refreshment training on Gender equality, on 20 February 2024, at Tani Subur Farmer Group. 6. Refreshment training on employment and wage determination, on 30 April 2024, at Tani Subur Farmer Group. 	

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		<p>7. Refreshment training on OHS and PPE, on 2 July 2024, at Tani Subur Farmer Group.</p> <p>8. Refreshment training on Harvesting standard, on 22 July 2024, at Tani Subur Farmer Group.</p> <p>9. Refreshment training on RSPO requirements, on 11 December 2023, at Maju Jaya Farmer Group.</p> <p>10. Refreshment training on FPIC and flow process of complaint, on 15 January 2024, at Maju Jaya Farmer Group.</p> <p>11. Refreshment training on IPM, GAP (Harvesting, Upkeep, Fertilizer, etc), on 12 February 2024, at Maju Jaya Farmer Group.</p> <p>12. Refreshment training on HCV and Mapping, on 22 April 2024, at Maju Jaya Farmer Group.</p> <p>13. Refreshment training on Gender equality, on 20 May 2024, at Maju Jaya Farmer Group.</p> <p>14. Refreshment training on employment and wage determination, on 24 June 2024, at Maju Jaya Farmer Group.</p> <p>15. Refreshment training on Forest and land fire control, on 22 July 2024, at Maju Jaya Farmer Group.</p> <p>16. Refreshment training on OHS and PPE, on 19 August 2024, at Maju Jaya Farmer Group.</p>	
Milestone B	Smallholders are managing their farms effectively and maintain records of production and transaction data of all FFB sales.	<p>Based on field observations of smallholder areas, it was noted that smallholders are effectively managing their farms and maintaining records of production and transaction data.</p> <p>Sample records of smallholders' FFB production: Suratmin – ID 701065 (area 2 Ha):</p> <ul style="list-style-type: none"> • June 2024: 1st rotation qty 1,900 Kg; 2nd rotation qty 1,544 Kg. • July 2024: 1st rotation qty 1,500 Kg; 2nd rotation qty 2,020 Kg. • August 2024: 1st rotation qty 1,700 Kg; 2nd rotation qty 1,616 Kg. 	Complied

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	<p>Bambang Sudiro – ID 701006.1 (area 1 Ha):</p> <ul style="list-style-type: none"> • June 2024: 1st rotation qty 797 Kg; 2nd rotation qty 742 Kg. • July 2024: 1st rotation qty 800 Kg; 2nd rotation qty 777 Kg. • August 2024: 1st rotation qty 871 Kg; 2nd rotation qty 604 Kg. <p>Dariani – ID 701010.2 (area 2 ha):</p> <ul style="list-style-type: none"> • June 2024: 1st rotation qty 1,450 Kg; 2nd rotation qty 1,735 Kg. • July 2024: 1st rotation qty 1,800 Kg; 2nd rotation qty 1,462 Kg. • August 2024: 1st rotation qty 1,600 Kg; 2nd rotation qty 1,455 Kg. <p>Ramino B. – ID 701048.1 (area 2 ha):</p> <ul style="list-style-type: none"> • June 2024: 1st rotation qty 2,000 Kg; 2nd rotation qty 1,378 Kg. • July 2024: 1st rotation qty 1,500 Kg; 2nd rotation qty 1,954 Kg. • August 2024: 1st rotation qty 1,200 Kg; 2nd rotation qty 2,050 Kg. <p>Klimin – ID 701032.1 (area 2 ha):</p> <ul style="list-style-type: none"> • June 2024: 1st rotation qty 1,775 Kg; 2nd rotation qty 1,501 Kg. • July 2024: 1st rotation qty 1,680 Kg; 2nd rotation qty 1,672 Kg. • August 2024: 1st rotation qty 1,742 Kg; 2nd rotation qty 1,406 Kg. <p>Sarika – ID 701050 (area 1 ha):</p> <ul style="list-style-type: none"> • June 2024: 1st rotation qty 846 Kg; 2nd rotation qty 924 Kg. • July 2024: 1st rotation qty 900 Kg; 2nd rotation qty 908 Kg. • August 2024: 1st rotation qty 932 Kg; 2nd rotation qty 774 Kg. <p>Jasman – ID 121007.A (area 0.56 ha):</p> <ul style="list-style-type: none"> • June 2024: 1st rotation qty 512 Kg; 2nd rotation qty 471 Kg. • July 2024: 1st rotation qty 480 Kg; 2nd rotation qty 476 Kg. • August 2024: 1st rotation qty 477 Kg; 2nd rotation qty 395 Kg. 	

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	<p>Siti Mariyam – ID 121016.A (area 0.55 ha):</p> <ul style="list-style-type: none"> • June 2024: 1st rotation qty 510 Kg; 2nd rotation qty 456 Kg. • July 2024: 1st rotation qty 445 Kg; 2nd rotation qty 494 Kg. • August 2024: 1st rotation qty 520 Kg; 2nd rotation qty 340 Kg. <p>Herman – ID 121005.A,1 (area 2.04 ha):</p> <ul style="list-style-type: none"> • June 2024: 1st rotation qty 1,650 Kg; 2nd rotation qty 1,932 Kg. • July 2024: 1st rotation qty 1,665 Kg; 2nd rotation qty 1,819 Kg. • August 2024: 1st rotation qty 1,200 Kg; 2nd rotation qty 1,978 Kg. <p>Darlius Arham – ID 121002.A (area 0.89 ha):</p> <ul style="list-style-type: none"> • June 2024: 1st rotation qty 845 Kg; 2nd rotation qty 718 Kg. • July 2024: 1st rotation qty 695 Kg; 2nd rotation qty 825 Kg. • August 2024: 1st rotation qty 665 Kg; 2nd rotation qty 722 Kg. <p>Arjuna – ID 121001.A (area 2.61 ha):</p> <ul style="list-style-type: none"> • June 2024: 1st rotation qty 2,338 Kg; 2nd rotation qty 2,245 Kg. • July 2024: 1st rotation qty 2,356 Kg; 2nd rotation qty 2,330 Kg. • August 2024: 1st rotation qty 1,870 Kg; 2nd rotation qty 2,196 Kg. <p>FFB were sold to PT SRJ, PT BIM and FFB collectors. Sample seen of transaction data of FFB sale: Sample Record of FFB Sales from PPSS Karya Serumpun to Mill:</p> <ul style="list-style-type: none"> - Report of FFB Sales from Karya Serumpun to Mill – PT SRJ period 2 – 30 July 2024, Qty 137,840 Kg. Invoice No.001/INV/KS1-TBS/VII/2024 dated 31 July 2024; amount IDR 354,586,450; Tax IDR 39,004,510; Total amount IDR 393,590,960. - Report of FFB Sales from Karya Serumpun to Mill – PT SRJ period 5 – 29 June 2024, Qty 160,400 Kg. Invoice No.001/INV/KS1-TBS/VI/2024 dated 	

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		<p>30 June 2024; amount IDR 405,313,500; Tax IDR 44,584,485; Total amount IDR 449,897,985.</p> <ul style="list-style-type: none"> - Report of FFB Sales from Karya Serumpun to Mill – PT SRJ period 1 – 31 May 2024, Qty 155,710 Kg. Invoice No.001/INV/KS1-TBS/V/2024 dated 31 May 2024; amount IDR 383,227,100; Tax IDR 42,154,981; Total amount IDR 425,382,081. - Report of FFB Sales from Karya Serumpun to Mill – PT BIM period 3 – 31 July 2024, Qty 113,944 Kg. Invoice dated 31 July 2024; amount IDR 274,632,120; Tax IDR 30,209,533; Total amount IDR 304,841,653. - Report of FFB Sales from Karya Serumpun to Mill – PT BIM period 1 – 29 June July 2024, Qty 131,537 Kg. Invoice dated 30 June 2024; amount IDR 313,435,380; Tax IDR 34,477,892; Total amount IDR 347,913,272. - Report of FFB Sales from Karya Serumpun to Mill – PT BIM period 1 – 31 May 2024, Qty 167,410 Kg Invoice dated 31 May 2024; amount IDR 394,667,400; Tax IDR 43,413,414; Total amount IDR 438,080,814. <p>Record of payment From Mill to PPSS Karya Serumpun:</p> <ul style="list-style-type: none"> • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 2-3 July 2024 (Bank Transfer dated 5 July 2024), total received IDR 14,535,470. • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 4-6 July 2024 (Bank Transfer dated 8 July 2024), total received IDR 12,942,862. • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 9-10 July 2024 (Bank Transfer dated 12 July 2024), total received IDR 39,928,229. • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 11-13 July 2024 (Bank Transfer dated 15 July 2024), total received IDR 91,338,082. 	

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		<ul style="list-style-type: none"> • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 14-15 July 2024 (Bank Transfer dated 17 July 2024), total received IDR 18,850,356. • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 16-17 July 2024 (Bank Transfer dated 19 July 2024), total received IDR 14,973,871. • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 18-20 July 2024 (Bank Transfer dated 22 July 2024), total received IDR 3,965,811. • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 21-22 July 2024 (Bank Transfer dated 24 July 2024), total received IDR 16,296,357. • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 23-24 July 2024 (Bank Transfer dated 26 July 2024), total received IDR 50,642,476. • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 25-27 July 2024 (Bank Transfer dated 29 July 2024), total received IDR 62,790,929. • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 28-29 July 2024 (Bank Transfer dated 31 July 2024), total received IDR 17,833,804. • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 30-31 July 2024 (Bank Transfer dated 2 August 2024), total received IDR 9,601,735. • Payment slip from mill (BIM Mill) to Karya Serumpun regarding sales of FFB (Bank Transfer dated 3 July 2024), total received IDR 6,006,221. • Payment slip from mill (BIM Mill) to Karya Serumpun regarding sales of FFB (Bank Transfer dated 5 July 2024), total received IDR 18,574,940. • Payment slip from mill (BIM Mill) to Karya Serumpun regarding sales of FFB (Bank Transfer dated 8 July 2024), total received IDR 32,804,547. 	

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		<ul style="list-style-type: none"> Payment slip from mill (BIM Mill) to Karya Serumpun regarding sales of FFB (Bank Transfer dated 9 July 2024), total received IDR 9,635,026. Payment slip from mill (BIM Mill) to Karya Serumpun regarding sales of FFB (Bank Transfer dated 10 July 2024), total received IDR 19,413,139. <p>Sample of FFB payment from PPSS Karya Serumpun to Members as follows:</p> <ul style="list-style-type: none"> Suratmin – ID 701065 (area 2 Ha): dated 23 July 2024, qty 2,020 Kg, amount IDR 4,403,000; 6 August 2024, qty 1,700 Kg, amount IDR 3,612,000; 24 August 2024, qty 1,616, amount IDR 3,547,000; all cash payment. Bambang Sudiro – ID 701006.1 (area 1 Ha): dated 15 July 2024, qty 1,390 Kg, amount IDR 3,030,000; 1 August 2024, qty 1,433 Kg, amount IDR 3,180,000; 15 August 2024, qty 1,053 Kg, amount IDR 2,311,000; all cash payment. Dariani – ID 701010.2 (area 2 ha): dated 3 August 2024, qty 2,800 Kg, amount IDR 5,950,000; 17 August 2024, qty 2,955 Kg, amount IDR 6,582,000; 2 September 2024, qty 3,000 Kg, amount IDR 6,300,000; all cash payment. Ramino B. – ID 701048.1 (area 2 ha): dated 28 July 2024, qty 2,569 Kg, amount IDR 5,600,000; 9 August 2024, qty 1,860 Kg, amount IDR 3,952,000; 23 August 2024, qty 2,504 Kg, amount IDR 5,433,000; all cash payment. Klimin – ID 701032.1 (area 2 ha): dated 26 July 2024, qty 2,377 Kg, amount IDR 5,181,000; 9 August 2024, qty 2,542 Kg, amount IDR 5,516,000; 23 August 2024, qty 2,154 Kg, amount IDR 4,728,000; all cash payment. Sarika – ID 701050 (area 1 ha): dated 23 July 2024, qty 908 Kg, amount IDR 1,961,000; 8 August 2024, qty 932 Kg, amount IDR 2,022,000; 22 August 2024, qty 774 Kg, amount IDR 1,698,000; all cash payment. 	

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		Based on field observations and interviews with smallholders, it was noted that they are effectively managing their farms and maintaining records of production and transaction data for all Fresh Fruit Bunch (FFB) sales. This includes documentation of yields and sales transactions, demonstrating their commitment to good management practices.	
Criteria 1.3: Smallholders implement good agricultural practices (GAP) on their farms.			
Eligibility	Smallholders commit to implementing good agricultural practices on their farms. (Reference Smallholder Declaration, 1.1.E / Appendix 1).	<p>Perkumpulan Petani Sawit Swadaya Karya Serumpun (PPSSKS) has effectively demonstrated that its smallholder members are committed to adopting and implementing good agricultural practices on their farms. Each smallholder member has signed a commitment letter, which outlines their dedication to achieving group certification under the RSPO Independent Smallholder (ISH) Standard. Specifically, in section B of the commitment letter, members agree to join a farmer group that will collectively pursue RSPO ISH certification.</p> <p>By signing the commitment letter, smallholders confirm their intention to comply with the standards of the RSPO, which include implementing best practices in agricultural management. These practices encompass various aspects such as sustainable farming techniques, environmental stewardship, and social responsibility. The commitment letter serves as a formal acknowledgment of their responsibility to uphold these standards, ensuring that each member contributes to the overall goal of achieving and maintaining RSPO certification.</p> <p>Sample verified for smallholder member commitment, among others:</p> <ul style="list-style-type: none"> • Smallholder declaration in the name of Dariani dated 7 April 2022. • Smallholder declaration in the name of Klimin dated 13 December 2020. • Smallholder declaration in the name of Sarika dated 2 December 2020. • Smallholder declaration in the name of Bambang Sudiro dated 13 December 2020 	Complied

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		<ul style="list-style-type: none"> • Smallholder declaration in the name of Ramino dated 19 December 2020. • Smallholder declaration in the name of Suratmin dated 20 December 2020. • Smallholder declaration in the name of Jasman dated 25 February 2022. • Smallholder declaration in the name of Herman dated 25 February 2022. • Smallholder declaration in the name of Siti Mariyam dated 25 February 2022. • Smallholder declaration in the name of Darlius Arham dated 25 February 2022. • Smallholder declaration in the name of Arjuna dated 25 February 2022. <p>Based on observations from field visits and interviews with smallholders during ASA 3, it has been noted that the smallholders are actively adhering to the commitments outlined in their declaration. Key practices observed include:</p> <ul style="list-style-type: none"> • Zero Burning: Smallholders are consistently implementing zero burning techniques for land preparation and upkeep. • Elimination of Paraquat Use: Smallholders have ceased the use of paraquat, a hazardous herbicide, in favour of safer and more environmentally friendly alternatives. • Proper Use of Personal Protective Equipment (PPE): During harvesting activities, smallholders are observed using appropriate PPE. • Chemical Application Practices: Smallholders are strictly avoiding the application of chemicals near water sources. This practice helps to prevent contamination of water bodies and ensures the protection of aquatic ecosystems. <p>These observed practices reflect the smallholders' commitment to adhering to the principles of sustainable agriculture and environmental stewardship as outlined in their declaration.</p>	

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Milestone A	Smallholders complete training on Good Agriculture Practices (GAP).	<p>PPSS Karya Serumpun has implemented an annual training program outlined in the "Timeline Kegiatan Refresh Pelatihan Petani Tahun 2023-2024." This program covers a range of topics, including best management practices, occupational health and safety (OHS), emergency response procedures (ERP), basic fire safety, and capacity building in record-keeping for production, inputs, yields, and transaction records. Document verification provided details of the most recent training sessions, which were conducted as follows:</p> <ol style="list-style-type: none"> 1. Berkah Bersama Farmer Group: 24 members <ol style="list-style-type: none"> a. Training related to OHS, PPE usage and harvesting procedure on 13 June 2024. Attended by all members. b. Training on FPIC, complaint/grievance on 23 November 2023. Attended by 26 members. c. GAP training on 7 December 2023. Attended by 27 participants. d. Gender awareness training on 15 January 2024. Attended by 27 participants. e. Training related to pesticide and hazardous waste handling on 11 July 2024. Attended by 27 participants. f. Training related to worker welfare and minimum wage determination on 25 April 2024. Attended by 27 participants. g. Training related to RSPO ISH standard awareness on 19 October 2023. Attended by 27 participants. h. Training related to HCV Management on 11 January 2024. Attended by 27 participants. i. Mitigation of land fire training on 16 May 2024. Attended by 27 participants. 2. Maju Jaya I Farmer Group: 79 members <ol style="list-style-type: none"> a. Training related to OHS, PPE usage and harvesting procedure on 19 Aug 2024. Attended by all members. b. Training on FPIC, complaint/grievance on 15 January 2024. Attended 	Complied

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		<p>by all members.</p> <p>c. GAP training on 12 February 2024. Attended by all members.</p> <p>d. Gender awareness training on 20 May 2024. Attended by all members.</p> <p>e. Training related to worker welfare and minimum wage determination on 24 June 2024. Attended by all members.</p> <p>f. Training related to RSPO ISH standard awareness on 11 December 2023. Attended by all members.</p> <p>g. Training related to HCV Management on 22 April 2024. Attended by all members.</p> <p>h. Mitigation of land fire training on 22 July 2024. Attended by all members.</p> <p>3. Sejahtera Farmer Group: 29 members</p> <p>a. Training on FPIC, complaint/grievance on 11 February 2024. Attended by all members.</p> <p>b. GAP training on 21 April 2024. Attended by all members.</p> <p>c. Gender awareness training on 23 June 2024. Attended by all members.</p> <p>d. Training related to worker welfare and minimum wage determination on 21 July 2024. Attended by all members.</p> <p>e. Training related to RSPO ISH standard awareness on 14 January 2024. Attended by all members.</p> <p>f. Training related to HCV Management on 19 May 2024. Attended by all members.</p> <p>g. Mitigation of land fire training on 22 August 2024. Attended by all members.</p> <p>4. Maju Lancar Farmer Group: 13 members</p> <p>a. Training related to OHS, PPE usage and harvesting procedure on 27 May 2024. Attended by all members.</p> <p>b. Training on FPIC, complaint/grievance on 18 September 2023.</p>	

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		<p>Attended by all members.</p> <p>c. GAP training on 16 October 2023. Attended by all members.</p> <p>d. Gender awareness training on 18 December 2023. Attended by all members.</p> <p>e. Training related to pesticide and hazardous waste handling on 24 July 2024. Attended by all members.</p> <p>f. Training related to worker welfare and minimum wage determination on 22 January 2024. Attended by all members.</p> <p>g. Training related to RSPO ISH standard awareness on 21 August 2023. Attended by all members.</p> <p>h. Training related to HCV Management on 13 November 2023. Attended by all members.</p> <p>i. Mitigation of land fire training on 22 April 2024. Attended by all members.</p> <p>5. Tani Subur Farmer Group: 10 members</p> <p>a. Training related to OHS, PPE usage and harvesting procedure on 2 July 2024. Attended by all members.</p> <p>b. Training on FPIC, complaint/grievance on 21 November 2023. Attended by all members.</p> <p>c. GAP training on 19 December 2023. Attended by all members.</p> <p>d. Gender awareness training on 20 February 2024. Attended by all members.</p> <p>e. Training related to pesticide and hazardous waste handling on 30 July 2024. Attended by all members.</p> <p>f. Training related to worker welfare and minimum wage determination on 30 April 2024. Attended by all members.</p> <p>g. Training related to RSPO ISH standard awareness on 24 October 2023. Attended by all members.</p> <p>h. Training related to HCV Management on 23 January 2024. Attended by all members.</p>	

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		<ul style="list-style-type: none"> i. Mitigation of land fire training on 28 May 2024. Attended by all members. <p>6. Seresam Maju Farmer Group: 8 members</p> <ul style="list-style-type: none"> a. According to the annual training plan, training related to OHS, PPE usage and harvesting procedure will be conducted on 19 September 2024. b. Training on FPIC, complaint/grievance on 15 February 2024. Attended by all members. c. GAP training on 18 April 2024. Attended by all members. d. Gender awareness training on 20 June 2024. Attended by all members. e. Training related to worker welfare and minimum wage determination on 18 July 2024. Attended by all members. f. Training related to RSPO ISH standard awareness on 11 January 2024. Attended by all members. g. Training related to HCV Management on 30 May 2024. Attended by all members. h. Mitigation of land fire training on 22 August 2024. Attended by all members. 	
Milestone B	Smallholders have adopted GAP on their farms and are tracking productivity through, but not limited to, records of FFB sales.	<p>Based on observations from field visits and interviews with smallholders during ASA 3, it has been noted that the smallholders are actively adhering to the commitments outlined in their declaration. Key practices observed include:</p> <ul style="list-style-type: none"> • Zero Burning: Smallholders are consistently implementing zero burning techniques for land preparation and upkeep. • Elimination of Paraquat Use: Smallholders have ceased the use of paraquat, a hazardous herbicide, in favour of safer and more environmentally friendly alternatives. • Proper Use of Personal Protective Equipment (PPE): During harvesting activities, smallholders are observed using appropriate PPE. 	Complied

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		<ul style="list-style-type: none"> Chemical Application Practices: Smallholders are strictly avoiding the application of chemicals near water sources. This practice helps to prevent contamination of water bodies and ensures the protection of aquatic ecosystems. <p>These observed practices reflect the smallholders' commitment to adhering to the principles of sustainable agriculture and environmental stewardship as outlined in their declaration.</p> <p>Records of FFB sales are available, below are sample records of smallholders' FFB production:</p> <p>Suratmin – ID 701065 (area 2 Ha):</p> <ul style="list-style-type: none"> June 2024: 1st rotation qty 1,900 Kg; 2nd rotation qty 1,544 Kg. July 2024: 1st rotation qty 1,500 Kg; 2nd rotation qty 2,020 Kg. August 2024: 1st rotation qty 1,700 Kg; 2nd rotation qty 1,616 Kg. <p>Bambang Sudiro – ID 701006.1 (area 1 Ha):</p> <ul style="list-style-type: none"> June 2024: 1st rotation qty 797 Kg; 2nd rotation qty 742 Kg. July 2024: 1st rotation qty 800 Kg; 2nd rotation qty 777 Kg. August 2024: 1st rotation qty 871 Kg; 2nd rotation qty 604 Kg. <p>Dariani – ID 701010.2 (area 2 ha):</p> <ul style="list-style-type: none"> June 2024: 1st rotation qty 1,450 Kg; 2nd rotation qty 1,735 Kg. July 2024: 1st rotation qty 1,800 Kg; 2nd rotation qty 1,462 Kg. August 2024: 1st rotation qty 1,600 Kg; 2nd rotation qty 1,455 Kg. <p>Ramino B. – ID 701048.1 (area 2 ha):</p> <ul style="list-style-type: none"> June 2024: 1st rotation qty 2,000 Kg; 2nd rotation qty 1,378 Kg. July 2024: 1st rotation qty 1,500 Kg; 2nd rotation qty 1,954 Kg. August 2024: 1st rotation qty 1,200 Kg; 2nd rotation qty 2,050 Kg. 	

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Criterion / Indicator	Assessment Findings	Compliance
	<p>Klimin – ID 701032.1 (area 2 ha):</p> <ul style="list-style-type: none"> • June 2024: 1st rotation qty 1,775 Kg; 2nd rotation qty 1,501 Kg. • July 2024: 1st rotation qty 1,680 Kg; 2nd rotation qty 1,672 Kg. • August 2024: 1st rotation qty 1,742 Kg; 2nd rotation qty 1,406 Kg. <p>Sarika – ID 701050 (area 1 ha):</p> <ul style="list-style-type: none"> • June 2024: 1st rotation qty 846 Kg; 2nd rotation qty 924 Kg. • July 2024: 1st rotation qty 900 Kg; 2nd rotation qty 908 Kg. • August 2024: 1st rotation qty 932 Kg; 2nd rotation qty 774 Kg. <p>Jasman – ID 121007.A (area 0.56 ha):</p> <ul style="list-style-type: none"> • June 2024: 1st rotation qty 512 Kg; 2nd rotation qty 471 Kg. • July 2024: 1st rotation qty 480 Kg; 2nd rotation qty 476 Kg. • August 2024: 1st rotation qty 477 Kg; 2nd rotation qty 395 Kg. <p>Siti Mariyam – ID 121016.A (area 0.55 ha):</p> <ul style="list-style-type: none"> • June 2024: 1st rotation qty 510 Kg; 2nd rotation qty 456 Kg. • July 2024: 1st rotation qty 445 Kg; 2nd rotation qty 494 Kg. • August 2024: 1st rotation qty 520 Kg; 2nd rotation qty 340 Kg. <p>Herman – ID 121005.A,1 (area 2.04 ha):</p> <ul style="list-style-type: none"> • June 2024: 1st rotation qty 1,650 Kg; 2nd rotation qty 1,932 Kg. • July 2024: 1st rotation qty 1,665 Kg; 2nd rotation qty 1,819 Kg. • August 2024: 1st rotation qty 1,200 Kg; 2nd rotation qty 1,978 Kg. <p>Darlius Arham – ID 121002.A (area 0.89 ha):</p> <ul style="list-style-type: none"> • June 2024: 1st rotation qty 845 Kg; 2nd rotation qty 718 Kg. • July 2024: 1st rotation qty 695 Kg; 2nd rotation qty 825 Kg. • August 2024: 1st rotation qty 665 Kg; 2nd rotation qty 722 Kg. 	

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Criterion / Indicator		Assessment Findings	Compliance
		<p>Arjuna – ID 121001.A (area 2.61 ha):</p> <ul style="list-style-type: none"> • June 2024: 1st rotation qty 2,338 Kg; 2nd rotation qty 2,245 Kg. • July 2024: 1st rotation qty 2,356 Kg; 2nd rotation qty 2,330 Kg. • August 2024: 1st rotation qty 1,870 Kg; 2nd rotation qty 2,196 Kg. <p>FFB were sold to PT SRJ, PT BIM and FFB collectors. Below are sample Record of FFB Sales from PPSS Karya Serumpun to Mill:</p> <ul style="list-style-type: none"> - Report of FFB Sales from Karya Serumpun to Mill – PT SRJ period 2 – 30 July 2024, Qty 137,840 Kg. Invoice No.001/INV/KS1-TBS/VII/2024 dated 31 July 2024; amount IDR 354,586,450; Tax IDR 39,004,510; Total amount IDR 393,590,960. - Report of FFB Sales from Karya Serumpun to Mill – PT SRJ period 5 – 29 June 2024, Qty 160,400 Kg. Invoice No.001/INV/KS1-TBS/VI/2024 dated 30 June 2024; amount IDR 405,313,500; Tax IDR 44,584,485; Total amount IDR 449,897,985. - Report of FFB Sales from Karya Serumpun to Mill – PT SRJ period 1 – 31 May 2024, Qty 155,710 Kg. Invoice No.001/INV/KS1-TBS/V/2024 dated 31 May 2024; amount IDR 383,227,100; Tax IDR 42,154,981; Total amount IDR 425,382,081. - Report of FFB Sales from Karya Serumpun to Mill – PT BIM period 3 – 31 July 2024, Qty 113,944 Kg. Invoice dated 31 July 2024; amount IDR 274,632,120; Tax IDR 30,209,533; Total amount IDR 304,841,653. - Report of FFB Sales from Karya Serumpun to Mill – PT BIM period 1 – 29 June 2024, Qty 131,537 Kg. Invoice dated 30 June 2024; amount IDR 313,435,380; Tax IDR 34,477,892; Total amount IDR 347,913,272. - Report of FFB Sales from Karya Serumpun to Mill – PT BIM period 1 – 31 May 2024, Qty 167,410 Kg Invoice dated 31 May 2024; amount IDR 394,667,400; Tax IDR 43,413,414; Total amount IDR 438,080,814. <p>Record of payment From Mill to PPSS Karya Serumpun:</p>	

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 2-3 July 2024 (Bank Transfer dated 5 July 2024), total received IDR 14,535,470. • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 4-6 July 2024 (Bank Transfer dated 8 July 2024), total received IDR 12,942,862. • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 9-10 July 2024 (Bank Transfer dated 12 July 2024), total received IDR 39,928,229. • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 11-13 July 2024 (Bank Transfer dated 15 July 2024), total received IDR 91,338,082. • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 14-15 July 2024 (Bank Transfer dated 17 July 2024), total received IDR 18,850,356. • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 16-17 July 2024 (Bank Transfer dated 19 July 2024), total received IDR 14,973,871. • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 18-20 July 2024 (Bank Transfer dated 22 July 2024), total received IDR 3,965,811. • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 21-22 July 2024 (Bank Transfer dated 24 July 2024), total received IDR 16,296,357. • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 23-24 July 2024 (Bank Transfer dated 26 July 2024), total received IDR 50,642,476. • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 25-27 July 2024 (Bank Transfer dated 29 July 2024), total received IDR 62,790,929. 	

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 28-29 July 2024 (Bank Transfer dated 31 July 2024), total received IDR 17,833,804. • Payment slip from mill (SRJ Mill) to Karya Serumpun regarding sales of FFB period 30-31 July 2024 (Bank Transfer dated 2 August 2024), total received IDR 9,601,735. • Payment slip from mill (BIM Mill) to Karya Serumpun regarding sales of FFB (Bank Transfer dated 3 July 2024), total received IDR 6,006,221. • Payment slip from mill (BIM Mill) to Karya Serumpun regarding sales of FFB (Bank Transfer dated 5 July 2024), total received IDR 18,574,940. • Payment slip from mill (BIM Mill) to Karya Serumpun regarding sales of FFB (Bank Transfer dated 8 July 2024), total received IDR 32,804,547. • Payment slip from mill (BIM Mill) to Karya Serumpun regarding sales of FFB (Bank Transfer dated 9 July 2024), total received IDR 9,635,026. • Payment slip from mill (BIM Mill) to Karya Serumpun regarding sales of FFB (Bank Transfer dated 10 July 2024), total received IDR 19,413,139. <p>Sample of FFB payment from PPSS Karya Serumpun to Members as follows:</p> <ul style="list-style-type: none"> • Suratmin – ID 701065 (area 2 Ha): dated 23 July 2024, qty 2,020 Kg, amount IDR 4,403,000; 6 August 2024, qty 1,700 Kg, amount IDR 3,612,000; 24 August 2024, qty 1,616, amount IDR 3,547,000; all cash payment. • Bambang Sudiro – ID 701006.1 (area 1 Ha): dated 15 July 2024, qty 1,390 Kg, amount IDR 3,030,000; 1 August 2024, qty 1,433 Kg, amount IDR 3,180,000; 15 August 2024, qty 1,053 Kg, amount IDR 2,311,000; all cash payment. • Dariani – ID 701010.2 (area 2 ha): dated 3 August 2024, qty 2,800 Kg, amount IDR 5,950,000; 17 August 2024, qty 2,955 Kg, amount IDR 6,582,000; 2 September 2024, qty 3,000 Kg, amount IDR 6,300,000; all cash payment. 	

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Ramino B. – ID 701048.1 (area 2 ha): dated 28 July 2024, qty 2,569 Kg, amount IDR 5,600,000; 9 August 2024, qty 1,860 Kg, amount IDR 3,952,000; 23 August 2024, qty 2,504 Kg, amount IDR 5,433,000; all cash payment. Klimin – ID 701032.1 (area 2 ha): dated 26 July 2024, qty 2,377 Kg, amount IDR 5,181,000; 9 August 2024, qty 2,542 Kg, amount IDR 5,516,000; 23 August 2024, qty 2,154 Kg, amount IDR 4,728,000; all cash payment. Sarika – ID 701050 (area 1 ha): dated 23 July 2024, qty 908 Kg, amount IDR 1,961,000; 8 August 2024, qty 932 Kg, amount IDR 2,022,000; 22 August 2024, qty 774 Kg, amount IDR 1,698,000; all cash payment. <p>Individual fertilizer application records:</p> <ul style="list-style-type: none"> Suratmin – ID 701065 (area 2 Ha): February 2024 Urea 400 Kg, July Dolomite 400 kg. Bambang Sudiro – ID 701006.1 (area 1 Ha): January 2024 Dolomite 350 Kg, July 2024 Dolomite 350 Kg. Dariani – ID 701010.2 (area 2 ha): November 2023 Dolomite 600 kg, May 2024 Dolomite 800 Kg. Ramino B. – ID 701048.1 (area 2 ha): January 2024 TSP 850 Kg, May TSP 850 Kg. Klimin – ID 701032.1 (area 2 ha): December 2023 Dolomite and Urea 550 Kg, May 2024 Dolomite and Urea 550 Kg. Sarika – ID 701050 (area 1 ha): January 2024 TSP 200 Kg, June TSP 200 Kg. Jasman – ID 121007.A (area 0.56 Ha): December 2023 Urea 150 Kg, May 2024 Urea 150 Kg. Siti Mariyam – ID 121016.A (area 0.55 Ha): October 2023 Urea 150 Kg, April 2024 Urea 150 Kg. 	

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Criterion / Indicator		Assessment Findings	Compliance																																																																																																																																										
		<ul style="list-style-type: none">Herman – ID 121005.A.1 (area 2.04 Ha): October 2023 NPK 650 Kg, March 2024 NPK 650 Kg.Darlius Arham – ID 121002.A (area 0.56 Ha): December 2023 Urea 200 Kg, May 2024 Urea 200 Kg.Arjuna – ID 121001.A (area 2.61 Ha): October 2023 Urea 450 Kg, March 2024 Urea 450 Kg. <p>Recap of fertilizer application record for period Nov 2023 – Aug 2024:</p> <table><tr><th>Farmer Group</th><th>Dolomite</th><th>NPK</th><th>KCI</th><th>Urea</th><th>TSP</th></tr><tr><td>Seresam Maju</td><td>400</td><td>3,550</td><td>2,650</td><td>2,400</td><td>-</td></tr><tr><td>Kelesa Jaya Mandiri</td><td>2,250</td><td>11,050</td><td>11,950</td><td>3,650</td><td>2,400</td></tr><tr><td>Karya Meduyan</td><td>4,150</td><td>3,200</td><td>4,200</td><td>2,200</td><td>-</td></tr><tr><td>Gemilang Tani</td><td>4,950</td><td>4,050</td><td>-</td><td>2,700</td><td>3,700</td></tr><tr><td>Belimbing Sejahtera</td><td>1,300</td><td>3,500</td><td>1,300</td><td>2,900</td><td>1,800</td></tr><tr><td>Tani Subur</td><td>800</td><td>2,600</td><td>-</td><td>3,300</td><td>-</td></tr><tr><td>Berkah Bersama</td><td>1,250</td><td>5,200</td><td>4,800</td><td>10,100</td><td>-</td></tr><tr><td>Maju Lancar</td><td>2,400</td><td>1,900</td><td>3,000</td><td>3,100</td><td>800</td></tr><tr><td>Karya Mandiri</td><td>2,400</td><td>14,350</td><td>9,400</td><td>12,800</td><td>5,750</td></tr><tr><td>Karya Serumpun Sejahtera</td><td>8,100</td><td>4,050</td><td>3,000</td><td>3,800</td><td>11,700</td></tr><tr><td>Mina Sentosa</td><td>4,000</td><td>1,400</td><td>2,900</td><td>4,700</td><td>-</td></tr><tr><td>Berdikari</td><td>9,150</td><td>11,500</td><td>2,200</td><td>4,400</td><td>7,400</td></tr><tr><td>Gansal Makmur</td><td>4,050</td><td>-</td><td>1,050</td><td>7,000</td><td>1,600</td></tr><tr><td>Sejahtera</td><td>-</td><td>7,300</td><td>800</td><td>3,550</td><td>3,200</td></tr><tr><td>Maju Jaya</td><td>26,992</td><td>19,350</td><td>14,700</td><td>2,900</td><td>17,490</td></tr><tr><td>Sekuyam Jaya</td><td>18,600</td><td>3,350</td><td>4,000</td><td>17,350</td><td>3,350</td></tr><tr><td>Sri Rejeki</td><td>2,800</td><td>1,800</td><td>2,100</td><td>3,850</td><td>3,800</td></tr><tr><td>Jaya Tani</td><td>3,950</td><td>1,950</td><td>6,250</td><td>5,850</td><td>200</td></tr><tr><td>Sidodadi</td><td>7,700</td><td>9,250</td><td>11,850</td><td>1,000</td><td>750</td></tr><tr><td>Harapan Jaya</td><td>6,950</td><td>10,150</td><td>7,650</td><td>10,400</td><td>4,900</td></tr><tr><td>Sawit Mandiri</td><td>3,650</td><td>600</td><td>5,700</td><td>1,700</td><td>1,700</td></tr><tr><td>Karya Gansal</td><td>16,450</td><td>3,200</td><td>9,100</td><td>4,100</td><td>-</td></tr></table>	Farmer Group	Dolomite	NPK	KCI	Urea	TSP	Seresam Maju	400	3,550	2,650	2,400	-	Kelesa Jaya Mandiri	2,250	11,050	11,950	3,650	2,400	Karya Meduyan	4,150	3,200	4,200	2,200	-	Gemilang Tani	4,950	4,050	-	2,700	3,700	Belimbing Sejahtera	1,300	3,500	1,300	2,900	1,800	Tani Subur	800	2,600	-	3,300	-	Berkah Bersama	1,250	5,200	4,800	10,100	-	Maju Lancar	2,400	1,900	3,000	3,100	800	Karya Mandiri	2,400	14,350	9,400	12,800	5,750	Karya Serumpun Sejahtera	8,100	4,050	3,000	3,800	11,700	Mina Sentosa	4,000	1,400	2,900	4,700	-	Berdikari	9,150	11,500	2,200	4,400	7,400	Gansal Makmur	4,050	-	1,050	7,000	1,600	Sejahtera	-	7,300	800	3,550	3,200	Maju Jaya	26,992	19,350	14,700	2,900	17,490	Sekuyam Jaya	18,600	3,350	4,000	17,350	3,350	Sri Rejeki	2,800	1,800	2,100	3,850	3,800	Jaya Tani	3,950	1,950	6,250	5,850	200	Sidodadi	7,700	9,250	11,850	1,000	750	Harapan Jaya	6,950	10,150	7,650	10,400	4,900	Sawit Mandiri	3,650	600	5,700	1,700	1,700	Karya Gansal	16,450	3,200	9,100	4,100	-	
Farmer Group	Dolomite	NPK	KCI	Urea	TSP																																																																																																																																								
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Criterion / Indicator		Assessment Findings	Compliance																																														
		<p>Based on interview with smallholders, some of smallholder prefer to use manual weeding than chemical weeding using pesticide. Other smallholder using pesticide only for weeding, there is no use of pesticide for pest control. Pesticide used by smallholders of Karya Serumpun is only Glyphosate, no other type of pesticide used by the smallholders. There is no use of paraquat and pesticides that are categorized as WHO Class 1A or 1B, or those listed by the Stockholm or Rotterdam Conventions</p> <p>Recap of pesticide uses for period Nov 2023 – Aug 2024 are as follow:</p> <table><tr><th>Farmer Group</th><th>Glyphosate uses (L)</th></tr><tr><td>Seresam Maju</td><td>0</td></tr><tr><td>Kelesa Jaya Mandiri</td><td>30</td></tr><tr><td>Karya Meduyan</td><td>2</td></tr><tr><td>Gemilang Tani</td><td>6</td></tr><tr><td>Belimbing Sejahtera</td><td>3</td></tr><tr><td>Tani Subur</td><td>10</td></tr><tr><td>Berkah Bersama</td><td>4</td></tr><tr><td>Maju Lancar</td><td>34</td></tr><tr><td>Karya Mandiri</td><td>59</td></tr><tr><td>Karya Serumpun Sejahtera</td><td>3</td></tr><tr><td>Mina Sentosa</td><td>6</td></tr><tr><td>Berdikari</td><td>27</td></tr><tr><td>Gansal Makmur</td><td>10</td></tr><tr><td>Sejahtera</td><td>16</td></tr><tr><td>Maju Jaya</td><td>54</td></tr><tr><td>Sekuyam Jaya</td><td>13</td></tr><tr><td>Sri Rejeki</td><td>8</td></tr><tr><td>Jaya Tani</td><td>20</td></tr><tr><td>Sidodadi</td><td>20</td></tr><tr><td>Harapan Jaya</td><td>36</td></tr><tr><td>Sawit Mandiri</td><td>7</td></tr><tr><td>Karya Gansal</td><td>36</td></tr></table>	Farmer Group	Glyphosate uses (L)	Seresam Maju	0	Kelesa Jaya Mandiri	30	Karya Meduyan	2	Gemilang Tani	6	Belimbing Sejahtera	3	Tani Subur	10	Berkah Bersama	4	Maju Lancar	34	Karya Mandiri	59	Karya Serumpun Sejahtera	3	Mina Sentosa	6	Berdikari	27	Gansal Makmur	10	Sejahtera	16	Maju Jaya	54	Sekuyam Jaya	13	Sri Rejeki	8	Jaya Tani	20	Sidodadi	20	Harapan Jaya	36	Sawit Mandiri	7	Karya Gansal	36	
Farmer Group	Glyphosate uses (L)																																																
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Principle 2: Ensure Legality, Respect for Land Rights and Community Wellbeing																																																	

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Criterion / Indicator		Assessment Findings	Compliance
Comply with the law and respect communities' rights			
Criteria 2.1: Smallholders have legal or customary rights to use the land in accordance with national and local laws, and customary practices			
Eligibility	Smallholders provide the coordinates or maps of their plots and evidence of ownership, or rights to use the land (refer to indicator 1.1E / Appendix 1).	PPSS Karya Serumpun has prepared the document titled "RSPO_Smallholder_Registry_PPSS_Karya_Serumpun," which was last updated on 1 September 2024. This document outlines the geographical locations of each member's farmland.	Complied
Milestone A	Smallholders can demonstrate legal ownership or native and/or customary rights to use the land or demonstrate that they are in the process of legalisation of that right.	<p>Based on the document review, all smallholder members have valid land ownership evidence, such as:</p> <ol style="list-style-type: none"> 1. Land Ownership Certificates (SHM) issued by the Indragiri Hulu Regency Land Office. The SHM is the strongest proof of land ownership. 2. Compensation Certificates (SKGR), which represent land ownership resulting from compensation processes with the previous landowner. This process is overseen by the village and subdistrict governments, along with witnesses from neighboring landowners. <p>Interviews with officials from the Indragiri Hulu Regency Land Office and village authorities (from Belimbing, Ringin, and Talang Lakat) revealed that most Karya Serumpun smallholder members hold Land Ownership Certificates (SHM), while others possess Land Certificates (SKT), Compensation Certificates (SKGR), or Ownership Statements (SK).</p> <p>The document review also showed that in 2023, 138 land parcels in Pangkalan Kasai and Sungai Akar villages applied to upgrade their ownership status from SKGR to SHM. At the time of the audit, 52 new SHMs (from Pangkalan Kasai Village) had been issued, while the remaining 86 parcels were still being processed at the Indragiri Hulu Land Office.</p> <p>During the Annual Surveillance Audit (ASA) 3, the ownership distribution for 925 land parcels belonging to smallholder members was as follows:</p>	Complied

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		<ul style="list-style-type: none"> Land Ownership Certificates (SHM): 274 parcels Compensation Certificates (SKGR): 412 parcels Land Certificates (SKT): 207 parcels Ownership Statements (SK): 32 parcels <p>Document reviews of sampled smallholders showed that all were equipped with valid proof of land ownership, either SHM or SKGR. Some examples include:</p> <ol style="list-style-type: none"> 1. Land owned by Selamat Dicky Jepisa, with an Ownership Statement (SK) issued by the Government of Danau Rambai Village (No. 762/SP/593.31/VII/2008) on 2 July 2008 (land under the name of Minarni, mother of Selamat Dicky Jepisa), covering an area of 19,000 m². 2. Land owned by Kurniawan, with an SHM issued by the Indragiri Hilir Regency Land Office (No. 475, NIB 05.04.09.17.1.00361) on 10 August 2002 (SHM under the name of H. Zulkifli Y. SH – purchased on 6 February 2021), covering 19,986 m². 3. Land owned by Hady Hamdany, with an Ownership Statement (SK) issued by the Government of Siambul Village (No. 73/SKGR/593.31/IV/2017) on 26 April 2017, covering 10,000 m². 4. Land owned by Jevelia Sepriana MP, with an SHM issued by the Indragiri Hulu Regency Land Office (No. 00808, NIB 05.03.01.10.01352) on 26 December 2019 (SHM under the name of Arief Irvandi – purchased on 15 September 2023), covering 15,350 m². 5. Another land parcel owned by Hady Hamdany, with an Ownership Statement (SK) issued by the Government of Siambul Village (No. 31/SK/593.31/IV/2016) on 18 April 2016, covering 20,000 m². 	

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Criterion / Indicator		Assessment Findings	Compliance
Milestone B	Smallholder plots are clearly and visibly demarcated and maintained, and the smallholders are operating only within these boundaries.	<p>Based on interviews with officials from the Indragiri Hulu Land Office, it was noted that most of the land owned by smallholder members already has land certificates (SHM). There are still a few members for whom the SHM issuance is in progress (30 parcels).</p> <p>All parcels of land owned by the farmer members included in the certification scope have been well-mapped and boundary markers have been installed, as documented in the following reports:</p> <ol style="list-style-type: none"> 1. Minutes of Boundary Marker Installation No. 14/BAPAPBK/KS/VII/2024, dated 25 July 2024, for Gangsal Makmur farmer group, with 36 markers for 9 parcels of land. 2. Minutes of Boundary Marker Installation No. 16/BAPAPBK/KS/VII/2024, dated 23 July 2024, for Sejahtera farmer group, with 80 markers for 20 parcels of land. 3. Minutes of Boundary Marker Installation No. 15/BAPAPBK/KS/VII/2024, dated 19 July 2024, for Karya Serumpun Sejahtera farmer group, with 20 markers for 5 parcels of land. 4. Minutes of Boundary Marker Installation No. 13/BAPAPBK/KS/VII/2024, dated 23 July 2024, for Maju Lancar farmer group, with 48 markers for 12 parcels of land. 5. Minutes of Boundary Marker Installation No. 11/BAPAPBK/KS/VII/2024, dated 18 July 2024, for Maju Jaya farmer group, with 120 markers for 30 parcels of land. <p>Field visits to sample smallholders' lands show that all sample parcels have been marked on-site and the coordinates match the data in the document "RSPO_Smallholder_Registry_PPSS_Karya_Serumpun." Examples of field visits for boundary marker locations during the audit include:</p> <ol style="list-style-type: none"> 1. Maju Lancar Farmer Group: <ul style="list-style-type: none"> - Sudarmin's land, coordinates: 0° 46' 37.1" S and 102° 37' 33.3" E 	Complied

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		<ul style="list-style-type: none"> - Jevelia Sepriana, MP's land, coordinates: 0° 43' 50.8" S and 102° 36' 07.5" E - Kurniawan's land, coordinates: 0° 44' 10.0" S and 102° 36' 32.0" E - Selamat Dicky Jepisha's land, coordinates: 0° 45' 07.2" S and 102° 37' 30.1" E - Alwanudin's land, coordinates: 0° 42' 41.5" S and 102° 38' 02.2" E <p>2. Seresam Maju Farmer Group:</p> <ul style="list-style-type: none"> - Suarsih's land, coordinates: 0° 36' 19.4" S and 102° 25' 02.4" E - Hadi Hamdany's land, coordinates: 0° 41' 41.7" S and 102° 27' 16.1" E - Subagio's land, coordinates: 0° 41' 57.2" S and 102° 27' 10.3" E - Yusriana's land, coordinates: 0° 42' 06.2" S and 102° 27' 14.1" E - Umar's land, coordinates: 0° 41' 43.1" S and 102° 27' 17.8" E <p>3. Maju Jaya Farmer Group:</p> <ul style="list-style-type: none"> - Ramino's land, coordinates: 0° 36' 20.1" S and 102° 24' 43.06" E - Dariani's land, coordinates: 0° 36' 56.45" S and 102° 25' 58.9" E - Suratmin's land, coordinates: 0° 38' 43.26" S and 102° 26' 10.01" E - Sarika's land, coordinates: 0° 37' 40.67" S and 102° 24' 18.14" E - Bambang Sudiro's land, coordinates: 0° 37' 44.35" S and 102° 25' 43.07" E - Klimin's land, coordinates: 0° 37' 42.08" S and 102° 25' 44.74" E <p>4. Tani Subur Farmer Group:</p> <ul style="list-style-type: none"> - Ajuna's land, coordinates: 0° 36' 18.65" S and 102° 20' 31.57" E - Herman's land, coordinates: 0° 36' 8.92" S and 102° 20' 36.80" E - Siti Mariyam's land, coordinates: 0° 35' 58.17" S and 102° 21' 18.36" E - Jasma's land, coordinates: 0° 36' 10.64" S and 102° 21' 11.28" E - Darlius's land, coordinates: 0° 36' 14.53" S and 102° 21' 19.47" E. 	

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Criterion / Indicator		Assessment Findings	Compliance
Criteria 2.2: Smallholders have not acquired lands from indigenous peoples, local communities or other users without their free, prior and informed consent, based on a simplified FPIC approach.			
Eligibility	For existing plots, smallholders can demonstrate that they have not acquired land without FPIC of indigenous peoples, local communities or other users (refer to indicator 1.1E / Appendix 1).	Based on document verification, it has been confirmed that all sampled smallholders have signed the "Smallholder Declaration" documents in the format outlined in Appendix 2 of the RSPO Independent Smallholder Standard, Indonesia National Interpretation for the Production of Sustainable Palm Oil (14 February 2022). For example: Maju Lancar Farmer Group: 1. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mrs. Jevelia Sepriana, M.P (Member ID: 111012) on 13 March 2023. 2. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mr. Selamat Dicky Jepisha (Member ID: 111006) on 18 October 2021. 3. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mr. Sudarmin (Member ID: 111007) on 15 October 2021. 4. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mr. Kurniawan (Member ID: 111004) on 29 September 2021. 5. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mr. Alwanudin (Member ID: 111001) on 16 September 2021. Berkah Bersama Farmer Group: 1. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mr. Komari (Member ID: 901002) on 13 January 2022.	Complied
Milestone A	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).		Complied
Milestone B	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).		Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ol style="list-style-type: none"> 2. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mrs. Indra Wahyu Ningsih (Member ID: 901001) on 7 April 2022. 3. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mr. Samsuri (Member ID: 901005) on 24 September 2021. 4. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mr. Triwahyudi (Member ID: 901010) on 1 April 2022. 5. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mr. Saifudin (Member ID: 901004) on 22 December 2022. <p>Tani Subur Farmer Group:</p> <ol style="list-style-type: none"> 1. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mrs. Arjuna (Member ID: 121001) on 25 February 2021. 2. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mrs. Siti Mariyam (Member ID: 121016) on 25 February 2021. 3. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mr. Jasman (Member ID: 121007) on 25 February 2021. <p>Sejahtera Farmer Group:</p> <ol style="list-style-type: none"> 1. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mr. Tumijo (Member ID: 702031) on 4 December 2021. 	

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Criterion / Indicator		Assessment Findings	Compliance
		<p>2. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mr. Sumarno (Member ID: 702026) on 4 December 2021.</p> <p>3. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mr. Sugianto (Member ID: 702018) on 4 December 2020.</p> <p>4. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mr. Sardi (Member ID: 702016) on 4 December 2020.</p> <p>Seresam Maju Farmer Group:</p> <p>1. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mrs. Yusriana (Member ID: 131008) on 24 February 2023.</p> <p>2. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mr. Subagio (Member ID: 131005) on 2 March 2023.</p> <p>3. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mr. Umar (Member ID: 131007) on 5 March 2023.</p> <p>4. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mrs. Suarsih (Member ID: 131004) on 3 March 2023.</p> <p>5. Declaration Statement and RSPO Independent Smallholder Standards Agreement signed by Mr. Hady Hamdany (Member ID: 131002) on 7 March 2023.</p> <p>In section E.9 of Declaration, it is stated that the smallholder members are committed to "not clearing land or acquiring land from indigenous people, local communities, or other users without their FPIC, based on a simplified FPIC approach."</p>	

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Criterion / Indicator		Assessment Findings	Compliance
		<p>All documents regarding land ownership transfers, including Sale Receipts or Compensation Documents, are available at the PPSS Karya Serumpun office. According to interviews with previous landowners, land ownership transfers occurred through compensation or sales. Interviews with officials from Desa Belimbing, Ringin, and Talang Lakat confirm that there have been no conflicts or complaints following the land sales.</p> <p>Each smallholder has also signed the "RSPO Independent Smallholder Standards Agreement between the Smallholders and PPSS Karya Serumpun," which states their commitment to "not clearing land or acquiring land from indigenous people, local communities, or other users without FPIC, based on a simplified FPIC approach (Point 9)."</p>	
Criteria 2.3: The right to use the land is not disputed by indigenous peoples, local communities or other users.			
Eligibility	<p>Smallholders declare any existing disputes on the land commit to resolving said disputes and provide information on the current status of those disputes (if any) (refer to indicator 1.1E / Appendix 1).</p> <p>Note: The Form on the History of Land Tenure and Conflict Disclosure of the RSPO ISH Standard Indonesia National Interpretation 2022 shall be completed to comply with this indicator</p>	Based on document review, it has been confirmed that each sampled smallholder has signed the Land Conflict Resolution Record Form (Appendix 4 of the Indonesia National Interpretation for RSPO Independent Smallholders Standard (RSPO-STD-T06-026 V1 IDN), dated 14 February 2022). This document is also signed by the smallholder group leaders, and acknowledged by the Chair of PPSS Karya Serumpun and the local Village Head.	Non-compliance
Milestone A	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involved.	According to document analysis, interviews with the Indragiri Hulu Land Office staff, and local officials from Village of Belimbing, Ringin, and Talang Lakat, there are currently no disputes within the operational areas of PPSS Karya Serumpun.	Non-compliance

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Criterion / Indicator		Assessment Findings	Compliance
	Note: Annex 4 of the RSPO ISH Standard Indonesia National Interpretation 2022 on Land Conflict Resolution Records shall be completed to comply with this Indicator		
Milestone B	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involved.	<p>Interviews with previous landowners confirm that land ownership transfers were conducted through compensation or sales, and there are no disputes with smallholders affiliated with PPSS Karya Serumpun. Interviews with officials from Village of Belimbing, Ringin, and Talang Lakat confirm that there have been no conflicts or complaints since the land sales were completed.</p> <p>Field observations of the sampled smallholders' land show that all their land plots have been demarcated with boundary markers, either concrete posts or red PVC pipes, as well as boundary lines marked with hedge plants (areca palms, trees) or piles of palm fronds. There are no indications of land disputes with neighbouring landowners, as evidenced by clearly defined land boundaries.</p> <p>Nevertheless, PPSSKS has established a land dispute resolution mechanism, which was approved by the Group Manager on 28 August 2020. The procedure outlines that in the event of a land dispute, resolution will be approached through family-like discussions involving the village head and community leaders.</p> <p><i>Critical non-conformity:</i> The sampled smallholders have signed the "Land Ownership History and Land Conflict Disclosure Form as per Appendix 3, Indonesia National Interpretation Standard for RSPO Independent Smallholders (RSPO-STD-T06-026 V1 IDN), dated 14 February 2022," which has been acknowledged by local village governments. However, some smallholders, including Dariani (ID 701010.2), Sarika (ID 701050), and Suratmin (ID 701065), have not fully completed the form, despite the land being acquired through purchase.</p>	Non-compliance

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Criterion / Indicator		Assessment Findings	Compliance
Criteria 2.4: Smallholder plots are located outside of areas classified as national parks or protected areas, as defined by national, regional or local law or as specified in National Interpretation.			
Eligibility	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to indicator 1.1E / Appendix 1).	Based on interviews with the sampled smallholders, who are part of 6 smallholder groups with a total of 32 sampled smallholders, it was found that their land is acquired through purchase, donation, or inheritance, and none of the land is located within protected areas.	Complied
Milestone A	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to indicator 1.1E / Appendix 1).	Document verification (overlying land maps of smallholders with forest area maps of Riau Province) confirms that no smallholder land falls within forest areas, national parks, or other protected zones. Additionally, public consultations with government agencies in Indragiri Hulu Regency (Plantation Office and Land Office) revealed that there are no national parks or protected areas around the land owned by PPSS Karya Serumpun members.	Complied
Milestone B	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to indicator 1.1E / Appendix 1).	<p>Simplified HCV (National Conservation Area Identification) document verification for each smallholder member during the land verification process for new members showed that there are no protected forests, protected areas, or national parks around the PPSS Karya Serumpun operational areas. The registration documents for prospective smallholders also show that the ICS (Internal Control System) has conducted field verification to ensure that the land controlled by prospective smallholders does not include state land, such as forest areas, protected areas, and national parks, through overlying smallholder land maps with forest area maps of Riau Province.</p> <p>During the field visit, it was observed that all land owned by members is classified as private land, as evidenced by land ownership documents such as SKGR (Land Ownership Certificate), SKT (Land Use Certificate), KT (Land Registration), or in the form of SHM (Certificate of Ownership) issued by the local Land Office.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		Interviews with local government officials (Village of Belimbing, Ringin, and Talang Lakat) confirm that land located within forest areas cannot be registered as PPSS Karya Serumpun members. This understanding is also acknowledged by the sampled smallholders.	
Criteria 2.5: For new planting, smallholders do not clear or acquire any land without obtaining the free, prior and informed consent (FPIC), of indigenous people and/or local communities and/or other users , based on a simplified FPIC approach.			
Eligibility	For new oil palm planting, smallholders commit not to clear or acquire land from indigenous people, local communities, or other users without their FPIC, based on a simplified FPIC approach (refer to indicator 1.1E / Appendix 1).	<p>Based on interviews with the sampled smallholders, who are part of 6 smallholder groups with a total of 32 smallholders, it was found that their land is acquired through purchase, donation, or inheritance, and none of the land is located within protected areas.</p> <p>Document verification confirms that all smallholder members have signed the "Smallholder Declaration" in the format stipulated in Appendix 2 of the RSPO Independent Smallholder Standard, Indonesia National Interpretation for the Production of Sustainable Palm Oil (14 February 2022). Point E.9 states that smallholder members commit to "not clearing land or acquiring land from indigenous peoples, local communities, or other users without FPIC from them, based on a simplified FPIC approach."</p> <p>Each smallholder has also signed the "RSPO Smallholder Standard Agreement" with PPSS Karya Serumpun, which confirms their commitment to "not clearing land or acquiring land from indigenous peoples, local communities, or other users without FPIC from them, based on a simplified FPIC approach" (Point 9).</p> <p>According to document verification and interviews with the Group Manager and ICS, there are no plans for new planting or replanting in the next 5 years. However, the Group Manager plans to recruit new members.</p>	Complied

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		During the field visit to the sampled smallholders' land, it was observed that all the oil palm plants are of mature age.	
Milestone A	Smallholders complete training on how to conduct a simplified FPIC approach.	<p>Based on document verification and interviews with the Group Manager and ICS members, there are no plans for new planting or replanting in the next 5 years. However, the Group Manager does plan to recruit new members in the upcoming period.</p> <p>During the field visit to the sampled smallholders' land, it was observed that all oil palm plants are mature.</p> <p>Training records for each smallholder are documented in the "<i>Buku Pintar Petani Sawit Swadaya Karya Serumpun</i>" held by each smallholder member, including FPIC training. For example:</p> <ul style="list-style-type: none"> - Smallholder Umar (ID 131007) received FPIC training on 15 February 2024. - Smallholder Hady Hamdany (ID 131002) received FPIC training on 15 February 2024. - Smallholder Sudarmin (ID 111007) received FPIC training on 18 September 2023. <p>Interviews with the sampled smallholders and village officials (Belimbing, Ringin, and Talang Lakat) confirm that the land they own is classified as "Owned Land" acquired through purchase, donation, or inheritance, and there is no land claimed by indigenous communities.</p>	Complied
Milestone B	Based on a simplified FPIC approach, smallholders jointly agree on a plan with the affected indigenous peoples and/or local communities and/or other rights holders, including vulnerable groups, for new oil palm developments, if these involve land-use change.	Based on document verification, all smallholder members have signed the "Smallholder Declaration" in accordance with the format specified in Appendix 2 of the RSPO Independent Smallholder Standard, Indonesia National Interpretation for the Production of Sustainable Palm Oil (14 February 2022). Point E.9 of the document states that smallholder members	Complied

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		<p>are committed to "not opening land or acquiring land from indigenous peoples, local communities, or other users without obtaining their FPIC, based on a simplified FPIC approach."</p> <p>According to document verification and interviews with the Group Manager and ICS members, there are no plans for new planting or replanting within the next 5 years. However, the Group Manager intends to recruit new members in the future.</p> <p>Interviews with the sampled smallholders and local government officials from Village of Belimbing, Ringin, and Talang Lakat reveal that the land they own is categorized as "Owned Land" obtained through processes of purchase, donation, or inheritance, with no land belonging to indigenous peoples.</p>	
Principle 3: Respect human rights, including workers' rights and conditions Safeguard human rights and protect workers' rights, ensuring safe and decent working conditions.			
Criteria 3.1: There is no use of forced labour.			
Eligibility	<p>Smallholders commit to no use of forced labour and ensure that any use of forced labour on the farm is terminated at Eligibility. They provide information on the source of labour, including family members, working on the farm and hired labour including contract workers (refer to indicator 1.1E / Appendix 1).</p>	<p>PPSS Karya Serumpun already has a policy to prohibit forced labor practices as outlined in the Group Manager Decree dated 18 February 2020 concerning the Prohibition of Discrimination, Forced Labor and Trafficking in Persons.</p> <p>Smallholder members have signed declaration "Pernyataan Pekebun" (Annex 2 Indonesian National Interpretation RSPO Independent Smallholders Standard 2020, dated 14 February 2022) whereby at point D.3 stated that "<i>Berkomitmen untuk memastikan tidak ada praktik kerja paksa dalam operasi perkebunan dan menghentikan praktik kerja paksa yang masih ada</i>" - all smallholder committed to ensure no forced labour on farm operations and end any existing forced labour.</p> <p>Sampled smallholder commitment for existing members:</p>	Complied

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		<ul style="list-style-type: none"> • Smallholder ID 901001.A signed "<i>Pernyataan Pekebun</i>" dated 07 April 2021. • Smallholder ID 901005.A signed "<i>Pernyataan Pekebun</i>" dated 24 September 2021. • Smallholder ID 901002.A,1 signed "<i>Pernyataan Pekebun</i>" dated 13 January 2022. • Smallholder ID 901004.A signed "<i>Pernyataan Pekebun</i>" dated 22 December 2021. • Smallholder ID 901017.A signed "<i>Pernyataan Pekebun</i>" dated 20 February 2022. • Smallholder ID 901010.A signed "<i>Pernyataan Pekebun</i>" dated 7 April 2022. • Smallholder ID 702028 signed "<i>Pernyataan Pekebun</i>" dated 15 September 2021. • Tumijo: Smallholder ID 702031 signed "<i>Pernyataan Pekebun</i>" dated 10 October 2021. • Smallholder ID 702026 signed "<i>Pernyataan Pekebun</i>" dated 4 December 2020. • Smallholder ID 702016 signed "<i>Pernyataan Pekebun</i>" dated 25 February 2020. • Smallholder ID 702018 signed "<i>Pernyataan Pekebun</i>" dated 4 December 2020. <p>During the audit obtain information that most of smallholder conducted upkeep and harvesting activity by themselves or assisted by their relatives with family approach in payment. PPSS Karya Serumpun has listed the workers based on Annex 5 of the RSPO ISH Standard Indonesia National Interpretation 2022. The list of workers includes, among other things, the name of the worker, the name of the landowner, the name of the farmer group, place & date of birth, age, gender, religion and regional origin.</p>	

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		Based on the latest list as per September 2024, there are 88 workers that engaged with the member were mostly harvester. Sighted working agreement document between the member and their worker. For example, working agreement between smallholder ID 131008. B with harvester on behalf of D*di A****t*. This agreement covering the clause such as harvesting standard operational procedure, PPE usage, working incident handling and payment. Signed on 9 March 2023.	
Milestone A	<p>Smallholders complete training on free and fair labour and implement measures to ensure that all work is voluntary, and the following practices are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents including but not limited to passports; • Payment of recruitment fees by workers; • Contract substitution; • Involuntary overtime; • Lack of freedom of workers to resign; • Penalty for termination of employment; • Debt bondage; • Withholding of wages 	<p>Unit of certification provided annual training for each sub-group of smallholders that covered the issues related to free and fair labour training during this session as follows:</p> <ol style="list-style-type: none"> 1. Karya Gansal Farmer Group: 29 members <ul style="list-style-type: none"> • Training related to worker welfare and minimum wage determination on 19 June 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 13 December 2023. Attended by all members. 2. Berdikari Farmer Group: 54 members <ul style="list-style-type: none"> • Training related to worker welfare and minimum wage determination on 23 February 2024. Attended by 53 participants. • Training related to RSPO ISH standard awareness on 22 September 2023. Attended by all members. 3. Gemilang Tani Farmer Group: 26 members <ul style="list-style-type: none"> • Training related to worker welfare and minimum wage determination on 24 July 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 24 January 2024. Attended by all members. 4. Gansal Makmur Farmer Group: 26 members 	Complied

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		<ul style="list-style-type: none"> • Training related to worker welfare and minimum wage determination on 22 June 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 16 December 2023. Attended by all members. <p>5. Sawit Mandiri Farmer Group: 19 members</p> <ul style="list-style-type: none"> • Training related to worker welfare and minimum wage determination on 27 June 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 14 December 2023. Attended by all members. <p>6. Mina Sentosa Farmer Group: 19 members</p> <ul style="list-style-type: none"> • Training related to worker welfare and minimum wage determination on 20 April 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 14 October 2023. Attended by 20 participants. <p>7. Harapan Jaya Farmer Group: 65 members</p> <ul style="list-style-type: none"> • Training related to worker welfare and minimum wage determination on 21 June 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 29 December 2023. Attended by all members. <p>8. Belimbing Sejahtera Farmer Group: 19 members</p> <ul style="list-style-type: none"> • According to the annual training plan, training related to OHS, PPE usage and harvesting procedure will be conducted on 28 September 2024. • Training related to worker welfare and minimum wage determination on 20 July 2024. Attended by all members. 	

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		<ul style="list-style-type: none"> Training related to RSPO ISH standard awareness on 27 January 2024. Attended by all members. <p>9. Sri Rezeki II Farmer Group: 11 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 8 June 2024. Attended by 12 participants. Training related to RSPO ISH standard awareness on 2 December 2023. Attended by 12 participants. <p>10. Sekuyam Jaya Farmer Group: 45 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 25 June 2024. Attended by all members. Training related to RSPO ISH standard awareness on 19 December 2023. Attended by all members. <p>11. Kelesa Jaya Mandiri Farmer Group: 48 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 26 July 2024. Attended by all members. Training related to RSPO ISH standard awareness on 19 January 2024. Attended by all members. <p>12. Sidodadi Farmer Group: 48 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 30 June 2024. Attended by 49 participants. Training related to RSPO ISH standard awareness on 03 December 2023. Attended by 49 participants. <p>13. Jaya Tani Farmer Group: 28 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 28 June 2024. Attended by all members. 	

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Training related to RSPO ISH standard awareness on 15 December 2023. Attended by all members. <p>14. Maju Jaya Farmer Group: 79 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 24 June 2024. Attended by all members. Training related to RSPO ISH standard awareness on 11 December 2023. Attended by all members. <p>15. Sejahtera Farmer Group: 29 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 21 July 2024. Attended by all members. Training related to RSPO ISH standard awareness on 14 January 2024. Attended by all members. <p>16. Karya Mandiri Farmer Group: 44 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 28 February 2024. Attended by 47 participants. Training related to RSPO ISH standard awareness on 20 September 2023. Attended by 47 participants. <p>17. Karya Serumpun Sejahtera Farmer Group: 35 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 28 February 2024. Attended by 37 participants. Training related to RSPO ISH standard awareness on 20 December 2023. Attended by 37 participants. <p>18. Berkah Bersama Farmer Group: 24 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 25 April 2024. Attended by 27 participants. 	

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Training related to RSPO ISH standard awareness on 19 October 2023. Attended by 27 participants. <p>19. Maju Lancar Farmer Group: 13 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 22 January 2024. Attended by all members. Training related to RSPO ISH standard awareness on 21 August 2023. Attended by all members. <p>20. Tani Subur Farmer Group: 10 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 30 April 2024. Attended by all members. Training related to RSPO ISH standard awareness on 24 October 2023. Attended by all members. <p>21. Seresam Maju Farmer Group: 8 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 18 July 2024. Attended by all members. Training related to RSPO ISH standard awareness on 11 January 2024. Attended by all members. <p>22. Karya Meduyan Farmer Group: 27 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 18 June 2024. Attended by 28 participants. Training related to RSPO ISH standard awareness on 12 December 2023. Attended by all members. <p>During this assessment, the auditor team has interviewed some smallholder sampled and their temporary/seasonal workers i.e harvester. According to their explanation concluded that there is no retention of worker's document.</p>	

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		All worker originated from the member relatives or village fellow. There is no need to submit their document to become worker and can quit the job anytime.	
Milestone B	Workers on the farm, including their families, have unrestricted access to their identity documents, have freedom of movement and can declare that their employment is freely chosen.	<p>According to the interview with some smallholders member and their worker as well, all worker originated from the member relatives or village fellow. There is no need to submit their document to become worker and can quit the job anytime.</p> <p>In case of the worker/harvester cannot conduct his job at the harvesting day, he has a responsibility to replace with his team mate.</p>	Complied
Criteria 3.2: Children are not employed or exploited. Work by children is acceptable on family farms, under adult supervision and when not interfering with education programmes. Children are not exposed to hazardous working conditions.			
Eligibility	<p>Smallholders are aware of what defines child labour and ensure that any child labour in the farm operations is terminated at Eligibility. Awareness of child labour and commitment to no child labour includes:</p> <ol style="list-style-type: none"> 1. Compliance with the minimum age of workers at 18 years old. 2. Not exposing children to hazardous work. 3. Providing adult supervision of children working on the farm. 4. Ensuring the practice of children's rights to education is unrestricted and respected. (refer to indicator 1.1E / Appendix 1). 	<p>Smallholder members of PPSSKS have signed the "<i>Surat Pernyataan Pekebun</i>" (Annex 2 Indonesian National Interpretation RSPO Independent Smallholders Standard 2020, dated 14 February 2022), whereby at Chapter D Article 8, stated that member commit to ensures that no child labour in oil palm operation and ending any existing child labour.</p> <p>Consistent with previous assessment result, Group Manager PPSS Karya Serumpun has set the policy on 18 February 2020 concerning the children are not employed or exploited. The policy which states:</p> <ul style="list-style-type: none"> • Do not employ child labour (under 18 years of age) to work in the farm. • Children's work in the farm is limited to helping parents or there is no target and does not interfere with school or children's studies. • Children who help their parents must be under the supervision of their parents. <p>PPSS Karya Serumpun has listed the workers based on Annex 5 of the RSPO ISH Standard Indonesia National Interpretation 2022. The list of workers includes, among other things, the name of the worker, the name of the</p>	Complied

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		<p>landowner, the name of the farmer group, place & date of birth, age, gender, religion and regional origin. Based on the latest list as per September 2024, there are 88 workers that engaged with the member were mostly harvester. Through the document above, it can be confirmed that there is no child labour. The youngest worker aged 23 years on behalf of R***I A****a (born on 25 September 2001).</p> <p>Based on field visit to smallholder plots and interview with workers and smallholder member, obtain information that all member shows their strong commitment to not employ child labour no child labour work in the farm.</p>	
Milestone A	<p>Group managers and smallholders implement measures to protect children as follows:</p> <ol style="list-style-type: none"> 1. There are no workers on smallholder farms under the age of 18. 2. Children are only permitted to help on family farms and are not permitted to perform hazardous work that may be physically or mentally harmful and that may intervene with the educational activities at school. 3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable. (Young workers are not permitted in Indonesia). 	<p>According to the declaration letter signed by all members commit to ensures that no child labour in oil palm operation and ending any existing child labour.</p> <p>To monitor effective implementation of zero child labour, PPSS Karya Serumpun has listed the workers based on Annex 5 of the RSPO ISH Standard Indonesia National Interpretation 2022. The list of workers includes, among other things, the name of the worker, the name of the landowner, the name of the farmer group, place & date of birth, age, gender, religion and regional origin. Based on the latest list as per September 2024, there are 88 workers that engaged with the member were mostly harvester. Through the document above, it can be confirmed that there is no child labour. The youngest worker aged 23 years on behalf of R***I A****a (born on 25 September 2001).</p>	Complied
Milestone B	<p>Group managers and smallholders implement measures to protect children as follows:</p> <ol style="list-style-type: none"> 1. There are no workers on smallholder farms under the age of 18. 	<p>During this interview with smallholder members shows their strong commitment for zero child labour through the regular field monitoring by field supervisor especially during harvesting day. Until this assessment, there is no record of child labour in their daily observation record.</p>	Complied

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	<p>2. Children are only permitted to help on family farms and are not permitted to perform hazardous work that may be physically or mentally harmful and that may intervene with the educational activities at school.</p> <p>3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable. (Young workers are not permitted in Indonesia).</p>		
Criteria 3.3: Workers' pay complies with minimum legal requirements, mandatory industry standards as defined by national law or collective bargaining, whichever takes priority in local regulations.			
Eligibility	Smallholders commit to pay workers according to at least equal to the Minimum Wage based on the smallholder's location as applicable by law (refer to indicator 1.1E / Appendix 1).	<p>All smallholder members of PPSS Karya Serumpun have signed "<i>Surat Pernyataan Pekebur</i>" (Annex 2 Indonesian National Interpretation RSPO Independent Smallholders Standard 2020, dated 14 February 2022), whereby at Chapter D Article 4, stated that the smallholder committed to pay their worker with regional minimum wage.</p> <p>Sampled smallholder commitment for existing members:</p> <ul style="list-style-type: none"> • Smallholder ID 901001.A signed "<i>Pernyataan Pekebur</i>" dated 07 April 2021. • Smallholder ID 901005.A signed "<i>Pernyataan Pekebur</i>" dated 24 September 2021. • Smallholder ID 901002.A,1 signed "<i>Pernyataan Pekebur</i>" dated 13 January 2022. • Smallholder ID 901004.A signed "<i>Pernyataan Pekebur</i>" dated 22 December 2021. • Smallholder ID 901017.A signed "<i>Pernyataan Pekebur</i>" dated 20 February 2022. • Smallholder ID 901010.A signed "<i>Pernyataan Pekebur</i>" dated 7 April 2022. 	Complied

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		<ul style="list-style-type: none"> Smallholder ID 702028 signed "<i>Pernyataan Pekebur</i>" dated 15 September 2021. Tumijo: Smallholder ID 702031 signed "<i>Pernyataan Pekebur</i>" dated 10 October 2021. Smallholder ID 702026 signed "<i>Pernyataan Pekebur</i>" dated 4 December 2020. Smallholder ID 702016 signed "<i>Pernyataan Pekebur</i>" dated 25 February 2020. Smallholder ID 702018 signed "<i>Pernyataan Pekebur</i>" dated 4 December 2020. 	
Milestone A	Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups, including women.	The Decree Letter of the Governor of Riau Province Number 7681/XI/2023 dated 30 November 2023 regarding Province Minimum Wage of 2024 for Indragiri Hulu Regency that set at IDR 3,477,188.91/month valid since 01 January 2024.	Complied
Milestone B	Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups including women.	<p>In accordance with PP No 36/2021 about Payment, the conversion of wages is:</p> <ul style="list-style-type: none"> For daily worker, minimum wage: 25 working days for company that work 7 hours per day. For daily worker, minimum wage: 21 working days for company that work 8 hours per day. For hourly wage, minimum wage: 126 working hour a month for company that work 8 hours per day. <p>Minimum wage of 2024 IDR 3,477,188.91 per month</p> <ul style="list-style-type: none"> For daily worker, minimum wage: 25 working days for company that work 7 hours per day; the minimum wage is IDR 139,087.55 per day. For daily worker, minimum wage: 21 working days for company that work 8 hours per day; the minimum wage is IDR 165,580.42 per day. 	Complied

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		<ul style="list-style-type: none"> For hourly wage, minimum wage: 126 working hours; the minimum wage is IDR 27,596.73 per hour. <p>According to the working agreement on harvesting between members and their workers, the wage is based on harvesting output, set at IDR 200,000 per ton of fresh fruit bunches (FFB). Typically, workers take 2 to 4 hours to harvest 1 ton of FFB. Using this rate, the salary for one working hour is IDR 50,000.00, which is higher than the minimum wage determined by the government of Riau Province.</p>	
Criteria 3.4: Workers understand their rights and freedom to file a complaint/grievance to group manager or relevant third parties, including RSPO.			
Eligibility	Smallholders commit to respect the rights of workers to file a complaint/grievance (refer to indicator 1.1E / Appendix 1).	<p>PPSS Karya Serumpun has establish the procedure of complaint and grievance No: 12/SOP-PK/ICS-KS/X/2019 dated 24 October 2019. This procedure stated that if smallholder/worker facing obstacles in the farm and can't be resolved internally, they can submit a grievance by sending formal written grievance to the Group Manager.</p> <p>All smallholder members of PPSS Karya Serumpun have signed "<i>Surat Pernyataan Pekebur</i>" (Annex 2 Indonesian National Interpretation RSPO Independent Smallholders Standard 2020, dated 14 February 2022), whereby at point 4E "<i>Menghormati hak pekerja untuk menyampaikan pengaduan</i>". Members of organization has signed this Smallholder Commitment.</p> <p>Sampled smallholder commitment for existing members:</p> <ul style="list-style-type: none"> Smallholder ID 901001.A signed "<i>Pernyataan Pekebur</i>" dated 07 April 2021. Smallholder ID 901005.A signed "<i>Pernyataan Pekebur</i>" dated 24 September 2021. Smallholder ID 901002.A,1 signed "<i>Pernyataan Pekebur</i>" dated 13 January 2022. 	Complied

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		<ul style="list-style-type: none"> Smallholder ID 901004.A signed "<i>Pernyataan Pekebun</i>" dated 22 December 2021. Smallholder ID 901017.A signed "<i>Pernyataan Pekebun</i>" dated 20 February 2022. Smallholder ID 901010.A signed "<i>Pernyataan Pekebun</i>" dated 7 April 2022. Smallholder ID 702028 signed "<i>Pernyataan Pekebun</i>" dated 15 September 2021. Tumijo: Smallholder ID 702031 signed "<i>Pernyataan Pekebun</i>" dated 10 October 2021. Smallholder ID 702026 signed "<i>Pernyataan Pekebun</i>" dated 4 December 2020. Smallholder ID 702016 signed "<i>Pernyataan Pekebun</i>" dated 25 February 2020. Smallholder ID 702018 signed "<i>Pernyataan Pekebun</i>" dated 4 December 2020. 	
Milestone A	Smallholders complete training on workers' rights to file a complaints/grievance and communicate to workers the means to file a complaint/grievance.	<p>Unit of certification provided annual training for smallholder through the annual training program for each sub-group that covered issues related to RSPO Independent Smallholders Awareness i.e complaints/grievance during this training session as follows:</p> <ol style="list-style-type: none"> Karya Gansal Farmer Group: 29 members <ul style="list-style-type: none"> Training on FPIC, complaint/grievance on 17 January 2024. Attended by all members. Training related to RSPO ISH standard awareness on 13 December 2023. Attended by all members. Berdikari Farmer Group: 54 members <ul style="list-style-type: none"> Training on FPIC, complaint/grievance on 13 October 2023. Attended by 53 members. GAP training on 24 November 2023. Attended by 53 participants. 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>3. Gemilang Tani Farmer Group: 26 members</p> <ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 28 January 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 24 January 2024. Attended by all members. <p>4. Gansal Makmur Farmer Group: 26 members</p> <ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 20 January 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 16 December 2023. Attended by all members. <p>5. Sawit Mandiri Farmer Group: 19 members</p> <ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 18 January 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 14 December 2023. Attended by all members. <p>6. Mina Sentosa Farmer Group: 19 members</p> <ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 4 November 2023. Attended by all members. • Training related to RSPO ISH standard awareness on 14 October 2023. Attended by 20 participants. <p>7. Harapan Jaya Farmer Group: 65 members</p> <ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 26 January 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 29 December 2023. Attended by all members. 	

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Criterion / Indicator		Assessment Findings	Compliance
		<p>8. Belimbing Sejahtera Farmer Group: 19 members</p> <ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 28 February 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 27 January 2024. Attended by all members. <p>9. Sri Rezeki II Farmer Group: 11 members</p> <ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 30 December 2023. Attended by all members. • Training related to RSPO ISH standard awareness on 2 December 2023. Attended by 12 participants. <p>10. Sekuyam Jaya Farmer Group: 45 members</p> <ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 16 January 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 19 December 2023. Attended by all members. <p>11. Kelesa Jaya Mandiri Farmer Group: 48 members</p> <ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 16 February 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 19 January 2024. Attended by all members. <p>12. Sidodadi Farmer Group: 48 members</p> <ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 21 January 2024. Attended by 49 participants. • Training related to RSPO ISH standard awareness on 03 December 2023. Attended by 49 participants. 	

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		<p>13. Jaya Tani Farmer Group: 28 members</p> <ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 19 January 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 15 December 2023. Attended by all members. <p>14. Maju Jaya Farmer Group: 79 members</p> <ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 15 January 2024. Attended by all members. • GAP training on 12 February 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 11 December 2023. Attended by all members. <p>15. Sejahtera Farmer Group: 29 members</p> <ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 11 February 2024. Attended by all members. • Training related to worker welfare and minimum wage determination on 21 July 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 14 January 2024. Attended by all members. <p>16. Karya Mandiri Farmer Group: 44 members</p> <ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 18 October 2023. Attended by 47 participants. • Training related to RSPO ISH standard awareness on 20 September 2023. Attended by 47 participants. <p>17. Karya Serumpun Sejahtera Farmer Group: 35 members</p>	

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 18 October 2023. Attended by 37 participants. • Training related to RSPO ISH standard awareness on 20 December 2023. Attended by 37 participants. <p>18. Berkah Bersama Farmer Group: 24 members</p> <ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 23 November 2023. Attended by 26 members. • Training related to RSPO ISH standard awareness on 19 October 2023. Attended by 27 participants. <p>19. Maju Lancar Farmer Group: 13 members</p> <ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 18 September 2023. Attended by all members. • Training related to RSPO ISH standard awareness on 21 August 2023. Attended by all members. <p>20. Tani Subur Farmer Group: 10 members</p> <ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 21 November 2023. Attended by all members. • Training related to RSPO ISH standard awareness on 24 October 2023. Attended by all members. <p>21. Seresam Maju Farmer Group: 8 members</p> <ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 15 February 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 11 January 2024. Attended by all members. <p>22. Karya Meduyan Farmer Group: 27 members</p>	

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		<ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 23 January 2024. Attended by all members. • Training related to worker welfare and minimum wage determination on 18 June 2024. Attended by 28 participants. • Training related to RSPO ISH standard awareness on 12 December 2023. Attended by all members. 	
Milestone B	Workers are aware of and have access to an effective means for filing a complaint/grievance.	During this assessment, the auditor team has confirmed that there is no complaint/grievance submitted by the smallholders or workers since previous assessment. However, they are aware the procedure related to complaint/grievance submission (through the verbal communication by letter/email or through the internal audit team.	Complied
Criteria 3.5: Working conditions and facilities are safe and meet minimum legal requirements.			
Eligibility	Smallholders commit to providing safe working conditions and facilities (refer to indicator 1.1E / Appendix 1).	<p>Smallholder members have signed declaration "<i>Pernyataan Pekebun</i>" (Annex 2 Indonesian National Interpretation RSPO Independent Smallholders Standard 2020, dated 14 February 2022) whereby at point D.6 stated that "<i>Menyediakan kondisi dan fasilitas kerja yang aman</i>" - all smallholder committed to provide safe working condition and facilities.</p> <p>Sampled smallholder commitment for members:</p> <ul style="list-style-type: none"> • Smallholder ID 901001.A signed "<i>Pernyataan Pekebun</i>" dated 07 April 2021. • Smallholder ID 901005.A signed "<i>Pernyataan Pekebun</i>" dated 24 September 2021. • Smallholder ID 901002.A,1 signed "<i>Pernyataan Pekebun</i>" dated 13 January 2022. • Smallholder ID 901004.A signed "<i>Pernyataan Pekebun</i>" dated 22 December 2021. • Smallholder ID 901017.A signed "<i>Pernyataan Pekebun</i>" dated 20 February 2022. 	Complied

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		<ul style="list-style-type: none"> Smallholder ID 901010.A signed "<i>Pernyataan Pekebun</i>" dated 7 April 2022. Smallholder ID 702028 signed "<i>Pernyataan Pekebun</i>" dated 15 September 2021. Tumijo: Smallholder ID 702031 signed "<i>Pernyataan Pekebun</i>" dated 10 October 2021. Smallholder ID 702026 signed "<i>Pernyataan Pekebun</i>" dated 4 December 2020. Smallholder ID 702016 signed "<i>Pernyataan Pekebun</i>" dated 25 February 2020. Smallholder ID 702018 signed "<i>Pernyataan Pekebun</i>" dated 4 December 2020. 	
Milestone A	Smallholders, workers, and family members who work at the farm complete training and are aware of health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them.	<p>Unit of certification provided annual training for smallholder through the annual training program for each sub-group that covered issues related to RSPO Independent Smallholders Awareness i.e health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them. Some training has done, some others will be delivered after this assessment.</p> <p>1. Karya Gansal Farmer Group: 29 members</p> <ul style="list-style-type: none"> Training related to OHS, PPE usage and harvesting procedure on 14 Aug 2024. Attended by all members. AP training on 21 February 2024. Attended by all members. Training related to pesticide and hazardous waste handling will be held on 11 September 2024. Training related to RSPO ISH standard awareness on 13 December 2023. Attended by all members. Mitigation of land fire training on 17 July 2024. Attended by all members. 	Complied

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		<p>2. Berdikari Farmer Group: 54 members</p> <ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 17 May 2024. Attended by all members. • Training related to pesticide and hazardous waste handling on 28 June 2024. Attended by 53 participants. • Training related to RSPO ISH standard awareness on 22 September 2023. Attended by all members. • Mitigation of land fire training on 26 April 2024. Attended by 53 participants. <p>3. Gemilang Tani Farmer Group: 26 members</p> <ul style="list-style-type: none"> • According to the annual training plan, training related to OHS, PPE usage and harvesting procedure will be conducted on 18 September 2024. • Training related to pesticide and hazardous waste handling will be held on 16 October 2024. • Training related to RSPO ISH standard awareness on 24 January 2024. Attended by all members. • Mitigation of land fire training on 21 August 2024. Attended by 25 participants. <p>4. Gansal Makmur Farmer Group: 26 members</p> <ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 24 Aug 2024. Attended by all members. • Training related to pesticide and hazardous waste handling will be held on 19 September 2024. • Training related to RSPO ISH standard awareness on 16 December 2023. Attended by all members. • Mitigation of land fire training on 20 July 2024. Attended by all members. 	

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		<p>5. Sawit Mandiri Farmer Group: 19 members</p> <ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 22 Aug 2024. Attended by all members. • Training related to pesticide and hazardous waste handling will be held on 11 September 2024. • Training related to RSPO ISH standard awareness on 14 December 2023. Attended by all members. <p>6. Mina Sentosa Farmer Group: 19 members</p> <ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 15 June 2024. Attended by all members. • Training related to pesticide and hazardous waste handling on 13 July 2024. Attended by 20 participants. • Training related to RSPO ISH standard awareness on 14 October 2023. Attended by 20 participants. • Mitigation of land fire training on 18 May 2024. Attended by 20 participants. <p>7. Harapan Jaya Farmer Group: 65 members</p> <ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 23 Aug 2024. Attended by all members. • Training related to pesticide and hazardous waste handling will be held on 20 September 2024. • Training related to RSPO ISH standard awareness on 29 December 2023. Attended by all members. • Mitigation of land fire training on 19 July 2024. Attended by 63 participants. <p>8. Belimbing Sejahtera Farmer Group: 19 members</p>	

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		<ul style="list-style-type: none"> According to the annual training plan, training related to OHS, PPE usage and harvesting procedure will be conducted on 28 September 2024. Training related to pesticide and hazardous waste handling will be held on 26 October 2024. Training related to RSPO ISH standard awareness on 27 January 2024. Attended by all members. Mitigation of land fire training on 24 August 2024. Attended by 18 participants. <p>9. Sri Rezeki II Farmer Group: 11 members</p> <ul style="list-style-type: none"> Training related to OHS, PPE usage and harvesting procedure on 03 Aug 2024. Attended by all members. Training related to pesticide and hazardous waste handling will be held on 14 September 2024. Training related to RSPO ISH standard awareness on 2 December 2023. Attended by 12 participants. Mitigation of land fire training on 6 July 2024. Attended by 12 participants. <p>10. Sekuyam Jaya Farmer Group: 45 members</p> <ul style="list-style-type: none"> Training related to OHS, PPE usage and harvesting procedure on 20 Aug 2024. Attended by all members. Training related to pesticide and hazardous waste handling will be held on 17 September 2024. Training related to RSPO ISH standard awareness on 19 December 2023. Attended by all members. Mitigation of land fire training on 23 July 2024. Attended by all members. 	

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		<p>11. Kelesa Jaya Mandiri Farmer Group: 48 members</p> <ul style="list-style-type: none"> According to the annual training plan, training related to OHS, PPE usage and harvesting procedure will be conducted on 13 September 2024. Training related to pesticide and hazardous waste handling will be held on 18 October 2024. Training related to RSPO ISH standard awareness on 19 January 2024. Attended by all members. Mitigation of land fire training on 16 August 2024. Attended by 47 participants. <p>12. Sidodadi Farmer Group: 48 members</p> <ul style="list-style-type: none"> According to the annual training plan, training related to OHS, PPE usage and harvesting procedure will be conducted on 13 September 2024. Training related to pesticide and hazardous waste handling will be held on 29 September 2024. Training related to RSPO ISH standard awareness on 03 December 2023. Attended by 49 participants. Mitigation of land fire training on 28 July 2024. Attended by 49 participants. <p>13. Jaya Tani Farmer Group: 28 members</p> <ul style="list-style-type: none"> According to the annual training plan, training related to OHS, PPE usage and harvesting procedure will be conducted on 15 September 2024. Training related to pesticide and hazardous waste handling will be held on 27 September 2024. Training related to RSPO ISH standard awareness on 15 December 2023. Attended by all members. 	

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		<ul style="list-style-type: none"> Mitigation of land fire training on 26 July 2024. Attended by all members. <p>14. Maju Jaya Farmer Group: 79 members</p> <ul style="list-style-type: none"> Training related to OHS, PPE usage and harvesting procedure on 19 Aug 2024. Attended by all members. Training related to pesticide and hazardous waste handling will be held on 16 September 2024. Training related to RSPO ISH standard awareness on 11 December 2023. Attended by all members. Mitigation of land fire training on 22 July 2024. Attended by all members. <p>15. Sejahtera Farmer Group: 29 members</p> <ul style="list-style-type: none"> According to the annual training plan, training related to OHS, PPE usage and harvesting procedure will be conducted on 22 September 2024. Training related to pesticide and hazardous waste handling will be held on 20 October 2024. Training related to RSPO ISH standard awareness on 14 January 2024. Attended by all members. Mitigation of land fire training on 22 August 2024. Attended by all members. <p>16. Karya Mandiri Farmer Group: 44 members</p> <ul style="list-style-type: none"> Training related to OHS, PPE usage and harvesting procedure on 12 June 2024. Attended by 47 members. Training related to pesticide and hazardous waste handling on 10 July 2024. Attended by 48 participants. 	

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		<ul style="list-style-type: none"> • Training related to RSPO ISH standard awareness on 20 September 2023. Attended by 47 participants. • Mitigation of land fire training on 15 May 2024. Attended by 46 participants. <p>17. Karya Serumpun Sejahtera Farmer Group: 35 members</p> <ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 12 June 2024. Attended by 37 members. • Training related to pesticide and hazardous waste handling on 10 July 2024. Attended by 37 participants. • Training related to RSPO ISH standard awareness on 20 December 2023. Attended by 37 participants. • Mitigation of land fire training on 15 May 2024. Attended by 37 participants. <p>18. Berkah Bersama Farmer Group: 24 members</p> <ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 13 June 2024. Attended by all members. • Training related to pesticide and hazardous waste handling on 11 July 2024. Attended by 27 participants. • Training related to RSPO ISH standard awareness on 19 October 2023. Attended by 27 participants. • Mitigation of land fire training on 16 May 2024. Attended by 27 participants. <p>19. Maju Lancar Farmer Group: 13 members</p> <ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 27 May 2024. Attended by all members. • Training related to pesticide and hazardous waste handling on 24 July 2024. Attended by all members. 	

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		<ul style="list-style-type: none"> • Training related to RSPO ISH standard awareness on 21 August 2023. Attended by all members. • Mitigation of land fire training on 22 April 2024. Attended by all members. <p>20. Tani Subur Farmer Group: 10 members</p> <ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 2 July 2024. Attended by all members. • Training related to pesticide and hazardous waste handling on 30 July 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 24 October 2023. Attended by all members. • Mitigation of land fire training on 28 May 2024. Attended by all members. <p>21. Seresam Maju Farmer Group: 8 members</p> <ul style="list-style-type: none"> • According to the annual training plan, training related to OHS, PPE usage and harvesting procedure will be conducted on 19 September 2024. • Training related to pesticide and hazardous waste handling will be held on 24 October 2024. • Training related to RSPO ISH standard awareness on 11 January 2024. Attended by all members. • Mitigation of land fire training on 22 August 2024. Attended by all members. <p>22. Karya Meduyan Farmer Group: 27 members</p> <ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 27 Aug 2024. Attended by all members. 	

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		<ul style="list-style-type: none"> • Training related to pesticide and hazardous waste handling will be held on 17 September 2024. • Training related to RSPO ISH standard awareness on 12 December 2023. Attended by all members. • Mitigation of land fire training on 16 July 2024. Attended by all members. 	
Milestone B	<p>Workers, including smallholder family members, have access to safe working conditions and amenities that include:</p> <ul style="list-style-type: none"> • Safe and adequate housing, where applicable, • Access to basic first aid supplies • Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work. • Adequate drinking water • Access to toilets 	<p>During this assessment was verified that the workers including smallholder family member have access to safe working conditions and amenities.</p> <p>Safe and adequate housing Each worker and smallholder have their own housing. During field visit to smallholder housing shown that the housing condition is standard for health and safety, working equipment for harvesting store in speared place, herbicide/pesticide store in the separate place. Adequate drinking water and access to toilet are available in their own housing based on field visit to smallholder and workers housing.</p> <p>First aid kit First aid equipment provides by PPSS Karya Serumpun for each Smallholder Sub-Group whereby all of them has receive first aid kit. During field observation to the random sample, confirmed that first aid kit provided has met with the standard.</p> <p>Evidence of first aid kit provision is available as per "Tanda Terima Kotak P3K" dated 3 June 2024 for 22 smallholders group / Kelompok Tani.</p> <p>Health and safety equipment PPE for workers is provide by smallholder member in accordance with working type. PPE for harvesting is safety helmet, boots, safety glasses; PPE for spraying working are safety glasses, safety helmet, apron, masker, hand</p>	Complied

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		<p>gloves. The evidence of distribution of PPE for members was sighted during this assessment, the verified document namely "Berita Acara Kegiatan Pendistribusian APD Keseluruh Petani Anggota" dated 11 January 2024 for 22 smallholders' group/Kelompok Tani. Photo and signature of recipient was available during audit as attachment of "Berita Acara Kegiatan Pendistribusian APD Keseluruh Petani Anggota".</p> <p>Access to toilets As explained above, most of workers and smallholders originated from the same village that located 0 – 3 km from the plots. No need to provide toilet so far as long as they can back home for toilets.</p>	
Criteria 3.6: There is no discrimination, harassment, or abuse on the farm.			
Eligibility	Smallholders commit to no discrimination, harassment or abuse on the farm (refer to indicator 1.1E / Appendix 1).	<p>Smallholder members have signed declaration "<i>Pernyataan Pekebun</i>" (Annex 2 Indonesian National Interpretation RSPO Independent Smallholders Standard 2020, dated 14 February 2022) whereby at point D.7 stated that "<i>Tidak ada diskriminasi, pelecehan dan kekerasan di kebun</i>" - all smallholder committed to "No Discrimination, harassment or abuse on the farm".</p> <p>Sampled smallholder commitment for members:</p> <ul style="list-style-type: none"> • Smallholder ID 901001.A signed "<i>Pernyataan Pekebun</i>" dated 07 April 2021. • Smallholder ID 901005.A signed "<i>Pernyataan Pekebun</i>" dated 24 September 2021. • Smallholder ID 901002.A,1 signed "<i>Pernyataan Pekebun</i>" dated 13 January 2022. • Smallholder ID 901004.A signed "<i>Pernyataan Pekebun</i>" dated 22 December 2021. • Smallholder ID 901017.A signed "<i>Pernyataan Pekebun</i>" dated 20 February 2022. 	Complied

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		<ul style="list-style-type: none"> Smallholder ID 901010.A signed "<i>Pernyataan Pekebun</i>" dated 7 April 2022. Smallholder ID 702028 signed "<i>Pernyataan Pekebun</i>" dated 15 September 2021. Tumijo: Smallholder ID 702031 signed "<i>Pernyataan Pekebun</i>" dated 10 October 2021. Smallholder ID 702026 signed "<i>Pernyataan Pekebun</i>" dated 4 December 2020. Smallholder ID 702016 signed "<i>Pernyataan Pekebun</i>" dated 25 February 2020. Smallholder ID 702018 signed "<i>Pernyataan Pekebun</i>" dated 4 December 2020. 	
Milestone A	Smallholders complete training on workplace discrimination, harassment and abuse and are aware of the need for a safe workspace.	<p>All smallholder sub-group has provided regular training related to RSPO Independent Smallholder requirement including workplace discrimination, harassment and abuse and are aware of the need for a safe workspace. This training delivered along with worker welfare training and RSPO ISH awareness training. Record of this training session has been verified as follows:</p> <ol style="list-style-type: none"> Karya Gansal Farmer Group: 29 members <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 19 June 2024. Attended by all members. Training related to RSPO ISH standard awareness on 13 December 2023. Attended by all members. Berdikari Farmer Group: 54 members <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 23 February 2024. Attended by 53 participants. Training related to RSPO ISH standard awareness on 22 September 2023. Attended by all members. 	Complied

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		<p>3. Gemilang Tani Farmer Group: 26 members</p> <ul style="list-style-type: none"> • Training related to worker welfare and minimum wage determination on 24 July 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 24 January 2024. Attended by all members. <p>4. Gansal Makmur Farmer Group: 26 members</p> <ul style="list-style-type: none"> • Training related to worker welfare and minimum wage determination on 22 June 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 16 December 2023. Attended by all members. <p>5. Sawit Mandiri Farmer Group: 19 members</p> <ul style="list-style-type: none"> • Training related to worker welfare and minimum wage determination on 27 June 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 14 December 2023. Attended by all members. <p>6. Mina Sentosa Farmer Group: 19 members</p> <ul style="list-style-type: none"> • Training related to worker welfare and minimum wage determination on 20 April 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 14 October 2023. Attended by 20 participants. <p>7. Harapan Jaya Farmer Group: 65 members</p> <ul style="list-style-type: none"> • Training related to worker welfare and minimum wage determination on 21 June 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 29 December 2023. Attended by all members. 	

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		<p>8. Belimbing Sejahtera Farmer Group: 19 members</p> <ul style="list-style-type: none"> According to the annual training plan, training related to OHS, PPE usage and harvesting procedure will be conducted on 28 September 2024. Training related to worker welfare and minimum wage determination on 20 July 2024. Attended by all members. Training related to RSPO ISH standard awareness on 27 January 2024. Attended by all members. <p>9. Sri Rezeki II Farmer Group: 11 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 8 June 2024. Attended by 12 participants. Training related to RSPO ISH standard awareness on 2 December 2023. Attended by 12 participants. <p>10. Sekuyam Jaya Farmer Group: 45 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 25 June 2024. Attended by all members. Training related to RSPO ISH standard awareness on 19 December 2023. Attended by all members. <p>11. Kelesa Jaya Mandiri Farmer Group: 48 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 26 July 2024. Attended by all members. Training related to RSPO ISH standard awareness on 19 January 2024. Attended by all members. <p>12. Sidodadi Farmer Group: 48 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 30 June 2024. Attended by 49 participants. 	

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		<ul style="list-style-type: none"> Training related to RSPO ISH standard awareness on 03 December 2023. Attended by 49 participants. <p>13. Jaya Tani Farmer Group: 28 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 28 June 2024. Attended by all members. Training related to RSPO ISH standard awareness on 15 December 2023. Attended by all members. <p>14. Maju Jaya Farmer Group: 79 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 24 June 2024. Attended by all members. Training related to RSPO ISH standard awareness on 11 December 2023. Attended by all members. <p>15. Sejahtera Farmer Group: 29 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 21 July 2024. Attended by all members. Training related to RSPO ISH standard awareness on 14 January 2024. Attended by all members. <p>16. Karya Mandiri Farmer Group: 44 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 28 February 2024. Attended by 47 participants. Training related to RSPO ISH standard awareness on 20 September 2023. Attended by 47 participants. <p>17. Karya Serumpun Sejahtera Farmer Group: 35 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 28 February 2024. Attended by 37 participants. 	

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Training related to RSPO ISH standard awareness on 20 December 2023. Attended by 37 participants. <p>18. Berkah Bersama Farmer Group: 24 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 25 April 2024. Attended by 27 participants. Training related to RSPO ISH standard awareness on 19 October 2023. Attended by 27 participants. <p>19. Maju Lancar Farmer Group: 13 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 22 January 2024. Attended by all members. Training related to RSPO ISH standard awareness on 21 August 2023. Attended by all members. <p>20. Tani Subur Farmer Group: 10 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 30 April 2024. Attended by all members. Training related to RSPO ISH standard awareness on 24 October 2023. Attended by all members. <p>21. Seresam Maju Farmer Group: 8 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 18 July 2024. Attended by all members. Training related to RSPO ISH standard awareness on 11 January 2024. Attended by all members. <p>22. Karya Meduyan Farmer Group: 27 members</p> <ul style="list-style-type: none"> Training related to worker welfare and minimum wage determination on 18 June 2024. Attended by 28 participants. 	

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		<ul style="list-style-type: none"> Training related to RSPO ISH standard awareness on 12 December 2023. Attended by all members. 	
Milestone B	Workers freely express that they are working in a place that is free from discrimination, harassment or abuse.	<p>PPSS Karya Serumpun has establish the procedure of complaint and grievance No: 12/SOP-PK/ICS-KS/X/2019 dated 24 October 2019. This procedure stated that if smallholder/worker facing obstacles in the farm and can't be resolved internally, they can submit a grievance by sending formal written grievance to the Group Manager.</p> <p>Until this assessment, there is no record of discrimination, harassment or abuse report submitted to the Group Manager or any Head of PPSS Karya Serumpun. This is along with the smallholders and workers statement during this assessment.</p>	Complied

Principle 4: Protect, conserve and enhance ecosystems and the environment

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

Preamble

High Conservation Value (HCVs) and High Carbon Stock (HCS) forests

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

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

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

Remediation and Compensation Procedure (RaCP)

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Remediation and compensation are required for any clearance since November 2005 without prior HCV assessment (see criterion 4.2) and any clearance since November 2019 without prior HCS assessment.		The requirements as outlined in the RaCP (2015) is not fully applicable for independent smallholders. For independent smallholders, this RSPO ISH Standard is focused on developing an appropriate RaCP mechanism such as on-site remediation (with funding mechanisms to be determined) as this is contextually appropriate to the scale of independent smallholder production and enables independent smallholders to maximise positive environmental impact on-site. The requirement means that quantified liability is disclosed and assessed through a land use change analysis (LUCA) fully supported and funded by the RSPO Secretariat.	
Procedural Note: The RaCP mechanism for independent smallholder will not be an obstacle to the independent smallholder certification process since it is not yet available.			
Criteria 4.1: High Conservation Values (HCVs) on the smallholder plot or within the managed area and High Carbon Stock (HCS) forests identified after November 2019 using the simplified combined HCV-HCS approach, are managed to ensure that they are maintained and/or enhanced.			
Eligibility	Smallholders commit to protect HCVs and HCS forests through the precautionary practices approach (refer to indicator 1.1E / Appendix 1).	<p>PPSS Karya Serumpun HCV Identification Process: PPSS Karya Serumpun has conducted HCV (High Conservation Value) identification in three phases:</p> <p>a. Phase I: 2020 This phase covered the land of 304 smallholder members, totalling 591.3 hectares. The HCV assessment was conducted by the Group Manager and ICS, in cooperation with Widya Erti Indonesia, and verified by Daemeter Consulting. The assessment was completed in August 2020, with the final report published in September 2020. The HCV assessment confirmed that no HCV areas were identified within the smallholder plantation areas; however, several HCV areas were identified surrounding the smallholder plantation, including:</p> <ul style="list-style-type: none"> • HCV 4.1: River of Sungai Sekuyam, Village of Klesa • HCV 4.1: River of Sungai Gangsal, Village of Seberida • HCV 4.1: River of Sungai Benawa, Village of Pangkalan Kasai • HCV 4.1: River of Sungai Kinutan, Village of Pangkalan Kasai <p>Several important species were identified, although none were classified as RTE (Rare, Threatened, or Endangered) species. Animal species included:</p>	Complied

Criterion / Indicator	Assessment Findings	Compliance
	<p><i>Elanus caeruleus</i>, <i>Crocodylus porosus</i>, <i>Heliatus leucogaster</i>, <i>Panthera tigris sumatrae</i>, <i>Helarctos malayanus</i>, <i>Muntiacus</i> sp., <i>Prionailurus bengalensis</i>, <i>Pongo</i> sp., <i>Cervus unicolor</i>, and <i>Manis javanica</i>. The total HCV area (HCV 4.1) was 1.91 hectares. According to LUCA documentation Phase I, total environment remediation areas is 6.87 ha, including 1.91 ha (5 plots) located in small river channel, and 4.96 ha in peatland area.</p> <p>b. Phase II: 2022 This phase involved the land of 304 smallholder members, covering 584.09 hectares. The HCV assessment was conducted by the Group Manager and ICS, in collaboration with Widya Erti Indonesia as a facilitator, from December 2021 to June 2022. The final report was published in June 2022. The HCV assessment confirmed the identification of HCV areas near the smallholder plantations, including:</p> <ul style="list-style-type: none"> • HCV 1.1: The presence of RTE species such as Gaharu (<i>Aquilaria malaccensis</i>), Rumbia (<i>Metroxylon sago</i>), Elang Tikus (<i>Elanus caeruleus</i>), Beruk (<i>Macaca nemestrina</i>), Buaya (<i>Tomistoma schlegelii</i>), Elang (<i>Heliatus leucogaster</i>), Macan Akar (<i>Prionailurus bengalensis</i>), Landak (<i>Hystrix brachyura</i>), and Uwa-uwa (<i>Hylobates</i> sp.). • HCV 4.1: Riparian areas of Batang Gansal in Batang Gansal District and Batang Cenaku in Seberida District. There were 37 smallholder plots near the riparian zones of Batang Gansal and Batang Cenaku. <p>The total HCV area was 1.85 hectares, consisting of peatland (HCV 3).</p> <p>c. Phase III: 2023 This phase assessed the land of 199 smallholder members, covering 346.70 hectares. The identified HCV area totalled 0.54 hectares, distributed across eight member plots as HCV 4.1 (riparian buffer zones). Additionally, HCV 1.1 was identified, consisting of three plant species: Gaharu (<i>Aquilaria malaccensis</i>), Rumbia (<i>Metroxylon sago</i>), and Pulau (<i>Alstonia scholaris</i>).</p>	

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		<p>Thirty animal species were identified, including Elang Tikus (<i>Elanus caeruleus</i>), Buaya (<i>Tomistoma schlegelii</i>), Burung Hantu (<i>Tyto alba</i>), and Landak (<i>Hystrix sumatrae</i>).</p> <p>The HCV identification followed the RSPO Guidance for Independent Smallholders on Managing High Conservation Values (HCVs) in Established Oil Palm Plantations (Criteria 5.2), particularly focusing on Phases 3 and 4, as per Version 2.5 of the guidance, dated 9 April 2018.</p> <p>According to above description, total HCV area is 8.72 ha, consist of 6.87 ha identified in LUCA Phase I, and 1.85 ha identified in LUCA Phase II.</p> <p>Smallholder Declarations Document verification shows that all sampled smallholders signed the "Smallholder Declaration" according to the format outlined in Appendix 2 of the RSPO Independent Smallholder Standard, Indonesia National Interpretation for the Production of Sustainable Palm Oil (14 February 2022). In Point E.11, smallholders commit to "not conducting new planting or expanding existing plantations in primary forests, HCV areas, HCV forests, riparian buffer zones, or steep slopes (greater than 25 degrees or as regulated by the National Interpretation)."</p>	
Milestone A	<p>Smallholders complete training on and are aware of:</p> <ul style="list-style-type: none"> • The importance of maintaining and conserving HCVs and HCS forests • Human-wildlife conflict and mitigation efforts; • Rare, threatened and endangered species and important ecosystems. 	<p>The smallholders have demonstrated evidence of training on the conservation and preservation of HCV (High Conservation Value) and HCS (High Carbon Stock) areas, rare, threatened, and endangered species, as well as critical ecosystems. Examples of these trainings include:</p> <ul style="list-style-type: none"> - HCV Management and Mapping Training conducted on 11 January 2024 with the "Berkah Bersama" farmer group. The training was attended by 27 smallholder members from the Berkah Bersama farmer group. Training evidence includes the training materials and attendance list. - HCV Management and Mapping Training conducted on 13 November 2023 with the "Maju Lancar" farmer group. The training was attended by 	Complied

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		<p>13 smallholder members from the Maju Lancar farmer group. Training evidence includes the training materials and attendance list.</p> <ul style="list-style-type: none"> - HCV Management and Mapping Training conducted on 24 April 2024 with the "Karya Gangsal" farmer group. The training was attended by 29 smallholder members from the Karya Gangsal farmer group. Training evidence includes the training materials and attendance list. - HCV Management and Mapping Training conducted on 28 April 2024 with the "Sido Dadi" farmer group. The training was attended by 48 smallholder members from the Sido Dadi farmer group. Training evidence includes the training materials and attendance list. - HCV Management and Mapping Training conducted on 26 April 2024 with the "Harapan Jaya" farmer group. The training was attended by 65 smallholder members from the Harapan Jaya farmer group. Training evidence includes the training materials and attendance list. - HCV Management and Mapping Training conducted on 8 December 2023 with the "Berdikari" farmer group. The training was attended by 54 smallholder members from the Berdikari farmer group. Training evidence includes the training materials and attendance list. <p>Field visits to smallholder plantations and interviews with smallholder members revealed that they had participated in HCV training, were able to identify protected wildlife species, and understood the importance of conserving HCV areas, protecting RTE species, and mitigating human-wildlife conflicts.</p>	
Milestone B	Smallholders implement precautionary practices and manage and maintain rare, threatened and endangered species, HCVs and HCS forests, where applicable.	<p>PPSS Karya Serumpun has developed procedures for wildlife management, HCV (High Conservation Value), and HCS (High Carbon Stock) management, including the following:</p> <ol style="list-style-type: none"> High Conservation Value Monitoring Procedure (Document No.: 18/SOP-UKNKT/ICS-KS/X/2019, Revision: 0, dated 24 October 2019). 	Complied

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		<p>b. Wildlife Protection Procedure (Document No.: 19/SOP-UKNKT/ICS-KS/X/2019, Revision: 0, dated 24 October 2019).</p> <p>c. Land Clearing and Preparation Procedure (Document No.: 20/SOP-UKNKT/ICS-KS/X/2019, Revision: 0, dated 24 October 2019).</p> <p>d. Water and Water Resource Management Procedure (Document No.: 21/SOP-UKNKT/ICS-KS/X/2019, Revision: 0, dated 24 October 2019).</p> <p>e. Soil Erosion Control Procedure (Document No.: 22/SOP-UKNKT/ICS-KS/X/2019, Revision: 0, dated 24 October 2019).</p> <p>f. Peatland Management Procedure (Document No.: 44/SOP-PLG/ICS-KS/X/2019, Revision: 0, dated 24 October 2019).</p> <p>PPSS Karya Serumpun has also developed a HCV Area Management Plan, which was signed on 23 December 2023. This plan outlines 12 key activities, including:</p> <ul style="list-style-type: none"> - Socialization of HCV concepts in 22 smallholder farmer groups. - Monitoring of areas identified as HCV on land owned by smallholder members. - Inspection of HCV warning signs at the locations of 22 smallholder groups. - Tree planting, such as <i>petai</i> (<i>Parkia speciosa</i>) along riverbanks that are part of the HCV area. - Conducting HCV management training for smallholder members. <p>Interviews with smallholder members indicate that they understand the importance of protecting HCV-HCS areas and endangered wildlife species.</p>	
Criteria 4.2: Where the existing smallholder plot has been planted and cleared after November 2005 or is on an area identified as HCS forests after November 2019 up to the eligibility period, a RaCP process appropriate for smallholders based on Land Use Change Analysis (LUCA) will be applicable (reference preamble).			
Eligibility	Smallholders provide information on all smallholder plots converted and planted with oil palm after November 2005,	As outlined in Criterion 4.1 (E), PPSS Karya Serumpun has conducted HCV assessments in three phases from 2020 to 2023. Each phase of the HCV assessment is documented in the report titled " <i>Laporan Identifikasi dan</i>	Complied

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through use of the simplified combined HCV-HCS approach for Smallholders (refer to indicator 1.1E / Appendix 1).	<p><i>Penilaian NKT di Areal Kebun Petani Sawit Swadaya Perkumpulan Petani Sawit Swadaya Karya Serumpun</i>". According to the HCV assessment conclusions, several HCV areas were identified both around and within the smallholder members' land. These areas were classified as HCV 1.4 & 4.1, consisting of peatlands and riparian zones.</p> <p>PPSS Karya Serumpun has completed the "LUCA" study in three phases, which has been declared "Passed" by the RSPO Secretariat, as follows: LUCA Phase 1: A total of 355.46 ha of land cover post-November 2005 was converted into oil palm plantations. The Land Use Change Analysis (LUCA) report was approved by the RSPO Secretariat on 22 April 2021. Based on this LUCA report, it was confirmed that:</p> <ul style="list-style-type: none"> • Total area analysed: 355.46 ha • Total number of smallholders: 392 (247 plots analysed) • Total area to be certified: 584.09 ha • HCV assessment completion date: 16 September 2020 • Methods used for LUCA analysis: Supervised classification, visual interpretation. • LUCA methodology review results: Passed • Final conservation liability: 124.92 ha • Environmental remediation areas: 6.87 ha, including 1.91 ha (5 plots) located in small river streams and 4.96 ha in peatland areas. <p>However, based on field checks during ASA 1 and soil type maps, it was found that no peatland exists in the area previously identified as peatland.</p> <p>LUCA Phase 2: A total of 348.06 ha of land cover post-November 2005 was converted into oil palm plantations. The LUCA report was approved by the RSPO Secretariat in July 2022. According to this LUCA report, it was confirmed that:</p>	

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		<ul style="list-style-type: none"> Total number of smallholders: 530 Total area certified: 584.09 ha Total area to be certified: 459.70 ha Total area analyzed: 355.46 ha Methods used for LUCA: Supervised classification, visual interpretation. LUCA methodology review results: Satisfactory HCV assessment completion date: 20 June 2022 Final conservation liability: 0 ha Environmental remediation areas: 1.85 ha, including 9 plots within the riparian zone. <p>LUCA Phase 3: A total of 299.22 ha of land cover post-November 2005 was converted into oil palm plantations. The LUCA report was approved by the RSPO Secretariat in October 2023. According to this LUCA report, it was confirmed that:</p> <ul style="list-style-type: none"> Total area analysed: 299.22 ha Total area to be certified: 346.70 ha Total number of smallholders: 199 LUCA methodology review results: Passed Final conservation liability: 0 ha Environmental remediation areas: 22.95 ha, consisting of 35 members along river boundaries. HCV assessment completion date: 15 June 2023 First RSPO certification date: 21 November 2021. 	
Milestone A	Group members develop a plan to identify the maximum area for on-site remediation of HCVs lost since November 2005 and HCS forests lost since November 2019, through a participatory process and the plan is submitted to RSPO.	<p>Based on the planting year data for smallholder-owned oil palm and the LUCA reports, the findings are as follows:</p> <p>LUCA Phase 1: A total of 355.46 hectares of land cover after November 2005 was converted into oil palm plantations. The Land Use Change Analysis (LUCA) report was</p>	Complied

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		<p>approved by the RSPO Secretariat on 22 April 2021. According to the LUCA report, it was confirmed that:</p> <ul style="list-style-type: none"> • Total area analysed: 355.46 ha • Total number of smallholders: 392 (247 plots analysed) • Total area to be certified: 584.09 ha • HCV assessment completion date: 16 September 2020 • Methods used in LUCA analysis: Supervised classification, visual interpretation. • LUCA methodology review results: Passed • Final conservation liability: 124.92 ha • Environmental remediation areas: 6.87 ha, including 1.91 ha (5 plots) located along small river streams and 4.96 ha in peatland areas. <p>LUCA Phase 2: A total of 348.06 hectares of land cover after November 2005 was converted into oil palm plantations. The LUCA report was approved by the RSPO Secretariat in July 2022. According to this LUCA report, it was confirmed that:</p> <ul style="list-style-type: none"> • Total number of smallholders: 530 • Total certified area: 584.09 ha • Total area to be certified: 459.70 ha • Total area analyzed: 355.46 ha • Methods used for LUCA: Supervised classification, visual interpretation. • LUCA methodology review results: Satisfactory • HCV assessment completion date: 20 June 2022 • Final conservation liability: 0 ha • Environmental remediation areas: 1.85 ha, including 9 plots within riparian zones. <p>LUCA Phase 3:</p>	

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		<p>A total of 299.22 hectares of land cover after November 2005 was converted into oil palm plantations. The LUCA report was approved by the RSPO Secretariat in October 2023. According to this LUCA report, it was confirmed that:</p> <ul style="list-style-type: none"> • Total area analysed: 299.22 ha • Total area to be certified: 346.70 ha • Total number of smallholders: 199 • LUCA methodology review results: Passed • Final conservation liability: 0 ha • Environmental remediation areas: 22.95 ha, consisting of 35 members with plots along river boundaries. • HCV assessment completion date: 15 June 2023 • First RSPO certification date: 21 November 2021. 	
Milestone B	An RSPO-approved plan to remediate for HCVs lost since November 2005 and HCS forests lost since November 2019 is implemented.	<p>In accordance with indicator 4.2 MS A, environmental remediation activities have been identified within the operational areas of PPSS Karya Serumpun as follows:</p> <ol style="list-style-type: none"> 1. LUCA Phase 1: Environmental remediation areas: 6.87 ha, including 1.91 ha (5 plots) located along a small stream and 4.96 ha in areas identified as peatlands. However, field verification during ASA 1 and a review of soil type maps confirmed that the area previously identified as peatland does not actually contain peat soils. 2. LUCA Phase 2: Environmental remediation areas: 1.85 ha, including 9 plots located within riparian zones. 3. LUCA Phase 3: Environmental remediation areas: 22.95 ha, involving 35 members whose land includes riparian areas. 	Complied

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		<p>Environmental remediation in riparian zones has been conducted through the following steps:</p> <p>a. Tree Planting in Riparian Areas: In 2024, several tree species were planted along riparian zones, including:</p> <ul style="list-style-type: none"> • 6 Pete trees (<i>Parkia speciosa</i>) • 14 Durian trees (<i>Durio zibethinus</i>) • 6 Matoa trees (<i>Pometia pinnata</i>) • 6 Rain trees (<i>Samanea saman</i>) <p>The planting was carried out along the Batang Gansal and Batang Cenaku rivers.</p> <p>b. Prohibition on Chemical Use in Riparian Areas: The use of chemicals in riparian areas is strictly prohibited to protect water ecosystems and prevent contamination.</p> <p>c. Boundary Marking in Riparian Zones: In 2024, boundary markers were installed at 4 locations on smallholder land along the riverbanks to clearly demarcate protected areas.</p> <p>Field visits during this ASA 3 to the land owned by:</p> <ul style="list-style-type: none"> • Mr. Sudarmin (ID 111007), whose property borders the Akar River. • Mrs. Yusriana (ID 131008), whose property is adjacent to another riverbank. <p>Boundary markers were found to be properly installed along both properties' riparian zones, and no signs of chemical application were observed along these riverbanks.</p>	
<p>Criteria 4.3: New planting of independent smallholders, since November 2019:</p> <ul style="list-style-type: none"> • Do not replace any HCVs • Do not replace any HCS forests as defined by the simplified combined HCV-HCS approach 			

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<ul style="list-style-type: none"> Are not on steep slopes (more than 22 degrees or as in the National Interpretation) in reference to Indonesian regulations (Minister of Agriculture No. 47/2006 on Guide to Agriculture on Mountainous Areas). Slope must not be more than or equal to 40%. Are not on peat areas of any depth - In reference to the definition of peat in Government Regulation No. 57/2006 on Peat Ecosystem Protection and Management. 			
Eligibility	Smallholders provide information on all planned new planting and commit to no new planting are on HCVs or HCS forests, on steep slopes (more than 22 degrees or as in the National Interpretation) or on peat (refer to indicator 1.1E / Appendix 1).	<p>All smallholder members of PPSS Karya Serumpun have signed a commitment to protect HCV (High Conservation Value) and maintain HCS (High Carbon Stock) areas as outlined in the "Smallholder Declaration" document, following the format specified in Annex 2 of the RSPO Independent Smallholder Standard, Indonesia National Interpretation for the Production of Sustainable Palm Oil (14 February 2022). The details are as follows:</p> <p>Maju Lancar Farmer Group:</p> <ol style="list-style-type: none"> 1. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mrs. Jevelia Sepriana, M.P. (Member No: 111012) on 13 March 2023. 2. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mr. Selamat Dicky Jepisha (Member No: 111006) on 18 October 2021. 3. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mr. Sudarmin (Member No: 111007) on 15 October 2021. 4. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mr. Kurniawan (Member No: 111004) on 29 September 2021. 5. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mr. Alwanudin (Member No: 111001) on 16 September 2021. 	Complied

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		<p>Berkah Bersama Farmer Group:</p> <ol style="list-style-type: none"> 1. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mr. Komari (Member No: 901002) on 13 January 2022. 2. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mrs. Indra Wahyu Ningsih (Member No: 901001) on 07 April 2022. 3. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mr. Samsuri (Member No: 901005) on 24 September 2021. 4. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mr. Triwahyudi (Member No: 901010) on 01 April 2022. 5. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mr. Saifudin (Member No: 901004) on 22 December 2022. <p>Tani Subur Farmer Group:</p> <ol style="list-style-type: none"> 1. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mrs. Arjuna (Member No: 121001) on 25 February 2021. 2. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mrs. Siti Mariyam (Member No: 121016) on 25 February 2021. 3. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mr. Jasman (Member No: 121007) on 25 February 2021. <p>Sejahtera Farmer Group:</p>	
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Criterion / Indicator		Assessment Findings	Compliance
		<ol style="list-style-type: none"> 1. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mr. Tumijo (Member No: 702031) on 04 December 2021. 2. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mr. Sumarno (Member No: 702026) on 04 December 2021. 3. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mr. Sugianto (Member No: 702018) on 04 December 2020. 4. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mr. Sardi (Member No: 702016) on 04 December 2020. <p>Seresam Maju Farmer Group:</p> <ol style="list-style-type: none"> 1. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mrs. Yusriana (Member No: 131008) on 24 February 2023. 2. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mr. Subagio (Member No: 131005) on 02 March 2023. 3. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mr. Umar (Member No: 131007) on 05 March 2023. 4. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mrs. Suarsih (Member No: 131004) on 03 March 2023. 5. Declaration Letter and RSPO Independent Smallholder Standard Agreement signed by Mr. Hady Hamdany (Member No: 131002) on 07 March 2023. 	

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		<p>Based on Commitment (Section E.11), members are committed to "not engage in new plantings or expansion of existing plantations in primary forests, HCS areas, HCV forests, riparian zones, or steep slopes (over 25 degrees or as stipulated in the National Interpretation)."</p> <p>During the ASA 3 audit, no smallholders had plans to expand their plantations or engage in new plantings. This was confirmed through field verification, interviews with group managers, ICS members, and sampled smallholders. If any new planting or expansion plans arise, they will be reported to the Group Manager and verified by the ICS team to assess the feasibility of the new plantings.</p>	
Milestone A	Before any land preparation commences, group members develop an integrated management plan through a participatory approach to maintain or enhance HCVs as well as HCS forests identified after November 2019, as identified by the simplified combined HCV-HCS approach, before any land preparation commences.	<p>Based on interviews and document reviews, PPSS Karya Serumpun has no plans for new plantings or expansion of plantation areas. All members' plantation areas consist of existing oil palm plantations.</p> <p>An HCV (High Conservation Value) assessment has been conducted for all smallholder areas, covering 925 plots of land. Karya Serumpun has developed an HCV Area Management Plan, signed on 23 December 2023, which consists of 12 activities, including:</p> <ul style="list-style-type: none"> - HCV socialization in 22 member farmer groups. - Monitoring of areas identified with HCV on smallholder lands. - Inspection of HCV warning signs at the locations of 22 member farmer groups. - Planting of petai trees (<i>Parkia speciosa</i>) along riparian zones identified as HCV areas. - Conducting training on HCV management for smallholder members. <p>Interviews with smallholder members indicated that they understand the importance of protecting HCV-HCS Areas and endangered wildlife species.</p>	Complied

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Milestone B	Smallholders have an RSPO approved integrated management plan for their planned new planting and share a notice of this plan with those involved in the participatory mapping before any land preparation commences.	During interviews with sampled smallholders and field visits to their plots, it was confirmed that no new plantings have taken place after November 2019, and there are no plans for new plantings since joining the RSPO certification scheme. This was further corroborated by the planting year data provided by the Group Manager and the ICS Team.	Complied
Criteria 4.4: Where smallholder plots exist on peat, subsidence and degradation of peat soils is minimised by use of best management practices.			
Eligibility	Group manager confirms presence of peat on existing plots within the group and smallholders on peat commit to using best management practices (BMPs), and minimizing subsidence and degradation of peat soils (refer to indicator 1.1E / Appendix 1).	<p>All smallholders have committed to implementing Best Management Practices (BMP) and minimizing subsidence and peatland degradation. The smallholders have signed a "Declaration", which, in point D.13, specifies their commitment to "Not engaging in new plantings on peatlands and to only replant on peatlands in areas with low risk of flooding and saltwater intrusion."</p> <p>Based on document reviews and field visits during this ASA 3, it has been confirmed that there are no peatlands within the operational areas of PPSS Karya Serumpun. This was verified during field inspections conducted during ASA 1, ASA 2, and ASA 3.</p> <p>PPSS Karya Serumpun has also conducted an overlay of soil maps using the Soil Unit Map published by Daemeter Consulting, with a scale of 1:24,000. The general soil types within PPSS Karya Serumpun consist of:</p> <ul style="list-style-type: none"> • <i>Paleudults</i> • <i>Tropaquepts</i> • <i>Tropudults</i> <p>Source of overlay data: Soil Research Institute 2011, Indonesian Topographic Map (RBI) Scale 50,000 by BIG, SRTM 30 USGS data, and the smallholder distribution map of PPSS Karya Serumpun.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
Milestone A	Smallholders complete training on best management practices (BMPs) for peat. The group has an action plan to minimize risk of fire, to apply BMPs for plantings on peat and manage water systems in the certification unit.	<p>All smallholders have committed to implementing Best Management Practices (BMP) and minimizing subsidence and peatland degradation. The smallholders have signed a "Declaration", which, in point D.13, specifies their commitment to "Not engaging in new plantings on peatlands and to only replant on peatlands in areas with low risk of flooding and saltwater intrusion."</p> <p>Based on document reviews and field visits during this ASA 3, it has been confirmed that there are no peatlands within the operational areas of PPSS Karya Serumpun. This was verified during field inspections conducted during ASA 1, ASA 2, and ASA 3.</p> <p>PPSS Karya Serumpun has also conducted an overlay of soil maps using the Soil Unit Map published by Daemeter Consulting, with a scale of 1:24,000. The general soil types within PPSS Karya Serumpun consist of:</p> <ul style="list-style-type: none"> • <i>Paleudults</i> • <i>Tropaquepts</i> • <i>Tropudults</i> <p>Source of overlay data: Soil Research Institute 2011, Indonesian Topographic Map (RBI) Scale 50,000 by BIG, SRTM 30 USGS data, and the smallholder distribution map of PPSS Karya Serumpun.</p>	Complied
Milestone B	Smallholders implement the group's action plan based on BMPs, including fire and water management, and monitoring of subsidence rate for existing planting on peat.	<p>All smallholders have committed to implementing Best Management Practices (BMP) and minimizing subsidence and peatland degradation. The smallholders have signed a "Declaration", which, in point D.13, specifies their commitment to "Not engaging in new plantings on peatlands and to only replant on peatlands in areas with low risk of flooding and saltwater intrusion."</p> <p>Based on document reviews and field visits during this ASA 3, it has been confirmed that there are no peatlands within the operational areas of PPSS</p>	Complied

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		<p>Karya Serumpun. This was verified during field inspections conducted during ASA 1, ASA 2, and ASA 3.</p> <p>PPSS Karya Serumpun has also conducted an overlay of soil maps using the Soil Unit Map published by Daemeter Consulting, with a scale of 1:24,000. The general soil types within PPSS Karya Serumpun consist of:</p> <ul style="list-style-type: none"> • <i>Paleudults</i> • <i>Tropaquepts</i> • <i>Tropudults</i> <p>Source of overlay data: Soil Research Institute 2011, Indonesian Topographic Map (RBI) Scale 50,000 by BIG, SRTM 30 USGS data, and the smallholder distribution map of PPSS Karya Serumpun.</p>	
Criteria 4.5: Plots on peat are replanted only on areas with low risk of flooding or saline intrusion as demonstrated by a risk assessment.			
Eligibility	Smallholders commit to provide information on all plans for replanting and commit that replanting will only be in areas with low risk of flooding or saline intrusion (refer to indicator 1.1E / Appendix 1).	<p>All smallholders have committed to implementing Best Management Practices (BMP) and minimizing subsidence and peatland degradation. The smallholders have signed a "Declaration", which, in point D.13, specifies their commitment to "Not engaging in new plantings on peatlands and to only replant on peatlands in areas with low risk of flooding and saltwater intrusion."</p> <p>Based on document reviews and field visits during this ASA 3, it has been confirmed that there are no peatlands within the operational areas of PPSS Karya Serumpun. This was verified during field inspections conducted during ASA 1, ASA 2, and ASA 3.</p> <p>PPSS Karya Serumpun has also conducted an overlay of soil maps using the Soil Unit Map published by Daemeter Consulting, with a scale of 1:24,000. The general soil types within PPSS Karya Serumpun consist of:</p> <ul style="list-style-type: none"> • <i>Paleudults</i> • <i>Tropaquepts</i> • <i>Tropudults</i> 	Complied

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		Source of overlay data: Soil Research Institute 2011, Indonesian Topographic Map (RBI) Scale 50,000 by BIG, SRTM 30 USGS data, and the smallholder distribution map of PPSS Karya Serumpun.	
Milestone A	Smallholders with plots on peat complete training on identification of future risks of flooding or saline intrusion and alternate land development strategies.	<p>All smallholders have committed to implementing Best Management Practices (BMP) and minimizing subsidence and peatland degradation. The smallholders have signed a "Declaration", which, in point D.13, specifies their commitment to "Not engaging in new plantings on peatlands and to only replant on peatlands in areas with low risk of flooding and saltwater intrusion."</p> <p>Based on document reviews and field visits during this ASA 3, it has been confirmed that there are no peatlands within the operational areas of PPSS Karya Serumpun. This was verified during field inspections conducted during ASA 1, ASA 2, and ASA 3.</p> <p>PPSS Karya Serumpun has also conducted an overlay of soil maps using the Soil Unit Map published by Daemeter Consulting, with a scale of 1:24,000. The general soil types within PPSS Karya Serumpun consist of:</p> <ul style="list-style-type: none"> • <i>Paleudults</i> • <i>Tropaquepts</i> • <i>Tropudults</i> <p>Source of overlay data: Soil Research Institute 2011, Indonesian Topographic Map (RBI) Scale 50,000 by BIG, SRTM 30 USGS data, and the smallholder distribution map of PPSS Karya Serumpun.</p>	Complied
Milestone B	Prior to replanting on peat smallholders complete a risk assessment related to flooding or saline intrusion and, where there is high risk, present a plan that includes alternate land development strategies, referencing alternative livelihood planning.	All smallholders have committed to implementing Best Management Practices (BMP) and minimizing subsidence and peatland degradation. The smallholders have signed a "Declaration", which, in point D.13, specifies their commitment to "Not engaging in new plantings on peatlands and to only replant on peatlands in areas with low risk of flooding and saltwater intrusion."	Complied

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		<p>Based on document reviews and field visits during this ASA 3, it has been confirmed that there are no peatlands within the operational areas of PPSS Karya Serumpun. This was verified during field inspections conducted during ASA 1, ASA 2, and ASA 3.</p> <p>PPSS Karya Serumpun has also conducted an overlay of soil maps using the Soil Unit Map published by Daemeter Consulting, with a scale of 1:24,000. The general soil types within PPSS Karya Serumpun consist of:</p> <ul style="list-style-type: none"> • <i>Paleudults</i> • <i>Tropaquepts</i> • <i>Tropudults</i> <p>Source of overlay data: Soil Research Institute 2011, Indonesian Topographic Map (RBI) Scale 50,000 by BIG, SRTM 30 USGS data, and the smallholder distribution map of PPSS Karya Serumpun.</p>	
Criteria 4.6: Fire is not used on the oil palm plot for preparing land or for pest control, nor open fire for waste management on the farm.			
Eligibility	Smallholders commit to no burning for preparing land or for pest control, nor open fire for waste management. Group manager records evidence of prior burning of members joining the group (refer to indicator 1.1E / Appendix 1).	<p>All smallholder members of PPSSKS have signed a "Smallholder Declaration" in which point D.15 outlines their commitment to "Not engaging in burning for land preparation or pest control."</p> <p>Interviews with sampled smallholders confirmed that each smallholder has signed this "Smallholder Declaration". The reviewed and analysed documents include:</p> <ul style="list-style-type: none"> • "Smallholder Declaration" signed by Sudarmin (ID 111007) on 15 October 2021. • "Smallholder Declaration" signed by Jevelia Sepriana, MP (ID 111012) on 13 March 2023. • "Smallholder Declaration" signed by Kurniawan (ID 111004) on 25 September 2021. • "Smallholder Declaration" signed by Selamat Dicky Jepisha (ID 111006) on 10 October 2021. • "Smallholder Declaration" signed by Alwanudin (ID 111001) on 16 September 2021. 	Complied

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		<ul style="list-style-type: none"> • "Smallholder Declaration" signed by Hady Hamdany (ID 131002) on 19 February 2023. • "Smallholder Declaration" signed by Subagio (ID 131005) on 02 March 2023. • "Smallholder Declaration" signed by Yusriana (ID 131008) on 24 February 2023. • "Smallholder Declaration" signed by Umar (ID 131007) on 20 February 2023. <p>Interviews with 32 sampled smallholders revealed that they fully understand the policy against burning land for preparation, pest control, or waste management purposes.</p> <p>PPSS Karya Serumpun has also developed an SOP for land preparation (Document No: 20/SOP-UKNKT/ICS-KS/X/2019, dated 24 October 2019), which details the process for Zero Burning land preparation.</p> <p>Additionally, waste from herbicide and agrochemical containers is managed as hazardous waste (B3), following the Procedure for Handling Used Chemical Containers (Document No: 27/SOP-UPHTDA/ICS-KS/X/2019, dated 24 October 2019). Hazardous waste (B3) is stored in a dedicated facility and handed over to PT Sumber Kencana Indopalma (PT SKIP) for further waste handling. PPSS Karya Serumpun has a collaboration agreement with PT SKIP for the management and disposal of hazardous waste, as outlined in the <i>"Surat Perjanjian Kerjasama Penempatan Wadah Limbah Pestisida antara PT Sumber Kencana Indopalma (SKIP) dengan Perkumpulan Petani Sawit Swadaya Karya Serumpun"</i>, dated 1 September 2020. Hazardous waste from PPSS Karya Serumpun is delivered to PT SKIP, where it is managed in compliance with government regulations, without burning.</p>	

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Milestone A	<p>There is no physical evidence of new burning (after eligibility) for land preparation for oil palm by smallholders. Smallholders complete training on and are aware of:</p> <ul style="list-style-type: none"> • Alternatives to fire for land preparation and farm waste management (where appropriate possible). • Alternatives to fire for pest control. • Fire prevention and how to respond to and manage fires in their community and village. 	<p>PPSS Karya Serumpun has demonstrated documented training on hazardous waste (B3) management in the <i>"Buku Pintar Petani Sawit Swadaya Karya Serumpun"</i>, which is owned by each member of the PPSS Karya Serumpun. Examples of such training include:</p> <ul style="list-style-type: none"> • Umar (ID 131007) attended the Good Agriculture Practices (GAP) training, including B3 waste management, held on 30 May 2024. • Hady Hamdany (ID 131002) attended the GAP training, including B3 waste management, on 18 April 2024. • Sudarmin (ID 111007) participated in the GAP training, including B3 waste management, on 24 June 2024. • Berkah Bersama Farmer Group: 24 members <ul style="list-style-type: none"> ○ GAP training on 7 December 2023. Attended by 27 participants. ○ Training related to pesticide and hazardous waste handling on 11 July 2024. Attended by 27 participants. ○ Mitigation of land fire training on 16 May 2024. Attended by 27 participants. • Maju Jaya I Farmer Group: 79 members <ul style="list-style-type: none"> ○ GAP training on 12 February 2024. Attended by all members. ○ Mitigation of land fire training on 22 July 2024. Attended by all members. • Sejahtera Farmer Group: 29 members <ul style="list-style-type: none"> ○ GAP training on 21 April 2024. Attended by all members. ○ Mitigation of land fire training on 22 August 2024. Attended by all members. • Maju Lancar Farmer Group: 13 members <ul style="list-style-type: none"> ○ GAP training on 16 October 2023. Attended by all members. ○ Training related to pesticide and hazardous waste handling on 24 July 2024. Attended by all members. ○ Mitigation of land fire training on 22 April 2024. Attended by all members. 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Tani Subur Farmer Group: 10 members <ul style="list-style-type: none"> GAP training on 19 December 2023. Attended by all members. Training related to pesticide and hazardous waste handling on 30 July 2024. Attended by all members. Mitigation of land fire training on 28 May 2024. Attended by all members. Seresam Maju Farmer Group: 8 members <ul style="list-style-type: none"> GAP training on 18 April 2024. Attended by all members. <p>Interviews with the sampled smallholders revealed that, in general, they understood the policies and procedures for zero-burning practices in all operational activities on their plantations, including land preparation and pest control.</p> <p>Field visits to the 32 sampled smallholders' farms confirmed that there was no evidence of hazardous and toxic waste, such as pesticide containers, being disposed of by burning or discarded on their land. Additionally, there is no evidence of burning for land preparation, waste management or pest control on the farm. This shows a strong commitment to proper waste management, though there are areas where awareness can be further strengthened to ensure compliance with all aspects of hazardous waste handling.</p>	
Milestone B	Smallholders do not use fire or practice burning for land preparation, waste management or pest control on the farm. For pest control, fire may be used only in exceptional circumstances i.e. where no other effective measures exist and with prior approval of relevant authorities.	<p>All smallholder members of PPSSKS have signed a "Smallholder Declaration" in which point D.15 outlines their commitment to "Not engaging in burning for land preparation or pest control."</p> <p>Interviews with sampled smallholders confirmed that each smallholder has signed this "Smallholder Declaration". The reviewed and analysed documents include:</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> • "Smallholder Declaration" signed by Sudarmin (ID 111007) on 15 October 2021. • "Smallholder Declaration" signed by Jevelia Sepriana, MP (ID 111012) on 13 March 2023. • "Smallholder Declaration" signed by Kurniawan (ID 111004) on 25 September 2021. • "Smallholder Declaration" signed by Selamat Dicky Jepisha (ID 111006) on 10 October 2021. • "Smallholder Declaration" signed by Alwanudin (ID 111001) on 16 September 2021. • "Smallholder Declaration" signed by Hady Hamdany (ID 131002) on 19 February 2023. • "Smallholder Declaration" signed by Subagio (ID 131005) on 02 March 2023. • "Smallholder Declaration" signed by Yusriana (ID 131008) on 24 February 2023. • "Smallholder Declaration" signed by Umar (ID 131007) on 20 February 2023. <p>Interviews with 32 sampled smallholders revealed that they fully understand the policy against burning land for preparation, pest control, or waste management purposes.</p> <p>PPSS Karya Serumpun has also developed an SOP for land preparation (Document No: 20/SOP-UKNKT/ICS-KS/X/2019, dated 24 October 2019), which details the process for Zero Burning land preparation.</p> <p>Additionally, waste from herbicide and agrochemical containers is managed as hazardous waste (B3), following the Procedure for Handling Used Chemical Containers (Document No: 27/SOP-UPHTDA/ICS-KS/X/2019, dated</p>	

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		<p>24 October 2019). Hazardous waste (B3) is stored in a dedicated facility and handed over to PT Sumber Kencana Indopalma (PT SKIP) for further waste handling. PPSS Karya Serumpun has a collaboration agreement with PT SKIP for the management and disposal of hazardous waste, as outlined in the <i>"Surat Perjanjian Kerjasama Penempatan Wadah Limbah Pestisida antara PT Sumber Kencana Indopalma (SKIP) dengan Perkumpulan Petani Sawit Swadaya Karya Serumpun"</i>, dated 1 September 2020. Hazardous waste from PPSS Karya Serumpun is delivered to PT SKIP, where it is managed in compliance with government regulations, without burning.</p> <p>Field visits to the 32 sampled smallholders' farms confirmed that there was no evidence of hazardous and toxic waste, such as pesticide containers, being disposed of by burning or discarded on their land. Additionally, there is no evidence of burning for land preparation, waste management or pest control on the farm. This shows a strong commitment to proper waste management, though there are areas where awareness can be further strengthened to ensure compliance with all aspects of hazardous waste handling.</p>	
Criteria 4.7: Riparian buffer zones are identified and managed to ensure they are maintained and/or enhanced.			
Eligibility	Group manager identifies riparian buffer zones within the group and smallholders commit to no new planting in riparian zones (refer to indicator 1.1E / Appendix 1).	<p>PPSS Karya Serumpun has successfully identified High Conservation Value (HCV) areas within the farms of all its members (925 land parcels), including riparian areas. Based on the HCV identification documents for the members' lands (Phase 1 and Phase 2), which were conducted by PPSSKS in collaboration with Widya Erti Indonesia, the following riparian areas have been identified:</p> <ol style="list-style-type: none"> 1. Sekuyam River, Klesa Village 2. Gangsal River, Seberida Village 3. Benawa River, Pangkalan Kasai Village 4. Kinutan River, Pangkalan Kasai Village 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>5. Batang Gansal River Basin in Batang Gansal District and Batang Cenaku River Basin in Seberida District</p> <p>In Phases 1 and 2, riparian areas were identified on 37 parcels of land belonging to members near the Batang Gansal and Batang Cenaku River Basins.</p> <p>In 2023, HCV identification for Phase 3 was carried out for new members from April to June, with the final HCV assessment report published on 15 June 2023. The assessment confirmed the presence of riparian areas within or near members' land, specifically:</p> <ul style="list-style-type: none"> • Riparian Area of Batang Gansal River in Batang Gansal District • Riparian Area of Batang Cenaku River in Seberida District <p>There are eight land parcels belonging to members located near the Batang Gansal and Batang Cenaku riparian areas.</p> <p>All members of PPSS Karya Serumpun have signed a "Commitment Letter", specifically clause E.11, stating that members commit to "Not establishing new plantations or expanding current plantations in primary forests, HCV areas, riparian zones, or steep slopes (greater than 25 degrees, or as regulated by the National Interpretation)."</p> <p>Interviews with sampled smallholders confirmed that each smallholders had signed the above "Commitment Letter." Reviewed documents include:</p> <ul style="list-style-type: none"> • Commitment Letter signed by Sudarmin (ID 111007) on 15 October 2021 • Commitment Letter signed by Jevelia Sepriana, MP (ID 111012) on 13 March 2023 • Commitment Letter signed by Kurniawan (ID 111004) on 25 September 2021 • Commitment Letter signed by Selamat Dicky Jepisha (ID 111006) on 10 October 2021 	

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Commitment Letter signed by Alwanudin (ID 111001) on 16 September 2021 Commitment Letter signed by Hady Hamdany (ID 131002) on 19 February 2023 Commitment Letter signed by Subagio (ID 131005) on 2 March 2023 Commitment Letter signed by Yusriana (ID 131008) on 24 February 2023 Commitment Letter signed by Umar (ID 131007) on 20 February 2023 <p>This commitment underscores the dedication of PPSS Karya Serumpun members to safeguarding HCV areas, including riparian zones, from expansion or new planting activities.</p>	
Milestone A	Smallholders complete training on and are aware of riparian buffer zone management, and the group has an action plan to maintain and/or enhance riparian buffer zones.	<p>PPSS Karya Serumpun (PPSSKS) has provided documented training on the management of HCV/HCS areas, which is recorded in the "Buku Pintar Petani Sawit Swadaya Karya Serumpun" owned by each member of PPSS Karya Serumpun, for instance:</p> <ul style="list-style-type: none"> Umar (ID 131007) participated in HCV/HCS area management training on 30 May 2024. Hady Hamdany (ID 131002) also completed the HCV/HCS area management training on 30 May 2024. Sudarmin (ID 111007) received HCV/HCS area management training on 13 November 2023. Berkah Bersama Farmer Group: Training related to HCV Management on 11 January 2024. Attended by 27 participants. Maju Jaya I Farmer Group: Training related to HCV Management on 22 April 2024. Attended by all members. Sejahtera Farmer Group: Training related to HCV Management on 19 May 2024. Attended by all members. Maju Lancar Farmer Group: Training related to HCV Management on 13 November 2023. Attended by all members. Tani Subur Farmer Group: Training related to HCV Management on 23 January 2024. Attended by all members. 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Seresam Maju Farmer Group: Training related to HCV Management on 30 May 2024. Attended by all members. <p>Interviews with sampled smallholders indicated that they had a good understanding of the policies regarding the protection of HCV/HCS areas. In addition, PPSSKS has made progress in marking HCV boundaries and implementing tree planting efforts in riparian areas, including:</p> <ul style="list-style-type: none"> In 2024, they planted: 6 Pete (<i>Parkia speciosa</i>) trees, 14 Durian (<i>Durio zibethinus</i>) trees, 6 Matoa (<i>Pometia pinnata</i>) trees, 6 Trembesi (<i>Samanea saman</i>) trees in the riparian areas of the Batang Gansal and Batang Cenaku rivers. Chemicals are prohibited from being used in the riparian zones. Boundary markers have been placed along riparian zones, and in 2024, boundary stakes were installed at four landowner locations. <p>During field visits to the land of Mr. Sudarmin (ID 111007), which borders Akar River, and Mrs. Yusriana (ID 131008), it was confirmed that the riparian boundary markers had been installed. There were no indications of chemical application along the riparian areas. These efforts demonstrate commitment to preserving HCV areas and ensuring that the riparian zones remain protected from harmful activities, such as chemical use.</p>	
Milestone B	Smallholders maintain and/or enhance riparian buffer zone areas.	<p>Based on the review of the HCV assessment documents, it was indicated that there are riparian zones in the form of river buffer areas as described in indicator 4.7 E. PPSS Karya Serumpun has established procedures to protect these riparian zones (river buffer areas), such as:</p> <p>a. SOP for High Conservation Value Monitoring No: 18/SOP-UKNKT/ICS-KS/X/2019, dated 24 October 2019. In section 3, it states that oil palm</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>planting is prohibited within 5 meters of the river buffer zone, aiming to protect water resources through water resource conservation.</p> <p>b. SOP for Pesticide Use and Handling of Pesticide Waste No: 25/SOP-UPHTDA/ICS-KS/X/2019, dated 24 October 2019. Section 5 states, "The use of pesticides is prohibited near riparian areas, maintaining at least one oil palm tree's distance from the riparian zone."</p> <p>c. SOP for Soil Erosion Control No: 22/SOP-UKNKT/ICS-KS/X/2019, dated 24 October 2019. Section 5 mentions, "Herbicides should not be used for weed control, especially in river buffer zones."</p> <p>PPSS Karya Serumpun has also developed a plan for the management and restoration of riparian zones through remediation activities in these areas. The remediation plan for the riparian zones includes the following actions:</p> <ul style="list-style-type: none"> - Tree planting in the riparian areas. In 2024, the following trees were planted in the river buffer zones of Batang Gansal and Batang Cenaku rivers: 6 Pete trees (<i>Parkia speciosa</i>), 14 Durian trees (<i>Durio zibethinus</i>), 6 Matoa trees (<i>Pometia pinnata</i>), and 6 Trembesi trees (<i>Samanea saman</i>). - The prohibition of chemical use in riparian areas. - Boundary marking of riparian zones. In 2024, boundary markers were installed in four locations on smallholder plots. <p>During field visits to Mr. Sudarmin's plot (ID 111007), which includes a river buffer zone (Akar River), and Mrs. Yusriana's plot (ID 131008), boundary markers for the river buffer zones were observed. No signs of chemical application were found along the river buffer zones.</p>	
Criteria 4.8: Pesticides are used in ways that do not endanger health of workers, family, communities or the environment.			

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Criterion / Indicator		Assessment Findings	Compliance
Eligibility	<p>Smallholders commit to phase out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions by:</p> <ul style="list-style-type: none"> • Immediately stopping purchasing of these pesticides • Phasing out use of remaining stock by MS A • Providing information for the group manager to keep record of pesticide purchase and use. <p>(refer to indicator 1.1E / Appendix 1)</p>	<p>PPSS Karya Serumpun has established the Standard Operating Procedures for Pesticide Use and Handling of Empty Pesticide Containers (Document No. 25/SOP-UPHTDA/ICS-KS/X/2019, dated 28 August 2021). Point 3 of the document specifies that: "The use of herbicides containing paraquat as the active ingredient is prohibited."</p> <p>Each smallholder member of PPSS Karya Serumpun has signed the "Pesticide Use and Handling of Empty Pesticide Containers Declaration," which affirms that they will not use pesticides containing paraquat. This is confirmed by interviews with sampled farmers, all of whom have verified that they signed the aforementioned declaration. The following documents were reviewed:</p> <ul style="list-style-type: none"> • "Pesticide Use and Handling of Empty Pesticide Containers Declaration" for Sudarmin (ID 111007), signed on 15 October 2021. • "Pesticide Use and Handling of Empty Pesticide Containers Declaration" for Jevelia Sepriana, MP (ID 111012), signed on 13 March 2023. • "Pesticide Use and Handling of Empty Pesticide Containers Declaration" for Kurniawan (ID 111004), signed on 25 September 2021. • "Pesticide Use and Handling of Empty Pesticide Containers Declaration" for Selamat Dicky Jepisha (ID 111006), signed on 10 October 2021. • "Pesticide Use and Handling of Empty Pesticide Containers Declaration" for Alwanudin (ID 111001), signed on 16 September 2021. • "Pesticide Use and Handling of Empty Pesticide Containers Declaration" for Hady Hamdany (ID 131002), signed on 19 February 2023. • "Pesticide Use and Handling of Empty Pesticide Containers Declaration" for Subagio (ID 131005), signed on 2 March 2023. • "Pesticide Use and Handling of Empty Pesticide Containers Declaration" for Yusriana (ID 131008), signed on 24 February 2023. • "Pesticide Use and Handling of Empty Pesticide Containers Declaration" for Umar (ID 131007), signed on 20 February 2023. 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
Milestone A	Smallholders complete training on BMPs for pesticides including pesticide usage, awareness on risks for pregnant and breastfeeding women and young workers; storage and disposal; paraquat and pesticides listed by WHO Class 1A or 1B, the Stockholm or Rotterdam Conventions (and in compliance with 3.5).	<p>PPSS KS has demonstrated pesticide management and handling of empty pesticide containers training, which is documented in the "Smart Book for Independent Palm Oil Farmers of Karya Serumpun" held by each farmer member of PPSS KS. For example:</p> <ul style="list-style-type: none"> • Mr. Umar (ID 131007) received Good Agricultural Practices (GAP) training, which included pesticide management and handling of empty pesticide containers, conducted on 18 April 2024. • Mr. Hady Hamdany (ID 131002) received Good Agricultural Practices (GAP) training, which included pesticide management and handling of empty pesticide containers, conducted on 18 April 2024. • Mr. Sudarmin (ID 111007) received training on pesticide use and management of hazardous waste, conducted on 24 June 2024. • Berkah Bersama Farmer Group: 24 members; GAP training on 7 December 2023, attended by 27 participants; Training related to pesticide and hazardous waste handling on 11 July 2024. Attended by 27 participants. • Maju Jaya I Farmer Group: 79 members; GAP training on 12 February 2024, attended by all members. • Sejahtera Farmer Group: 29 members; GAP training on 21 April 2024, attended by all members. • Maju Lancar Farmer Group: 13 members; GAP training on 16 October 2023, attended by all members; Training related to pesticide and hazardous waste handling on 24 July 2024, attended by all members. • Tani Subur Farmer Group: 10 members; GAP training on 19 December 2023, attended by all members; Training related to pesticide and hazardous waste handling on 30 July 2024, attended by all members. • Seresam Maju Farmer Group: 8 members; GAP training on 18 April 2024, attended by all members. 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		Interviews with sampled smallholder indicate that they understand the policy prohibiting the use of paraquat-based pesticides.	
Milestone B	Smallholders implement BMPS for all pesticide use, including prohibiting use of pesticides by pregnant and breastfeeding women and young workers, and exclusion of paraquat and pesticides that are categorized as WHO Class 1A or 1B, or those listed by the Stockholm or Rotterdam Conventions, unless when authorized by relevant authorities for pest outbreaks.	<p>Interviews with sampled smallholders indicate that they understand the prohibition against pregnant or breastfeeding women and young workers applying pesticides. Based on document reviews, interviews with ICS and members, and field visits, there is no evidence of paraquat application in the field.</p> <p>Field visits to the plot of 32 sampled smallholders show no indication of paraquat use for weeding control. Most smallholders manage weeds manually by hand or mechanically using grass-cutting machines.</p>	Complied
Criteria 4.9: The group and smallholders manage pests, diseases, weeds and invasive introduced species using appropriate techniques, including but not limited to Integrated Pest Management (IPM) techniques.			
Eligibility	Not applicable	Not applicable.	Not Applicable
Milestone A	Smallholders complete training on and are aware of BMPs, including, but not limited to safe chemical use, IPM, weed and invasive species management.	<p>PPSS Karya Serumpun has documented all the training attended by its smallholder members in the <i>"Buku Pintar Petani Sawit Swadaya Karya Serumpun"</i>, which each member holds. For example:</p> <ul style="list-style-type: none"> Mr. Umar (ID 131007) received Good Agricultural Practices (GAP) training, including pesticide management, handling of empty pesticide containers, fertilization, harvesting, seedling, Integrated Pest Management, etc., conducted on 18 April 2024. An RSPO Principles and Criteria refresher was held on 11 January 2024, and training on High Conservation Value (HCV) area management was conducted on 30 May 2024. Mr. Hady Hamdany (ID 131002) received Good Agricultural Practices (GAP) training, including pesticide management, handling of empty pesticide containers, fertilization, harvesting, seedling, Integrated Pest Management, etc., conducted on 18 April 2024. An RSPO Principles and 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>Criteria refresher was held on 11 January 2024, and training on High Conservation Value (HCV) area management was conducted on 30 May 2024.</p> <ul style="list-style-type: none"> Mr. Sudarmin (ID 111007) received Good Agricultural Practices (GAP) training, including pesticide management, handling of empty pesticide containers, fertilization, harvesting, Integrated Pest Management, etc., conducted on 16 October 2023. 	
Milestone B	The group and smallholders maximize use of IPM approaches to minimize use of pesticides and herbicides on their farm.	<p>Interviews and field visits to the plot of sampled smallholders during this ASA 3 show that they have implemented Integrated Pest Management (IPM) approaches by minimizing the use of pesticides and herbicides on their farms. The use of biological control agents has also started to be applied by smallholders, for example:</p> <ul style="list-style-type: none"> Planting beneficial plants such as <i>Turnera subulata</i>, particularly along main roads, to suppress leaf caterpillar pests. Utilizing barn owls (<i>Tyto alba</i>) as natural predators of rat pests. As of 2024, 22 barn owl nests have been installed. Most smallholders manage weeds manually by hand or mechanically using grass-cutting machines. 	Complied
Internal Control System requirements for smallholder groups.			
A – ICS: Group entity and group management requirements			
A.1 The Group demonstrates that they are legally formed.			
A.1.1			
Eligibility	The Group has appointed a group manager	PPSS Karya Serumpun has shown several evidence of Group Manager appointment as follows:	Complied
Milestone A	The Group has appointed a group manager	<ul style="list-style-type: none"> Based on the decision of the member meeting on 27 August 2019 decided to appoint the Group Manager and ICS Structure as per Surat Keputusan 	Complied

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Milestone B	The Group has appointed a group manager	<p>No. 1/ISK-KOMITE PERSETUJUAN/KS/VIII/2019. Along with the appointment, the organizational structure, functions, duties and responsibilities of the Group Manager / Approval Committee are also determined. The decree letter has appointed Wawan Ardian as the Group Manager in Karya Serumpun. The requirement for Group Manager: Group manager have knowledge on good on oil palm production; principle and criteria of sustainable oil palm; group certification; internal procedure and policy in group.</p> <p>Based on "Surat Keputusan No: 30/SK-KOMITE PERSETUJUAN/KS/X/2022" dated 10 October 2022 the group manager changed to Mr. Bontor Pasaribu as Group Manager for 5 year period.</p> <ul style="list-style-type: none"> • Roles and responsibility of Group Manager: responsible for all certification process of sustainable for independent smallholder; group manager has no conflict of interest; group manager able to check, monitors and evaluate all member; group manager develops good system and documentation (mission and objective, policy and procedure for operational management and decision making, communication); group manager have fair and transparent marketing of sustainable FFB, market dispersion and price information); group manager develops internal control system manual; group manager communicates with third party external certification body; group manager shall supervise Internal Control System; group manager shall be able to control and organize registration and internal inspection. • The appointment of "Komite Persetujuan" - Approval Committee has been defined under the minutes of formation of PPSSKS "Berita Acara Pembentukan Perkumpulan Petani Sawit Swadaya Karya Serumpun" dated 21 March 2019. The approval committee consist of Mr. Juliono, Mr. Wawan Ardian, Mr. Edi Suroto, Mr. Edi Luqhfina, Mr. Edi Suardi, Mr. Bontor Pasaribu, Mr. Tohirin and Mr. Erik Erianto. Roles and responsibility for "Komite Persetujuan" have been defined under "Tugas dan Tanggung 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>Jawab Kerja Komite Persetujuan”: Approval committee to conduct selection upon data and reports to be review; to provide improvement recommendation upon result from internal inspection.</p> <ul style="list-style-type: none"> For Internal Control System (ICS) Team based on “Surat Keputusan Pengangkatan Ketua dan Anggota Unit Inspeksi Internal” No.12/SK-PUII/KS/II/2020 dated 18 February 2020. The Internal Control team comprise of Mr. Usman Simanulang, Mr. Turmuzi and Mr. Trimo Prianto. The roles and responsibility: to conduct internal inspection minimum 1 time per annum and documenting inspection result; to visit purchasing points during harvest to ensure purchasing procedure carried out as per standard; to conduct farmer/member registration; to conduct internal inspection minimum once per year; to inform individual farmer about RSPO internal standard. For Group Manager Purchase and Marketing Team based on “Surat Keputusan Staf Pembelian & Pemasaran” No.14/SK-UPM/KS/II/2020 dated 18 February 2020. The purchase and marketing team comprise of Mr. Hadi Sumari, Mr. Totok Sujarto and Mr. Yusup. <p>Based on interview during this audit, there was a sufficient resource in term of human capital, financial, buildings and other infrastructure such as agriculture tools, emergency response equipment, vehicles and office utensils.</p>	
A.1.2			
Eligibility	The group manager has evidence of legal identity.	<i>There was no change of information since previous assessment.</i>	Complied
Milestone A	The group manager has evidence of legal identity.	Data verified during this audit (ASA1 & Extension to scope year 2023, including:	Complied
Milestone B	The group manager has evidence of legal identity.	<ul style="list-style-type: none"> Small Business License: “Surat Izin Usaha Perkebuanan” – (IUP), NIB: 0220205750189. Issued by Badan Penanaman Modal dan Pelayanan Perijinan Terpadu of Indragiri Hulu Regency on 17 July 2020 with 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>organization name "PERKUMPULAN PETANI SAWIT SWADAYA KARYA SERUMPUN".</p> <ul style="list-style-type: none"> According to Article 1 Number 12 Government Regulation (PP) No. 24 of 2018 concerning Electronically Integrated Business Licensing Services (PBTSE), the Business Identification Number (NIB) has the meaning, namely as an identity for business actors issued by the Online Single Submission (OSS) institution after business actors register for their respective business businesses. <p>In addition to having a function as a business identity, the NIB (Business Identification Number) also functions as a Company Registration Certificate (TDP) where a business run by a company will have a license to operate. So that during the audit it was confirmed that the Perkumpulan Petani Sawit Swadaya Karya Serumpun is sufficient just to have a NIB and no need to make TDP and SIUP/SITU.</p> <p>Perkumpulan Petani Sawit Swadaya Karya Serumpun has had a Business Registration Number - Nomor Induk Berusaha (NIB) No. 0220205750189 dated 8 July 2020 based on Government Regulation No. 24 of 2018 Article 24 paragraph (1); concerning Electronic Integrated Business Licensing Services.</p> <ul style="list-style-type: none"> Deed of Establishment for "Perkumpulan Petani Sawit Swadaya Karya Serumpun" No. 22 dated 09 July 2019 issued by Notary Roni Ermanto, S.H., M.Kn. Karya Serumpun has registered the legal entity in the Republic of Indonesia Ministry of Law and Human Right under decree number "Keputusan Menteri Hukum dan Hak Asasi Manusia Republik Indonesia No. AHU- 007229.AH.01.07.Tahun 2019 tentang Pengesahan Pendirian Badan Hukum Perkumpulan Petani Sawit Swadaya Karya Serumpun" dated 16 July 2019 regarding legalization of legal entity of Perkumpulan Petani Sawit Swadaya Karya Serumpun 	

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Nomor Wajib Pajak – NPWP: 95.068.323.5-213.000 on behalf of Perkumpulan Petani Sawit Swadaya Karya Serumpun from Kantor Pelayanan Pajak (KPP) Pratama Rengat. <p>The appointment of Group Manager which regulated as per “Pengesahan Manager dan SK Manager” dated 27 August 2019. The letter appoints Wawan Ardian as the Group Manager in Perkumpulan Petani Sawit Swadaya Karya Serumpun. The requirement for Group Manager: Group manager have knowledge on good on oil palm production; principle and criteria of sustainable oil palm; group certification; internal procedure and policy in group. Based on “Surat Keputusan No: 30/SK-KOMITE PERSETUJUAN/KS/X/2022” dated 10 October 2022 the group manager changed to Mr. Bontor Pasaribu as Group Manager.</p> <p>Organization structure is evident. The organization structure has been communicated to the association members.</p>	
A1.3			
Eligibility	The group has membership requirements.	PPSS Karya Serumpun has established some procedure related to membership requirements as follows:	Complied
Milestone A	The group has membership requirements.	<ul style="list-style-type: none"> SOP Penyuluhan, SOP No: 01/SOP-UPP/ICS-KS/X/2019 dated 24 October 2019. 	Complied
Milestone B	The group has membership requirements.	<ul style="list-style-type: none"> SOP Pendaftaran Anggota, SOP No: 02/SOP-UPPA/ICS-KS/X/2019 dated 24 October 2019. SOP Bergabung dan Keluar dalam keanggotaan, SOP No: 03/SOP-BKK/ICS-KS/X/2019 dated 24 October 2019. SOP Pemberian Peringatan dan Sanksi, SOP No: 04/SOP-PB/ICS-KS/X/2019, dated 24 October 2019. SOP Audit Internal, SOP No: 14/SOP-AI/ICS-KS/X/2019, dated 24 October 2019. <p>Sampled smallholder commitment for members:</p>	Complied

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		<ul style="list-style-type: none"> • Smallholder ID 901001.A signed "<i>Pernyataan Pekebun</i>" dated 07 April 2021. • Smallholder ID 901005.A signed "<i>Pernyataan Pekebun</i>" dated 24 September 2021. • Smallholder ID 901002.A,1 signed "<i>Pernyataan Pekebun</i>" dated 13 January 2022. • Smallholder ID 901004.A signed "<i>Pernyataan Pekebun</i>" dated 22 December 2021. • Smallholder ID 901017.A signed "<i>Pernyataan Pekebun</i>" dated 20 February 2022. • Smallholder ID 901010.A signed "<i>Pernyataan Pekebun</i>" dated 7 April 2022. • Smallholder ID 702028 signed "<i>Pernyataan Pekebun</i>" dated 15 September 2021. • Tumijo: Smallholder ID 702031 signed "<i>Pernyataan Pekebun</i>" dated 10 October 2021. • Smallholder ID 702026 signed "<i>Pernyataan Pekebun</i>" dated 4 December 2020. • Smallholder ID 702016 signed "<i>Pernyataan Pekebun</i>" dated 25 February 2020. • Smallholder ID 702018 signed "<i>Pernyataan Pekebun</i>" dated 4 December 2020. <p>Furthermore, all smallholder also submitted another document for membership registration i.e land title, copy of ID card and signed the land historical document.</p>	
A.1.4			
Eligibility	All members have signed and acknowledged membership requirements.	PPSS Karya Serumpun has established some procedure related to membership requirements as follows:	Complied

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		<ul style="list-style-type: none"> SOP Penyuluhan, SOP No: 01/SOP-UPP/ICS-KS/X/2019 dated 24 October 2019. SOP Pendaftaran Anggota, SOP No: 02/SOP-UPPA/ICS-KS/X/2019 dated 24 october 2019. SOP Bergabung dan Keluar dalam keanggotaan, SOP No: 03/SOP-BKK/ICS-KS/X/2019 dated 24 october 2019. SOP Pemberian Peringatan dan Sanksi, SOP No: 04/SOP-PB/ICS-KS/X/2019, dated 24 October 2019. SOP Audit Internal, SOP No: 14/SOP-AI/ICS-KS/X/2019, dated 24 October 2019. <p>Sampled smallholder commitment for members:</p> <ul style="list-style-type: none"> Smallholder ID 901001.A signed "<i>Pernyataan Pekebur</i>" dated 07 April 2021. Smallholder ID 901005.A signed "<i>Pernyataan Pekebur</i>" dated 24 September 2021. Smallholder ID 901002.A,1 signed "<i>Pernyataan Pekebur</i>" dated 13 January 2022. Smallholder ID 901004.A signed "<i>Pernyataan Pekebur</i>" dated 22 December 2021. Smallholder ID 901017.A signed "<i>Pernyataan Pekebur</i>" dated 20 February 2022. Smallholder ID 901010.A signed "<i>Pernyataan Pekebur</i>" dated 7 April 2022. Smallholder ID 702028 signed "<i>Pernyataan Pekebur</i>" dated 15 September 2021. Tumijo: Smallholder ID 702031 signed "<i>Pernyataan Pekebur</i>" dated 10 October 2021. Smallholder ID 702026 signed "<i>Pernyataan Pekebur</i>" dated 4 December 2020. 	

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		<ul style="list-style-type: none">Smallholder ID 702016 signed “<i>Pernyataan Pekebun</i>” dated 25 February 2020.Smallholder ID 702018 signed “<i>Pernyataan Pekebun</i>” dated 4 December 2020.	
Milestone A	All members can demonstrate understanding of membership requirements.	Through the document verification, interview and field visit to all the sampling plot, the auditor team concluded that all smallholders have good awareness related to the membership requirements and able to demonstrate their commitment in the ground.	Complied
Milestone B	All members can demonstrate understanding of membership requirements.		Complied
A.2 The Group Manager is responsible for managing the Group for certification.			
A.2.1			
Eligibility	The group manager has planned for the implementation of the ICS.	<p>Group manager has demonstrates understanding of the ISH standard, group certification and related topics of RSPO certification. It was confirmed during interview with Group Manager.</p> <p>Other than that, Group Manager also set annual training related to the RSPO Independent Smallholder implementation as follows:</p> <ul style="list-style-type: none">Training related to OHS, PPE usage and harvesting procedure.Training on FPIC and complaint/grievance.GAP training.Gender awareness trainingTraining related to pesticide and hazardous waste handling.Training related to worker welfare and minimum wage determination.Training related to RSPO ISH standard awareness.Training related to HCV Management.Mitigation of land fire training.	Complied
Milestone A	The group manager can demonstrate compliance of the ICS by individual members.	The Group Manager and ICS team demonstrated the annual program for RSPO certification and smallholder member support. The internal audit was	Complied

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Milestone B	The group manager can demonstrate compliance of the ICS by individual members.	carried out to all smallholder members during September 2023 to June 2024. The report was presented by the internal auditor team to Group Manager on 8 July 2024.	Complied
A.2.2			
Eligibility	The group manager demonstrates understanding of the ISH Standard, and related topics and has sufficient resources to manage the group.	<p>The group manager has managed 743 members of PPSS Karya Serumpun to commit to RSPO independent smallholder standards by re-signing the smallholder declaration in 2020 which includes a commitment to no forced labor, paying wages in accordance with the minimum wage, no discrimination, no use of paraquats, participate in training, zero burning, minimize pesticides, etc.</p> <p>Group manager ICS have managed sufficient resources to manage PPSS Karya Serumpun. The Group Manager appointment are available according to Decree letter "Surat Keputusan No: 30/SK-KOMITE PERSETUJUAN/KS/X/2022 Tentang Pengangkatan Manager" dated 10 October 2022. Group Manager appointed on behalf Bontor Pasaribu. This group manager replaces the previous one Mr Wawan Ardian (resigned due to health reason). The handover of position are recorded as per "Berita Acara Serah Terima Jabatan" No. 10/BASTJ/KS/X/2022 dated 10 October 2022. Internal Control System also has been established according to decree letter above. ICS structure organisation according to decree letter consist of:</p> <ul style="list-style-type: none"> - <i>Group Manager: Bontor Pasaribu</i> - <i>Unit Penyuluhan dan Pendaftaran: Muhamad Rifa'I SP</i> - <i>Unit Inspeksi Internal: Usman Manulang</i> - <i>Unit K3 dan NKT: Sukardi</i> - <i>Unit Darurat Api dan PHT: Basri</i> - <i>Unit Pembelian dan Pemasaran: Hadi Sumari</i> - <i>Unit Penyediaan Pupuk dan Saprodi: Candra</i> 	Complied

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		<p>To manage programs and activities PPSS Karya Serumpun also establish TUPOKSI (<i>Tugas Pokok dan Fungsi</i> - Main Duties and Functions) for each function in the ICS structure.</p> <p>Group manager has demonstrates understanding of the ISH standard, group certification and related topics of RSPO certification. It was confirmed during interview with Group Manager on behalf Bontor Pasaribu.</p>	
Milestone A	The group manager can demonstrate capacity to manage and operate ISH Standard and certification requirements.	<p>During audit activities, ICS Board of PPSS Karya Serumpun can demonstrate understanding and competence towards the RSPO ISH Standard, for example demonstrated by:</p> <ul style="list-style-type: none"> Establishment of an organizational structure equipped with job descriptions Conduct field visits to farmers land to ensure compliance with ISH standards 	Complied
Milestone B	The group manager can demonstrate capacity to manage and operate ISH Standard and certification requirements.	<p>Implementation of regular and periodic socialization and training for all group members</p>	Complied
A.2.3			
Eligibility	A group annual training plan is available covering the RSPO Independent Smallholder Standard, group management (which includes group objectives, structure, relevant procedures and the certification process) and other topics as outlined in the ISH Standard.	<p>PPSS Karya Serumpun has set annual training plan that covering issue related to RSPO ISH standard as follows:</p> <ul style="list-style-type: none"> RSPO Independent Smallholder Standard awareness training. Refreshment training on FPIC. Refreshment training on GAP. Refreshment training on HCV Monitoring and Management. Refreshment training on Gender Issues. Refreshment training on Worker Welfare and Minimum Wage Determination. Refreshment training on land fire mitigation and handling. Refreshment training on Occupational Safety and Health. Refreshment training on Harvesting Procedure. Refreshment training on Pesticide and Hazardous Waste Handling. <p>This training plan also covered the schedule, tutor and subject of training.</p>	Complied

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Milestone A	The group manager implements a phased approach to ensure members have progressively attended training on the ISH Standard, group management and other topics as outlined in the ISH Standard according to the group annual training plan.	Unit of certification provided annual training for smallholder that covered the issues related to RSPO Independent Smallholders Awareness as follows: 1. Karya Gansal Farmer Group: 29 members <ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 14 Aug 2024. Attended by all members. • Training on FPIC, complaint/grievance on 17 January 2024. Attended by all members. • GAP training on 21 February 2024. Attended by all members. • Gender awareness training on 22 May 2024. Attended by all members. • Training related to pesticide and hazardous waste handling will be held on 11 September 2024. • Training related to worker welfare and minimum wage determination on 19 June 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 13 December 2023. Attended by all members. • Training related to HCV Management on 24 April 2024. Attended by all members. • Mitigation of land fire training on 17 July 2024. Attended by all members. 	Complied
Milestone B	All members attended training and can demonstrate understanding of the ISH Standard, group management and certification requirements including awareness on BMPs, HCV, environmental protection, social welfare of workers and business operations.	2. Berdikari Farmer Group: 54 members <ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 17 May 2024. Attended by all members. • Training on FPIC, complaint/grievance on 13 October 2023. Attended by 53 members. • GAP training on 24 November 2023. Attended by 53 participants. • Gender awareness training on 26 January 2024. Attended by 52 participants. 	Complied

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		<ul style="list-style-type: none"> • Training related to pesticide and hazardous waste handling on 28 June 2024. Attended by 53 participants. • Training related to worker welfare and minimum wage determination on 23 February 2024. Attended by 53 participants. • Training related to RSPO ISH standard awareness on 22 September 2023. Attended by all members. • Training related to HCV Management on 8 December 2023. Attended by all members. • Mitigation of land fire training on 26 April 2024. Attended by 53 participants. <p>3. Gemilang Tani Farmer Group: 26 members</p> <ul style="list-style-type: none"> • According to the annual training plan, training related to OHS, PPE usage and harvesting procedure will be conducted on 18 September 2024. • Training on FPIC, complaint/grievance on 28 January 2024. Attended by all members. • GAP training on 17 April 2024. Attended by all members. • Gender awareness training on 19 June 2024. Attended by all members. • Training related to pesticide and hazardous waste handling will be held on 16 October 2024. • Training related to worker welfare and minimum wage determination on 24 July 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 24 January 2024. Attended by all members. • Training related to HCV Management on 15 May 2024. Attended by all members. • Mitigation of land fire training on 21 August 2024. Attended by 25 participants. 	

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		<p>4. Gansal Makmur Farmer Group: 26 members</p> <ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 24 Aug 2024. Attended by all members. • Training on FPIC, complaint/grievance on 20 January 2024. Attended by all members. • GAP training on 17 February 2024. Attended by all members. • Gender awareness training on 25 May 2024. Attended by all members. • Training related to pesticide and hazardous waste handling will be held on 19 September 2024. • Training related to worker welfare and minimum wage determination on 22 June 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 16 December 2023. Attended by all members. • Training related to HCV Management on 27 April 2024. Attended by all members. • Mitigation of land fire training on 20 July 2024. Attended by all members. <p>5. Sawit Mandiri Farmer Group: 19 members</p> <ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 22 Aug 2024. Attended by all members. • Training on FPIC, complaint/grievance on 18 January 2024. Attended by all members. • GAP training on 15 February 2024. Attended by all members. • Gender awareness training on 30 May 2024. Attended by all members. • Training related to pesticide and hazardous waste handling will be held on 11 September 2024. 	

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> • Training related to worker welfare and minimum wage determination on 27 June 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 14 December 2023. Attended by all members. • Training related to HCV Management on 25 April 2024. Attended by 20 participants. • Mitigation of land fire training on 25 July 2024. Attended by all members. <p>6. Mina Sentosa Farmer Group: 19 members</p> <ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 15 June 2024. Attended by all members. • Training on FPIC, complaint/grievance on 4 November 2023. Attended by all members. • GAP training on 9 December 2023. Attended by 20 participants. • Gender awareness training on 17 February 2024. Attended by 20 participants. • Training related to pesticide and hazardous waste handling on 13 July 2024. Attended by 20 participants. • Training related to worker welfare and minimum wage determination on 20 April 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 14 October 2023. Attended by 20 participants. • Training related to HCV Management on 13 January 2024. Attended by 20 participants. • Mitigation of land fire training on 18 May 2024. Attended by 20 participants. <p>7. Harapan Jaya Farmer Group: 65 members</p>	

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		<ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 23 Aug 2024. Attended by all members. • Training on FPIC, complaint/grievance on 26 January 2024. Attended by all members. • GAP training on 23 February 2024. Attended by all members. • Gender awareness training on 24 May 2024. Attended by all members. • Training related to pesticide and hazardous waste handling will be held on 20 September 2024. • Training related to worker welfare and minimum wage determination on 21 June 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 29 December 2023. Attended by all members. • Training related to HCV Management on 26 April 2024. Attended by all members. • Mitigation of land fire training on 19 July 2024. Attended by 63 participants. <p>8. Belimbing Sejahtera Farmer Group: 19 members</p> <ul style="list-style-type: none"> • According to the annual training plan, training related to OHS, PPE usage and harvesting procedure will be conducted on 28 September 2024. • Training on FPIC, complaint/grievance on 28 February 2024. Attended by all members. • GAP training on 27 April 2024. Attended by all members. • Gender awareness training on 22 June 2024. Attended by all members. • Training related to pesticide and hazardous waste handling will be held on 26 October 2024. 	

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> • Training related to worker welfare and minimum wage determination on 20 July 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 27 January 2024. Attended by all members. • Training related to HCV Management on 24 May 2024. Attended by all members. • Mitigation of land fire training on 24 August 2024. Attended by 18 participants. <p>9. Sri Rezeki II Farmer Group: 11 members</p> <ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 03 Aug 2024. Attended by all members. • Training on FPIC, complaint/grievance on 30 December 2023. Attended by all members. • GAP training on 27 January 2024. Attended by all members. • Gender awareness training on 4 May 2024. Attended by 12 participants. • Training related to pesticide and hazardous waste handling will be held on 14 September 2024. • Training related to worker welfare and minimum wage determination on 8 June 2024. Attended by 12 participants. • Training related to RSPO ISH standard awareness on 2 December 2023. Attended by 12 participants. • Training related to HCV Management on 23 January 2024. Attended by all members. • Mitigation of land fire training on 6 July 2024. Attended by 12 participants. <p>10. Sekuyam Jaya Farmer Group: 45 members</p>	

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		<ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 20 Aug 2024. Attended by all members. • Training on FPIC, complaint/grievance on 16 January 2024. Attended by all members. • GAP training on 13 February 2024. Attended by all members. • Gender awareness training on 21 May 2024. Attended by all members. • Training related to pesticide and hazardous waste handling will be held on 17 September 2024. • Training related to worker welfare and minimum wage determination on 25 June 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 19 December 2023. Attended by all members. • Training related to HCV Management on 23 April 2024. Attended by all members. • Mitigation of land fire training on 23 July 2024. Attended by all members. <p>11. Kelesa Jaya Mandiri Farmer Group: 48 members</p> <ul style="list-style-type: none"> • According to the annual training plan, training related to OHS, PPE usage and harvesting procedure will be conducted on 13 September 2024. • Training on FPIC, complaint/grievance on 16 February 2024. Attended by all members. • GAP training on 19 April 2024. Attended by all members. • Gender awareness training on 21 June 2024. Attended by all members. • Training related to pesticide and hazardous waste handling will be held on 18 October 2024. 	

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		<ul style="list-style-type: none"> • Training related to worker welfare and minimum wage determination on 26 July 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 19 January 2024. Attended by all members. • Training related to HCV Management on 24 May 2024. Attended by all members. • Mitigation of land fire training on 16 August 2024. Attended by 47 participants. <p>12. Sidodadi Farmer Group: 48 members</p> <ul style="list-style-type: none"> • According to the annual training plan, training related to OHS, PPE usage and harvesting procedure will be conducted on 13 September 2024. • Training on FPIC, complaint/grievance on 21 January 2024. Attended by 49 participants. • GAP training on 18 February 2024. Attended by 49 participants. • Gender awareness training on 26 May 2024. Attended by 49 participants. • Training related to pesticide and hazardous waste handling will be held on 29 September 2024. • Training related to worker welfare and minimum wage determination on 30 June 2024. Attended by 49 participants. • Training related to RSPO ISH standard awareness on 03 December 2023. Attended by 49 participants. • Training related to HCV Management on 28 April 2024. Attended by all members. • Mitigation of land fire training on 28 July 2024. Attended by 49 participants. <p>13. Jaya Tani Farmer Group: 28 members</p>	

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		<ul style="list-style-type: none"> According to the annual training plan, training related to OHS, PPE usage and harvesting procedure will be conducted on 15 September 2024. Training on FPIC, complaint/grievance on 19 January 2024. Attended by all members. GAP training on 16 February 2024. Attended by all members. Gender awareness training on 3 May 2024. Attended by all members. Training related to pesticide and hazardous waste handling will be held on 27 September 2024. Training related to worker welfare and minimum wage determination on 28 June 2024. Attended by all members. Training related to RSPO ISH standard awareness on 15 December 2023. Attended by all members. Training related to HCV Management on 3 May 2024. Attended by all members. Mitigation of land fire training on 26 July 2024. Attended by all members. <p>14. Maju Jaya Farmer Group: 79 members</p> <ul style="list-style-type: none"> Training related to OHS, PPE usage and harvesting procedure on 19 Aug 2024. Attended by all members. Training on FPIC, complaint/grievance on 15 January 2024. Attended by all members. GAP training on 12 February 2024. Attended by all members. Gender awareness training on 20 May 2024. Attended by all members. Training related to pesticide and hazardous waste handling will be held on 16 September 2024. Training related to worker welfare and minimum wage determination on 24 June 2024. Attended by all members. 	

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Criterion / Indicator	Assessment Findings	Compliance
	<ul style="list-style-type: none"> • Training related to RSPO ISH standard awareness on 11 December 2023. Attended by all members. • Training related to HCV Management on 22 April 2024. Attended by all members. • Mitigation of land fire training on 22 July 2024. Attended by all members. <p>15. Sejahtera Farmer Group: 29 members</p> <ul style="list-style-type: none"> • According to the annual training plan, training related to OHS, PPE usage and harvesting procedure will be conducted on 22 September 2024. • Training on FPIC, complaint/grievance on 11 February 2024. Attended by all members. • GAP training on 21 April 2024. Attended by all members. • Gender awareness training on 23 June 2024. Attended by all members. • Training related to pesticide and hazardous waste handling will be held on 20 October 2024. • Training related to worker welfare and minimum wage determination on 21 July 2024. Attended by all members. • Training related to RSPO ISH standard awareness on 14 January 2024. Attended by all members. • Training related to HCV Management on 19 May 2024. Attended by all members. • Mitigation of land fire training on 22 August 2024. Attended by all members. <p>16. Karya Mandiri Farmer Group: 44 members</p> <ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 12 June 2024. Attended by 47 members. 	

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		<ul style="list-style-type: none"> • Training on FPIC, complaint/grievance on 18 October 2023. Attended by 47 participants. • GAP training on 15 November 2023. Attended by 48 participants. • Gender awareness training on 24 January 2024. Attended by 47 participants. • Training related to pesticide and hazardous waste handling on 10 July 2024. Attended by 48 participants. • Training related to worker welfare and minimum wage determination on 28 February 2024. Attended by 47 participants. • Training related to RSPO ISH standard awareness on 20 September 2023. Attended by 47 participants. • Training related to HCV Management on 20 December 2023. Attended by 48 participants. • Mitigation of land fire training on 15 May 2024. Attended by 46 participants. <p>17. Karya Serumpun Sejahtera Farmer Group: 35 members</p> <ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 12 June 2024. Attended by 37 members. • Training on FPIC, complaint/grievance on 18 October 2023. Attended by 37 participants. • GAP training on 15 November 2023. Attended by 37 participants. • Gender awareness training on 24 January 2024. Attended by 37 participants. • Training related to pesticide and hazardous waste handling on 10 July 2024. Attended by 37 participants. • Training related to worker welfare and minimum wage determination on 28 February 2024. Attended by 37 participants. • Training related to RSPO ISH standard awareness on 20 December 2023. Attended by 37 participants. 	

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		<ul style="list-style-type: none"> • Training related to HCV Management on 20 December 2023. Attended by 37 participants. • Mitigation of land fire training on 15 May 2024. Attended by 37 participants. <p>18. Berkah Bersama Farmer Group: 24 members</p> <ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 13 June 2024. Attended by all members. • Training on FPIC, complaint/grievance on 23 November 2023. Attended by 26 members. • GAP training on 7 December 2023. Attended by 27 participants. • Gender awareness training on 15 January 2024. Attended by 27 participants. • Training related to pesticide and hazardous waste handling on 11 July 2024. Attended by 27 participants. • Training related to worker welfare and minimum wage determination on 25 April 2024. Attended by 27 participants. • Training related to RSPO ISH standard awareness on 19 October 2023. Attended by 27 participants. • Training related to HCV Management on 11 January 2024. Attended by 27 participants. • Mitigation of land fire training on 16 May 2024. Attended by 27 participants. <p>19. Maju Lancar Farmer Group: 13 members</p> <ul style="list-style-type: none"> • Training related to OHS, PPE usage and harvesting procedure on 27 May 2024. Attended by all members. • Training on FPIC, complaint/grievance on 18 September 2023. Attended by all members. • GAP training on 16 October 2023. Attended by all members. 	

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		<ul style="list-style-type: none"> Gender awareness training on 18 December 2023. Attended by all members. Training related to pesticide and hazardous waste handling on 24 July 2024. Attended by all members. Training related to worker welfare and minimum wage determination on 22 January 2024. Attended by all members. Training related to RSPO ISH standard awareness on 21 August 2023. Attended by all members. Training related to HCV Management on 13 November 2023. Attended by all members. Mitigation of land fire training on 22 April 2024. Attended by all members. <p>20. Tani Subur Farmer Group: 10 members</p> <ul style="list-style-type: none"> Training related to OHS, PPE usage and harvesting procedure on 2 July 2024. Attended by all members. Training on FPIC, complaint/grievance on 21 November 2023. Attended by all members. GAP training on 19 December 2023. Attended by all members. Gender awareness training on 20 February 2024. Attended by all members. Training related to pesticide and hazardous waste handling on 30 July 2024. Attended by all members. Training related to worker welfare and minimum wage determination on 30 April 2024. Attended by all members. Training related to RSPO ISH standard awareness on 24 October 2023. Attended by all members. Training related to HCV Management on 23 January 2024. Attended by all members. 	

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		<ul style="list-style-type: none"> Mitigation of land fire training on 28 May 2024. Attended by all members. <p>21. Seresam Maju Farmer Group: 8 members</p> <ul style="list-style-type: none"> According to the annual training plan, training related to OHS, PPE usage and harvesting procedure will be conducted on 19 September 2024. Training on FPIC, complaint/grievance on 15 February 2024. Attended by all members. GAP training on 18 April 2024. Attended by all members. Gender awareness training on 20 June 2024. Attended by all members. Training related to pesticide and hazardous waste handling will be held on 24 October 2024. Training related to worker welfare and minimum wage determination on 18 July 2024. Attended by all members. Training related to RSPO ISH standard awareness on 11 January 2024. Attended by all members. Training related to HCV Management on 30 May 2024. Attended by all members. Mitigation of land fire training on 22 August 2024. Attended by all members. <p>22. Karya Meduyan Farmer Group: 27 members</p> <ul style="list-style-type: none"> Training related to OHS, PPE usage and harvesting procedure on 27 Aug 2024. Attended by all members. Training on FPIC, complaint/grievance on 23 January 2024. Attended by all members. GAP training on 13 February 2024. Attended by 30 participants. 	

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Gender awareness training on 21 May 2024. Attended by all members. Training related to pesticide and hazardous waste handling will be held on 17 September 2024. Training related to worker welfare and minimum wage determination on 18 June 2024. Attended by 28 participants. Training related to RSPO ISH standard awareness on 12 December 2023. Attended by all members. Training related to HCV Management on 16 April 2024. Attended by all members. Mitigation of land fire training on 16 July 2024. Attended by all members. 	
B – ICS: Policies and management			
B.1 The group Internal Control System contains documented policies and procedures for operational management.			
B.1.1			
Eligibility	A group Internal Control System is available for operational management including procedures of expulsion and sanctions for members who fail to comply, and a procedure to conduct internal audits	PPSS Karya Serumpun has established an ICS implementation mechanism based on Procedure: <ul style="list-style-type: none"> SOP Bergabung dan Keluar dalam keanggotaan, SOP No: 03/SOP-BKK/ICS-KS/X/2019 dated 24 October 2019. SOP Pendaftaran Anggota, SOP No: 02/SOP-UPPA/ICS-KS/X/2019 dated 24 october 2019. SOP Penyuluhan, SOP No: 01/SOP-UPP/ICS-KS/X/2019 dated 24 october 2019. SOP Audit Internal, SOP No: 14/SOP-AI/ICS-KS/X/2019, dated 24 October 2019. SOP Pemberian Peringatan dan Sanksi, SOP No: 04/SOP-PB/ICS-KS/X/2019, dated 24 October 2019. 	Complied

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		<p>Procedures of expulsion and sanctions for members who fail to comply are available in SOP Pemberian Peringatan dan Sanksi, SOP No: 04/SOP-PB/ICS-KS/X/2019, dated 24 October 2019 and AD ART PPSS Karya Serumpun. The SOP and ADART regulates the type of sanction and type of violation by member which may lead to sanction/expulsion: Sanction given in the form of verbal and written by Komite Persetujuan and record in document of "Berita Acara"</p> <p>In AD ART stated that the sanction is given if there is a violation of: Defamation of the organization's reputation, not taking care of the plantation, committing serious violations according to the SOP, not paying the principal savings.</p> <p>Procedure to conduct Internal audit present in SOP Audit Internal, SOP No: 14/SOP-AI/ICS-KS/X/2019, dated 24 October 2019. Internal audit conducted once a year for all smallholder members.</p> <p>Audit programme has been determined by ICS as per "Rencana Kerja Audit Internal Periode 2023-2024". Internal audit 2023 was conducted in September 2023 – June 2024.</p>	
Milestone A	The ICS is implemented and an internal audit is conducted for at least half of the group members and all audit findings are closed	PPSS Karya Serumpun taken 33% sample of 704 members which is 232.32 (round up to 233 members) for period of September 2023 – June 2024. <i>Note: medium risk.</i>	Non-compliance
Milestone B	The ICS is implemented and an annual internal audit of the group is conducted for all group members and all audit findings are resolved.	<p>Based on the results of the internal audit conducted from September 2023 to June 2024, information was obtained that:</p> <ul style="list-style-type: none"> The internal audit has not included an examination of membership requirement documents. It was noted that several farmer statement documents were not accompanied by a signing date and/or were signed by the person concerned. This caused a difference in the time between the joint date and the signature of the membership requirement documents. However, this was not identified during the Internal Audit. 	Non-compliance

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none">There were several planters who did not complete Attachment 3 - "Land Ownership and Conflict History Disclosure Form", even though the land owned was the result of a sale and purchase process, including smallholder on behalf of ID 701010; ID 701050 and ID 701065. However, this was not identified during the Internal Audit.The internal audit has not included an examination of production data submitted by smallholder members every 3 months.Insufficient information available regarding the correction of non-conformities identified during the Internal Audit. <p>Through the fact above, it can be concluded that the internal audit procedure was not run effectively. This is raised as noncompliance.</p>	
B.1.2			
Eligibility	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	Unit of certification has provide the mechanism where all smallholders shall record their harvesting data through the harvesting note/"Buku Pintar Perkumpulan Petani Sawit Swadaya Karya Serumpun".	Complied
Milestone A	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	The record of production can be tracking through the Mass Balance spreadsheet that recapitulate by ICS Secretary on a daily bases. Since previous assessment until the end of August 2024, the production was over than 24,043.846 MT.	Complied
Milestone B	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager		Other than that, all information of smallholders and smallholders declaration has been signed by all members (including new members). All document kept in office by the Registration Unit.
C – ICS: Group Business planning			
C.1 The group has a Business Plan prepared with the participation and contributions of all group members			
C.1.1			

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Criterion / Indicator		Assessment Findings	Compliance												
Eligibility	An annual group business plan is available, which includes <ul style="list-style-type: none">• Production and income forecasting based on historical records• Plans for expansion	<p>PPSS Karya Serumpun has established a comprehensive annual group business plan that outlines key operational and financial strategies for the coming year. This plan includes detailed estimations of Fresh Fruit Bunch (FFB) production and income projections, which were presented during the audit. The business plan, titled "Estimasi produksi PPSS Karya Serumpun Tahun 2025 - 2029," covers an area of 1,390.49 hectares. It incorporates:</p> <ul style="list-style-type: none">- Production Forecasting: The plan provides a forecast of FFB production based on historical records. This forecasting process uses past performance data to predict future yields, helping to ensure that the organization can effectively plan for harvest volumes and resource allocation.- Income Forecasting: Income projections are derived from the production estimates, taking into account market prices and historical sales data. This enables PPSS Karya Serumpun to anticipate revenue and manage financial resources efficiently. <p>By integrating historical data into its forecasts, PPSS Karya Serumpun aims to make informed decisions and strategically plan for the future. The business plan also helps in aligning the organization's goals with expected production and financial outcomes.</p> <p>Available production and income forecasting based on historical records as mentioned in the "Estimasi Produksi PPSS Karya Serumpun Tahun 2025 - 2029":</p> <table><tr><th>Year</th><th>Kg</th></tr><tr><td>2025</td><td>29,369,709</td></tr><tr><td>2026</td><td>31,020,283</td></tr><tr><td>2027</td><td>31,955,318</td></tr><tr><td>2028</td><td>32,922,994</td></tr><tr><td>2029</td><td>33,339,029</td></tr></table>	Year	Kg	2025	29,369,709	2026	31,020,283	2027	31,955,318	2028	32,922,994	2029	33,339,029	Complied
Year	Kg														
2025	29,369,709														
2026	31,020,283														
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2028	32,922,994														
2029	33,339,029														

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Criterion / Indicator		Assessment Findings	Compliance
		<p>Refer to the RSPO Independent Smallholder Standard 2019, received certified volume has been stipulated as follows:</p> <ul style="list-style-type: none"> • CSPO (20% from FFB) • CSPK (5% from FFB) • CSPKO (45% from CSPK) • CSPKE (55% from CSPK) <p>Based on document review it was known that the annual group business plan is sufficient, that covers production estimate, FFB price, total earning, operational cost, net earnings.</p> <p>According to an interview with the Group Manager, there are no plans for land expansion in the upcoming year. The focus for the next period will be on strengthening the organization through membership growth. This intention is detailed in the document "Rencana Usaha 5 Tahun Kedepan" (Five-Year Business Plan).</p>	
Milestone A	The group business plan is implemented and reviewed at least annually.	<p>PPSS Karya Serumpun has established a comprehensive annual group business plan that outlines key operational and financial strategies for the coming year. This plan includes detailed estimations of Fresh Fruit Bunch (FFB) production and income projections, which were presented during the audit. The business plan, titled "Estimasi produksi PPSS Karya Serumpun Tahun 2025 - 2029," covers an area of 1,390.49 hectares.</p> <p>The implementation of group business plan was reviewed during the Annual Member Meeting ("Rapat Anggota Tahunan," or RAT) held on 13 January 2024. The RAT report was acknowledged by all participants, including the smallholders. According to the RAT report, items reviewed includes:</p> <ul style="list-style-type: none"> • 2023 Activity Report: Includes the construction of the office, establishment of a souvenir business center, scholarships for members' children, FFB trading, organic and liquid fertilizer sales. • Achievements and Impact: Summary of key accomplishments and the 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>positive effects on the organization and its members.</p> <ul style="list-style-type: none"> • 2023 Financial Report: Covers the financial performance, including the distribution of premiums. • 2023 Work Program Implementation: Report on the realization of the work programs planned for 2023. • 2024 Work Plan Preparation: Development of strategies and objectives for the coming year. • Discussion and Member Input: Opportunity for members to provide feedback and suggestions. • Decision Making: <ul style="list-style-type: none"> ○ In 2024, the focus will be on sustainable business development related to oil palm, such as palm sugar production and FFB trading. ○ Participation in the BPD PKS scholarship program for the children of smallholder members. ○ Collaboration with UNISI (Universitas Islam Indragiri to enhance the capacity of the ICS team. 	
Milestone B	The group demonstrates financial stability and growth, and is able to support itself financially.	<p>PPSS Karya Serumpun has consistently demonstrated strong financial stability and growth, ensuring its ability to sustain operations independently. This financial robustness is clearly documented in the "<i>Laporan Rapat Anggota Tahunan (RAT)</i>" or Annual Member Meeting Report. The most recent RAT, conducted on 13 January 2024, presented a comprehensive financial statement that highlighted the organization's stability. The report evidenced the remaining operating results for the year 2023, which benefit the active members, underscoring the effective financial management and profitability of the association.</p> <p>In addition to financial health, Karya Serumpun has made significant investments in its infrastructure to support its expanding operations and member needs. The organization has successfully developed the following facilities:</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> • New Permanent Office Building: An office which constructed in 2022 provides a stable and functional workspace for the administration, enhancing operational efficiency and facilitating better management of organizational activities. • Fertilizer Warehouse: A dedicated warehouse for storing fertilizers ensures the proper management and availability of agricultural inputs, which is crucial for maintaining high productivity and supporting sustainable farming practices among members. • Hazardous Waste Warehouse: a specialized warehouse for hazardous waste demonstrates Organisation's commitment to environmental safety and regulatory compliance, ensuring that hazardous materials are managed and stored securely. • Administrative Staff: currently the organization employs ten administrative staff, offering fair wages that comply with the minimum wage standards. This enhances the efficiency and reliability of administrative operations. • Social Insurance Registration: PPSS Karya Serumpun has registered the ICS team, administrative staff and smallholder member with the <i>BPJS Ketenagakerjaan</i> (Social Insurance Program), providing essential social security benefits to its members. <p>By maintaining financial stability and investing in essential infrastructure, the organization not only ensures sustainable growth but also enhances the quality of support and services provided to its members.</p>	
C.2 The ICS of the group is integrated with the group's management plan.			
C.2.1			
Eligibility	A group management plan is available which includes: <ul style="list-style-type: none"> • Training/capacity building plans to improve productivity of 	Group Manager has prepared the relevant training program to improve productivity of group members, as in "Timeline Kegiatan Refresh Pelatihan Petani Tahun 2023-2024". This program covers a range of topics, including	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	<p>group members.</p> <ul style="list-style-type: none"> • An approach to strengthen links within the supply chain. • Plan for continuous improvement projects (i.e. on waste, soil, etc.), if any. 	<p>best management practices, occupational health and safety (OHS), emergency response procedures (ERP), basic fire safety, and capacity building in record-keeping for production, inputs, yields, and transaction records.</p> <p>Based on document verification obtained information of the latest training to improve productivity of group member that has held as follows: PPSS Karya Serumpun has implemented an annual training program outlined in the "Timeline Kegiatan Refresh Pelatihan Petani Tahun 2023-2024." This program covers a range of topics, including best management practices, occupational health and safety (OHS), emergency response procedures (ERP), basic fire safety, and capacity building in record-keeping for production, inputs, yields, and transaction records. Document verification provided details of the most recent training sessions, which were conducted as follows:</p> <ol style="list-style-type: none"> 1. Berkah Bersama Farmer Group: 24 members <ol style="list-style-type: none"> a. Training related to OHS, PPE usage and harvesting procedure on 13 June 2024. Attended by all members. b. Training on FPIC, complaint/grievance on 23 November 2023. Attended by 26 members. c. GAP training on 7 December 2023. Attended by 27 participants. d. Gender awareness training on 15 January 2024. Attended by 27 participants. e. Training related to pesticide and hazardous waste handling on 11 July 2024. Attended by 27 participants. f. Training related to worker welfare and minimum wage determination on 25 April 2024. Attended by 27 participants. g. Training related to RSPO ISH standard awareness on 19 October 2023. Attended by 27 participants. h. Training related to HCV Management on 11 January 2024. Attended 	

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Criterion / Indicator		Assessment Findings	Compliance
		<p>by 27 participants.</p> <ul style="list-style-type: none"> i. Mitigation of land fire training on 16 May 2024. Attended by 27 participants. <p>2. Maju Jaya I Farmer Group: 79 members</p> <ul style="list-style-type: none"> a. Training related to OHS, PPE usage and harvesting procedure on 19 Aug 2024. Attended by all members. b. Training on FPIC, complaint/grievance on 15 January 2024. Attended by all members. c. GAP training on 12 February 2024. Attended by all members. d. Gender awareness training on 20 May 2024. Attended by all members. e. Training related to worker welfare and minimum wage determination on 24 June 2024. Attended by all members. f. Training related to RSPO ISH standard awareness on 11 December 2023. Attended by all members. g. Training related to HCV Management on 22 April 2024. Attended by all members. h. Mitigation of land fire training on 22 July 2024. Attended by all members. <p>3. Sejahtera Farmer Group: 29 members</p> <ul style="list-style-type: none"> a. Training on FPIC, complaint/grievance on 11 February 2024. Attended by all members. b. GAP training on 21 April 2024. Attended by all members. c. Gender awareness training on 23 June 2024. Attended by all members. d. Training related to worker welfare and minimum wage determination on 21 July 2024. Attended by all members. e. Training related to RSPO ISH standard awareness on 14 January 2024. Attended by all members. f. Training related to HCV Management on 19 May 2024. Attended by 	

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Criterion / Indicator		Assessment Findings	Compliance
		<p>all members.</p> <p>g. Mitigation of land fire training on 22 August 2024. Attended by all members.</p> <p>4. Maju Lancar Farmer Group: 13 members</p> <p>a. Training related to OHS, PPE usage and harvesting procedure on 27 May 2024. Attended by all members.</p> <p>b. Training on FPIC, complaint/grievance on 18 September 2023. Attended by all members.</p> <p>c. GAP training on 16 October 2023. Attended by all members.</p> <p>d. Gender awareness training on 18 December 2023. Attended by all members.</p> <p>e. Training related to pesticide and hazardous waste handling on 24 July 2024. Attended by all members.</p> <p>f. Training related to worker welfare and minimum wage determination on 22 January 2024. Attended by all members.</p> <p>g. Training related to RSPO ISH standard awareness on 21 August 2023. Attended by all members.</p> <p>h. Training related to HCV Management on 13 November 2023. Attended by all members.</p> <p>i. Mitigation of land fire training on 22 April 2024. Attended by all members.</p> <p>5. Tani Subur Farmer Group: 10 members</p> <p>a. Training related to OHS, PPE usage and harvesting procedure on 2 July 2024. Attended by all members.</p> <p>b. Training on FPIC, complaint/grievance on 21 November 2023. Attended by all members.</p> <p>c. GAP training on 19 December 2023. Attended by all members.</p> <p>d. Gender awareness training on 20 February 2024. Attended by all members.</p> <p>e. Training related to pesticide and hazardous waste handling on 30</p>	

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Criterion / Indicator		Assessment Findings	Compliance
		<p>July 2024. Attended by all members.</p> <p>f. Training related to worker welfare and minimum wage determination on 30 April 2024. Attended by all members.</p> <p>g. Training related to RSPO ISH standard awareness on 24 October 2023. Attended by all members.</p> <p>h. Training related to HCV Management on 23 January 2024. Attended by all members.</p> <p>i. Mitigation of land fire training on 28 May 2024. Attended by all members.</p> <p>6. Seresam Maju Farmer Group: 8 members</p> <p>a. According to the annual training plan, training related to OHS, PPE usage and harvesting procedure will be conducted on 19 September 2024.</p> <p>b. Training on FPIC, complaint/grievance on 15 February 2024. Attended by all members.</p> <p>c. GAP training on 18 April 2024. Attended by all members.</p> <p>d. Gender awareness training on 20 June 2024. Attended by all members.</p> <p>e. Training related to worker welfare and minimum wage determination on 18 July 2024. Attended by all members.</p> <p>f. Training related to RSPO ISH standard awareness on 11 January 2024. Attended by all members.</p> <p>g. Training related to HCV Management on 30 May 2024. Attended by all members.</p> <p>h. Mitigation of land fire training on 22 August 2024. Attended by all members.</p> <p>An approach to strengthen links within the supply chain Available MoU of FFB trading between PPSS Karya Serumpun and nearby Palm Oil Mill:</p>	

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> "Perjanjian Kerjasama Jual Beli TBS antara PT Sugih Riesta Jaya – PMKS Sei Akar dengan Perkumpulan Petani Sawit Swadaya Karya Serumpun", No. 001/SPK-PBIPKS/SRJ/X/2022, dated 27 October 2022, valid for 10 years. "Perjanjian Kerjasama Jual Beli TBS antara PT Berlian Inti Mekar dengan Perkumpulan Petani Sawit Swadaya Karya Serumpun", No. 001/BIM/PPSK/X/2022, dated 13 October 2022, valid for 10 years. <p>Procurement of fertilizer of members from fertilizer distributor/supplier, verified document as follows:</p> <ul style="list-style-type: none"> DO dated 23 January 2024, CV Putra Tani Mandiri (Fertilizer Distributor), KCl qty 22 sack, IDR 7,700,000 and NPK 13:8:27 qty 3 sack, IDR 1,155,000. DO dated 22 May 2024, CV Putra Tani Mandiri (Fertilizer Distributor), KCl qty 30 sack, IDR 9,750,000; ZA qty 35 sack, IDR 7,525,000; TSP qty 15 sack, IDR 7,125,000; and NPK 13:8:27 qty 12 sack, IDR 8,244,000. <p>Continuous Improvement</p> <ul style="list-style-type: none"> In 2024, the focus will be on sustainable business development related to oil palm, such as palm sugar production and FFB trading. Participation in the BPD PKS scholarship program for the children of smallholder members. Collaboration with UNISI (Universitas Islam Indragiri to enhance the capacity of the ICS team. 	
Milestone A	The group management plan is implemented and reviewed at least annually.	The group management implemented management plan that covers training/ capacity building plans to improve productivity of group members; an approach to strengthen links within the supply chain; Plan for continuous improvement projects, in annual period.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		To review and discuss the management plan, the group management holds an Annual Member Meeting (<i>Rapat Anggota Tahunan, RAT</i>), in accordance with the Articles of Association. The latest RAT was held on 13 January 2024, where members gathered to evaluate the operational and financial performance of the previous year. The RAT report, which was formally acknowledged by the meeting participants (smallholders), provided a detailed overview of premium utilization. According to the report, the premium was allocated towards various important areas, including audit costs, contributions to the Internal Control System (ICS) and capacity building, procurement of administrative tools, the installation of signboards, and the construction of a new secretariat office. This transparent and participatory approach ensures that all members are informed about the financial decisions and can contribute to shaping the future direction of the organization.	
Milestone B	The group manager demonstrates the group's compliance with this ISH Standard.	<p>PPSS Karya Serumpun has appointed Mr. Bontor Pasaribu is the person in charge for the continuous improvement in key operations including to ensure the compliance with ISH standards. The group management plan being monitored by Group Manager. Compliance with this ISH standard assessed through the internal audit process. The latest internal audit conducted in September 2023 to June 2024.</p> <p>Based on an interview with the person in charge, it was stated that a program for internal audits is in place to ensure compliance with the ISH standard. Additionally, PPSS Karya Serumpun has developed an annual training program to refresh and reinforce understanding of ISH requirements. The Group Manager confirms that Karya Serumpun is in compliance with this Independent Smallholder Standard.</p>	Complied
D – ICS: Group trading system for certified volumes			
D.1 The group has a procedure and system in place for the tracking of FFB.			

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Criterion / Indicator		Assessment Findings	Compliance																										
D.1.1																													
Eligibility	Record sheets to track the annual production and sales of certified volumes, covering traceability of producers and/or traders are available.	<p>During this ASA-3 period, PPSS Karya Serumpun recorded the production of certified Fresh Fruit Bunches (FFB) for the 2023–2024 period. All FFB production has been physically sold as non-certified products.</p> <p>PPSS Karya Serumpun tracks FFB production on a monthly basis for each smallholder member. This monthly FFB production data is collected by each Farmer Group and subsequently summarized by the Group Manager.</p> <p>Group Manager’s data of FFB production in 2023 - 2024:</p> <table><tr><th>Month</th><th>FFB Production (MT)</th></tr><tr><td>October 2023*)</td><td>830.19</td></tr><tr><td>November 2023</td><td>2,476.58</td></tr><tr><td>December 2023</td><td>2,482.75</td></tr><tr><td>January 2024</td><td>2,291.34</td></tr><tr><td>February 2024</td><td>2,243.44</td></tr><tr><td>March 2024</td><td>2,377.48</td></tr><tr><td>April 2024</td><td>2,476.83</td></tr><tr><td>May 2024</td><td>2,460.29</td></tr><tr><td>June 2024</td><td>2,442.35</td></tr><tr><td>July 2024</td><td>2,394.35</td></tr><tr><td>August 2024</td><td>2,398.44</td></tr><tr><td>Total</td><td>24,874.04</td></tr></table> <p>Note: *) Production is for period 14-31 October 2023, due to period 1-3 October 2023 has been included in ASA 2 report.</p> <p>FFB certified allocation in palmtrace for PPSS Karya Serumpun for period November 2023 to October 2024 is 27,974.81 MT, equal to 5,594.96 MT IS-</p>	Month	FFB Production (MT)	October 2023*)	830.19	November 2023	2,476.58	December 2023	2,482.75	January 2024	2,291.34	February 2024	2,243.44	March 2024	2,377.48	April 2024	2,476.83	May 2024	2,460.29	June 2024	2,442.35	July 2024	2,394.35	August 2024	2,398.44	Total	24,874.04	Complied
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Criterion / Indicator		Assessment Findings		Compliance
		October 2023*)	830.19	
		November 2023	2,476.58	
		December 2023	2,482.75	
		January 2024	2,291.34	
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		March 2024	2,377.48	
		April 2024	2,476.83	
		May 2024	2,460.29	
		June 2024	2,442.35	
		July 2024	2,394.35	
		August 2024	2,398.44	
		Total	24,874.04	
		<i>Note: *) Production is for period 14-31 October 2023, due to period 1-3 October 2023 has been included in ASA 2 report.</i>		
		FFB certified allocation in PalmTrace for PPSS Karya Serumpun for period November 2023 to October 2024 is 27,974.81 MT, equal to 5,594.96 MT IS-CSPO; 629.43 MT IS-CSPKO and 769.31 MT IS-CSPKE. Actual RSPO credit sold is 5,259 MT IS-CSPO and 591 MT IS-CPKO. There are no physical sales of certified FFB during this period. Physical FFB production are sold as non-certified.		
		Available evidence of RSPO credit sales are as follows: - Execution ID 23065; dated 25 Oct 2023; qty 1,343 IS-CSPO; unit price USD 8.00; total price USD 10,744.00; sold to Unilever Asia Private Limited. - Execution ID 23067; dated 25 Oct 2023; qty 151 IS-CSPKO; unit price USD 120.00; total price USD 18,120.00; sold to Unilever Asia Private Limited.		

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Criterion / Indicator		Assessment Findings	Compliance																								
		<div><div><div>- Execution ID 14315; dated 13 May 2024; qty 3,916 IS-CSPO; unit price USD 10.00; total price USD 39,160.00; sold to Unilever Asia Private Limited.</div><div>- Execution ID 14316; dated 13 May 2024; qty 440 IS-CSPKO; unit price USD 120.00; total price USD 52,800.00; sold to Unilever Asia Private Limited.</div></div><div>There are no sales of IS-CSPKE.</div><div>According to above sales data record confirmed that there is no oversold of certified volume. All FFB sources of PPSS Karya Serumpun is from member and no other sources of FFB.</div></div>																									
Milestone B	Group Manager maintains annual production records and sales of certified volumes of all FFB sources.	<div><div>The Group Manager of PPSS Karya Serumpun maintains records of FFB production per smallholder member on a monthly basis. This data is initially collected by the Farmer Group and subsequently summarized by the Group Manager's team. Perkumpulan Petani Sawit Swadaya Karya Serumpun has demonstrated consistent maintenance of annual production data, as outlined below:</div><table><tr><th>Month</th><th>FFB Production (MT)</th></tr><tr><td>October 2023*)</td><td>830.19</td></tr><tr><td>November 2023</td><td>2,476.58</td></tr><tr><td>December 2023</td><td>2,482.75</td></tr><tr><td>January 2024</td><td>2,291.34</td></tr><tr><td>February 2024</td><td>2,243.44</td></tr><tr><td>March 2024</td><td>2,377.48</td></tr><tr><td>April 2024</td><td>2,476.83</td></tr><tr><td>May 2024</td><td>2,460.29</td></tr><tr><td>June 2024</td><td>2,442.35</td></tr><tr><td>July 2024</td><td>2,394.35</td></tr><tr><td>August 2024</td><td>2,398.44</td></tr></table></div>	Month	FFB Production (MT)	October 2023*)	830.19	November 2023	2,476.58	December 2023	2,482.75	January 2024	2,291.34	February 2024	2,243.44	March 2024	2,377.48	April 2024	2,476.83	May 2024	2,460.29	June 2024	2,442.35	July 2024	2,394.35	August 2024	2,398.44	Complied
Month	FFB Production (MT)																										
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Criterion / Indicator		Assessment Findings		Compliance		
		<table><tr><td>Total</td><td>24,874.04</td></tr></table>	Total	24,874.04		
Total	24,874.04					
		<p><i>Note: *) Production is for period 14-31 October 2023, due to period 1-3 October 2023 has been included in ASA 2 report.</i></p> <p>FFB certified allocation in PalmTrace for PPSS Karya Serumpun for period November 2023 to October 2024 is 27,974.81 MT, equal to 5,594.96 MT IS-CSPO; 629.43 MT IS-CSPKO and 769.31 MT IS-CSPKE. Actual RSPO credit sold is 5,259 MT IS-CSPO and 591 MT IS-CPKO. There are no physical sales of certified FFB during this period. Physical FFB production are sold as non-certified.</p> <p>Available evidence of RSPO credit sales are as follows:</p> <ul style="list-style-type: none">- Execution ID 23065; dated 25 Oct 2023; qty 1,343 IS-CSPO; unit price USD 8.00; total price USD 10,744.00; sold to Unilever Asia Private Limited.- Execution ID 23067; dated 25 Oct 2023; qty 151 IS-CSPKO; unit price USD 120.00; total price USD 18,120.00; sold to Unilever Asia Private Limited.- Execution ID 14315; dated 13 May 2024; qty 3,916 IS-CSPO; unit price USD 10.00; total price USD 39,160.00; sold to Unilever Asia Private Limited.- Execution ID 14316; dated 13 May 2024; qty 440 IS-CSPKO; unit price USD 120.00; total price USD 52,800.00; sold to Unilever Asia Private Limited. <p>There are no sales of IS-CSPKE.</p> <p>According to above sales data record confirmed that there is no oversold of certified volume. All FFB sources of PPSS Karya Serumpun is from member and no other sources of FFB.</p>				

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Criterion / Indicator		Assessment Findings	Compliance								
D.2 The group documents and implements a system for the tracking of FFB											
D.2.1											
Eligibility	Not Applicable	Not applicable	Not Applicable								
Milestone A	The group manager maintains annual production data and sales of certified volumes through Book and Claim for the group based on actual receipts for and sales by all members	<p>There have been no changes in roles and responsibilities during this ASA 3 audit. Perkumpulan Petani Sawit Swadaya Karya Serumpun has established documentation outlining the roles and responsibilities of the "Ketua Komite Persetujuan." According to point (I), the Ketua Komite Persetujuan is responsible for conducting the sales of RSPO-certified products after consulting with group members.</p> <p>Similarly, the organization has documented the roles and responsibilities of the "Manager." Point (I) specifies that the Manager is responsible for conducting the sales of RSPO-certified products, also following consultation with group members.</p> <p>The RSPO PalmTrace ID for Perkumpulan Petani Sawit Swadaya Karya Serumpun is RSPO_PO1000012663. The organization maintains records of FFB production per smallholder member on a monthly basis. This data is initially collected by the “Kelompok Tani” and subsequently summarized by the Group Manager's team. Perkumpulan Petani Sawit Swadaya Karya Serumpun has demonstrated consistent maintenance of annual production data, as outlined below:</p> <table><tr><th>Month</th><th>FFB Production (MT)</th></tr><tr><td>October 2023*)</td><td>830.19</td></tr><tr><td>November 2023</td><td>2,476.58</td></tr><tr><td>December 2023</td><td>2,482.75</td></tr></table>	Month	FFB Production (MT)	October 2023*)	830.19	November 2023	2,476.58	December 2023	2,482.75	Complied
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October 2023*)	830.19										
November 2023	2,476.58										
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Criterion / Indicator		Assessment Findings		Compliance
		January 2024	2,291.34	
		February 2024	2,243.44	
		March 2024	2,377.48	
		April 2024	2,476.83	
		May 2024	2,460.29	
		June 2024	2,442.35	
		July 2024	2,394.35	
		August 2024	2,398.44	
		Total	24,874.04	
		<i>Note: *) Production is for period 14-31 October 2023, due to period 1-3 October 2023 has been included in ASA 2 report.</i>		
FFB certified allocation in PalmTrace for PPSS Karya Serumpun for period November 2023 to October 2024 is 27,974.81 MT, equal to 5,594.96 MT IS-CSPO; 629.43 MT IS-CSPKO and 769.31 MT IS-CSPKE. Actual RSPO credit sold is 5,259 MT IS-CSPO and 591 MT IS-CPKO. There are no physical sales of certified FFB during this period. Physical FFB production are sold as non-certified.				
Available evidence of RSPO credit sales are as follows:				
- Execution ID 23065; dated 25 Oct 2023; qty 1,343 IS-CSPO; unit price USD 8.00; total price USD 10,744.00; sold to Unilever Asia Private Limited.				
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- Execution ID 14315; dated 13 May 2024; qty 3,916 IS-CSPO; unit price USD 10.00; total price USD 39,160.00; sold to Unilever Asia Private Limited.				

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Criterion / Indicator		Assessment Findings	Compliance				
		<p>- Execution ID 14316; dated 13 May 2024; qty 440 IS-CSPKO; unit price USD 120.00; total price USD 52,800.00; sold to Unilever Asia Private Limited.</p> <p>There are no sales of IS-CSPKE.</p> <p>According to above sales data record confirmed that there is no oversold of certified volume. All FFB sources of PPSS Karya Serumpun is from member and no other sources of FFB.</p>					
Milestone B	The group manager maintains annual production data and sales of certified volumes through physical or Book and Claim for the group based on actual receipts and sales for all members and 100% all certified volumes.	<p>There have been no changes in roles and responsibilities during this ASA 3 audit. Perkumpulan Petani Sawit Swadaya Karya Serumpun has established documentation outlining the roles and responsibilities of the "Ketua Komite Persetujuan." According to point (I), the Ketua Komite Persetujuan is responsible for conducting the sales of RSPO-certified products after consulting with group members.</p> <p>Similarly, the organization has documented the roles and responsibilities of the "Manager." Point (I) specifies that the Manager is responsible for conducting the sales of RSPO-certified products, also following consultation with group members.</p> <p>The RSPO PalmTrace ID for Perkumpulan Petani Sawit Swadaya Karya Serumpun is RSPO_PO1000012663. The organization maintains records of FFB production per smallholder member on a monthly basis. This data is initially collected by the "Kelompok Tani" and subsequently summarized by the Group Manager's team. Perkumpulan Petani Sawit Swadaya Karya Serumpun has demonstrated consistent maintenance of annual production data, as outlined below:</p> <table><tr><th>Month</th><th>FFB Production (MT)</th></tr><tr><td>October 2023*)</td><td>830.19</td></tr></table>	Month	FFB Production (MT)	October 2023*)	830.19	Complied
Month	FFB Production (MT)						
October 2023*)	830.19						

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Criterion / Indicator		Assessment Findings		Compliance
		November 2023	2,476.58	
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		May 2024	2,460.29	
		June 2024	2,442.35	
		July 2024	2,394.35	
		August 2024	2,398.44	
		Total	24,874.04	
		<i>Note: *) Production is for period 14-31 October 2023, due to period 1-3 October 2023 has been included in ASA 2 report.</i>		
		FFB certified allocation in palmtrace for PPSS Karya Serumpun for period November 2023 to October 2024 is 27,974.81 MT, equal to 5,594.96 MT IS-CSPO; 629.43 MT IS-CSPKO and 769.31 MT IS-CSPKE. Actual RSPO credit sold is 5,259 MT IS-CSPO and 591 MT IS-CPKO. There are no physical sales of certified FFB during this period. Physical FFB production are sold as non-certified.		
		Available evidence of RSPO credit sales are as follows: - Execution ID 23065; dated 25 Oct 2023; qty 1,343 IS-CSPO; unit price USD 8.00; total price USD 10,744.00; sold to Unilever Asia Private Limited. - Execution ID 23067; dated 25 Oct 2023; qty 151 IS-CSPKO; unit price USD 120.00; total price USD 18,120.00; sold to Unilever Asia Private Limited.		

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Criterion / Indicator		Assessment Findings	Compliance
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D.3 The group has a procedure and system for premium distribution.			
D.3.1			
Eligibility	The group and group manager have agreed on how the premiums should be used and the agreement is recorded and communicated to the group members. Prices, premiums, and timing of premium payment are clearly communicated and transparent to all group members. Premiums disbursed to members at all stages are recorded and the premiums are paid in a timely and convenient manner.	<p>During this ASA 3, there have been no changes to the procedure for premium distribution. Perkumpulan Petani Sawit Swadaya Karya Serumpun has established a premium sharing procedure outlined in the <i>"Standar Operasional Prosedur Penerimaan dan Penggunaan Dana Premium No.32/SOP-PPDP/ICS-KS/2019"</i>, based on a meeting between the smallholder group and ICS on 24 October 2019. The key points of this procedure are as follows:</p> <ul style="list-style-type: none"> • All income and expenses related to premium sharing will be documented in the financial report and communicated to all group members. • Funds from certification sales are deposited into the account of Perkumpulan Petani Sawit Swadaya Karya Serumpun. • Premium sharing is distributed as follows: 25% of sales is allocated for surveillance assessments, and another 25% is allocated for cash distribution, which is further divided as follows: 9% for management fees (including ICS funding and capacity building), 9% for administrative tools, 3% for contributions to the upkeep and repair of harvesting paths, 	Complied

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Criterion / Indicator		Assessment Findings	Compliance												
		<p>0.5% for CSR activities, 0.5% for RSPO signboards, and 3% for new member recruitment.</p> <ul style="list-style-type: none">Additionally, 20% of sales is allocated for asset provision, while 30% is set aside for the development of working capital to promote business improvement. <p>All operational activities were reported to members during the Annual Member Meeting - "<i>Rapat Anggota Tahunan</i>". The latest meeting held on 13 January 2024, for reviewing operational and financial performance of 2023.</p> <p>Based on interviews with smallholders, it has been confirmed that they are aware of and have agreed to the premium disbursement procedure.</p>													
Milestone A	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	<p>The utilization of premium funds was reported during the Annual Member Meeting - "<i>Rapat Anggota Tahunan</i>" or RAT held on 13 January 2024. The RAT report was acknowledged by all participants, including the smallholders. According to the report, premium funds were utilized for various purposes, including covering audit costs, contributing to ICS and capacity-building initiatives, purchasing administrative tools, installing signboards, and constructing a new secretariat office.</p> <p>Based on the minutes of meeting, realization of premium distribution 2023 are as follow: Total premium: IDR 1,486,993,200.</p> <table><thead><tr><th>Description</th><th>Amount (IDR)</th></tr></thead><tbody><tr><td>Surveillance audit</td><td>371,748,300</td></tr><tr><td>Management fees</td><td>133,829,388</td></tr><tr><td>Member administrative completeness</td><td>133,829,388</td></tr><tr><td>Contribution to smallholder improvement, upkeep facilities and roads maintenance</td><td>44,609,796</td></tr><tr><td>CSR</td><td>7,434,966</td></tr></tbody></table>	Description	Amount (IDR)	Surveillance audit	371,748,300	Management fees	133,829,388	Member administrative completeness	133,829,388	Contribution to smallholder improvement, upkeep facilities and roads maintenance	44,609,796	CSR	7,434,966	Complied
Description	Amount (IDR)														
Surveillance audit	371,748,300														
Management fees	133,829,388														
Member administrative completeness	133,829,388														
Contribution to smallholder improvement, upkeep facilities and roads maintenance	44,609,796														
CSR	7,434,966														
Milestone B	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.		Complied												

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Criterion / Indicator		Assessment Findings		Compliance
		Signboards	7,434,966	
		Recruitment of new member	44,609,796	
		Asset provision	297,398,640.	
		Development of working capital to promote business improvement	446,097,960	
		The realization is in accordance to the procedure "Standar Operasional Prosedur Penerimaan dan Penggunaan Dana Premium" No.32/SOP-PPDP/ICS-KS/2019.		
Interviews with a sample of smallholders confirmed that they are aware of how the premium funds were spent, and this information was disseminated through the Annual Member Meeting.				

Appendix B: GHG Reporting Executive Summary

Not Applicable for Independent Smallholder.

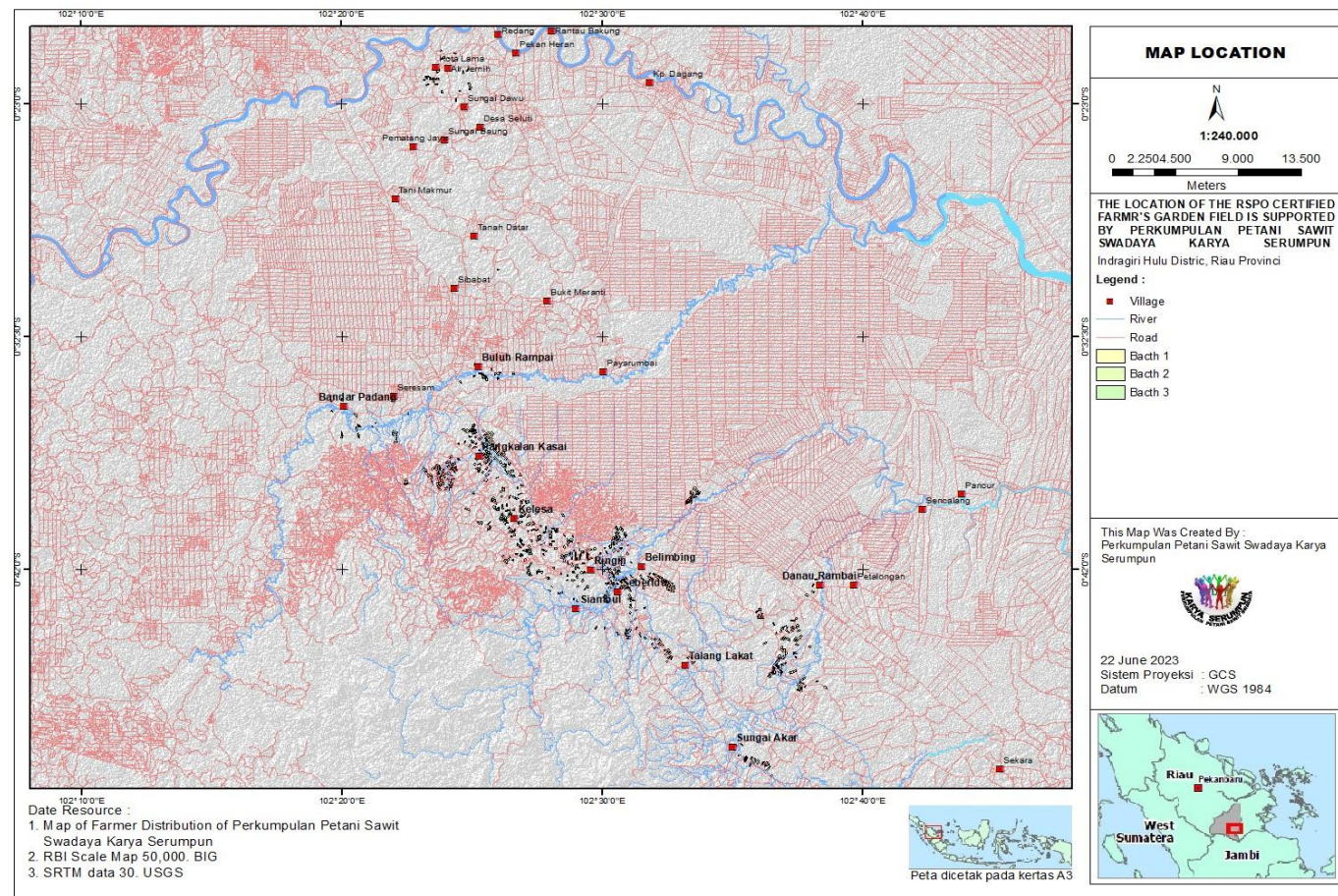
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Appendix C: Location Map of Certification Unit and Supply bases



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Appendix D: Estate Field Map



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Appendix E: List of Smallholder Registered and/or sampled

Sampling Group	Current Certification	Scope Extension	Other:
Risk Factor Applied	1.2 (medium risk)	N/A	N/A
Justification of Risk Factor Applied	This is ASA 3. The smallholders have geographical and socioeconomic homogeneity (similarity). Additionally there is no expansion or member addition.		
Number of samples	32		
Remarks	$\begin{aligned} \text{Sample} &= \sqrt{y} \times (1.2) \\ &= \sqrt{704} \times (1.2) \\ &= 26.53 \times 1.2 \\ &= 31.84 \approx 32 \end{aligned}$		

No	Name of farmer	Smallholder ID	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining
				Latitude (N)	Longitude (E)	Total Certified Area	Planted Area		
1	Ade Irwanda (a)	102001.A,1	Ringin Village	0° 41' 12.619" S	102° 29' 6.990" E	0.71	0.71	14.20	15/02/2022
	Ade Irwanda (b)	102001.A,2	Ringin Village	0° 41' 25.928" S	102° 28' 27.169" E	1.69	1.69	33.80	15/02/2023
2	Ahmad Johar	102002.A	Ringin Village	0° 42' 7.637" S	102° 29' 12.177" E	1.79	1.79	35.80	12/10/2021
3	Ali Hasan Nasution	102003.A	Ringin Village	0° 40' 36.786" S	102° 28' 32.143" E	1.37	1.37	27.40	24/12/2021
4	Andi Suhendra	102004.A	Ringin Village	0° 42' 2.759" S	102° 29' 36.679" E	1.03	1.03	20.60	24/12/2021
5	Anto	102005.A	Ringin Village	0° 41' 17.356" S	102° 29' 13.059" E	2.25	2.25	45.00	12/10/2021

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No	Name of farmer	Smallholder ID	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining
				Latitude (N)	Longitude (E)	Total Certified Area	Planted Area		
6	Antoni	102006.A	Ringin Village	0° 40' 57.570" S	102° 27' 41.633" E	2.00	2.00	40.00	12/10/2021
7	Aswar	102007.A	Ringin Village	0° 42' 35.507" S	102° 30' 21.641" E	1.00	1.00	20.00	15/02/2022
8	Brosik	102009.A	Ringin Village	0° 40' 42.832" S	102° 30' 25.364" E	2.00	2.00	40.00	15/02/2022
9	Dika Agus Supriadi	102010.A	Ringin Village	0° 42' 8.335" S	102° 29' 16.305" E	1.00	1.00	20.00	24/12/2021
10	Dimas Octaberly	102011.A	Ringin Village	0° 41' 12.422" S	102° 27' 42.900" E	1.09	1.09	21.80	12/10/2021
11	Eni Retnasih	102012.A	Ringin Village	0° 41' 56.607" S	102° 29' 5.200" E	1.27	1.27	25.40	24/12/2021
12	Ernawati	102013.A	Ringin Village	0° 42' 27.334" S	102° 28' 52.844" E	1.81	1.81	36.20	12/10/2021
13	Halasan Sianipar (a)	102014.A,1	Ringin Village	0° 41' 14.584" S	102° 27' 48.983" E	1.96	1.96	39.20	24/12/2021
	Halasan Sianipar (b)	102014.A,2	Ringin Village	0° 41' 23.510" S	102° 27' 45.039" E	0.59	0.59	11.80	24/12/2021
	Halasan Sianipar (c)	102014.A,3	Ringin Village	0° 40' 51.290" S	102° 28' 5.808" E	1.50	1.50	30.00	24/12/2021
14	Harpawan	102015.A	Ringin Village	0° 42' 25.035" S	102° 30' 31.282" E	0.90	0.90	18.00	24/12/2021
15	Hendri Gultom	102016.A	Ringin Village	0° 42' 28.018" S	102° 29' 14.629" E	2.02	2.02	40.40	12/10/2021
16	Herman	102017.A	Ringin Village	0° 42' 51.301" S	102° 30' 13.686" E	1.82	1.82	36.40	24/12/2021
17	Iswandi	102018.A	Ringin Village	0° 42' 34.431" S	102° 30' 14.871" E	1.13	1.13	22.60	24/12/2021
18	Jamhur	102019.A	Ringin Village	0° 42' 14.076" S	102° 30' 17.698" E	1.62	1.62	32.40	12/10/2021
19	Jasri	102020.A	Ringin Village	0° 42' 35.152" S	102° 30' 26.726" E	0.73	0.73	14.60	15/02/2022
20	Kamarudin	102022.A	Ringin Village	0° 41' 7.638" S	102° 30' 5.923" E	0.90	0.90	18.00	15/02/2022
21	Kaswono (a)	102023.A,1	Ringin Village	0° 41' 27.737" S	102° 29' 27.441" E	1.99	1.99	39.80	12/10/2021
	Kaswono (b)	102023.A,2	Ringin Village	0° 41' 21.599" S	102° 30' 57.797" E	1.99	1.99	39.80	15/02/2022
22	Miswari (a)	102025.A,1	Ringin Village	0° 41' 28.838" S	102° 30' 42.470" E	1.82	1.82	36.40	12/10/2021
	Miswari (b)	102025.A,2	Ringin Village	0° 40' 30.968" S	102° 30' 35.371" E	1.60	1.60	32.00	03/10/2021
	Miswari (c)	102025.A,3	Ringin Village	0° 40' 59.045" S	102° 30' 25.916" E	0.79	0.79	15.80	15/03/2023
23	Musimin (a)	102027.A,1	Ringin Village	0° 42' 3.016" S	102° 27' 32.704" E	0.84	0.84	16.80	03/10/2021
	Musimin (b)	102027.A,2	Ringin Village	0° 42' 7.453" S	102° 27' 29.886" E	2.00	2.00	40.00	18/04/2023

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No	Name of farmer	Smallholder ID	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining
				Latitude (N)	Longitude (E)	Total Certified Area	Planted Area		
24	Nasarudin	102028.A	Ringin Village	0° 42' 30.089" S	102° 30' 22.363" E	1.64	1.64	32.80	03/10/2021
25	Nasri (a)	102029.A,1	Ringin Village	0° 42' 19.608" S	102° 30' 23.091" E	2.00	2.00	40.00	03/10/2021
	Nasri (b)	102029.A,1	Ringin Village	0° 42' 25.583" S	102° 30' 28.209" E	1.11	1.11	22.20	12/10/2021
26	Nela Kusumawati	102030.A	Ringin Village	0° 41' 44.805" S	102° 29' 15.276" E	1.24	1.24	24.80	03/10/2021
27	Painah	102031.A	Ringin Village	0° 41' 36.344" S	102° 29' 26.395" E	1.08	1.08	21.60	12/10/2021
28	Rian Sapriadi	102033.A	Ringin Village	0° 42' 8.820" S	102° 29' 20.713" E	1.10	1.10	22.00	12/10/2021
29	Rinah (a)	102034.A,1	Ringin Village	0° 41' 18.590" S	102° 30' 9.364" E	0.91	0.91	18.20	02/10/2021
	Rinah (b)	102034.A,2	Ringin Village	0° 41' 59.028" S	102° 30' 10.628" E	1.99	1.99	39.80	02/10/2021
30	Rizki Andiko	102035.A	Ringin Village	0° 43' 0.914" S	102° 30' 9.787" E	1.02	1.02	20.40	03/10/2021
31	Rohana Br Naibaho	102036.A	Ringin Village	0° 41' 8.354" S	102° 30' 43.336" E	1.23	1.23	24.60	22/02/2022
32	Rusdianto	102037.A	Ringin Village	0° 42' 33.499" S	102° 30' 27.676" E	0.67	0.67	13.40	12/10/2021
33	Samuji Irvan Ango Wiryanto (a)	102038.A,1	Ringin Village	0° 42' 21.282" S	102° 27' 54.435" E	1.44	1.44	28.80	12/10/2021
	Samuji Irvan Ango Wiryanto (b)	102038.A,2	Ringin Village	0° 42' 1.165" S	102° 30' 28.436" E	0.99	0.99	19.80	10/02/2023
34	Saudah (a)	102039.A,1	Ringin Village	0° 41' 31.317" S	102° 30' 46.285" E	0.82	0.82	16.40	21/02/2022
	Saudah (b)	102039.A,2	Ringin Village	0° 40' 24.399" S	102° 30' 46.065" E	1.29	1.29	25.80	21/02/2022
	Saudah (c)	102039.A,3	Ringin Village	0° 40' 19.421" S	102° 30' 44.993" E	1.38	1.38	27.60	21/02/2022
35	Sepen Nandes	102040.A	Ringin Village	0° 42' 23.013" S	102° 30' 31.325" E	1.41	1.41	28.20	01/10/2021
36	Sinaryo (a)	102041.A,1	Ringin Village	0° 41' 58.065" S	102° 30' 31.016" E	1.92	1.92	38.40	03/10/2021
	Sinaryo (b)	102041.A,2	Ringin Village	0° 41' 12.399" S	102° 29' 24.840" E	0.91	0.91	18.20	10/02/2023
	Sinaryo (c)	102041.A,3	Ringin Village	0° 42' 10.608" S	102° 30' 22.447" E	1.84	1.84	36.80	10/02/2023
37	Siti Mukminah	102042.A	Ringin Village	0° 40' 39.959" S	102° 30' 29.959" E	2.15	2.15	43.00	09/01/2022
38	Sri Wahyuni	102043.A	Ringin Village	0° 42' 5.591" S	102° 29' 32.028" E	2.00	2.00	40.00	17/02/2022
39	Sudung Parningotan	102044.A	Ringin Village	0° 41' 8.927" S	102° 30' 41.414" E	1.06	1.06	21.20	22/02/2022
40	Suhadi	102045.A	Ringin Village	0° 41' 31.252" S	102° 28' 48.559" E	1.99	1.99	39.80	20/11/2021

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				Latitude (N)	Longitude (E)	Total Certified Area	Planted Area		
41	Sukisno	102046.A	Ringin Village	0° 40' 56.738" S	102° 29' 5.231" E	1.37	1.37	27.40	16/09/2021
42	Sulastri	102047.A	Ringin Village	0° 41' 34.631" S	102° 29' 2.051" E	1.99	1.99	39.80	16/09/2021
43	Sumarni	102048.A	Ringin Village	0° 41' 26.507" S	102° 29' 26.051" E	1.80	1.80	36.00	16/09/2021
44	Tardi (a)	102050.A,1	Ringin Village	0° 42' 27.616" S	102° 30' 32.057" E	0.75	0.75	15.00	16/09/2021
	Tardi (b)	102050.A,2	Ringin Village	0° 41' 44.308" S	102° 28' 40.565" E	1.81	1.81	36.20	15/12/2021
	Tardi (c)	102050.A,3	Ringin Village	0° 40' 38.971" S	102° 28' 51.194" E	1.15	1.15	23.00	16/09/2021
45	Tarjono	102051.A	Ringin Village	0° 41' 4.590" S	102° 30' 19.887" E	2.08	2.08	41.60	16/09/2021
46	Wagiman	102052.A	Ringin Village	0° 41' 5.429" S	102° 28' 32.173" E	2.00	2.00	40.00	15/12/2021
47	Warsidah	102053.A	Ringin Village	0° 40' 48.118" S	102° 28' 41.678" E	1.49	1.49	29.80	15/12/2021
48	Warsinah (a)	102054.A,1	Ringin Village	0° 41' 42.846" S	102° 29' 59.279" E	2.00	2.00	40.00	15/12/2021
	Warsinah (b)	102054.A,2	Ringin Village	0° 41' 24.651" S	102° 28' 41.557" E	2.40	2.40	48.00	15/12/2021
49	Warsitri (a)	102055.A,1	Ringin Village	0° 42' 10.387" S	102° 30' 31.275" E	0.98	0.98	19.60	16/09/2021
	Warsitri (b)	102055.A,2	Ringin Village	0° 42' 6.137" S	102° 30' 16.421" E	1.02	1.02	20.40	14/02/2023
50	Yakino	102056.A	Ringin Village	0° 40' 58.304" S	102° 28' 39.026" E	2.00	2.00	40.00	12/02/2022
51	Yuliana Br. Harahap	102057.A	Ringin Village	0° 42' 6.586" S	102° 28' 53.653" E	1.32	1.32	26.40	12/02/2022
52	Yuliana Miranda (a)	102058.A,1	Ringin Village	0° 40' 48.592" S	102° 27' 30.769" E	1.78	1.78	35.60	24/12/2021
	Yuliana Miranda (b)	102058.A,2	Ringin Village	0° 40' 49.676" S	102° 27' 32.246" E	1.00	1.00	20.00	24/12/2021
53	Agung Prayoga	302001.B	Belimbing Village	0° 42' 44.943" S	102° 30' 46.151" E	0.79	0.79	15.80	4/5/2023
54	Agus Setiawan	302002.B	Belimbing Village	0° 38' 52.083" S	102° 33' 22.791" E	2.00	2.00	40.00	4/5/2023
55	Arianto Setiawan	302004.B	Belimbing Village	0° 39' 8.006" S	102° 33' 17.545" E	2.00	2.00	40.00	3/15/2023
56	Dede Paryogo	302005.B	Belimbing Village	0° 39' 7.169" S	102° 33' 24.452" E	1.93	1.93	38.60	4/3/2023
57	Eka Susanti	302008.B	Belimbing Village	0° 42' 48.788" S	102° 31' 0.122" E	1.01	1.01	20.20	3/29/2023
58	Elmayasari	302007.B	Belimbing Village	0° 42' 31.429" S	102° 30' 42.859" E	1.04	1.04	20.80	4/3/2023
59	Jayimah	302009.B	Belimbing Village	0° 42' 41.664" S	102° 32' 31.537" E	1.03	1.03	20.60	4/13/2023

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60	Kusnadi	302010.B	Belimbing Village	0° 42' 27.437" S	102° 30' 45.354" E	0.60	0.60	12.00	4/13/2023
61	Muhammat Akmal	302011.B	Belimbing Village	0° 42' 59.195" S	102° 28' 19.529" E	0.76	0.76	15.20	4/13/2023
62	Nurkhafidz	302012.B	Belimbing Village	0° 43' 29.996" S	102° 30' 11.781" E	0.71	0.71	14.20	4/13/2023
63	Pery Pradana	302013.B	Belimbing Village	0° 39' 5.799" S	102° 33' 22.345" E	1.98	1.98	39.60	3/13/2023
64	Salim	302014.B	Belimbing Village	0° 39' 5.232" S	102° 33' 32.120" E	0.90	0.90	18.00	3/29/2023
65	Siti Umi Sari Sembiring	302015.B	Belimbing Village	0° 42' 46.977" S	102° 30' 50.326" E	1.96	1.96	39.20	3/29/2023
66	Sri Maryati	302016.B	Belimbing Village	0° 42' 28.478" S	102° 32' 15.668" E	0.25	0.25	5.00	3/27/2023
67	Sri Uripah	302017.B	Belimbing Village	0° 42' 17.767" S	102° 31' 45.745" E	0.50	0.50	10.00	3/27/2023
68	Sugiono	302018.B	Belimbing Village	0° 42' 23.580" S	102° 31' 54.594" E	1.70	1.70	34.00	3/27/2023
69	Supriyanto	302019.B	Belimbing Village	0° 39' 11.556" S	102° 33' 16.591" E	2.00	2.00	40.00	3/15/2023
70	Sutarno (a)	302020.B,1	Belimbing Village	0° 39' 16.021" S	102° 33' 16.288" E	2.00	2.00	40.00	3/15/2023
	Sutarno (b)	302020.B,2	Belimbing Village	0° 39' 14.254" S	102° 33' 15.871" E	2.00	2.00	40.00	3/15/2023
71	Wartini	302020.B	Belimbing Village	0° 40' 20.995" S	102° 30' 32.473" E	1.76	1.76	35.20	2/10/2023
72	Alfajar Harahap (a)	901018.B,1	Buluh Rampai Village	0° 37' 55.370" S	102° 23' 9.047" E	2.00	2.00	40.00	3/17/2023
	Alfajar Harahap (b)	901018.B,2	Buluh Rampai Village	0° 37' 50.745" S	102° 23' 7.660" E	2.00	2.00	40.00	3/17/2023
73	Andi Saputra	901008.A	Buluh Rampai Village	0° 33' 37.283" S	102° 25' 5.880" E	1.00	1.00	20.00	9/16/2021
74	Fara Fadilla	901019.B	Buluh Rampai Village	0° 38' 10.487" S	102° 23' 19.479" E	2.00	2.00	40.00	3/17/2023
75	Haryono	901014.A	Buluh Rampai Village	0° 34' 21.185" S	102° 24' 33.036" E	2.00	2.00	40.00	4/7/2022
76	Indra Wahyu Ningsih*	901001.A	Buluh Rampai Village	0° 34' 2.849" S	102° 25' 25.188" E	0.93	0.93	18.60	4/7/2022
77	Joko Susilo	901015.A	Buluh Rampai Village	0° 34' 0.051" S	102° 26' 0.004" E	2.00	2.00	40.00	9/16/2021
78	Komari (a)*	901002.A,1	Buluh Rampai Village	0° 33' 47.699" S	102° 25' 45.019" E	1.20	1.20	24.00	1/13/2022
	Komari (b)	901002.A,2	Buluh Rampai Village	0° 33' 51.436" S	102° 25' 45.311" E	0.85	0.85	17.00	1/13/2022
79	Rianda Ariesta Harahap (a)	901020.B,1	Buluh Rampai Village	0° 40' 50.090" S	102° 30' 28.595" E	2.00	2.00	40.00	3/29/2023
	Rianda Ariesta Harahap (b)	901020.B,2	Buluh Rampai Village	0° 40' 45.831" S	102° 30' 26.282" E	1.34	1.34	26.80	3/29/2023

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80	Ridar Susanti (a)	901021.B,1	Buluh Rampai Village	0° 40' 48.156" S	102° 30' 43.460" E	1.09	1.09	21.80	3/29/2023
	Ridar Susanti (b)	901021.B,2	Buluh Rampai Village	0° 40' 40.688" S	102° 30' 33.716" E	0.43	0.43	8.60	3/29/2023
	Ridar Susanti (c)	901021.B,3	Buluh Rampai Village	0° 40' 47.967" S	102° 30' 27.481" E	2.00	2.00	40.00	3/29/2023
	Ridar Susanti (d)	901021.B,4	Buluh Rampai Village	0° 40' 53.702" S	102° 30' 27.557" E	2.00	2.00	40.00	3/29/2023
	Ridar Susanti (e)	901021.B,5	Buluh Rampai Village	0° 40' 47.807" S	102° 30' 36.636" E	1.65	1.65	33.00	3/29/2023
	Ridar Susanti (f)	901021.B,6	Buluh Rampai Village	0° 41' 29.784" S	102° 29' 24.073" E	2.00	2.00	40.00	3/29/2023
81	Ridho Novanri Harahap	901022.B	Buluh Rampai Village	0° 40' 43.966" S	102° 30' 35.507" E	1.40	1.40	28.00	3/29/2023
82	Ritawati	901023.B	Buluh Rampai Village	0° 29' 45.760" S	102° 26' 0.456" E	0.45	0.45	9.00	3/16/2023
83	Rizki Taurisando Harahap (a)	901024.B,1	Buluh Rampai Village	0° 40' 43.133" S	102° 30' 31.650" E	1.39	1.39	27.80	3/29/2023
	Rizki Taurisando Harahap (b)	901024.B,2	Buluh Rampai Village	0° 41' 21.331" S	102° 29' 23.952" E	1.89	1.89	37.80	3/29/2023
84	Saifudin*	901004.A	Buluh Rampai Village	0° 34' 7.898" S	102° 25' 28.543" E	2.00	2.00	40.00	1/13/2022
85	Samsuri*	901005.A	Buluh Rampai Village	0° 33' 57.651" S	102° 26' 4.188" E	1.00	1.00	20.00	9/24/2021
86	Sholikin	901011.A	Buluh Rampai Village	0° 34' 14.083" S	102° 25' 34.156" E	1.80	1.80	36.00	8/7/2022
87	Suciawati	901006.A	Buluh Rampai Village	0° 34' 9.416" S	102° 25' 32.291" E	1.14	1.14	22.80	8/7/2022
88	Sujud Darmanto	901007.A	Buluh Rampai Village	0° 34' 6.357" S	102° 25' 4.641" E	1.23	1.23	24.60	9/16/2021
89	Suwarno (a)*	901009.A,1	Buluh Rampai Village	0° 34' 0.209" S	102° 25' 17.559" E	0.46	0.46	9.20	1/13/2022
	Suwarno (b)	901009.A,2	Buluh Rampai Village	0° 33' 59.773" S	102° 25' 22.473" E	1.00	1.00	20.00	1/13/2022
90	Suyitno	901017.A	Buluh Rampai Village	0° 34' 12.087" S	102° 26' 0.287" E	1.00	1.00	20.00	4/7/2022
91	Thia Nafisa	901026.B	Buluh Rampai Village	0° 38' 4.520" S	102° 23' 14.327" E	2.00	2.00	40.00	3/17/2023
92	Triwahyudi*	901010.A	Buluh Rampai Village	0° 34' 8.365" S	102° 25' 25.414" E	2.00	2.00	40.00	4/7/2022
93	Tuti Midiawati	901027.B	Buluh Rampai Village	0° 40' 37.542" S	102° 30' 35.510" E	0.94	0.94	18.80	3/29/2023
94	Witanti Setio Rahayu	901012.A	Buluh Rampai Village	0° 34' 0.290" S	102° 26' 35.195" E	1.75	1.75	35.00	4/7/2022
95	Yulfi (a)	901028.B,1	Buluh Rampai Village	0° 37' 57.425" S	102° 23' 11.019" E	2.00	2.00	40.00	3/17/2023
	Yulfi (b)	901028.B,2	Buluh Rampai Village	0° 37' 58.939" S	102° 23' 12.970" E	2.00	2.00	40.00	3/17/2023

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96	Ahmad Sahir	201018.B	Seberida Village	0° 42' 44.181" S	102° 30' 52.479" E	1.98	1.98	39.60	1/11/2023
97	Akhmad Sobari	201001	Seberida Village	0° 44' 25.560" S	102° 31' 2.652" E	1.00	1.00	20.00	11/20/2020
98	Basri Syamsi Sohan	201002	Seberida Village	0° 43' 12.640" S	102° 31' 0.378" E	1.00	1.00	20.00	11/11/2020
99	Basuki	201015.A	Seberida Village	0° 41' 15.659" S	102° 30' 37.768" E	1.00	1.00	20.00	2/19/2022
100	Darwin	201018.A	Seberida Village	0° 43' 3.307" S	102° 30' 13.480" E	1.98	1.98	39.60	2/19/2022
101	Defi Apriani	201003	Seberida Village	0° 42' 40.765" S	102° 32' 36.350" E	0.90	0.90	18.00	12/7/2020
102	Ismanto (a)	201004.1	Seberida Village	0° 41' 10.456" S	102° 30' 28.105" E	1.70	1.70	34.00	11/15/2020
	Ismanto (b)	201004.2	Seberida Village	0° 41' 14.155" S	102° 30' 26.787" E	1.70	1.70	34.00	11/23/2020
103	Iswanto	201005	Seberida Village	0° 42' 30.779" S	102° 30' 44.913" E	0.50	0.50	10.00	12/6/2020
104	Jimin	201019.B	Seberida Village	0° 42' 50.144" S	102° 31' 2.427" E	0.56	0.56	11.20	4/13/2023
105	Maryanto	201021.B	Seberida Village	0° 42' 47.104" S	102° 29' 20.548" E	1.99	1.99	39.80	4/13/2023
106	Maryono	201016.A	Seberida Village	0° 42' 28.335" S	102° 31' 9.794" E	0.90	0.90	18.00	2/21/2021
107	Maskur	201007	Seberida Village	0° 43' 46.784" S	102° 31' 4.108" E	1.30	1.30	26.00	11/7/2020
108	Peristiwati	201022.B	Seberida Village	0° 42' 27.055" S	102° 28' 38.057" E	0.75	0.75	15.00	3/14/2023
109	Ramidi	201024.B	Seberida Village	0° 42' 43.847" S	102° 31' 0.810" E	1.50	1.50	30.00	3/14/2023
110	Rinda Liya (a)	201025.B,1	Seberida Village	0° 42' 52.728" S	102° 30' 40.555" E	0.29	0.29	5.80	3/10/2023
	Rinda Liya (b)	201025.B,2	Seberida Village	0° 42' 54.230" S	102° 30' 41.327" E	0.31	0.31	6.20	3/10/2023
111	Rumiati	201008	Seberida Village	0° 43' 5.684" S	102° 31' 2.966" E	2.00	2.00	40.00	12/20/2020
112	Satardi	201009	Seberida Village	0° 43' 34.004" S	102° 31' 36.726" E	1.00	1.00	20.00	12/15/2020
113	Sugianto	201010	Seberida Village	0° 42' 26.608" S	102° 31' 13.154" E	2.00	2.00	40.00	12/7/2020
114	Sukoso	201011	Seberida Village	0° 42' 26.917" S	102° 30' 50.897" E	0.60	0.60	12.00	11/2/2020
115	Suparjo Rustam	201026.B	Seberida Village	0° 42' 35.726" S	102° 30' 34.104" E	1.77	1.77	35.40	15/03/2023
116	Sutrismawan Pinem	201017.A	Seberida Village	0° 41' 21.634" S	102° 29' 54.657" E	1.38	1.38	27.60	10/25/2021
117	Tugimin	201012	Seberida Village	0° 42' 20.340" S	102° 30' 54.356" E	0.70	0.70	14.00	12/9/2020

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118	Umar Syahid	201027.B	Seberida Village	0° 44' 35.518" S	102° 30' 32.633" E	1.50	1.50	30.00	2/10/2023
119	Yari Sunal Firdaus	201013	Seberida Village	0° 42' 45.175" S	102° 30' 42.335" E	1.90	1.90	38.00	12/13/2020
120	Yori April Yanto	201028.B	Seberida Village	0° 42' 41.841" S	102° 30' 46.608" E	1.60	1.60	32.00	2/10/2023
121	Yuni Dwi Susilawati	201014	Seberida Village	0° 41' 16.679" S	102° 30' 24.347" E	1.00	1.00	20.00	12/15/2020
122	Darioto	103001.B	Ringin Village	0° 42' 11.457" S	102° 28' 24.600" E	1.01	1.01	20.20	4/10/2023
123	Dedi Suheri	103002.B	Ringin Village	0° 40' 56.842" S	102° 30' 45.500" E	1.66	1.66	33.20	4/10/2023
124	Dewi Cahyati	103003.B	Ringin Village	0° 42' 41.932" S	102° 29' 3.378" E	0.98	0.98	19.60	3/10/2023
125	Edy Sutrisno	103004.B	Ringin Village	0° 40' 51.456" S	102° 28' 47.475" E	2.00	2.00	40.00	5/26/2023
126	Hadimah	103005.B	Ringin Village	0° 42' 1.041" S	102° 30' 9.469" E	0.91	0.91	18.20	4/14/2023
127	Haris Suhardi	103006.B	Ringin Village	0° 41' 9.001" S	102° 28' 13.002" E	2.00	2.00	40.00	4/14/2023
128	Ismawanto	103007.B	Ringin Village	0° 41' 17.776" S	102° 28' 48.651" E	1.94	1.94	38.80	4/11/2023
129	Jainap	103008.B	Ringin Village	0° 42' 6.980" S	102° 27' 39.011" E	2.00	2.00	40.00	3/14/2023
130	Jayanta Ginting	103009.B	Ringin Village	0° 41' 10.792" S	102° 29' 42.663" E	2.00	2.00	40.00	3/20/2023
131	Kurniawan	103010.B	Ringin Village	0° 41' 23.440" S	102° 29' 9.972" E	1.04	1.04	20.80	3/16/2023
132	M. Nurihwan	103011.B	Ringin Village	0° 42' 42.689" S	102° 29' 25.051" E	1.60	1.60	32.00	3/16/2023
133	Megawati	103012.B	Ringin Village	0° 42' 39.229" S	102° 30' 26.602" E	0.64	0.64	12.80	3/28/2023
134	Meswan	103013.B	Ringin Village	0° 41' 56.783" S	102° 30' 12.663" E	1.36	1.36	27.20	5/15/2023
135	Misyanto	103014.B	Ringin Village	0° 42' 16.277" S	102° 29' 1.852" E	1.74	1.74	34.80	5/15/2023
136	Ponidin	103015.B	Ringin Village	0° 42' 52.523" S	102° 27' 56.683" E	2.00	2.00	40.00	5/16/2023
137	Rabono (a)	103016.B,1	Ringin Village	0° 42' 42.960" S	102° 28' 3.493" E	0.90	0.90	18.00	5/16/2023
	Rabono (b)	103016.B,2	Ringin Village	0° 41' 17.644" S	102° 29' 15.997" E	0.96	0.96	19.20	5/17/2023
138	Risma Wati	103017.B	Ringin Village	0° 41' 37.963" S	102° 28' 32.143" E	2.23	2.23	44.60	5/17/2023
139	Saniman (a)	103018.B,1	Ringin Village	0° 40' 33.759" S	102° 30' 50.539" E	1.05	1.05	21.00	5/17/2023
	Saniman (b)	103018.B,2	Ringin Village	0° 40' 48.482" S	102° 28' 49.318" E	2.37	2.37	47.40	5/17/2023

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No	Name of farmer	Smallholder ID	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining
				Latitude (N)	Longitude (E)	Total Certified Area	Planted Area		
140	Sri Muliani	103020.B	Ringin Village	0° 42' 23.811" S	102° 27' 55.531" E	1.50	1.50	30.00	3/17/2023
141	Sudariati	103021.B	Ringin Village	0° 41' 20.456" S	102° 28' 48.991" E	1.64	1.64	32.80	1/18/2023
142	Sumarni	103022.B	Ringin Village	0° 40' 55.084" S	102° 28' 41.014" E	1.88	1.88	37.60	3/14/2023
143	Supriaman	103023.B	Ringin Village	0° 40' 51.555" S	102° 28' 41.217" E	2.00	2.00	40.00	2/1/2023
144	Susandi	103024.B	Ringin Village	0° 41' 5.099" S	102° 30' 16.961" E	1.55	1.55	31.00	2/8/2023
145	Tumidi	103025.B	Ringin Village	0° 41' 54.386" S	102° 29' 56.440" E	0.89	0.89	17.80	2/8/2023
146	Wagini	103026.B	Ringin Village	0° 42' 15.292" S	102° 28' 39.034" E	0.95	0.95	19.00	3/14/2023
147	Yanti (a)	103027.B,1	Ringin Village	0° 41' 59.255" S	102° 30' 18.448" E	0.98	0.98	19.60	3/15/2023
	Yanti (b)	103027.B,2	Ringin Village	0° 40' 47.366" S	102° 30' 46.494" E	0.91	0.91	18.20	3/15/2023
148	Abdul Hamid	301001	Belimbing Village	0° 42' 45.824" S	102° 32' 31.210" E	2.00	2.00	40.00	11/9/2020
149	Abrison	301002	Belimbing Village	0° 42' 16.041" S	102° 32' 7.139" E	2.00	2.00	40.00	12/11/2020
150	Agustomi	301003	Belimbing Village	0° 42' 17.225" S	102° 32' 9.165" E	0.50	0.50	10.00	11/13/2020
151	Ahmad Koyum	301004	Belimbing Village	0° 43' 12.793" S	102° 31' 10.696" E	2.00	2.00	40.00	12/18/2020
152	Ahmad Muhtadi	301005	Belimbing Village	0° 42' 32.786" S	102° 32' 22.470" E	2.00	2.00	40.00	11/16/2020
153	Ahmad Nurhadi	301006	Belimbing Village	0° 42' 20.793" S	102° 32' 16.675" E	1.00	1.00	20.00	12/26/2020
154	Aprizal	301007	Belimbing Village	0° 42' 10.396" S	102° 31' 48.716" E	0.68	0.68	13.60	11/13/2020
155	Arifin	301008	Belimbing Village	0° 42' 43.249" S	102° 32' 40.568" E	2.00	2.00	40.00	11/20/2020
156	Badrianto	301009	Belimbing Village	0° 42' 46.092" S	102° 32' 38.845" E	2.00	2.00	40.00	12/21/2020
157	Bisro	301010	Belimbing Village	0° 42' 23.311" S	102° 32' 18.912" E	0.60	0.60	12.00	12/12/2020
158	Darti Darsonah	301049.A	Belimbing Village	0° 42' 26.295" S	102° 30' 43.931" E	1.01	1.01	20.20	3/21/2022
159	Darto	301048.A	Belimbing Village	0° 40' 18.750" S	102° 31' 27.015" E	1.00	1.00	20.00	3/24/2022
160	Dwi Prayitno	301065.A	Belimbing Village	0° 38' 56.069" S	102° 33' 36.685" E	0.97	0.97	19.40	11/8/2021
161	Eliman Hadi	301011	Belimbing Village	0° 42' 26.784" S	102° 31' 53.713" E	2.00	2.00	40.00	12/13/2020
162	Enting	301012	Belimbing Village	0° 42' 49.032" S	102° 32' 36.957" E	2.00	2.00	40.00	11/11/2020

No	Name of farmer	Smallholder ID	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining
				Latitude (N)	Longitude (E)	Total Certified Area	Planted Area		
163	Erimayanti	301059.A	Belimbing Village	0° 38' 44.027" S	102° 33' 34.816" E	2.00	2.00	40.00	11/8/2021
164	Fitri Suharyani	301014	Belimbing Village	0° 42' 43.450" S	102° 32' 34.641" E	1.00	1.00	20.00	12/20/2020
165	Joko Muryanto	301015	Belimbing Village	0° 42' 38.966" S	102° 32' 33.380" E	1.00	1.00	20.00	11/15/2020
166	Junaidi	301016	Belimbing Village	0° 42' 52.578" S	102° 32' 42.281" E	2.00	2.00	40.00	12/21/2020
167	Jupri Warianto	301060.A	Belimbing Village	0° 42' 31.943" S	102° 32' 33.599" E	1.00	1.00	20.00	11/8/2021
168	Juwarlin	301052.A	Belimbing Village	0° 42' 26.973" S	102° 32' 25.672" E	1.43	1.43	28.60	11/9/2021
169	Kartini	301053.A	Belimbing Village	0° 42' 51.764" S	102° 32' 35.382" E	1.93	1.93	38.60	12/7/2021
170	Kurit Hendrianto	301017	Belimbing Village	0° 42' 30.021" S	102° 32' 18.119" E	0.50	0.50	10.00	11/23/2020
171	Leni Sumiyati	301070.A	Belimbing Village	0° 38' 54.997" S	102° 33' 28.534" E	2.00	2.00	40.00	11/22/2021
172	Marlis	301067.A	Belimbing Village	0° 42' 29.593" S	102° 32' 25.049" E	1.87	1.87	37.40	11/10/2021
173	Maryadi	301019	Belimbing Village	0° 42' 19.944" S	102° 32' 13.790" E	1.00	1.00	20.00	11/22/2020
174	Mashur	301020	Belimbing Village	0° 42' 26.774" S	102° 32' 21.076" E	1.00	1.00	20.00	11/12/2020
175	Musman Muhadi. P	301021	Belimbing Village	0° 42' 33.786" S	102° 32' 30.286" E	2.00	2.00	40.00	11/13/2020
176	Mustakim (a)	301022	Belimbing Village	0° 42' 19.520" S	102° 31' 49.906" E	1.00	1.00	20.00	12/11/2020
	Mustakim (b)	301022	Belimbing Village	0° 38' 42.327" S	102° 33' 31.933" E	2.00	2.00	40.00	12/11/2021
177	Mustofa Idrus (a)	301023	Belimbing Village	0° 42' 47.108" S	102° 32' 43.497" E	2.00	2.00	40.00	11/12/2020
	Mustofa Idrus (b)	301023	Belimbing Village	0° 42' 21.995" S	102° 31' 48.871" E	2.00	2.00	40.00	12/11/2021
178	Nasir (a)	301040.A,1	Belimbing Village	0° 43' 27.458" S	102° 31' 4.979" E	1.00	1.00	20.00	3/21/2022
	Nasir (b)	301040.A,2	Belimbing Village	0° 40' 33.309" S	102° 30' 52.891" E	2.15	2.15	43.00	3/21/2022
179	Ngatijan	301024	Belimbing Village	0° 42' 36.244" S	102° 32' 35.012" E	1.00	1.00	20.00	11/23/2020
180	Nurkumala Sari	301064.A	Belimbing Village	0° 40' 59.925" S	102° 30' 58.133" E	0.40	0.40	8.00	11/22/2021
181	Paidi	301025	Belimbing Village	0° 42' 40.382" S	102° 32' 42.317" E	2.00	2.00	40.00	11/11/2020
182	Pandri Susanto	301066.A	Belimbing Village	0° 42' 27.141" S	102° 30' 38.503" E	1.11	1.11	22.20	11/22/2021
183	Ponidi Budi Prasatyo	301026	Belimbing Village	0° 42' 16.246" S	102° 31' 6.472" E	2.00	2.00	40.00	12/23/2020

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184	Rahayu (a)	301061.A,1	Belimbing Village	0° 41' 50.861" S	102° 29' 0.034" E	1.96	1.96	39.20	11/22/2021
	Rahayu (b)	301061.A,2	Belimbing Village	0° 41' 56.680" S	102° 28' 58.529" E	1.96	1.96	39.20	12/7/2021
185	Samirin (a)	301041.A,1	Belimbing Village	0° 42' 46.675" S	102° 30' 56.611" E	1.00	1.00	20.00	11/9/2021
	Samirin (b)	301041.A,2	Belimbing Village	0° 42' 52.671" S	102° 31' 4.131" E	1.05	1.05	21.00	12/7/2021
186	Sandi	301027	Belimbing Village	0° 42' 28.720" S	102° 32' 28.454" E	0.50	0.50	10.00	12/26/2020
187	Sarjono	301062.A	Belimbing Village	0° 39' 0.786" S	102° 33' 28.467" E	1.99	1.99	39.80	12/7/2021
188	Setiarno	301028	Belimbing Village	0° 42' 13.913" S	102° 31' 59.380" E	1.70	1.70	34.00	11/20/2020
189	Slamet	301071.A	Belimbing Village	0° 38' 53.400" S	102° 33' 25.680" E	2.00	2.00	40.00	12/7/2021
190	Sri Wahyu Ningsih	301057.A	Belimbing Village	0° 42' 22.864" S	102° 31' 32.170" E	1.23	1.23	24.60	12/7/2021
191	Subani	301029	Belimbing Village	0° 42' 12.353" S	102° 32' 0.334" E	1.50	1.50	30.00	12/15/2020
192	Sudri Samiarto	301030	Belimbing Village	0° 42' 25.455" S	102° 32' 17.402" E	1.00	1.00	20.00	12/12/2020
193	Sugi	301068.A	Belimbing Village	0° 42' 44.081" S	102° 30' 29.178" E	0.72	0.72	14.40	11/9/2021
194	Sugianto	301031	Belimbing Village	0° 42' 46.098" S	102° 31' 35.187" E	2.00	2.00	40.00	12/11/2020
195	Suhendro	301063.A	Belimbing Village	0° 41' 0.977" S	102° 30' 56.858" E	0.62	0.62	12.40	12/7/2021
196	Sukardi. H	301047.A	Belimbing Village	0° 42' 55.697" S	102° 28' 26.593" E	1.99	1.99	39.80	11/25/2021
197	Sukarmin	301054.A	Belimbing Village	0° 39' 13.419" S	102° 26' 53.299" E	1.00	1.00	20.00	11/9/2021
198	Sukiran	301032	Belimbing Village	0° 42' 36.157" S	102° 32' 28.848" E	2.00	2.00	40.00	12/15/2020
199	Sultoni	301069.A	Belimbing Village	0° 44' 23.906" S	102° 30' 5.734" E	1.13	1.13	22.60	11/9/2021
200	Sumarno	301044.A	Belimbing Village	0° 40' 30.412" S	102° 30' 30.879" E	1.03	1.03	20.60	11/9/2021
201	Sunardi (a)	301046.A,1	Belimbing Village	0° 38' 50.785" S	102° 33' 39.755" E	0.77	0.77	15.40	11/10/2021
	Sunardi (b)	301046.A,2	Belimbing Village	0° 38' 49.792" S	102° 33' 38.421" E	0.48	0.48	9.60	11/9/2021
	Sunardi (c)	301046.A,3	Belimbing Village	0° 39' 2.229" S	102° 33' 25.785" E	1.10	1.10	22.00	11/9/2021
202	Suntoro (a)	301056.A	Belimbing Village	0° 42' 24.296" S	102° 30' 49.718" E	0.87	0.87	17.40	11/9/2021
	Suntoro (b)	301056.A,2	Belimbing Village	0° 44' 9.305" S	102° 31' 5.618" E	0.73	0.73	14.60	3/13/2023

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203	Suratno	301034	Belimbing Village	0° 42' 28.202" S	102° 32' 19.618" E	0.53	0.53	10.60	11/11/2020
204	Suriyati	301035	Belimbing Village	0° 42' 15.926" S	102° 31' 28.481" E	1.00	1.00	20.00	12/15/2020
205	Suwarno	301036	Belimbing Village	0° 42' 36.498" S	102° 32' 39.196" E	2.00	2.00	40.00	12/21/2020
206	Suwondo (a)	301055.A,1	Belimbing Village	0° 43' 18.049" S	102° 29' 0.275" E	0.97	0.97	19.40	11/10/2021
	Suwondo (b)	301055.A,2	Belimbing Village	0° 43' 13.088" S	102° 28' 54.490" E	0.74	0.74	14.80	11/10/2021
207	Triono	301045.A	Belimbing Village	0° 39' 3.407" S	102° 33' 34.381" E	1.03	1.03	20.60	4/7/2022
208	Umayah	301037	Belimbing Village	0° 42' 33.807" S	102° 32' 36.617" E	1.00	1.00	20.00	12/23/2020
209	Wahidin	301051.A	Belimbing Village	0° 43' 5.844" S	102° 30' 4.749" E	1.10	1.10	22.00	4/7/2022
210	Wakidi	301058.A	Belimbing Village	0° 40' 19.591" S	102° 30' 33.548" E	1.75	1.75	35.00	4/7/2022
211	Wartopo (a)	301038	Belimbing Village	0° 42' 49.304" S	102° 32' 30.907" E	1.00	1.00	20.00	11/12/2020
	Wartopo (b)	301038	Belimbing Village	0° 44' 41.537" S	102° 30' 37.402" E	1.36	1.36	27.20	3/28/2022
212	Yusnita (a)	301039.1	Belimbing Village	0° 42' 18.844" S	102° 32' 5.442" E	2.00	2.00	40.00	11/20/2020
	Yusnita (b)	301039.2	Belimbing Village	0° 42' 21.276" S	102° 32' 9.914" E	1.00	1.00	20.00	12/23/2020
213	Agus Surojo	602001	Sungai Akar Village	0° 49' 54.455" S	102° 36' 19.063" E	1.00	1.00	20.00	12/12/2020
214	Boimen	602002	Sungai Akar Village	0° 49' 59.490" S	102° 36' 17.726" E	1.00	1.00	20.00	12/23/2020
215	Gimin	602003	Sungai Akar Village	0° 49' 55.267" S	102° 36' 9.255" E	2.00	2.00	40.00	12/20/2020
216	Heni Atmayana	602004	Sungai Akar Village	0° 49' 56.807" S	102° 36' 16.377" E	1.00	1.00	20.00	12/23/2020
217	Idris Fadilah	602005	Sungai Akar Village	0° 49' 49.600" S	102° 35' 30.198" E	1.16	1.16	23.20	11/23/2020
218	Imam Prayugo	602006	Sungai Akar Village	0° 49' 56.024" S	102° 36' 12.963" E	2.00	2.00	40.00	11/4/2020
219	Ismail	602007	Sungai Akar Village	0° 50' 1.691" S	102° 36' 15.187" E	1.00	1.00	20.00	11/3/2020
220	Julianti	602020.A	Sungai Akar Village	0° 50' 6.223" S	102° 36' 23.488" E	1.57	1.57	31.40	1/4/2022
221	Juriah	602008	Sungai Akar Village	0° 49' 43.976" S	102° 35' 27.811" E	1.30	1.30	26.00	12/5/2020
222	M. Senan	602026.A	Sungai Akar Village	0° 49' 36.217" S	102° 35' 14.057" E	1.10	1.10	22.00	4/7/2022
223	Martoyono	602009	Sungai Akar Village	0° 50' 0.350" S	102° 35' 40.386" E	1.90	1.90	38.00	12/8/2020

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224	Muhammad Amin	602021.A	Sungai Akar Village	0° 50' 25.692" S	102° 36' 30.046" E	2.00	2.00	40.00	1/4/2022
225	Murniar	602010	Sungai Akar Village	0° 49' 50.881" S	102° 35' 44.359" E	0.80	0.80	16.00	12/20/2020
226	Ngatiman	602029.B	Sungai Akar Village	0° 49' 55.122" S	102° 35' 58.832" E	2.23	2.23	44.60	2/13/2023
227	Oki Setiadi	602011	Sungai Akar Village	0° 49' 47.791" S	102° 35' 29.561" E	1.10	1.10	22.00	11/12/2020
228	Poniran	602012	Sungai Akar Village	0° 50' 0.024" S	102° 36' 21.581" E	2.00	2.00	40.00	11/23/2020
229	Ponisah	602022.A	Sungai Akar Village	0° 49' 9.216" S	102° 35' 19.858" E	1.98	1.98	39.60	1/5/2022
230	Ratijo	602013	Sungai Akar Village	0° 49' 43.051" S	102° 35' 43.672" E	2.00	2.00	40.00	12/6/2020
231	Robiatun	602014	Sungai Akar Village	0° 49' 48.542" S	102° 35' 53.959" E	0.70	0.70	14.00	11/9/2020
232	Rusliadi	602023.A	Sungai Akar Village	0° 49' 49.178" S	102° 35' 58.693" E	1.18	1.18	23.60	1/5/2022
233	Sandi Sugito	602024.A	Sungai Akar Village	0° 49' 41.984" S	102° 35' 33.015" E	1.34	1.34	26.80	1/6/2022
234	Siman	602015	Sungai Akar Village	0° 49' 53.715" S	102° 35' 50.185" E	1.50	1.50	30.00	12/6/2020
235	Sono	602027.A	Sungai Akar Village	0° 49' 44.480" S	102° 35' 49.897" E	0.41	0.41	8.20	1/5/2022
236	Sufrianto	602016	Sungai Akar Village	0° 49' 46.953" S	102° 35' 28.584" E	1.10	1.10	22.00	12/22/2020
237	Tasrep	602025.A	Sungai Akar Village	0° 49' 41.460" S	102° 35' 23.661" E	0.80	0.80	16.00	1/6/2022
238	Ujang Landak	602017	Sungai Akar Village	0° 49' 12.957" S	102° 35' 6.359" E	2.00	2.00	40.00	11/6/2020
239	Yunita Sari	602018	Sungai Akar Village	0° 49' 42.132" S	102° 35' 31.116" E	1.40	1.40	28.00	11/9/2020
240	Zumri Marpaung	602019	Sungai Akar Village	0° 50' 12.001" S	102° 36' 19.484" E	1.70	1.70	34.00	11/27/2020
241	Alham Sutartono	101001	Ringin Village	0° 41' 43.037" S	102° 31' 6.065" E	0.80	0.80	16.00	12/11/2020
242	Alif Amjaya (a)	101002.1	Ringin Village	0° 40' 20.811" S	102° 28' 5.733" E	1.40	1.40	28.00	12/14/2020
	Alif Amjaya (b)	101002.2	Ringin Village	0° 43' 21.303" S	102° 30' 12.309" E	1.50	1.50	30.00	12/14/2020
	Alif Amjaya (c)	101002.3	Ringin Village	0° 43' 15.260" S	102° 30' 6.928" E	1.30	1.30	26.00	12/14/2020
	Alif Amjaya (d)	101002.4	Ringin Village	0° 42' 55.538" S	102° 30' 11.415" E	1.56	1.56	31.20	12/16/2021
	Alif Amjaya (e)	101002.5	Ringin Village	0° 40' 20.427" S	102° 28' 12.318" E	1.49	1.49	29.80	12/16/2021
243	Asmadi (a)	101003.1	Ringin Village	0° 42' 9.028" S	102° 30' 23.270" E	1.00	1.00	20.00	11/11/2020

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	Asmadi (b)	101003.2	Ringin Village	0° 42' 6.644" S	102° 30' 12.531" E	0.91	0.91	18.20	2/10/2023
	Asmadi (c)	101003.3	Ringin Village	0° 42' 3.953" S	102° 30' 4.701" E	0.43	0.43	8.60	2/10/2023
244	Boimin Bw (a)	101004.1	Ringin Village	0° 41' 45.236" S	102° 30' 4.650" E	1.70	1.70	34.00	12/13/2020
	Boimin Bw (b)	101004.2	Ringin Village	0° 41' 50.690" S	102° 30' 2.914" E	1.40	1.40	28.00	12/13/2020
245	Dedi Herdianto	101005	Ringin Village	0° 42' 33.315" S	102° 30' 23.717" E	0.50	0.50	10.00	12/11/2020
246	Desimawati (a)	101006.1	Ringin Village	0° 42' 35.334" S	102° 30' 12.573" E	0.50	0.50	10.00	12/15/2020
	Desimawati (b)	101006.2	Ringin Village	0° 42' 34.265" S	102° 30' 11.545" E	0.50	0.50	10.00	12/15/2020
247	Edi Suriadi	101007	Ringin Village	0° 42' 11.759" S	102° 30' 20.501" E	2.00	2.00	40.00	12/15/2020
248	Epiwaldi	101008	Ringin Village	0° 41' 47.734" S	102° 30' 46.580" E	1.80	1.80	36.00	12/15/2020
249	Hardi	101009	Ringin Village	0° 42' 16.664" S	102° 30' 24.793" E	2.00	2.00	40.00	12/15/2020
250	Herwan	101010	Ringin Village	0° 40' 41.524" S	102° 30' 38.115" E	2.00	2.00	40.00	12/11/2020
251	Julianayanti	101011	Ringin Village	0° 42' 1.854" S	102° 29' 30.654" E	1.70	1.70	34.00	12/20/2020
252	Lita Iga Nofrilla	101012	Ringin Village	0° 42' 41.144" S	102° 30' 30.082" E	0.60	0.60	12.00	12/21/2020
253	Misnan (a)	101013.1	Ringin Village	0° 41' 0.173" S	102° 27' 59.727" E	2.10	2.10	42.00	12/11/2020
	Misnan (b)	101013.2	Ringin Village	0° 40' 27.298" S	102° 27' 59.294" E	2.00	2.00	40.00	12/11/2020
	Misnan (c)	101013.3	Ringin Village	0° 40' 57.557" S	102° 27' 59.754" E	1.00	1.00	20.00	12/11/2020
254	Muhammad Idrus	101014	Ringin Village	0° 42' 13.501" S	102° 30' 26.046" E	1.00	1.00	20.00	12/15/2020
255	Nofindra Bakti	101015	Ringin Village	0° 41' 48.879" S	102° 30' 48.808" E	0.90	0.90	18.00	12/12/2020
256	Rasnata	101016	Ringin Village	0° 42' 35.059" S	102° 30' 8.963" E	0.70	0.70	14.00	12/12/2020
257	Rio Yusgianto	101017	Ringin Village	0° 42' 21.898" S	102° 30' 16.061" E	0.60	0.60	12.00	12/15/2020
258	Rizki Mantari (a)	101018.1	Ringin Village	0° 40' 22.564" S	102° 28' 11.148" E	1.90	1.90	38.00	11/17/2020
	Rizki Mantari (b)	101018.2	Ringin Village	0° 43' 17.755" S	102° 30' 10.986" E	1.80	1.80	36.00	11/17/2020
	Rizki Mantari (c)	101018.3	Ringin Village	0° 42' 6.311" S	102° 29' 18.936" E	1.32	1.32	26.40	2/20/2021
259	Ropida (a)	101019.1	Ringin Village	0° 42' 48.241" S	102° 30' 20.782" E	1.60	1.60	32.00	12/19/2020

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	Ropida (b)	101019.2	Ringin Village	0° 40' 40.624" S	102° 27' 59.625" E	1.90	1.90	38.00	12/19/2020
260	Saparudin Hr	101020	Ringin Village	0° 41' 55.502" S	102° 30' 38.678" E	1.70	1.70	34.00	12/15/2020
261	Sarno (a)	101021.1	Ringin Village	0° 41' 11.943" S	102° 29' 32.499" E	2.00	2.00	40.00	12/16/2020
	Sarno (b)	101021.2	Ringin Village	0° 40' 46.063" S	102° 30' 40.300" E	1.00	1.00	20.00	12/16/2020
262	Sunanik	101022	Ringin Village	0° 40' 24.438" S	102° 28' 15.190" E	1.70	1.70	34.00	12/18/2020
263	Sunarto (a)	101023.1	Ringin Village	0° 40' 27.341" S	102° 28' 12.989" E	1.00	1.00	20.00	4/14/2020
	Sunarto (b)	101023.2	Ringin Village	0° 40' 23.193" S	102° 28' 16.995" E	1.90	1.90	38.00	4/14/2020
264	Suroso (a)	101024.1	Ringin Village	0° 40' 30.996" S	102° 27' 59.596" E	2.00	2.00	40.00	12/24/2020
	Suroso (b)	101024.2	Ringin Village	0° 40' 43.480" S	102° 27' 59.751" E	1.50	1.50	30.00	12/24/2020
	Suroso (c)	101024.3	Ringin Village	0° 40' 37.299" S	102° 27' 59.603" E	2.00	2.00	40.00	12/24/2020
	Suroso (d)	101024.4	Ringin Village	0° 40' 54.619" S	102° 30' 33.516" E	2.00	2.00	40.00	12/24/2020
	Suroso (e)	101024.5	Ringin Village	0° 42' 45.151" S	102° 30' 17.807" E	1.90	1.90	38.00	12/24/2020
	Suroso (f)	101024.6	Ringin Village	0° 43' 21.120" S	102° 30' 16.950" E	1.60	1.60	32.00	12/24/2020
	Suroso (g)	101024.7	Ringin Village	0° 43' 18.410" S	102° 30' 18.828" E	1.30	1.30	26.00	12/24/2020
	Suroso (h)	101024.8	Ringin Village	0° 43' 14.573" S	102° 30' 14.001" E	1.59	1.59	31.80	12/24/2020
	Suroso (i)	101024.9	Ringin Village	0° 40' 56.170" S	102° 30' 28.937" E	1.99	1.99	39.80	12/12/2021
265	Sutrisno	101025	Ringin Village	0° 40' 49.615" S	102° 30' 40.607" E	1.00	1.00	20.00	12/20/2020
266	Suwarno (a)	101026.1	Ringin Village	0° 40' 51.509" S	102° 30' 22.471" E	2.00	2.00	40.00	12/11/2020
	Suwarno (b)	101026.2	Ringin Village	0° 40' 56.846" S	102° 30' 22.964" E	1.50	1.50	30.00	12/11/2020
267	Umi Istiqomah	101027	Ringin Village	0° 42' 11.646" S	102° 30' 35.637" E	0.60	0.60	12.00	12/10/2020
268	Wardi	101028	Ringin Village	0° 41' 36.250" S	102° 30' 39.209" E	1.40	1.40	28.00	12/11/2020
269	Yetno (a)	101029.1	Ringin Village	0° 40' 38.513" S	102° 30' 39.582" E	0.70	0.70	14.00	12/11/2020
	Yetno (b)	101029.2	Ringin Village	0° 40' 38.980" S	102° 30' 53.889" E	1.38	1.38	27.60	12/12/2021
270	Arif Basuki	703050.B	Pangkalan Kasai Village	0° 35' 38.452" S	102° 22' 31.494" E	2.00	2.00	40.00	2/20/2023

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271	Dedi Junaedi	703002.A	Pangkalan Kasai Village	0° 36' 55.051" S	102° 26' 0.518" E	2.00	2.00	40.00	04/02/2021
272	Dewi Eriani	703048.A	Pangkalan Kasai Village	0° 36' 40.126" S	102° 25' 29.563" E	1.36	1.36	27.20	2/5/2021
273	Dewi Rubini	703027.A	Pangkalan Kasai Village	0° 38' 15.529" S	102° 25' 57.120" E	1.22	1.22	24.40	12/28/2021
274	Edi Waluyo	703003.A	Pangkalan Kasai Village	0° 42' 3.712" S	102° 30' 32.389" E	1.99	1.99	39.80	12/28/2021
275	Indrawati (a)	703004.A,1	Pangkalan Kasai Village	0° 37' 43.311" S	102° 24' 10.336" E	2.00	2.00	40.00	2/6/2022
	Indrawati (b)	703004.A,2	Pangkalan Kasai Village	0° 37' 44.034" S	102° 24' 7.336" E	2.00	2.00	40.00	2/5/2021
	Indrawati (c)	703004.A,3	Pangkalan Kasai Village	0° 37' 44.596" S	102° 24' 2.989" E	2.00	2.00	40.00	12/28/2021
276	Jasmin (a)	703005.A,1	Pangkalan Kasai Village	0° 36' 34.497" S	102° 25' 36.282" E	1.99	1.99	39.80	2/6/2022
	Jasmin (b)	703005.A,2	Pangkalan Kasai Village	0° 36' 24.249" S	102° 25' 36.210" E	2.00	2.00	40.00	12/28/2021
277	Juama	703006.A	Pangkalan Kasai Village	0° 34' 1.083" S	102° 25' 53.915" E	1.23	1.23	24.60	2/6/2022
278	Juan Pratama	703051.B	Pangkalan Kasai Village	0° 37' 37.429" S	102° 25' 29.231" E	1.00	1.00	20.00	2/17/2023
279	Ken Yosiaka Ginting	703008.A	Pangkalan Kasai Village	0° 39' 31.637" S	102° 24' 46.002" E	2.00	2.00	40.00	2/6/2022
280	Lilis Setiawati	703009.A	Pangkalan Kasai Village	0° 39' 34.818" S	102° 24' 52.057" E	2.00	2.00	40.00	2/5/2021
281	M. Mahrus	703010.A	Pangkalan Kasai Village	0° 38' 2.185" S	102° 25' 36.411" E	0.87	0.87	17.40	2/5/2021
282	Martina	703013.A	Pangkalan Kasai Village	0° 39' 1.236" S	102° 26' 7.897" E	1.10	1.10	22.00	04/02/2021
283	Musiman	703016.A	Pangkalan Kasai Village	0° 37' 16.822" S	102° 25' 22.927" E	2.08	2.08	41.60	12/8/2021
284	Nono	703017.A	Pangkalan Kasai Village	0° 36' 30.579" S	102° 25' 31.114" E	1.94	1.94	38.80	04/02/2021
285	Nur Apandi	703018.A	Pangkalan Kasai Village	0° 38' 39.132" S	102° 24' 11.070" E	1.09	1.09	21.80	12/8/2021
286	Nuriyana	703055. B	Pangkalan Kasai Village	0° 38' 42.593" S	102° 24' 6.401" E	1.99	1.99	39.80	1/31/2023
287	Painem	703020.A	Pangkalan Kasai Village	0° 37' 16.133" S	102° 26' 9.299" E	2.00	2.00	40.00	12/8/2021
288	Parsini	703021.A	Pangkalan Kasai Village	0° 37' 26.967" S	102° 25' 51.341" E	1.98	1.98	39.60	2/5/2021
289	Partinem	703022.A	Pangkalan Kasai Village	0° 37' 16.612" S	102° 26' 3.779" E	2.29	2.29	45.80	12/8/2021
290	Purnomo	703023.A	Pangkalan Kasai Village	0° 36' 50.272" S	102° 25' 41.896" E	2.00	2.00	40.00	12/8/2021
291	Ratno	703024.A	Pangkalan Kasai Village	0° 38' 52.567" S	102° 25' 2.997" E	2.00	2.00	40.00	2/5/2021

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292	Riduan (a)	703025.A,1	Pangkalan Kasai Village	0° 37' 40.847" S	102° 24' 16.286" E	2.00	2.00	40.00	11/11/2021
	Riduan (b)	703025.A,2	Pangkalan Kasai Village	0° 37' 41.982" S	102° 24' 13.243" E	2.00	2.00	40.00	04/02/2021
	Riduan (c)	703025.A,3	Pangkalan Kasai Village	0° 37' 49.771" S	102° 24' 10.497" E	2.00	2.00	40.00	04/02/2021
	Riduan (d)	703025.A,4	Pangkalan Kasai Village	0° 37' 48.587" S	102° 24' 14.087" E	2.26	2.26	45.20	04/02/2021
	Riduan (e)	703025.A,5	Pangkalan Kasai Village	0° 37' 1.530" S	102° 25' 3.530" E	1.11	1.11	22.16	2/23/2023
	Riduan (f)	703025.A,6	Pangkalan Kasai Village	0° 37' 1.403" S	102° 25' 7.536" E	0.96	0.96	19.12	2/23/2023
293	Riski Irawan	703026.A	Pangkalan Kasai Village	0° 36' 32.097" S	102° 25' 33.478" E	2.00	2.00	40.00	12/28/2021
294	Sariman	703028.A	Pangkalan Kasai Village	0° 36' 47.578" S	102° 24' 43.440" E	0.93	0.93	18.60	12/28/2021
295	Siska Helniwatti (a)	703029.A,1	Pangkalan Kasai Village	0° 38' 31.217" S	102° 22' 30.596" E	1.06	1.06	21.20	12/28/2021
	Siska Helniwatti (b)	703029.A,2	Pangkalan Kasai Village	0° 38' 26.017" S	102° 22' 27.496" E	2.00	2.00	40.00	2/5/2021
	Siska Helniwatti (c)	703029.A,3	Pangkalan Kasai Village	0° 36' 20.847" S	102° 22' 0.525" E	2.00	2.00	40.00	11/23/2021
	Siska Helniwatti (d)	703029.A,4	Pangkalan Kasai Village	0° 36' 30.093" S	102° 22' 4.489" E	2.00	2.00	40.00	2/5/2021
	Siska Helniwatti (e)	703029.A,5	Pangkalan Kasai Village	0° 36' 26.956" S	102° 21' 58.865" E	2.00	2.00	40.00	12/24/2021
	Siska Helniwatti (f)	703029.A,6	Pangkalan Kasai Village	0° 36' 26.050" S	102° 22' 5.155" E	2.00	2.00	40.00	12/24/2021
	Siska Helniwatti (g)	703029.A,7	Pangkalan Kasai Village	0° 38' 21.626" S	102° 22' 28.158" E	1.95	1.95	39.00	2/5/2021
	Siska Helniwatti (h)	703029.A,8	Pangkalan Kasai Village	0° 38' 28.255" S	102° 22' 28.983" E	1.52	1.52	30.40	11/23/2021
	Siska Helniwatti (i)	703029.A,9	Pangkalan Kasai Village	0° 36' 39.867" S	102° 22' 4.165" E	1.92	1.92	38.40	2/5/2021
	Siska Helniwatti (j)	703029.A,10	Pangkalan Kasai Village	0° 38' 31.326" S	102° 22' 25.629" E	1.93	1.93	38.60	11/23/2021
296	Suherman	703030.A	Pangkalan Kasai Village	0° 38' 39.491" S	102° 26' 43.945" E	1.00	1.00	20.00	2/5/2021
297	Sukimin (a)	703031.A,1	Pangkalan Kasai Village	0° 39' 23.911" S	102° 26' 9.667" E	1.18	1.18	23.60	11/23/2021
	Sukimin (b)	703031.A,2	Pangkalan Kasai Village	0° 37' 44.152" S	102° 26' 12.877" E	2.00	2.00	40.00	11/23/2021
298	Sularmin	703032.A	Pangkalan Kasai Village	0° 39' 13.419" S	102° 26' 53.299" E	1.03	1.03	20.60	11/23/2021
299	Supadi	703034.A	Pangkalan Kasai Village	0° 36' 17.440" S	102° 24' 41.045" E	2.00	2.00	40.00	11/23/2021
300	Suratman. A (a)	703036.A,1	Pangkalan Kasai Village	0° 36' 45.445" S	102° 22' 5.383" E	1.93	1.93	38.60	11/23/2021

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	Suratman. A (b)	703036.A,2	Pangkalan Kasai Village	0° 36' 23.642" S	102° 21' 58.569" E	2.00	2.00	40.00	11/23/2021
	Suratman. A (c)	703036.A,3	Pangkalan Kasai Village	0° 36' 29.941" S	102° 21' 59.398" E	2.00	2.00	40.00	12/24/2021
	Suratman. A (d)	703036.A,4	Pangkalan Kasai Village	0° 36' 34.955" S	102° 22' 4.040" E	2.00	2.00	40.00	11/23/2021
	Suratman. A (e)	703036.A,5	Pangkalan Kasai Village	0° 36' 45.919" S	102° 22' 2.502" E	1.76	1.76	35.20	12/24/2021
301	Suratman. B	703037.A	Pangkalan Kasai Village	0° 37' 56.090" S	102° 24' 11.097" E	2.00	2.00	40.00	12/28/2021
302	Suriadi	703038.A	Pangkalan Kasai Village	0° 36' 50.858" S	102° 25' 50.377" E	1.30	1.30	26.00	12/28/2021
303	Susilo (a)	703039.A,1	Pangkalan Kasai Village	0° 37' 38.778" S	102° 26' 25.287" E	1.90	1.90	38.00	12/28/2021
	Susilo (b)	703039.A,2	Pangkalan Kasai Village	0° 37' 42.863" S	102° 26' 25.338" E	1.60	1.60	32.00	04/02/2021
304	Sutarmin	703052.B	Pangkalan Kasai Village	0° 37' 6.885" S	102° 25' 53.588" E	2.00	2.00	40.00	1/31/2023
305	Sutikto (a)	703040.A,1	Pangkalan Kasai Village	0° 38' 6.784" S	102° 25' 35.815" E	2.00	2.00	40.00	04/02/2021
	Sutikto (b)	703040.A,2	Pangkalan Kasai Village	0° 38' 9.539" S	102° 25' 34.211" E	2.00	2.00	40.00	12/24/2021
306	Suwito	703041.A	Pangkalan Kasai Village	0° 37' 50.534" S	102° 26' 15.553" E	1.00	1.00	20.00	04/02/2021
307	Teti Marlina	703042.A	Pangkalan Kasai Village	0° 38' 26.925" S	102° 23' 28.614" E	1.00	1.00	20.00	12/24/2021
308	Tugiran	703043.A	Pangkalan Kasai Village	0° 38' 36.937" S	102° 24' 9.852" E	1.99	1.99	39.80	12/24/2021
309	Tukinem	703053.B	Pangkalan Kasai Village	0° 38' 26.824" S	102° 23' 44.291" E	1.99	1.99	39.80	1/30/2023
310	Turmuji	703044.A	Pangkalan Kasai Village	0° 37' 15.029" S	102° 25' 55.486" E	2.00	2.00	40.00	12/24/2021
311	Wahyono	703054.B	Pangkalan Kasai Village	0° 38' 12.469" S	102° 26' 35.200" E	1.18	1.18	23.60	1/30/2023
312	Wahyudi	703045.A	Pangkalan Kasai Village	0° 37' 51.125" S	102° 23' 33.381" E	1.49	1.49	29.80	12/24/2021
313	Zainal	703047.A	Pangkalan Kasai Village	0° 33' 43.264" S	102° 25' 11.394" E	1.76	1.76	35.20	12/24/2021
314	Bani Amin	141001.B	Kota Lama Village	0° 21' 56.909" S	102° 23' 36.358" E	0.20	0.20	4.00	3/5/2023
315	Budi Purnomo (a)	141002.B,1	Kota Lama Village	0° 21' 41.384" S	102° 23' 40.873" E	0.48	0.48	9.60	3/5/2023
	Budi Purnomo (b)	141002.B,2	Kota Lama Village	0° 21' 41.204" S	102° 24' 40.105" E	2.00	2.00	40.00	3/5/2023
316	Ella Purnama Sari	141003.B	Kota Lama Village	0° 22' 9.979" S	102° 24' 53.698" E	2.00	2.00	40.00	3/5/2023
317	Eva Raya S.Pd.I	141004.B	Kota Lama Village	0° 21' 36.805" S	102° 23' 42.218" E	3.00	3.00	60.00	3/5/2023

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318	Frantriska	141005.B	Kota Lama Village	0° 21' 58.820" S	102° 23' 27.001" E	1.17	1.17	23.40	3/5/2023
319	Hendrik	141006.B	Kota Lama Village	0° 22' 29.366" S	102° 23' 50.729" E	1.50	1.50	30.00	4/13/2023
320	Julia	141007.B	Kota Lama Village	0° 22' 21.110" S	102° 24' 55.968" E	2.00	2.00	40.00	4/13/2023
321	Leo Weldi Yanto	141008.B	Kota Lama Village	0° 20' 49.024" S	102° 23' 48.040" E	1.30	1.30	26.00	3/5/2023
322	Marjani	141009.B	Kota Lama Village	0° 21' 57.028" S	102° 23' 27.668" E	1.59	1.59	31.80	4/13/2023
323	Masyudah	141010.B	Kota Lama Village	0° 20' 55.000" S	102° 24' 20.478" E	1.12	1.12	22.40	4/13/2023
324	Miswati	141011.B	Kota Lama Village	0° 22' 48.930" S	102° 24' 23.019" E	2.02	2.02	40.40	4/5/2023
325	Ngadelan	141012.B	Kota Lama Village	0° 21' 13.573" S	102° 24' 17.662" E	0.50	0.50	10.00	4/5/2023
326	Riko Eriyanto	141013.B	Kota Lama Village	0° 21' 28.715" S	102° 23' 33.448" E	1.19	1.19	23.80	4/5/2023
327	Ruslan	141014.B	Kota Lama Village	0° 21' 52.451" S	102° 23' 16.512" E	1.00	1.00	20.00	4/5/2023
328	Saftiher	141015.B	Kota Lama Village	0° 21' 6.553" S	102° 24' 5.661" E	0.41	0.41	8.20	4/13/2023
329	Sahrial	141016.B	Kota Lama Village	0° 21' 58.486" S	102° 23' 36.180" E	0.69	0.69	13.80	4/13/2023
330	Sapri	141017.B	Kota Lama Village	0° 21' 6.421" S	102° 23' 52.952" E	2.00	2.00	40.00	4/13/2023
331	Sri Ana	141018.B	Kota Lama Village	0° 22' 0.037" S	102° 23' 10.287" E	0.70	0.70	14.00	4/13/2023
332	Suandak	141019.B	Kota Lama Village	0° 21' 53.618" S	102° 23' 20.927" E	0.60	0.60	12.00	4/13/2023
333	Supangad	141020.B	Kota Lama Village	0° 22' 11.522" S	102° 23' 17.081" E	1.10	1.10	22.00	4/13/2023
334	Supartiningsih	141021.B	Kota Lama Village	0° 22' 2.910" S	102° 23' 31.856" E	1.95	1.95	39.00	4/13/2023
335	Suprayetno	141022.B	Kota Lama Village	0° 22' 27.342" S	102° 24' 31.991" E	1.00	1.00	20.00	4/13/2023
336	Sutrisno	141023.B	Kota Lama Village	0° 22' 10.322" S	102° 23' 37.478" E	1.85	1.85	37.00	4/13/2023
337	Tengku Nopriadi	141024.B	Kota Lama Village	0° 21' 54.807" S	102° 23' 15.338" E	0.91	0.91	18.20	4/13/2023
338	Zahro Taini	141025.B	Kota Lama Village	0° 21' 57.139" S	102° 23' 38.943" E	0.60	0.60	12.00	4/5/2023
339	Zulfikar	141026.B	Kota Lama Village	0° 21' 57.121" S	102° 23' 42.232" E	1.18	1.18	23.60	4/5/2023
340	Zulkifli	141027.B	Kota Lama Village	0° 21' 34.330" S	102° 24' 50.937" E	0.92	0.92	18.40	4/5/2023
341	Ambiker Nababan (a)	801001.A,1	Talang Lakat Village	0° 45' 24.470" S	102° 37' 23.952" E	1.99	1.99	39.80	2/21/2022

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	Ambiker Nababan (b)	801001.A,2	Talang Lakat Village	0° 45' 26.886" S	102° 37' 23.570" E	1.99	1.99	39.80	2/21/2022
342	Annaria Br. Manalu	801002.A	Talang Lakat Village	0° 45' 25.676" S	102° 37' 3.718" E	2.29	2.29	45.80	4/8/2022
343	Antonius Simbolon	801003.A	Talang Lakat Village	0° 43' 3.075" S	102° 37' 51.180" E	2.00	2.00	40.00	3/20/2022
344	Batara Sitompul	801004.A	Talang Lakat Village	0° 45' 36.857" S	102° 33' 17.063" E	2.39	2.39	47.80	3/21/2022
345	Darwis Siregar	801036.B	Talang Lakat Village	0° 45' 12.823" S	102° 36' 53.417" E	2.00	2.00	40.00	2/27/2023
346	Dasli Nababan	801006.A	Talang Lakat Village	0° 45' 10.243" S	102° 37' 58.475" E	1.98	1.98	39.60	9/20/2021
347	Dostar Sitorus	801007.A	Talang Lakat Village	0° 44' 47.581" S	102° 37' 35.107" E	2.00	2.00	40.00	9/17/2021
348	Edison Hutapea	801032.A	Talang Lakat Village	0° 45' 49.662" S	102° 33' 29.740" E	1.96	1.96	39.20	4/17/2022
349	Esrn Siregar	801008.A	Talang Lakat Village	0° 45' 36.924" S	102° 36' 59.775" E	2.00	2.00	40.00	9/17/2021
350	Galeam Oftavianus Ewil Purba	801035.B	Talang Lakat Village	0° 44' 50.436" S	102° 36' 53.987" E	1.43	1.43	28.60	2/28/2023
351	Isak Nainggolan (a)	801012.A	Talang Lakat Village	0° 44' 30.224" S	102° 36' 52.817" E	2.00	2.00	40.00	12/12/2021
	Isak Nainggolan (b)	801012.A, 2	Talang Lakat Village	0° 44' 25.133" S	102° 36' 54.095" E	1.97	1.97	39.40	2/22/2023
352	Iswandy Gabe Tua Lumban Gaol	801034.A	Talang Lakat Village	0° 45' 37.458" S	102° 33' 25.312" E	0.68	0.68	13.60	12/12/2021
353	Jhonner Simamora. P (a)	801014.A,1	Talang Lakat Village	0° 44' 37.067" S	102° 36' 40.226" E	1.94	1.94	38.80	12/12/2021
	Jhonner Simamora. P (b)	801014.A,2	Talang Lakat Village	0° 44' 47.175" S	102° 36' 57.590" E	1.95	1.95	39.00	2/22/2023
	Jhonner Simamora. P (c)	801014.A,3	Talang Lakat Village	0° 44' 51.620" S	102° 37' 6.759" E	2.00	2.00	40.00	2/22/2023
	Jhonner Simamora. P (d)	801014.A,4	Talang Lakat Village	0° 44' 31.986" S	102° 37' 16.779" E	1.96	1.96	39.20	2/22/2023
	Jhonner Simamora. P (e)	801014.A,5	Talang Lakat Village	0° 44' 31.881" S	102° 37' 6.028" E	1.96	1.96	39.20	2/22/2023
	Jhonner Simamora. P (f)	801014.A,6	Talang Lakat Village	0° 44' 55.576" S	102° 37' 23.722" E	2.00	2.00	40.00	3/22/2023
354	Johannes Sitorus	801015.A	Talang Lakat Village	0° 45' 1.017" S	102° 36' 14.185" E	1.99	1.99	39.80	3/31/2022
355	Joster Freddy Pardede	801016.A	Talang Lakat Village	0° 44' 19.802" S	102° 37' 0.359" E	0.51	0.51	10.20	3/31/2022
356	Juliandas Simanjuntak	801037.B	Talang Lakat Village	0° 44' 49.075" S	102° 36' 58.971" E	0.70	0.70	14.00	2/28/2023
357	Kosmar Gultom	801017.A	Talang Lakat Village	0° 44' 21.415" S	102° 37' 27.692" E	2.00	2.00	40.00	3/31/2022
358	Kwantes Purba	801018.A	Talang Lakat Village	0° 44' 6.141" S	102° 37' 18.604" E	1.75	1.75	35.00	3/31/2022

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359	Lambas Purba	801019.A	Talang Lakat Village	0° 43' 37.073" S	102° 36' 3.125" E	1.97	1.97	39.40	4/8/2022
360	Manganar Simanjuntak (a)	801020.A,1	Talang Lakat Village	0° 45' 19.233" S	102° 36' 56.394" E	1.99	1.99	39.80	3/31/2022
	Manganar Simanjuntak (b)	801020.A,2	Talang Lakat Village	0° 45' 17.565" S	102° 36' 52.972" E	1.95	1.95	39.00	3/31/2022
	Manganar Simanjuntak (c)	801020.A,3	Talang Lakat Village	0° 45' 19.395" S	102° 36' 59.043" E	1.99	1.99	39.80	3/31/2022
361	Neru Pasaribu (a)	801022.A,1	Talang Lakat Village	0° 44' 23.999" S	102° 37' 19.278" E	2.00	2.00	40.00	3/21/2022
	Neru Pasaribu (b)	801022.A,2	Talang Lakat Village	0° 44' 25.041" S	102° 37' 17.362" E	2.00	2.00	40.00	3/21/2022
362	Nurhalimah Juni Arti Siregar	801023.A	Talang Lakat Village	0° 45' 34.158" S	102° 36' 58.780" E	1.00	1.00	20.00	4/8/2022
363	Olopan Siahaan	801024.A	Talang Lakat Village	0° 44' 18.195" S	102° 37' 30.070" E	2.00	2.00	40.00	2/18/2022
364	Ospen Hasibuan	801025.A	Talang Lakat Village	0° 43' 40.449" S	102° 36' 3.535" E	2.00	2.00	40.00	2/21/2022
365	Pormasi Pasaribu	801038.B	Talang Lakat Village	0° 44' 44.223" S	102° 37' 37.633" E	1.00	1.00	20.00	2/28/2023
366	Pridelb Parodame Simangunsong (a)	801009.A,1	Talang Lakat Village	0° 44' 53.269" S	102° 37' 10.441" E	0.42	0.42	8.40	4/8/2022
	Pridelb Parodame Simangunsong (b)	801009.A,2	Talang Lakat Village	0° 44' 23.459" S	102° 37' 5.589" E	1.22	1.22	24.40	4/8/2022
367	Raskin Barus	801010.A	Talang Lakat Village	0° 41' 30.917" S	102° 28' 27.128" E	1.87	1.87	37.40	2/21/2022
368	Riduan Siregar	801026.A	Talang Lakat Village	0° 42' 55.232" S	102° 38' 5.223" E	1.90	1.90	38.00	3/21/2022
369	Roni Manontang Hutagalung	801027.A	Talang Lakat Village	0° 45' 37.445" S	102° 36' 55.864" E	2.00	2.00	40.00	4/8/2022
370	Ronni Purba	801039.B	Talang Lakat Village	0° 44' 50.411" S	102° 37' 0.319" E	1.97	1.97	39.40	2/28/2023
371	Sarno Simamora	801040.B	Talang Lakat Village	0° 44' 30.696" S	102° 37' 31.844" E	1.81	1.81	36.20	2/28/2023
372	Tionar Siburian	801033.A	Talang Lakat Village	0° 44' 23.129" S	102° 37' 21.397" E	1.99	1.99	39.80	4/8/2022
373	Toni Silaban	801029.A	Talang Lakat Village	0° 44' 1.779" S	102° 37' 26.454" E	2.00	2.00	40.00	4/18/2022
374	Tua Pordumuan Sagala, ST	801030.A	Talang Lakat Village	0° 46' 50.306" S	102° 38' 34.617" E	1.96	1.96	39.20	4/18/2022
375	Wagimin	801031.A	Talang Lakat Village	0° 45' 47.824" S	102° 33' 26.982" E	1.18	1.18	23.60	4/17/2022
376	Aneka Susanti	502001.B	Kelesa Village	0° 39' 12.787" S	102° 25' 46.282" E	1.00	1.00	20.00	5/3/2023
377	Bagus Alianto (a)	502002.B,1	Kelesa Village	0° 40' 46.756" S	102° 26' 51.588" E	0.42	0.42	8.40	5/3/2023

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	Bagus Alianto (b)	502002.B,1	Kelesa Village	0° 40' 44.826" S	102° 26' 50.675" E	0.72	0.72	14.40	5/3/2023
378	Basri	502003.B	Kelesa Village	0° 40' 19.039" S	102° 25' 41.888" E	2.00	2.00	40.00	2/15/2023
379	Candra Kirana	502004.B	Kelesa Village	0° 39' 10.806" S	102° 25' 47.284" E	0.86	0.86	17.20	5/3/2023
380	Chamini	502005.B	Kelesa Village	0° 38' 6.175" S	102° 23' 54.344" E	1.96	1.96	39.20	2/15/2023
381	Darsini	502006.B	Kelesa Village	0° 39' 51.615" S	102° 26' 21.366" E	1.87	1.87	37.40	5/3/2023
382	Elma Selpiana	502007.B	Kelesa Village	0° 39' 32.353" S	102° 25' 58.115" E	1.99	1.99	39.80	5/3/2023
383	Fitri Rianingsih	502008.B	Kelesa Village	0° 41' 38.127" S	102° 26' 22.247" E	2.02	2.02	40.40	2/15/2023
384	Fitriani	502009.B	Kelesa Village	0° 40' 8.101" S	102° 26' 47.570" E	1.13	1.13	22.60	5/3/2023
385	Fitriyani	502010.B	Kelesa Village	0° 39' 51.684" S	102° 26' 51.582" E	0.95	0.95	19.00	2/15/2023
386	Iniati	502011.B	Kelesa Village	0° 39' 51.774" S	102° 26' 12.533" E	2.02	2.02	40.40	5/3/2023
387	Isman	502012.B	Kelesa Village	0° 39' 17.577" S	102° 26' 53.835" E	2.00	2.00	40.00	3/30/2023
388	Jailani	502013.B	Kelesa Village	0° 39' 44.467" S	102° 26' 8.903" E	1.11	1.11	22.20	5/3/2023
389	Jamali	502014.B	Kelesa Village	0° 39' 54.169" S	102° 26' 37.645" E	0.59	0.59	11.80	5/3/2023
390	Jasmi	502015.B	Kelesa Village	0° 40' 20.885" S	102° 25' 36.630" E	2.00	2.00	40.00	3/30/2023
391	Jepri Irawan	502016.B	Kelesa Village	0° 39' 26.553" S	102° 25' 50.819" E	1.99	1.99	39.80	3/30/2023
392	Jepri Setiawan	502017.B	Kelesa Village	0° 39' 31.336" S	102° 25' 52.763" E	1.99	1.99	39.80	3/30/2023
393	Katimin	502018.B	Kelesa Village	0° 40' 24.030" S	102° 27' 19.783" E	1.57	1.57	31.40	5/3/2023
394	Levi Kurnia Afrilliana	502019.B	Kelesa Village	0° 39' 48.383" S	102° 27' 9.977" E	2.41	2.41	48.20	3/30/2023
395	Lina Listiana	502020.B	Kelesa Village	0° 40' 7.877" S	102° 25' 38.213" E	2.03	2.03	40.60	5/3/2023
396	Lukman	502021.B	Kelesa Village	0° 39' 35.912" S	102° 26' 20.493" E	1.45	1.45	29.00	5/3/2023
397	Mahar Dika Wahyu Ningtias(a)	502022.B,1	Kelesa Village	0° 39' 54.173" S	102° 26' 9.179" E	1.70	1.70	34.00	5/3/2023
	Mahar Dika Wahyu Ningtias(b)	502022.B,2	Kelesa Village	0° 39' 50.808" S	102° 26' 7.367" E	1.62	1.62	32.40	5/3/2023
398	Mariani	502023.B	Kelesa Village	0° 39' 53.241" S	102° 26' 42.561" E	1.00	1.00	20.00	1/21/2023
399	Marselina (a)	502024.B,1	Kelesa Village	0° 39' 57.778" S	102° 26' 9.511" E	0.46	0.46	9.20	1/21/2023

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	Marselina (b)	502024.B,2	Kelesa Village	0° 39' 56.747" S	102° 26' 11.007" E	0.33	0.33	6.60	1/21/2023
400	Narlisda	502025.B	Kelesa Village	0° 39' 45.980" S	102° 26' 29.417" E	0.96	0.96	19.20	1/21/2023
401	Nasiem	502026.B	Kelesa Village	0° 36' 13.274" S	102° 25' 0.664" E	2.00	2.00	40.00	1/21/2023
402	Paryoso	502027.B	Kelesa Village	0° 37' 37.873" S	102° 26' 5.678" E	1.93	1.93	38.60	5/3/2023
403	Rusman	502028.B	Kelesa Village	0° 41' 3.611" S	102° 27' 11.340" E	1.98	1.98	39.60	5/3/2023
404	Sinta Rahayu	502029.B	Kelesa Village	0° 39' 31.711" S	102° 26' 1.330" E	1.99	1.99	39.80	5/3/2023
405	Sirwandi	502030.B	Kelesa Village	0° 39' 34.955" S	102° 26' 25.919" E	1.97	1.97	39.40	5/3/2023
406	Siti Susanti	502031.B	Kelesa Village	0° 39' 11.128" S	102° 25' 51.879" E	1.19	1.19	23.80	5/3/2023
407	Suhadi	502032.B	Kelesa Village	0° 39' 54.243" S	102° 26' 4.911" E	1.11	1.11	22.20	2/15/2023
408	Suharti (a)	502033.B,1	Kelesa Village	0° 39' 59.048" S	102° 26' 15.281" E	0.57	0.57	11.40	5/3/2023
	Suharti (b)	502033.B,2	Kelesa Village	0° 40' 2.794" S	102° 26' 13.676" E	2.00	2.00	40.00	5/3/2023
	Suharti (c)	502033.B,3	Kelesa Village	0° 40' 0.247" S	102° 26' 11.674" E	1.65	1.65	33.00	5/3/2023
409	Sukarjo	502034.B	Kelesa Village	0° 40' 18.212" S	102° 25' 39.779" E	2.00	2.00	40.00	5/3/2023
410	Sulida	502035.B	Kelesa Village	0° 39' 34.390" S	102° 26' 35.406" E	1.00	1.00	20.00	5/3/2023
411	Sulis Setiawati	502036.B	Kelesa Village	0° 39' 28.885" S	102° 26' 9.566" E	1.77	1.77	35.40	1/21/2023
412	Sumardan	502037.B	Kelesa Village	0° 39' 42.066" S	102° 26' 28.531" E	1.50	1.50	30.00	2/15/2023
413	Sumiati	502038.B	Kelesa Village	0° 39' 11.286" S	102° 26' 55.467" E	1.00	1.00	20.00	1/21/2023
414	Sunar	502039.B	Kelesa Village	0° 40' 28.732" S	102° 26' 28.708" E	1.50	1.50	30.00	2/15/2023
415	Supriyati	502040.B	Kelesa Village	0° 39' 44.632" S	102° 26' 26.050" E	1.38	1.38	27.60	1/21/2023
416	Supriyati	502041.B	Kelesa Village	0° 39' 41.074" S	102° 26' 54.842" E	1.07	1.07	21.40	1/21/2023
417	Suraida	502042.B	Kelesa Village	0° 39' 22.129" S	102° 26' 19.471" E	1.00	1.00	20.00	2/15/2023
418	Susi Susanti	502043.B	Kelesa Village	0° 41' 4.330" S	102° 26' 50.391" E	2.00	2.00	40.00	1/20/2023
419	Suwarjo. K	502044.B	Kelesa Village	0° 40' 49.615" S	102° 26' 53.004" E	2.00	2.00	40.00	1/20/2023
420	Tarmila	502045.B	Kelesa Village	0° 39' 48.415" S	102° 26' 51.554" E	1.77	1.77	35.40	1/20/2023

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421	Waidi	502046.B	Kelesa Village	0° 39' 14.526" S	102° 27' 3.660" E	2.00	2.00	40.00	1/20/2023
422	Wasman (a)	502047.B,1	Kelesa Village	0° 36' 24.595" S	102° 25' 5.544" E	1.05	1.05	21.00	1/20/2023
	Wasman (b)	502047.B,2	Kelesa Village	0° 36' 25.548" S	102° 25' 2.428" E	1.94	1.94	38.80	1/20/2023
423	Yuningsih	502048.B	Kelesa Village	0° 39' 47.587" S	102° 26' 9.204" E	1.12	1.12	22.40	1/20/2023
424	Abdul Wahab	701001	Pangkalan Kasai Village	0° 38' 10.318" S	102° 23' 44.354" E	2.00	2.00	40.00	12/11/2020
425	Ahyar	701002	Pangkalan Kasai Village	0° 37' 17.112" S	102° 26' 13.933" E	2.00	2.00	40.00	12/11/2020
426	Aman Santoso	701003	Pangkalan Kasai Village	0° 37' 30.809" S	102° 26' 20.120" E	1.90	1.90	38.00	12/23/2020
427	Andi Rohmat	701004	Pangkalan Kasai Village	0° 36' 16.842" S	102° 25' 5.266" E	1.70	1.70	34.00	12/21/2020
428	Andika Imanda	701005	Pangkalan Kasai Village	0° 37' 47.350" S	102° 23' 44.582" E	2.00	2.00	40.00	11/23/2020
429	Bambang Sudiro (a)*	701006.1	Pangkalan Kasai Village	0° 37' 42.407" S	102° 25' 41.630" E	1.00	1.00	20.00	12/9/2020
	Bambang Sudiro (b)	701006.2	Pangkalan Kasai Village	0° 37' 44.108" S	102° 25' 40.480" E	0.70	0.70	14.00	12/9/2020
430	Basuri	701007	Pangkalan Kasai Village	0° 38' 8.090" S	102° 26' 26.733" E	2.00	2.00	40.00	12/8/2020
431	Budi Arman Wijaya (a)	701008.1	Pangkalan Kasai Village	0° 38' 39.256" S	102° 26' 10.261" E	1.00	1.00	20.00	11/29/2020
	Budi Arman Wijaya (b)	701008.2	Pangkalan Kasai Village	0° 38' 11.643" S	102° 23' 24.713" E	2.00	2.00	40.00	11/29/2020
	Budi Arman Wijaya (c)	701008.3	Pangkalan Kasai Village	0° 38' 10.881" S	102° 23' 26.335" E	2.00	2.00	40.00	11/29/2020
	Budi Arman Wijaya (d)	701008.4	Pangkalan Kasai Village	0° 38' 17.801" S	102° 23' 26.774" E	1.06	1.06	21.20	11/29/2020
432	Budi Purwanto	701009	Pangkalan Kasai Village	0° 37' 39.992" S	102° 24' 19.455" E	0.80	0.80	16.00	12/13/2020
433	Dariani (a)	701010.1	Pangkalan Kasai Village	0° 36' 26.489" S	102° 25' 44.311" E	1.80	1.80	36.00	11/10/2020
	Dariani (b)*	701010.2	Pangkalan Kasai Village	0° 39' 2.029" S	102° 26' 26.286" E	2.00	2.00	40.00	12/16/2021
434	Dedek Handoko	701011	Pangkalan Kasai Village	0° 37' 56.675" S	102° 25' 17.466" E	1.10	1.10	22.00	12/9/2020
435	Dedek Sahputra	701012	Pangkalan Kasai Village	0° 38' 19.110" S	102° 24' 16.778" E	2.00	2.00	40.00	12/23/2020
436	Dedi Rudi Hartono	701013	Pangkalan Kasai Village	0° 36' 44.236" S	102° 25' 31.615" E	1.50	1.50	30.00	12/7/2020
437	Deni Prastika	701014	Pangkalan Kasai Village	0° 37' 52.191" S	102° 25' 10.754" E	1.58	1.58	31.60	11/19/2020
438	Depi Purwanti	701015	Pangkalan Kasai Village	0° 36' 43.140" S	102° 25' 37.993" E	2.00	2.00	40.00	12/23/2020

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439	Dewi Ernawati (a)	701016.1	Pangkalan Kasai Village	0° 37' 28.986" S	102° 25' 11.702" E	2.00	2.00	40.00	12/15/2020
	Dewi Ernawati (b)	701016.2	Pangkalan Kasai Village	0° 37' 42.779" S	102° 25' 6.236" E	2.00	2.00	40.00	12/15/2020
440	Didi Siswira	701017	Pangkalan Kasai Village	0° 37' 21.647" S	102° 25' 29.613" E	2.00	2.00	40.00	11/9/2020
441	Eliyani	701018	Pangkalan Kasai Village	0° 36' 37.883" S	102° 25' 32.957" E	1.40	1.40	28.00	12/5/2020
442	Eva	701019	Pangkalan Kasai Village	0° 37' 27.999" S	102° 26' 17.568" E	2.00	2.00	40.00	11/7/2020
443	Gunawan	701021	Pangkalan Kasai Village	0° 37' 38.889" S	102° 25' 33.031" E	0.95	0.95	19.00	11/13/2020
444	Hariyanto	701022	Pangkalan Kasai Village	0° 37' 58.961" S	102° 25' 41.243" E	0.96	0.96	19.20	1/1/1900
445	Hendra (a)	701023.1	Pangkalan Kasai Village	0° 38' 33.942" S	102° 23' 48.020" E	1.70	1.70	34.00	12/15/2020
	Hendra (b)	701023.2	Pangkalan Kasai Village	0° 38' 18.995" S	102° 23' 48.093" E	1.00	1.00	20.00	12/15/2020
	Hendra (c)	701023.3	Pangkalan Kasai Village	0° 37' 30.312" S	102° 25' 39.584" E	1.00	1.00	20.00	12/15/2020
446	Hendro Kumar	701024	Pangkalan Kasai Village	0° 38' 43.993" S	102° 23' 58.772" E	1.60	1.60	32.00	12/29/2020
447	Hermanta Tarigan (a)	701025.1	Pangkalan Kasai Village	0° 39' 8.611" S	102° 25' 47.189" E	1.50	1.50	30.00	1/1/1900
	Hermanta Tarigan (a)	701025.2	Pangkalan Kasai Village	0° 39' 5.418" S	102° 25' 48.717" E	1.68	1.68	33.60	11/16/2020
448	Indrianto	701026	Pangkalan Kasai Village	0° 37' 27.030" S	102° 25' 31.039" E	2.00	2.00	40.00	12/9/2020
449	Indriati (a)	701027.1	Pangkalan Kasai Village	0° 37' 54.707" S	102° 23' 48.635" E	2.00	2.00	40.00	11/8/2020
	Indriati (a)	701027.2	Pangkalan Kasai Village	0° 38' 3.410" S	102° 23' 48.778" E	1.60	1.60	32.00	11/8/2020
450	Jaya Suprana (a)	701028.1	Pangkalan Kasai Village	0° 36' 19.900" S	102° 25' 26.376" E	1.00	1.00	20.00	12/23/2020
	Jaya Suprana (b)	701028.2	Pangkalan Kasai Village	0° 37' 26.819" S	102° 25' 10.400" E	1.50	1.50	30.00	12/23/2020
451	Joko Pramono	701029	Pangkalan Kasai Village	0° 37' 0.711" S	102° 25' 55.358" E	2.00	2.00	40.00	11/20/2020
452	Juli Saragih	701030	Pangkalan Kasai Village	0° 36' 20.990" S	102° 24' 49.193" E	2.00	2.00	40.00	11/25/2020
453	Julyanto (a)	701031.1	Pangkalan Kasai Village	0° 38' 2.036" S	102° 25' 24.420" E	2.00	2.00	40.00	11/16/2020
	Julyanto (b)	701031.2	Pangkalan Kasai Village	0° 36' 30.162" S	102° 25' 40.474" E	1.00	1.00	20.00	11/16/2020
	Julyanto (c)	701031.3	Pangkalan Kasai Village	0° 37' 10.240" S	102° 25' 33.572" E	1.84	1.84	36.80	3/13/2023
454	Klimin (a)*	701032.1	Pangkalan Kasai Village	0° 37' 21.223" S	102° 25' 42.497" E	2.00	2.00	40.00	11/24/2020

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	Klimin (b)	701032.2	Pangkalan Kasai Village	0° 37' 40.103" S	102° 25' 42.876" E	0.97	0.97	19.40	11/24/2020
455	Kliwon	701033	Pangkalan Kasai Village	0° 37' 15.391" S	102° 25' 32.503" E	0.70	0.70	14.00	12/9/2020
456	Kusmini (a)	701034.1	Pangkalan Kasai Village	0° 37' 58.605" S	102° 23' 44.144" E	2.00	2.00	40.00	11/11/2020
	Kusmini (b)	701034.2	Pangkalan Kasai Village	0° 37' 50.916" S	102° 23' 37.622" E	2.00	2.00	40.00	11/11/2020
457	Magdalena	701035	Pangkalan Kasai Village	0° 38' 28.462" S	102° 23' 46.817" E	1.90	1.90	38.00	12/13/2020
458	Mansyah (a)	701036.1	Pangkalan Kasai Village	0° 36' 59.796" S	102° 25' 26.234" E	1.27	1.27	25.40	12/18/2020
	Mansyah (b)	701036.2	Pangkalan Kasai Village	0° 37' 13.988" S	102° 25' 36.700" E	1.63	1.63	32.60	3/13/2022
459	Mise Imanda	701037	Pangkalan Kasai Village	0° 37' 54.826" S	102° 23' 54.465" E	2.00	2.00	40.00	11/17/2020
460	Misman (a)	701038.1	Pangkalan Kasai Village	0° 38' 3.982" S	102° 23' 42.497" E	2.00	2.00	40.00	12/20/2020
	Misman (b)	701038.2	Pangkalan Kasai Village	0° 37' 47.090" S	102° 23' 41.487" E	2.00	2.00	40.00	12/20/2020
	Misman (c)	701038.3	Pangkalan Kasai Village	0° 37' 36.130" S	102° 25' 33.826" E	2.00	2.00	40.00	12/20/2020
	Misman (d)	701038.4	Pangkalan Kasai Village	0° 38' 13.454" S	102° 23' 55.704" E	2.00	2.00	40.00	12/20/2020
	Misman (e)	701038.5	Pangkalan Kasai Village	0° 38' 2.653" S	102° 24' 6.845" E	1.80	1.80	36.00	12/20/2020
	Misman (f)	701038.6	Pangkalan Kasai Village	0° 38' 30.850" S	102° 23' 47.934" E	2.00	2.00	40.00	12/20/2020
	Misman (g)	701038.7	Pangkalan Kasai Village	0° 37' 36.413" S	102° 24' 6.664" E	2.00	2.00	40.00	3/13/2022
	Misman (h)	701038.8	Pangkalan Kasai Village	0° 37' 38.881" S	102° 24' 0.719" E	0.68	0.68	13.60	3/13/2022
461	Miswanto (a)	701039.1	Pangkalan Kasai Village	0° 38' 18.351" S	102° 24' 4.642" E	2.00	2.00	40.00	11/21/2020
	Miswanto (b)	701039.2	Pangkalan Kasai Village	0° 37' 59.605" S	102° 26' 18.375" E	0.70	0.70	14.00	11/21/2020
	Miswanto (c)	701039.3	Pangkalan Kasai Village	0° 38' 34.126" S	102° 24' 6.049" E	0.70	0.70	14.00	11/21/2020
	Miswanto (d)	701039.4	Pangkalan Kasai Village	0° 37' 57.009" S	102° 26' 16.938" E	0.70	0.70	14.00	11/21/2020
	Miswanto (e)	701039.5	Pangkalan Kasai Village	0° 38' 24.622" S	102° 24' 9.107" E	1.99	1.99	39.80	11/21/2020
	Miswanto (f)	701039.6	Pangkalan Kasai Village	0° 38' 10.804" S	102° 26' 34.653" E	1.18	1.18	23.60	3/15/2023
462	Nanik Rahayu	701040	Pangkalan Kasai Village	0° 37' 52.921" S	102° 25' 16.131" E	1.96	1.96	39.20	11/28/2020
463	Nurhayati	701079	Pangkalan Kasai Village	0° 37' 16.955" S	102° 25' 36.293" E	1.52	1.52	30.40	3/18/2023

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464	Nurmi (a)	701041.1	Pangkalan Kasai Village	0° 38' 6.021" S	102° 24' 1.080" E	2.00	2.00	40.00	12/29/2020
	Nurmi (b)	701041.2	Pangkalan Kasai Village	0° 37' 58.292" S	102° 23' 40.290" E	1.80	1.80	36.00	12/29/2020
	Nurmi (c)	701041.3	Pangkalan Kasai Village	0° 37' 53.067" S	102° 23' 42.531" E	2.00	2.00	40.00	12/29/2020
	Nurmi (d)	701041.4	Pangkalan Kasai Village	0° 38' 22.823" S	102° 23' 44.849" E	1.80	1.80	36.00	12/29/2020
465	Parsini	701042	Pangkalan Kasai Village	0° 36' 33.612" S	102° 25' 42.865" E	1.80	1.80	36.00	11/12/2020
466	Pirmanto	701043	Pangkalan Kasai Village	0° 37' 33.322" S	102° 25' 45.811" E	2.00	2.00	40.00	11/23/2020
467	Poniyem	701044	Pangkalan Kasai Village	0° 38' 3.571" S	102° 23' 45.574" E	1.00	1.00	20.00	11/21/2020
468	Radin	701045	Pangkalan Kasai Village	0° 37' 43.325" S	102° 26' 17.760" E	2.00	2.00	40.00	11/26/2020
469	Rahmida	701046	Pangkalan Kasai Village	0° 38' 37.825" S	102° 23' 40.808" E	2.00	2.00	40.00	11/6/2020
470	Ramino. A	701047	Pangkalan Kasai Village	0° 40' 23.720" S	102° 26' 30.634" E	2.00	2.00	40.00	11/14/2020
471	Ramino. B (a)	701048.1	Pangkalan Kasai Village	0° 36' 18.743" S	102° 24' 47.437" E	2.00	2.00	40.00	11/8/2020
	Ramino. B (b)	701048.2	Pangkalan Kasai Village	0° 36' 21.758" S	102° 24' 44.008" E	0.63	0.63	12.60	3/15/2023
472	Ratna (a)	701049.1	Pangkalan Kasai Village	0° 38' 2.520" S	102° 26' 24.529" E	2.00	2.00	40.00	12/22/2020
	Ratna (b)	701049.2	Pangkalan Kasai Village	0° 38' 4.336" S	102° 26' 22.455" E	2.00	2.00	40.00	12/22/2020
473	Sahibatul Hamdi	701020	Pangkalan Kasai Village	0° 38' 15.731" S	102° 23' 45.667" E	1.00	1.00	20.00	12/22/2020
474	Sarika*	701050	Pangkalan Kasai Village	0° 36' 51.875" S	102° 25' 8.924" E	1.00	1.00	20.00	11/15/2020
475	Siti Rofingah	701051	Pangkalan Kasai Village	0° 37' 52.539" S	102° 24' 23.134" E	2.00	2.00	40.00	12/13/2020
476	Solihin	701052	Pangkalan Kasai Village	0° 37' 28.928" S	102° 25' 37.999" E	1.00	1.00	20.00	11/9/2020
477	Sucipto (a)	701054.1	Pangkalan Kasai Village	0° 37' 17.618" S	102° 25' 42.883" E	2.00	2.00	40.00	12/21/2020
	Sucipto (b)	701054.2	Pangkalan Kasai Village	0° 37' 28.763" S	102° 25' 53.454" E	1.50	1.50	30.00	1/18/2023
478	Sudarmi	701055	Pangkalan Kasai Village	0° 38' 23.431" S	102° 23' 50.890" E	1.25	1.25	25.00	11/2/2020
479	Sudirman (a)	701056.1	Pangkalan Kasai Village	0° 38' 8.681" S	102° 23' 50.535" E	2.00	2.00	40.00	12/8/2020
	Sudirman (b)	701056.2	Pangkalan Kasai Village	0° 37' 59.138" S	102° 23' 52.753" E	2.00	2.00	40.00	12/8/2020
480	Sugiarto	701057	Pangkalan Kasai Village	0° 37' 15.922" S	102° 25' 28.267" E	2.00	2.00	40.00	11/5/2020

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481	Sugito	701058	Pangkalan Kasai Village	0° 37' 0.657" S	102° 25' 36.070" E	1.50	1.50	30.00	12/7/2020
482	Sukadi	701059	Pangkalan Kasai Village	0° 37' 52.452" S	102° 24' 21.184" E	2.00	2.00	40.00	12/20/2020
483	Sukiman. A	701060	Pangkalan Kasai Village	0° 37' 18.302" S	102° 25' 59.552" E	2.00	2.00	40.00	11/12/2020
484	Sukiman. B	701061	Pangkalan Kasai Village	0° 37' 17.725" S	102° 26' 8.290" E	2.00	2.00	40.00	11/23/2020
485	Sukirno (a)	701062.1	Pangkalan Kasai Village	0° 37' 7.514" S	102° 25' 17.775" E	1.30	1.30	26.00	11/25/2020
	Sukirno (b)	701062.2	Pangkalan Kasai Village	0° 37' 53.704" S	102° 23' 28.506" E	2.00	2.00	40.00	11/25/2020
	Sukirno (c)	701062.3	Pangkalan Kasai Village	0° 37' 29.560" S	102° 24' 28.115" E	1.50	1.50	30.00	11/25/2020
486	Sularno	701080	Pangkalan Kasai Village	0° 40' 20.562" S	102° 30' 41.626" E	1.99	1.99	39.80	3/18/2023
487	Sunarti	701063	Pangkalan Kasai Village	0° 37' 42.107" S	102° 25' 16.787" E	2.00	2.00	40.00	11/28/2020
488	Supriadi	701064	Pangkalan Kasai Village	0° 38' 10.692" S	102° 26' 28.312" E	2.00	2.00	40.00	12/21/2020
489	Suratmin*	701065	Pangkalan Kasai Village	0° 38' 44.445" S	102° 26' 13.581" E	2.00	2.00	40.00	11/12/2020
490	Suryadi. A	701066	Pangkalan Kasai Village	0° 36' 46.951" S	102° 25' 2.290" E	1.00	1.00	20.00	11/23/2020
491	Suryadi. B (a)	701067.1	Pangkalan Kasai Village	0° 38' 33.889" S	102° 24' 9.385" E	1.20	1.20	24.00	11/9/2020
	Suryadi. B (b)	701067.2	Pangkalan Kasai Village	0° 38' 29.556" S	102° 24' 9.535" E	1.80	1.80	36.00	11/9/2020
	Suryadi. B (c)	701067.3	Pangkalan Kasai Village	0° 38' 33.476" S	102° 24' 12.927" E	0.70	0.70	14.00	11/9/2020
492	Sutrisno. A (a)	701068.1	Pangkalan Kasai Village	0° 37' 31.308" S	102° 25' 57.366" E	1.50	1.50	30.00	11/25/2020
	Sutrisno. A (b)	701068.2	Pangkalan Kasai Village	0° 37' 33.727" S	102° 25' 54.825" E	1.98	1.98	39.60	1/18/2023
493	Sutrisno. B (a)	701069.1	Pangkalan Kasai Village	0° 38' 43.691" S	102° 23' 45.127" E	2.00	2.00	40.00	11/5/2020
	Sutrisno. B (b)	701069.2	Pangkalan Kasai Village	0° 38' 16.544" S	102° 23' 43.300" E	2.00	2.00	40.00	11/5/2020
494	Suyono	701070	Pangkalan Kasai Village	0° 36' 57.204" S	102° 25' 30.826" E	1.60	1.60	32.00	12/21/2020
495	Syahrul Rahmadan	701071	Pangkalan Kasai Village	0° 37' 13.459" S	102° 26' 1.828" E	2.00	2.00	40.00	12/20/2020
496	Trice Inamahyati	701072	Pangkalan Kasai Village	0° 37' 33.822" S	102° 25' 37.311" E	1.90	1.90	38.00	11/11/2020
497	Tugio	701073	Pangkalan Kasai Village	0° 38' 49.528" S	102° 26' 6.641" E	2.00	2.00	40.00	12/7/2020
498	Tugiran	701074	Pangkalan Kasai Village	0° 37' 21.816" S	102° 26' 14.960" E	0.90	0.90	18.00	12/20/2020

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499	Wahyudi	701075	Pangkalan Kasai Village	0° 38' 39.718" S	102° 24' 0.519" E	1.90	1.90	38.00	11/12/2020
500	Walji	701076	Pangkalan Kasai Village	0° 37' 53.678" S	102° 24' 15.980" E	2.00	2.00	40.00	11/23/2020
501	Yusup (a)	701077.1	Pangkalan Kasai Village	0° 38' 19.466" S	102° 24' 10.739" E	2.00	2.00	40.00	11/25/2020
	Yusup (b)	701077.2	Pangkalan Kasai Village	0° 38' 36.933" S	102° 23' 44.497" E	1.80	1.80	36.00	11/25/2020
	Yusup (c)	701077.3	Pangkalan Kasai Village	0° 38' 4.526" S	102° 24' 4.266" E	1.90	1.90	38.00	11/25/2020
	Yusup (d)	701077.4	Pangkalan Kasai Village	0° 38' 7.352" S	102° 23' 40.852" E	1.00	1.00	20.00	11/25/2020
	Yusup (e)	701077.5	Pangkalan Kasai Village	0° 37' 54.525" S	102° 23' 36.514" E	1.80	1.80	36.00	11/25/2020
	Yusup (f)	701077.6	Pangkalan Kasai Village	0° 37' 46.019" S	102° 23' 37.748" E	2.00	2.00	40.00	11/25/2020
	Yusup (g)	701077.7	Pangkalan Kasai Village	0° 38' 31.227" S	102° 23' 53.195" E	2.00	2.00	40.00	11/25/2020
	Yusup (h)	701077.8	Pangkalan Kasai Village	0° 38' 12.511" S	102° 23' 40.402" E	2.00	2.00	40.00	11/25/2020
	Yusup (i)	701077.9	Pangkalan Kasai Village	0° 37' 37.258" S	102° 24' 2.935" E	2.00	2.00	40.00	3/13/2022
502	Zulkifli	701078	Pangkalan Kasai Village	0° 38' 8.839" S	102° 23' 47.092" E	2.00	2.00	40.00	11/22/2020
503	Alwaludin*	111001.A	Danau Rambai Village	0° 42' 39.448" S	102° 38' 3.864" E	0.65	0.65	13.00	9/16/2021
504	Fatriyanto	111002.A	Danau Rambai Village	0° 46' 24.237" S	102° 37' 45.783" E	2.00	2.00	40.00	9/26/2021
505	Imam Syamsul Bahri	111011.B	Danau Rambai Village	0° 42' 24.872" S	102° 38' 13.211" E	1.38	1.38	27.60	3/15/2023
506	Jewelina Sepriana, M.P (a)*	111012.B,1	Danau Rambai Village	0° 43' 55.922" S	102° 36' 8.273" E	1.68	1.68	33.60	3/15/2023
	Jewelina Sepriana, M.P (b)	111012.B,2	Danau Rambai Village	0° 43' 53.705" S	102° 36' 5.405" E	1.54	1.54	30.80	3/15/2023
	Jewelina Sepriana, M.P (c)	111012.B,3	Danau Rambai Village	0° 43' 48.710" S	102° 36' 8.099" E	0.60	0.60	12.00	3/15/2023
507	Karsim	111003.A	Danau Rambai Village	0° 45' 33.795" S	102° 37' 23.871" E	0.97	0.97	19.40	9/25/2021
508	Kurniawan*	111004.A	Danau Rambai Village	0° 44' 13.460" S	102° 36' 34.663" E	1.99	1.99	39.80	9/25/2021
509	Mardjuki	111013.B	Danau Rambai Village	0° 42' 39.737" S	102° 38' 5.372" E	1.00	1.00	20.00	3/15/2023
510	Selamat Dicky Jepisha*	111006.A	Danau Rambai Village	0° 45' 5.012" S	102° 37' 28.296" E	1.98	1.98	39.60	10/18/2021
511	Sudarmin (a)*	111007.A,1	Danau Rambai Village	0° 46' 37.227" S	102° 37' 34.946" E	2.00	2.00	40.00	10/15/2021
	Sudarmin (b)	111007.A,2	Danau Rambai Village	0° 46' 39.045" S	102° 37' 31.423" E	2.00	2.00	40.00	10/15/2021

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512	Suhermanto	111009.A	Danau Rambai Village	0° 44' 51.982" S	102° 37' 26.288" E	1.32	1.32	26.40	9/24/2021
513	Sujarman	111010.A	Danau Rambai Village	0° 46' 28.962" S	102° 37' 40.055" E	2.00	2.00	40.00	9/26/2021
514	Sumadi (a)	111014.B,1	Danau Rambai Village	0° 43' 53.750" S	102° 36' 0.430" E	1.70	1.70	34.00	3/15/2023
	Sumadi (b)	111014.B,2	Danau Rambai Village	0° 44' 0.135" S	102° 36' 4.066" E	1.72	1.72	34.40	3/15/2023
515	Sutoyo	111016.B	Danau Rambai Village	0° 44' 50.023" S	102° 37' 27.543" E	2.08	2.08	41.60	3/28/2023
516	Bejan	203018.B	Seberida Village	0° 45' 12.424" S	102° 32' 1.961" E	1.50	1.50	30.00	2/21/2023
517	Heru Kamulyan	203014.A	Seberida Village	0° 44' 50.805" S	102° 31' 52.888" E	1.09	1.09	21.80	3/8/2022
518	Kadimin (a)	203002.A,1	Seberida Village	0° 43' 16.009" S	102° 31' 12.539" E	1.71	1.71	34.20	3/21/2022
	Kadimin (b)	203002.A,2	Seberida Village	0° 43' 17.025" S	102° 31' 6.601" E	1.71	1.71	34.20	3/21/2022
519	Lestari	203019.B	Seberida Village	0° 45' 19.236" S	102° 32' 23.410" E	0.91	0.91	18.20	2/21/2023
520	M. Masruchan	203003.A	Seberida Village	0° 44' 34.753" S	102° 30' 58.068" E	1.50	1.50	30.00	2/20/2022
521	Mahrudin	203004.A	Seberida Village	0° 42' 20.305" S	102° 30' 51.250" E	2.00	2.00	40.00	2/19/2022
522	Mitro	203020.B	Seberida Village	0° 44' 57.872" S	102° 32' 14.021" E	0.84	0.84	16.80	4/11/2023
523	Mohammad Salim	203021.B	Seberida Village	0° 45' 6.748" S	102° 32' 18.551" E	2.00	2.00	40.00	6/6/2023
524	Muhammad Fildan Lutfiana	203005.A	Seberida Village	0° 41' 34.665" S	102° 29' 45.140" E	1.88	1.88	37.60	12/20/2022
525	Mujiran	203006.A	Seberida Village	0° 45' 27.791" S	102° 32' 27.078" E	1.90	1.90	38.00	12/20/2021
526	Musaji	203015.A	Seberida Village	0° 44' 52.170" S	102° 32' 1.415" E	1.99	1.99	39.80	08/03/2022
527	Periono	203007.A	Seberida Village	0° 45' 18.894" S	102° 32' 30.304" E	1.99	1.99	39.80	24/02/2021
528	Riman (a)	203008.A,1	Seberida Village	0° 45' 25.084" S	102° 32' 31.291" E	0.87	0.87	17.40	24/02/2021
	Riman (b)	203008.A,2	Seberida Village	0° 44' 51.374" S	102° 32' 10.299" E	1.13	1.13	22.60	17/01/2023
529	Rochimin	203009.A	Seberida Village	0° 44' 52.496" S	102° 32' 5.909" E	1.50	1.50	30.00	01/10/2021
530	Ruswanto	203010.A	Seberida Village	0° 44' 39.912" S	102° 30' 55.142" E	1.58	1.58	31.60	20/02/2022
531	Samiasih	203011.A	Seberida Village	0° 41' 41.283" S	102° 29' 45.586" E	1.94	1.94	38.80	20/12/2021
532	Sutrisno	203012.A	Seberida Village	0° 44' 33.431" S	102° 30' 54.819" E	1.54	1.54	30.80	28/10/2021

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533	Suyanto	203023.B	Seberida Village	0° 44' 45.018" S	102° 31' 1.052" E	1.23	1.23	24.60	5/30/2023
534	Tejo Triwaluyo (a)	203016.A,1	Seberida Village	0° 45' 37.025" S	102° 32' 32.782" E	1.00	1.00	20.00	28/10/2021
	Tejo Triwaluyo (b)	203016.A,2	Seberida Village	0° 45' 34.827" S	102° 32' 35.602" E	1.13	1.13	22.60	1/17/2023
535	Achmad Sujariato	202001	Seberida Village	0° 44' 25.560" S	102° 31' 2.652" E	1.00	1.00	20.00	12/11/2020
536	Bambang Sutrisno	202002	Seberida Village	0° 44' 50.045" S	102° 30' 59.560" E	1.00	1.00	20.00	12/24/2020
537	Da'ul Ibad	202003	Seberida Village	0° 45' 2.871" S	102° 32' 11.583" E	1.90	1.90	38.00	11/13/2020
538	Hariyanto	202004	Seberida Village	0° 44' 54.441" S	102° 32' 8.514" E	1.50	1.50	30.00	11/11/2020
539	M. Wira Satria Nasution	202005	Seberida Village	0° 44' 28.445" S	102° 30' 54.770" E	1.00	1.00	20.00	12/26/2020
540	Misno	202007	Seberida Village	0° 44' 7.351" S	102° 31' 8.777" E	1.00	1.00	20.00	12/15/2020
541	Muliyono	202008	Seberida Village	0° 44' 31.171" S	102° 30' 59.711" E	2.00	2.00	40.00	12/11/2020
542	Mustakim	202009	Seberida Village	0° 44' 30.478" S	102° 31' 51.837" E	1.40	1.40	28.00	12/13/2020
543	Nanang Nursalim	202010	Seberida Village	0° 45' 45.547" S	102° 32' 28.347" E	0.50	0.50	10.00	12/13/2020
544	Paidi	202011	Seberida Village	0° 45' 22.252" S	102° 32' 30.903" E	1.30	1.30	26.00	12/11/2020
545	Parianto	202012	Seberida Village	0° 43' 40.259" S	102° 31' 17.546" E	1.14	1.14	22.80	12/4/2020
546	Purwanto	202013	Seberida Village	0° 44' 48.785" S	102° 31' 39.107" E	1.30	1.30	26.00	11/24/2020
547	Roni Indra Saputra	202014	Seberida Village	0° 43' 12.912" S	102° 31' 5.978" E	1.73	1.73	34.60	11/13/2020
548	Sofian (a)	202015.1	Seberida Village	0° 45' 36.194" S	102° 32' 37.476" E	2.00	2.00	40.00	12/12/2020
	Sofian (b)	202015.2	Seberida Village	0° 45' 37.466" S	102° 32' 39.899" E	2.00	2.00	40.00	12/12/2020
549	Sri Suyati	202016	Seberida Village	0° 44' 1.678" S	102° 31' 15.133" E	1.90	1.90	38.00	12/20/2020
550	Suprpto	202017	Seberida Village	0° 44' 24.556" S	102° 31' 18.437" E	1.10	1.10	22.00	12/7/2020
551	Suprianto	202018	Seberida Village	0° 43' 32.926" S	102° 31' 5.184" E	1.20	1.20	24.00	11/9/2020
552	Tamrin	202019	Seberida Village	0° 45' 10.992" S	102° 32' 6.435" E	1.00	1.00	20.00	11/12/2020
553	Triono Basuki	202020	Seberida Village	0° 44' 30.636" S	102° 31' 3.902" E	1.10	1.10	22.00	12/13/2020
554	Abdul Kadir	702001	Pangkalan Kasai Village	0° 36' 59.897" S	102° 25' 31.368" E	1.10	1.10	22.00	12/7/2020

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555	Adi Gunawan	702002	Pangkalan Kasai Village	0° 38' 10.266" S	102° 24' 11.714" E	1.40	1.40	28.00	11/21/2020
556	Antoni	702004	Pangkalan Kasai Village	0° 36' 49.807" S	102° 25' 0.920" E	1.00	1.00	20.00	11/23/2020
557	Atun	702005	Pangkalan Kasai Village	0° 36' 48.349" S	102° 25' 47.476" E	2.00	2.00	40.00	12/9/2020
558	Darmawan (a)	702006.1	Pangkalan Kasai Village	0° 36' 36.889" S	102° 25' 21.339" E	1.30	1.30	26.00	11/25/2020
	Darmawan (b)	702006.2	Pangkalan Kasai Village	0° 36' 52.037" S	102° 25' 23.323" E	2.00	2.00	40.00	12/22/2020
559	Edi Supardi	702007	Pangkalan Kasai Village	0° 38' 33.390" S	102° 23' 42.799" E	1.00	1.00	20.00	12/11/2020
560	Ganda Surya (a)	702008.1	Pangkalan Kasai Village	0° 36' 46.824" S	102° 25' 39.766" E	2.00	2.00	40.00	12/9/2020
	Ganda Surya (b)	702008.2	Pangkalan Kasai Village	0° 36' 43.129" S	102° 25' 42.990" E	2.00	2.00	40.00	12/9/2020
	Ganda Surya (c)	702008.3	Pangkalan Kasai Village	0° 36' 39.826" S	102° 25' 46.384" E	1.30	1.30	26.00	12/9/2020
561	Imran	702009	Pangkalan Kasai Village	0° 36' 7.396" S	102° 25' 2.546" E	2.00	2.00	40.00	12/26/2020
562	Jumani	702010	Pangkalan Kasai Village	0° 36' 46.375" S	102° 25' 33.074" E	1.00	1.00	20.00	12/24/2020
563	Legianto	702011	Pangkalan Kasai Village	0° 37' 27.591" S	102° 24' 10.523" E	1.00	1.00	20.00	12/5/2020
564	Misbah	702012	Pangkalan Kasai Village	0° 36' 59.796" S	102° 25' 26.234" E	2.00	2.00	40.00	11/28/2020
565	Ngatimin	702013	Pangkalan Kasai Village	0° 36' 51.903" S	102° 24' 28.817" E	1.00	1.00	20.00	11/25/2020
566	Rohaini	702014	Pangkalan Kasai Village	0° 37' 53.005" S	102° 25' 32.767" E	1.60	1.60	32.00	12/22/2020
567	Sada Ukur Ginting	702015	Pangkalan Kasai Village	0° 37' 24.576" S	102° 24' 12.136" E	1.70	1.70	34.00	12/11/2020
568	Sardi*	702016	Pangkalan Kasai Village	0° 36' 39.602" S	102° 25' 41.206" E	1.10	1.10	22.00	12/9/2020
569	Suarno	702017	Pangkalan Kasai Village	0° 36' 41.206" S	102° 25' 16.290" E	1.40	1.40	28.00	12/10/2020
570	Sugianto. A	702018	Pangkalan Kasai Village	0° 38' 34.136" S	102° 26' 53.820" E	2.00	2.00	40.00	12/11/2020
571	Sugianto. B (a)*	702019.1	Kelesa Village	0° 38' 21.187" S	102° 25' 32.515" E	2.00	2.00	40.00	11/23/2020
	Sugianto. B (b)	702019.2	Pangkalan Kasai Village	0° 38' 19.650" S	102° 25' 29.605" E	2.00	2.00	40.00	3/18/2023
572	Sugiran	702020	Pangkalan Kasai Village	0° 36' 26.901" S	102° 25' 38.470" E	1.90	1.90	38.00	12/29/2020
573	Sugiyanto	702021	Pangkalan Kasai Village	0° 37' 58.388" S	102° 25' 15.075" E	1.10	1.10	22.00	11/18/2020
574	Sujono	702022	Pangkalan Kasai Village	0° 36' 6.875" S	102° 25' 5.899" E	1.00	1.00	20.00	11/30/2020

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575	Sukiran (a)	702023.1	Pangkalan Kasai Village	0° 37' 53.434" S	102° 24' 11.673" E	0.50	0.50	10.00	12/24/2020
	Sukiran (b)	702023.2	Pangkalan Kasai Village	0° 37' 48.797" S	102° 24' 5.555" E	1.00	1.00	20.00	12/24/2020
576	Sulaiman	702024	Pangkalan Kasai Village	0° 37' 21.839" S	102° 26' 9.330" E	2.00	2.00	40.00	11/23/2020
577	Sumardy	702025	Pangkalan Kasai Village	0° 37' 29.484" S	102° 24' 30.702" E	1.00	1.00	20.00	12/9/2020
578	Sumarno*	702026	Pangkalan Kasai Village	0° 36' 36.363" S	102° 25' 8.307" E	0.79	0.79	15.80	12/10/2020
579	Susianto*	702028	Pangkalan Kasai Village	0° 36' 57.539" S	102° 24' 55.343" E	1.40	1.40	28.00	12/15/2020
580	Suwardi	702029	Pangkalan Kasai Village	0° 36' 54.922" S	102° 25' 44.656" E	2.00	2.00	40.00	12/24/2020
581	Tomy	702030	Pangkalan Kasai Village	0° 36' 45.444" S	102° 24' 59.373" E	1.00	1.00	20.00	12/11/2020
582	Tumijo*	702031	Pangkalan Kasai Village	0° 36' 29.349" S	102° 25' 27.737" E	0.90	0.90	18.00	12/9/2020
583	Abdi Pratomo	501001	Kelesa Village	0° 41' 31.076" S	102° 29' 7.859" E	2.00	2.00	40.00	12/13/2020
584	Abdul Majid (a)	501033.A,1	Kelesa Village	0° 39' 58.402" S	102° 26' 18.529" E	1.93	1.93	38.60	12/12/2021
	Abdul Majid (b)	501033.A,2	Kelesa Village	0° 39' 47.001" S	102° 26' 12.078" E	1.02	1.02	20.40	3/18/2022
585	Ali Usman B	501002	Kelesa Village	0° 40' 56.478" S	102° 26' 54.527" E	2.00	2.00	40.00	12/15/2020
586	Asmani	501003	Kelesa Village	0° 40' 9.553" S	102° 27' 21.155" E	2.00	2.00	40.00	12/15/2020
587	Baharudin	501004	Kelesa Village	0° 39' 45.272" S	102° 27' 1.864" E	1.60	1.60	32.00	11/20/2020
588	Baharudin	501034.A	Kelesa Village	0° 39' 13.645" S	102° 27' 7.821" E	2.00	2.00	40.00	3/18/2022
589	Bayu Bahari	501035.A	Kelesa Village	0° 40' 26.982" S	102° 27' 8.806" E	1.00	1.00	20.00	12/29/2021
590	Bowo Wardoyo	501005	Kelesa Village	0° 40' 44.149" S	102° 27' 35.114" E	2.00	2.00	40.00	11/23/2020
591	Danu Wiyoto	501006	Kelesa Village	0° 40' 40.722" S	102° 27' 34.794" E	2.00	2.00	40.00	11/18/2020
592	Darnawi	501036.A	Kelesa Village	0° 40' 6.180" S	102° 25' 21.624" E	2.00	2.00	40.00	12/8/2021
593	Edi Saputra (a)	501037.A,1	Kelesa Village	0° 40' 18.908" S	102° 27' 49.743" E	2.00	2.00	40.00	12/29/2021
	Edi Saputra (b)	501037.A,2	Kelesa Village	0° 40' 29.267" S	102° 27' 46.779" E	2.00	2.00	40.00	10/02/2023
	Edi Saputra (c)	501037.A,3	Kelesa Village	0° 41' 31.449" S	102° 28' 34.198" E	2.00	2.00	40.00	2/10/2023
594	Jumadi	501007	Kelesa Village	0° 40' 27.733" S	102° 26' 37.926" E	0.60	0.60	12.00	12/12/2020

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595	Jumingan (a)	501008.1	Kelesa Village	0° 41' 49.148" S	102° 28' 50.011" E	2.00	2.00	40.00	12/9/2020
	Jumingan (b)	501008.2	Kelesa Village	0° 40' 5.419" S	102° 26' 46.700" E	0.90	0.90	18.00	11/7/2020
	Jumingan (c)	501008.3	Kelesa Village	0° 40' 4.015" S	102° 26' 51.802" E	1.90	1.90	38.00	11/7/2020
596	Junaidi	501009	Kelesa Village	0° 40' 28.278" S	102° 26' 26.041" E	1.00	1.00	20.00	11/11/2020
597	Kurnia Rulita	501038.A	Kelesa Village	0° 39' 38.422" S	102° 27' 53.228" E	2.00	2.00	40.00	12/8/2021
598	Madenan	501010	Kelesa Village	0° 37' 59.660" S	102° 24' 18.551" E	2.00	2.00	40.00	12/13/2020
599	Melisa	501011	Kelesa Village	0° 41' 15.200" S	102° 26' 59.970" E	2.00	2.00	40.00	12/13/2020
600	Mislan	501012	Kelesa Village	0° 40' 49.925" S	102° 27' 16.391" E	1.70	1.70	34.00	12/13/2020
601	Misniwati	501013	Kelesa Village	0° 40' 35.977" S	102° 26' 36.671" E	1.00	1.00	20.00	12/13/2020
602	Mulyono	501014	Kelesa Village	0° 41' 21.906" S	102° 28' 58.551" E	1.90	1.90	38.00	11/9/2020
603	Nano Sudarsono	501015	Kelesa Village	0° 40' 37.799" S	102° 27' 34.437" E	0.90	0.90	18.00	11/23/2020
604	Ngatini	501016	Kelesa Village	0° 40' 13.917" S	102° 27' 38.868" E	1.10	1.10	22.00	11/11/2020
605	Nurhadi (a)	501017.1	Kelesa Village	0° 40' 26.650" S	102° 26' 33.741" E	1.40	1.40	28.00	12/9/2020
	Nurhadi (b)	501017.2	Kelesa Village	0° 40' 23.909" S	102° 26' 38.221" E	1.10	1.10	22.00	12/9/2020
	Nurhadi (c)	501017.3	Kelesa Village	0° 40' 28.819" S	102° 26' 34.569" E	1.00	1.00	20.00	12/9/2020
606	Nurianto	501018	Kelesa Village	0° 36' 23.628" S	102° 25' 8.317" E	2.00	2.00	40.00	12/13/2020
607	Paino	501039.A	Kelesa Village	0° 40' 17.989" S	102° 26' 24.636" E	1.00	1.00	20.00	12/29/2021
608	Prawoto (a)	501040.A,1	Kelesa Village	0° 42' 6.172" S	102° 30' 38.526" E	1.69	1.69	33.80	12/8/2021
	Prawoto (b)	501040.A,2	Kelesa Village	0° 42' 5.352" S	102° 30' 35.852" E	1.37	1.37	27.40	12/8/2021
609	Rantiyem (a)	501019.1	Kelesa Village	0° 41' 32.718" S	102° 28' 58.290" E	2.00	2.00	40.00	12/24/2020
	Rantiyem (b)	501019.2	Kelesa Village	0° 41' 34.471" S	102° 29' 32.402" E	2.00	2.00	40.00	12/24/2020
610	Ruslana (a)	501020.1	Kelesa Village	0° 40' 10.061" S	102° 27' 8.936" E	2.00	2.00	40.00	12/11/2020
	Ruslana (b)	501020.2	Kelesa Village	0° 40' 7.165" S	102° 27' 12.758" E	1.62	1.62	32.40	12/29/2021
611	Safrida	501021	Kelesa Village	0° 39' 52.274" S	102° 26' 16.453" E	1.89	1.89	37.80	11/18/2020

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612	Satriawan	501041.A	Kelesa Village	0° 40' 5.709" S	102° 25' 14.360" E	2.00	2.00	40.00	12/2/2021
613	Sugianto. A	501022	Kelesa Village	0° 38' 34.136" S	102° 26' 53.820" E	2.00	2.00	40.00	12/11/2020
614	Sugianto. B	501023	Kelesa Village	0° 41' 37.216" S	102° 27' 1.746" E	2.00	2.00	40.00	12/13/2020
615	Suherman	501024	Kelesa Village	0° 40' 5.341" S	102° 27' 20.816" E	1.00	1.00	20.00	12/9/2020
616	Sukiyanti	501025	Kelesa Village	0° 38' 30.335" S	102° 24' 13.278" E	2.00	2.00	40.00	12/23/2020
617	Sukoyo	501042.A	Kelesa Village	0° 39' 57.792" S	102° 26' 6.415" E	1.68	1.68	33.60	12/2/2021
618	Sukri Aji Rabawi	501043.A	Kelesa Village	0° 39' 50.111" S	102° 26' 56.937" E	1.40	1.40	28.00	12/2/2021
619	Suparno	501045.A	Kelesa Village	0° 38' 55.483" S	102° 26' 49.985" E	1.90	1.90	38.00	12/2/2021
620	Suroto (a)	501026.1	Kelesa Village	0° 39' 43.539" S	102° 27' 27.904" E	1.50	1.50	30.00	11/5/2020
	Suroto (b)	501026.2	Kelesa Village	0° 39' 39.636" S	102° 27' 30.693" E	1.50	1.50	30.00	11/5/2020
621	Sutiyah (a)	501046.A,1	Kelesa Village	0° 41' 25.016" S	102° 28' 34.522" E	2.00	2.00	40.00	12/29/2021
	Sutiyah (b)	501046.A,2	Kelesa Village	0° 41' 57.226" S	102° 28' 7.899" E	2.00	2.00	40.00	2/10/2023
622	Suyanto	501027	Kelesa Village	0° 39' 16.226" S	102° 27' 8.677" E	1.20	1.20	24.00	12/11/2020
623	Tri Lestariyanti	501028	Kelesa Village	0° 39' 46.636" S	102° 28' 28.696" E	2.00	2.00	40.00	11/26/2020
624	Tugiman	501029	Kelesa Village	0° 37' 58.476" S	102° 26' 31.525" E	2.00	2.00	40.00	12/15/2020
625	Tugiyok	501030	Kelesa Village	0° 40' 39.049" S	102° 26' 30.604" E	1.00	1.00	20.00	12/21/2020
626	Usman Simanulang (a)	501031.1	Kelesa Village	0° 39' 14.643" S	102° 25' 50.939" E	2.00	2.00	40.00	12/11/2020
	Usman Simanulang (b)	501031.2	Kelesa Village	0° 39' 17.366" S	102° 25' 55.410" E	2.00	2.00	40.00	12/11/2020
627	Warisen (a)	501032 (a)	Kelesa Village	0° 40' 7.687" S	102° 26' 18.049" E	2.00	2.00	40.00	12/13/2020
	Warisen (b)	501032 (b)	Kelesa Village	0° 39' 4.403" S	102° 26' 36.767" E	1.80	1.80	36.00	12/13/2020
	Warisen (c)	501032 (c)	Kelesa Village	0° 39' 7.555" S	102° 26' 40.128" E	1.00	1.00	20.00	12/13/2020
	Warisen (d)	501032 (d)	Kelesa Village	0° 39' 6.569" S	102° 26' 43.969" E	1.10	1.10	22.00	12/13/2020
628	Dedi Arianto	131001.B	Seresam Village	0° 42' 2.301" S	102° 27' 10.423" E	1.50	1.50	30.00	3/1/2023
629	Hady Hamdany (a)	131002.B,1	Seresam Village	0° 36' 17.028" S	102° 24' 56.492" E	1.00	1.00	20.00	3/1/2023

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No	Name of farmer	Smallholder ID	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining
				Latitude (N)	Longitude (E)	Total Certified Area	Planted Area		
	Hady Hamdany (b)	131002.B,2	Seresam Village	0° 41' 48.731" S	102° 27' 12.888" E	1.00	1.00	20.00	3/1/2023
	Hady Hamdany (c)*	131002.B,3	Seresam Village	0° 36' 19.569" S	102° 25' 1.423" E	1.29	1.29	25.80	3/1/2023
630	Salman	131003.B	Seresam Village	0° 42' 14.514" S	102° 27' 13.879" E	2.00	2.00	40.00	3/1/2023
631	Suarsih*	131004.B	Seresam Village	0° 36' 21.015" S	102° 24' 55.445" E	1.89	1.89	37.80	3/1/2023
632	Subagio (a)*	131005.B,1	Seresam Village	0° 41' 57.222" S	102° 27' 8.619" E	2.00	2.00	40.00	3/1/2023
	Subagio (b)	131005.B,2	Seresam Village	0° 36' 34.433" S	102° 24' 55.238" E	2.00	2.00	40.00	3/1/2023
	Subagio (c)	131005.B,3	Seresam Village	0° 42' 10.112" S	102° 27' 8.573" E	2.00	2.00	40.00	3/1/2023
633	Suryadi (a)	131006.B,1	Seresam Village	0° 42' 8.124" S	102° 27' 13.133" E	0.32	0.32	6.40	3/1/2023
	Suryadi (b)	131006.B,2	Seresam Village	0° 42' 11.198" S	102° 27' 13.307" E	2.00	2.00	40.00	3/1/2023
634	Umar (a)*	131007.B,1	Seresam Village	0° 36' 19.820" S	102° 25' 5.236" E	2.00	2.00	40.00	3/1/2023
	Umar (b)	131007.B,2	Seresam Village	0° 36' 19.649" S	102° 24' 59.252" E	2.00	2.00	40.00	3/1/2023
	Umar (c)	131007.B,3	Seresam Village	0° 41' 48.565" S	102° 27' 14.420" E	1.66	1.66	33.20	3/1/2023
635	Yusriana*	131008.B	Seresam Village	0° 42' 6.713" S	102° 27' 11.137" E	2.00	2.00	40.00	3/1/2023
636	Agus Mukhid	601001	Sungai Akar Village	0° 46' 35.091" S	102° 38' 14.427" E	1.00	1.00	20.00	12/12/2020
637	Ali Fatbur	601002	Sungai Akar Village	0° 46' 4.328" S	102° 36' 50.336" E	2.00	2.00	40.00	12/13/2020
638	Alief Ekasari	601003	Sungai Akar Village	0° 45' 35.578" S	102° 36' 53.109" E	1.80	1.80	36.00	12/15/2020
639	Aminatin	601004	Sungai Akar Village	0° 45' 53.498" S	102° 36' 39.296" E	1.30	1.30	26.00	12/24/2020
640	Bali Setiawan	601005	Sungai Akar Village	0° 46' 11.672" S	102° 36' 34.107" E	0.70	0.70	14.00	11/23/2020
641	Budi Santosa	601006	Sungai Akar Village	0° 45' 46.635" S	102° 36' 43.042" E	0.81	0.81	16.20	11/12/2020
642	Budiono	601007	Sungai Akar Village	0° 46' 11.669" S	102° 36' 33.206" E	0.50	0.50	10.00	12/23/2020
643	Hariyati	601008	Sungai Akar Village	0° 46' 16.404" S	102° 36' 33.316" E	2.10	2.10	42.00	12/12/2020
644	Ismiati	601043.A	Sungai Akar Village	0° 45' 58.216" S	102° 36' 40.240" E	0.80	0.80	16.00	12/8/2021
645	Juliono	601009	Sungai Akar Village	0° 46' 9.497" S	102° 37' 23.641" E	2.00	2.00	40.00	11/3/2020
646	Jumadi	601010	Sungai Akar Village	0° 46' 53.700" S	102° 37' 30.655" E	1.00	1.00	20.00	11/13/2020

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647	Khoirul Arwanda	601011	Sungai Akar Village	0° 45' 39.923" S	102° 36' 46.583" E	0.80	0.80	16.00	12/23/2020
648	Kurwanto	601012	Sungai Akar Village	0° 46' 2.168" S	102° 36' 47.859" E	2.00	2.00	40.00	12/13/2020
649	Loso Suyadi	601013	Sungai Akar Village	0° 45' 33.639" S	102° 36' 46.891" E	2.00	2.00	40.00	12/15/2020
650	M. Mujahidin	601014	Sungai Akar Village	0° 46' 19.415" S	102° 36' 50.246" E	2.00	2.00	40.00	12/20/2020
651	M. Syamsuddin	601015	Sungai Akar Village	0° 46' 46.366" S	102° 37' 37.801" E	1.90	1.90	38.00	12/21/2020
652	Maryadi (a)	601016.1	Sungai Akar Village	0° 46' 49.651" S	102° 37' 37.040" E	1.80	1.80	36.00	11/18/2020
	Maryadi (b)	601016.2	Sungai Akar Village	0° 46' 52.052" S	102° 37' 36.512" E	1.87	1.87	37.40	12/7/2021
653	Marzuki	601017	Sungai Akar Village	0° 45' 57.928" S	102° 36' 36.014" E	1.90	1.90	38.00	12/22/2020
654	Nasikin	601018	Sungai Akar Village	0° 45' 59.474" S	102° 36' 43.258" E	0.78	0.78	15.60	11/23/2020
655	Noto Sujono	601019	Sungai Akar Village	0° 45' 40.391" S	102° 36' 47.600" E	0.70	0.70	14.00	12/15/2020
656	Nurdin	601020	Sungai Akar Village	0° 45' 44.090" S	102° 36' 43.716" E	1.00	1.00	20.00	11/29/2020
657	Pratekno	601021	Sungai Akar Village	0° 45' 55.993" S	102° 36' 51.235" E	2.00	2.00	40.00	11/28/2020
658	Rahmad Hidayat	601022	Sungai Akar Village	0° 46' 11.060" S	102° 36' 48.698" E	1.30	1.30	26.00	11/24/2020
659	Safiq Masrury	601023	Sungai Akar Village	0° 46' 14.004" S	102° 36' 53.905" E	1.00	1.00	20.00	11/27/2020
660	Sakrib	601024	Sungai Akar Village	0° 46' 40.562" S	102° 37' 42.326" E	0.80	0.80	16.00	12/24/2020
661	Salamun (a)	601025.1	Sungai Akar Village	0° 46' 11.359" S	102° 36' 36.442" E	1.99	1.99	39.80	12/15/2020
	Salamun (b)	601025.2	Sungai Akar Village	0° 45' 39.337" S	102° 36' 45.626" E	0.60	0.60	12.00	12/15/2020
662	Salmah	601048.B	Sungai Akar Village	0° 46' 55.846" S	102° 37' 29.783" E	1.01	1.01	20.20	2/13/2023
663	Samiaji	601026	Sungai Akar Village	0° 46' 12.242" S	102° 36' 50.784" E	1.70	1.70	34.00	11/23/2020
664	Samijan	601027	Sungai Akar Village	0° 46' 18.853" S	102° 36' 26.875" E	0.80	0.80	16.00	11/25/2020
665	Samsetiar	601028	Sungai Akar Village	0° 46' 10.564" S	102° 36' 31.612" E	0.50	0.50	10.00	11/26/2020
666	Santoso (a)	601029.1	Sungai Akar Village	0° 46' 17.780" S	102° 36' 47.351" E	1.00	1.00	20.00	12/23/2020
	Santoso (b)	601029.2	Sungai Akar Village	0° 45' 55.809" S	102° 36' 37.230" E	0.70	0.70	14.00	12/23/2020
667	Siti Fatimah (a)	601030.1	Sungai Akar Village	0° 46' 2.445" S	102° 36' 33.426" E	1.50	1.50	30.00	11/18/2020

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	Siti Fatimah (b)	601030.2	Sungai Akar Village	0° 45' 34.120" S	102° 36' 50.117" E	1.70	1.70	34.00	11/18/2020
668	Siti Khomiati (a)	601031.1	Sungai Akar Village	0° 46' 3.945" S	102° 36' 36.648" E	1.00	1.00	20.00	12/13/2020
	Siti Khomiati (b)	601031.2	Sungai Akar Village	0° 46' 0.010" S	102° 36' 44.725" E	1.16	1.16	23.20	12/13/2020
	Siti Khomiati (c)	601031.3	Sungai Akar Village	0° 46' 3.401" S	102° 36' 35.103" E	1.26	1.26	25.20	12/13/2020
669	Siti Sa'adah	601032	Sungai Akar Village	0° 45' 51.919" S	102° 36' 40.242" E	0.70	0.70	14.00	11/18/2020
670	Subari	601049.B	Sungai Akar Village	0° 46' 45.897" S	102° 37' 31.514" E	2.00	2.00	40.00	2/13/2023
671	Sugianto (a)	601033.1	Sungai Akar Village	0° 45' 51.377" S	102° 36' 58.303" E	1.40	1.40	28.00	12/12/2020
	Sugianto (b)	601033.2	Sungai Akar Village	0° 45' 52.763" S	102° 36' 59.702" E	2.00	2.00	40.00	2/13/2023
672	Sujarwo (a)	601034.1	Sungai Akar Village	0° 46' 55.580" S	102° 37' 36.358" E	2.00	2.00	40.00	11/28/2020
	Sujarwo (b)	601034.2	Sungai Akar Village	0° 46' 58.351" S	102° 37' 34.893" E	2.00	2.00	40.00	11/28/2020
673	Sulari	601035	Sungai Akar Village	0° 46' 14.047" S	102° 37' 12.416" E	1.50	1.50	30.00	12/13/2020
674	Sunal Abidin	601036	Sungai Akar Village	0° 46' 13.148" S	102° 36' 52.583" E	1.00	1.00	20.00	11/20/2020
675	Suparmi	601037	Sungai Akar Village	0° 46' 10.144" S	102° 36' 30.911" E	0.50	0.50	10.00	12/15/2020
676	Suryani	601038	Sungai Akar Village	0° 46' 9.773" S	102° 36' 46.980" E	1.30	1.30	26.00	12/12/2020
677	Susilo	601039	Sungai Akar Village	0° 46' 16.488" S	102° 36' 28.655" E	2.00	2.00	40.00	11/23/2020
678	Suyanto	601040	Sungai Akar Village	0° 45' 49.309" S	102° 36' 41.621" E	1.70	1.70	34.00	12/15/2020
679	Syaibudin	601041	Sungai Akar Village	0° 46' 0.760" S	102° 36' 46.079" E	0.80	0.80	16.00	11/20/2020
680	Syaiful Bahri Harahap	601045.A	Sungai Akar Village	0° 46' 31.982" S	102° 37' 34.804" E	1.50	1.50	30.00	12/8/2021
681	Tumut	601046.A	Sungai Akar Village	0° 44' 40.080" S	102° 31' 27.460" E	1.80	1.80	36.00	12/8/2021
682	Uswatun Khasanah	601042	Sungai Akar Village	0° 46' 46.556" S	102° 37' 47.190" E	1.00	1.00	20.00	12/23/2020
683	Widodo	601043	Sungai Akar Village	0° 46' 11.691" S	102° 37' 17.710" E	2.00	2.00	40.00	12/13/2020
684	Heri Kurniawan	401009.A	Siambul Village	0° 41' 23.268" S	102° 26' 41.860" E	1.61	1.61	32.20	12/28/2021
685	Imron Rosyadi (a)	401001.1	Siambul Village	0° 41' 11.571" S	102° 27' 10.673" E	1.67	1.67	33.40	11/23/2020
	Imron Rosyadi (b)	401001.2	Siambul Village	0° 41' 15.491" S	102° 27' 14.923" E	1.66	1.66	33.20	11/23/2020

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	Imron Rosyadi (c)	401001.3	Siambul Village	0° 41' 16.517" S	102° 27' 7.940" E	1.69	1.69	33.80	11/23/2020
686	Jumu'iyah	401013.B	Siambul Village	0° 41' 29.940" S	102° 26' 26.553" E	0.86	0.86	17.20	2/10/2023
687	Kusyanto	401013.A	Siambul Village	0° 41' 39.519" S	102° 26' 18.090" E	2.00	2.00	40.00	12/28/2021
688	Marliyah (a)	401002.1	Siambul Village	0° 41' 26.921" S	102° 26' 51.114" E	0.43	0.43	8.60	12/15/2020
	Marliyah (b)	401002.2	Siambul Village	0° 41' 25.169" S	102° 26' 53.868" E	1.00	1.00	20.00	12/15/2020
689	Muhamad Sodikin (a)	401003.1	Siambul Village	0° 41' 27.638" S	102° 26' 10.269" E	1.40	1.40	28.00	11/12/2020
	Muhamad sodikin (b)	401003.2	Siambul Village	0° 41' 40.381" S	102° 26' 14.781" E	1.50	1.50	30.00	12/28/2021
690	Mujiono	401004	Siambul Village	0° 40' 59.796" S	102° 26' 58.765" E	1.00	1.00	20.00	12/9/2020
691	Siti Khoiriyah (a)	401005.1	Siambul Village	0° 41' 37.260" S	102° 26' 32.918" E	0.86	0.86	17.20	12/20/2020
	Siti Khoiriyah (b)	401005.2	Siambul Village	0° 41' 12.089" S	102° 27' 6.372" E	1.65	1.65	33.00	12/20/2020
	Siti Khoiriyah (c)	401005.3	Siambul Village	0° 41' 16.124" S	102° 27' 11.484" E	1.66	1.66	33.20	12/20/2020
	Siti Khoiriyah (d)	401005.4	Siambul Village	0° 41' 10.851" S	102° 27' 14.441" E	1.67	1.67	33.40	12/20/2020
692	Suparman (a)	401006.1	Siambul Village	0° 41' 26.397" S	102° 26' 52.579" E	1.00	1.00	20.00	12/12/2020
	Suparman (b)	401006.2	Siambul Village	0° 41' 23.243" S	102° 26' 54.480" E	1.00	1.00	20.00	12/12/2020
	Suparman (c)	401006.3	Siambul Village	0° 41' 44.830" S	102° 26' 19.565" E	1.00	1.00	20.00	12/29/2021
693	Tumijan	401015.B	Siambul Village	0° 41' 39.092" S	102° 26' 19.983" E	0.62	0.62	12.40	2/10/2023
694	Yuni Indrawati (a)	401007.1	Siambul Village	0° 41' 21.157" S	102° 27' 11.682" E	2.00	2.00	40.00	12/13/2020
	Yuni Indrawati (b)	401007.2	Siambul Village	0° 41' 20.840" S	102° 27' 15.741" E	2.00	2.00	40.00	12/13/2020
	Yuni Indrawati (c)	401007.3	Siambul Village	0° 40' 59.571" S	102° 26' 45.255" E	1.44	1.44	28.80	12/28/2021
695	Arjuna*	121001.A	Bandar Padang Village	0° 36' 15.730" S	102° 20' 33.564" E	2.61	2.61	52.20	2/25/2022
696	Darius Arham,S.P*	121002.A	Bandar Padang Village	0° 36' 17.227" S	102° 21' 21.145" E	0.89	0.89	17.80	2/26/2022
697	Herawani	121004.A	Bandar Padang Village	0° 35' 41.943" S	102° 20' 31.554" E	2.67	2.67	53.40	2/27/2022
698	Herman (a)*	121005.A,1	Bandar Padang Village	0° 36' 7.970" S	102° 20' 38.901" E	2.04	2.04	40.80	2/28/2022
	Herman (b)	121005.A,2	Bandar Padang Village	0° 35' 8.063" S	102° 19' 35.290" E	1.02	1.02	20.40	3/1/2022

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699	Imellia Fitriyani	121006.A	Bandar Padang Village	0° 35' 31.312" S	102° 19' 36.684" E	1.23	1.23	24.60	3/2/2022
700	Jasman*	121007.A	Bandar Padang Village	0° 36' 10.546" S	102° 21' 10.789" E	0.56	0.56	11.20	3/3/2022
701	Julidar (a)	121008.A,1	Bandar Padang Village	0° 36' 34.144" S	102° 19' 59.817" E	1.88	1.88	37.60	3/4/2022
	Julidar (b)	121008.A,2	Bandar Padang Village	0° 36' 26.892" S	102° 19' 59.645" E	1.05	1.05	21.00	3/5/2022
702	Masrianti (a)	121009.A,1	Bandar Padang Village	0° 36' 29.265" S	102° 20' 37.991" E	1.40	1.40	28.00	3/6/2022
	Masrianti (b)	121009.A,2	Bandar Padang Village	0° 35' 3.865" S	102° 20' 1.286" E	1.67	1.67	33.40	3/7/2022
703	Samsimar	121013.A	Bandar Padang Village	0° 36' 33.716" S	102° 20' 37.917" E	1.38	1.38	27.60	3/8/2022
704	Siti Mariyam*	121016.A	Bandar Padang Village	0° 36' 0.140" S	102° 21' 18.278" E	0.55	0.55	11.00	3/9/2022
Total						1,390.49	1,390.49	27,809.80	
Note: * are smallholders sampled in ASA 3									

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Revision 15 (Nov 2023)**Appendix F: List of Abbreviations**

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