

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**☐ **Initial Assessment**☒ **Annual Surveillance Assessment (2_2)**☐ **Recertification Assessment** (Choose an item.)☐ **Extension of Scope**

Client Company Name / Parent Company: PT. Inti Indosawit Subur
Client company Address: Head Office: Jl Palembang Kav 35-37, Jakarta 10230, Indonesia
Certification Unit: PT Inti Indosawit Subur – Tungkal Ulu Palm Oil Mill Location of Certification Unit: Merlung Village, Merlung District, Tanjung Jabung Barat Regency, 36552 Jambi Province, Indonesia
Date of Final Report: 19/09/2024

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	PT. Inti Indosawit Subur		
RSPO Membership Number	1-0022-06-000-00	Membership Approval Date	6 February 2006
Address	Jl Palembang Kav 35 – 37, Jakarta 10230, Indonesia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	PT Inti Indosawit Subur – Tungkal Ulu Palm Oil Mill		
Location / Address	Merlung Village, Merlung District, Tanjung Jabung Barat Regency, 36552 Jambi Province, Indonesia		
Website	www.asianagri.com		
Management Representative	Mr Ivan Novrizaldie	E-mail	Ivan_novrizaldie@asianagri.com
Telephone	021 2301119	Facsimile	021 2301120

2. Certification Information			
Certificate Number	RSPO 594422	Certificate Start Date	15/08/2022
Date of First Certification	15/08/2012	Certificate Expiry Date	14/08/2027
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	Determination of the conformity of the client's management system, or parts of it, with audit criteria and evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements.		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 2_2) <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 2020 of the RSPO P&C 2018		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	60 MT FFB/hour
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" 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
ID05/65250	ISO 14001:2004	SGS	10/06/2026

EU-ISCC-Cert-DE100-01641123	ISCC EU	SGS	31/08/2024
SGS-ID-ISPO-0032	ISPO	SGS	21/03/2024

4. Location(s) of Mill & Supply Bases

Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Tungkal Ulu POM	Merlung Village, Merlung District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01° 18' 01.00" S	102° 58' 53.00" E
Tungkal Ulu Estate	Merlung Village, Merlung District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01° 17' 18.00" S	102° 56' 54.00" E
KUD Bina Usaha	Cinta Damai Village (SP-1), Renah Mendaluh District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01°20' 23.50" S	102°55' 03.90" E
KUD Sawit Kita	Lampisi Village (SP-2), Renah Mendaluh District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01°19' 01.50" S	102°56' 58.90" E
KUD Karya Kita	Tanjung Benanak Village (SP-3), Merlung District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01°20' 40.10" S	102°58' 16.30" E
KUD Karya Jaya	Bukit Harapan Village (SP-4), Merlung District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01°20' 54.60" S	103° 00' 18.61" E
KUD Panca Mukti	Pinang Gading Village (SP-5), Merlung District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01°19' 09.80" S	103°04' 01.10" E
KUD Sari Bumi	Adipurwa Village (SP-6), Merlung District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01°21' 50.40" S	103°02' 39.30" E
Koperasi Manunggal Jaya	Adipurwa Village (SP-6), Merlung District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01°21' 45.00" S	103°01' 38.10" E
KUD Sawit Mulia	Intan Jaya Village (SP-7), Merlung District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01°20' 36.00" S	103°05' 38.90" E
KUD Agro Makmur	Bukit Indah Village (SP-8), Muara Papalik District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01°19' 16.90" S	103°07' 40.60" E
KUD Harapan Jaya	Kemang Manis Village (SP-9), Muara Papalik District, Tanjung Jabung Barat Regency, Jambi Province, Indonesia	01°19' 15.90" S	103°10' 05.00" E

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Note:

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
Tungkal Ulu Estate	4,323	128.32	104.68	4,556	94.89
KUD Bina Usaha (450 smallholders)	910	0	0	910	100
KUD Sawit Kita (506 smallholders)	1,028	0	0	1,028	100
KUD Karya Kita (579 smallholders)	1,168	0	0	1,168	100
KUD Karya Jaya (399 smallholders)	810	0	0	810	100
KUD Panca Mukti (384 smallholders)	792	0	0	792	100
KUD Sari Bumi (377 smallholders)	764	0	0	764	100
Koperasi Manunggal Jaya (104 smallholders)	208	0	0	208	100
KUD Sawit Mulia (676 smallholders)	1,362	0	0	1,362	100
KUD Agro Makmur (560 smallholders)	1,130	0	0	1,130	100
KUD Harapan Jaya (560 smallholders)	1,130	0	0	1,130	100
Total	13,625	128.32	104.68	13,858	
Note:					

6. Plantings & Cycle

Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Tungkal Ulu Estate	1,069	2,766	7	481	3,254	1,069
KUD Bina Usaha	244	470	0	196	666	244
KUD Sawit Kita	144	652	0	232	884	144

KUD Karya Kita	328	250	0	590	840	328
KUD Karya Jaya	156	632	0	22	654	156
KUD Panca Mukti	378	0	0	414	414	378
KUD Sari Bumi	0	10	0	754	764	0
Koperasi Manunggal Jaya	0	202	0	6	208	0
KUD Sawit Mulia	668	0	0	694	694	668
KUD Agro Makmur	118	938	0	74	1,012	118
KUD Harapan Jaya	516	512	0	102	614	516
Total (ha)	3,612	6,432	7	3,565	10,004	3,621

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 (Aug 2023 – July 2024)	Actual (June 2023 – May 2024)		Forecast (Aug 2024 – July 2025)
		Previous license period (June - July 2023)	Current license period (Aug 2023 – May 2024)	
Tungkal Ulu Estate	86,575.47	11,149	52,197	90,250
KUD Bina Usaha	392.00	945	4,288	2,034
KUD Sawit Kita	2,651.00	-	-	3,172
KUD Karya Kita	6,734.00	1,086	4,488	3,608
KUD Karya Jaya	6,803.00	1,014	5,403	5,512
KUD Panca Mukti	1,256.00	-	-	3,048
KUD Sari Bumi	13,362.00	-	-	5,694
Koperasi Manunggal Jaya	96.00	-	651	2,137
KUD Sawit Mulia	12,843.76	-	-	4,624
KUD Agro Makmur	1,165.00	-	-	2,569
KUD Harapan Jaya	4,051.00	-	-	1,696
Total	135,929	81,221.83		124,344

Note: The forecast is low due to replanting programme in KUD. For those KUD who didn't deliver their FFB to Tungkal Ulu POM because the distance. That's reason why there is no record of the receiving FFB production from those KUD in the last 12 months

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 2023 – July 2024)	Actual (June 2023 – May 2024)		Forecast (Aug 2024 – July 2025)
		Previous license period (June - July 2023)	Current license period (Aug 2023 – May 2024)	
N/A		N/A	N/A	
Total		N/A		
Note:				

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 2023 – July 2024)	Actual (June 2023 – May 2024)		Forecast (Aug 2024 – July 2025)
		Previous license period (June - July 2023)	Current license period (Aug 2023 – May 2024)	
N/A	N/A	46,309.70	167,469.71	N/A
Total		213,779.41		
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	June – 2023	6,602.32	21,293.25	27,895.56
2	July - 2023	7,591.65	25,016.45	32,608.10
3	August – 2023	8,780.83	23,257.02	32,037.85
4	September – 2023	7,733.97	20,118.65	27,852.62
5	October – 2023	7,690.16	21,203.43	28,893.59
6	November – 2023	7,961.12	20,987.35	28,948.47
7	December – 2023	5,222.38	15,097.05	20,319.43
8	January – 2024	6,346.39	10,731.43	17,077.82
9	February – 2024	5,118.13	10,697.48	15,815.61
10	March – 2024	5,983.52	13,022.99	19,006.51
11	April – 2024	5,701.43	13,761.78	19,463.22
12	May - 2024	6,489.93	18,592.54	25,082.47

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TOTAL	81,221.83	213,779.41	295,001.24
Note:			

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Aug 2023 – July 2024)	Actual (June 2023 – May 2024)		Forecast (Aug 2024 – July 2025)
	Previous license period (June - July 2023)	Current license period (Aug 2023 – May 2024)	
FFB	FFB		FFB
135,929 mt	14,193.97 mt	67,027.86 mt	124,344 mt
	TOTAL	81,221.83 mt	
CPO (OER: 16.97 %)	CPO (OER: 22.30 %)		CPO (OER: 21.52 %)
23,074 mt	3,130.63 mt	14,979.29 mt	26,759 mt
	TOTAL	18,109.92 mt	
PK (KER: 4.10 %)	PK (KER: 5.39 %)		PK (KER: 5.40 %)
5,571 mt	760.26 mt	3,616.34 mt	6,715 mt
	TOTAL	4,376.60 mt	
Note:			

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	June – 2023	1,447.23	353.86
2	July - 2023	1,683.41	406.40
3	August – 2023	1,982.54	471.95
4	September – 2023	1,768.98	415.49
5	October – 2023	1,776.08	413.38
6	November – 2023	1,804.08	427.73
7	December – 2023	1,151.77	280.71
8	January – 2024	1,393.31	340.60
9	February – 2024	1,119.33	277.43
10	March – 2024	1,305.62	324.28
11	April – 2024	1,279.95	313.20
12	May - 2024	1397.64	351.57
TOTAL		18,109.92	4,376.60
Note:			

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11. Summary of Actual Volume sold					
Current License period (Aug 2023 – May 2024)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	13,548.60	1,113.75	0	0	14,662.35
PK (MT)	1,755.95	0	0	0	1,755.95
Credits	0	0	0	0	0
Previous License period (June - July 2023)					
CPO (MT)	2,016.25	0	0	0	2,016.25
PK (MT)	79	0	0	0	79
Credits	0	0	0	0	0
Note: Conventional is RSPO certified material but sold as non-RSPO.					

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	PT. Sari Dumai Sejati		5,210.85	-
2	PT. Asianagro Agung Jaya		6,477.29	-
3	PT. Padang Raya Cakrawala		4,990.46	-
4	PT. IIS – KCP Tungkal Ulu		-	1,834.95
TOTAL			16,678.60	1,843.95
Note:				

11B. Records of certified CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	PT. Sari Dumai Sejati	ISCC	1,113.75	0
TOTAL			1,113.75	
Note:				

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:			

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			
Note:			

12. Independent Smallholders Certified Tonnage (MT) / Volume									
	Estimated last year (Not Applicable)			Actual (Not Applicable)			Forecast (Not Applicable)		
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			N/A			N/A			N/A
IS-CSPO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKE	N/A	N/A		N/A	N/A		N/A	N/A	
CSPK	N/A	N/A		N/A	N/A		N/A	N/A	

12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit						
No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL		N/A	N/A	N/A	N/A	N/A
Note: 1 mt = 1 credit						

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

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

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

Section 2: Assessment Process

Certification Body:

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

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

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **18 – 25 June 2024**. The audit programme is included as Section 2.3. Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and BSI website on.

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

The Critical NC close out on-site assessment was conducted on **10 September 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 2020 of the RSPO P&C 2018 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

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

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

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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 (Re-Certification)	Year 2 (ASA2-1)	Year 3 (ASA2-2)	Year 4 (ASA2-3)	Year 5 (ASA2-4)
Tungkal Ulu POM	X	X	X	X	X
Tungkal Ulu Estate	X	X	X	X	X
KUD Bina Usaha	X		X		
KUD Sawit Kita	X			X	
KUD Karya Kita		X		X	
KUD Karya Jaya		X	X		X
KUD Panca Mukti	X		X		
KUD Sari Bumi		X		X	
Koperasi Manunggal Jaya	X		X		
KUD Sawit Mulia		X		X	X
KUD Agro Makmur			X		X
KUD Harapan Jaya			X		X

Note: During audit ASA2.2 there are some change of KUD sample due to some operational reason so that the KUD that has been programmed in this audit cannot be visit in audit ASA2.3.

KUD Panca Mukti, KUD Agro Makmur and KUD Harapan Jaya was change to become KUD Bina Usaha, Koperasi Manunggal Jaya and KUD Karya Jaya.

Tentative Date of Next Visit: June 16, 2025 - June 24, 2025

Total Number of Mandays: 32.5 mandays

2.2 BSI Assessment Team

Name	Role	Competency
Mujinius Jalaraya (MJ)	Team Leader	Education: Holds a Bachelor Degree majoring in Forest Resources Conservation and Ecotourism, Bogor Agricultural University (IPB). Work Experience: 6 years working experience in palm oil plantations as SHE Assistant at PT. Astra Agro Lestari Tbk and Sustainability Supervisor at

		<p>Teladan Prima Group. 8 years working experience as RSPO Auditor / Lead Auditor.</p> <p>Training attended: Completed ISO 9001 Lead Auditor course, ISPO Lead Auditor course, Endorsed RSPO P&C Lead Auditor course, Endorsed RSPO SCCS Lead Auditor course, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, ISO 14001 Internal Auditor Training, ISO 45001 Lead Auditor course, OHS Expert Training, SMETA Requirements Training, Endorsed RSPO ISH Auditor course and Endorsed RSPO Refresher course</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit:</p> <p><input type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input checked="" type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Nanang Rusmana (NR)	Team Member	<p>Education: Holds a Bachelor Degree of Forestry, Bogor Agricultural University (IPB)</p> <p>Work Experience: 5 years working experience in palm oil industry as SHE Assistant at PT. Astra Agro Lestari Tbk. 3 years working experience in mining industry as Environment Coordinator and HSE Coordinator with PT. Kapuas Prima Coal Group. 7 years working experience as RSPO/ISPO auditor.</p> <p>Training attended: Completed ISO 9001:2015 Lead Auditor Course, ISPO Auditor Course, ISO 14001:2015 Lead Auditor Course, ISO 45001:2018 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed RSPO Supply Chain Certification Lead Auditor Course, SMK3 Auditor Course, HCV Assessor Course, General OHS Expert Course, SMETA Requirements training, RSPO Independent Smallholder Training by RSPO Secretariat, and Endorsed RSPO Refresher Courses.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Edy Widodo (EW)	Team Member	<p>Education: Holds a Bachelor Degree majoring Agricultural Technology from University of Padjadjaran, Bandung.</p> <p>Work Experience: 8 years working experience in palm oil industry as Agronomist and Assistant Manager in various companies. 9 year working experience as RSPO/ISPO auditor.</p> <p>Training attended:</p> <p>Completed ISO 9001 Lead Auditor Course, ISPO endorsed auditor course, Understanding ISO 14001 training, Auditing ISO 14001: 2004 training, Endorsed RSPO Supply Chain Certification Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, SMETA Requirements Training, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation.</p>

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		<p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit:</p> <p><input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input checked="" type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Eko Prastio Ramadhan (ER)	Team Member	<p>Education: Holds a Bachelor Degree in Forest Resources Conservation and Ecotourism from Forestry Faculty, Bogor Agricultural University (IPB).</p> <p>Work Experience: Over 4 years of working experience in biodiversity officer with Birdlife Indonesia and consultant with PT Inoa Konsultindo. Over 2½ years of working experience in palm oil estate with PT Salim Ivomas Pratama Tbk and Capitol Plantation Group implementing sustainability. Over 4½ years of working experience as RSPO P&C Certification Program Manager and auditor covering standard such as RSPO P&C, RSPO SCCS, ISPO, ISO 9001 and ISO 14001.</p> <p>Training attended: Completed ISO 14001:2015 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Social Impact Assessment Training, Endorsed RSPO SCC Auditor Lead Auditor Course, ISPO Auditor Batch 19 Training, ISO 9001 Lead Auditor Course, Endorsed RSPO Refresher Courses, RSPO Independent Smallholder Training by RSPO Secretariat, and Identification of HCV Areas Training.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit:</p> <p><input type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Sansan Suhendar (SS)	Team Member	<p>Education:</p> <p>Hold a Bachelor Degree in Forest Product Technology from Forest faculty – Bogor Agricultural University (IPB)</p> <p>Working experience:</p> <p>OHS staff at PT. Astra Agro Lestari (PT. Sumber Kharisma Persada and PT. Sari Aditya Loka 1), RSPO and ISPO Auditor at PT. SAI Global Indonesia, RSPO and ISPO Auditor at PT. Mutuagung Lestari, RSPO and ISPO Lead Auditor at PT. SGS Indonesia, RSPO & ISPO Lead Auditor at PT. TUV Rheinland Indonesia and RSPO & ISPO Lead Auditor at PT. BSI - current.</p> <p>Trainings attended:</p> <p>RSPO Lead Auditor Training, ISPO Lead Auditor Training (ISPO Commission), ISO 9001 Lead Auditor Training, ISO 45001 Lead Auditor Training, ISO 14001 Lead Auditor Training, HCV training, GHG training, HACCP training, General OHS Expert training and RSPO Lead Auditor Standard 2018 Refreshment Training (2023).</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p>

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		<input type="checkbox"/> Social <input checked="" 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)
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Accompanying Persons:

Name	Role
Nil	Nil

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2.3 Assessment Plan

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

ASA2.3 Assessment Plan:

Date	Time	Subjects	MJ	EW	ER	SS	NR
Tuesday, 18/06/2024	08.55 – 10.15	Flight Jakarta – Jambi (GA126)	✓	✓	✓	✓	
	10.30 – 14.00	Travel from Airport – Audit location	✓	✓	✓	✓	
	14.00 – 15.00	Opening Meeting Presentation by PT. IIS – Tungkal ulu POM, Estate and Smallholder Presentation by BSI Indonesia	✓	✓	✓	✓	
	15.00 – 17.00	Document Review Tungkal Ulu POM & Estate: <ul style="list-style-type: none"> • Occupational Health and Safety, HCV, Environment Aspect, time bound plan. • Social Aspect and workers welfare, worker consultation, Stakeholder Consultation, impact assessments, policies. • Best Management Practice for Mill and supply chain for mill. Operation Procedure, organization commitments, Legal compliance, continuous improvement, long term business plan.	✓	✓	✓	✓	
Wednesday 19/06/2024	08.00 – 12.00	Field Visit to Tungkal Ulu Estate: <ul style="list-style-type: none"> • Herbicide application programmes, harvesting, fertilizing operations, water management, road maintenance, terracing, HCV's, riparian zones, etc. • Agrochemical stores, Fertilizer store, workshops, housing, landfill, clinic, riparian zones, Hazardous Waste, waste management, etc. • Boundaries inspection, worker interviews, social amenities, etc. • Interview with: Labour Union and Gender Committee. 	✓		✓	✓	
		Stakeholder Consultation: Local government of Tanjung Jabung Barat Regency (DLH, Disbun, Dinsakertrans & BPN), Village head, surrounding community, NGO.		✓			
	12.00 – 14.00	Break	✓	✓	✓	✓	

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Date	Time	Subjects	MJ	EW	ER	SS	NR
	14.00 – 16.30	Field Visit to Tungkal Ulu POM: Inspection of processing, warehouse, workshop, mill wastes management, Effluent Ponds, OHS, Environment issues, POME application, workers interview, Supply chain for CPO mill, Review on SEIA documents and records, Document review, etc.	✓		✓	✓	
	14.00 – 16.30	Stakeholder consultation: Internal stakeholder: Committee Gender, Labor Union		✓			
	16.30 – 17.00	Wash-up Meeting	✓	✓	✓	✓	
Thursday 20/06/2024	08.00 – 12.00	Field Visit to Scheme Smallholder: KUD Bina Usaha Field visit to Kavling/Block member of Smallholder to verify conformity with RSPO INA NI 2020 Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc. (22 sample)	✓	✓	✓	✓	
	12.00 – 14.00	- Break	✓	✓	✓	✓	
	14.00 – 17.00	Field Visit to Scheme Smallholder: Koperasi Manunggal Jaya Field visit to Kavling/Block member of Smallholder to verify conformity with RSPO INA NI 2020 Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc. (18 sample)	✓	✓	✓	✓	
Friday 21/06/2024	08.00 – 12.00	Field Visit to Scheme Smallholder: KUD Karya Jaya Field visit to Kavling/Block member of Smallholder to verify conformity with RSPO INA NI 2020 Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc. (24 sample)	✓	✓	✓	✓	
	12.00 – 14.00	Break	✓	✓	✓	✓	
	14.00 – 17.00	Field Visit to Scheme Smallholder: KUD Panca Mukti Field visit to Kavling/Block member of Smallholder to verify conformity with RSPO INA NI 2020 Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc. (18 sample)	✓	✓	✓	✓	

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Date	Time	Subjects	MJ	EW	ER	SS	NR
Saturday 22/06/2024	08.00 – 12.00	Document Review Tungkal Ulu Scheme Smallholder: Cooperative (KUD) document review, management of smallholder, Group Manager, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc.	✓	✓	✓	✓	
	12.00 – 14.00	Break	✓	✓	✓	✓	
	14.00 – 16.30	Document Review Tungkal Ulu Scheme Smallholder: Cooperative (KUD) document review, management of smallholder, Group Manager, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc.	✓	✓	✓	✓	
	16.30 – 17.00	Wash-up Meeting	✓	✓	✓	✓	
Sunday 23/06/2024	OFF	Stay Onsite	✓	✓	✓	✓	
Monday 24/06/2024	08.00 – 12.00	Document Review Tungkal Ulu POM & Estate: <ul style="list-style-type: none"> • Occupational Health and Safety, HCV, Environment Aspect, time bound plan. • Social Aspect and workers welfare, worker consultation, Stakeholder Consultation, impact assessments, policies. • Best Management Practice for Mill and supply chain for mill. Operation Procedure, organization commitments, Legal compliance, continous improvement, long term business plan.	✓	✓	✓	✓	✓
	12.00 – 14.00	Break	✓	✓	✓	✓	✓
	14.00 – 16.30	Document Review Continue	✓	✓	✓	✓	✓
	16.30 – 17.00	Wash-up Meeting	✓	✓	✓	✓	✓
Tuesday 25/06/2024	08.00 – 12.00	Document Review for Tungkal Ulu POM & Estate & Scheme Smallholder (Additional auditor Pak Nanang Rusmana)	✓	✓	✓	✓	✓
	12.00 – 14.00	Break	✓	✓	✓	✓	✓
	14.00 – 15.00	Audit Continue	✓	✓	✓	✓	✓
	15.00 – 15.30	Auditor Discussion	✓	✓	✓	✓	✓
	15.30 – 17.00	Closing Meeting	✓	✓	✓	✓	✓

Note: ER (Eko Prastio Ramadhan), EW (Edy Widodo), MJ (Mujinius Jalaraya), NR (Nanang Rusmana), SS (Sansan Suhendar)

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NCR Close Out Assessment Plan:

Date	Time	Subjects	MJ
Tuesday, 10/09/2024	08.00 – 08.30	Opening Meeting	√
	08.30 – 11.00	Document Review, Field Visit and Interview to verify the effectiveness of CAP NC# 2512638-202406-M1 indicator 6.7.3	√
	11.00 – 11.30	Report Preparation	√
	11.30 – 12.00	Closing Meeting	√
	12.00 - Up	Travel back to Jakarta	√

Note: MJ (Mujinius Jalaraya)

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	PT Inti Indosawit Subur has explained the certification plan for all of its subsidiaries; indicating all palm oil mills, company-owned estates and scheme smallholder as the supply base.	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	There are remaining mill and estate that has not certified yet: <ul style="list-style-type: none"> • Bahilang Estate (1,019 ha) as Supply base for Tanah Datar Mill, planned in year 2024 due to still in process of RACP Concept Note still on Progress and submit to RaCP team at Q2 2023. Target to conduct audit at Q1 2024; • Topaz Estate (230 ha) as supply bases of Topaz Mill planed in 2026 due to HGU still in the process, to propose to Local Government and BPN Pusat; • Teluk Panjie Estate (801 ha) as supply bases for Teluk Panjie Mill planned in 2026 due to HGU still in process. HGU still on Progress, since the estate under 2 different province, the final approval must come from National Authority (BPN Pusat); • Sentral Estate (2,996 ha) as Supply bases for Gunung Melayu II POM planned in 2024 due to still in process of RACP (recertification 2020). Concept Note still on Progress and submit to RaCP team at Q2 2023. Target to conduct audit at Q1 2024. Revision of Time bound plan has been approved by RSPO on 19 April 2023. The submission is according to the template as announced by the RSPO Secretariat on 21/12/2021.	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021. <i>Note:</i>	No, there is no new acquisition conducted by PT Inti Indosawit Subur and its subsidiary.	Complied

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Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Yes, there is time bound plan revision dated 19 April 2023. Justification available and approved by RSPO on 19 April 2023.	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Yes, there is time bound plan revision dated 19 April 2023. Justification available and approved by RSPO on 19 April 2023. Justification as below: <ul style="list-style-type: none"> • Bahilang Estate (1,019 ha) as Supply base for Tanah Datar Mill, planned in year 2024 due to still in process of RACP Concept Note still on Progress and submit to RaCP team at Q2 2023. Target to conduct audit at Q1 2024; • Topaz Estate (230 ha) as supply bases of Topaz Mill planed in 2026 due to HGU still in the process, to propose to Local Government and BPN Pusat; • Teluk Panjie Estate (801 ha) as supply bases for Teluk Panjie Mill planned in 2026 due to HGU still in process. HGU still on Progress, since the estate under 2 different province, the final approval must come from National Authority (BPN Pusat); • Sentral Estate (2,996 ha) as Supply bases for Gunung Melayu II POM planned in 2024 due to still in process of RACP (recertification 2020). Concept Note still on Progress and submit to RaCP team at Q2 2023. Target to conduct audit at Q1 2024. This has been consistent with ACOP reporting.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	No isolated lapses in implementation of the plan.	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	No any fundamental failure to justify delay in planning the assessments.	Complied
Un-Certified Units or Holdings		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	According to internal audit result and HCV assessment for uncertified unit it was confirmed that there is no primary forest or HCV areas replace for plantation. All uncertified unit was existing plantation since 1990 and some of the plantation has been replanting.	Complied
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	No new planting after January 2010. RaCP for Bahilang and Sentral Estate still on-going process, Concept Note still on Progress and submit to RaCP team at Q2 2023.	Complied

Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.	<p>According to internal audit result on 14 – 19 August 2023 in Bahilang Estate, 22 – 27 May 2023 in Teluk Panji Estate, 10 – 16 May 2023 in Topaz Estate and 8 – 16 August 2023 in Sentral Estate, there is no land conflict occur in area of uncertified units: Topaz Estate, Bahilang Estate, Teluk Panjie Estate and Sentral Estate.</p> <p>According to the RSPO RaCP tracker (https://www.rspo.org/certification/remediation-and-compensation/racp-tracker) updated on 25 March 2024, PT Inti Indosawit Subur has:</p> <ul style="list-style-type: none"> • MU's with potential liabilities: 4 units • LUCA Submitted (MUs): 4 units • LUCA review completed (MUs): 4 units • Concept Note required (MUs): 3 units • Concept Note submitted (MUs): 2 units • Concept Note approved (MUs): 2 units • Concept Note submitted (MUs): 0 • Concept Note endorsed (MUs): 0 • Remediation Plan required (MUs): 4 units • Remediation Plan submitted (MUs): 1 • Remediation Plan approved (MUs): 0 	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	Internal audit has conducted for Bahilang Estate on 14 – 19 August 2023, Teluk Panji Estate on 22 – 27 May 2023, Topaz Estate on 10 – 16 May 2023 and Sentral Estate on 8 – 16 August 2023; According to internal audit result confirmed that there is no Labor disputes occur in this management unit.	Complied
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	Internal audit has conducted for Bahilang Estate on 14 – 19 August 2023, Teluk Panji Estate on 22 – 27 May 2023, Topaz Estate on 10 – 16 May 2023 and Sentral Estate on 8 – 16 August 2023; According to internal audit result confirmed that there is no Labor disputes occur in this management unit.	Complied
Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.	<p>Internal audit has conducted for Bahilang Estate on 14 – 19 August 2023, Teluk Panji Estate on 22 – 27 May 2023, Topaz Estate on 10 – 16 May 2023 and Sentral Estate on 8 – 16 August 2023. Report of internal audit are available. Result of internal audit:</p> <ul style="list-style-type: none"> • Bahilang Estate, Teluk Panji Estate and Sentral Estate has complies to relevant regulation, no issue regarding the legal compliance. 	Complied

	<ul style="list-style-type: none"> No complaint or grievances and disputes from stakeholders and affected parties. No labor disputes occur since the latest audit. No land conflict; Documents related to the history of land tenure and the actual legal or customary use of the land are available. No new plantings are established on local peoples land and no HCV area replacement. 	
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	According to internal audit result, there is no Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Stakeholders consultation already conducted during internal audit for Bahilang Estate on 14 – 19 August 2023, Teluk Panji Estate on 22 – 27 May 2023, Topaz Estate on 10 – 16 May 2023 and Sentral Estate on 8 – 16 August 2023. There is no issue from stakeholder consultation.	Complied

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.	Yes, PT Inti Indosawit Subur Group has including 100% the scheme smallholder in their certification.	Complied

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Approved Time Bound Plan

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

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					Re-Certified on 1 March 2016
		Ukui (Plasma)	Ukui & Lubuk Batu Jaya District, Pelalawan & Inhu Regency, Riau	2011	Certified on 1 March 2011 Re-Certified on 1 March 2016
Tungkal Ulu Mill - PT Inti Indosawit Subur	Pulau Pauh / Penyabungan / Merlung Village, Tungkal Ulu District, Tanjung Jabung Regency, Jambi	Tungkal Ulu Estate	Pulau Pauh / Penyabungan / Merlung Village, Tungkal Ulu District, Tanjung Jabung Regency, Jambi	2012	Certified on 15 August 2012 Re-Certification on August 2017
		Tungkal Ulu (Plasma)	Renah Mendalo, Merlung, Muara Papalik District, Tanjung Jabung Barat Regency,	2012	Certified on 15 August 2012 Re-Certification on August 2017
Muara Bulian Mill - PT Inti Indosawit Subur	Singoan / Bukit Sari / Bulian Jaya Village, Muara Bulian / Pemayung District, Batang Hari Regency, Jambi	Muara Bulian Estate	Singoan / Bukit Sari / Bulian Jaya Village, Muara Bulian / Pemayung District, Batang Hari Regency,	2013	Certified on 12 July 2013 Re-Certification on August 2017
		Muara Bulian (Plasma)	Maro Sebo Ilir District, Batanghari Regency, Jambi	2013	Certified on 12 July 2013 Re-Certification on August 2017
Topaz Mill – PT Tunggal Yunus Estate	Petapahan Village, Tapung District, Kampar Regency, Riau	Topaz Estate 1	Petapahan Village, Tapung District, Kampar Regency, Riau	2015	Certified on 30 March 2015
		Topaz Estate 2	Petapahan Village, Tapung District, Kampar Regency, Riau	2026	Planned to be certified in 2026
Taman Raja Mill – PT Dasa Anugrah Sejati	Lubuk Bernai / Kampung Baru / Pelabuhan Dagang / Pematang Pauh Village,	Taman Raja, Badang & Bernai Estate*	Lubuk Bernai / Kampung Baru / Pelabuhan Dagang / Pematang Pauh	2015	Certified on 20 February 2015

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	Tungkal Ulu District, Tanjung Jabung Regency, Jambi		Village, Tungkal Ulu District, Tanjung Jabung Regency, Jambi		
Segati Mill – PT Mitra Unggul Pusaka	Langkan / Penarikan / Tambak / Sotol Village, Langgam District, Pelalawan Regency, Riau	Segati Estate	Langkan / Penarikan / Tambak / Sotol Village, Langgam District, Pelalawan Regency, Riau	2022	Certified on November 2022
		Gondai Estate	Pangkalan Sarik / Baru Village, Langgam / Siak Hulu District, Pelalawan / Kampar Regency, Riau	2022	Certified on November 2022
Penarikan Mill – PT Mitra Unggul Pusaka	Penarikan Village, Langgam District, Pelalawan Regency, Riau	Penarikan Estate*	Penarikan / Tambak Village, Langgam District, Pelalawan Regency, Riau	2022	Certified on November 2022
Tanah Datar Mill – PT Supra Matra Abadi	Tanah Datar Petatal Village, Talawi District, Asahan Regency, North Sumatera	Tanah Datar Estate	Tanah Datar Petatal Village, Talawi District, Asahan Regency, North Sumatera	2015	Certified on 18 May 2015
		Bahilang Estate	Bahilang Village, Tebing Tinggi District, Serdang Bedagai Regency, North Sumatera	2024	*Concept Note still on Progress and submit to RaCP team at Q2 2023. Target to conduct audit at Q1 2024.
Aek Nabara Mill – PT Supra Matra Abadi	S1-S3 / Sukadame Village, Bilah Hulu / Kota Pinang District, Labuhan Batu Regency, North Sumatera	Aek Nabara Estate	S1-S3 / Sukadame Village, Bilah Hulu / Kota Pinang District, Labuhan Batu Regency, North Sumatera	2015	Certified on 6 March 2015
Teluk Panjie Mill – PT Supra Matra Abadi	Teluk Panjie Village, Kampung Rakyat District,	Teluk Panjie Estate (3,885 Ha)		2015	Certified on 21 April 2015

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	Labuhan Batu Regency, North Sumatra	Teluk Panjie Estate (801 Ha)	Teluk Panjie Village, Kampung Rakyat District, Labuhan Batu Regency, North Sumatra	2026	HGU still on Progress, since the estate under 2 different province, the final approval must come from National Authority (BPN Pusat)
Peranap Mill – PT Rigunas Agri Utama	Simelinyang / Pauh Ranap / Sengkilo Village, Peranap District, Indragiri Hulu Regency, Riau	Peranap Estate	Simelinyang / Pauh Ranap / Sengkilo Village, Peranap District, Indragiri Hulu Regency, Riau	2015	Certified on 7 January 2015
		Peranap (Plasma)		2016	Certified on 18 August 2016
Bungo Tebo Mill – PT Rigunas Agri Utama	Tuo Sumai / Sungai Rambai Village, PWK Sumai / Tebo Ulu District, Bungo Tebo Regency, Jambi	Bungo Tebo Estate	Tuo Sumai / Sungai Rambai Village, PWK Sumai / Tebo Ulu District, Bungo Tebo Regency, Jambi	2015	Certified on 3 December 2015
		Bungo Tebo (Plasma)		2017	Certified on 7 February 2017
Tanjung Selamat Mill – PT Indo Sepadan Jaya	Kampung Padang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	Tanjung Selamat	Kampung Padang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	2015	Certified on 26 May 2015
		Pangkatan	Sennah Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	2015	Certified on 26 May 2015
Gunung Melayu I – PT Saudara Sejati Luhur	Rahuning Village, Bandar Pulau District, Asahan Regency, North Sumatra	Pulau Maria Estate	Rahuning Village, Bandar Pulau District, Asahan Regency, North Sumatra	2015	Certified on 7 September 2015
Gunung Melayu II – PT Gunung Melayu	Gonting Malaha Village, Bandar Pulau District,	Aek Tarum & Batu Anam Estate		2015	Certified on 8 July 2015

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	Asahan Regency, North Sumatra	Sentral Estate	Gonting Malaha Village, Bandar Pulau District, Asahan Regency, North Sumatra	2024	Concept Note still on Progress and submit to RaCP team at Q2 2023. Target to conduct audit at Q1 2024
Negri Lama II Mill – PT Hari Sawit Jaya	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	Negri Lama	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	2016	<ul style="list-style-type: none"> • Certified on 23 December 2016 as Independent Mill • Audit in 2016 as Mill and Supply Base
		Aek Kuo (2,088 Ha)	Aek Korsik Village, Aek Natas District, Labuhan Batu Regency, North Sumatra	2018	Certified on 2018
		Aek Kuo (501 Ha)		2018	
Negri Lama I Mill – PT Hari Sawit Jaya	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	*3rd party which is excluded from scope of certification	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	2015	<ul style="list-style-type: none"> • Certified on 8 April 2015 • Audit in 2016 as Independent Mill

3.3 Details of Nonconformities

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

During this Assessment there were 1 (one) Critical; 1 (one) Minor nonconformities and no Opportunity For Improvement raised. The PT Inti Indosawit Subur – Tungkal Ulu POM Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Non-conformity			
NCR Ref #	2512638-202406-M1	Issued Date	25/06/2024
Due Date	25/09/2024	Closure Date	10/09/2024
Indicator & Category (Critical / Minor)	6.7.3 (Critical)		
Statement of Nonconformity:	Workers are not use appropriate personal protective equipment (PPE) which is provided free of charge by CH to cover all potentially hazardous operations.		
Requirement Reference:	(C) Workers use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace, to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing. - Critical (Major) compliance -		
Objective Evidence:	<ul style="list-style-type: none"> Based on field visit to the block A19E Afdeling 1 land application area and interviews with 2 workers/streaming operators, it was found that the PPE boots used by them were not provided by the company but had been purchased by themselves. Based on field visit to the Tungkal Ulu POM, it was found that the presser station operator was not using ear plugs as required by the risk analysis results. The auditor team has verified the availability of PPE in warehouses (Mill and estate), observing that PPE stock, especially boots and ear plugs, is available in sufficient quantities. So, the condition of the amount of PPE is not the basis for employees not using or buying their own PPE. During a field visit to the replanting activity at Afdeling 5 carried out by CV Trindo Jaya Pasifik, it was confirmed that the excavator operator did not use adequate PPE according to the results of the risk analysis. Based on field visits to Afd. 5 Block E18c, it was found that harvest employees did not use PPE helmets, furthermore the PPE rubber shoes used were not provided by the company but were purchased by themselves. The company does not have a clear schedule/period for providing PPE to employees. 		

Corrections:	<ul style="list-style-type: none"> Identify employees who have not received PPE from the company and provide PPE to employees according to their type of work. Create a memorandum on the schedule/period for changing PPE in accordance with Personal Protective Equipment Procedure No. AA-OP-101.3-R3 dated April 1, 2023
Root Cause Analysis:	<p>Lack of monitoring by company management regarding the schedule for providing PPE to employees.</p> <p>Lack of socialization and monitoring related to PPE usage for all employee</p>
Corrective Actions:	<ul style="list-style-type: none"> Carry out socialization again regarding the SOP for procurement of employee PPE. Make a schedule for procuring PPE and providing PPE in accordance with the results of the risk analysis for each job. Monitor the provision of PPE and the use of PPE by employees in the field on a regular basis (daily checklist and monthly inspection)
Assessment Conclusion:	<p>1. PT IIS - Tungkal Ulu POM and Estate has issued the Memorandum of he schedule/period for changing PPE in accordance with Personal Protective Equipment Procedure No. AA-OP-101.3-R3. Memorandum No. 165/SM-KTU/MEMO/07/24 dated 1 July 2024 "Jadwal/Jangka Waktu Pergantian Alat Pelindung Diri". According to Memorandum, company has determined the PPE provision schedule for all workers:</p> <ul style="list-style-type: none"> 3 monthly: earplug, handgloves (leather, cotton and rubber), catridge masker respiartory, Tayoko rubber shoes 6 monthly: safety goggles for sprayer and fertilizer workers, masker anti pollutant, Long AP Boots, short AP boots Annually: safety helmet, face shield, earmuff, welder glasses, LPG glasses, safety glasses, Respiratory masker, Aprpon, sickle cover, safety shoes. <p>The type of PPE provide for workers according to type of works according to hazard identification and risk analysis.</p> <p>Workers can change/replace the PPE before the PPE provision schedule if it is known that there is damage due to use, accompanied by reporting to the supervisor and handing over the damaged PPE. Memorandum has been socialized to the workers on 20 - 26 July 2024. Evidence of socialization can be shown during audit, list of attendance and photo documentation was sighted. Interview with sample workers confirmed that they have aware regarding the PPE provision schedule and the mechanism of PPE replacement.</p> <p>2. PT IIS - Tungkal Ulu POM and Estate has identify the workers who have not received PPE from the company and provide PPE to workers according to their type of work. List of workers are available in "Data Karyawan Kebun Tungkal Ulu yang Belum Mendapatkan APD todate Juli 2024" and "Data Karyawan Pabrik Tungkal Ulu yang Belum Mendapatkan APD todate Juli 2024". There are 88 workers in Tungkal Ulu Estate and 23 workers in Tungkal Ulu Mill accoridng to the list. Company has provide the PPE for workers who have not received PPE according to the list on 20/08/2024. Evidence of PPE provision can be shown in "Form Serah Terima APD" and "Berita Acara Serah Terima APD" both for</p>

	<p>Tungkal Ulu Estate and Mill. Interview with sample workers confirmed that they have receive the PPE accordingly.</p> <p>3. PT IIS - Tungkal Ulu Estate and POM has monitor the PPE usage by workers including contractors during daily activity. Daily monitoring of PPE record in "Daftar Pemeriksaan APD". Daily monitoring of PPE usage to ensure all workers use PPE accordingly during working and if any damage PPE can immediately replace by company. Monthly inspection to ensure the PPE usage including OHS inspection was also conducted by PIC OHS, record of monitoring are available in "General Estate Inspection" and "General Mill Inspection". Latest inspection conducted on 8 August 2024 in Tungkal Ulu Estate and 23 August in Tungkal Ulu POM. Evidence of PPE monitoring and OHS inspection was sighted during audit.</p> <p>4. PT IIS - Tungkal Ulu POM and Estate has develop the schedule of PPE provision/procurement based on Memorandum No. 165/SM-KTU/MEMO/07/24 dated 1 July 2024 "Jadwal/Jangka Waktu Pergantian Alat Pelindung Diri".</p> <p>Based on above evidence verified conclude that NC has been closed satisfactory on 10 September 2024.</p>
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Non-conformity			
NCR Ref #	2512638-202406-N1	Issued Date	25/06/2024
Due Date	Next surveillance Assessment	Closure Date	To be advised
Indicator & Category (Critical / Minor)	7.3.2 Minor		
Statement of Nonconformity:	Disposal of waste material according to procedures is not demonstrated by workers and managers.		
Requirement Reference:	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated. - Minor compliance -		
Objective Evidence:	<ul style="list-style-type: none"> Based on field visit to the Tungkal Ulu POM employee housing area, it was found that domestic waste management was not carried out in accordance with procedures; domestic waste is piled behind the house and scattered around the housing complex. Based on a field visit in Afdeling 5, it was found that the fuel tank for the contractor's excavator (replanting work) did not appear to have a secondary container, so that diesel fuel dripped onto the ground directly around the tank. 		
Corrections:	<ul style="list-style-type: none"> To conduct the cleaning up domestic waste in housing areas and moving domestic waste to final waste disposal sites. Provide and repair domestic waste bins in residential areas so that they are adequate Schedule the domestic waste collection weekly by company. 		

Root Cause Analysis:	Lack of concern and understanding of employees in managing domestic waste according to procedures and lack of monitoring from company management.
Corrective Actions:	Carry out socialization again about domestic waste management procedures and monitor domestic waste management by company management on a regular basis.
Assessment Conclusion:	To be verified in next surveillance assessment

Opportunity for Improvements	
OFI #	Description
OFI 1	Nil

Positive Findings	
PF #	Description
PF 1	Nil

3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Previous Audit Minor Non-conformity			
NCR Ref #	2364449-202306-N1	Issued Date	27/06/2023
Due Date	ASA 2-2	Closure Date	24/06/2024
Indicator & Category (Critical / Minor)	3.3.2 Minor		
Statement of Nonconformity:	Mechanisms for checking the implementation of best management practices procedure is inconsistent.		
Requirement Reference:	A mechanism to check consistent implementation of procedures is in place.		
Objective Evidence:	<p>Implementation of best management practice procedure that have been set by the company is not consistently implemented in plasma plantations.</p> <p>Some field audit evidence as follows:</p> <ul style="list-style-type: none"> Found 6 farmer plots in KUD Karya Jaya whose conditions were not maintained (uncontrolled weeds, no pruning). Furthermore, there is replanting which is done by underplanting. Found plots of sample farmers in KUD Karya Kita that were intercropped with other crops (food crops such as cassava and chilies). It was found that the condition of farmer plots in the KUD Karya Kita sample was uncontrolled and there were lots of forest banana weeds. Found the condition of the sample plots of farmers in KUD Sari Bumi which was totally sprayed (Plots an. Sungkono), and KUD Sawit Mulia an. Supardi. 		

Corrections:	<ol style="list-style-type: none"> 1. Smallholder members who carry out underplanting activities make a statement that they are willing and will participate in all coaching activities and follow the SOP owned by the company, in this case the Management Plasma Tungkal Ulu Plasma. 2. Give letters of warning to smallholder member who are still carrying out intercropping activities in farmer plots. 3. The Management Plasma Team provides assistance and direct control to control forest plantain weeds in farmer plots. 4. Make a letter of cooperation between KUD and the company for the use of the company's TUS Team in carrying out all weed control activities or spraying on farmer plots. The letter of cooperation also includes details of the costs to be incurred and the rotation of controls to be carried out.
Root Cause Analysis:	<ol style="list-style-type: none"> 1. Smallholder member do not yet know the negative impact of underplanting on the long-term production of newly planted young oil palms. 2. Smallholder members do not know the negative impact on oil palm plantations as a result of intercropping with other crops. 3. Lack of understanding of smallholder member regarding proper control to deal with forest plantain weeds in the field. 4. Smallholder member still carry out weed control or spraying independently and do not have a measurable system/recording.
Corrective Actions:	<ol style="list-style-type: none"> 1. The Management Plasma - Tungkal Ulu conducts socialization to smallholder member, especially smallholder member who carry out underplanting activities about the adverse effects of underplanting activities on the long-term production of young oil palm plants that have just been planted. 2. The Management Plasma - Tungkal Ulu conducts training and socialization to smallholder member, especially smallholder member who still apply the intercropping pattern about the negative impacts of these activities on oil palm cultivation. 3. The Management Plasma - Tungkal Ulu conducted training on how to control forest plantain weeds with appropriate and effective techniques. 4. Centralize all weed control activities or spraying using the company's TUS Team.
Assessment Conclusion:	<p>Based on the verification in the ASA 2 audit of the consistency of implementation the mechanism for checking best management practice procedures, the following documents were presented by the company:</p> <ol style="list-style-type: none"> 1. The company has presented a statement letter from the Chairman of the Cooperatives on 1 May 2024, stating that Cooperatives will comply with the regulations and best management practices of the company in managing plant upkeep, harvesting and other activities, and willing to follow the plantation management program with sustainability principles. 2. The Company has been shown a letter of warning dated 26 June 2023 from the cooperatives to the smallholder members not to plant intercropping crops within the oil palm plantation area.

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	<p>3. The company has shown evidence of training of the cooperative and its members on 4 August 2023 on weed control in accordance with BMPs and the negative impacts of intercropping.</p> <p>4. The company has shown an agreement letter between company and cooperatives for the procurement of Tim Unit Spray (TUS) for plasma Tungkal Ulu plantation with number 02/SPK-TUS/KLT/VI/2023 dated 22 June 2023.</p> <p>5. The company has shown evidence of Gemba (provision of knowledge in the field) to cooperative members related to weed control including wood saplings, fertilization according to BMP, improvements to flooded trees, ancak inspection and FFB quality, proper pruning, improvement of non-standard TPH, circle spraying according to BMP, yellow tree treatment, insertion crop sanitation and weed control.</p> <p>In addition, based on field visits to sampled farmers' plots, no intercropping, under planting, under pruning, blanket spraying, and no woody weeds were found.</p> <p>Thus corrections and corrective action have been effective in closing the root cause of the problem, so the nonconformity is declared closed.</p>
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Previous Audit Critical (Major) Non-conformity																																			
NCR Ref #	2364449-202306-M1	Issued Date	27/06/2024																																
Due Date	26/09/2023	Closure Date	16/08/2023																																
Indicator & Category (Critical / Minor)	2.2.1 - Critical																																		
Statement of Nonconformity:	Based on the document review, it was found that there was non-compliance with regulations related to employment PP No. 35 of 2021 Article 10 paragraph 4 and Article 22.																																		
Requirement Reference:	(C) The unit of certification complies to relevant regulations.																																		
Objective Evidence:	<p>Based on the document review, it is known that there are Mill's workers (PHL) who work ≥ 21 consecutive working days in 3 months but are not appointed as PKWTT/Permanent Employees, this is not in accordance with PP 35/2021, as follows:</p> <p>Mill</p> <table> <tr> <th>Name</th><th>January</th><th>February</th><th>March</th></tr> <tr> <td>M. Andre</td><td>26</td><td>23</td><td>26</td></tr> <tr> <td>Satria Nofrawira</td><td>24</td><td>21</td><td>26</td></tr> <tr> <td>Reki Oktarina</td><td>25</td><td>23</td><td>25</td></tr> <tr> <td>Rizky Andrian</td><td>25</td><td>23</td><td>25</td></tr> </table> <p>Office</p> <table> <tr> <th>Name</th><th>March</th><th>April</th><th>May</th></tr> <tr> <td>Tri Nugroho</td><td>30</td><td>30</td><td>30</td></tr> <tr> <td>Abdul Kodir</td><td>29</td><td>25</td><td>29</td></tr> </table>			Name	January	February	March	M. Andre	26	23	26	Satria Nofrawira	24	21	26	Reki Oktarina	25	23	25	Rizky Andrian	25	23	25	Name	March	April	May	Tri Nugroho	30	30	30	Abdul Kodir	29	25	29
Name	January	February	March																																
M. Andre	26	23	26																																
Satria Nofrawira	24	21	26																																
Reki Oktarina	25	23	25																																
Rizky Andrian	25	23	25																																
Name	March	April	May																																
Tri Nugroho	30	30	30																																
Abdul Kodir	29	25	29																																

	Furthermore, there are work absences in a month of 30 working days, there is no 1 day of rest for 6 working days as stated in article 22 (PP 35/2021).
Corrections:	<ul style="list-style-type: none"> Propose the appointment of PHL to become SKU employees for the worker.
Root Cause Analysis:	<ul style="list-style-type: none"> Lack of unit understanding in detail regarding article 10 paragraph (4) PP No. 35/2021 which states that workers who work more than 21 (twenty one) days for 3 (three) consecutive months must be appointed as permanent employees (PKWTT) and article 22 which states 1 (one) day off for 6 (six) working day greetings 1 (one) week.
Corrective Actions:	<ol style="list-style-type: none"> Make a memorandum to KTU as the PIC whose job is to monitor PHL workers so they don't work more than 21 (twenty-one) days for 3 (three) consecutive months, if indeed on the basis of the company's needs, then the employee must be appointed as SKU employees. Further ensuring that there are no SKU or PHL employees who work a full 30 days in 1 (one) month. Conduct socialization from HRD to all units regarding the working day of PHL working in plantations and factories. The socialization will be held in July 2023.
Assessment Conclusion:	<p>Correction</p> <p>There is evidence that the organization has proposed the appointment of daily worker/PHL to become permanent workers/SKU for these workers through the Memorandum of RH Plantation 3, the verified documents as follows:</p> <ul style="list-style-type: none"> Memorandum No. 195/HR-RO3/MEMO/SK/07/2023 dated 31 July 2023 from RH Plantation 3 to M. Andre (Tungkal Ulu POM) related to "Promotion" from daily worker to permanent worker (SKUH-Pabrik Tungkal Ulu) as Helper of Mechanic/Pembantu Mekanik. Memorandum No. 196/HR-RO3/MEMO/SK/07/2023 dated 31 July 2023 from RH Plantation 3 to Satria Nofrawira (Tungkal Ulu POM) related to "Promotion" from daily worker to permanent worker (SKUH-Pabrik Tungkal Ulu) as Helper of Mechanic/Pembantu Mekanik. Memorandum No. 197/HR-RO3/MEMO/SK/07/2023 dated 31 July 2023 from RH Plantation 3 to Reki Oktarina (Tungkal Ulu POM) related to "Promotion" from daily worker to permanent worker (SKUH-Pabrik Tungkal Ulu) as Helper of Mechanic/Pembantu Mekanik. Memorandum No. 198/HR-RO3/MEMO/SK/07/2023 dated 31 July 2023 from RH Plantation 3 to Rizky Andrian (Tungkal Ulu POM) related to "Promotion" from daily worker to permanent worker (SKUH-Pabrik Tungkal Ulu) as Helper of Mechanic/Pembantu Mekanik. <p>For Tri Nugroho and Abdul Kodir, PT IIS Tungkal Ulu has requested approval for the appointment of the management (RO3 Office) regarding the 2 people, and the RO3 Office has agreed, and this was then conveyed to the employees. The employees stated that in August they planned not to work anymore because they would be taking care of their own garden and will move domicile (back home), this was in accordance with the Resignation Letter on behalf of Tri Nugroho and Abdul Kodir as of 1 August 2023 signed by them and stamped.</p> <p>Corrective action</p> <p>There is evidence related to the Memorandum from Senior Manager to all Head of Administration/KTU (Kepala Tata Usaha) as per Memorandum No. 12/SM-</p>

	<p>KTU/VII/2023 dated 1 July 2023 related to "PIC for Monitoring of Employee Working Day and Working Hours/ Penanggungjawab Monitoring HK dan Waktu Kerja Karyawan", memorandum refers to regulation PP No.35/2021.</p> <p>There is evidence that HR Plantation 3 has carried out training "Refresh Training" on 3 August 2023, the training has been attended by 9 persons namely KTU Tungkal Ulu Estate, KTU Scheme Smallholders and KTU Tungkal Ulu POM.</p> <p>During NCR Close Out Visit also has been carried out interview to the KTU/Head of Administration – Tungkal Ulu Estate and Tungkal Ulu POM, it was known that the KTUs has understood the Memorandum No. 12/SM-KTU/VII/2023 dated 1 July 2023, and also PP 35/2021.</p> <p>Based on CAP's verification results, it was concluded that findings 2364449-202306-M1 can be closed.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>During this audit audit team verify the casual workers monthly presence and there is no Mill's workers (PHL) who work \geq 21 consecutive working days in 3 months.</p> <p>Tungkal Ulu POM has a program to promote the casual workers/PHLK to become permanent workers. Sample seen promotion of 5 workers of Tungkal Ulu POM approval through by HRD Dpt. Of PT IIS Tungkal Ulu according Memorandum from RH Plantation No. #195-199/HR-RO03/MEMO/SK/07/2023 dated 31 July 2023.</p> <p>Previous critical NC is remained effectively closed.</p>

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2364449-202306-M2	Issued Date	27/06/2024
Due Date	26/09/2023	Closure Date	16/08/2023
Indicator & Category (Critical / Minor)	3.6.1 - Critical		
Statement of Nonconformity:	Risk controls that have been determined against identified risks are not properly implemented.		
Requirement Reference:	All operational activities risks assessed to identify the H&S issues. Mitigation plans and procedures are documented and implemented.		
Objective Evidence:	<p>The implementation of risk control for harvesting work on electricity lines was not carried out properly resulting in work accidents for harvest workers being electrocuted.</p> <p>Some objective evidence in the field:</p> <ul style="list-style-type: none"> • 1 (one) harvest worker was electrocuted while harvesting on afdeling 6 high trees in May 2023. • The company has set HIRAC updated February 2023 regarding harvesting work in the high voltage power line area. • No signs of high voltage hazard were found in the PLN power line area as stipulated in risk control in the HIRAC document updated February 2023. • At the time of the harvester being electrocuted, the PLN electricity line was not turned off as stated in the February 2023 HIRAC update compiled by the company. • Harvesting tools used by harvesters do not meet electrical insulator standards. 		

	<ul style="list-style-type: none"> There is no special training related to harvesting in the electricity line area for harvesters who harvest in the PLN electricity line area.
Corrections:	<ul style="list-style-type: none"> AK3U conducted socialization of the Risk Analysis (HIRAC) harvesting work on the electricity line that had been made to the Tungkal Ulu Estate team.
Root Cause Analysis:	<ul style="list-style-type: none"> The AK3U has not socialized the Risk Analysis (HIRAC) harvesting work on the electricity line to the Tungkal Ulu Estate so that the established risk controls are not implemented as they should.
Corrective Actions:	<ol style="list-style-type: none"> AK3U re-evaluates the control of the risk of turning off the PLN electricity line during harvesting activities on the electricity line in the HIRAC document because this is very difficult to do. Implement all risk controls that have been determined in the field for harvesting work on electric lines, namely: <ol style="list-style-type: none"> Installing high voltage hazard signs in the electric line area. Appoint three special harvesters who are only allowed to harvest in the electricity line area. Equipping PPE leather gloves, helmets and AP shoes to special harvesters on power lines. Using a special type of yellow palmpo when harvesting in the area of electricity lines. Provide training on a regular basis (min 6 months) to special harvesters on electricity lines conducted by AK3U Plantation. Make Work Instructions (WI) for safe distances for harvesting activities and oil palm shoots that are near power lines. Make Work Instructions (WI) for a safe distance to plant oil palm near electricity lines in areas that have been replanted.
Assessment Conclusion:	<p>Correction</p> <p>There is evidence that AK3U has socialized the Risk Analysis (HIRAC) harvesting work on the electricity line that has been made to the team of Tungkal Ulu Estate on 11 August 2023 that attended by 20 persons (Senior Manager, Askep, Assistant, Supervisor, KTU). Attendance list and photo documentation has shown during NCR Close Out Visit.</p> <p>Corrective action</p> <p>There is evidence available that AK3U re-evaluated the control of the risk of turning off the PLN electricity line during harvesting activities on the electricity line in the HIRAC document because this is very difficult to do. The HIRAC document update in July 2023 has shown during NCR Close Out Visit.</p> <p>There is evidence that the organization has installing High Voltage Hazard Signs in the electric line area, especially in Afdeling 1, 5 and 6. The evidence has shown during NCR Close Out Visit.</p> <p>There is evidence that organization has appoint 3 (three) special harvesters who are only allowed to harvest in the electric line area, the evidence as per Memorandum from Senior Manager No. 081/SM-KTU/MEMO/VI/2023 dated 22 June 2023 From Senior Manager to Assistant Afd VI related to Appoint of the Special Harvesters in Electric Line Area. The harvesters that have been appointed namely Iwan Gunawan (ID 00316), Zakaria Sembiring (ID 01312) and Jonedi Fransisko Saragih (ID 03890). PPE that must be carried when working, namely Gloves, Safety helmet, Rubber</p>

	<p>Shoes, and Special Palmpro/Special harvesting pole "Palm Pro E Yellow". As per specification of Palm Pro E Yellow that it can withstand electricity up to 100 KV.</p> <p>There is evidence that organization have equipped PPE leather gloves, helmets and AP shoes and palm pro to special harvesters on power lines, the evidence has shown during NCR Close Out Visit</p> <p>There is evidence that organization has carries out refresh training related to the Safety Awareness for harvesters who are works at electric line area. The training has carried out on 23 June 2023.</p> <p>There is evidence that organization has made Work Instructions (WI) for a safe distance to plant oil palm near electricity lines in areas that have been replanted.</p> <p>During field visit at Block E20b Afdeling 6 it was known that the area is being replanted. Based on interview to the Assistant it was known that planting oil palm will refers to the WI issues by SM. It should be noted that the harvest areas where the electric lines pass are only in a few blocks in the afdeling 1,5 and 6. In afdeling-1 is a low staple crop in OP 2016 and for Afdeling 5 -6 during NCR Close Out Visit the area is being replanted. so that there are no more tall staple crops in Tungkal Ulu Estate.</p> <p>Interview to the special harvesters (3 persons) on behalf Iwan Gunawan, Zakaria Sembiring and Jonedri Fransisko Saragih during NCR Close Out Visit it was known that they have understood regarding the SM Memorandum regarding the harvesting activity at electric line area.</p> <p>Based on CAP's verification results, it was concluded that findings 2364449-202306-M2 can be closed.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>During this audit company remain consistent to implement the risk analysis and its control particularly for harvesting work in the high voltage power line area.</p> <p>Organization has installing High Voltage Hazard Signs in the electric line area, especially in Afdeling 1, 5 and 6. Organization has appointed special harvesters who are only allowed to harvest in the electric line area and has been trained. Harvester equipped by PPE namely Gloves, Safety helmet, Rubber Shoes, and Special Palmpro/Special harvesting pole "Palm Pro E Yellow". As per specification of Palm Pro E Yellow that it can withstand electricity up to 100 KV.</p> <p>It was noted that during field visit at Block E20b Afdeling the area is being replanted. It should be noted that the harvest areas where the electric lines pass are only in a few blocks in the afdeling 1,5 and 6. In afdeling-1 is a low staple crop in OP 2016 and for Afdeling 5 -6 the area is being replanted. so that there are no more tall staple crops in Tungkal Ulu Estate.</p> <p>Previous critical NC is remained effectively closed.</p>

Previous Audit Opportunity for Improvement	
OFI#	Description
OFI 1	Nil

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
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Previous assessment (ASA 1.3 & ASA 1.4)				
1932214-202007-M1	Critical	3.8.6	08/07/2020	Closed 7 Sept 2020
1932214-202007-M2	Critical	4.1.1	08/07/2020	Closed 7 Sept 2020
1932214-202007-M3	Critical	6.6.2	08/07/2020	Closed 7 Sept 2020
2107728-202109-M1	Critical	6.7.3	18/22/2021	Closed 29 Nov 2021
Recertification Assessment (RC 2)				
2235764-202208-N1	Minor	2.1.3	08/08/2022	Closed 23/06/2023
2235764-202208-N2	Minor	2.2.2	08/08/2022	Closed 23/06/2023
2235764-202208-N3	Minor	2.2.3	08/08/2022	Closed 23/06/2023
2235764-202208-N4	Minor	7.2.5	08/08/2022	Closed 23/06/2023
ASA2.1				
2364449-202306-M1	Critical	2.2.1	27/06/2023	Closed 16/08/2023
2364449-202306-M2	Critical	3.6.1	27/06/2023	Closed 16/08/2023
2364449-202306-N1	Minor	3.3.2	27/06/2023	Closed 24/06/2024
ASA2.2				
2512638-202406-M1	Critical	6.7.3	25/06/2024	Closed 10/09/2024
2512638-202406-N1	Minor	7.3.2	25/06/2024	OPEN

3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss PT Inti Indosawit Subur – Tungkal Ulu POM Certification Unit's environmental and social performance, legal and any known dispute issues.

Meetings were conducted with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and later was verified with the management team. Any comment which is not complying to the RSPO P&C requirements have been incorporated as an assessment finding.

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

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Internal	Gender Committee	Face to face
Union	Worker Union	Face to face
Governmental Department	<ul style="list-style-type: none"> - Tanjung Jabung Barat Regency Manpower Office - Badan Kesatuan Bangsa dan Politik Kabupaten Tanjung Jabung Barat - National and Political Unity Agency - Tanjung Jabung Barat Regency Agriculture and Plantation Office - Tanjung Jabung Barat Regency Environmental Office 	By phone
Communities	Pinang Gading Village Adi Purwa Village	Face to face
Contractor	PT Trindo Jaya Pasifik	Face to face

Stakeholders comment	
1.	<p>Feedbacks:</p> <p>Tanjung Jabung Barat Manpower Office</p> <ul style="list-style-type: none"> - Since last year to date, there have been no industrial relations cases. - The application of workers' wages is in accordance with applicable regulations and legislation. - The company's obligations have been fulfilled regarding membership in BPJS Ketenagakerjaan and BPJS Kesehatan - Regarding the use of Daily Worker (PHL) workers, this is a company task that must be completed immediately. Companies are encouraged to appoint existing PHL workers to become Permanent Workers (SKUH). - The company has created a program for hiring/promoting PHL workers (harvesters) to become permanent workers. Furthermore, the company has a mechanism for recruiting harvesters to become permanent workers with a trial period of 3 months. <p>Audit Team verification and response:</p> <p>Audit team has verified with indicator related to worker welfare, occupational health and safety and found aligned.</p> <p>Regarding PHL (Harvesting) Workers, PT IIS-Tungkal Ulu Group has a mechanism for recruiting harvester workers as permanent workers with a trial period of 3 months, then they will be evaluated to be designated as permanent workers (SKU). Meanwhile, for PHL (Harvester) workers who had joined before this mechanism was established, a promotion program to become permanent workers (SKU) has been created. Auditors will always verify the progress of the PHL harvester promotion program to become permanent workers (SKU).</p>
2.	<p>Feedbacks:</p>

	<p>Badan Kesatuan Bangsa dan Politik Kabupaten Tanjung Jabung Barat - National and Political Unity Agency</p> <ul style="list-style-type: none"> - To date, no land conflicts have occurred, except for the land conflict that has occurred in Tanjung Paku Village since 2021. - Until now, there has been no significant progress in the Tanjung Paku Village conflict case, there have been no meetings/mediation to discuss the case, however communication and supervision have been carried out to date. Until now, there have been no statements or indications of issues from the Tanjung Paku Village Community related to land conflicts.
	<p>Audit Team verification and response:</p> <p>In the surveillance audit (ASA 2.2), there was no significant progress, although communication continued to be established between Kesbangpol and the Tanjung Paku Village community, but there were no issues or resolutions that the Tanjung Paku Village community wanted to convey.</p> <p>Procedurally, PT IIS- Tungkal Ulu Group has acted in accordance with established procedures i.e. Procedures (SOP). No. AA-GL-5003.1-R2 concerning Handling Land Conflicts and also related regulations. PT IIS – Tungkal Ulu will respect and follow the conflict resolution process in accordance with applicable regulations and procedure that has been set.</p> <p>The auditor team will continue to evaluate developments and follow developments in this case until there is an agreement between the affected parties.</p>
3.	<p>Feedbacks:</p> <p>Tanjung Jabung Barat Regency Agriculture and Plantation Office</p> <ul style="list-style-type: none"> - Communication is well established. - There are no issues related to pest attacks and endemic diseases. - Both nucleus and plasma plantations have entered a period of replanting for oil palm plantations. - The case related to the land conflict with Tanjung Paku Village has yet to find a solution for both parties. However, up to now there has been no turmoil/issue of demands for return from the Tanjung Paku Village Community. <p>Audit Team verification and response:</p> <p>Related to the replanting progress:</p> <ul style="list-style-type: none"> - Replanting has been carried out from 2022 until now - As of April 18 2024, the actual area that has been planted is 482 Ha, while the area that is still at the fallen stage is 262 Ha (55% of the 2024 target). <p>Related to the progress of resolving the Tanjung Paku Village case:</p> <p>This land conflict case was conveyed and mediated by Kesbangpol (<i>Badan Kesatuan Bangsa dan Politik</i> - National and Political Unity Agency). Based on interviews with Provincial Kesbangpol Staff. Jambi (Mr. Taufik) that since the letter received from Kesbangpol on 2 August 2022 to the Head of Merlung Subdistrict to jointly carry out location surveys and measurements in the field and have not received a response from the Head of Merlung Subdistrict. Currently the Merlung sub-district head has changed personnel and is difficult to contact for interviews.</p> <p>Current situation and conditions, there was no significant progress, although communication continued to be established between Kesbangpol and the Tanjung Paku Village community, but there were no issues or resolutions that the Tanjung Paku Village community wanted to convey.</p>
4.	<p>Feedbacks:</p> <p>Tanjung Jabung Barat Regency Environmental Office</p> <ul style="list-style-type: none"> - Routine 6-monthly reports (environmental management – RKL/RPL) and 3-monthly (waste management) reports for both hazardous waste and liquid waste have been submitted on time.

	<ul style="list-style-type: none"> - Up to now, communication has been good - There are no issues from the community or other institutions regarding environmental pollution and environmental destruction - There were no reports related to land fires
	<p>Audit Team verification and response:</p> <p>Audit team verified against the indicator related to legal compliance, environmental management system, water quality and found in compliance.</p>
5.	<p>Feedbacks:</p> <p>Village communities Pinang Gading Village, Adi Purwa Village</p> <ul style="list-style-type: none"> - There are no issues related to land conflicts - There are no social issues resulting from plantation activities at the Tungkal Ulu. - There are no violations related to human rights. - At this time, several partnership farmers have entered the replanting period and entered the immature crop period. - The company's contribution, apart from fostering partnership oil palm farmers, is also carrying out the PT IIS CSR program every year. Where the formulation of the program was discussed with the entire village through a Musrebang meeting at the Merlung District Office. - There are no other significant issues.
	<p>Audit Team verification and response:</p> <p>Audit team verified against the indicator related to transparency, legal compliance, support to smallholder, community development and found in compliance.</p> <p>The company has managed good relationship with local communities. There is no issues on land dispute, environmental or social conflict with surrounding community.</p>
6.	<p>Feedbacks:</p> <p>Gender Committee</p> <ul style="list-style-type: none"> - Socialization regarding mechanisms for submitting complaints (especially related to harassment and violence) has been conveyed to female workers - Complaints related to harassment and violence, the chairman of the gender committee will guarantee the confidentiality of the reporter (whistle blower) - To date, no human rights violations have been identified by the company. - To date, there are no issues/cases related to harassment and violence against female workers. - There are no complaints regarding discrimination against female workers - The 2024 gender committee work program has been prepared and socialized to all female workers - The company has provided convenience and facilities to female workers regarding reproductive rights and breastfeeding rights for female workers who are breastfeeding, such as: The company provides the right to 3 months of maternity leave, provides 2 days of menstrual leave (with proof of examination from a doctor) and gives the right to breastfeed for 1.5 hours to female workers who are still breastfeeding.
	<p>Audit Team verification and response:</p> <p>The audit team verified indicators related to worker welfare, no discrimination, occupational health and safety, protection of women workers' rights, handling complaints and found compliance.</p> <p>Verify the rights of female workers regarding menstrual leave and maternity leave.</p>
7.	<p>Feedbacks:</p>

	<p>Worker Union</p> <ul style="list-style-type: none"> - Communication has been well established through regular meetings with management every 3 months together with Bipartite Representatives. - There are no issues related to forced labor, discrimination and exposure or violence against workers. There has never been a violation of human rights. - The application of wages including overtime wages is in accordance with the applicable regulations of the Jambi Governor's Decree of 2024 concerning the 2024 West Tanjung Jabung Regency UMK amounting to IDR 3,126,381 per month. All workers have been registered as <i>BPJS Ketenagakerjaan and Kesehatan</i>. - The company has provided appropriate public facilities and infrastructure (housing, sports facilities, places of worship, etc.) including the provision of clean water (via underground water wells and WTP from the Factory) and electricity (via PLN connection) - Worker equipment including PPE has been provided by the company, although there is a delay in distribution, this is due to the procedural processing process at the head office. - The non-permanent worker (PHL) broadcasting program has been running well. At this time, harvest workers immediately become permanent workers (SKUH) with a trial period of 3 months. <p>Audit Team verification and response:</p> <p>Audit team verified against the indicator related to worker welfare, no discrimination, occupational health and safety, protection on female worker rights, complaint handling and found in compliance.</p>
8.	<p>Feedbacks:</p> <p>Contractor</p> <ul style="list-style-type: none"> - The replanting cooperation contract has been stated in the cooperation contract between PT Inti Indosawit Subur-Tungkal Ulu and CV Trindo Jaya Pasifik. - The contractor understands the risks related to occupational safety and health in field operations. All excavator operators have an Operator's License (SIO) issued by the authorized agency. - To date there have been no cases of work accidents - There are no workers/operators who are underage (child labor). - Workers / operators have been registered with BPJS Ketenagakerjaan and BPJS Kesehatan. - Determination of workers' wages is in accordance with applicable laws and regulations. - Field monitoring is always carried out by the company through the PT IIS Replanting Assistant. <p>Audit Team verification and response:</p> <p>Replanting work by CV Trindo Jaya Pasifik, based on the 2024 Replanting Work Confirmation letter between PT Inti Indosawit Subur and CV Trindo Jaya Pasifik dated 20 December 2023 for a work volume of 481 Ha. All term and condition has been cover in the contract including several RSPO requirement.</p>
9.	<p>Feedbacks:</p> <p>Smallholder member of Cooperative:</p> <ul style="list-style-type: none"> - PT Inti Indosawit Subur as a partner company has provides coaching and training for KUD farmer members - PT IIS also assists in implementing the partnership replanting program which is supported by government funding through BDPKPS (Palm Oil Plantation Fund Management Agency). - Premium sharing funds from PT IIS are provided in the form of assistance for repairing road infrastructure, providing personal protective equipment, comparative study programs and farmer coaching.

	- If there are issues or complaints from member farmers, the company responds to the farmer's complaints and the resolution is carried out with the KUD. So far there have been no complaints from member farmers against the company
	Audit Team verification and response: There is no issue related to scheme smallholder member. PT IIS consistently support and provide coaching for smallholder member and provide the premium sharing for Scheme smallholder.



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
N/A	-	-	-	-	-
PT Inti Indosawit Subur – Tungkal Ulu POM was established since 1990 and has planting palm oil since 1990 and 1991. Currently the palm oil has been replanting since 2015.					

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

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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The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that PT Inti Indosawit Subur – Tungkal Ulu POM has complied with the Indonesia National Interpretation 2020 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that PT Inti Indosawit Subur – Tungkal Ulu POM is remain certified.	
Report prepared by	Acceptance of Assessment Conclusion
Name: Mujinius Jalaraya	Name: Putu Grhyate Yonata Aksa
Company Name: On behalf of BSI Services Malaysia Sdn. Bhd.	Company Name: PT Inti Indosawit Subur – Tungkal Ulu POM
Title: Lead Auditor	Title: Sustainability Manager
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 01 July 2024	Date: 11 September 2024

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Appendix A: Summary of Findings

Criterion / Indicator		Assessment Findings	Compliance
Principle 1: Behave ethically and transparently Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.			
Criteria 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	(C) Management documents that are specified in the RSPO P&C are made publicly available.	<p>The list of documents that can be accessed by the public, has not changed until this ASA2.2, namely: <i>Daftar Dokumen dan Indormasi Untuk diakses Publik PT Inti Indosawit Subur – Tungkal Ulu Group</i> dated 1 August 2023. There are 34 documents and data that can be accessed by the public or stakeholders which include: Environmental documents (EIA/AMDAL, Monitoring & Management Plan, Environmental Report, HCV Report, Land Use Right Permits, Building Permits, Conservation Management Plan, FFB prices, Tax and retribution, Continuous Improvement Program, Social Procedures (Land conflict, grievance and information handling, etc.</p> <p>Based on interviews with several stakeholders during this ASA2.2 audit, they stated that there were no difficulties in obtaining data and documents in accordance with the procedures that the company had set.</p> <p>Any stakeholders request for accessing documents that are made publicly available is already regulated in the company management system through procedure No. AA-GL-5008.1- R1, dated 22 August 2011 regarding Request Information of Stakeholders or "Prosedur Penangan Permintaan Informasi Stakeholder". This procedure has been disseminated to stakeholders on October 13, 2022.</p>	Complied

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		<p>During the audit, document verification is carried out, that the company has prepared duplicate documents that stakeholders will access.</p> <p>Scheme smallholders:</p> <p>Tungkal Ulu Plasma Plantation has established a list of documents that can be accessed by the public set by each KUD. This list of documents does not contain any changes from the previous year. In this ASA2.2 audit, samples were taken, namely: List of Documents and Information for Public Access KUD Bina Usaha, Koperasi Manunggal Jaya, KUD Karya Jaya, and KUD Panca Mukti, in January 2024, the documents included are Copy of landownership (SHM), Smallholders Plantation Registration (STD-B), Environmental Commitment (SPPL), Cooperative Legal Document, Cooperative Policies, Procedures and Flowchart, Cooperative Report, Management and Annual Report (Rapat Anggota Tahunan).</p>	
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders.	<p>Based on document verification that <i>Daftar Dokumen dan Informasi Untuk diakses Publik PT Inti Indosawit Subur – Tungkal Ulu Group</i> dated 1 August 2023. The provision of publicly available document segregates based on stakeholder category. PT Inti Indosawit Subur – both of Tungkal Ulu POM and Estate also smallholder has provided information in appropriate languages (Bahasa Indonesia) which can be understood and accessible by relevant stakeholders including for Smallholder documents.</p> <p>Based on interview with surroundings stakeholder (e.g. Head of village Lampisi Village, Pinang Gading Village, contractor of Transport FFB that they understood of the list.</p> <p>Scheme smallholder:</p> <p>The Smallholder Manager has determined type of documents which can be accessed by public as "<i>Daftar Dokumen yang Dapat Di Akses (tahun 2022</i>" updated on 1 January 2024, as mentioned in 1.1.1.</p>	Complied

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		<p>All the document provided in appropriate languages and accessible to relevant stakeholders.</p> <p>During interview with sample of smallholder member, they understood with the information of Publicly Document.</p> <p>Cooperative sample; KUD Bina Usaha, Koperasi Manunggal Jaya, KUD Karya Jaya, and KUD Panca Mukti.</p>	
1.1.3	(C) Records of requests for information and responses are maintained.	<p>Verification of information request documents and responses that are well documented in the "Incoming Letter and Response" Logbook. In the period of 2023/2024, there are 12 requests for information letter from stakeholders that have been responded to, such as:</p> <ol style="list-style-type: none"> 1. Request for information on 31 August 2023 from Man Power Agency of Tanjung Jabung Barat Regency regarding Request information of Performance Evaluation Report of Employment. It has been responded on 06/09/2023, that the company has provided the data of performance evaluation report. 2. Request for information on 07 August 2023 from Merlung Village regarding Request information of village event assistance. It has been responded on 14/08/2023, that the company has provided the information that the company ability to provide assistance. <p>Some of the information that is specifically submitted to the relevant government agencies, including:</p> <ol style="list-style-type: none"> 1. The Land Application and Domestic Waste Report for the January 2024 period was submitted to the Jambi Provincial Environment Office on 10 May 2024 and Dinas Lingkungan Hidup Tanjung Jabung Barat Regency on 10 May 2024. 2. The RKL-RPL Environmental Permit Implementation Report for the period July – December 2023, was submitted to the Environmental Office of Tanjung Jabung Barat Regency and Jambi Province on 1 February 2024. 	Complied

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		<ol style="list-style-type: none"> 3. The report of underground water use period February and March 2024 was submitted to the ESDM Agency Jambi Province on 1 March 2024 and 1 April 2024. 4. P2K3 report period January – March 2024 was submitted to the Man Power Agency on 1 April 2024 5. The B3 Waste Report for the January – March 2024 period has been submitted to Environmental Agency of Tanjung Jabung Barat Regency on 1 April 2024. 6. The Worker Assurance report (BPJS Ketenagakerjaan & Kesehatan) report period February 2024 to BPJS Office Tanjung Jabung Barat Regency on 16 February 2024. <p>Based on the verification of the above documents, that the company has responded to requests for information from stakeholders in accordance with established procedures Mekanisme Penanganan Permintaan Informasi Stakeholder "(No. SOP; AA-GL-5008.1-R1) dated 22 August 2011.</p> <p>Scheme smallholder:</p> <p>KUD Bina Usaha, Koperasi Manunggal Jaya, KUD Karya Jaya, and KUD Panca Mukti): According to "Buku Surat Masuk – Surat Keluar" period 2023 and 2024, there is no request of information from stakeholders.</p> <p>Taken sample of information request and response:</p> <ol style="list-style-type: none"> 1. Request for information from residents of Adipurwa Village (Koperasi Manunggal Jaya) on 5 April 2024 on behalf of Anton regarding the repair of the village axis road, has been responded to on 10 April 2024 that it has been given assistance. 2. Request for information from residents of Cinta Damai Village (KUD Bina Usaha) on 9 January 2024 on behalf of Zulfani – Head of 	
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		<p>Village regarding the repair of the village axis road, has been responded to on 10 January 2024 that it has been given assistance.</p> <p>3. Request for information from residents of Cinta Damai Village (KUD Bina Usaha) on 3 February 2024 on behalf of Haji Thopik regarding the repair of the village axis road, has been responded to on 3 February 2024 that it has been given assistance.</p> <p>4. Request for information from member of KUD Bina Usaha on 15 March 2024 on behalf of Mr Adnan regarding the insertion of dead plants "penyisipan", has been responded to on 3 February 2024 that it has been carried out insertion activity.</p> <p>5. Request for information from member of KUD Bina Usaha on 15 March 2024 on behalf of Mr Adnan regarding the insertion of dead plants "penyisipan", has been responded to on 3 February 2024 that it has been carried out insertion activity.</p> <p>6. Request for information from member of KUD Karya Jaya on 4 March 2024 on behalf of Mr Adi regarding the replanting's comparative study to Plasma PT IIS Ukui, has been responded to on 10 March 2024, and also the comparative study has been carried out to KUD Bina Usaha Baru and KUD Sawit Subur PT IIS- Ukui.</p> <p>7. Request for information from member of KUD Karya Jaya on 28 March 2024 regarding to clarify the boundaries between member's plots, has been responded to on 1 April 2024, and also the activity has been completed on 20 April 2024.</p>	
1.1.4	(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.	<p>Until this surveillance audit, there are no changes related to communication and consultation procedures with stakeholders, namely: "<i>Mekanisme Penanganan Permintaan Informasi Stakeholder</i>" (SOP No.; AA-GL-5008.1-R1) dated 22 August 2011. It is explained that information request can be receive by oral or written, or by representative of communities; the company will respond according to respective authorities, starts from KTU from Estate (Hans J Silalahi from</p>	Complied

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		<p>Estate and Mr Renovaldo Pangestu from Mill), Estate/Mill manager, Group Manager and Regional Office.</p> <p>Scheme smallholder:</p> <p>There are no changes related to the communication and consultation mechanism "Consultation and communication procedures are documented, disclosed and explained again to all stakeholders" dated 09-11 November 2022. This mechanism is explained in the form of a flow chart which describes the process of incoming information requests until the response is given. Responsibility for responding to information from stakeholders is carried out by the Field Assistant who will then be assigned to the Area Manager.</p> <p>Each farmer member has a "Plasma Farmer's Guidebook and Notes", which explains the flow of the consultation and communication process. Communication both written and verbal to group administrators is acceptable.</p> <p>Communication and consultation mechanisms are also available on notice boards in each small farmer cooperative office.</p> <p>Based on interviews with several sample farmers during the audit, in general they knew and understood it well enough. This was proven during interviews to explain the communication process between farmer-cooperatives and ICS.</p>	
1.1.5	An up-to-date list of contacts and detailed stakeholder information is available along with designated representatives.	The list of stakeholders is always updated every year, the Certification unit has updated the list of stakeholders on 5 February 2024 which is divided into several regions: Provinces, Districts and Districts as well as local. The list records address, contact person, email address, number, telephone, relationship of interest. Document has been shown during audit.	Complied
Criteria 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			

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1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.	<p><i>There was no change related to the ethical conduct policy.</i></p> <p>Since 2019, the company has policies related to the code of ethics and was signed by the Managing Director on December 1, 2019 which until this surveillance has not changed. The policy was disseminated to all employees through the company policy notice board and by direct dissemination, e.g.:</p> <ol style="list-style-type: none"> 1. On 4 January 2024, dissemination has conducted in Tungkal Ulu Estate 2. Dated 22 January 2024, socialization has conducted in Tungkal Ulu Mill attended by 25 employees. <p>In the recruitment process, policies related to business ethics have been implemented as outlined in the Work Agreement, both PHL, PKWT, and in the Collective Labor Agreement (PKB period 2023-2025) as well, and its mentioned. Collective Labor Agreement (PKB) has been registered on the Manpower Office of Tanjung Jabung Barat Regency with register number: 565.362/16/HI/2023 dated 9 January 2023.</p> <p>Concerning Disgraceful Actions/Conducts of Workforce Causing the Termination of Work Agreements; "Performing and/or being involved directly or indirectly in a fraud and/or theft and/or embezzlement of goods and/or money belonging to the company, embezzling money belonging to the company, receiving money gifts from other parties because of work results".</p> <p>The PKB for the 2023-2025 period has explained business ethics in article XXII concerning "Obligations of Companies and Employees"; among others: employers and workers must maintain good morals and not conflict with legal norms and moral values, employers and workers must comply with and enforce all applicable laws and regulations on Manpower.</p>	Complied
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		<p>Based on the Contractor's Work Agreement, the work contract document has been agreed and must be applied, including:</p> <ol style="list-style-type: none"> 1. Fulfillment of obligations to laws and regulations. 2. Prohibition of child labor (under 18 years of age) 3. Prohibition of forced labor 4. Must be ethically applicable in all operations and transactions <p>This statement was mentioned in document of contract particularly in Pasal 12; Tanggung Jawab. List of contractors please see 2.2.1</p> <p>Sample of contract has been verified:</p> <ol style="list-style-type: none"> 1. Contract Agreement No. 05/XII/TJP-IIS/2020 dated 1 December 2020 between PT Inti Indosawit Subur (Tungkal Ulu) and PT Trans Jaya Pertama for carriage agreement of CPO, PK, CPKO. 2. Contract Agreement No 973/P3KTU/12/2023 dated 20 December 2023 between PT Inti Indosawit Subur (Tungkal Ulu) and Mr Yohanes on behalf of CV Trindo Jaya Pasifik related to Replanting Activity period 2024 "Konfirmasi Pekerjaan Replanting Tahun 2024. <p>Based on interviews with several workers who had just joined PT IIS-Tungkal Ulu Mill and Estate, that in the recruitment process there was no set fee.</p> <p>Scheme Smallholders:</p> <p>There is no change regarding Code of Ethical Business Policy that included on "Kebijakan Manajer Group ICS" signed on 11 August 2020. This policy has been socialized or conveyed to all farmers in each koperasi.</p> <p>Disseminated to each member of Cooperative through the "training of RSPO P&C and Socialization of ethical conduct" was performed in February 2024 attended by 50 smallholders where in point 2 stated</p>	
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		<p>"Committed to ethical conduct in business in overall transactions and business operations, prohibition all forms of corruption, bribery and fraud in the use of funds and resources".</p> <p>Document verification shows that all farmer members have stated approval of all policy issued by Smallholder Manager, including policy related to code of ethic which described in the Agreement Letter. Document seen: Member of KUD Bina Usaha, Koperasi Manunggal Jaya, KUD Karya Jaya, and KUD Panca Mukti.</p>	
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.	<p>There is no change until ASA2.2 related to the mechanism to monitor the implementation of the code of ethics of PT IIS – Tungkal Ulu Group including plasma farmers has a mechanism regarding guarantees that the implementation of the code of ethics is carried out properly, there are several mechanisms to ensure that this code of ethics has been implemented, namely:</p> <ol style="list-style-type: none"> 1. Procedure AA-GL/510.1-R0 regarding reporting and disclosure of cases; where Field Assistant will convey the information to the GM and keep the reporting party confidential. GM and Public Relations provide a maximum response of 14 days. Based on interviews with stakeholders (including contractors and heads of villages around the plantation), that up to this surveillance audit there had been no cases of violations of the code of ethics. 2. For whistle blower cases, refer to related procedures: refer to procedure AA-GL-5009.1 R0 settlement with the local community and settlement of employee complaints related to employment refer to Procedure AA-HR-308.5-R0. Based on interviews with the heads of the trade unions and the gender committee, up to this surveillance audit there has been no violation of the code of ethics. 3. Procedure no. AA-SOP-ES-6001-R5 regarding Internal Audit, this mechanism is to ensure that company policies including the company's code of ethics have been implemented properly. Internal 	Complied

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		<p>audit Dept. Visit. Agronomy was carried out on 3-8 July 2023 and Dept. Engineering Visits (Visit Engineering) were carried out on 4-9 March 2024.</p> <p>With this internal audit (Visit Agronomy at Estate and Visit Engineering at Mill), the company can identify the existence of storage practices against the company's code of ethics policy.</p>	
Principle 2: Operate legally and respect rights Implement legal requirements as the basic principles of operation in any jurisdiction.			
Criteria 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	(C) The unit of certification complies to relevant regulations.	<p>The organization has provided a list of relevant laws and regulation and its compliance evaluation. The evaluation was conducted annually as per "<i>Evaluasi Kepatuhan Peraturan Perundangan</i>", the latest was updated on 1 January 2024. No new regulation issued on 2024 so the latest regulations are:</p> <ul style="list-style-type: none"> • Peraturan Pemerintah (PP) Nomor 5 Tahun 2021 regarding Penyelenggaraan Perizinan Berusaha Berbasis Risiko. • Peraturan Pemerintah (PP) Nomor 6 Tahun 2021 regarding Penyelenggaraan Perizinan Berusaha di Daerah. • Peraturan Pemerintah (PP) Nomor 20 Tahun 2021 regarding Penertiban Kawasan dan Tanah Terlarang. • Peraturan Pemerintah (PP) Nomor 22 Tahun 2021 regarding Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup. • Peraturan Pemerintah (PP) Nomor 26 Tahun 2021 regarding Penyelenggaraan Bidang Pertanian. • Peraturan Pemerintah (PP) Nomor 31 Tahun 2021 regarding Penyelenggaraan Bidang Pelayaran. 	Complied

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		<ul style="list-style-type: none"> • Peraturan Pemerintah (PP) Nomor 35 Tahun 2021 regarding Perjanjian Kerja Waktu Tertentu, Alih Daya, Waktu Kerja dan Waktu Istirahat, dan Pemutusan Hubungan Kerja. • Peraturan Pemerintah (PP) Nomor 36 Tahun 2021 regarding Pengupahan. • Peraturan Pemerintah (PP) Nomor 37 Tahun 2021 regarding Penyelenggaraan Program Jaminan Kehilangan Pekerjaan <p>Based on evaluation, the organizations have complied to the new regulations as mentioned as above.</p> <p>Scheme smallholder:</p> <p>Plasma management of Tungkal Ulu conducted the evaluation of laws and regulation compliance each year. Latest updated was on 1 January 2024. During audit, Group manager can demonstrate the document of "<i>Evaluasi Kepatuhan Hukum Kebun Plasma Tungkal Ulu Tahun 2024</i>" which contain the list/'legal register' of all applicable laws and regulations; consist of: list of regulation, requirement, evaluation record, compliance status, type of document, no. document, validity, source of document, remark.</p> <p>Records of sampled organizations legal document are:</p> <p>KUD Karya Jaya</p> <ul style="list-style-type: none"> • "Akta Pendirian Koperasi KUD Karya Jaya" approval from Kantor Wilayah Departemen Koperasi Propinsi Jambi based on decree letter No. 104/BH/XV dated 12 September 1992. • NIB No. 9120005540861 dated 10 May 2019. <p>KUD Manunggal Jaya</p> <ul style="list-style-type: none"> • "Akta Pendirian Koperasi Manunggal Jaya" approval from Dinas Koperasi, Prindustrian dan Perdagangan Tanjung Jabung barat 	
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		<p>Regency based on decree letter No. 503/89/BH/DISKOPERINDAG dated 28 March 2005</p> <ul style="list-style-type: none"> NIB No. 0220105382347 dated 24 March 2020. <p>KUD Bina usaha</p> <ul style="list-style-type: none"> "Akta Pendirian KUD Bina Usaha" approval from Kantor Wilayah Departemen Koperasi dan Pembinaan Pengusaha Kecil Propinsi Jambi based on decree letter No. 1053/BH/XV dated 28 July 1993. NIB No. 0265010020178 dated 7 October 2020. <p>KUD Panca Mukti</p> <ul style="list-style-type: none"> "Akta Pendirian KUD Panca Mukti" approval from Departemen koperasi dan Pembinaan Pengusaha Kecil based on decree letter No. 11/BH/KWK.5/1/1996 dated 16 January 1996. NIB No. 9120112021387 dated 18 October 2019. 	
2.1.2	A documented system for ensuring legal compliance is in place. This system has means to track changes to the law and also includes listing and evidence on evaluation of legal compliance of all contracted third parties, such as: recruitment agencies, service provider and labour contractor.	<p>Public affair department conducts annual evaluation of legal compliance. The last evaluation conducted in January 2024, documented in "<i>Evaluasi Kepatuhan Hukum PT IIS (Tungkal Ulu Group) Tahun 2024</i>". No new regulation issued in 2023 so the latest regulations are:</p> <ul style="list-style-type: none"> Peraturan Pemerintah (PP) Nomor 5 Tahun 2021 regarding Penyelenggaraan Perizinan Berusaha Berbasis Risiko. Peraturan Pemerintah (PP) Nomor 6 Tahun 2021 regarding Penyelenggaraan Perizinan Berusaha di Daerah. Peraturan Pemerintah (PP) Nomor 20 Tahun 2021 regarding Penertiban Kawasan dan Tanah Terlarang. Peraturan Pemerintah (PP) Nomor 22 Tahun 2021 regarding Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup. Peraturan Pemerintah (PP) Nomor 26 Tahun 2021 regarding Penyelenggaraan Bidang Pertanian. 	Complied

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		<ul style="list-style-type: none">• Peraturan Pemerintah (PP) Nomor 31 Tahun 2021 regarding Penyelenggaraan Bidang Pelayaran.• Peraturan Pemerintah (PP) Nomor 35 Tahun 2021 regarding Perjanjian Kerja Waktu Tertentu, Alih Daya, Waktu Kerja dan Waktu Istirahat, dan Pemutusan Hubungan Kerja.• Peraturan Pemerintah (PP) Nomor 36 Tahun 2021 regarding Pengupahan.• Peraturan Pemerintah (PP) Nomor 37 Tahun 2021 regarding Penyelenggaraan Program Jaminan Kehilangan Pekerjaan <p>Based on evaluation, the organizations have complied to the new regulations as mentioned as above</p>													
2.1.3	Legal or authorized boundaries are clearly demarcated and visibly maintained and there is no planting beyond these legal or authorized boundaries.	<p>According to national regulations in Indonesia, land rights holders (HGU) must maintain the condition of boundary poles. PT IIS – Tungkal ulu has maintained the poles and reported on Laporan Pemeriksaan dan Perawatan Patok Batas on June – December 2023 period; reeport no. 002/LAP/KTU/SSL/023/XII/2023 dated 12 December 2023. The report was contained and explains number of plots, location (Blok and Afdeling), poles condition and checking of coordinate number and corrective action deadline as well for not good poles conditions. Based on the report, there were 85 poles that has been maintained and some are in unclean condition.</p> <p>During this surveillance audit conducted field observation to the several poles, as follow:</p> <table><tr><th rowspan="2">ID HGU pole</th><th rowspan="2">Location</th><th rowspan="2">Condi-tion</th><th colspan="2">Coordinate</th></tr><tr><th>S</th><th>E</th></tr><tr><td>48</td><td>Block D.15, Afdeling 5, borders Lampisi Village</td><td>Good</td><td>1° 18' 32.56"</td><td>103° 1' 41.61</td></tr></table>	ID HGU pole	Location	Condi-tion	Coordinate		S	E	48	Block D.15, Afdeling 5, borders Lampisi Village	Good	1° 18' 32.56"	103° 1' 41.61	Complied
ID HGU pole	Location	Condi-tion				Coordinate									
			S	E											
48	Block D.15, Afdeling 5, borders Lampisi Village	Good	1° 18' 32.56"	103° 1' 41.61											

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		<table><tr><td>01</td><td>Block F.16, Afdeling 5, borders Lampisi Village</td><td>Good</td><td>1° 19' 46.24"</td><td>103° 2' 7.51"</td></tr><tr><td>41</td><td>Block F.16/G16, Afdeling 6, borders Lampisi Village and Smallholder plantation</td><td>Good</td><td>1° 20' 12.01"</td><td>103° 2' 7.65"</td></tr><tr><td>46</td><td>Block D.15, Afdeling 5, borders Lampisi Village</td><td></td><td>1° 18' 37.83"</td><td>103° 1' 43.89"</td></tr></table> <p>during this field observation it was seen that the boundaries between the Tungkal Ulu Estate and smallholders were clearly visible.</p> <p>Scheme Smallholder:</p> <p>Most of the boundaries of the samllholder area were able to use natural ditches, rivers, planting boundary trees and others. However, there are no issues related to conflicts between land holders belonging to smallholders (SHM).</p> <p>During field visits and interviews with sample farmers and local village heads, to date, there has never been any conflict related to land boundaries belonging to smallholders.</p>	01	Block F.16, Afdeling 5, borders Lampisi Village	Good	1° 19' 46.24"	103° 2' 7.51"	41	Block F.16/G16, Afdeling 6, borders Lampisi Village and Smallholder plantation	Good	1° 20' 12.01"	103° 2' 7.65"	46	Block D.15, Afdeling 5, borders Lampisi Village		1° 18' 37.83"	103° 1' 43.89"	
01	Block F.16, Afdeling 5, borders Lampisi Village	Good	1° 19' 46.24"	103° 2' 7.51"														
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46	Block D.15, Afdeling 5, borders Lampisi Village		1° 18' 37.83"	103° 1' 43.89"														
Criteria 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.																		
2.2.1	A list of contracted parties is available.	PT IIS – Tungkal Ulu Group has created and updated monthly basis of list of contractors for the 2024 period, including: <ul style="list-style-type: none">✓ PT. Trans Jaya Pertama (CPO & CPKO Transporter)✓ PT. Dwiguna Anugrah (CPO & PKE Transporter)✓ CV. Putra Mandiri (PKE Transporter)✓ CV. Sumber Naga (PKE Transporter)✓ CV Mitra Abadi (Shell Transporter)✓ CV Trindo Jaya Pasifik (Contractor - Replanting)			Complied													

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		<ul style="list-style-type: none"> ✓ YES, KSP, HD, VICTORY, Rhosa pena Roza, Merlung Topaz, Gapoktan Maju Jaya, Penyabungan Topaz, Novie Zulhi (FFB Supplier) <p>Smallholder:</p> <p>Based on a sample of smallholders at four cooperatives (KUD Bina Usaha, Koperasi Manunggal Jaya, KUD Karya Jaya, and KUD Panca Mukti), there is a FFB transportation agreement document, and its always updated every year, this is related to the adjustment of the FFB loading price.</p> <p>Contract of FFB transport for scheme smallholder as below:</p> <ul style="list-style-type: none"> ✓ KUD Panca Mukti: "Surat Perjanjian Kerja Angkutan No: 001/KUD-PMI/I/2024" dated 13 January 2024. Agreement between: Bpk. Jamusridal (FFB transporter) and KUD Panca Mukti. ✓ Koperasi Manunggal Jaya: "Surat Perjanjian Kerja Angkutan No: 001/KUD-KMJ/I/2024" dated 10 January 2024. Agreement between: Bpk. H Muhtar (FFB transporter) and Koperasi Manunggal Jaya. ✓ KUD Bina Usaha: "Surat Perjanjian Kerja Angkutan No: 002/KUD-BU/I/2024" dated 9 January 2024. Agreement between: Bpk. Siswanto (FFB transporter) and KUD Bina Usaha. ✓ KUD Karya Jaya: "Surat Perjanjian Kerja Angkutan No: 002/KUD-KJ/I/2024" dated 10 January 2024. Agreement between: Bpk. Suwito (FFB transporter) and KUD Karya Jaya. 	
2.2.2	All contract, including those for FFB supply, contain specific clause on meeting relevant legal requirements and this can be demonstrated by the third party.	During surveillance ASA2.2 audit, verification was carried out on the cooperation contractor documents above (2.2.1), that related to the legal requirements described in Article 7: Responsibilities and Obligations, has mentioned on letter f: " <i>Comply with the applicable</i>	Complied

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		<p><i>regulations in Rep. Indonesia and is not involved in forced labor and human trafficking. "(mematuhi peraturan yang berlaku di Rep. Indonesia serta tidak terlibat dalam praktik kerja paksa dan perdagangan manusia)".</i></p> <p>Based on document verification of third-party contract (EFB and decanter cake transporter) on behalf of Jamusrida, H Muhtar, Siswanto and Suwito (FFB Transports) and obtained information that the contract contain specific clause as follows:</p> <ul style="list-style-type: none"> • Name and personal address both parties, date, and kind of agreement. • Scope of agreement • Requirement • Duration • Detail of agreement • Price • Payment method • Measurement • Responsibilities • Contractor Guarantee: (covering statement to follow company procedure, registered their workers in worker insurance program, PPE usage, no child labour and other environmental procedures) • Sanction • End of agreement terms • Force majeure • Manipulation and bribery • Addendum 	
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		<ul style="list-style-type: none">• Court settlement• Signed both parties													
2.2.3	All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour.	<p>Based on document verification and interviews with several contractors during ASA2.2, CV Trindo Jaya Pasifik (Mr Yohanes) replanting contractor with agreement document no. 973/P3/KTU/12/23 dated 20 December 2023, that information related to child labor, forced labor and the labor trafficking has been stated in the contract document Article 7; Responsibilities and Obligations, letters of:</p> <p><i>e. do not employ minors (18 years)</i></p> <p><i>f. not involved in the practice of forced labor and labor trafficking.</i></p> <p>Based on interviews with several of the contractors, they stated that they had complied with the requirements contained in the agreement document and based on field observations, they did not identify the practice of child labour, forced labor or labor trafficking.</p>	Complied												
Criteria 2.3: All FFB supplies from outside the unit of certification are from legal sources.															
2.3.1	<p>(C) For all directly sourced FFB, Palm Oil Mill (POM) requires:</p> <ul style="list-style-type: none">• Information regarding the geolocation of FFB origins;• Proof of ownership status, right/claim of the land by grower/smallholder;• If relevant, valid planting/operational/trading license, or is part of a cooperative which allows the buying and selling of FFB.	<p>The organization has maintained the data of the directly sourced FFB. The information regarding the geolocation and proof of ownerships status and IUP as also verified during ASA2.2 audit.</p> <p>Tungkal Ulu POM receives FFB from its own estate, smallholders' scheme, out grower and independent smallholders. For directly sources FFB, Tungkal Ulu POM has collect the information regarding the geolocation, proof of ownership status, trading licence and other relevant information including contract.</p> <p>The directly FFB supplier for period Y2024 as follows:</p> <table><tr><th rowspan="2">FFB Sources</th><th colspan="2">Coordinate Geolocation</th><th rowspan="2">Hectare (ha)</th><th rowspan="2">Land Certificate</th></tr><tr><th>Longitude</th><th>Latitude</th></tr><tr><td>Merlung Topaz</td><td>1°15'90.06" S</td><td>103°03'39.30" E</td><td>190</td><td>SHM</td></tr></table>	FFB Sources	Coordinate Geolocation		Hectare (ha)	Land Certificate	Longitude	Latitude	Merlung Topaz	1°15'90.06" S	103°03'39.30" E	190	SHM	Complied
FFB Sources	Coordinate Geolocation			Hectare (ha)	Land Certificate										
	Longitude	Latitude													
Merlung Topaz	1°15'90.06" S	103°03'39.30" E	190	SHM											

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		<table><tr><td>Gapoktan Maju Jaya</td><td>1°16'38.75" S</td><td>102°54'33.15" E</td><td>1,294</td><td>SHM</td></tr><tr><td>Penyabungan Topaz</td><td>1°16'35.07" S</td><td>103°00'11.00" E</td><td>371</td><td>SHM/SKT</td></tr><tr><td>Kud Bina Usaha (Sp1)</td><td>1°20'44.80" S</td><td>102°54'42.73" E</td><td>1,099.9</td><td>SHM/SKT</td></tr><tr><td>YES</td><td>1° 50' 54.40" S</td><td>102° 46' 43.8" E</td><td>76</td><td>SHM/SKT</td></tr></table> <p>Example for proof of ownership status for Merlung Topaz as follows : Sertipikat Hak Milik/Certificate of Ownership on behalf Khadijah No. 90/2013 with area 1.6Ha and Zulkifli No. 135/2013 with area 0.8Ha and trading licence for each directly FFB supplier above can be shown during ASA2.2 audit.</p>	Gapoktan Maju Jaya	1°16'38.75" S	102°54'33.15" E	1,294	SHM	Penyabungan Topaz	1°16'35.07" S	103°00'11.00" E	371	SHM/SKT	Kud Bina Usaha (Sp1)	1°20'44.80" S	102°54'42.73" E	1,099.9	SHM/SKT	YES	1° 50' 54.40" S	102° 46' 43.8" E	76	SHM/SKT	
Gapoktan Maju Jaya	1°16'38.75" S	102°54'33.15" E	1,294	SHM																			
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YES	1° 50' 54.40" S	102° 46' 43.8" E	76	SHM/SKT																			
2.3.2	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in indicator 2.3.1.	<p>During this ASA2.2 audit, for indirectly sources FFB, the Tungkal Ulu POM has collected the information regarding the geolocation, proof of ownership status, trading licence and other relevant information including contract. Below is the information of indirectly source FFB verified for period Y2024 during audit:</p> <table><tr><td rowspan="2">FFB Sources</td><td colspan="2">Coordinate Geolocation</td><td rowspan="2">Hectare (ha)</td><td rowspan="2">Land Certificate</td></tr><tr><td>Longitude</td><td>Latitude</td></tr><tr><td>Rhosa Pena Rhoza</td><td>1°17' 3.5" S</td><td>102°52' 50.18" E</td><td>280</td><td>SHM</td></tr></table> <p>Proof of ownership status namely land certificate and trading licence with number of NPWP No 01.062.129.0-092.000 for indirectly FFB supplier above can be shown during ASA2.2 audit.</p>	FFB Sources	Coordinate Geolocation		Hectare (ha)	Land Certificate	Longitude	Latitude	Rhosa Pena Rhoza	1°17' 3.5" S	102°52' 50.18" E	280	SHM	Complied								
FFB Sources	Coordinate Geolocation			Hectare (ha)	Land Certificate																		
	Longitude	Latitude																					
Rhosa Pena Rhoza	1°17' 3.5" S	102°52' 50.18" E	280	SHM																			
Principle 3: Optimise productivity, efficiency, positive impact and resilience Implement plans, procedures and systems for continuous improvement.																							

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Criteria 3.1: There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.			
3.1.1	(C) A business or management plan (minimum of three years) is documented and where applicable, includes a jointly developed business case for Scheme Smallholders.	<p>Certificate holder has provided long-term management plan in document <i>Rencana Jangka Panjang period 2024 – 2029</i>. This document described the five-year business projection of PT Inti Indosawit Subur. Long-term management plant of PT Inti Indosawit Subur has documented in <i>Rencana Jangka Panjang period 2024– 2029</i>. The long-term management plan covered parameter as follows:</p> <ul style="list-style-type: none"> • Hectare statement of mature and immature area • Estimation of production (Tonnes) • Estimation of FFB purchase (for Mass Balance Mill) • Extraction projected (%) • Cost estimation (IDR/Kg) • Estimation of price (IDR/Tonnes) • Estimation of profit (IDR) <p>The same information of long-term management plan document also sighted for smallholders.</p> <p>Based on interview with sustainability staff, PT Inti Indosawit Subur has started to engage with independent smallholder named Create Share Value (CSV) near the Inti Indosawit Subur’s concession since a couple year ago and renewed annually.</p>	Complied
3.1.2	An annual replanting programme projected for a minimum of five years with yearly review, is available.	<p>The company has had a long-term replanting program since 2016 and will be completed by 2024. And the following is the replanting program and realization based on the results of the 2024 replanting plan review.</p> <p>Own Estate</p> <p>According to the replanting program period 2023 – 2024, The company has had annual replanting program as follows:</p> <ul style="list-style-type: none"> • 2023: Plan: 482 Ha 	Complied

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		<p>Realization: 482 Ha (100%)</p> <ul style="list-style-type: none"> • 2024: Plan: 481 Ha Realization: 481,34 Ha (100%) <p>Scheme smallholder:</p> <p>Based on document review during ASA2.2 it was known that according to the smallholder projection 2023 – 2024 obtained the replanting estimation as follows:</p> <ul style="list-style-type: none"> • 2023: Plan: 6,078 Ha Realization: 6,078 Ha (100%) • 2024: Plan: 1,100 Ha Realization: Not yet realised (awaiting funding) <p>During audit, obtained information that replanting activity has conducted since 2020 until present. There was no fire usage during that process.</p>	
3.1.3	The unit of certification holds management review at planned term according to the scale and nature of the activities undertaken.	<p>Certificate holder usually set the annual report. Those documents will bring into annual management review meeting. The result of the management review meeting has shown during audit.</p> <p>Management review conducted once a year as per "Standard Operating Procedures for Internal Audit and Management Review (AA-SOP-ES-6001-R5 dated 1 August 2020)". Latest management review conducted on 3 May 2024. Minutes of management review and attendance list for management review are available.</p> <p>Management reviews are including the internal audit result review. The company has annual internal audit activity namely Visit Agronomy (VA) conducted on 3-8 July 2023 and Visit Engineering (VE) conducted on 4-9 March 2024 and Internal Audit of ISPO – RSPO conducted on 24-29 March 2024 including for Smallholders (KUD).</p>	Complied

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		Based on document review of RSPO/ISPO Internal Audit Result, it was known that there is 12 non-conformities, where the non-conformity has received a corrections, root cause analysis and corrective actions. Final closure of non-conformities in April 2024	
Criteria 3.2: The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.			
3.2.1	(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impact and opportunities of the unit of certification.	<p>Certificate holder has established the continuous improvement for 2023/2024 that has been implemented, for example:</p> <p>One form of continuous improvement carried out by the company is by conducting Agronomy Visit (VA) for estate and Engineering Visit (VE) for Mill as well as RSPO internal audit. For Smallholder, it is in the form of Regional Head Visit.</p> <p>Visit Agronomy (VA) conducted on 3-8 July 2023 and Visit Engineering (VE) conducted on 4-9 March 2024 and Internal Audit of ISPO – RSPO conducted on 24-29 March 2024 including for Smallholders (KUD).</p> <p>Based on document review of RSPO/ISPO Internal Audit Result, it was known that there is 12 non-conformities, where the non-conformity has received a corrections, root cause analysis and corrective actions. Final closure of non-conformities in April 2024</p> <p>Tungkal Ulu Estate:</p> <p>One of the efforts to increase crop productivity is by "Improving Road Quality by Modifying Cross Drain" The objective is All Paths Accessible, longer cross drain replacement/repair lifetime and longer cross drain replacement/repair lifetime.</p> <p>Continuing improvements from the last year related to counting the production estimation in 1 semester using application of Bluetooth Remote Camera for the mature area especially for the high trees</p>	Complied

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		<p>"tanaman/pokok tinggi", the objective is for improve the counting accuracy of census of FFB.</p> <p>For immature plants, the improvement is the use of iron hooks on the edge of the dodos named 'Kuku Elang' where the use of Kuku Elang can increase output/productivity and improve the quality of castration with 0 flowers remaining on the palm tree and an increase in productivity of 0.8 ha per mandays.</p> <p>Tungkal Ulu POM:</p> <p>For Y2023/2024, Tungkal Ulu POM still continuing improvements from the last year namely:</p> <ol style="list-style-type: none"> Reduce oil losses on press fibre. Reduce oil losses on heavy phase. Reduce oil losses on empty fruit bunch. Improve quality outside FFB and improve boiler equipment and operations strategy. Adjust feeding POME to digester according to parameter of VFA, PH at Digester Tank for every day. <p>For POM, improvement in the form of vibrating installation in increasing CPKO OER where with the use of vibrating, CPKO OER has increased by about 0.16%.</p> <p>For social and environmental aspect, organization has implemented some of the continuous improvement, namely:</p> <ul style="list-style-type: none"> - Social Aspect: Enhancing communication with the community by conducting public consultations through religious events; Improve the CSR programme for surrounding community based on the needs and survey to surrounding community; Premium sharing 	
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		<p>annually for scheme smallholder; KUD improve the social responsibility by provide the social assistance/charity annually.</p> <ul style="list-style-type: none"> - Environmental Aspect: at Palm Oil Mill carried out reduce exhaust emissions from the engines by maintenance routine engine, dust bin installation in boiler stack and design the height of boiler stack as per regulation, planting the crops to reduce the pollutant/absorb the pollutant near POM, limiting the vehicle speed around POM. - Estate: The Company has made a conservation management and monitoring plan to protect and conserve RTE species and monitor the presence of wildlife species and wildlife populations as well as protected plants/animal in and around the plantation. 	
3.2.2	As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat by Certification Body during Annual Surveillance Assessment by using the RSPO metrics template.	RSPO Annual Communication of Progress 2023 of PT Inti Indosawit Subur has been available in RSPO website under membership number 1-0022-06-000-00. At the time of the audit, the RSPO Metrics template was submitted and verified by the auditor.	Complied
Criteria 3.3: Operating procedures are appropriately documented, consistently implemented and monitored.			
3.3.1	(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.	<p>During this ASA2.2 audit there is no revision of the SOPs for estate and mill, the SOP are in place namely:</p> <p>Own Estates</p> <p>Estate has Standard Operational Procedures (SOP) that covers the entire operational activity as follows:</p> <ol style="list-style-type: none"> 1. SOP AA-APM-OP-1100.01-R4 dated 5 September 2016: <i>Pembibitan</i> (Nursery). 2. SOP AA-APM-OP-1100.02-R3 dated 10 June 2015: <i>Penanaman Areal Baru</i> (New Planting). 3. SOP AA-APM-OP-1100.03-R2 dated 24 July 2015: <i>Pembuatan dan Perawatan Jalan dan Jembatan</i> (Road and Bridge construction and maintenance). 	Complied

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		<ol style="list-style-type: none"> 4. SOP AA-APM-OP-1100.04-R3 dated 7 December 2015: <i>Pembuatan dan Pemeliharaan Parit</i> (Drainage Construction and Maintenance). 5. SOP AA-APM-OP-1100.05-R3 dated 23 November 2016: <i>Konservasi Tanah dan Air</i> (Soil & Water Conservation). 6. SOP AA-APM-OP-1100.06-R6 dated 16 February 2017: <i>Menanam kacang</i> (Planting cover crops). 7. SOP AA-APM-OP-1100.07-R6 dated 16 February 2017: <i>Menanam Kelapa Sawit</i> (Planting Oil Palms). 8. SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (Weed control). 9. SOP AA-APM-OP-1100.09. R5 dated 26 December 2018: <i>Pemupukan</i> (Fertilizer application). 10. SOP AA-APM-OP-1100.10. R6 dated 23 November 2016: <i>Pengendalian Hama dan Penyakit</i> (Pests & Disease Control). 11. SOP AA-APM-OP-1100.11. R1 dated 1 February 2009: <i>Pestisida dan Pengendaliannya</i> (Pesticide Handling). 12. SOP AA-APM-OP-1100.12. R3 dated 23 November 2016: <i>Kastrasi</i> (Palm castration) explain cutting all generative product (mal flower, female flower, all fruit, to support vegetative growth) – done 5-6 months before being harvested. 13. SOP AA-APM-OP-1100.13. R3 dated 4 March 2016: <i>Tunas Pokok</i> (Pruning). 14. SOP AA-APM-OP-1100.14. R3 dated 16 February 2017: <i>Sensus dan Identifikasi Pokok</i> (Census and Palm Identification). 15. SOP AA-APM-OP-1100.15. R2 dated 1 October 2010: <i>Sensus Produksi</i> (Production Census). 16. SOP AA-APM-OP-1100.16. R1 dated 1 February 2009: <i>Konsolidasi Pohon Tumbang</i> (Provision of Support to Fallen 	
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		<p>Palm).</p> <p>17. SOP AA-APM-OP-1100.17. R1 dated 23 October 2014: <i>Pengelolaan Air</i> (Water Management).</p> <p>18. SOP AA-APM-OP-1100.18. R3 dated 20 April 2015: <i>Potong Buah</i> (Harvesting).</p> <p>19. SOP AA-APM-OP-1100.19. R1 dated 1 February 2009: <i>Pengelolaan Transport</i> (FFB Transport).</p> <p>20. SOP AA-APM-OP-1100.20-R6 dated 1 May 2019: <i>Peremajaan</i> (Replanting).</p> <p>Tungkal Ulu POM has documented and implemented procedure related to process of FFB to become CPO and PK, starts from FFB receiving to dispatch of CPO and PK:</p> <ol style="list-style-type: none"> 1. SOP AA-MPM-OP-1400.02. R2 dated 1 September 2011: <i>Stasiun Penerimaan</i> for FFB Receiving Station; 2. SOP AA-MPM-OP-1400.03. R1 dated 1 February 2009: <i>Stasiun Rebusan</i> for Sterilizer; 3. SOP AA-MPM-OP-1400.04. R1 dated 1 February 2009: <i>Stasiun Pemisahan Berondolan</i> for Loose Fruit Separation; 4. SOP AA-MPM-OP-1400.05-R1 dated 1 February 2009: <i>Stasiun Pengadukan dan Pengempaan</i> for Pressing Station; 5. SOP AA-MPM-OP-1400.06-R1 dated 1 February 2009: <i>Stasiun Pemurnian</i> for Clarification; 6. SOP AA-MPM-OP-1400.07-R1 dated 1 February 2009: <i>Stasiun Pemisahan Nut dan Fiber</i> for Nut and Fiber Separation; 7. SOP AA-MPM-OP-1400.08-R1 dated 1 February 2009: <i>Stasiun Kernel</i> for Kernel Station; 8. SOP AA-MPM-OP-1400.09-R1 dated 1 February 2009: <i>Stasiun Boiler</i>; 	
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		<p>9. SOP AA-MPM-OP-1400.10-R1 dated 1 February 2009: <i>Stasiun</i> Engine Room;</p> <p>10. SOP AA-MPM-OP-1400.11-R1 dated 1 February 2009: <i>Stasiun</i> Water Treatment;</p> <p>11. SOP AA-MPM-OP-1400.12-R1 dated 1 February 2009: Laboratorium;</p> <p>12. SOP AA-MPM-OP-1400.13-R1 dated 1 February 2009: <i>Stasiun Pengelolaan Limbah</i> for Palm Oil Mill Effluent Treatment;</p> <p>13. SOP AA-MPM-OP-1400.14-R2 dated 1 September 2011: <i>Stasiun Penimbunan dan Pengiriman CPO dan Kernel</i> for CPO and PK Bulking and Despatch Operation;</p> <p>14. SOP AA-MPM-OP-1400.15-R1 dated 1 February 2009: <i>Perawatan</i> for Preventive Maintenance;</p> <p>15. SOP AA-MPM-OP-1400.19.R2 dated 1 September 2011: <i>Manajemen dan Metode Menghitung Emisi Gas Rumah Kaca</i> (GHG)</p> <p>16. SOP AA-MPM-OP-1400.18-R4 Book Keeping</p> <p>17. AA-MPM-OP-1400.17-R6 Traceability</p> <p>Those documents above are available in each unit and until ASA2.2, there is no change related to the SOP.</p> <p>Scheme smallholder:</p> <p>Scheme smallholder has had best management practices procedure as follows:</p> <ol style="list-style-type: none"> 1. AA-PLASMA-PP-KS-01 <i>Pembibitan</i> (Nursery) 2. AA-APM-OP-1100.09-R3 <i>Pemupukan</i> (Manuring) dated 20 April 2015 3. AA-PLASMA-PP-KS-04 <i>Potong Buah</i> (Harvesting) 4. AA-PLASMA-PP-KS-05 <i>Pengangkutan TBS</i> (FFB Transport) 	
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		<p>5. AA-APM-OP-1100.10-R5 <i>Pengendalian Hama dan Penyakit</i> (Pest and Disease Control) dated 11 January 2016</p> <p>6. AA-APM-OP-1100.20-R5 <i>Peremajaan</i> (Replanting) dated 4 March 2016</p> <p>7. AA-MM-508-1-RO <i>Penerimaan TBS Plasma</i> (FFB Plasma Receiving) 1 September 2015</p> <p>8. AA-MM-508-2-RO <i>Penentuan Taksasi TBS Plasma</i> (FFB Plasma Estimation)</p> <p>9. AA-APM-OP-1100.8-R5 <i>Pengendalian Gulma</i> (Weed Control)</p> <p>10. AA-FA-220-2-RO <i>Stempel</i> (Stamp)</p> <p>11. AA-MPM-OP-1400-17-R6 <i>Ketertelusuran</i> (Traceability) dated 1 September 2017</p> <p>12. AA-APM-OP-1100.02-R3 <i>Penanaman Area Baru</i> (New Planting)</p> <p>13. AA-SOP-ES-6001-R4 <i>Audit Internal Sustainability</i> (Internal Audit Sustainability)</p> <p>14. AA-KL-12-EFP <i>Restorasi Riparian dan Areal di Sekitar Danau/Waduk dan Mata Air Lainnya</i> (Restoration of Riparian Area or Near Area of Lake/Damp or Water Sources) dated 1 August 2010.</p> <p>15. AA-HR-305.2-RO <i>Rekrutmen dan Seleksi Karyawan</i> (Recruitment and Selection of Employee).</p> <p>Those documents above are available in each unit, and until ASA2.2, there is no change related to the SOP.</p>	
3.3.2	A mechanism to check consistent implementation of procedures is in place.	<p>Company has a mechanism to check the procedure implementation through internal audit/assessment.</p> <p>One form to check consistent implementation of procedures is carried out by the company is by conducting Agronomy Visit (VA) for estate and Engineering Visit (VE) for Mill as well as RSPO internal audit. For Smallholder, it is in the form of Regional Head Visit.</p>	Complied

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		<p>Visit Agronomy (VA) conducted on 3-8 July 2023 and Visit Engineering (VE) conducted on 4-9 March 2024 and Internal Audit of ISPO – RSPO conducted on 24-29 March 2024 including for Smallholders (KUD).</p> <p>Based on document review of RSPO/ISPO Internal Audit Result, it was known that there is 12 non-conformities, where the non-conformity has received a corrections, root cause analysis and corrective actions. Final closure of non-conformities in April 2024</p> <p>Each smallholder association has had annual monitoring activity to ensure annual target in line with the implementation. Sighted monitoring inspection of plot conditions document year 2022_KUD Karya Jaya, KUD Sari Bumi, KUD Sawit Mulia and KUD Karya Kita. The parameters to be monitored was manuring, harvesting, weeding in circle, pruning and frond stacking.</p>	
3.3.3	Records of monitoring and any actions taken are maintained and available.	<p>During the ASA2.2 audit, auditor has observed the records of following action after Visit Agronomy and Visit Engineering. There is some action plan to follow up the findings.</p> <p>Certificate holder conducted monitoring of operational activity in all levels of workers. Each field supervisor has equipped with monitoring sheets/worksheets. For example, harvesting supervisor collected harvesting record and quality of each harvester. The report submitted to estate manager daily.</p> <p>Therefore, daily operational activity also recorded in daily worksheet by mill supervisor before reported to the mill manager.</p> <p>To ensuring the result of operational activity in line with the procedures, mill/estate manager conducted regularly monitoring of and management review to solve the findings issues. All results of management review shall be implemented by respective staff.</p>	Complied
Criteria 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			

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3.4.1	<p>(C) SEIA in new planting or operation including mills, is conducted independently and participatively by involving the affected stakeholders, inclusive of impact assessment from the smallholder/outgrower scheme (if any). The assessment is to be documented.</p>	<p>There are no changes regarding EIA and SIA assessment document compared to last year audit. Updating data or information about the monitoring report and its reporting to government.</p> <p>Environmental Impact Assessment:</p> <p>PT. Inti Indosawit Subur - Tungkal Ulu POM has demonstrated the document of Analisis Mengenai Dampak Lingkungan (AMDAL) consist of document ANDAL, RKL and RPL as approved through "Persetujuan Komisi Amdal Departemen Pertanian No.014/Andal/RKL-RPL/BA/V/1995 tentang Persetujuan ANDAL dan RKL-RPL perkebunan Kelapa Sawit dan Pabrik Minyak Kelapa Sawit PT Inti Indosawit Subur" dated 3 May 1995. The document covers scope of areal of 32,000 ha consist of Kuala Tungkal Estate 20,000 ha and Muara Bulian Estate 12,000 ha and palm oil mill capacity 90 Tonnes FFB/hour for Kuala Tungkal and 30 Tonnes FFB/hour for Muara Bulian.</p> <p>Revision on AMDAL document is available for PT Inti Indosawit Subur through "Surat Keputusan Bupati Tanjung Jabung Barat No.309, year 2009, dated 6th June 2009, for 4,614.02 ha, consist of 3,503.02 ha, as per "Surat Keputusan Gubernur Kepala Daerah Tingkat I Propinsi Jambi No.342/1987" dated 19 June 1987. And second land title of 1,111 ha as per "Surat Keputusan Bupati Tanjung Jabung Barat No.746, tahun 2006, tentang Izin Lokasi untuk Keperluan Pembangunan Perkebunan Kelapa Sawit Atas Nama PT. IIS, AMDAL also cover 10,277 ha for Plasma and Palm Oil Mill with capacity 60-ton TBS/jam", dated 20 October 2006. AMDAL document produced by Pusat Penelitian Lingkungan Hidup (PPLH) Lembaga Penelitian – Universitas Jambi.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu Group has also prepared Evaluation of Environmental Impact - Aspects (Environmental management system – EMS-431-003-LT) each year, latest assessment conducted in February 2024 for activities of Mill and estate including replanting activities which currently being undertaken by the company.</p>	Complied
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		<p>Those utilized as tool to evaluate the implementation of environmental management and monitoring tools.</p> <p>Environmental impact assessment covered in ANDAL, RKL RPL document and environmental aspect and impact, e.g:</p> <p><u>Pre-construction:</u></p> <ul style="list-style-type: none">• Employee recruitment• Construction• Nursery• Land clearing and planting preparation.• Infrastructure and supporting facility construction and development.• Land preparation• Immature Palm oil plant upkeeping.• Mill location planning• Palm Oil Mill construction <p><u>Operation:</u></p> <ul style="list-style-type: none">• Mature plantation upkeeping• Soil and water conservation• Land application (wastewater application to palm oil plantation) and EFB application.• Harvesting and collecting FFB.• FFB transportation to Palm Oil Mill.• FFB Processing in Palm Oil Mill.• Transportation facility providing and maintenance.• CPO and PK transportation.• Wastewater processing	
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		<ul style="list-style-type: none"> • Replanting • Partnership cooperation <p>Social Impact Assessment: PT Inti Indosawit Subur has shown the document of social impact assessment, such as:</p> <ol style="list-style-type: none"> 1. Document of "Social Impact Assessment PT Inti Indosawit Subur Kebun Tungkal Ulu including Scheme Smallholder" on 2011 by Fakultas Kehutanan Institut Pertanian Bogor dated 11 March 2011. This social impact assessment has also done with a direct approach with affected communities by FGD method conducted on 5 to 10 March 2011. The scope of document is Estate, Mill and Plasma/Smallholder in PT Inti Indosawit Subur Kebun Tungkal Ulu with an area of ± 13,858 Ha, which consists of 4,556 Ha of Inti plantation (Tungkal Ulu Estae and POM) and 10,277 Ha of plasma land area. 2. Social Impact Assessment has also available and mentioned within frame references of AMDAL. PT. Inti Indosawit Subur - Tungkal Ulu POM has demonstrated the document of "Analisis Mengenai Dampak Lingkungan (AMDAL)" consist of document ANDAL, RKL and RPL as approved through "Persetujuan Komisi Amdal Departemen Pertanian No.014/Andal/RKL-RPL/BA/V/1995 tentang Persetujuan ANDAL dan RKL-RPL perkebunan Kelapa Sawit dan Pabrik Minyak Kelapa Sawit PT. Inti Indosawit Subur" dated 3 May 1995. The document covers scope of areal of 32,000 ha consist of Kuala Tungkal Estate 20,000 ha and palm oil mill capacity 90 Tonnes FFB/hour for Kuala Tungkal. Revision on AMDAL document is available for PT. Inti Indosawit Subur – Tungkal Ulu through "Surat Keputusan Bupati Tanjung Jabung Barat No.309", year 2009, dated 6 June 2009, for 4,614.02 ha. 	
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		<p>The social risk has been identified for some aspect:</p> <ul style="list-style-type: none"> – Tenurial aspect; – Social aspect related infrastructure; – Employment, industrial relation and workforce absorption aspect; – Environmental aspect; – Relationship in socio-economic interaction with stakeholders around plantation; – Perceptions, expectations and desires of the community against the company; – Forms of land ownership; – Social and economic activity that is required by the community; <p>The consultation methodology including survey (questionnaire), focus group discussion with surrounding communities, Smallholder, and other interested parties. The records of consultation, attendance list of stakeholders participated in 2011 SIA sighted.</p> <p>Social Environmental monitoring and management report reported in regular basis each semester in “<i>Laporan RKL RPL</i>”. Report Semester II (Period July – December 2022) has been sent to the government as per electronic receipt “Tanda Terima Elektronik Sistem Pelaporan Elektronik Lingkungan Kementerian Lingkungan Hidup dan Kehutanan RI” period 01-07-2023 until 31-12-2023.</p> <p>Scheme smallholder:</p> <p>The social impacts with the participation of internal and external stakeholders such as management, local communities, head of surrounding villages (Cinta Damai Village, Lampisi Village, Tanjung Benanak Village, Bukit Harapan Village, Pinang Gading Village, Adipurwa</p>	
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		<p>Village, Intan Jaya Village, Bukit Indah Village and Kemang Manis Village), farmers and workers and the government bodies relate. Evidence of participation with affected parties is to use a questionnaire conducted on June 20, 2011.</p> <p>Smallholder manager has identified the social aspect and impact has identified such as:</p> <ul style="list-style-type: none"> • Consistency of company for villages development • Company responsibility for road maintenance • Replanting activity • Harvesting and FFB transportation: air pollution and road condition, FFB stealing, FFB quality • FFB pricing mechanism • Labor recruitment and • Land legality <p>Another Environmental aspect and impact evaluation was also conducted as per "Evaluasi Aspek – Dampak Lingkungan" EMS-431-002-LT updated in February 2024.</p>	
3.4.2	For the unit of certification, a SEIA is available and social and environmental management plan and its monitoring have been developed with participation of affected stakeholders.	<p>There are no changes regarding EIA and SIA assessment document compared to last year audit. Updating data or information about the monitoring report and its reporting to government.</p> <p>Social Environmental Management and Monitoring Plan are available within "Matriks Pengelolaan dan Pemantauan Lingkungan" document. As per document, environment management plan to prevent negative impact such as:</p> <ul style="list-style-type: none"> - To prevent air quality decrease from POM operational and FFB transportation, company performed action: Reduce exhaust emissions from the engines by maintenance routine engine, dust bin installation in boiler stack and design the height of boiler stack as 	Complied

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		<p>per regulation, planting the crops to reduce the pollutant/absorb the pollutant near POM, limiting the vehicle speed around POM;</p> <ul style="list-style-type: none"> - To prevent noise from machine and POM operation, company performed isolating the noise source and machine maintenance, planting the crops as a green belt in surrounding POM, regular noise measurement. - To prevent water quality decrease, using palm Oil Mill Effluent (POME) as organic fertilizer (land application), maintaining wastewater treatment plant (IPAL), maintaining and monitoring land application. - To prevent decreasing of biodiversity, company performed enhancing biodiversity in riparian by planting local species, placing signboard to prohibit illegal hunting in conservation area and around estate, awareness to employee and surrounding community to save the protected species. - To prevent social conflict (including list of risk from SIA Report 2011 by Fakultas Kehutanan IPB: tenurial aspect, social aspect related infrastructure, employment, industrial relation and workforce absorption aspect, environmental aspect, relationship in socio-economic interaction with stakeholders around plantation, perceptions, expectations and desires of the community against the company, forms of land ownership, social and economic activity that is required by the community), community perception and enhance the surrounding economic, company provide employment opportunities to the local community, the provision of supporting infrastructure for public economic activities, providing employment opportunities information to the public, optimizing the use of local labor, involving the local community as business partners. <p>Management plan for mitigating impact for social and environment has been developed with participation with stakeholder. The consultation</p>	
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		<p>methodology including survey (questionnaire), focus group discussion with surrounding communities, Smallholder, and other interested parties.</p> <p>Social Environmental monitoring and management report reported in regular basis each semester in "<i>Laporan RKL RPL</i>". Report Semester II (Period July – December 2023) has been sent to the government as per " Tanda Terima Elektronik Sistem Pelaporan Elektronik Lingkungan Kementrian Lingkungan Hidup dan Kehutanan RI" period 01-07-2023 until 31-12-2023.</p> <p>Scheme Smallholder:</p> <p>Plasma Tungkal Ulu has set the Environmental aspect and impact assessment as per "Evaluasi Aspek Dampak Lingkungan Kebun Plasma Tungkal Ulu" per February 2024. The mitigation plan for environmental aspect and impact has been defined, e.g:</p> <ul style="list-style-type: none"> - Manuring/Fertilizing – monitoring ex fertilizer sack, appropriate fertilizing as recommendation - Weeds control - Ex Herbicide container store in the hazardous waste storage. - Pest and disease handling: Ex pesticide container store in the hazardous waste storage - FFB transportation: optimizing FFB transportation by designed the TPH (FFB collecting place) in one way along collection road. - Replanting <p>During site visit, Smallholder are well aware of the environmental impacts and the mitigation plan.</p> <p>Management plan for mitigating impact for social and environment has been developed with participation with stakeholder.</p>	
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3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way.</p>	<p>Based on Government Regulation No. 27/2012 concerning Environmental Permits Article 53 (1) and (2) states that the person in charge of business must prepare a report and submit a report on the implementation of environmental management activities every 6 months. This reporting period is still in accordance with the latest regulations (Government Regulation No. 22 of 2021 concerning Implementation of Environmental Protection and Management, Article 49 (6.f.6)).</p> <p>Social Environment management and monitoring plan as per RKL – RPL document has been implemented by PT Inti Indosawit Subur – Tungkal Ulu Group. Based on verification on Environmental management and monitoring report, confirmed that the management and monitoring plan has been well implemented accordingly. Data verified during audit:</p> <ul style="list-style-type: none"> • Air quality and noisy monitoring from FFB processing performed by emission measurement against Boiler and generator each semester, ambient air quality measurement each semester, noisy measurement (indoor and outdoor) each semester, odor measurement each semester. • Air emission quality in Tungkal Ulu POM analyze by PT. ITEC Soution Indonesia for Semester I (January – June) and Semester II (July – December) 2023. The analysis result since January – December 2023 shown comply with regulation. • Surface water quality and water biota monitoring to prevent and control the physic and chemist quality of surface water comply to PP RI No 22 year 2021. Performed by waste water quality monitoring each month, hazardous waste monitoring, land application monitoring, surface water quality monitoring each semester. Waste water quality monitoring analyse by PT Jambi Lestari International. Waste water analysis result since January – December 2023 shown comply with regulation. 	Complied
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		<ul style="list-style-type: none"> • Surface water quality test (Benanak River and Lampisi River) analyzed by PT. ITEC Solution Indonesia for Semester I (January – June) and Semester II (July – December) 2023. The analysis result since January – December 2023 shown comply with regulation. • Soil quality monitoring performed by soil sampling analysis in "rorak, between rorak and control point", EFB application monitoring, groundwater analysis each year. Analysis conducted by PT Bumi Ventila Indonesia (KAN Accredited laboratory) and the results (January – December 2023) shown comply with regulation. • Flora fauna monitoring performed by wildlife monitoring and monitoring the conservation area each month. Monitoring Since January – December 2023 shown that there were species of mammal presence (<i>Macaca fascicularis</i>, <i>Macaca nemestrina</i>, <i>Calosciurus notatus</i>, <i>Sus crofa</i>, <i>Rattus sp</i>, <i>Felis bengalensis</i>, <i>Paradoxurus sp</i>), 13 species of birds (such as: <i>Halcyon smyrnensis</i>, <i>Rhipidura javanica</i>, <i>Centropus bengalensis</i>, <i>Pycnonotus aurigaster</i>), 4 species of reptile (<i>Varanus salvator</i>, <i>fejevarya sp</i>, <i>Mabouya sp</i>, <i>Denrelaphis caudolineatus</i>). • Community perception monitoring performed by community interview, employee data monitoring, interview with village head or public figure regarding their perception to company. Company has monitored the public perception through questioner each year. Questioner to public perception regarding the impact of company presence has been disseminated to surrounding community. Latest monitoring of public perception has been performed in 2023, questioner of public perception can be demonstrated and well documented in RKL-RPL report semester II 2023. Generally public perception was positive regarding the company presence and contribution to the surrounding community. <p>All management and monitoring plan have been implemented well by company according to RKL-RPL document. The implementation report</p>	
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		<p>has been reviewed and reported to government agency per semester (six monthly).</p> <p>During document verification and interview with management, it can be demonstrated that all the environmental monitoring plan has been implemented as per document RKL-RPL. The evaluation of environmental monitoring plan effectivity has been carried out and presented in RKL-RPL report semester II 2023 (July – December 2023). Evaluation consists of:</p> <ul style="list-style-type: none">• Trend evaluation of air ambient quality, air emission, odor, ground water quality, waste water quality, surface water quality, soil erosion shown that the result of monitoring is all parameter is met with the standard of regulation. Trend evaluation of water usage still under the budget/standard; biodiversity trend evaluation shown that there were still found the presence of animal including protected animal; Social economic trend evaluation shown increasing each year. Overall, the trend evaluation shown the consistency and increasing in environmental performance.• Critical evaluation, the critical point in environmental monitoring is wastewater quality and surface water usage. Based on result on January - December 2023 was met with regulation (BOD < 5,000 mg/l and pH 6 – 9).• Compliance evaluation to regulation. According to evaluation of impact against soil erosion, water quality, soil quality, air quality, biodiversity, surrounding social and economic, health and safety, indicated that PT Inti Indosawit Subur – Tungkal Ulu POM has comply with all relevant regulation.• Public perception monitoring for 2023 has been carried out and there is no negative perception occurred regarding existence of the company and its operational management. The social risks identified	
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		<p>in 3.4.1 has been included in the monitoring plan and reviewed in participatory way.</p> <p>The management and monitoring plan above including review and update was conducted in participatory way with all relevant stakeholders.</p> <p>Certificate of environmental analysis in Semester II 2023, such as:</p> <ul style="list-style-type: none"> • Water biota (fitoplankton), report of analysis D.08.2532-1/LHU/2023 – D.08.2532-1.j-BT.23 dated 30 August 2023 • Surface water (Upstream Sungai Benanak), report of analysis No. D.08.2532-1/LHU/2023 - D.08.2532-1.a-AS.23 dated 30 August 2023, the result complied to PP RI No. 22 tahun 2021 (Lampiran VI). • Clean water, report of analysis D.08.2532-1/LHU/2023 - D.08.2532-1.i-AM.23 dated 30 August 2023, location Tungkal Ulu POM. The result complied to Permenkes No 2/2023 <p>For environment analysis in Semester, I Y2024 has been conducted but the EIA Monitoring document still in progress. Sample of certificates for Semester I/2024 such as :</p> <ul style="list-style-type: none"> • Clean water, report of analysis D.02.537/LHU/2024 – D.02.537-iAM.24 dated 23 February 2024, location Tungkal Ulu POM. The result complied to Permenkes No 2/2023 • Analysis of Soil Chemical, report of analysis LHU/BVI/11/2024/B-24/037 dated 13 march 2024. • Workplace Noise Quality, report of analysis No. D.02.396/LHU/2024 – D.02.396.d-NR.24 dated 26 February 2024. The result complied to Peraturan Menteri Ketenagakerjaan No 5/2018. <p>Social environmental impact management and monitoring are review and update in six monthly basis (semester) and reported to the environmental office of Tanjung Jabung Barat Regency, Jambi Province</p>	
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		and Ministry of Environmental and Forestry. As explain above the latest update on evaluation of Social environmental impact management and monitoring plan was semester II year 2023. The implementation on evaluation of SEIA management and monitoring has done with participatory ways of stakeholder/affected parties.	
Criteria 3.5: A system for managing human resources is in place.			
3.5.1	Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives in accordance with the applicable regulation.	<p>Since the recruitment procedures were established in 2009, there have been no changes in either content or structure, there are 2 procedures related to worker recruitment and promotion has been set by PT IIS – Tungkal Ulu Group, including:</p> <ol style="list-style-type: none"> 1. Procedure: AA-HR-305.7-R0 dated 1 August 2021 – regarding Recruitment, Selection and Promotion for Non-Staff Workers 2. Procedure for employee assessment (HRD C-002-00) <p>These procedures were available during audit. This procedure refers to government regulations i.e. UU no. 13/2023 and Law no. 11/2021 Cipta Kerja. There was no identification of discrimination and recruitment processes with payment of fees to prospective workers.</p> <p>It was also explained that the recruitment process is based on the company's planned needs in accordance with the required competencies including the requirement for a health examination performed by dokters, hospital and clinic.</p> <p>Taken as a sample of the recruitment and promotion process:</p> <ol style="list-style-type: none"> 1. Worker recruitment process in January 2024 for the position of <i>Krani Administrasi Tanaman – Plant Administration Officer</i>, prospective worker on behalf of Erwin Nainggolan. <p><i>Document</i> verified, such as:</p> <ul style="list-style-type: none"> • Personal data form of application on behalf of Erwin Nainggolan i.e. Curriculum vitae 	Complied

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		<ul style="list-style-type: none"> Recruitment requirements, including: photocopy of ID card, family card, job application letter, photocopy of diploma certificate, etc. Results of health examinations by hospitals and clinics appointed by the company. Daily working Agreement on behalf of Erwin Nainggolan <p>2. Promotion of daily workers (PHL) to permanent workers:</p> <p>Tungkal Ulu Mill workers promotion from casual workers to permanent workers as much as 5 workers in 2023. This promotion has been received approval through by HRD Dpt. Of PT IIS Tungkal Ulu according Memorandum from RH Plantation No. #195-199/HR-RO03/MEMO/SK/07/2023 dated 31 July 2023</p> <p>Tungkal Ulu Estate workers promotion from casual workers to permanent workers as much as 24 workers in 2023. This promotion has been received approval through by HRD Dpt. Of PT IIS Tungkal Ulu according Memorandum from RH Plantation No. 162/HR-R03/MEMO/SK/06/2023 dated 21 June 2023.</p> <p>Tungkal Ulu Estate workers promotion from casual workers to permanent workers as much as 11 workers in 2024. This promotion has been received approval through by HRD Dpt. Of PT IIS Tungkal Ulu according Memorandum from RH Plantation No. 076/SM-TU/MEMO/V/2024 dated 6 May 2024.</p> <p>Scheme Smallholder:</p> <p>Most farmers usually manage their land independently. All workers are considered freelancers. Workers are hired based on verbal agreements regarding work unit rates, payment systems, provision of work equipment, etc. No work is done under a debt bond. Meanwhile, small</p>	
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		<p>farmers through their respective KUDs have policies related to employment which are stated in the "Cooperative Policy" which is signed by the Chairman of the Cooperative.</p> <p>Based on verification of sample documents and interviews with several samples of members of KUD Bina Usaha (22 samples), KUD Manunggal Jaya (18 samples), KUD Karya Jaya (24 samples) and KUD Panca Mukti (18 samples), it was not identified that there was a process of employee attrition with discriminatory practices, forced labor or human trafficking.</p>	
3.5.2	Employment procedures are implemented and records are maintained.	<p>During this audit, Procedures related to employment that have been established by the company are still implemented/maintained and records of their implementation are maintained. There has been no change in supervision and is still consistently implemented by the company, including:</p> <ol style="list-style-type: none"> 1. Procedure: AA-HR-305.7-R0 dated 1 August 2021 – regarding Recruitment, Selection and Promotion for Non-Staff Workers. Explain that this procedure is a guide and provision related to the selection, acceptance and appointment of non-staff workers; non-staff workers are field workers with the PHL (Freelance Daily Worker) / PKWT (Specified Time Work Agreement), and PKWTT (permanent workers) which is also known as SKU This procedure has been well implemented by the company, please see verification in 3.5.1 2. Promotion of PHL workers to SKU (permanent), has been implemented as stated in 3.5.1 above related to the example of promotion of PHL workers to SKUH (permanent): <ol style="list-style-type: none"> a. The employee promotion proposal has been approved through HRD Dpt. Of PT IIS Tungkal Ulu according Memorandum from RH Plantation No. #195-199/HR-RO03/MEMO/SK/07/2023 dated 31 July 2023. 	Complied

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		<ul style="list-style-type: none"> b. The employee promotion proposal has been approved through HRD Dpt. Of PT IIS Tungkal Ulu according Memorandum from RH Plantation No. 162/HR-R03/MEMO/SK/06/2023 dated 21 June 2023 c. The employee promotion proposal has been approved through HRD Dpt. Of PT IIS Tungkal Ulu according Memorandum from RH Plantation No. 076/SM-TU/MEMO/V/2024 dated 6 May 2024. <p>3. Procedure No. AA-HR-308.5-R1 regarding submission and resolutions of employees complaint. Complaints can be submitted through representatives of the Workers' Union, or directly to their direct supervisor. Most employee complaints are complaints related to damage to infrastructure facilities (housing and others facilities) and the company has responded directly, action taken by repair the housing facility; company also has a regular programme of housing maintenance and repair.</p> <p>4. Procedure No AA-FA-219.I-R5 regarding wages; the application of wages is in accordance with reference to the stipulation of the Governor of Jambi. Workers are transparently given pay slips so that they can find out the components of wages, including benefits, premiums, overtime and deductions. Please see the wage verification on 6.2.2</p>	
Criteria 3.6: An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	(C) All operational activities risks assessed to identify the H&S issues. Mitigation plans and procedures are documented and implemented.	<p>In this CAV 2.2 audit (2024) there are no changes in procedure and risk assessment method.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu has a procedure to identify and prepare a risk assessment register (HIRAC). The procedure of HIRADC (Hazard identification and risk analysis and determining control) as a guidance and standard to conduct the hazard and risk assessment as well as the determining control for risk and hazard. Procedure presented</p>	Complied

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		<p>in SOP "Identifikasi bahaya, Penilaian Resiko dan Penentuan Pengendalian" AA-SOP-HSE-03 R0 dated 20 May 2018.</p> <p>Risk assessment method used is quantitative and qualitative method which is the multiplication of severity with the level of possibility. The company has set matrix multiplication result, which is subsequently determined from the matrix level / quality risk is divided into five (5) categories: extreme, high, moderate, low and tolerance/permitted.</p> <p>Risk Assessment presented in document of HIRADC - last review on 1 July 2023 for Tungkal Ulu Estate and 15 January 2024 for Tungkal Ulu POM. Risk assessment has covered for all operational activities such as: boiler operation, sterilizer operation, generator set operation, loading ramp activity, cleaning of CPO storage tank, chemical mixing, fertilizer warehouse, herbicide, and pesticide sprayer, harvesting, road maintenance, HCV Monitoring, Boundary Monitoring, land application maintenance.</p> <p>Mitigation plan to eliminate the risk and control the risk has been determined in the HIRADC document.</p> <p>Mitigation plan to reduce and minimize the risk impact has been develop by company covering:</p> <ul style="list-style-type: none">• Elimination of risk.• Substitution of material and process.• Engineering control.• Administrative control. Administrative control was performed by employee mutation/rotation, sanction for safety rules violation. Safety inspection was performed regularly to ensure the compliance of safety regulation.• Personal protective equipment. Company has provided PPE for all workers according to the type of work and risk. Based on observation in warehouse, the PPEs stock is adequate.	
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		<p><u>Scheme Smallholder:</u></p> <p>During audit document HIRADC document for KUD Manunggal Jaya, KUD Karya Jaya, KUD Bina Usaha and KUD Panca Mukti were available and could be demonstrated as per “Pedoman Kesehatan dan Keselamatan Kerja”, latest review in February 2024. Hazard Identification and Risk Assessment and Control (HIRAC) has covered for all activities in field, e.g: transport FFB, harvesting, manuring and spraying.</p> <p>An OHS plan year 2024 has prepared as per “Program Manajemen K3” majority to provide and control use of PPE, warning/safety sign including socialization and monitoring, program such as:</p> <ul style="list-style-type: none"> – PPE warning sign – Inspection and monitoring on using of PPE for harvester – daily – Training on pesticide application – Emergency response training – First aid training – Hazardous waste handling <p>The implementation of risk analysis and risk control can be demonstrated during field audit such as: PPE provision for harvester (helmet, safety boot, glasses and hand gloves, sickle cover), OHS awareness for harvester and smallholder member.</p>	
3.6.2	(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.	<p>The health & Safety program, Goals and Targets have been set for 2023 and have been verified based on the P2K3LHS Program Y2023 document of PT Inti Indosawit Subur – Tungkal Ulu Estate. The health and safety program includes:</p> <ol style="list-style-type: none"> a. P2K3LHS meetings are held monthly b. Sending P2K3 reports to the Manpower Department is carried out every 3 months c. Routine inspections of APAR and Bakortiba equipment are carried 	Complied

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		<p>out every month</p> <p>d. APAR and BAKORTIBA simulations are carried out annually</p> <p>e. Health (physical) examinations by Company Doctors are carried out annually</p> <p>f. Health checks for chemical handlers are carried out every 6 months</p> <p>g. Health checks of all employees are carried out annually</p> <p>h. First aid training is carried out annually</p> <p>This program updated annually.</p> <p>The effectiveness of the OHS Program to address health and safety risks have been monitored in the form of:</p> <p>a. Monthly OHS Committee meeting, to discuss and address current OHS issues.</p> <p>b. Quarter Report of P2K3 to governance body. Samples of document that has been reviewed during audit such as :</p> <ul style="list-style-type: none"> • Letter No. 034/SM-KTU/Memo/IV/2024 dated 1 April 2024 regarding reporting of the P2K3 Report for the 1st quarter of 2024 <p>c. Documentation of accident record and the calculation of LTA, has been reviewed for period January – December 2023.</p> <p>d. Annual review of HIRADC</p> <p>e. Annual Review of OHS Program</p> <p>Based on field visit during onsite audit for spraying workers and harvester workers, the risk impact probability was irritated and eyes disease, control by using appropriate PPE (eye wear/safety glasses, mask, and hand gloves) and regular training for sprayer workers.</p> <p>Discipline of PPE usage monitoring regularly conducted by Mill and Estate management to ensure all workers use the appropriate PPE during working. Monitoring record present in "Daftar Pemeriksaan APD</p>	
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		<p>Karyawan". Sample seen for PPE monitoring of sprayer and fertilizer workers period January – May 2024.</p> <p>Based on interview with worker in pesticides application, method to minimizing risk and negative impact i.e: - Mixing of chemical conducted by trained person (Supervisor). There were aims to ensuring proper dosage, type of pesticide use. - Using of PPE while chemical mixing. Mixing of chemical located in mixing area, side by side with the chemical storage.</p> <p>Scheme Smallholder:</p> <p>Based on field visit to smallholder plots and interview with them (KUD Manunggal Jaya, KUD Karya Jaya, KUD Bina Usaha and KUD Panca Mukti), it was confirmed that they have aware regarding the risk for activity of harvesting and fertilizing in the field and the mitigation by PPE usage such as safety helmet and safety goggles for harvesting; masker and hand gloves for manuring. Safe working practices also implemented in the field. Monitoring of PPE usage and safe working practices also conducted by head of farmers group and supervisor from PT Inti Indosawit Subur.</p>	
Criteria 3.7: All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.			
3.7.1	(C) A documented programme that provides training is in place, which is accessible to all staff, workers, scheme smallholders, and outgrowers taking into account gender- specific needs, and which covers applicable aspects of P&C Principles, in a form they understand and includes assessment of the training.	<p>Documented training programme of certification unit for 2023-2024 is in place and demonstrate during audit.</p> <ul style="list-style-type: none"> • Training of Fire Danger Warning System (Sistem Peringatan Bahaya Kebakaran) on 27 January 2024 • Basic Fire Training on 27 January 2024 • Basic Safety Training on 27 January 2024 • Sustainability (RSPO, ISPO, ISCC) on 14 May 2024 	Complied

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		<ul style="list-style-type: none"> Refreshment training on safety use of pesticide and chemical on 7 June 2024 First Aider training on 14 May 2024 <p>Scheme smallholder: Records of training in 2023-2024 are :</p> <ul style="list-style-type: none"> IPM on 20 March 2024 Harvesting, PPEs and Hazard and Risk on 15 May 2024 Basic fire on 27 January 2024 	
3.7.2	Records of training are maintained, where appropriate on an individual basis.	<p>Record of training are available, such as training attendant list, as sample described below:</p> <ul style="list-style-type: none"> Training of Fire Danger Warning System (Sistem Peringatan Bahaya Kebakaran) on 27 January 2024 Basic Fire Training on 27 January 2024 Basic Safety Training on 27 January 2024 Sustainability (RSPO, ISPO, ISCC) on 14 May 2024 Refreshment training on safety use of pesticide and chemical on 7 June 2024 First Aider training on 14 May 2024 <p>Record of training for personal employee also available in employee personal file history.</p> <p>Scheme smallholder: Record of training are available, such as training attendant list, as sample described below:</p> <ul style="list-style-type: none"> IPM on 20 March 2024 	Complied

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		<ul style="list-style-type: none"> Harvesting, PPEs and Hazard and Risk on 15 May 2024 Basic fire on 27 January 2024 	
3.7.3	Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.	Training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Latest training for RSPO SCCS concerning Traceability has been conducted on 22/06/2024. Training attend by Mill manager, KTU (head of administration), production clerk, internal audit, Weighbridge clerk, security, dispatch operator. Evidence of training are available (attendance list, training material).	Complied
Criteria 3.8: Supply chain requirements for mills. Procedure note: all requirements are classified as Critical Indicators . However it will not contribute to suspension if there is more than 5 non-compliance within a principle)			
3.8.1	Identity Preserved Module A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme. Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.	In this audit ASA2.2 there is no change in the supply chain module for Tungkal Ulu POM. PT. Inti Indosawit Subur – Tungkal Ulu POM uses Mass Balance supply chain model. The mill only claimed the FFB proportion from certified supply bases which comprise of company-own estate (Tungkal ulu Estate) and 10 scheme Smallholder (cooperative/Koperasi Unit Desa -KUD).	Not Applicable
3.8.2	Mass Balance Module A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can	PT. Inti Indosawit Subur – Tungkal Ulu POM holds current RSPO P&C Certificate No. RSPO 594422, first certification starts on 15 August 2012, latest revision date 31 Oct 2023 and expired on 14 August 2027. In the current certificate, PT. Inti Indosawit Subur – Tungkal Ulu POM uses Mass Balance supply chain model. The mill only claimed the FFB proportion from certified supply bases which comprise of company-own estate (Tungkal ulu Estate) and 10 scheme Smallholder in form of	Complied

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	claim only the volume of oil palm products produced from processing of the certified FFB as MB.	cooperative/Koperasi Unit Desa (KUD). The proportion of non-certified FFB comes from third-party supplier, comprise of: HD, KSP, KUD Bina Usaha, Victory, YES, Rhosa Pena Roza, Gapoktan Maju Jaya, Merlung Topaz, Penyabungan Topaz, Novie Zulhi, KT DK.	
3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.	<p>The estimated tonnage of certified CPO and PK that could potentially produce by PT. Inti Indosawit Subur – Tungkal Ulu POM it recorded in RSPO Public Summary report, certificate and RSPO IT Platform.</p> <p>The mill has met registration and reporting requirement as it registered in RSPO IT Platform (PalmTrace) with ID number RSPO_PO1000000345. Below is the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year 2023/2024:</p> <p><u>Forecast volume (Aug 2023 – July 2024)</u></p> <p>FFB: 135,929 MT CPO: 23,074 MT (OER: 16.97%) PK: 5,571 (KER: 4.10%)</p> <p><u>Actual production volume (Aug 2023 –May 2024)</u></p> <p>FFB: 81,221.83 MT CPO: 18,109.92 MT PK: 4,376.60 MT</p> <p><u>Actual sold volume (Aug 2023 –May 2024)</u></p> <p>CPO: 15,564.85 MT PK: 1,834.95 MT</p>	Complied
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	<p>PT. Inti Indosawit Subur – Tungkal Ulu POM is subsidiary of PT. Inti Indosawit Subur, a member of RSPO, with RSPO membership No.1-0022-06-000-00 since 6 February 2006.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu POM has meet all registration and reporting requirements.</p>	Complied

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		RSPO IT Platform/PalmTrace account RSPO_PO1000000345.	
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ol style="list-style-type: none"> Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard. The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill. 	<p>During this audit ASA2, there is no changing in the procedure of supply chain. PT. Inti Indosawit Subur – Tungkal Ulu POM can demonstrate procedures as follow:</p> <ul style="list-style-type: none"> Standard Operating Procedures – Traceability (AA-MPM-OP-1400.17.R7) dated 1 October 2019. The procedures cover traceability of CPO and PK, since FFB receiving from Tungkal Ulu Estate and Smallholder, processing up to shipping of CPO and PK as well as daily production report. The procedure also regulates the internal audit by Sustainability Internal Audit Manager. Traceability records are to be kept for 10 years. Standard Operating Procedure – Book Keeping (AA-MPM-OP-1400.18-R4). The procedure explains method to check only certified product received. The book keeping mass balance stated every 3 months: January-March, April-June, July-September, and October-December each year. Head of Environment and Sustainability will inform to Certification Body in the case of projected overproduction. SOP for mill operation Mill Policy Manual: <ul style="list-style-type: none"> SOP AA-MPM-OP-1400.02.R2 Stasiun Penerimaan for FFB receiving station; SOP AA-SOP-OP-101.5-R0 Grading; SOP AA-MPM-OP-1400.03.R1 Stasiun Rebusan for sterilizer; SOP AA-MPM-OP-1400.04.R1 Stasiun Pemisahan Berondolan for loose fruit separation; SOP AA-MPM-OP-1400.05-R1 Stasiun Pengadukan dan Pengempaan for pressing station; SOP AA-MPM-OP-1400.06-R1 Stasiun Pemurnian for clarification; 	Complied

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		<ul style="list-style-type: none"> - SOP AA-MPM-OP-1400.07-R1 Stasiun Pemisahan Nut dan Fiber for nut and fiber separation; - SOP AA-MPM-OP-1400.08-R1 Stasiun Kernel for kernel station; - SOP AA-MPM-OP-1400.09-R1 Stasiun Boiler; - SOP AA-MPM-OP-1400.10-R1 Stasiun Engine Room; - SOP AA-MPM-OP-1400.11-R1 Stasiun Water Treatment; - SOP AA-MPM-OP-1400.12-R1 Laboratorium; - SOP AA-MPM-OP-1400.13-R1 Stasiun Pengelolaan Limbah for palm oil mill effluent treatment; - SOP AA-MPM-OP-1400.14-R2 Stasiun Penimbunan dan Pengiriman CPO dan Kernel for CPO and PK bulking and despatch operation; - SOP AA-MPM-OP-1400.15-R1 Perawatan for preventive maintenance; - SOP AA-MPM-OP-1400.18-R4 Book Keeping - AA-MPM-OP-1400.17-R7 Traceability <p>PT. Inti Indosawit Subur – Tungkal Ulu POM is able to demonstrate complete and up-to-date records and report demonstrating compliance with the supply chain's general requirement and modular requirement, including training records.</p> <p>As per Procedure of Traceability (AA-MPM-OP-1400.17-R7), the responsible person in charge to the supply chain system is Mill Manager. During audit, the mill manager is able to demonstrate sufficient knowledge and understanding on RSPO supply chain implementation for palm oil mill.</p> <p>PT. Inti Indosawit Subur – Tungkal Ulu POM has a procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill, as described in SOP AA-MPM-</p>	
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		OP-1400.17-R7 Traceability, dated 1 October 2019. However Tungkal Ulu POM is implementing MB for supply chain model.	
3.8.6	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill;</p> <p>a) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b) Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>PT. Inti Indosawit Subur – Tungkal Ulu POM has a procedure to conduct internal audit RSPO, including RSPO SCCS as per Procedure of Traceability (AA-MPM-OP-1400.17-R7) chapter 6.7, Sustainability Internal Audit Manager conducted internal audit annually, to ensure all operational and documentation activities are comply with the requirement in RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. Internal audit for all scheme including RSPO SCCS also refer to SOP Internal Audit No.: AA-SOP-ES-6001-R5 dated 1 August 2020; Chapter 4.0 stated that Internal audit conducted minimum once a year considering the critical area.</p> <p>Internal audit RSPO including SCCS has been conducted on 24 – 29 March 2024 by Internal Audit department (Lead Auditor Ridho Ilahi) and audit for RSPO market communication and claim on 18 March 2024. Internal audit report were evident, all issue raised during internal audit has been followed up by Corrective Action.</p> <p>Management review conducted once a year as per SOP Internal Audit No.: AA-SOP-ES-6001-R5 dated 1 August 2020. Management review has been conducted on 3 May 2024. Input of management review consist of:</p> <ul style="list-style-type: none"> - Internal audit result - Customer feedback - Proses performance and product conformity - Status of Corrective and Preventive Action - Follow up previous management review - Change that could effect to the management system <p>Output of management review has include:</p>	Complied

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		<ul style="list-style-type: none"> - Recommendation for improvement - Resources needed. <p>Record of internal audit and management review are maintain and kept in the Tungkal ulu office by KTU (head of administration).</p>	
3.8.7	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>PT Inti Indosawit Subur – Tungkal Ulu POM has demonstrated SOP of Traceability (AA-MPM-OP-1400.7.R7), chapter 5.1 indicates the Weighbridge Clerk has responsibility to input data and print weighbridge card based on "Surat Pengantar TBS", covering information e.g. estate name and block number, mill name, date of delivery, product description and quantity, RSPO certificate number, transporter identity and unique identification number.</p> <p>PT. Inti Indosawit Subur – Tungkal Ulu POM receive FFB from certified and non-certified source. Certified source consist of company-own estate (Tungkal ulu Estate) and 10 scheme Smallholder in form of cooperative/Koperasi Unit Desa (KUD). The proportion of non-certified FFB comes from third-party supplier, comprise of: HD, KSP, KUD Bina Usaha, Victory, YES, Rhosa Pena Roza, Gapoktan Maju Jaya, Merlung Topaz, Penyabungan Topaz, Novie Zulhi, KT DK.</p> <p>Document "Surat Pengantar TBS" (FFB Delivery Note) and Kartu Timbangan (Weighbridge Card) described identity and location of FFB source and other item required e.g.</p> <p>Certified FFB:</p> <ul style="list-style-type: none"> • Weighbridge ticket "Tiket Timbangan No.PTUA124105255" dated 19/06/2024, for 748 FFB bunches; nett weight 6,220 kg; from Tungkal Ulu Estate Afdeling 3; vehicle number BH5548XX; driver: Mahyudi; RSPO certificate No.RSPO594422. FFB delivery note by barcode system AACP (Asian Agri Connected Plantation). • FFB delivery "Surat Pengantar Buah (SPB) No.00577" from KT-02 Mukti Rejeki, KUD Karya Jaya dated 19/06/2024 – total 1,247 	Complied

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		<p>bunches. Weighbridge ticket "Tiket Timbangan No.PTUA224100884" dated 19/06/2024, for 1,247 FFB bunches; nett weight 9,274 kg; from KT-02 Mukti Rejeki, KUD Karya Jaya; vehicle BH8775EJ; RSPO certificate No.RSPO594422.</p> <p>Non-certified FFB:</p> <ul style="list-style-type: none"> FFB delivery note: "Surat Pengantar TBS", No. 23-3266 dated 03/07/2023 From CV – SAM, PNR, vehicle code BM99180SA; driver Iwan; Weighbridge ticket "Tiket Timbangan No.PBSA523106301" dated 03/07/2023, for 322 FFB bunches; nett weight 5,792 kg; FFB source from non-certified third party FFB supplier CV – SAM, PNR, ID A199; vehicle BM99180SA, Driver Iwan. <p>Since latest audit there is no overproduction reported to CB, it is also confirmed during this surveillance assessment that there is no overproduction according to production data of estate and mill.</p> <p>Tungkal Ulu POM monitors the status of supplied raw material from certified and non-certified sources through Book Keeping Mass Balance system in three-monthly balance. In case on non-conforming raw material entering the process, Tungkal Ulu POM has the mechanism to handle non-conforming material and/or document according to SOP of Traceability (AA-MPM-OP-1400.7.R7). Tungkal Ulu POM demonstrated the simulation on recall of non-conforming material.</p> <p>Up to this audit ASA 2.2, there has been no case of non-conforming material and/or documents entering the process.</p>	
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil</p>	<p>PT Inti Indosawit Subur – Tungkal Ulu POM shows SOP Traceability (AA-MPM-OP-1400.7.R7), section 6.2 indicating the Marketing manager creates Sales Contract and Delivery Order (DO) with information: name and address of production unit; name and address of buyer; contract number; type of product; transportation (air, land, sea); type of product CPO/PK certified or non-certified; quantity of product sold, CPO/PK</p>	Complied

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	<p>palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ol style="list-style-type: none"> The name and address of the buyer; The name and address of the seller; The loading or shipment / delivery date; The date on which the documents were issued; RSPO certificate number; A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); The quantity of the products delivered; Any related transport documentation; A unique identification number. 	<p>certified or non-certified in MT; date of shipping; product quality specification CPO/PK (FFA, water content, dirt content); and Supply chain model (Mass Balance).</p> <p>At Mill site, weighbridge operator will printed out CPO/PK weighbridge card, based on DO from marketing indicating: Type of commodity, CPO certified or non-certified; country of origin: Indonesia; Supply Chain model: (Mass Balance); Certificate number of the mill; date of delivery, Product quality specification (moisture, FFA, dirt); Contract number/DO number; Quantity, Transport detail (driver name, vehicle number); and Buyer address.</p> <p>Sales Contract and Delivery Order indicates name and address of seller, name and address of buyer, loading date, supply chain certificate number and unique identification number.</p> <p>Sample of Sales Documents are verified during audit and information available are complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products: delivery notes/delivery order, shipping documents, weighbridge card, sales contract.</p> <p>Sample seen:</p> <p><u>CSPO</u></p> <ul style="list-style-type: none"> Sales contract #09011/CC10/02/03 dated 4 September 2023; seller: PT Inti Indosawit Subur – Tungkal Ulu POM, address: Jl. Palembang Kav 35 – 37, Kebon Melati, Tanah Abang, Kota Adm. Jakarta Pusat, DKI Jakarta 10230; Buyer: PT Padang raya Cakrawala, address: Jl. Palembang Kav 35 – 37 RT 004 RW 001, Kebon Melati, Tanah Abang, Kota Adm. Jakarta Pusat, DKI Jakarta; Comodity: CPO RSPO; Supply chain model: Mass Balance; Certificate number RSPO 594422; Quantity: 500,000 kg; Loading Port: Tungkal Ulu POM; Unloading port: Jl. Tanjung priok Gates NAN XX Lubuk Begalung, Kota Padang Sumatera Barat. 	
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		<ul style="list-style-type: none"> - Sales contract #11054/CC10/02/03 dated 15 November 2023; seller: PT Inti Indosawit Subur – Tungkal Ulu POM, address: Jl. Palembang Kav 35 – 37, Kebon Melati, Tanah Abang, Kota Adm. Jakarta Pusat, DKI Jakarta 10230; Buyer: PT Padang raya Cakrawala, address: Jl. Palembang Kav 35 – 37 RT 004 RW 001, Kebon Melati, Tanah Abang, Kota Adm. Jakarta Pusat, DKI Jakarta; Comodity: CPO RSPO; Supply chain model: Mass Balance; Certificate number RSPO 594422; Quantity: 500,000 kg; Loading Port: Tungkal Ulu POM; Unloading port: Jl. Tanjung priok Gates NAN XX Lubuk Begalung, Kota Padang Sumatera Barat. Weighbridge ticket no. PTUC123202191 dated 27/11/2023; seller: PT Inti Indosawit Subur – Tungkal Ulu POM; buyer: PT Padang Raya Cakrawala; comodity: CPO certified RSPO; quantity: 28,340 kg; supply chain model: Mass Balance; certificate number: RSPO 594422; vehicle number: BK8581BO; driver: R. Suherman; seal number: 6897196-6897203. - Sales contract #08006/CC10/02/03 dated 2 August 2023; seller: PT Inti Indosawit Subur – Tungkal Ulu POM, address: Jl. Palembang Kav 35 – 37, Kebon Melati, Tanah Abang, Kota Adm. Jakarta Pusat, DKI Jakarta 10230; Buyer: PT Sari Dumai Sejati, address: Jl. Palembang Kav 35 – 37, Kebon Melati, Tanah Abang, Kota Adm. Jakarta Pusat, DKI Jakarta 10230; Comodity: CPO RSPO; Supply chain model: Mass Balance; Certificate number RSPO 594422; Quantity: 500,000 kg; Loading Port: Tungkal Ulu POM; Unloading port: Jl. Raya Pelabuhan Talang Duku RT 010 RW 000, Talang Duku Taman Rajo – Kab. Muaro Jambi, Jambi. - Sales contract #05044/CC10/02/03 dated 15 May 2024; seller: PT Inti Indosawit Subur – Tungkal Ulu POM, address: Jl. Palembang Kav 35 – 37, Kebon Melati, Tanah Abang, Kota Adm. Jakarta Pusat, DKI Jakarta 10230; Buyer: PT AsianAgro Agung Jaya, address: Jl. Palembang Kav 35 – 37, Kebon Melati, Tanah Abang, Kota Adm. 	
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		<p>Jakarta Pusat, DKI Jakarta 10230; Comodity: CPO RSPO; Supply chain model: Mass Balance; Certificate number RSPO 594422; Quantity: 200,000 kg; Loading Port: Tungkal Ulu POM; Unloading port: PT AsianAgro Agung Jaya.</p> <p>Weighbridge ticket no. PTUC124200617 dated 20/05/2024; seller: PT Inti Indosawit Subur – Tungkal Ulu POM; buyer: PT Asianagro Agung Jaya; comodity: CPO certified RSPO; quantity: 28,410 kg; supply chain model: Mass Balance; certificate number: RSPO 594422; vehicle number: BM8655RU; driver: Irgi Setiawan; seal number: 6895465-6895471.</p> <p><u>CSPK</u></p> <p>CSPK production by Tungkal Ulu POM was sold/deliver to Tungkal Ulu KCP whereby under PT IIS – Tungkal Ulu POM. The delivery of CSPK to Tungkal Ulu KCP record in delivery form indicates the name and address of seller, name and address of buyer, loading date, supply chain certificate number and unique identification number, nett weight.</p> <p>Sample seen for CSPK delivery form:</p> <ul style="list-style-type: none"> - Delivery Form #KCP PTU 1001 SS dated 31 Jan 2024; from PT Inti Indosawit Subur – Tungkal Ulu POM to PT Inti Indosawit Subur – Tungkal Ulu KCP; quantity is 219,440 kg; Supply Chain model is Mass Balance; Palm Oil Mill's RSPO certificate number is RSPO 594422. - Delivery Form #KCP PTU 1002 SS dated 29 Feb 2024; from PT Inti Indosawit Subur – Tungkal Ulu POM to PT Inti Indosawit Subur – Tungkal Ulu KCP; quantity is 39,000 kg; Supply Chain model is Mass Balance; Palm Oil Mill's RSPO certificate number is RSPO 594422. - Delivery Form #KCP PTU 1003 SS dated 31 Mar 2024; from PT Inti Indosawit Subur – Tungkal Ulu POM to PT Inti Indosawit Subur – Tungkal Ulu KCP; quantity is 112,000 kg; Supply Chain model is Mass Balance; Palm Oil Mill's RSPO certificate number is RSPO 594422. 	
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3.8.9	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification.</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<p>PT. Inti Indosawit Subur – Tungkal Ulu POM does not outsource its milling activities, however operate subcontractor for CPO and PK transporter. The appointed outsourced company is PT. Trans Jaya Pertama and PT Sumber Kencana.</p> <p>The transporter for RSPO certified sustainable CPO delivery were carried out by several contractors. These contractors were appointed, contracted and instructed by PT Inti Indosawit Subur – Tungkal Ulu POM.</p> <p>PT IIS Tungkal Ulu has a procedure to control the outsourced transporter through "SOP Traceability AA-MPM-OP-1400.17-R7 dated 1 October 2019"</p> <p>PT Inti Indosawit Subur – Tungkal Ulu POM controls the outsourced transporter by "Surat Perintah Kerja (SPK)" and "Daftar Periksa Kesiapan Kerja Pengiriman". SPK covered information as explain in indicator 5.5.2 b. while "Daftar Periksa Kerja" is the tool to control the transporter:</p> <ul style="list-style-type: none"> - Before shipping (completeness of vehicle including legality and safety, tank condition, faucet out, main hole tank, hinge/key lock faucet out); - After shipping (completeness of vehicle including legality and safety, tank condition, faucet out, main hole tank, hinge/key lock faucet out, seal number and seal condition); - The quantity of CPO monitored by Weighbridge Card and SPK (with 0.20% tolerance). <p>During field visit to Tungkal Ulu Palm Oil Mill during CPO loading at dispatch CPO, confirmed that control for CPO delivery by contractor are well implemented.</p> <p>PT. Inti Indosawit Subur – Tungkal Ulu POM having legal ownership of material being transported by appointed outsourced companies.</p>	Complied
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		<p>PT. Inti Indosawit Subur – Tungkal Ulu POM have a contract agreement with transporter as below:</p> <ul style="list-style-type: none"> - Perjanjian Pengangkutan No. 05/XII/TJP-IIS/2020 dated 1 December 2020; agreement contract between PT Inti Indosawit Subur and PT Trans Jaya Pertama. Transport commodity: CPO, PK and CPKO - "Perjanjian Pengangkutan Nomor: 04/VI/SKI-IIS/2020" dated 4 June 2020 between PT Inti Indosawit Subur – Tungkal Ulu POM and PT Sumber Kencana. Contract transport for CPO. <p>Contract agreements are signed and enforceable by both parties. According to contract agreement article 7 point 1.m stated that "Transporter bersedia memenuhi persyaratan system sertifikasi rantai pasok saat pengangkutan bahan baku dan bersedia untuk diaudit oleh auditor internal perusahaan dan auditor pihak eksternal dari badan sertifikasi yang ditunjuk oleh pihak kedua jika diperlukan" – Transporter are willing to comply with certification system of RSPO Supply Chain during transport material and willing to be audit by internal auditor company (PT IIS – Tungkal Ulu POM) and external auditor from Certification Body if necessary.</p>													
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	<p>PT Inti Indosawit Subur – Ukui II POM has recorded name and contact detail of all contractors, as follows:</p> <table border="1"> <thead> <tr> <th>Name of Transporter</th><th>Address</th><th>Contact Person</th><th>Phone Number</th></tr> </thead> <tbody> <tr> <td>PT Sumber Kencana</td><td>Jl Veteran No 77, Rengat, Riau</td><td>Atun/Hendra</td><td>08127580***/085278043***</td></tr> <tr> <td>PT Trans Jaya Pertama</td><td>Kota Medan, Sumatera Utara</td><td>Vincent Purba/Rudi</td><td>08126041***</td></tr> </tbody> </table>	Name of Transporter	Address	Contact Person	Phone Number	PT Sumber Kencana	Jl Veteran No 77, Rengat, Riau	Atun/Hendra	08127580***/085278043***	PT Trans Jaya Pertama	Kota Medan, Sumatera Utara	Vincent Purba/Rudi	08126041***	Complied
Name of Transporter	Address	Contact Person	Phone Number												
PT Sumber Kencana	Jl Veteran No 77, Rengat, Riau	Atun/Hendra	08127580***/085278043***												
PT Trans Jaya Pertama	Kota Medan, Sumatera Utara	Vincent Purba/Rudi	08126041***												

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3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	The site committed to inform CB related name and contact details of any new contractors as mentioned in Procedure "SOP Traceability AA-MPM-OP-1400.17-R7 dated 1 October 2019". PT Inti Indosawit Subur – Tungkal Ulu POM are aware to inform its CB regarding the name and contact detail of any new contractor prior to next assessment. Certificate holder informed the CB through pre information audit checklist by Stakeholder Relation Officer – Jakarta Office.	Complied
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>	<p>The organization has continued to maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of RSPO Supply Chain requirements, as evident in:</p> <ul style="list-style-type: none"> - FFB delivery note - Weighbridge ticket for FFB receiving, CPO and PK delivery - Delivery Order - Sales contract - Shipping Announcement - Mass balance report - Internal audit RSPO SCCS and Management review <p>The procedure of Traceability (AA-MPM-OP-1400.7.R7), requires that all records and reports related to traceability and book keeping are retained for a period of 10 years.</p> <p>All receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK are record and balance in a three-monthly basis, as evidence in "Mass Balance Report Tungkal Ulu POM" period 2023: January – March, April – June, July – September, October – December and period 2024: January – March, April – ytd June.</p> <p>All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios/actual production of CPO and PK.</p>	Complied

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		According to Mass balance Report, Tungkal Ulu POM only deliver Mass Balance sales from a positive stock. No oversold of certified product compared to CPO and PK production actual.	
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate(KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>The organization is able to be provided estimate volume of CPO and PK in a year period as in Budget FY2023/2024 Production FFB, CPO and PK. The organization also keep an up-to-date record of the FFB volume received, CPO and PK produced over a period of twelve (12) month, as in Rekapitulasi Produksi TBS, CPO dan PK PT Inti Indosawit Subur – Tungkal Ulu POM.</p> <p>OER and KER are estimated based on associated inputs and upon past experience (previous year FFB, CPO and PK production). According to production report Tungkal Ulu POM, actual OER 2023 average was 20.62% and KER was 5.36%</p> <p>The site has set OER for budget 2024 as 20.35% and KER as 5.40%; actual OER January - ytd May 2024 was 20.43% and KER was 5.40%.</p>	Complied
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>The actual conversion ratio is monitored on daily basis through sounding result and documented in daily report. PT. Inti Indosawit Subur – Tungkal Ulu POM is able to demonstrate the work instruction for analysis of oil content.</p> <p>Based on Laporan Harian Produksi dated 30 May 2024, the sounding result and production report shows that actual conversion ratios from FFB into CPO are:</p> <ul style="list-style-type: none"> a. For FFB from Tungkal Ulu Estate: 22.87% b. For FFB from Tungkal Ulu Plasma: 18.31% c. For FFB from third-party: 19.42% d. Average OER 20.01% <p>And actual conversion ratios from FFB into PK are:</p>	Complied

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		<p>a. For FFB from Tungkal Ulu Estate: 5.43%</p> <p>b. For FFB from Tungkal Ulu Plasma: 5.43%</p> <p>c. For FFB from third-party: 5.43%</p> <p>d. Average KER 5.43%</p> <p>Budget vs Actual conversion ratios year 2023 from FFB into CPO are:</p> <p>a. For FFB from Tungkal Ulu Estate: budget 23.10%, actual 23.48%</p> <p>b. For FFB from Tungkal Ulu Plasma: budget 16.94%, actual 18.70%</p> <p>a. c. For FFB from third-party: budget 19.60%, actual 19.94%</p>																															
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	<p>PT. Inti Indosawit Subur – Tungkal Ulu POM uses Mass Balance supply chain model. The mill only claimed the FFB proportion from certified supply bases which comprise of company-own estate (Tungkal ulu Estate) and 10 scheme Smallholder in form of cooperative/Koperasi Unit Desa (KUD).</p>	<p>Not Applicable</p>																														
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>PT. Inti Indosawit subur – Tungkal Ulu POM has made shipping announcement inside PalmTrace transaction, sample seen for period August 2023 – May 2024:</p> <table><tr><th>Transaction ID</th><th>Buyer</th><th>Product</th><th>Supply Chain Model</th><th>Volume</th><th>Status</th></tr><tr><td>TR-e4ec4f47-8004</td><td>Tungkal Ulu KCP</td><td>CSPK</td><td>MB</td><td>370.86</td><td>Confirmed</td></tr><tr><td>TR-cc193c99-bad1</td><td>PT. AAJ</td><td>CSPO</td><td>MB</td><td>809.95</td><td>Confirmed</td></tr><tr><td>TR-d9d0ad04-99a6</td><td>PT. AAJ</td><td>CSPO</td><td>MB</td><td>976.36</td><td>Confirmed</td></tr><tr><td>TR-c92527fd-ccb0</td><td>PT. AAJ</td><td>CSPO</td><td>MB</td><td>341.7</td><td>Confirmed</td></tr></table>	Transaction ID	Buyer	Product	Supply Chain Model	Volume	Status	TR-e4ec4f47-8004	Tungkal Ulu KCP	CSPK	MB	370.86	Confirmed	TR-cc193c99-bad1	PT. AAJ	CSPO	MB	809.95	Confirmed	TR-d9d0ad04-99a6	PT. AAJ	CSPO	MB	976.36	Confirmed	TR-c92527fd-ccb0	PT. AAJ	CSPO	MB	341.7	Confirmed	<p>Complied</p>
Transaction ID	Buyer	Product	Supply Chain Model	Volume	Status																												
TR-e4ec4f47-8004	Tungkal Ulu KCP	CSPK	MB	370.86	Confirmed																												
TR-cc193c99-bad1	PT. AAJ	CSPO	MB	809.95	Confirmed																												
TR-d9d0ad04-99a6	PT. AAJ	CSPO	MB	976.36	Confirmed																												
TR-c92527fd-ccb0	PT. AAJ	CSPO	MB	341.7	Confirmed																												

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		<table><tr><td>TR-0fb79e5d-f28c</td><td>PT. AAJ</td><td>CSPO</td><td>MB</td><td>481.94</td><td>Confirmed</td></tr><tr><td>TR-8b5e9305-e3eb</td><td>PT. AAJ</td><td>CSPO</td><td>MB</td><td>1207.35</td><td>Confirmed</td></tr><tr><td>TR-f4e6aecc-0d1b</td><td>Tungkal KCP Ulu</td><td>CSPK</td><td>MB</td><td>876.56</td><td>Confirmed</td></tr><tr><td>TR-87545261-2a46</td><td>PT. AAJ</td><td>CSPO</td><td>MB</td><td>633.94</td><td>Confirmed</td></tr><tr><td>TR-d02cb3ea-7cf9</td><td>PT. SDS</td><td>CSPO</td><td>MB</td><td>152.08</td><td>Confirmed</td></tr><tr><td>TR-0daa2d5d-d5cb</td><td>PT. SDS</td><td>CSPO</td><td>MB</td><td>152.08</td><td>Confirmed</td></tr><tr><td>TR-979ff31a-38a6</td><td>PT PRC</td><td>CSPO</td><td>MB</td><td>2500</td><td>Confirmed</td></tr><tr><td>TR-9462bba9-a287</td><td>PT. SDS</td><td>CSPO</td><td>MB</td><td>107.92</td><td>Confirmed</td></tr><tr><td>TR-aaf7921b-7e40</td><td>PT PRC</td><td>CSPO</td><td>MB</td><td>1800</td><td>Confirmed</td></tr><tr><td>TR-76387a60-d323</td><td>Tungkal KCP Ulu</td><td>CSPK</td><td>MB</td><td>92.19</td><td>Confirmed</td></tr></table> <p>PT. Inti Indosawit Subur – Tungkal Ulu POM has made remove RSPO certified CSPO from their PalmTrace account due to CSPO sold as ISCC: - Transaction ID ST-TR-9f4fa480-ac05, volume to remove 1,113.75 MT, available volume 15,710.68 MT, remove date 18/06/2024. There is no CSPK sold as other certification scheme.</p>	TR-0fb79e5d-f28c	PT. AAJ	CSPO	MB	481.94	Confirmed	TR-8b5e9305-e3eb	PT. AAJ	CSPO	MB	1207.35	Confirmed	TR-f4e6aecc-0d1b	Tungkal KCP Ulu	CSPK	MB	876.56	Confirmed	TR-87545261-2a46	PT. AAJ	CSPO	MB	633.94	Confirmed	TR-d02cb3ea-7cf9	PT. SDS	CSPO	MB	152.08	Confirmed	TR-0daa2d5d-d5cb	PT. SDS	CSPO	MB	152.08	Confirmed	TR-979ff31a-38a6	PT PRC	CSPO	MB	2500	Confirmed	TR-9462bba9-a287	PT. SDS	CSPO	MB	107.92	Confirmed	TR-aaf7921b-7e40	PT PRC	CSPO	MB	1800	Confirmed	TR-76387a60-d323	Tungkal KCP Ulu	CSPK	MB	92.19	Confirmed	
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3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>PT. Inti Indosawit Subur – Tungkal Ulu POM has made off product claims regarding the support of RSPO certified oil palm products. The organization aware about the RSPO Rules on Market Communications and Claims.</p>	Complied																																																												

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General corporate communications			
4.1	A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.	PT. Inti Indosawit Subur (with the brand Asian Agri), the parent company of Tungkal Ulu POM is highlighting its commitment to the principles of RSPO, and directly referring to RSPO website. The corporate communication can be found at http://www.asianagri.com .	Complied
4.2	In corporate communications, a member is allowed to: <ul style="list-style-type: none"> A. display its RSPO membership status B. display the RSPO web address (www.rspo.org) C. state that the member supports the work of RSPO D. state the member's history with regard to RSPO E. use the RSPO Trademark (as shown below) with a valid trademark licence number to promote its RSPO membership 	<p>Corporate communication in Asian Agri website:</p> <ul style="list-style-type: none"> • Display its RSPO membership status: On the website of Asian Agri, it was stated the company is RSPO Member since February 2006. • Display the RSPO web address: Not in direct manner. In Asian Agri website, company made a link to RSPO website. • State the member supports the work of the RSPO: Not in direct manner. In the website, Asian Agri wrote "In 2006, Asian Agri became a member of the Roundtable of Sustainable Palm Oil (RSPO), a global multi-stakeholder certification system to develop and implement global standards for sustainable palm oil production. We received our 1st RSPO certification for our estate in 2010, and in 2012, the certification for our smallholder scheme." • State the member's history with regards to the RSPO: In the website of Asian Agri, it was stated the company is RSPO Member since February 2006. <p>Use of RSPO Trademark to promote its membership of the RSPO: in the website, the company display RSPO Trademarks with valid trademark licence number 1-0022-06-100-00.</p>	Complied
4.3	Members are not allowed to use the RSPO corporate logo as shown below. This is for the sole use of the RSPO Secretariat.	Asian Agri website did not display the RSPO Corporate Logo.	Complied
4.4	In corporate communications, RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO certified palm oil products.	In the Asian Agri website, stated that the company is RSPO Member since February 2006. However, it is clear that the statement did not lead	Complied

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		consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	
4.5	<p>Additionally, RSPO certified members are allowed to make statements that highlight their RSPO certification status and product-related claims in their corporate communication tools. Some permitted examples include:</p> <ul style="list-style-type: none"> • "We have been sourcing RSPO certified palm oil since (YEAR)." • "We have used (X) tonnes of RSPO certified palm oil for our products manufactured in the last year." • "We have been RSPO certified since (YEAR)." • "We have (X NUMBER OF PRODUCTS) produced using RSPO certified MB/SG palm oil." • "In (YEAR), our company sourced (X%) of palm oil derivative volumes that was used across our products manufactured as MB certified." • "Our company covered (X%) of palm oil derivative volumes used across all our products manufactured in (YEAR) with smallholder credits." • "We are RSPO certified. Ask us for our RSPO certified products." 	In the Asian Agri website, stated that the company is RSPO Member since February 2006. However, it is clear that the statement did not lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	Complied
4.6	<p>RSPO non-certified members are allowed to make product-related claims in their corporate communication tools by doing the following:</p> <p>A. Use the RSPO Trademark with a valid trademark licence number to promote its membership of RSPO. It is sufficient for non-certified members to indicate this only once in their communication.</p> <p>B. Claim statements are limited to the following examples:</p> <p>i. "The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR)."</p>	PT Inti Indosawit Subur – Tungkal Ulu POM is a certified member as a subsidiary of RSPO registered member PT Inti Indosawit Subur. The corporate communication of PT Inti Indosawit Subur can be seen in the company website, under brand Asian Agri at the address www.asianagri.com . Asian Agri website display RSPO Trademarks with valid trademark licence number 1-0022-06-100-00. Therefore, this is not applicable.	Not Applicable

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	<p>ii. X% of palm oil sourced by our organisation are certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book and Claim.</p> <p>C. In cases wherein an organisation/member would like to indicate their commitment to sourcing RSPO certified volumes, the statement shall be accompanied with a disclaimer: "This reported figure is not audited through RSPO Certification".</p>		
Product-specific communications			
5.1 General			
5.1.1	Product-specific communications refer to any public statement about an individual product that contains RSPO certified sustainable palm oil. These product-specific communications can be made on pack and/or off pack such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews.	PT Inti Indosawit Subur – Tungkal Ulu POM Product-specific communications made under sales contract, DO and weighbridge ticket/delivery note. Stated in sales documents that the product they sold is RSPO Certified model MB.	Complied
5.1.2	Product-specific communications are voluntary.	PT Inti Indosawit Subur – Tungkal Ulu POM stated the supply chain model and certificate number, e.g. in sales contract, DO and weighbridge ticket/delivery note.	Complied
5.1.3	Wherever the RSPO Label is displayed for product-specific communications, the applicable trademark licence number must be shown immediately under or next to the RSPO Label or the statement itself.	PT Inti Indosawit Subur – Tungkal Ulu POM did not display the RSPO label for product-specific communications.	Complied
5.1.4	Use of any other trademark or label to highlight the presence of RSPO certified sustainable palm oil products is an unauthorised product-specific communication.	PT Inti Indosawit Subur – Tungkal Ulu POM did not use RSPO trademark or any other trademark or label to highlight the presence of RSPO certified sustainable palm oil products	Complied
5.1.5	If any organisation, which does not further modify end products or does not need to undergo Supply Chain Certification such as retailers, traders or distributors, enters into any agreement whereby the RSPO certified	PT Inti Indosawit Subur – Tungkal Ulu POM is a palm oil mill; thus, this indicator is not applicable.	Not Applicable

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	<p>supplier labels products with the retailers/traders/distributors RSPO Trademark licence number, the following conditions shall be met as shown below</p> <ul style="list-style-type: none"> • RSPO members should be registered on the RSPO IT Platform and complete the information under 'description of products' field. • Both parties shall inform their certification body in writing about the agreement. • The RSPO certified supplier is responsible for ensuring that the buyer's RSPO Trademark licence number is used only on products that are supplied to that buyer. 		
5.1.6	Organisations that do not further modify end products or that do not need to undergo Supply Chain Certification such as retailers, traders, or distributors who intend to use the RSPO Label with their own RSPO Trademark licence number in any of their product-specific communications, can do so by undergoing a remote audit. A remote audit shall be conducted by an RSPO-accredited certification body (CB) prior to the use of the RSPO Label whereby the organisation will need to demonstrate that the use is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain	PT Inti Indosawit Subur – Tungkal Ulu POM is a palm oil mill; thus, this indicator is not applicable.	Not Applicable
5.2 Off pack claims			
5.2.1	Off pack claims are product-specific communications regarding the certified sustainable palm oil contained within the product(s) made on any communication materials such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews. The RSPO Label should be used together with the valid trademark licence number wherever an off pack claim is made.	<p>PT Inti Indosawit Subur – Tungkal Ulu POM did not use RSPO trademark or logo in the product specific communication.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu POM Product-specific communications made under sales contract, DO and weighbridge ticket/delivery note. Stated in sales documents that the product they sold is RSPO Certified model IP.</p>	Complied

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		PT Inti Indosawit Subur – Tungkal Ulu POM stated the supply chain model and certificate number, e.g. in sales contract, DO and weighbridge ticket/delivery note.	
5.2.2	When confirming the sale of certified palm oil products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	It was verified that when selling certified oil palm product, PT Inti Indosawit Subur – Tungkal Ulu POM stated the supply chain model and certificate number, e.g. in sales contract, DO and weighbridge ticket/delivery note.	Complied
5.2.3	<p>Where a distributor or wholesaler takes title to products containing certified sustainable palm oil products, the requirements of the RSPO SCCS can follow either one of these two options:</p> <ul style="list-style-type: none"> • If the distributor or wholesaler holds only a distributor licence, it may only communicate RSPO certified palm oil products by linking the product to the manufacturer using the manufacturer's SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products, it is essential that customers are aware that the products have been made on behalf of the distributor or wholesaler, with specific evidence either through on pack claims or documentation. • If the distributor or wholesaler is supply chain certified, they should follow the requirements outlined in section 5.2.2. 	PT Inti Indosawit Subur – Tungkal Ulu POM is a palm oil mill; thus, this indicator is not applicable.	Not Applicable
5.3 On pack claims			
5.3.1	Only RSPO members who have supply chain certification and members who have undergone remote audit as per 5.1.6 are allowed to make on pack claims about the certified sustainable palm oil contained within the product(s) as per Module A, B, C and E. RSPO members who have purchased RSPO Credits are entitled to claim their support for the production of certified sustainable palm oil as per Module D.	PT Inti Indosawit Subur – Tungkal Ulu POM sold its oil palm product in bulk, there was no on-pack claim used.	Not Applicable

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5.3.2	<p>In case of limited space, RSPO allows flexibility to use a one-line arrangement claim together with a valid trademark licence number for on pack communications as below without having to use any RSPO Label. The licence number has to measure at least 4pt (1.4mm) in size and the font must be Calibri. The following options shall be considered:</p> <p>A) For Identity Preserved (IP)/ Segregated (SG) Certified Products:</p> <ul style="list-style-type: none"> • RSPO IP/SG CERTIFIED* • Contains RSPO IP/SG palm oil* • Contains RSPO certified palm oil (IP/SG)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	PT Inti Indosawit Subur – Tungkal Ulu POM sold its oil palm product in bulk, there was no on-pack claim used.	Not Applicable
	<p>B) or Mass Balance (MB) Certified Products:</p> <ul style="list-style-type: none"> • RSPO MIXED* • Contributes to the production of RSPO certified palm oil* • Contains RSPO certified palm oil (MB)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	PT Inti Indosawit Subur – Tungkal Ulu POM sold its oil palm product in bulk, there was no on-pack claim used.	Not Applicable
	<p>C) For Partially Certified Products:</p> <ul style="list-style-type: none"> • RSPO 50% MIXED* • Contains at least 50% RSPO certified palm oil* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	PT Inti Indosawit Subur – Tungkal Ulu POM sold its oil palm product in bulk, there was no on-pack claim used.	Not Applicable
	<p>D) For Products covered with Book and Claim (B&C):</p> <ul style="list-style-type: none"> • RSPO CREDITS* • Supports the production of RSPO certified palm oil* • Contains palm oil covered by the purchase of RSPO Credits* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	PT Inti Indosawit Subur – Tungkal Ulu POM sold its oil palm product in bulk, there was no on-pack claim used.	Not Applicable

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5.3.3	On pack claims shall not include information about the claimant's RSPO membership status.	PT Inti Indosawit Subur – Tungkal Ulu POM sold its oil palm product in bulk, there was no on-pack claim used.	Not Applicable
5.3.4	Members shall not communicate to consumers information about their suppliers' RSPO membership status.	The communication of PT Inti Indosawit Subur – Tungkal Ulu POM has not mentioned to consumers information about their suppliers' RSPO membership status.	Not Applicable
5.3.5	Use of the RSPO Label is restricted to claims about RSPO certified sustainable palm oil contained in products and is not authorised for use in relation to any other ingredient.	PT Inti Indosawit Subur – Tungkal Ulu POM sold its oil palm product in bulk, up to this moment, PT Inti Indosawit Subur has not use RSPO label or trademark.	Not Applicable
5.3.6	All members making on pack claims are encouraged to submit the information and images of their end products that carry the RSPO Label via the MyRSPO portal.	PT Inti Indosawit Subur – Tungkal Ulu POM sold its oil palm product in bulk, up to this moment, PT Inti Indosawit Subur has not use RSPO label or trademark.	Not Applicable
MODULE B – MASS BALANCE SPECIFIC RULES			
	95% of the palm oil content must be RSPO MB-certified.	PT Inti Indosawit Subur – Tungkal Ulu POM is producing and selling CPO and PK; All certified product sold are 100 % content oil palm RSPO MB-certified. No such cases as the certified material is bulk intermediate product. By default, the material is either 100% claimed under RSPO or not RSPO.	Complied
	If 100% of RSPO MB certified palm oil content cannot be sourced, a maximum of 5% volume from other non-certified sources is allowed and the reason for this must be fully justified. The volume of the non-certified palm oil content shall be covered by the purchase of RSPO Credits of equivalent volume.	There is no percentage of non-certified oil palm within the certified product. All certified product produced and sold are 100% MB. PT Inti Indosawit Subur – Tungkal Ulu POM was not produce end consumer goods. The production are CPO and PK.	Complied
Messaging			
	Messaging ALLOWED in storytelling in product-specific communications includes:	PT Inti Indosawit Subur – Tungkal Ulu POM was not use storytelling in product-related communications.	Complied

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	<ul style="list-style-type: none"> • [Palm oil products]/[palm oil]/[palm kernel oil] from RSPO certified mills and plantations were mixed with non-certified palm oil products in the supply chain. • The volume of [palm oil products]/[palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. 		
Product-Specific Communications Labelling			
	<p>Members are allowed to use the RSPO Label in one of the following ways:</p> <ul style="list-style-type: none"> • The RSPO Label MUST contain the tag "MIXED". The tag "MIXED" designates palm oil products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag "MIXED" on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. • The RSPO Label can also include the statement: "[The palm oil contained in this product] contributes to the production of certified sustainable palm oil". 	No product related communications are found. Information provided in Cooperate website includes the total certified units, traceability of the supply chain and commitment to have all units certified.	Complied
Principle 4: Respect community and human rights and deliver benefit Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.			
Criteria 4.1: The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.	There are no changes related to human rights policies that have been approved by the President Director, Mr. Kevin Tio on December 1 2019 in Medan which was approved by the Main Director (Kevin Tio). Policies relating to human rights, explained in the Company Policy in point 13, which states that: " <i>The company respects human rights by treating all employees fairly, both in terms of acceptance, assessment, working conditions and environment, as well as representation without</i>	Complied

		<p><i>distinction of ethnicity</i>", caste, national origin, religion/belief, disability, gender, sexual orientation, trade union policy discount and/or age".</p> <p>Company policies are also published in the form of posters at strategic places in the Tungkal Ulu Estate and Mill.</p> <p>Separately, the company also has policies related to human rights defenders, which are contained in the Internal Memorandum No. 049/HO/MEMO/INT/03/20 from Head Operational dated 20 March 2020: "Protection of reporters/defenders of human rights defenders from acts of revenge, intimidation, and hatred".</p> <p>The socilaization in 2024 has performed on 4 January 2024 attended by 20 participants from Mill and on 22 January 2024 which attended by 25 participants form Tungkal Ulu Estate and also dissemination to contractor and supplier on 20 December 2023.</p> <p>Scheme smallholders:</p> <p>The policy regarding Human Rights at the Tungkal Ulu Plasma Cooperative, since its stipulation in 2021 by each cooperative, until this audit surveillance has not changed, where related to human rights is stated in point 9, i.e:</p> <p><i>"KUD Menghormati hak azasi manusia dengan melakukan seluruh karyawan KUD maupun petani secara adil, abik dalam penrimaan, penilaian, kondisi dan lingkungan kerja serta keterwakilan tanpa mamandang suku, kasta, asal negara, agama/kepercayaan, cacat gender, orientasi seksual, keanggotaan serikat pekerja, afiliasi politik dan/atau umur"</i>.</p> <p>This policy has been socialized again to all members and administrators of each cooperative, for example:</p> <p>a. In KUD Panca Mukti socialized was performed on 9 May 2024 by Manager Plasma and Assistent, attended by 23 participants.</p>	
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		<p>b. In KUD Karya Jaya, socialized was performed on 30 May 2024 by Manager Plasma and Assistant, attended by 23 participants.</p> <p>c. In KUD Bina Usaha socialized was performed on 28 February 2024 by Manager Plasma and Assistant, attended by 13 participants.</p> <p>d. In Koperasi Manunggal Jaya socialized was performed on 15 May 2024 by Manager Plasma and Assistant, attended by 16 participants.</p> <p>Based on interviews with sample farmers in this surveillance audit, that in general farmers have understood the implementation of Human Rights in oil palm plantations.</p>	
4.1.2	The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.	<p>Up to this ASA2.2 audit, the auditor team did not identify any use of mercenaries and/or paramilitaries in the company's operational activities.</p> <p>Based on interviews with stakeholders (i.e. Government Agencies, Village Heads, Trade Unions & Labor Unions) as well as online searches there is no indication that the company has committed violence or used any form of harassment, including the use of paid soldiers and paramilitaries in their operational activities.</p>	Complied
Criteria 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.			
4.2.1	(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.	<p>From sighted the procedure, there is no change related to the mechanism to handle complaint and grievance: <i>SOP Penanganan Keluhan dari Eksternal</i> No.AA-GL-5005-R0 01". This SOP explains mechanism to resolve external complaint. While for internal complaint/grievance is regarding complaint/grievance from employee/workers: <i>SOP Mekanisme Penyampaian Keluhan dan Penyelesaian Keluhan Karyawan</i> No. AA-HR-308 0.5R0".</p>	Complied

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		<p>Separately, the certification unit has also established a mechanism related to land conflict/dispute "<i>SOP Penanganan Konflik Lahan AA-GL-5003.1-R1</i>" effective date on 22/08/2011.</p> <p>Based on interview with several stakeholder during this audit, that there is no land conflict noted. Although there are still conflicts/complaints that have occurred since 1998 and were conveyed again in 2021 and are currently still being handled by the Kesbangpol Jambi Province.</p> <p>Scheme Smallholder:</p> <p>There were no changes related to internal and external complaint resolution mechanisms, namely the "<i>Mekanisme Komunikasi dan Konsultasi</i>" dated January 16, 2017, in the form of a Flowchart which describes the process of incoming information requests up to the responses provided. Based on interviews with a sample of farmers, the determination of this mechanism is through a meeting of representatives from farmers and also several community leaders as external parties.</p> <p>Each farmer member has a "<i>Buku Panduan dan Catatan Petani Plasma</i>", which explains the flow of the communication process. Both written and oral communications are conveyed to the 'group management' through the Secretary of each KUD.</p> <p>For internal communication, the ICS Group Manager has set up a "<i>Komunikasi Internal Group Sertifikasi</i>" procedure. SOP No. 007/DOK/SOP/PT IIS KLU-AA/2016 dated 26 November 2016.</p> <p>The SOP describes internal communication mechanisms regarding group members, extension workers, farmer managers and group managers. The Group Manager is responsible for responding to internal Group communications.</p> <p>Based on interviews with a sample of farmers at KUD Bina Usaha (22 samples), KUD Manunggal Jaya (18 samples), KUD Karya Jaya (24 samples) and KUD Panca Mukti (18 samples), they stated that while</p>	
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		working with the company (PT IIS - Tungkal Ulu) there was no intimidation, coercion and the process proceeded in accordance with informed consent. During the establishment of the oil palm plantation partnership with PT IIS, there were no complaints from the surrounding community, in fact it was quite significant in improving the community's economy.	
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.	<p>When this audit is carried out, the complaint procedure document above 4.2.1 (SOP for Handling External Complaints No. AA-GL-5005-R0 01) can be shown and verified during the audit. Based on interviews with several stakeholders during the ASA-2 audit, in general they understand enough about the channels/channels to be able to convey their complaints. Until this audit was carried out there were no changes related to the complaints procedure, as follows:</p> <ul style="list-style-type: none"> a. Standard Operating Procedure (SOP) No. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015. b. SOP Penanganan Keluhan Masyarakat No: AA-GL-510.1-R0, dated 1 January 2013, stipulated that: <ul style="list-style-type: none"> <i>4.1 Reporting Public Complaints</i> <i>4.1.1 General Scope: "Procedures ... for handling complaints from Concerned Parties including organizations, people, groups or institutions ...". In order for the Company to respond appropriately to the Parties' complaints in order to be identified, anonymous questions or complaints (without identity / cannot be traced by their identity) cannot be accepted. "</i> <i>4.2 Procedure for Handling / Resolving Community Complaints</i> <i>4.2.5 "This form identifies the person or organization that submitted the complaint, along with the basis of the complaint and the background of the acknowledgment (detailed description of the incident, name of the Party involved, the specific time when the</i> 	Complied

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		<p>event was the reason for the complaint and the basis of the complaint).</p> <p>4.2.12 "... The company will endeavour to resolve complaints within 15 working days".</p> <p>c. The mechanism used for handling employee complaints is as outlined in the SOP document No. AA-HR-308.5-R0, Rev 0 (SOP for Submission and Resolution of Employee Complaints) signed by Management on December 11, 2009. In the SOP, the procedures for submitting and handling employee complaints have been described, starting from how to submit complaints, the time for giving responses, parties who is responsible for responding to every employee complaint and documenting every employee complaint.</p> <p>Resolves disputes system which developed by unit of certification has follows the RSPO Policy on respect for Human Right Defender (HRD) stated in the Human Rights Policy dated 1 December 2019 signed by Managing Director. Separately, the company has also had a policy related a Human Rights Defender, which is stated in the Internal Memorandum No. 049/HO/MEMO/INT/03/20 from Head Operational on 20 March 2020: "Protection against the reporters/defenders of human rights defender from acts of revenge, intimidation and harassment.</p> <p>The external grievances and complaint handling was stipulated as per "Mekanisme Keluhan" which provided in the Website of Asian Agri and can be accessed by all stakeholder of Asian Agri at https://www.asianagri.com/id/panel-keberlanjutan/keluhan-pengaduan/.</p> <p>Asian Agri stakeholders include but are not limited to the Government, farmers, suppliers, vendors, academics, NGOs, media, etc., provided different complaint channels to report their complaints/findings. Reporters can submit complaints and information related to business</p>	
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		<p>violations, corruption, harassment, criminal acts, the environment, and others.</p> <p>Based on interview with several of worker, union labor and the stakeholder/local community of Village, that the procedure has been understood, as for the workers and society who cannot read (Illiterates) has been described verbally and in general already know and understand related to the complaint procedure.</p>	
4.2.3	The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.	<p>According to previous reports, there are still complaints from local communities regarding land conflicts, i.e. grievance/complaint from the people of Tanjung Paku Village. This land conflict case was conveyed and mediated by Kesbangpol (<i>Badan Kesatuan Bangsa dan Politik</i> - National and Political Unity Agency). Based on interviews with Provincial Kesbangpol Staff. Jambi (Mr. Taufik) that since the letter received from Kesbangpol on 2 August 2022 to the Head of Merlung Subdistrict to jointly carry out location surveys and measurements in the field and have not received a response from the Head of Merlung Subdistrict. Currently the Merlung sub-district head has changed personnel and is difficult to contact for interviews.</p> <p>In the surveillance audit (ASA 2.2), there was no significant progress, although communication continued to be established between Kesbangpol and the Tanjung Paku Village community, but there were no issues or resolutions that the Tanjung Paku Village community wanted to convey.</p> <p>Procedurally, PT IIS- Tungkal Ulu Group has acted in accordance with established procedures i.e. Procedures (SOP). No. AA-GL-5003.1-R2 concerning Handling Land Conflicts and also related regulations.</p>	Complied
4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to	<p>According to previous reports, there are still complaints from local communities regarding land conflicts, i.e. grievance/complaint from the people of Tanjung Paku Village. This land conflict case was conveyed</p>	Complied

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	choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.	<p>and mediated by Kesangpol (<i>Badan Kesatuan Bangsa dan Politik</i> - National and Political Unity Agency). Based on interviews with Provincial Kesbangpol Staff. Jambi (Mr. Taufik) that since the letter received from Kesbangpol on 2 August 2022 to the Head of Merlung Subdistrict to jointly carry out location surveys and measurements in the field and have not received a response from the Head of Merlung Subdistrict. Currently the Merlung sub-district head has changed personnel and is difficult to contact for interviews.</p> <p>In the surveillance audit (ASA 2.2), there was no significant progress, although communication continued to be established between Kesbangpol and the Tanjung Paku Village community, but there were no issues or resolutions that the Tanjung Paku Village community wanted to convey.</p> <p>Procedurally, PT IIS- Tungkal Ulu Group has acted in accordance with established procedures i.e. Procedures (SOP). No. AA-GL-5003.1-R2 concerning Handling Land Conflicts and also related regulations.</p> <p>The auditor team will continue to evaluate developments and follow developments in this case until there is an agreement between the affected parties.</p>	
Criteria 4.3: The unit of certification contributes to local sustainable development as agreed by local communities.			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local community are demonstrated.</p> <p>- Minor compliance -</p>	As a company in the midst of village communities, PT IIS _ Tungkal Ulu Group has a social awareness program for the surrounding community through the CSR (Corporate Social Responsibility) program, which is a form of the company's responsibility and contribution to the surrounding community. The preparation of this CSR program takes place every year and in its formulation involves the village community through representatives of the Village Head in the village year Musrembang discussion (<i>Musyawarah Perencanaan Pembangunan</i> - Development Planning Conference) i.e. In accordance with Law number 25 of 2004 concerning the National Development Planning System, Musrenbang is	Complied

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		<p>a forum between actors in order to prepare National development plans and Regional development plans. The last Musrembang was held in January 2024 in every village in Merlung District was attended by Public Relation (Bpk. Joko) to represent the company.</p> <p>Based on interviews with the Head of Pinang Gading Village (Mr. Eka Yanundri) Village and Mr. Anton Budiono Head of Adi Purwa Village, the CSR Program implemented by PT IIS - Tungkal Ulu is always implemented every year.</p> <p>CSR program for the 2023 period with a budget of IDR 178,775,245 and has been realized amounting to IDR 182,924,722 or 102% higher. Meanwhile, for the 2024 period, the budget for the CSR program is IDR 104,000,000. Until May 2024, the amount of IDR has been realized IDR 30,590,600 or 29,41%. CSR Program 2024 period has socialized to all Village on 9 January 2024.</p> <p>The following are the programs and realization of the CSR Program for the 2024 period:</p>	
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		CSR Program in 2024:					
		No.	Sector	Type of Programe	Output		Costs/Funds (IDR)
					Qty.	Unit	
		1	Social	Assistance for Tambourine Art Tools for Love Peace Village PT.IIS-KTU	1	Set	3,000,000
		2	Social	Assistance for Religious/National Holiday Activities 2024 PT IIS - KTU	12	Proposal	1,000,000
		3	Social	GAPKI assistance	1	Set	-
		4	Social	Cooking Oil Bazaar 2024	7	Desa	11,590,600
		5	Economy	Alternative Economic Assistance for 3 Villages PT.IIS - KTU	5	Ekor/Desa	-
		6	Economy	Assistance for Modern Angkringan Business Karang Taruna Pauh Village Village	1	Paket	-
		7	Education	Maintenance of Sustainable Palm Oil School SMKN 6 TBM-3 Tanjabbar in Lubuk Kambing	1	Event	9,000,000
		8	Education	Material Assistance for Sei Rattan High School Volleyball Court Building Materials	1	Paket	-
		9	Health	Free Health Check Assistance in Lubuk Terap Village	1	Set	-
		10	Infrastructure	Assistance for clean water facilities for drilled wells in Pinang Gading Village	1	Unit	-
		11	Infrastructure	Material Assistance for GMI Church Buildings in Rantau Benar Village	1	Paket	6,000,000
		Total					
Criteria 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.							
4.4.1	(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.	Mill and Estate: The certificate holder can show legal ownership, including: <ul style="list-style-type: none">- Izin Prinsip (Principal permit) No. KB.320/859/ Mentan/XI/1983, dated 7 November 1983, approved by Agriculture Ministry for PT. IIS – PIR Trans (+ 65,000 ha) and Izin Lokasi No.746, year 2006 for 1,111 ha in Merlung Sub District, Tanjung Jabung Barat Regency, issued by Bupati Tanjung Jabung Barat.- Izin Usaha Perkebunan – Surat Pendaftaran Usaha Perkebunan/SPUP (Plantation Operational permit) No.187/ Mentanhut/VII/2000, dated 3 November 2000 (±4,759.20 ha).- Izin Usaha Perkebunan Budidaya/IUP B (Plantation operational permit) No.625, year 2008, dated 26 September 2008 (± 1,111 ha).				Complied	

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		<ul style="list-style-type: none"> - Forest area release through “<i>Surat Keputusan Menteri Kehutanan No.494/Kpts-II/1991 tentang Pelepasan areal hutan seluas 17,500 Ha terletak di Kelompok Hutan S. Lampisi-S. Palik-palik Kabupaten Dati II Tanjung Jabung dan Seluas 9,356 Ha terletak di Kelompok Hutan S. Kehidupan-S. Singoan, Kabupaten Batanghari, Provinsi Jambi untuk Usaha Budidaya perkebunan dengan pola PIR-TRANS atas nama PT. Inti Indosawit Subur</i>” dated 7 August 1991. - Renewal HGU No.61/HGU/BPN/2005, dated 2 June 2005, approved by BPN (3,503.02 ha). Valid until 31 December 2027. - HGU No.82/HGU/BPN RI/2014, dated 15 May 2014 (1,053.34 ha), valid until 16 May 2049. <p>Based on identification, document verification and interviews with stakeholders, that at PT IIS – Tungkal Ulu Estate and Mill, there are no customary land ownership upon the Unit of Certification area.</p> <p>Based on interviews with relevant agencies and document verification, it shows that all land managed by PT IIS Tungkal Ulu already has a right to use rights (Hak Guna Usaha) issued by the government.</p> <p>Field observation to HGU poles please refer to indicator 2.1.3</p> <p>Scheme smallholders:</p> <p>Plasma management of Tungkal Ulu conducted the evaluation of laws and regulation compliance each year. Latest updated was on 1 January 2024. During audit, Group manager can demonstrate the document of “<i>Evaluasi Kepatuhan Hukum Kebun Plasma Tungkal Ulu Tahun 2023</i>” which contain the list/‘legal register’ of all applicable laws and regulations; consist of: list of regulation, requirement, evaluation record, compliance status, type of document, no. document, validity, source of document, remark. For example:</p> <p>a. Cooperative establishment deed</p>	
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		<p>b. Private land title (SHM: Sertifikat Hak Milik)</p> <p>c. Environmental permit</p> <p>d. Palm oil cultivation permit</p> <p>Based on field visits and interviews with sampled farmers from KUD Bina Usaha, Koperasi Manunggal Jaya, KUD Karya Jaya, and KUD Panca Mukti , it shows that the plasma land of PT IIS-Tungkal Ulu already has a right of title in the form of a Certificate of Ownership (SHM) issued by the government through the PIR-Trans program. Boundaries between land owned by farmers have been installed in the field in the form of SHM boundary markers or signs in the form of accumulation of oil palm fronds or other signs in the form of planting wood plants along the boundaries of the plots.</p>	
4.4.2	<p>Copies documents evidencing agreement- making processes and negotiated agreements detailing the FPIC process are available and include:</p> <p>4.4.2a Evidence that a plan has been developed through consultation and discussion held in good faith with all affected groups within the community, with specific assurances that vulnerable, minority and gender groups are asked for their opinions, and that information has been provided to all affected groups, including in it information about the steps taken to involve them in decision making.</p> <p>4.4.2b Evidence that the unit of certification has respected communities to give or withhold their consent to the operations at the time that these decisions were taken;</p>	<p>There are no changes of compliance statement compared to last year audit.</p> <p>PT. Inti Indosawit Subur – Tungkal Ulu is long-established plantation with planting year since 1991 through the PIR-TRANS program, land use-rights already obtained since 2005. The land status is clear, for the previous case was related to a land dispute with the people of Tanjung Paku Village covering an area of around 107 hectares, Until this audit (ASA2_1) was carried out, land disputes had been handled by the regional government, namely KESBANGPOL as a mediator in resolving them.</p> <p>Procedurally, PT IIS - Tungkal Ulu has carried out actions and treatments in accordance with established procedures, namely Standard</p>	Complied

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	4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities. Including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.	Operating Procedures (SOP). No. AA-GL-5003.1-R2 concerning Handling Land Conflicts and also related regulations. PT IIS – Tungkal Ulu will respect and follow the conflict resolution process in accordance with applicable regulations and established procedures.	
4.4.3	(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).	<p>There are no changes of compliance statement compared to last year audit.</p> <p>PT IIS-Tungkal Ulu has a cadastral measurement that carried out by Badan Peretahanan Nasional of Jambi Region and recorded on the peta Bidang Tanah/Land area map, such as:</p> <ul style="list-style-type: none"> - Land Area Map-Situation Drawing Measurement Letter No. 03/1991 dated April 9, 1991 for an area of 3,503.02 ha. - Situation Drawing Measurement Letter No. 27/2014 dated July 7, 2014 for an area of 400.06 ha. - Land Area Map-Situation Drawing Measurement Letter No. 29/2014 dated July 7, 2014 for an area of 5.20 ha. - Land Area Map-Situation Drawing Measurement Letter No. 30/2014 dated July 7, 2014 for an area of 68.74 ha. - Land Area Map-Situation Drawing Measurement Letter No. 31/2014 dated July 7, 2014 for an area of 30.89 ha. - Land Area Map-Situation Drawing Measurement Letter No. 32/2014 dated July 7, 2014 for an area of 40.44 ha. - Land Area Map-Situation Drawing Measurement Letter No. 35/2014 dated July 7, 2014 for an area of 8.56 ha. - Land Area Map-Situation Drawing Measurement Letter No. 33/2014 dated July 7, 2014 for an area of 10.98 ha. - Land Area Map-Situation Drawing Measurement Letter No. 34/2014 dated July 7, 2014 for an area of 4.41 ha. 	Complied

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		<ul style="list-style-type: none"> - Land Area Map-Situation Drawing Measurement Letter No. 36/2014 dated July 7, 2014 for an area of 480.34 ha. - Land Area Map-Situation Drawing Measurement Letter No. 28/2014 dated July 7, 2014 for an area of 3.72 ha. 	
4.4.4	All relevant information is available in appropriate forms and languages, including assessment of impact, proposed benefit sharing, and legal arrangements.	<p>There are no changes of compliance statement compared to last year audit.</p> <p>Based on public consultation with related stakeholder (government agencies of Tanjung Jabung Barat Regency and village representatives from Merlung village and Pulau Pauh village) obtain information that there are no customary or indigenous people within the Tungkal Ulu Estate concession.</p>	Complied
4.4.5	(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.	<p>There are no changes of compliance statement compared to last year audit.</p> <p>Based on public consultation with related stakeholder (government agencies of Tanjung Jabung Barat Regency and village representatives from Merlung village and Pulau Pauh village) obtain information that there are no customary or indigenous people within the Tungkal Ulu Estate concession.</p>	Complied
4.4.6	There is evidence that implementation of agreement negotiated through FPIC is annually reviewed in consultation with affected parties.	<p>There are no changes of compliance statement compared to last year audit.</p> <p>Based on public consultation with related stakeholder (government agencies of Tanjung Jabung Barat Regency and village representatives from Merlung village and Pulau Pauh village) obtain information that there are no customary or indigenous people within the Tungkal Ulu Estate concession.</p>	Complied
Criteria 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.			

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4.5.1	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p>	<p>There are no changes of compliance statement compared to last year audit. Added information regarding scheme smallholder land status.</p> <p>PT IIS – Tungkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tungkal Ulu is currently acquiring new land for oil palm plantations. The certificate holder can show legal ownership, including:</p> <ul style="list-style-type: none"> - Izin Prinsip (Principal permit) No. KB.320/859/ Mentan/XI/1983, dated 7 November 1983, approved by Agriculture Ministry for PT. IIS – PIR Trans (+ 65,000 ha) and Izin Lokasi No.746, year 2006 for 1,111 ha in Merlung Sub District, Tanjung Jabung Barat Regency, issued by Bupati Tanjung Jabung Barat. - Izin Usaha Perkebunan – <i>Surat Pendaftaran Usaha Perkebunan/SPUP</i> (Plantation Operational permit) No.187/ Mentanhut/VII/2000, dated 3 November 2000 (±4,759.20 ha). - <i>Izin Usaha Perkebunan Budidaya/IUP B</i> (Plantation operational permit) No.625, year 2008, dated 26 September 2008 (± 1,111 ha). - Forest area release through "<i>Surat Keputusan Menteri Kehutanan No.494/Kpts-II/1991 tentang Pelepasan areal hutan seluas 17,500 Ha terletak di Kelompok Hutan S. Lampisi-S. Palik-palik Kabupaten Dati II Tanjung Jabung dan Seluas 9,356 Ha terletak di Kelompok Hutan S. Kehidupan-S. Singoan, Kabupaten Batanghari, Provinsi Jambi untuk Usaha Budidaya perkebunan dengan pola PIR-TRANS atas nama PT. Inti Indosawit Subur</i>" dated 7 August 1991. - Renewal HGU No.61/HGU/BPN/2005, dated 2 June 2005, approved by BPN (3,503.02 ha). Valid until 31 December 2027. - HGU No.82/HGU/BPN RI/2014, dated 15 May 2014 (1,053.34 ha), valid until 16 May 2049. 	Complied
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		<p>Based on identification, document verification and interviews with stakeholders, that at PT IIS – Tungkal Ulu Estate and Mill, there are no customary land ownership upon the Unit of Certification area.</p> <p>If there is a land dispute, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p> <p>Scheme Smallholder:</p> <p>During field observation and interview with sampled smallholders at ASA2.2, obtained information that there was no land dispute within smallholders' area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders' plots already have legal use rights.</p>	
4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions. All the relevant information and documents are made available, and community have option of resourced access to independent third-party advice through a documented, long-term and two- way process of consultation and negotiation.</p>	<p>There are no changes of compliance statement compared to last year audit. Added information regarding scheme smallholder land status.</p> <p>PT IIS – Tungkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tungkal Ulu is currently acquiring new land for oil palm plantations. The certificate holder can show legal ownership, including:</p> <ul style="list-style-type: none"> - Izin Prinsip (Principal permit) No. KB.320/859/ Mentan/XI/1983, dated 7 November 1983, approved by Agriculture Ministry for PT. IIS – PIR Trans (+ 65,000 ha) and Izin Lokasi No.746, year 2006 for 1,111 ha in Merlung Sub District, Tanjung Jabung Barat Regency, issued by Bupati Tanjung Jabung Barat. - Izin Usaha Perkebunan – <i>Surat Pendaftaran Usaha Perkebunan/SPUP</i> (Plantation Operational permit) No.187/ Mentanhut/VII/2000, dated 3 November 2000 (\pm4,759.20 ha). - <i>Izin Usaha Perkebunan Budidaya/IUP B</i> (Plantation operational permit) No.625, year 2008, dated 26 September 2008 (\pm 1,111 ha). 	Complied

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		<ul style="list-style-type: none"> - Forest area release through "Surat Keputusan Menteri Kehutanan No.494/Kpts-II/1991 tentang Pelepasan areal hutan seluas 17,500 Ha terletak di Kelompok Hutan S. Lampisi-S. Palik-palik Kabupaten Dati II Tanjung Jabung dan Seluas 9,356 Ha terletak di Kelompok Hutan S. Kehidupan-S. Singoan, Kabupaten Batanghari, Provinsi Jambi untuk Usaha Budidaya perkebunan dengan pola PIR-TRANS atas nama PT. Inti Indosawit Subur" dated 7 August 1991. - Renewal HGU No.61/HGU/BPN/2005, dated 2 June 2005, approved by BPN (3,503.02 ha). Valid until 31 December 2027. - HGU No.82/HGU/BPN RI/2014, dated 15 May 2014 (1,053.34 ha), valid until 16 May 2049. <p>Based on identification, document verification and interviews with stakeholders, that at PT IIS – Tungkal Ulu Estate and Mill, there are no customary land ownership upon the Unit of Certification area.</p> <p>If there is a land dispute, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p> <p>Scheme Smallholder:</p> <p>During field observation and interview with sampled smallholders at ASA2.2, obtained information that there was no land dispute within smallholders' area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders' plots already have legal use rights.</p>	
4.5.3	Evidence is available that affected local peoples understand they have the right to say 'agree' or 'not agree' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these	<p>There are no changes of compliance statement compared to last year audit. Added information regarding scheme smallholder land status.</p> <p>PT IIS – Tungkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tungkal Ulu is currently</p>	Complied

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	<p>local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p>	<p>acquiring new land for oil palm plantations. The certificate holder can show legal ownership, including:</p> <ul style="list-style-type: none"> - Izin Prinsip (Principal permit) No. KB.320/859/ Mentan/XI/1983, dated 7 November 1983, approved by Agriculture Ministry for PT. IIS – PIR Trans (+ 65,000 ha) and Izin Lokasi No.746, year 2006 for 1,111 ha in Merlung Sub District, Tanjung Jabung Barat Regency, issued by Bupati Tanjung Jabung Barat. - Izin Usaha Perkebunan – <i>Surat Pendaftaran Usaha Perkebunan/SPUP</i> (Plantation Operational permit) No.187/ Mentanhut/VII/2000, dated 3 November 2000 (\pm4,759.20 ha). - <i>Izin Usaha Perkebunan Budidaya/IUP B</i> (Plantation operational permit) No.625, year 2008, dated 26 September 2008 (\pm 1,111 ha). - Forest area release through "<i>Surat Keputusan Menteri Kehutanan No.494/Kpts-II/1991 tentang Pelepasan areal hutan seluas 17,500 Ha terletak di Kelompok Hutan S. Lampisi-S. Palik-palik Kabupaten Dati II Tanjung Jabung dan Seluas 9,356 Ha terletak di Kelompok Hutan S. Kehidupan-S. Singoan, Kabupaten Batanghari, Provinsi Jambi untuk Usaha Budidaya perkebunan dengan pola PIR-TRANS atas nama PT. Inti Indosawit Subur</i>" dated 7 August 1991. - Renewal HGU No.61/HGU/BPN/2005, dated 2 June 2005, approved by BPN (3,503.02 ha). Valid until 31 December 2027. - HGU No.82/HGU/BPN RI/2014, dated 15 May 2014 (1,053.34 ha), valid until 16 May 2049. <p>Based on identification, document verification and interviews with stakeholders, that at PT IIS – Tungkal Ulu Estate and Mill, there are no customary land ownership upon the Unit of Certification area.</p> <p>If there is a land dispute, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-</p>	
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		<p>GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p> <p>Scheme Smallholder:</p> <p>During field observation and interview with sampled smallholders at ASA2.2, obtained information that there was no land dispute within smallholders' area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders' plots already have legal use rights.</p>	
4.5.4	<p>To ensure local food and water security and as part of the FPIC process, SEIA participation and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of land allocations process.</p>	<p>There are no changes of compliance statement compared to last year audit. Added information regarding scheme smallholder land status.</p> <p>PT IIS – Tungkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tungkal Ulu is currently acquiring new land for oil palm plantations. The certificate holder can show legal ownership, including:</p> <ul style="list-style-type: none"> - Izin Prinsip (Principal permit) No. KB.320/859/ Mentan/XI/1983, dated 7 November 1983, approved by Agriculture Ministry for PT. IIS – PIR Trans (+ 65,000 ha) and Izin Lokasi No.746, year 2006 for 1,111 ha in Merlung Sub District, Tanjung Jabung Barat Regency, issued by Bupati Tanjung Jabung Barat. - Izin Usaha Perkebunan – <i>Surat Pendaftaran Usaha Perkebunan/SPUP</i> (Plantation Operational permit) No.187/ Mentanhut/VII/2000, dated 3 November 2000 (±4,759.20 ha). - <i>Izin Usaha Perkebunan Budidaya/IUP B</i> (Plantation operational permit) No.625, year 2008, dated 26 September 2008 (± 1,111 ha). - Forest area release through "<i>Surat Keputusan Menteri Kehutanan No.494/Kpts-II/1991 tentang Pelepasan areal hutan seluas 17,500 Ha terletak di Kelompok Hutan S. Lampisi-S. Palik-palik Kabupaten Dati II Tanjung Jabung dan Seluas 9,356 Ha terletak di Kelompok Hutan S. Kehidupan-S. Singoan, Kabupaten Batanghari, Provinsi</i> 	Complied

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		<p><i>Jambi untuk Usaha Budidaya perkebunan dengan pola PIR-TRANS atas nama PT. Inti Indosawit Subur</i>" dated 7 August 1991.</p> <ul style="list-style-type: none"> - Renewal HGU No.61/HGU/BPN/2005, dated 2 June 2005, approved by BPN (3,503.02 ha). Valid until 31 December 2027. - HGU No.82/HGU/BPN RI/2014, dated 15 May 2014 (1,053.34 ha), valid until 16 May 2049. <p>Based on identification, document verification and interviews with stakeholders, that at PT IIS – Tunkal Ulu Estate and Mill, there are no customary land ownership upon the Unit of Certification area.</p> <p>If there is a land dispute, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p> <p>Scheme Smallholder:</p> <p>During field observation and interview with sampled smallholders at ASA2.2, obtained information there was no land dispute within smallholders' area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plot already have legal use rights.</p>	
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access information and advice, that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.	<p>There are no changes of compliance statement compared to last year audit. Added information regarding scheme smallholder land status.</p> <p>PT IIS – Tunkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tunkal Ulu is currently acquiring new land for oil palm plantations. The certificate holder can show legal ownership, including:</p> <ul style="list-style-type: none"> - Izin Prinsip (Principal permit) No. KB.320/859/ Mentan/XI/1983, dated 7 November 1983, approved by Agriculture Ministry for PT. IIS – PIR Trans (+ 65,000 ha) and Izin Lokasi No.746, year 2006 	Complied

		<p>for 1,111 ha in Merlung Sub District, Tanjung Jabung Barat Regency, issued by Bupati Tanjung Jabung Barat.</p> <ul style="list-style-type: none"> - Izin Usaha Perkebunan – <i>Surat Pendaftaran Usaha Perkebunan/SPUP</i> (Plantation Operational permit) No.187/Mentanhut/VII/2000, dated 3 November 2000 ($\pm 4,759.20$ ha). - <i>Izin Usaha Perkebunan Budidaya/IUP B</i> (Plantation operational permit) No.625, year 2008, dated 26 September 2008 ($\pm 1,111$ ha). - Forest area release through “<i>Surat Keputusan Menteri Kehutanan No.494/Kpts-II/1991 tentang Pelepasan areal hutan seluas 17,500 Ha terletak di Kelompok Hutan S. Lampisi-S. Palik-palik Kabupaten Dati II Tanjung Jabung dan Seluas 9,356 Ha terletak di Kelompok Hutan S. Kehidupan-S. Singoan, Kabupaten Batanghari, Provinsi Jambi untuk Usaha Budidaya perkebunan dengan pola PIR-TRANS atas nama PT. Inti Indosawit Subur</i>” dated 7 August 1991. - Renewal HGU No.61/HGU/BPN/2005, dated 2 June 2005, approved by BPN (3,503.02 ha). Valid until 31 December 2027. - HGU No.82/HGU/BPN RI/2014, dated 15 May 2014 (1,053.34 ha), valid until 16 May 2049. <p>Based on identification, document verification and interviews with stakeholders, that at PT IIS – Tungkal Ulu Estate and Mill, there are no customary land ownership upon the Unit of Certification area.</p> <p>If there is a land dispute, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p> <p>Scheme Smallholder:</p> <p>During field observation and interview with sampled smallholders at ASA2.2, obtained information that there was no land dispute within smallholders’ area since the plantation developed. Smallholders land</p>	
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		obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders' plots already have legal use rights.	
4.5.6	Evidence is available that the communities or their representatives gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.	<p>There are no changes of compliance statement compared to last year audit. Added information regarding scheme smallholder land status.</p> <p>PT IIS – Tungkal Ulu was developed since 1991 through the PIR-TRANS program and there is no indication that PT IIS – Tungkal Ulu is currently acquiring new land for oil palm plantations. The certificate holder can show legal ownership, including:</p> <ul style="list-style-type: none"> - Izin Prinsip (Principal permit) No. KB.320/859/ Mentan/XI/1983, dated 7 November 1983, approved by Agriculture Ministry for PT. IIS – PIR Trans (+ 65,000 ha) and Izin Lokasi No.746, year 2006 for 1,111 ha in Merlung Sub District, Tanjung Jabung Barat Regency, issued by Bupati Tanjung Jabung Barat. - Izin Usaha Perkebunan – <i>Surat Pendaftaran Usaha Perkebunan/SPUP</i> (Plantation Operational permit) No.187/ Mentanhut/VII/2000, dated 3 November 2000 (±4,759.20 ha). - <i>Izin Usaha Perkebunan Budidaya/IUP B</i> (Plantation operational permit) No.625, year 2008, dated 26 September 2008 (± 1,111 ha). - Forest area release through "<i>Surat Keputusan Menteri Kehutanan No.494/Kpts-II/1991 tentang Pelepasan areal hutan seluas 17,500 Ha terletak di Kelompok Hutan S. Lampisi-S. Palik-palik Kabupaten Dati II Tanjung Jabung dan Seluas 9,356 Ha terletak di Kelompok Hutan S. Kehidupan-S. Singoan, Kabupaten Batanghari, Provinsi Jambi untuk Usaha Budidaya perkebunan dengan pola PIR-TRANS atas nama PT. Inti Indosawit Subur</i>" dated 7 August 1991. - Renewal HGU No.61/HGU/BPN/2005, dated 2 June 2005, approved by BPN (3,503.02 ha). Valid until 31 December 2027. - HGU No.82/HGU/BPN RI/2014, dated 15 May 2014 (1,053.34 ha), valid until 16 May 2049. 	Complied

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		<p>Based on identification, document verification and interviews with stakeholders, that at PT IIS – Tungkal Ulu Estate and Mill, there are no customary land ownership upon the Unit of Certification area.</p> <p>If there is a land dispute, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p> <p>Scheme Smallholder:</p> <p>During field observation and interview with sampled smallholders at ASA2.2, obtained information that there was no land dispute within smallholders' area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders' plots already have legal use rights.</p>	
4.5.7	After 15 November 2018, new lands will not be acquired for plantations and mills as a result of recent (after November 2005) expropriations in the national interest (eminent domain) without FPIC process, except in cases of smallholders benefitting from agrarian reform or anti-drug programmes.	<p>There is no land acquisition after 15 Nov 2018. Unit of Certification is long-established plantation with planting year since 1987, 1988, 1989. Currently the palm oil has been replanting since 2017 – 2027. This company is one of pilot project by national government, therefore the existing area is origin from State Land and no land compensation was made. Also, there is not acquiring of new land for oil palm plantation. The company does not restrict local peoples access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Estate area statement documents, interview with communities and stakeholder consultation, there is no issue of land conflict noted and/or reported between company and surrounding communities.</p>	Complied
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation.	<p>There is no land acquisition after 15 Nov 2018. Unit of Certification is long-established plantation with planting year since 1987, 1988, 1989. Currently the palm oil has been replanting since 2017 – 2027. This</p>	Complied

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		company is one of pilot project by national government, therefore the existing area is origin from State Land and no land compensation was made. Also, there is not acquiring of new land for oil palm plantation. The company does not restrict local peoples access through the main Estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Estate area statement documents, interview with communities and stakeholder consultation, there is no issue of land conflict noted and/or reported between company and surrounding communities.	
Criteria 4.6: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.	<p>PT IIS – Tungkal Ulu has been built since 1991 through the PIR-TRANS program. To date, PT IIS – Tungkal Ulu has not expanded or acquired new land for oil palm plantations.</p> <p>However, land acquisition and compensation mechanisms are still available if a land dispute occurs as explained in indicator 4.2.1, the company will use the procedures as regulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 concerning Land Conflict Management which was approved by management on 08 May 2015.</p> <p>Regarding the conflict issue with the Tanjung Paku Village community, PT IIS has responded to the conflict issue in accordance with applicable procedures and regulations as explained in clause 4.2.1-4.2.3 above.</p>	Complied
4.6.2	(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.	<p>PT IIS – Tungkal Ulu has been built since 1991 through the PIR-TRANS program. To date, PT IIS – Tungkal Ulu has not expanded or acquired new land for oil palm plantations.</p> <p>However, land acquisition and compensation mechanisms are still available if a land dispute occurs as explained in indicator 4.2.1, the company will use the procedures as regulated in the Standard Operating</p>	Complied

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		<p>Procedure (SOP) document no. AA-GL-5003.1-R2 concerning Land Conflict Management which was approved by management on 08 May 2015.</p> <p>Regarding the conflict issue with the Tanjung Paku Village community, PT IIS has responded to the conflict issue in accordance with applicable procedures and regulations as explained in clause 4.2.1-4.2.3 above.</p>	
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for smallholdings (if possible based on local law, customs and/or agreement).	<p>PT IIS – Tungkal Ulu has been built since 1991 through the PIR-TRANS program. To date, PT IIS – Tungkal Ulu has not expanded or acquired new land for oil palm plantations.</p> <p>However, land acquisition and compensation mechanisms are still available if a land dispute occurs as explained in indicator 4.2.1, the company will use the procedures as regulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 concerning Land Conflict Management which was approved by management on 08 May 2015.</p> <p>Regarding the conflict issue with the Tanjung Paku Village community, PT IIS has responded to the conflict issue in accordance with applicable procedures and regulations as explained in clause 4.2.1-4.2.3 above.</p>	Complied
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented with evidence of the participation of affected parties and made available to them.	<p>PT IIS – Tungkal Ulu has been built since 1991 through the PIR-TRANS program. To date, PT IIS – Tungkal Ulu has not expanded or acquired new land for oil palm plantations.</p> <p>However, land acquisition and compensation mechanisms are still available if a land dispute occurs as explained in indicator 4.2.1, the company will use the procedures as regulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 concerning Land Conflict Management which was approved by management on 08 May 2015.</p>	Complied

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		Regarding the conflict issue with the Tanjung Paku Village community, PT IIS has responded to the conflict issue in accordance with applicable procedures and regulations as explained in clause 4.2.1-4.2.3 above.	
Criteria 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place.	<p>PT IIS – Tungkal Ulu has been built since 1991 through the PIR-TRANS program. To date, PT IIS – Tungkal Ulu has not expanded or acquired new land for oil palm plantations.</p> <p>However, land acquisition and compensation mechanisms are still available if a land dispute occurs as explained in indicator 4.2.1, the company will use the procedures as regulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 concerning Land Conflict Management which was approved by management on 08 May 2015.</p> <p>Regarding the conflict issue with the Tanjung Paku Village community, PT IIS has responded to the conflict issue in accordance with applicable procedures and regulations as explained in clause 4.2.1-4.2.3 above.</p>	Complied
4.7.2	(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.	<p>PT IIS – Tungkal Ulu has been built since 1991 through the PIR-TRANS program. To date, PT IIS – Tungkal Ulu has not expanded or acquired new land for oil palm plantations.</p> <p>However, land acquisition and compensation mechanisms are still available if a land dispute occurs as explained in indicator 4.2.1, the company will use the procedures as regulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 concerning Land Conflict Management which was approved by management on 08 May 2015.</p> <p>Regarding the conflict issue with the Tanjung Paku Village community, PT IIS has responded to the conflict issue in accordance with applicable procedures and regulations as explained in clause 4.2.1-4.2.3 above.</p>	Complied

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4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.	Unit of certification is an existing plantation company, therefore no more land compensation against developing new plantation because no expansion area for this unit. Currently, the plantation is in step of replanting period and all legal document and status are clean and clear. Based on stakeholder consultation show that the surrounding communities feels company provide job vacancy to absorb manpower from surrounding village. In addition, company developed CSV program to assist oil palm planter to organized and strive for independent smallholder organization.	Complied
Criteria 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrated that they have legal customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.	<p>PT IIS - Tungkal Ulu is an oil palm company that was built in conjunction with the government program in developing nucleus - plasma oil palm plantations with the PIR-TRANS scheme since 1991. The company has presented land legality documents ranging from Forest Area Release Permits, Location Permits to Title Certificates. Business Use (HGU) which is currently in effect since the HGU extension in 2014 i.e. HGU No.82/HGU/BPN RI/2014, dated 15 May 2014 (1,053.34 ha), valid until 16 May 2049.</p> <p>The company has developed a land dispute resolution procedure in the form of Standard Operating Procedure (SOP) No. AA-GL-5003.1-RI concerning Land Conflict Management which was approved by management on December 5, 2009 and has undergone revision I on August 22, 2011. In 2015 the company revised II Mechanism for handling conflicts as outlined in the Standard Operating Procedure (SOP). No. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p> <p>The mechanism has adjusted to the 2015 FPIC Guide for RSPO Member where in the SOP it has regulated the delivery of information, negotiations, measurement of common boundaries and others including</p>	Complied

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		<p>the involvement of other related parties and parties whose land borders conflict lands.</p> <p>Regarding the conflict issue with the Tanjung Paku Village community, PT IIS has responded to the conflict issue in accordance with applicable procedures and regulations as explained in clause 4.2.1-4.2.3 above.</p> <p>Based on the field visit, it was shown that the conditions of the disputed blocks E93D and E93C did not indicate any company activities to carry out FFB harvesting or plant maintenance activities. This has been stated in the demands submitted by the residents of Tanjung Paku Village on June 23, 2021.</p>	
4.8.2	<p>(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p>	<p>PT IIS - Tungkal Ulu is an oil palm company that was built in conjunction with the government program in developing nucleus - plasma oil palm plantations with the PIR-TRANS scheme since 1991. The company has presented land legality documents ranging from Forest Area Release Permits, Location Permits to Title Certificates. Business Use (HGU) which is currently in effect since the HGU extension in 2014 i.e. HGU No.82/HGU/BPN RI/2014, dated 15 May 2014 (1,053.34 ha), valid until 16 May 2049.</p> <p>The company has developed a land dispute resolution procedure in the form of Standard Operating Procedure (SOP) No. AA-GL-5003.1-RI concerning Land Conflict Management which was approved by management on December 5, 2009 and has undergone revision I on August 22, 2011. In 2015 the company revised II Mechanism for handling conflicts as outlined in the Standard Operating Procedure (SOP). No. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p> <p>The mechanism has adjusted to the 2015 FPIC Guide for RSPO Member where in the SOP it has regulated the delivery of information, negotiations, measurement of common boundaries and others including</p>	Complied

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		<p>the involvement of other related parties and parties whose land borders conflict lands.</p> <p>Regarding the conflict issue with the Tanjung Paku Village community, PT IIS has responded to the conflict issue in accordance with applicable procedures and regulations as explained in clause 4.2.1-4.2.3 above.</p> <p>Based on the field visit, it was shown that the conditions of the disputed blocks E93D and E93C did not indicate any company activities to carry out FFB harvesting or plant maintenance activities. This has been stated in the demands submitted by the residents of Tanjung Paku Village on June 23, 2021.</p>	
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4).	<p>PT IIS - Tungkal Ulu is an oil palm company that was built in conjunction with the government program in developing nucleus - plasma oil palm plantations with the PIR-TRANS scheme since 1991. The company has presented land legality documents ranging from Forest Area Release Permits, Location Permits to Title Certificates. Business Use (HGU) which is currently in effect since the HGU extension in 2014 i.e. HGU No.82/HGU/BPN RI/2014, dated 15 May 2014 (1,053.34 ha), valid until 16 May 2049.</p> <p>The company has developed a land dispute resolution procedure in the form of Standard Operating Procedure (SOP) No. AA-GL-5003.1-RI concerning Land Conflict Management which was approved by management on December 5, 2009 and has undergone revision I on August 22, 2011. In 2015 the company revised II Mechanism for handling conflicts as outlined in the Standard Operating Procedure (SOP). No. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p> <p>The mechanism has adjusted to the 2015 FPIC Guide for RSPO Member where in the SOP it has regulated the delivery of information, negotiations, measurement of common boundaries and others including</p>	Complied

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		<p>the involvement of other related parties and parties whose land borders conflict lands.</p> <p>Regarding the conflict issue with the Tanjung Paku Village community, PT IIS has responded to the conflict issue in accordance with applicable procedures and regulations as explained in clause 4.2.1-4.2.3 above.</p> <p>Based on the field visit, it was shown that the conditions of the disputed blocks E93D and E93C did not indicate any company activities to carry out FFB harvesting or plant maintenance activities. This has been stated in the demands submitted by the residents of Tanjung Paku Village on June 23, 2021.</p>	
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).	<p>PT IIS - Tungkal Ulu is an oil palm company that was built in conjunction with the government program in developing nucleus - plasma oil palm plantations with the PIR-TRANS scheme since 1991. The company has presented land legality documents ranging from Forest Area Release Permits, Location Permits to Title Certificates. Business Use (HGU) which is currently in effect since the HGU extension in 2014 i.e. HGU No.82/HGU/BPN RI/2014, dated 15 May 2014 (1,053.34 ha), valid until 16 May 2049.</p> <p>The company has developed a land dispute resolution procedure in the form of Standard Operating Procedure (SOP) No. AA-GL-5003.1-RI concerning Land Conflict Management which was approved by management on December 5, 2009 and has undergone revision I on August 22, 2011. In 2015 the company revised II Mechanism for handling conflicts as outlined in the Standard Operating Procedure (SOP). No. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p> <p>The mechanism has adjusted to the 2015 FPIC Guide for RSPO Member where in the SOP it has regulated the delivery of information, negotiations, measurement of common boundaries and others including</p>	Complied

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		<p>the involvement of other related parties and parties whose land borders conflict lands.</p> <p>Regarding the conflict issue with the Tanjung Paku Village community, PT IIS has responded to the conflict issue in accordance with applicable procedures and regulations as explained in clause 4.2.1-4.2.3 above.</p> <p>Based on the field visit, it was shown that the conditions of the disputed blocks E93D and E93C did not indicate any company activities to carry out FFB harvesting or plant maintenance activities. This has been stated in the demands submitted by the residents of Tanjung Paku Village on June 23, 2021.</p>	
Principle 5: Support smallholder inclusion Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.			
Criteria 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices for FFB are publicly available and accessible by smallholders.	<p>The company has a mechanism for determining the price of external FFB in the SOP for Purchasing External FFB (AA-MM-506.1-R4). The procedure informs the following:</p> <ul style="list-style-type: none"> - FFB purchase manager will create a price list for local POM and other sources for price comparison. Then the FFB Purchase Manager will calculate the price of FFB that can be purchased based on the CPO and PK prices from the marketing party obtained from the CPO and PK tender. - From the CPO and PK prices obtained, transport costs to the nearest port will be deducted along with tax calculations. After that, the CPO and PK prices will be multiplied by the OER produced by POM. - From the results of this multiplication, processing costs from the factory will be deducted which at the end of the month will be 	Complied

		<p>adjusted again according to the recorded processing cost realization.</p> <ul style="list-style-type: none"> - The price approved by the Head of FFB Purchase will be conveyed to the FFB supplier. <p>For a scheme smallholder, the price of FFB determined by local government regulation by Jambi Governance. Referring to the Minister of Agriculture Regulation no. 1 of 2018; concerning Guidelines for determining the purchase price of Fresh Fruit Bunches (FFB) for Palm Oil Produced by Planters, with the formula:</p> $HTBS(P) = K(P-1) \{HCPO(P) \times RCPO(Tab) + (HPK(P) \times RPK(Tab))\}$ <p>Information:</p> <ul style="list-style-type: none"> - HTBS(P): The price of FFB received by growers at the factory level, expressed in IDR/kg in the current period (P). - K(P-1): Proportion index which shows the share in percentage (%) in the previous period. - HCPO(P): The weighted average price of CPO realized by export sales (FOB) and local for each company in the current period, expressed in IDR/Kg. - HPK(P): The weighted average PK price of realized export sales (FOB) and local for each company in IDR/kg. - RSPO(Tab) CPO yield expressed in percentage (%). - RPK(Tab) PK yield expressed in percentage (%). <p>Koperasi Plasma Tungkal Ulu receives information on FFB prices from the Jambi Province FFB Pricing Team once every week.</p> <p>Taken as a sample, FFB prices for the period April – May 2024:</p> <table> <tr> <th rowspan="2">Oil Palm Age (year)</th><th colspan="3">FFB Price (Province Jambi)- IDR/Kg</th></tr> <tr> <th>Apr-24</th><th>May-24</th><th></th></tr> <tr> <td></td><td></td><td></td><td></td></tr> </table>	Oil Palm Age (year)	FFB Price (Province Jambi)- IDR/Kg			Apr-24	May-24						
Oil Palm Age (year)	FFB Price (Province Jambi)- IDR/Kg													
	Apr-24	May-24												

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		<p>the form of money but in the form of smallholder empowerment activities aimed at increasing the competence and competitiveness of smallholders based on participatory suggest from the smallholders.</p> <p>In this audit, information was obtained that the premium distribution for Tungkal Ulu Plasma for the 2020 period was handed over on December 10 2020.</p> <p>In the period 2021-2024 this is the period when replanting is carried out in plasma plantations. Tungkal Ulu Plasma has held training for farmers, namely "Training on Alternative Income When Replanting" in November 2019 and January 2020 at Bogor and in January 2021 and 2022 at each cooperative office.</p> <p>The aim of the training is to prepare farmers to face their monthly income situation during the replanting period. During the training, it was also explained regarding purchasing and setting prices for FFB to farmers (smallholders). In the period after replanting (TBM: Immature Plantation), in accordance with the MoU of cooperation with each cooperative/KUD, that after the first harvest up to 48 months (4 years) the farmer's income (in the form of TBS sales) will be included in the escrow account which will be disbursed in the 48th month or after the debt credit period has finished.</p> <p>Based on interview with the smallholder's representatives known that the training has given the positive insight to the smallholders to facing the replanting period. Some smallholders have prepared the alternative income during the replanting with other business such as quail farm, goat and cows and domestic waste composting.</p>	
5.1.3	(C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.	<p>During this Surveillance audit has verified that the Management of PT Inti Indosawit Subur – Tungkal Ulu Plasma has committed to share the RSPO premium price in accordance with the agreement with their smallholder. Premium sharing is not distributed in cash money, instead</p>	Complied

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		<p>in smallholder's empowerment activities aimed at increasing the competence and competitiveness of smallholders based on participatory suggest from the smallholders.</p> <p>During this audit obtained information that the premium sharing for Tungkal Ulu Plasma period 2022/2023 has been distributed, for example for example:</p> <ul style="list-style-type: none"> - KUD Bina Usaha, dated 14 March 2023, road material 8 trip IDR 10,000,000. - Kokperasi Manunggal Jaya, dated 14 March 2023, "Pondok Hujan" IDR 10,000,000. - KUD Karya Jaya, dated 17 March 2023, road material 106m3, IDR 20,000,000. - KUD Panca Mukti, dated 24 March 2023, road material 107m3, IDR 20,000,000. - KUD Mukti Raharjo (Sungai Muluk Village), dated 29 May 2023, road material 55m3, IDR 19,800,000. <p>For the FFB price has followed the prices that set by Dinas Perkebunan Province of Jambi as described on 5.1.1 above.</p>	
5.1.4	(C) Evidences is available that all parties, including women and independent representative organization assisting smallholders where requested, are involved in the decision making processes and understand the contracts. These include involving finance, loans/credits, and repayments through FFB price reductions for replanting and/or, other support mechanisms where applicable.	<p>The smallholder's member of Tungkal Ulu Plasma originated from government transmigration program on 1990 – 1991. Mostly from East Java, West Java and local area (Jambi Province).</p> <p>Based on information obtained during the onsite audit known that some of smallholders' member were women. The annual meeting of KUD always invited all members which is some women. All the decision made was involved the smallholder members, including women members.</p>	Complied
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe.	All smallholders which registered as supply bases to Tungkal Ulu POM have agreement with PT. Inti Indosawit Subur – Tungkal Ulu. The timeframe of the contract is 1 cycle period (25 years) since first planting.	Complied

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		<p>For the renewal contract has been shown during audit and the terms of contract been better then 1st cycle which can improved the livelihood of the smallholders.</p> <p>In this period there were several small farmers who had carried out replanting using the Government assistance program, namely BPDPKS funds (Palm Oil Plantation Fund Management Agency). Thus the renewal of the partnership contract has been updated.</p>	
5.1.6	(C) Agreed payments are made in a timely manner and receipts specifying price, weigh, deductions and amount paid are given.	<p>Smallholders received the daily and monthly report for FFB's that deliver to Tungkal Ulu POM. Price, weigh, deduction and amount paid are clearly described within the document. Payment to smallholders in monthly basis.</p> <p>Through the interview with FFB supplier (supplied to Tungkal Ulu POM) obtained information that the FFB price only updated if any changes. However, the FFB payments maximum 3 days after the mill received the FFB (according to the contract).</p> <p>Document review for FFB payment for KUD Maunggal Jaya, KUD Karya Jaya, KUD Panca Mukti and KUD Bina Usaha on 31 May 2024 was shown that the FFB payment are in accordance with the FFB price the company has informed to KUD Karya Jaya, KUD Sari Bumi, KUD Sawit Mulia and KUD Karya Kita, the FFB prices is IDR 2,542.67 /kg (Oil Palm Age: 25 Years) and IDR 2,160.86 /Kg for oil palm age of 3 years.</p> <p>There is no dispute related to FFB payments so far.</p>	Complied
5.1.7	Weighing equipment is verified by an independent third party on a regular basis.	<p>Weighbridge in Tungkal Ulu POM is verified by government agency in annual basis. Latest verification was performed on 13 February 2024, based on "Surat Keterangan Hasil Pengujian" (calibration certificate):</p> <ul style="list-style-type: none"> - No.500.2.3.15/02/Diskoperindo/2024 for Avery Weigh Tronix; model ZM510; S/N 182950654; capacity 50,000 kg. - No.500.2.3.15/03/Diskoperindo/2024 for Avery Weigh Tronix; model ZM510; S/N 212051089; capacity 50,000 kg 	Complied

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		Certificates issued by "UPT Metrologi Legal – Dinas Koperasi Usaha Kecil dan Menengah, Perindustrian dan Perdagangan Kabupaten Tanjung Jabung Barat", valid until February 2025.	
5.1.8	The unit of certification supports Independent smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholder on who runs the Internal Controlling System (ICS), who holds the certificate, and who owns and sells certified materials.	<p>Based on review of agreement, the company carried out the development and provide supervision in KUD (Scheme Smallholder). The company support KUD in form of supervision in upkeep, fertilizer application, harvesting, FFB transport and implementation of RSPO P&C requirements.</p> <p>For independent Smallholder, support is given in form of CSV (Create Share Value). Member of CSV which have cooperation with the company for example is Gapoktan Maju Jaya and Gapoktan Usaha Berkat. Form of support is the company give coaching to the independent smallholder related good agriculture practices, organisation and administration. Those independent smallholders expected to be certified in next few years.</p>	Complied
5.1.9	(C) The unit of certification has a grievance mechanism for smallholders, and all grievances raised are dealt with in a timely manner.	<p>Based on document verification and information from agencies and stakeholders at the time of the interview, PT IIS-Tungkal Ulu has several dispute resolution procedures and up to this surveillance there have been no changes and they are still consistently applied up to now, i.e:</p> <ol style="list-style-type: none"> Standard Operating Procedure (SOP) No. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015. SOP Penanganan Keluhan Masyarakat No: AA-GL-510.1-R0, dated 1 January 2013, stipulated that: <ul style="list-style-type: none"> <i>4.1 Reporting Public Complaints</i> <i>4.1.1 General Scope: "Procedures ... for handling complaints from Concerned Parties including organizations, people, groups or institutions ...". In order for the Company to respond appropriately to the Parties' complaints in order to be identified, anonymous</i> 	Complied

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		<p><i>questions or complaints (without identity / cannot be traced by their identity) cannot be accepted. "</i></p> <p><i>4.2 Procedure for Handling / Resolving Community Complaints</i></p> <p><i>4.2.5 "This form identifies the person or organization that submitted the complaint, along with the basis of the complaint and the background of the acknowledgment (detailed description of the incident, name of the Party involved, the specific time when the event was the reason for the complaint and the basis of the complaint)."</i></p> <p><i>4.2.12 "... The company will endeavour to resolve complaints within 15 working days".</i></p> <p>c. The mechanism used for handling employee complaints is as outlined in the SOP document No. AA-HR-308.5-R0, Rev 0 (SOP for Submission and Resolution of Employee Complaints) signed by Management on December 11, 2009. In the SOP, the procedures for submitting and handling employee complaints have been described, starting from how to submit complaints, the time for giving responses, parties who is responsible for responding to every employee complaint and documenting every employee complaint.</p> <p>Resolves disputes system which developed by unit of certification has follows the RSPO Policy on respect for Human Right Defender (HRD) stated in the Human Rights Policy dated 1 December 2019 signed by Managing Director. Separately, the company has also had a policy related a Human Rights Defender, which is stated in the Internal Memorandum No. 049/HO/MEMO/INT/03/20 from Head Operational on 20 March 2020: "Protection against the reporters/defenders of human rights defender from acts of revenge, intimidation and harassment.</p> <p>The external grievances and complaint handling was stipulated as per "<i>Mekanisme Keluhan</i>" which provided in the Website of Asian Agri and</p>	
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		<p>can be accessed by all stakeholder of Asian Agri at https://www.asianagri.com/id/panel-keberlanjutan/keluhan-pengaduan</p> <p>Asian Agri stakeholders include but are not limited to the Government, farmers, suppliers, vendors, academics, NGOs, media, etc., provided different complaint channels to report their complaints/findings. Reporters can submit complaints and information related to business violations, corruption, harassment, criminal acts, the environment, and others.</p> <p>Based on document review and interview to the sample members during ASA2-2, it was known that there is no complaint by the smallholders raised up to May 2024.</p>	
Criteria 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.	<p>The certification unit - PT IIS - Tungkal Ulu consulted with existing scheme smallholders and also some independent farmers to assess their need for support to improve their livelihoods and their interest in RSPO certification by circulating a letter of agreement to continue the replanting program with the company. For groups of small farmers who have not replanted, the company offers a TKKS mulching program to be implemented on farmers' land through submitting proposals.</p> <p>Several activities have been carried out to provide knowledge about RSPO certification through training, for example:</p> <ul style="list-style-type: none"> - 6 June 2024 held training on Pesticide Managment which was attended by 85 participating farmers. - On 6 May 2024, held training on harvesting activities and pruning care which was attended by 30 farmers. - On 10 May 2024, held training on fertilizer application and weed control without using paraquat herbicide attended by 60 farmers. <p>Based on field observations and interviews with village heads around the plantation (PT IIS), that: small farmers and/or village residents who</p>	Complied

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		also own land and oil palm plantations around plantations owned by PT IIS-Tungkal Ulu, are also given free access can cross or collect grass in plantation areas to use as livestock.	
5.2.2	The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).	<p>Consistently, the PT IIS - Tungkal Ulu Group certification unit has been developing and implementing livelihood improvement programs, such as:</p> <ul style="list-style-type: none"> - 6 June 2024 held training on Pesticide Managment which was attended by 85 participating farmers. - On 6 May 2024, held training on harvesting activities and pruning care which was attended by 30 farmers. - On 10 May 2024, held training on fertilizer application and weed control without using paraquat herbicide attended by 60 farmers. 	Complied
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.	Unit of certification have specific program to promote legally FFB and BMP management to independent smallholders namely Core Shared Value (CSV) program. This program aims to produce legal FFB and proposed for certification. The front yard land of each smallholder which under scheme (outside certification scope) are proposed to form organization and being directed to proceed ISH certification.	Complied
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.	<p>Unit of certification has assigned chemical weeding team (Tim Unit Semprot/TUS) in each estate/unit to handling chemical weeding activity. The team member originated from own workers (for own estate) and local communities (for smallholder). They regularly attended training on pesticide handling that conducted by the pesticide supplier in collaboration with local pesticide committee.</p> <p>Based on document review and interview with random pesticide applicator known that they were attending the last training on pesticide handling on 3 February 2024 and attended by 63 smallholders. Some topics that discuss such as safety pesticide handling, national regulation</p>	Complied

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		related to pesticide, symbol and label awareness and emergency procedure if any contamination or poisonous.	
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.	<p>Unit of certification regularly reviews and publicly reports on the progress of the smallholder support program by access website https://www.asianagri.com/id/panel-keberlanjutan/laporankeberlanjutan. That document is publicly available.</p> <p>Plasma manager Tungkal Ulu also described that PT Inti Indosawit Subur also helped the smallholder based on monthly management review of smallholder performance as follows:</p> <ul style="list-style-type: none"> Assisted the KUD's to achieve the production and upkeep target. Until this audit, plasma area has been achieved 5% above the target. Assisting the KUD's in replanting program. Until this audit, there is a record of approval by smallholder member in some KUD's. PT Inti Indosawit Subur as agreed to be bank guarantor for the financial scheme of replanting. 	Complied
Principle 6: respect workers' rights and conditions Protect workers' rights and ensure safe and decent working conditions.			
Criteria 6.1: Any form of discrimination is prohibited.			
6.1.1	(C) A publicity available non-discrimination and equal opportunity policy is implemented in such way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.	<p>Until this audit was carried out, there were no changes to the company's policies regarding non-discrimination and equal opportunity.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu has established a Company Policy based on the "Company Policy" which was signed by the President Director on 1 December 2014. In point 13 it is stated: "The Company treats employees fairly, both in terms of acceptance, assessment, working conditions and environment, and representation without regard to race, ethnicity, caste, national origin, religion/belief, disability,</p>	Complied

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		<p>gender, sexual orientation, trade union membership, political affiliation and/or age.”</p> <p>This policy has been communicated to all employees and placed on a notice board in a public and easily accessible place. In 2024, socialization was held on 22 January 2024, which was attended by 25 Tungkal Ulu Estate employees and 4 January 2024 socialization was carried out at the Tungkal Ulu POM which was attended by 20 employees. In period 2023, the socialization has performed to contractors on 20 December 2023.</p> <p>In the employee recruitment process, PT Inti Indosawit Subur – Tungkal Ulu has an SOP for employee recruitment and there have been no changes since the previous audit, i.e SOP: AA-HR-305.2-R0 dated 1 February 2009 concerning "<i>Penerimaan Karyawan Baru</i>" (Employee Recruitment and Selection), The company will accept new employees based on abilities and qualifications. This policy has been communicated to workers. The policy describes the organization as recognizing and respecting the rights of local, migrant or urban workers.</p> <p>Workers who registered in Mill and Estate was stated that all workers came from different backgrounds (race, religion, gender, etc.). Ethnic diversity of workers and during interviews with workers, no discrimination was identified based on religion, ethnicity, gender. No evidence of discrimination was found during the audit.</p> <p>The company provides workers with work equipment that is relevant to the nature of the work carried out, this is has mention in the PKB for the period 2023-2025 [Article 15] concerning Work Equipment, Occupational Safety and Health.</p> <p>Based on the Employee List as of May 2024, which proves that the company does not discriminate in any form, employees are given the opportunity to work regardless of ethnicity, religion, origin, and gender.</p>	
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		List of workers: Workers at PT IIS-Tungkal Ulu for the period May 2024, consisting of several ethnic groups: Malay, Batak, Javanese, Lombok, Minang, Nias, and others. Consists of 2 religions: 79.22% Islam and 20.78% Christianity and consists of 30% female workers and 28.75% male workers.	
6.1.2	(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers non-payment of recruitment fees.	<p>In the employee recruitment process, PT Inti Indosawit Subur – Tungkal Ulu has an SOP for employee recruitment and there have been no changes since the previous audit, i.e SOP: AA-HR-305.2-R0 dated 1 February 2009 concerning "<i>Penerimaan Karyawan Baru</i>" (Employee Recruitment and Selection), The company will accept new employees based on abilities and qualifications. This policy has been communicated to workers. The policy describes the organization as recognizing and respecting the rights of local, migrant or urban workers.</p> <p>Workers who registered in Mill and Estate was stated that all workers came from different backgrounds (race, religion, gender, etc.). Ethnic diversity of workers and during interviews with workers, no discrimination was identified based on religion, ethnicity, gender. No evidence of discrimination was found during the audit.</p> <p>The company provides workers with work equipment that is relevant to the nature of the work carried out, this has mention in the PKB for the period 2023-2025 [Article 15] concerning Work Equipment, Occupational Safety and Health.</p> <p>Based on the Employee List as of May 2024, which proves that the company does not discriminate in any form, employees are given the opportunity to work regardless of ethnicity, religion, origin, and gender.</p> <p>List of workers: Workers at PT IIS-Tungkal Ulu for the period May 2024, consisting of several ethnic groups: Malay, Batak, Javanese, Lombok, Minang, Nias, and others. Consists of 2 religions: 79.22% Islam and 20.78% Christianity and consists of 30% female workers and 28.75% male workers.</p>	Complied

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		Based on interviews with workers and management of PT IIS-Tungkal Ulu (Mill and Estate) during ASA2.2, there are no migrant workers. In the recruitment process for all employees/workers, there is no payment (recruitment fee) charged to prospective workers.	
6.1.3	The unit of certification demonstrates that the recruitment selection, hiring access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.	<p>The unit of certification demonstrates that the recruitment selection, hiring access to training and promotion are based on skills, capabilities, qualities and medical fitness result.</p> <p>Since the recruitment procedures were established in 2009, there have been no changes in either content or structure, there are 2 procedures related to worker recruitment and promotion has been set by PT IIS – Tungkal Ulu Group, including:</p> <ol style="list-style-type: none"> 1. Procedure: AA-HR-305.7-R0 dated 1 August 2021 – regarding Recruitment, Selection and Promotion for Non-Staff Workers 2. Procedure for employee assessment (HRD C-002-00) <p>These procedures were available during audit. This procedure refers to government regulations i.e. UU no. 13/2023 and Law no. 11/2021 Cipta Kerja. There was no identification of discrimination and recruitment processes with payment of fees to prospective workers.</p> <p>It was also explained that the recruitment process is based on the company's planned needs in accordance with the required competencies including the requirement for a health examination performed by doctors, hospital and clinic.</p> <p>Taken as a sample of the recruitment and promotion process:</p> <ul style="list-style-type: none"> • Worker recruitment process in January 2024 for the position of <i>Krani Administrasi Tanaman – Plant Administration Officer</i>, prospective worker on behalf of Erwin Nainggolan. <p>Document verified, such as:</p> <ul style="list-style-type: none"> • Personal data form of application on behalf of Erwin Nainggolan i.e. Curriculum vitae 	Complied

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		<ul style="list-style-type: none"> Recruitment requirements, including: photocopy of ID card, family card, job application letter, photocopy of diploma certificate, etc. Results of health examinations by hospitals and clinics appointed by the company. Daily working Agreement on behalf of Erwin Nainggolan Promotion of daily workers (PHL) to permanent workers. <p>Based on promoting workers as above mentioned, the skills, capabilities, qualities and medical fitness is already tested and qualified to be promoted.</p>	
6.1.4	Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.	<p>The certification unit - PT IIS Tungkal Ulu Group prohibits pregnant or breastfeeding women from spraying chemicals. To carry out mitigation, plantations carry out monthly pregnancy tests. So, this pregnancy check is not intended to discriminate against workers but is a check that must be carried out on female workers who work using chemicals so that if there are pregnant female workers they can be transferred to work (which does not come into contact with chemicals) temporarily.</p> <p>Plantation management notes that spraying is not carried out by pregnant or breastfeeding women. Female workers voluntarily carry out their own menstrual cycle tests and notify the Polyclinic for review by nurses and recording every month. Pregnancy checks were carried out based on the Minutes of PT IIS- Kebun Tungkal Ulu Pregnancy Tests on 13 June 2024 checking the number of 11 foreman workers (for spraying and fertilizers activity) and 117 female workers.</p>	Complied
6.1.5	(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.	PT Inti Indosawit Subur – Tungkal Ulu has formed a Gender Committee at the Tungkal Ulu Estate and Mill. The gender committee consisting of representatives from all units in the Tungkal Ulu Group plays a role in: overcoming problems related to women's rights and providing	Complied

		<p>counselling for female workers who experience acts of violence and sexual harassment as well as other problems related to female workers. PT IIS-Tungkal Ulu has a Gender Committee chaired by Marianis and has an organizational structure guided by Mr. Joko Riyanto and Mrs. Nur Rosintan H.</p> <p>In 2023-2024, the Gender Committee's Work Program has been determined, including the issues that will be discussed at the meeting. The program has not changed much from the previous year (because this activity is a routine activity), including:</p> <ol style="list-style-type: none"> 1. Improving maternal and child health through Posyandu activities, immunizations and vitamin supplements. 2. Hold regular gender committee meetings at least every 4 months 3. Providing additional food (during Posyandu) 4. Sports activities for employees 5. Environmental cleanliness in residential areas 6. Healthy housing assessment for employees 7. Religious activity <p>The realization of the gender committee program for the 2024 period includes:</p> <ul style="list-style-type: none"> - January 2024: Socialization activities to improve maternal and child health through posyandu (health services for mother and children) activities, immunizations and additional vitamins - March 2024: Religious Activities (BKMT) - Posyandu (health services for mother and children) activities every month, the last in May 2024 by providing additional food. 	
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		<p>- March 2024; carry out Environmental Cleaning activities in residential areas</p> <p>Based on interviews with the chairman of the Gender Committee (Ms. Mariana) and a sample of female workers, awareness of issues of concern and ways to overcome them is carried out consistently. Such as: religious meetings at mosques, churches, or weekly meetings at complexes. It was also stated that until this time, there was no cases of harassment or violence against female workers</p>	
6.1.6	There is evidence of equal pay for the same work scope.	<p>Implementation of workers' wages, PT IIS – Tungkal Ulu refers to Decree of Governor of Jambi Province No. 1026/KEP.GUB/DISNAKERTRANS-3.3/2023 dated 30 November 2023 concerning Penetapan Upah Minimum Kabupaten Tanjung Jabung Barat amount IDR 3,126,381.00 per month.</p> <p>Internally PT IIS has issued Memorandum through Regional Head Plt. 3 no. 010/HR-RO3/MEMO/01/2024 dated 15 January 2024 related Wages for 2024 period amount IDR 3,126,381.00 per month or IDR 125,055 per day. Termasuk Skala Gaji Pegawai Bulanan 2024 PLT-3 dengan upah terkecil sebesar IDR 3,126,381 per month (Golongan PB-4.1) dan terbesar sebesar IDR 3,676,381 per month (Golongan PB-1.8)</p> <p>The company also provides rice allowances to its workers, namely 15 kg/month for each worker, 9 kg/month for the worker's wife, and 7.5 kg/month for the worker's children (maximum 3 children). Rice price in August 2021 IDR 9,500/kg.</p> <p>The company has provided employees with salary certificates/slips, salary slips containing basic salary, allowances, premiums, employee health insurance (BPJS Employment and Health) and deductions.</p> <p>Based on the document review during This Surveillance-2 audit, it can be seen that the company has provided equivalent wages/salaries for the same scope of work, including in-kind benefits.</p>	Complied

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		<p>Taken as an example of salaries/pay slips for the period January-March 2024 for Tungkal Ulu Estate and Tungkal Ulu Mill workers. Based on a sample salary slip, the worker's wage per day is IDR 125,055 per day and is in accordance with the 2024 wage determination decision from Jambi Governor's Decree No. 1026/KEP.GUB/DISNAKERTRANS-3.3/2023 dated 30 November 2023; regarding: "Determination of the 2024 Jambi Province Minimum Wage".</p> <p>Scheme smallholder:</p> <p>KUD workers are paid a daily wage and are only paid when they have worked. However, individual members have adjusted their workers' salaries by referring to government regulations. The wages given each month are calculated based on the tonnage of FFB harvested per rotation, which is IDR 150,000 – 200,000/ton FFB, done 2-3 times to reach 1 ton. Based on verification of freelance worker wage data in Tungkal Ulu Plasma, it shows that these wages are in accordance with Jambi Province regional government regulations.</p>	
Criteria 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	(C) Documentation of pay and working conditions in accordance with applicable labour laws are available to the workers in national languages and explained to them in language they understand.	<p>Implementation of workers' wages, PT IIS – Tungkal Ulu refers to Decree of Governor of Jambi Province No. 1026/KEP.GUB/DISNAKERTRANS-3.3/2023 dated 30 November 2023 concerning Penetapan Upah Minimum Kabupaten Tanjung Jabung Barat amount IDR 3,126,381.00 per month.</p> <p>Internally PT IIS has issued Memorandum through Regional Head Plt. 3 no. 010/HR-RO3/MEMO/01/2024 dated 15 January 2024 related Wages for 2024 period amount IDR 3,126,381.00 per month or IDR 125,055 per day. Termasuk Skala Gaji Pegawai Bulanan 2024 PLT-3 dengan</p>	Complied

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		<p>upah terkecil sebesar IDR 3,126,381 per month (Golongan PB-4.1) dan terbesar sebesar IDR 3,676,381 per month (Golongan PB-1.8)</p> <p>Wage payments at PT IIS-Tungkal Ulu Group are made using bank transfer system to all workers on the 1st-5th of the current month, who have previously been given salary slips. A pay slip is a detail of a worker's wage payment which includes basic salary, allowances, overtime pay, health and employment insurance benefits, premiums and deductions from health and employment insurance contributions.</p> <p>The following are several verification documents for payment of wages, such as:</p> <ul style="list-style-type: none"> - Salary Receipt on behalf of Kur**** as Upkeep Worker (Lannd Application) March 2024 period, working day 15, basic salary IDR 1,875,840, premium IDR 925,280 and deduction; BPJS Ketenagakerjaan & Kesehatan IDR 187,582. Net salary IDR 2,676,065. - Salary Receipt on behalf of And*** Ir**** as Sortation at Mill, working day 19, basic salary IDR 2,876,288, premium IDR 1,493,893 and deduction; BPJS Ketenagakerjaan IDR 62,528, BPJS Kesehatan IDR 31,264. Net salary IDR 4,246,251. <p>Based on the verification of the salary slip document above, PT IIS – Tungkal Ulu Group has implemented wage payments in accordance with applicable regulations and laws; Jambi Governor's Decree No. 1026/KEP.GUB/DISNAKERTRANS-3.3/2023 dated 30 November 2023 concerning Penetapan Upah Minimum Kabupaten Tanjung Jabung Barat 2024, UU no. 11 of 2020 and PERPU no. 6 of 2023; regarding UU Cipta Kerja and Peraturan Pemerintah no. 36 of 2021; about Wages</p>	
6.2.2	(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal	<p>The employment contract and details of payment and terms of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday rights, maternity leave, reasons for dismissal, notice period, etc.) are available in the Collective Labor Agreement (PKB) for</p>	Complied

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	<p>requirements) and payroll documents give accurate information on compensation for all work performed.</p>	<p>the year period 2023-2025. This PKB has been registered at the Tanjung Jabung Barat Regency Manpower Service with no. 565/68/Naker/2023 dated 9 January 2023.</p> <p>Employment contract has been verified during ASA2_1 for example:</p> <ul style="list-style-type: none"> - Surat Perjanjian Kerja/Work Agreement Letter No. 001/PKH/RO3/I/2024 dated 02 January 2024 on behalf Er*** Gin***- Harvester – Tungkal Ulu Estate; - Surat Perjanjian Kerja Waktu Tidak Tertentu /Work Agreement Letter No. 015/SPK/PKWTT/III/2024 dated 27 March 2024 on behalf Mar**** - Harvester at Tungkal Ulu Estate; This work agreement is for permanent workers with a probation period of 3 months. <p>Determination of wages (including allowances and other allowances), working hours (including working hours and overtime pay) and working days are regulated in Article V; Wages - Wages, which explains:</p> <ul style="list-style-type: none"> A. Permanent workers are given wages whose amount is determined by the employer with conditions that are not lower than government regulations. B. Certain permanent workers are given wages (Basic Salary and Rice) according to their class/level status, the value of which is determined by the employer with conditions that are not lower than government regulations. C. Workers still receive additional wages (UMP/UMSK) and/or attendance incentives which are further regulated in separate provisions. <p>The rice allowance given to workers is 15 kg/month for each worker, 9 kg/month for the wife and 7.5 kg/month for the worker's children (maximum 3 children).</p> <p>Provisions regarding holidays and leave (both maternity leave and</p>	
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		<p>menstrual leave) are regulated in Article VIII concerning Non-Working Days; including: absenteeism, rest days in a week, official holidays, annual leave, maternity leave and others.</p> <p>Meanwhile, for daily workers, the company has established an Employment Contract for daily workers which is written in Indonesian, so that it can be understood by all parties. The Daily Worker Agreement explains the rights and obligations of workers, including: wages, social security (BPJS Employment and BPJS Health), facilities and work tools.</p> <p>Based on the verification of wage documents for the May 2023 period above (6.1.6 & 6.2.1), the application of wages at PT IIS is in accordance with statutory regulations.</p> <p>Based on the verification of the salary slip document above, PT IIS – Tungkal Ulu Group has implemented wage payments in accordance with applicable regulations and laws; Jambi Governor's Decree No. 1026/KEP.GUB/DISNAKERTRANS-3.3/2023 dated 30 November 2023 concerning Penetapan Upah Minimum Kabupaten Tanjung Jabung Barat 2024, UU no. 11 of 2020 and PERPU no. 6 of 2023; regarding UU Cipta Kerja and Peraturan Pemerintah no. 36 of 2021; about Wages.</p>	
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, and other legal labour requirements.</p>	<p>Determination of wages (including benefits and other benefits), working hours (including hours and overtime pay) and working days have been regulated in the Collective Labor Agreement (PKB periode 2023-2025) Article V; Upah – Wages.</p> <p>The Company paid the wages of employees in 2023 is by minimum wage based on Decree of Governor of Jambi 1072/KEP.GUB/DISNAKERTRANS-3.3/2022 dated 7 December 2022; regarding: "Penetapan Upah Minimum Kabupaten Tanjung Jabung Barat Propinsi Jambi Tahun 2023".</p> <p>Working hour is determined 40 hour per week (Monday – Saturday) with 7 hour per day.</p>	Complied

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		<p>Document verification:</p> <p>Overtime</p> <ul style="list-style-type: none"> - Overtime Order dated 2 April 2024 for the Tungkal Ulu Mill, overtime on behalf of Maryanto (workshop), 3 hours overtime (12.00-16.00) for repair and replacement of tractor bearings in the workshop. - Recapitulation of Overtime Hours of Tungkal Ulu Mill for the April 2024 period. <p>Leave:</p> <ul style="list-style-type: none"> - Application for annual leave in the name of Herdiansyah (NP: 00299) position: mature upkeep, proposed leave on 12 - 15 April 2024. - Application for annual leave in the name of Elvita Rosi (NP: 02883) position: Mature upkeep, proposed menstruation leave on 6-7 May 2024. <p>Based on the overtime pay verification above, PT IIS has implemented overtime pay in accordance with applicable laws and regulations.</p> <p>Based on the verification of the salary slip document above, PT IIS – Tungkal Ulu Group has implemented wage payments in accordance with applicable regulations and laws; UU no. 11 of 2020 and PERPU no. 6 of 2023; regarding UU Cipta Kerja and Peraturan Pemerintah no. 36 of 2021; about Wages.</p>	
6.2.4	<p>(C) The unit of certification provides adequate housing. Sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.</p>	<p>The company has provided adequate facilities for the workers, including the basic need such as electricity and water. There are no changes to either adding or subtracting facilities.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu has provided adequate housing with electrical and clean water supply, medical clinic, sport facilities, religious facilities, education facilities and other amenities. Based on field inspection, the facilities found to be in good condition. The company has prepared facilities for their workers.</p>	Complied

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		<p>Record seen:</p> <p>There were no changes related to data dan layout of Public Facilities in Tungkal Ulu Estate and Mill year 2023-2024 (there was no change form 2021), such as:</p> <p>Tungkal Ulu POM</p> <ul style="list-style-type: none"> – Housing B/CM (2 units) – Housing C (5 units) – Housing E (61 units) – Water pump (1 unit) – Water reservoir (2 units) <p>Tungkal Ulu Estate</p> <ul style="list-style-type: none"> – Housing; staff (20 units), type D1(28 units), type E1 (187 units). – Kindergarten (1 unit). – Clinic (2 units). – Mosque (3 units). – Church (1 unit). – School bus (4 units). – Ambulance (1 unit). – <i>Koperasi</i> (1 unit). – Employee hall (1 unit). – Sport facilities (football, volleyball, tennis, badminton). <p>The company annually evaluates the condition of employee housing using the Employee Home Condition Census Recapitulation Form, last conducted in January 2024. Based on interview with the employees who live in the employee housing, that there are no issues related to the housing. However according to labour union interview most employee complaints are related to damage to infrastructure facilities (housing and</p>	
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		<p>others facilities), the company has responded directly, action taken by repair the housing facility; company also has a regular programe of housing maintenance and repair. Whenever there is damage to employee housing, the company always responds and follows up on the damage and repairs it.</p> <p>For the smallholder scheme, there is no employee housing, because the use of labor in the smallholder scheme is to use local village communities that already have housing in the village.</p>	
6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.	<p>Company is able to demonstrate effort in providing access to adequate, sufficient and affordable food: provision of rice allowance – aside from monthly salary to all eligible workers, cooperative organization for employee providing basic food necessities (<i>Koperasi Jaya Abadi</i>).</p> <p>The company also provides access to sellers of vegetables and food needs to be able to enter the PT IIS-Tungkal Ulu Group area every morning, so that workers can more easily get their daily food needs. Once every month at the time of the employee's payday, the employee housing also opens a temporary market which is held on the 5th-6th of each month.</p> <p>Based on interviews with several employees, that to get food needs every day there is no difficulty, because the company has provided this access (<i>Koperasi Jaya Abadi</i>, small shops in housing that are obtained by the company) as well as "<i>Penjual sayuran keliling</i>" who can enter every morning at employee housing.</p> <p>Scheme Smallholders:</p> <p>The farmer members are a developed transmigration village. Provision of food can be obtained from existing markets in the village. Based on the results of field visits to the sample villages indicate that in the village was available markets and small shops that provide basic necessities.</p>	Complied

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6.2.6	<p>A DLW is paid to all workers in accordance with applicable regulations, including workers who work on a piece rate/quota basis, the calculation of which is based on a quota that can be achieved during regular working hours.</p>	<p>Implementation of workers' wages, PT IIS – Tungkal Ulu refers to Decree of Governor of Jambi Province No. 1026/KEP.GUB/DISNAKERTRANS-3.3/2023 dated 30 November 2023 concerning Penetapan Upah Minimum Kabupaten Tanjung Jabung Barat amount IDR 3,126,381.00 per month.</p> <p>Internally PT IIS has issued Memorandum through Regional Head Plt. 3 no. 010/HR-RO3/MEMO/01/2024 dated 15 January 2024 related Wages for 2024 period amount IDR 3,126,381.00 per month or IDR 125,055 per day. Termasuk Skala Gaji Pegawai Bulanan 2024 PLT-3 dengan upah terkecil sebesar IDR 3,126,381 per month (Golongan PB-4.1) dan terbesar sebesar IDR 3,676,381 per month (Golongan PB-1.8)</p> <p>The company also provides rice allowances to its workers, namely 15 kg/month for each worker, 9 kg/month for the worker's wife, and 7.5 kg/month for the worker's children (maximum 3 children). Rice price in August 2021 IDR 9,500/kg.</p> <p>In general, the PT Inti Indosawit Subur - Tungkal Ulu including smallholders have calculated the Decent Living Needs using the calculation method as set out in the "RSPO Guidance for Implementing a Decent Living Wage", June 1, 2019. The company has conducted an account of the DLW for the 2023 period with data collection from each Estate and POM.</p> <p>Based on the verification of documents the results of the 2024 DLW calculation shows that total cost and kind benefits for average is IDR 288,916, average monthly take home salary per worker is IDR 2,937,444 and total value of prevailing wage is IDR 3,226,360.</p>	Complied
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PROCEDURAL NOTE:

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

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

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

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

6.2.7	Permanent fulltime employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal	<p>Based on Memorandum from Senior Manager of PT IIS- Tungkal Ulu Group No. 208/SM-KTU/MEMO/VII/2020 dated 23 July 2020 and SOP No. AA-HR-305.2-R concerning Recruitment and Selection of Employees, including harvesters in plantation units, states that newly recruited workers will experience a 3-month trial period carried out by their immediate superior. No later than 15 days before the 3 (three) month recruitment deadline, the section will provide a Probationary Period Evaluation form to the department concerned.</p> <p>The unit certification has identified those related to the main work in oil palm plantations based on the Circular Letter from GAPKI dated 8 February 2013 No. 073/GAPKI/II/2013 concerning the Circular on the Activity Flow of the Work Implementation Process in the Oil Palm Plantation Business Sector, stating that; only 2 (two) jobs that are the main activities in the Oil Palm Plantation industry, namely harvesting and processing products, the rest are supporting activities in accordance with <i>Permenakertrans No. 19/2012</i> which implementation can be left to other parties.</p> <p>The company has established a program for the appointment of PHL harvesters to Permanent workers (SKUH), as well as a program for the appointment/promotion of PHL harvest workers. This harvester employee appointment/promotion program has been submitted to the District Manpower and Transmigration Office of Tanjung Jabung Barat Regency.</p> <p>Based on interview with HRD during Surveillance-2 it was revealed that a mechanism for recruiting daily worker, especially harvesters as</p>	Complied
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		permanent workers with a probationary period of 3 months is carried out. This is in accordance with applicable laws and regulations exist in Indonesia, namely Law No. 11 of 2021 the "UU Cipta Kerja/Job Creation Law" and Perpu No. 6 of 2023.	
Criteria 6.3: The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.			
6.3.1	(C) A published statement recognizing freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented.	<p>No changes on policy in this surveillance audit.</p> <p>Freedom of association policy is written in Bahasa Indonesia, as stated in "Kebijakan Perusahaan", dated 1st December 2014 "<i>Menghormati hak setiap karyawan untuk membentuk atau menjadi serikat pekerja sesuai dengan keinginannya dan untuk melakukan tawar menawar secara kolektif</i>". This policy has been informed to all employees and being placed into public area easily accessed, the last dissemination was on 10 December 2023.</p> <p>Tungkal Ulu Estate and POM have a Worker Union as a form of freedom of association for employees and already registered in Manpower Agency.</p> <p>All the policy is in Bahasa Indonesia and explained to all workers. The last meeting between union and the company was on May 2024 discussion regarding penetapan upah premi panendetermination of harvesting perimium in Sunday.</p> <p>Based on interview with Labour Union (obtained information that the company's policy above has been disseminated in Bahasa Indonesia to all of workers during morning briefing or through the signboard that installed in public area (office, housing complex, store, and morning briefing station).</p> <p>Scheme Smallholders:</p>	Complied

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		<p>Scheme smallholder has had organization's policy: "Kebijakan Manajer Group ICS" dated 11 August 2020. Related the freedom of association, it has mentioned on point 12: "<i>Menghormati setiap karyawan KUD atau petani untuk membentuk atau menjadi anggota serikat pekerja serta berkumpul dan berserikat atau berorganisasi</i>". This policy is made in Bahasa Indonesia, this is in order to facilitate understanding by all farmers.</p> <p>The policy has been disseminated to all smallholder members. Cooperative sample; KUD Manunggal Jaya, KUD Bina Usaha, KUD Panca Mukti and KUD Karya Jaya.</p> <p>There is no labour union that formed by smallholders (N/A).</p>	
6.3.2	Minutes of meetings between the unit of certification with trade unions or worker representatives who are freely elected, are documented in the national languages and available upon request.	<p>Record of meeting of SBSI/(Labor Union), such as:</p> <p>1) Mei 2024, discussion regarding determination of harvesting perimium in sunday</p> <p>- January 2024, discussion regarding determination of minimum wages of 2024</p>	Complied
6.3.3	Management does not interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers, including migrant and contract workers.	<p>Based on interview with chairman of labour union obtained information that there is no interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers.</p> <p>Based on the labour union statutes, the right to become a member of a labour union is a permanent employee. Each member has voting rights (right to be elected and to vote).</p> <p>Scheme Smallholders:</p> <p>There is no labour union that formed by smallholders (N/A)</p>	Complied

Criteria 6.4: Children are not employed or exploited.

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6.4.1	A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.	<p>There are no changes related to company policy, including the formal policy for child protection, including the prohibition of child labor and remediation in the "Company Policy", signed by the President Director on 1 December 2019, in point 14 it is stated: All children are not allowed to work in any activity in the company. company".</p> <p>Company policy was also published to place posters in strategic places on the plantations (Tungkal Ulu Plantation and Tungkal Ulu POM).</p> <p>All contracts, including contracts for the supply of FFB, contain special clauses regarding compliance with applicable legal requirements including regarding child labor/prohibition of employing children under 18 years, and this can be proven by a third party.</p> <p>Samples taken:</p> <p><u>Mill:</u></p> <ul style="list-style-type: none"> - Contract Agreement No. 05/XII/TJP-IIS/2020 dated 1 Desember 2020 between PT Inti Indosawit Subur (Tungkal Ulu) and PT Trans Jaya Pertama for carriage agreement of CPO, PK, CPKO. <p><u>Estate:</u></p> <ul style="list-style-type: none"> - Contract Agreement No 973/P3KTU/12/2023 dated 20 December 2023 between PT Inti Indosawit Subur (Tungkal Ulu) and Mr Yohanes on behalf of CV Trindo Jaya Pasifik related to Replanting Activity period 2024 "Konfirmasi Pekerjaan Replanting Tahun 2024. - Contract Agreement No. 08/SPJ/LEG-IIS/1/23 dated 20 January 2023 related to LB3 Transportation between PT IIS and PT Hazmat Techno Indonesia and PT Putra Restu Ibu Abadi. <p>Based on verification of employee data, updated in May 2024 there was shown that no indication of worker with age below 18 years old during recruitment or at the present time.</p>	Complied
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		<p>Scheme Smallholder:</p> <p>Plasma Tungkal Ulu has established a policy regarding the prohibition of employing children (under 18 years). Samples taken from KUD Bina Usaha, Koperasi Manunggal Jaya, KUD Karya Jaya, and KUD Panca Mukti. The policy is explained in point 10; It is prohibited to employ children under the age of 18 in any plantation operational activities."</p> <p>This policy has been socialized again to all members and administrators of each cooperative, for example:</p> <ol style="list-style-type: none"> In KUD Panca Mukti socialized was performed on 9 May 2024 by Manager Plasma and Assistant, attended by 23 participants. In KUD Karya Jaya, socialized was performed on 30 May 2024 by Manager Plasma and Assistant, attended by 23 participants. In KUD Bina Usaha socialized was performed on 28 February 2024 by Manager Plasma and Assistant, attended by 13 participants. In Koperasi Manunggal Jaya socialized was performed on 15 May 2024 by Manager Plasma and Assistant, attended by 16 participants. <p>Based on a review of documents (employee lists) of KUD Bina Usaha, Koperasi Manunggal Jaya, KUD Karya Jaya, and KUD Panca Mukti, it was found that the minimum age was met (the youngest harvester was born in 1996 – based on identity verification).</p> <p>Example of a FFB transportation contract with a small farmer:</p> <ul style="list-style-type: none"> ✓ KUD Panca Mukti: "Surat Perjanjian Kerja Angkutan No: 001/KUD-PMI/I/2024" dated 13 January 2024. Agreement between: Bpk. Jamusridal (FFB transporter) and KUD Panca Mukti. ✓ Koperasi Manunggal Jaya: "Surat Perjanjian Kerja Angkutan No: 001/KUD-KMJ/I/2024" dated 10 January 2024. Agreement 	
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		<p>between: Bpk. H Muhtar (FFB transporter) and Koperasi Manungal Jaya.</p> <p>✓ KUD Bina Usaha: "Surat Perjanjian Kerja Angkutan No: 002/KUD-BU/I/2024" dated 9 January 2024. Agreement between: Bpk. Siswanto (FFB transporter) and KUD Bina Usaha.</p> <p>KUD Karya Jaya: "Surat Perjanjian Kerja Angkutan No: 002/KUD-KJ/I/2024" dated 10 January 2024. Agreement between: Bpk. Suwito (FFB transporter) and KUD Karya Jaya. The Statements regarding child protection, including the prohibition of child labor and its remediation are contained in the contract.</p> <p>Based on document verification has shown that no indication of using child labour or worker under 18 years old.</p>	
6.4.2	<p>(C) Documented evidence on the fulfilment of worker's minimum age requirements in accordance with applicable regulation and verification procedures for age requirements, are available.</p>	<p>Unit of certification has established Company Policy dated 1 December 2019, that stated there is not allowed all children to work in every activities/process in company.</p> <p>Data seen per May 2024 refers to employee master list:</p> <ul style="list-style-type: none"> - Rabuan (Spraying worker) – Tungkal ulu Estate, joined on 01/12/2023 (18 y.o), birthdate on 01/07/2005. - Daditya Ananta (Spraying worker) – Tungkal ulu Estate, joined on 01/12/2023 (18 y.o), birthdate on 11/07/2005. - Seferianisgulo (harvester) – Tungkal ulu Estate, joined on 01/01/2023 (18 y.o), birthdate on 20/07/2005. - Alberto Grasaly Demaras (tippler helper) Tungkal Ulu POM, joined on 08/02/2023 (19 y.o), birthdate on 16/07/2004 <p>Based on document verification on List of Employee May 2024 "Daftar Karyawan", it was no found workers hired under 18 years.</p> <p><u>Scheme Smallholders:</u></p>	Complied

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		<p>Plasma Tungkal Ulu have established policies related to the prohibition of employing children (under 18 years old). Samples taken for the KUD Bina Usaha, Koperasi Manunggal Jaya, KUD Karya Jaya, and KUD Panca Mukti Policy, explained in point 10; It is forbidden to employ children under the age of 18 in every plantation operational activity".</p> <p>Its policy has been disseminated to all head of cooperative chairman and smallholders, sample seen on February 2024 and attended by all member of each KUD.</p> <p>Based on document review (list of employees) of KUD Bina Usaha, Koperasi Manunggal Jaya, KUD Karya Jaya, and KUD Panca Mukti, there were found that a minimum age met (the youngest of harvester born year 1997 – based on ID verification).</p>	
6.4.3	(C) Young person maybe employed only for non-hazardous work with protective restrictions in place for that work.	<p>Based on List of Employee May 2024 "Daftar Karyawan Kebun Tungkal Ulu" there is no young person working in PT IIS Tungkal Ulu. Company has issued the Memorandum #0113/HR-RO3/MEMO/05/2022, dated 18 May 2022, which is stated that young workers are employed only for non- hazardous work. However there is no young workers in PT IIS Tungka Ulu until audit conducted.</p> <p>Data seen:</p> <ul style="list-style-type: none"> - Rabuan (Spraying worker) – Tungkal ulu Estate, joined on 01/12/2023 (18 y.o), birthdate on 01/07/2005. - Daditya Ananta (Spraying worker) – Tungkal ulu Estate, joined on 01/12/2023 (18 y.o), birthdate on 11/07/2005. - Seferianisgulo (harvester) – Tungkal ulu Estate, joined on 01/01/2023 (18 y.o), birthdate on 20/07/2005. - Alberto Grasaly Demaras (tippler helper) Tungkal Ulu POM, joined on 08/02/2023 (19 y.o), birthdate on 16/07/2004 	Complied
6.4.4	The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child	There is no change in company policy regarding child labor.	Complied

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	protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.	<p>This policy has been communicated to all employees and placed on a notice board in a public and easily accessible place.</p> <p>This policy has been informed to all employees: in 2024 has performed on 4 January 2024 attended by 20 participants from Mill and on 22 January 2024 which attended by 25 participants from Tungkal Ulu Estate and also dissemination to contractor and supplier on 20 December 2023. Based on document verification has shown that no indication of using child labour or worker under 18 years old.</p> <p>Scheme Smallholder:</p> <p>Its policy has been disseminated to all head of cooperative chairman and smallholders, sample seen on February 2024 and attended by all member of each KUD.</p> <p>Based on document verification has shown that no indication of using child labour or worker under 18 years old.</p>	
Criteria 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	(C) A policy to prevent sexual and all other form of harassment and violence is documented, implemented and communicated to all levels of the workforce.	<p>There are no changes in company policy, including the policy to protect reproductive rights as stated in the company policy signed by the President Director, dated December 1, 2014 and in one part of the policy it is stated that: "Preventing sexual disclosure and various forms of violence against women and protect their reproductive rights " - (To prevent sexual and physical harassment from occurring to women and to protect their reproductive rights)". Company policy was also published to place posters in strategic places on the plantations (Tungkal Ulu Estate and Tungkal Ulu POM).</p> <p>There is a gender committee that actively meets and discusses the general agenda and other issues related to handling sexual harassment, socializing the prevention of sexual harassment.</p>	Complied

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		<p>The gender committee's regular monthly meeting was held on 19 April 2024 and 17 May 2024 which discussed protecting the rights of female workers including preventing sexual harassment and violence and all other forms of harassment and violence. The meeting was attended by 8 representatives of female workers from each job (an attendance list can be shown at the time of audit).</p> <p>This policy has been informed to all employees in Estate and Mill namely on 4 January 2024 and 22 January 2024.</p> <p>Based interview with Gender Committee, in 2023/2024 there was no cases of sexual harassment and violence against women reported.</p> <p>Scheme Smallholder:</p> <p>Most farmers manage their land independently. Therefore, the policy does not apply directly to them. The organization has a policy to prevent sexual harassment and violence against women in the "ICS Group Manager Policy" which states "Prevent sexual harassment and various forms of violence against women and protect their reproductive rights" - (prevent sexual harassment and violence and protect reproductive rights for women) woman).</p> <p>Its policy has been disseminated to all head of cooperative chairman and smallholders, sample seen on February 2024 and attended by all member of each KUD, Cooperative sample; KUD Bina Usaha, Koperasi Manunggal Jaya, KUD Karya Jaya, and KUD Panca Mukti.</p>	
6.5.2	(C) A policy to protect the reproductive rights of all, especially of women, is documented, implemented and communicated to all levels of the workforce.	<p>There is no change in the company policy.</p> <p>A policy to protect the reproductive rights as it is found in company policy that's signed by Managing Director, dated 01st December 2014 and on one part of the policies stated that: "<i>Mencegah pelecehan seksual dan berbagai bentuk kekerasan terhadap perempuan serta melindungi hak-hak reproduksinya</i>" - (To prevent any sexual or physical</p>	Complied

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		<p>abuses happen to women as well as to protect their reproductive rights)". The company's policy is also published to use posters at any strategic places in the plantations (Tungkal Ulu Estate and Tungkal Ulu Mill).</p> <p>There is a gender committee that actively meets and discusses the general agenda and other issues related to handling sexual harassment, socializing the prevention of sexual harassment.</p> <p>The gender committee's regular monthly meeting was held on 19 April 2024 and 17 May 2024 which discussed protecting the rights of female workers including preventing sexual harassment and violence and all other forms of harassment and violence. The meeting was attended by 8 representatives of female workers from each job (an attendance list can be shown at the time of audit).</p> <p>This policy has been informed to all employees in Estate and Mill namely on 4 January 2024 and 22 January 2024.</p> <p>Based interview with Gender Committee, in 2023/2024 there was no cases of sexual harassment and violence against women reported.</p> <p>Scheme Smallholders:</p> <p>Most of the farmers are managed their land independently. Therefore, the policy does not directly applicable to them. Organization has policy to prevent sexual harassment and violence against women in "Kebijakan ICS Group Manager" which stated "<i>Mencegah pelecehan seksual dan berbagai bentuk kekerasan terhadap perempuan serta melindungi hak reproduksinya</i>" - (prevent sexual harassment and violence as well as protect reproductive rights for women).</p> <p>Its policy has been disseminated to all head of cooperative chairman and smallholders, sample seen on February 2024 and attended by all member of each KUD. Cooperative sample; KUD Bina Usaha, Koperasi</p>	
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		Manunggal Jaya, KUD Karya Jaya, and KUD Panca Mukti.	
6.5.3	Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified in accordance with applicable regulations in Indonesia.	<p>The company has identified female workers as new mothers and conducted an assessment of their needs based on consultation with them.</p> <p>From the results of identifying the needs of new mothers in January 2024, from the results of interviews and filling out questionnaires with 8 new mothers who had children under 5 years of age, several needs were identified, including:</p> <ul style="list-style-type: none"> - There is a need for space for breastfeeding mothers, and this has been followed up by budgeting costs in the 2024 budgets. - The need for time/permission for workers who are still breastfeeding has been followed up through the Estate Manager's policy by granting permission for 30 minutes to breastfeed their children (Memorandum from Seniro Manager No. 01/ES-KTU/MEMO/I/2021 regarding Rights of breastfeeding workers; Given time for 30 minutes from 10.00-10.30. - The need for health services for mothers and children has been followed up with Posyandu services once a month (which has been and is still running today) - Providing additional food to children under 5 years has been followed up during the implementation of Posyandu services by providing additional food in the form of baby porridge, eggs and bread and formula milk. • During interviews with female workers in Manuring activities and the head of the gender committee, it was explained that the company provides breastfeeding time in the workers' complex or childcare center. 	Complied
6.5.4	A grievance mechanism, which respects anonymity and protects complainants where requested, as long as the complaint is supported with	There were no changes related to mechanism to handle complaint and grievances, namely:	Complied

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	<p>adequate information, is documented, implemented and communicated to all levels of the workforce.</p>	<ul style="list-style-type: none"> • "SOP Penanganan Keluhan dari Eksternal No. AA-GL-5005-R0 01" explains mechanism to resolve external complaint. • "SOP Mekanisme Penyampaian Keluhan dan Penyelesaian Keluhan Karyawan No. AA-HR-308 0.5R0" related to internal grievance mechanism for employee. • SOP Penanganan Keluhan Masyarakat No: AA-GL-510.1-R0, dated 1 January 2013. <p>Mechanism for complaints management where it needs to protect its confidentiality for complaint submitter was found in the company policy's draft as in one of the points of this policy stated that:</p> <p><i>"To provide appropriate information for those who inquire about it and to protect its confidentiality for whistle blower cases in accordance with law regarding environmental and social issues, food safety, health and work safety, so that it enables them to more participate in the decision making processes for improving company's performance".</i></p> <p>Based on interviews with several village heads, government agencies and other stakeholders, that until the surveillance audit was carried out, there were no external complaints from stakeholders including related to sexual harassment.</p> <p>Scheme smallholder</p> <p>Plasma farmers have a consultation and communication mechanism in "Communication, consultation and complaint mechanism for Tungkal Ulu Group Plasma Plantations", established in April 2021.</p> <p>Based on the logbook in the form of "Reception of Complaints and Responses" for the period 2024, no complaints were reported.</p>	
<p>Criteria 6.6: No forms of forced or trafficked labour are used.</p>			

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6.6.1	<p>(C) All work is voluntary and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports; • Payment of recruitment fees; • Contract substitution without worker's consent • Involuntary overtime; • Lack of freedom of workers to resign • Penalty for termination of employment, unless the unit of certification and the workers agree to the penalty and it is stated in the employment agreement • Debt bondage • Withholding of wages 	<p>During audit ASA2_2 and according to work contract, confirmed that all work is voluntary and there is no:</p> <ul style="list-style-type: none"> ○ Retention of identity documents or passports; ○ Payment of recruitment fees; ○ Contract substitution without worker's consent ○ Involuntary overtime; ○ Lack of freedom of workers to resign ○ Penalty for termination of employment, unless the unit of certification and the workers agree to the penalty and it is stated in the employment agreement ○ Debt bondage ○ Withholding of wages <p>No form of forced labor occurs in PT IIS – Tungkal Ulu Group. Company has a policy to comply with manpower regulation UU No. 13 year 2003 and UU no. 11 year 2021 relate to UU Cipta Kerja.</p> <p>Company also has a policy to prevent and prohibit the forced labor as per "Kebijakan Perusahaan" signed by Managing Director on 1st December 2019. Stated in Company Policy point 17 "<i>Tidak memberikan pekerjaan dibawah ancaman, sanksi atau hukuman dimana pekerja tidak memiliki kebebasan untuk menyepakati pelaksanaan pekerjaan</i>" - Not providing work under threat, sanction or punishment where workers do not have the freedom to agree to the implementation of the work..</p> <p>Scheme Smallholders:</p> <p>Similar to estate and mill, there is no forced and trafficked labour has noted during assessment.</p>	Complied
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		<p>KUD has a policy related to use of migrant worker inside "Kebijakan Koperasi". Based on document verification, there were no migrant worker used in cooperative.</p> <p>All worker in cooperative have work agreement. All of them already appointed as permanent worker.</p>	
6.6.2	<p>(C) Where temporary (Specified Time Work Agreement/PKWT) or migrant workers are employed, a specific labour policy and procedures are established and evidence of implementation is available.</p>	<p>There is no migrant worker in PT IIS – Tungkal Ulu and there is no PKWT workers.</p> <p>There are 2 types of employees at PT IIS – Tungkal Ulu Group, namely Permanent Workers (SKUH and SKUB) as much as 226 workers and daily workers (PHL: Pekerja Harian Lepas - Casual Daily Workers) as much as 305 workers. PHL workers from 305 workers are as follows, namely upkeeping, pruning, manuring, spraying, IPM workers, and EFB application workers.</p> <p>The unit certification has identified those related to the main work in oil palm plantations based on the Circular Letter from GAPKI dated 8 February 2013 No. 073/GAPKI/II/2013 concerning the Circular on the Activity Flow of the Work Implementation Process in the Oil Palm Plantation Business Sector, stating that; only 2 (two) jobs that are the main activities in the Oil Palm Plantation industry, namely harvesting and processing products, the rest are supporting activities in accordance with <i>Permenakertrans No. 19/2012</i> which implementation can be left to other parties.</p> <p>PT IIS – Tungkal Ulu Group has established mechanism/procedure related to recruitment; SOP no. AA-HR-305-2-00 dated 1 February 2009 – Recruitment and Selection and the management of PT IIS – Tungkal Ulu Group (Group Manager).</p> <p>Memorandum from Medan Head Office Management September 1, 2020 No. 034/MB/MEMO/IX/20 concerning Guidelines for Recruitment and Appointment of Employees of PT IIS - Tungkal Ulu Group are still consistently implemented and used as guidelines for disruption of PKWT</p>	Complied

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		<p>/PHL workers, including explaining the determination of the maximum period of PKWT/PHL for 3 (three) years taking into account the feasibility evaluation.</p> <p>This memorandum is effective from 1 September 2020 and this memorandum is also based on reference to Law No. 11 of 2021 concerning <i>UU Cipta Kerja</i>.</p>	
Criteria 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			
6.7.1	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p>	<p>There is no changes in Safety Committee structure and its HSE Officer. PT Inti Indosawit Subur – Tungkal Ulu POM and Estate has appointed the responsible person for H&S is identified as per P2K3 (Safety Committee Meeting). P2K3 organisation has been updated in 2022 and has an approval from Manpower and Transmigration Office.</p> <p><u>Tungkal Ulu POM:</u></p> <p>P2K3 Tungkal Ulu POM has been formed and has an endorsement/approval from Manpower Office Jambi Province according to "Keputusan Kepala UPTD Balai Pengawasan Ketenagakerjaan Wilayah I Nomor 26 Tahun 2022 tentang Pengesahan Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) pada Perusahaan PT Inti Indosawit Subur PMKS Tungkal Ulu" dated 14 July 2022. Safety committee meeting/P2K3 comprise of:</p> <p>Chairman: Bellie Tan</p> <p>Secretary: Mitra Prasetyo (OHS Expert)</p> <p>Supervision location: Heri Juliansyah, Rizaldi, Bayu Agung Prakoso, Putra H. Matondang, Gerardo Pinem</p> <p>Member: 20 people from each station, office and laboratory including security.</p> <p>Safety Officer or "Ahli K3 Umum" OSH expert was assigned as P2K3 secretary. Safety Officer on behalf Ahmad Alwi has a license from</p>	Complied

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		<p>Ministry of Manpower, licence number No. Reg. 88645/PK3/AJ/12/2020/P0 dated 21 October 2020, valid until 21 October 2023.</p> <p><u>Tungkal Ulu Estate:</u></p> <p>P2K3 Tungkal Ulu Estate has been formed and has an endorsement/approval from Manpower Office Jambi Province according to "Keputusan Kepala UPTD Balai Pengawasan Ketenagakerjaan Wilayah I Nomor 24 Tahun 2022 tentang Pengesahan Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) pada Perusahaan PT Inti Indosawit Subur Kebun Tungkal Ulu" dated 13 July 2022. Safety committee meeting/P2K3 comprise of:</p> <p>Chairman: Sufryadi</p> <p>Askep: Frans Doli S.S</p> <p>Secretary: Iqbal Sarwan Arif (OHS Expert)</p> <p>Member: 50 personnel covering all area</p> <p>Safety Officer or "Ahli K3 Umum" OSH expert was assigned as P2K3 secretary. Safety Officer on behalf Iqbal Sarwan Arif has a license from Ministry of Manpower with registration number 107380/PK3/AJ/12/2021/P0 dated 29/12/2021, valid until 29/12/2024.</p> <p>Safety meeting conducted in monthly basis. Based on the Safety Committee Report, the last one was in May 2024. Record seen: Minutes of meeting agenda: review and analysis accident record/report, review disease report of clinic, review near miss report, any other issue related to OHS.</p> <p>Report of P2K3 meeting and OHS performance has reported to Manpower Agency in Batang Hari Regency each quarter (three-monthly), sample seen report P2K3 Tungkal Ulu POM and Estate period July – Sett 2022, Oct - Dec 2022 and Jan – Mar 2023. Evidence of report</p>	
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		receipt can be demonstrated during audit as per "Daftar Distribusi Eksternal".	
6.7.2	Accident and emergency procedures in Indonesian language are in place and clearly understood by all workers. Assigned operatives trained in first aid are present in both field and other operations. First aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.	<p>There is no changes pf procedure and policy compared to last year audit. PT Inti Indosawit Subur – Tungkal Ulu has defined the procedure for emergency response under Standar Operatonal Procedure – Environmental Field Procedure, such as:</p> <ul style="list-style-type: none"> • SOP AA-KL-11-EFP Handling Spills in the Laboratory • SOP AA-KL-14-EFP Land Fires Mitigation • SOP AA-KL-16-EFP B3 Spills and Hazardous Waste Handling • SOP AA-KL-17-EFP Controlling Boiler Explosions, Gas Cylinders and Others • SOP AA-KL-18-EFP Earthquakes, Floods and Landslides handling • SOP AA-KL-19-EFP Emergency Response to Smoke Haze <p>PT Inti Indosawit Subur – Tungkal Ulu has also prepared the procedure on work accident under "Standard Operasional Prosedur – Accident investigation nomor AA-SMK3-18001.02-R0", revision 0 dated 1st April 2018. In the accident investigation form include: the accident data, details of injuries/sections exposure, photographs/sketches, evidence of investigation (witnesses, positions, equipment, documents), sequence of events (pre-contact, contact, post-contact), type of incident, cause of accident (unsafe, unsafe) accidents (personal and work factors), corrective and preventive actions, investigative team. During audit verification, found that the accident form was complete and adequate.</p> <p>Procedure for first aid and emergency situation available under "Kesiagaan dan Tanggap Darurat" document, number AA-EMS-447-PR, dated December 2010. The emergency situation identified such as land and forest fire, fire at housing and mill, hazardous waste spillage, boiler explosion, gas tank explosion, earthquake, flood, landslide, etc. A team for emergency response has been established, headed by Mill Manager</p>	Complied

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		<p>and Estate Manager Records of accidents maintained properly by safety officers and reported regularly to local authorities.</p> <p>A team for emergency response has been established, headed by Mill Manager and Estate Manager, called OHS Committee (P2K3). Records of accidents maintained properly by safety officers and reported regularly to local authorities.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu has appointed a worker who have attended the First Aid training. Data verified: License for First Aider No : Ser/UPTD I/Nakertrans/3.1.2/X/2021 dated 16 October 2021, namely Basir; First Aider licence on behalf Basir register number No : Ser/UPTD I/Nakertrans/3.1.2/X/2021, dated 16 October 2021 and valid until 16 October 2024.</p> <p>SOP of accident and emergency procedure are available in Indonesia language and clearly understood by workers. Evacuation route and assembly point are available in Muara Tungkal Ulu POM and Tungkal Ulu Estate Office. During interview with workers, they understand the evacuation route and assembly point and how to response during emergency situation.</p> <p>First aid equipment has been provided by Tungkal Ulu POM, Estate and Scheme Smallholder. List of first aid kit (include portable first aid) as in "Checklist inspeksi P3K". First aid kit located at Tungkal Ulu Estate at location Workshop/traksi, Warehouse, TPS LB3, Afdeling office and portable first aid kit brought by Field Foreman. While in Tungkal Ulu POM first aid kit located in Fuel storage/Warehouse, Workshop, Office, Warehouse central, Laboratory, engine room, chemical warehouse, WTP station, Hazardous waste storage.</p>	
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace, to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting. Sanitation facilities for those</p>	<p>PT Inti Indosawit Subur – Tungkal Ulu has demonstrated the record of realization the OHS program 2023-2024 including use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace, to cover all potentially hazardous</p>	Non-compliance

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	<p>applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p>	<p>operations, such as pesticides application, machine operations, land preparation, and harvesting. Records of PPE delivery are available and reviewed during audit such as dated 19 February 2024, safety shoes delivery to spraying team.</p> <p>Discipline of PPE usage monitoring regularly conducted by Mill and Estate management to ensure all workers use the appropriate PPE during working. Monitoring record present in "Daftar Pemeriksaan APD Karyawan". Sample seen for PPE monitoring of sprayer and fertilizer workers period January – May 2024.</p> <p>Sanitation facilities for pesticides operators/spraying workers are available in the warehouse area, spraying workers can change out of PPE, wash and put on their personal clothing; each worker are provided the personal locker box to save the clothes and PPE.</p> <p>Based on field visit during onsite audit in June 2024, it was observed that the harvester, mill operator, fertilizer workers and sprayer workers has used PPE as required in HIRADC. Spraying workers risk impact probability was irritated and eyes disease and chemical expose, control by using appropriate PPE (eye wear/safety glasses, mask, and hand gloves) and regular training for sprayer workers. Nevertheless, it still found some of workers bought their PPEs by themselves and third parties contractor not using PPEs during their activity. So, this become non conformity.</p>	
6.7.4	<p>All workers are provided medical care and covered by accident insurance. Costs incurred from work related incidents, leading to injury or illness, are covered in accordance with applicable regulations or by the unit of certification if applicable regulations do not provide protection.</p>	<p>PT Inti Indosawit Subur – Tungkal Ulu has provided all normative rights for employee, such as salary as lined out in minimum wage for province level, leave entitlement, employees registered with accident insurance for workers (BPJS) including for daily workers, benefit for religious festival, provision of facilities (housing, electricity, clean water, medical clinic, school/school bus, worship house, personal protective equipment and working tools.</p>	Complied

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		<p>PT Inti Indosawit Subur – Tungkal Ulu has provided regular medical check-up for workers in high risk such as sprayer team, fertilizer applicator, workshop worker and mill operators. PT Inti Indosawit Subur – Tungkal Ulu has also been provided clinic for all workers. Referral are made to nearest hospital should the case is severe/critical.</p> <p>Medical care insurance cover with BPJS Kesehatan which is paid proportion by company and workers according to the government regulation. Accident insurance and retire insurance cover with BPJS Ketenagakerjaan which is paid proportion by company and workers according to the government regulation.</p> <p>Based on interview with sample workers during field visit and consultation with labour union, they were stated all workers in PT Inti Indosawit Subur – Tungkal Ulu Group are provided with medical care and accident under BPJS Kesehatan and BPJS Ketenagakerjaan. The records of payment was reviewed for period January – March 2024.</p> <p>Scheme smallholders:</p> <p>No workers being employ permanently by the smallholders. Provision of insurance in case of accident, through donation from smallholders and “Kelompok Tani”.</p>	
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics.	<p>PT Inti Indosawit Subur – Tungkal Ulu has kept the record of occupational injuries using LTA metrics under “Data Laporan Kecelakaan Kerja” year 2023.</p> <p>Data seen:</p> <ul style="list-style-type: none"> – The occupational injuries Jan – Dec 2023 reported 11 cases incident. Lost time injuries are 24 man-days. – All the accident has carried out the investigation. The followed up on recommendation on result of investigation available as evidence. 	Complied

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		<p>Scheme Smallholders:</p> <p>The procedure for work incident has demonstrated as in document "Mekanisme Pertolongan Pertama Pada Kecelakaan", document verified in sampled KUD.</p> <p>KUD/cooperatives record the work incident in "Rekaman kejadian Kecelakaan Kerja Tahun 2023". Record of incident were also available in Puskesmas (Village clinic).</p> <p>According to record of accident there is 4 accident reported in KUD Bina Usaha for period January – December 2023 and January – May 2024.</p>	
Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.			
Criteria 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	(C) IPM plans are implemented and monitored to ensure effective pest control.	<p>Estate</p> <p>According to the Agricultural Policy Manual SOP AA-APM-OP-1100.10. R6 <i>Pengendalian Hama dan Penyakit</i> (Pests & Disease Control), certificate holder has plan to implement integrated pest management. According to the interview with pest control officer in Tungkal Ulu Estate obtain information that management has a schedule to regularly monitored pest attack (census) as follows:</p> <ul style="list-style-type: none"> • Census of caterpillar/bag worm by monthly basis (the last census was on 16-24 April 2024 with less than 5% infestation, so no chemical control was done, control was done by collecting). • Census of <i>Ganoderma</i> annually (the last census was in April 2024 with all palms in good health (100%)) • Census rat infestation by recap the record of sortation in loading ramp. (the last census was in March 2024 with no investigation (0%)) • Census of Barn Owl Box occupation in three monthly bases. (the last census was in April 2024 with total 68 owl boxes and 83 owls) 	Complied

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		<ul style="list-style-type: none"> • Penanaman tanaman bermanfaat sebanyak 3,224 pohon. <p>The last census in Tungkul Ulu Estate has been conducted in second week of April 2024. Result of census shows that pest attack still under control (below the economic threshold) which is limit 5%.</p> <p>During the field visit in own estate (Tungkul Ulu Estate block A19E, A19O at Afdeling 1 and block B19A at Afdeling 2) visually there was no issues related to the outbreak or infestation. However, there were a usage of natural predator (<i>Tyto alba</i>) to reduce a rat infestation.</p> <p>PT IIS Tungkul Ulu Estate has planting beneficial plants (<i>Turnera subulata</i>, <i>Turnera ulmifolia</i>, <i>Antigonon</i>, <i>Casia tora</i>, <i>Casia cobanensis</i>) for habitat of natural enemy of caterpillar.</p> <p>Scheme Smallholder:</p> <p>According to document verification during ASA2.2, pest monitoring and control sighted pest management plan to conduct caterpillar/bag worm census in by monthly and barn owl box monitored in three monthly bases. Census was conducted by field supervisor that help by person that assign by board of KUD. There is no report of outbreak in their plot (4 KUD) so far.</p> <p>KUD under Plasma Management has planting beneficial plants (<i>Turnera subulata</i>, <i>Turnera ulmifolia</i>, <i>Antigonon</i>, <i>Casia tora</i>, <i>Casia cobanensis</i>) for habitat of natural enemy of caterpillar.</p>	
7.1.2	Invasive species are not to be used according to applicable regulation in managed areas, unless plans to prevent and monitor their spread are implemented.	The company only uses natural predators namely <i>Tyto alba</i> and <i>Sycanus dichotomus</i> in pest control efforts. Both predators are not recorded in invasive species according to the information listed on the website www.cabi.org on in global invasive species database http://www.iucngisd.org/gisd/search.php .	Complied
7.1.3	There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities.	Based on document verification, interview and field observation during ASA2.2 obtained information that there is no record use of fire for pest control.	Complied

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Criteria 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.

7.2.1	<p>(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p>	<p>Based on the document verification and interview with management, obtain information that there is only pesticide usage for chemical weeding and pest control (if needed). Recommendation of pesticide used are refer to SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (weed control) where explain the weeds type, weeding control methods and eradication, pesticide characteristic, and procedures of application (spraying volume, calibration, chemical weeding interval, target and sprayer maintenance).</p> <p>During the audit, found some pesticide list that usually used with active ingredients such as <i>isopropyl amine glyphosate, fluoroksifir, methyl metsulfuron, triklofir, diuron, diuron, lamda sihalotrin and 2,4-D dimetil amina, bacillus thuringiensis berliner, ammonium glufosinat, acephate, copper oxide and mancozeb</i>. Certificate holder no longer using paraquat since 15 November 2019, according to the circular letter of Deputy Managing Director No. 008/DMD/MEMO/OCT/19 dated 22 October 2019.</p> <p>According to the national regulation, all pesticide used by the management unit has registered in agricultural ministry of Indonesia. PT Inti Indosawit Subur – Tungkal Ulu already has a list of pesticides use that refers to the "Penggunaan Pestisida dan LD50 Tahun 2024 – Pesticide usage and LD50 year 2024" as follows:</p> <table border="1" data-bbox="1131 1129 1948 1345"> <thead> <tr> <th>Brand</th><th>Active Ingredient</th><th>LD50 (mg/Kg)</th><th>Target use</th></tr> </thead> <tbody> <tr> <td>Dithane</td><td>Mancozeb80 %</td><td>>3,200</td><td>Broadleaf weeds, shrubs, woody weeds (wood saplings)</td></tr> <tr> <td>Biolon</td><td>Triklophyr butoksi ethyl</td><td>2,733</td><td>Weeds with broad leaf</td></tr> </tbody> </table>	Brand	Active Ingredient	LD50 (mg/Kg)	Target use	Dithane	Mancozeb80 %	>3,200	Broadleaf weeds, shrubs, woody weeds (wood saplings)	Biolon	Triklophyr butoksi ethyl	2,733	Weeds with broad leaf	Complied
Brand	Active Ingredient	LD50 (mg/Kg)	Target use												
Dithane	Mancozeb80 %	>3,200	Broadleaf weeds, shrubs, woody weeds (wood saplings)												
Biolon	Triklophyr butoksi ethyl	2,733	Weeds with broad leaf												

		<table><tr><td></td><td>ester 480 g/l</td><td></td><td></td></tr><tr><td>Glufu</td><td>Ammonium glufosinate1 50 g/l</td><td>5,000</td><td>Weeds with broad and narrow leaf</td></tr><tr><td>Rapid</td><td>Metsulfuron methyl 20%</td><td>>5,000</td><td>Weeds with broad leaf</td></tr><tr><td>Solusi</td><td>2.4 D Dimethyl amina 865 g/l</td><td>>1,000</td><td>Broadleaf weeds, shrubs, woody weeds (wood saplings)</td></tr><tr><td>Basis</td><td>Ammonium glufosinate1 50 g/l</td><td>1,380</td><td>Weeds with broad and narrow leaf</td></tr></table> <p>Scheme Smallholders:</p> <p>During the audit, sighted the list of pesticide recommendation (by active ingredients) that can used by smallholder such as isoprophyl amine glyphosate, fluoroksifir, metsulfuron methyl and triclopyrr. During in Y2023/2024, the smallholders used pesticide with active ingredients Isopropylamine glyphosate, Isopropylamine glyphosate and metsulfuron methyl. There is no record of paraquat dichloride usage.</p>		ester 480 g/l			Glufu	Ammonium glufosinate1 50 g/l	5,000	Weeds with broad and narrow leaf	Rapid	Metsulfuron methyl 20%	>5,000	Weeds with broad leaf	Solusi	2.4 D Dimethyl amina 865 g/l	>1,000	Broadleaf weeds, shrubs, woody weeds (wood saplings)	Basis	Ammonium glufosinate1 50 g/l	1,380	Weeds with broad and narrow leaf	
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Basis	Ammonium glufosinate1 50 g/l	1,380	Weeds with broad and narrow leaf																				
7.2.2	(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per Ha and number of applications) are provided.	<p>Certificate holder has showed the record of LD50 calculation in each unit based on amount of pesticide used. For example, Kebun Tungkal Ulu has calculated the LD50 based on amount of active ingredients applied per Ha and number of applications for Y2023 and 2024.</p> <p>Period 2023</p> <table><tr><td>Brand</td><td>Active Ingredient</td><td>LD50 (mg/Kg)</td><td>Total Used</td><td>Total Active Ingredient</td></tr></table>	Brand	Active Ingredient	LD50 (mg/Kg)	Total Used	Total Active Ingredient	Complied															
Brand	Active Ingredient	LD50 (mg/Kg)	Total Used	Total Active Ingredient																			

		Dithane	Mankozeb 80%	>3,200	1	0.000176		
		Biolon	Triklopir 480 g/l	2,733	955.9	0.000437		
		Glufo	Amonium glifosat 150 g/l	5,000	1,848.9	0.002075		
		Rapid	Metil Metsulfuron 20%	>5,000	4	0.000176		
		Solusi	2.4 D dimetil amina 865 g/l	>1,000	3	0.000001		
		Basis	Amonium Glufosianat 150 g/l	1,380	337.9	0.000494		
		Meta Prima	Metil Metsulfuron 20%	>5,000	1.086.54	0.047697		
		Supremo	Isoprofilamina Glifosat 480 g/l	>5,000	9,648.19	0.004412		
		Glumaron	Diuron 80%	>2,900	837.61	0.147078		
		Period 2024						
		Brand	Active Ingredient	LD50	Total Used	Total Active Ingredient		
		Biolon	Triklopir 480 g/l	2,733	481.41	0.000202		
		Glufo	Amonium glufosinat 150 g/l	5000	400.30	0.000538		
		Basis	Amonium Glufosianat 150 g/l	1,380	4.10	0.000006		
		Meta Prima	Metil Metsulfuron 20%	>5,000	185.79	0.007498		
		Supremo	Isoprofilamina Glifosat 480 g/l	>5,000	5,859.53	0.002463		
		Glumaron	Diuron 80%	>2,900	475.90	0.0786820		
		Acemin	Asefat 75%	5,000	30	0.000059		

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7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p>	<p>Until this ASA2.2 audit obtain information that there is no pesticide use for control pest attack. All of pesticide only using for weeding (herbicide).</p> <p>Based on the document verification and interview with management, obtain information that there is only pesticide usage for chemical weeding and pest control (if needed). Recommendation of pesticide used are refer to SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (weed control) where explain the weeds type, weeding control methods and eradication, pesticide characteristic, and procedures of application (spraying volume, calibration, chemical weeding interval, target and sprayer maintenance).</p> <p>During the audit, found some pesticide list that usually used with active ingredients such as <i>isopropyl amine glyphosate</i>, <i>fluoroksifir</i>, <i>methyl metsulfuron</i>, <i>triklofir</i>, <i>diuron</i>, <i>lamda sihalotrin</i> and <i>2,4-D dimetil amina</i>, <i>bacillus thuringiensis berliner</i>, <i>ammonium glufosinat</i>, <i>acephate</i>, <i>copper oxide</i> and <i>mancozeb</i>. Certificate holder no longer using paraquat since 15 November 2019, according to the circular letter of Deputy Managing Director No. 008/DMD/MEMO/OCT/19 dated 22 October 2019.</p> <p>According to the national regulation, all pesticide used by the management unit has registered in agricultural ministry of Indonesia.</p> <p>In addition, to minimise the use of pesticides, the company has implemented the development of birds for rat control and the development of beneficial plants for caterpillar control (see indicator 7.1.1)</p> <p>Based on interview with IPM supervisor and smallholder representatives known that no outbreak that causes pesticide usage.</p>	Complied
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in Indonesia best practice guidelines.</p>	<p>During this ASA2.2 audit, there was some pesticide usage especially in nursery and immature area to prevent pest infestation. For example, there was a record of pesticide (active ingredients Lamda sihalotrin) to</p>	Complied

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		prevent <i>Spodoptera litura</i> infestation. This prophylactic usage has followed the national guidelines such as dosage, interval and infestation rate. Also, in accordance with Asian Agri's Research and Development guidelines.	
7.2.5	Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat, are not to be used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to: 7.2.5a Judgment of the threat and verify why this is a major threat.	Based on verification of goods in and goods out data in pesticide store during ASA2.2, obtained information that the certificate holder used some kind of pesticide (different active ingredients). There is only <i>paraquat dichloride</i> that listed as WHO Class II (Moderately Hazardous). As described in this indicator, the company no longer using <i>paraquat dichloride</i> since November 2019. Recommendation of pesticide used are refer to SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (weed control) where explain the weeds type, weeding control methods and eradication, pesticide characteristic, and procedures of application (spraying volume, calibration, chemical weeding interval, target and sprayer maintenance).	Complied
	7.2.5b Why there is no other alternative which can be used.	During this ASA2.2 audit, according to IPM procedures, certificate holder always using biological approach in order to be monitoring pest attack. For example, estate still using <i>Tyto alba</i> to monitor rat infestation than using rodenticide. To maintain ground condition especially weeding control, certificate holder has had a procedures SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (Weed Control). This procedure has set the specific pesticide in with minimum risk in accordance with the target. During this ASA2.2 audit there is no revision of the SOP. Company no longer using <i>paraquat dichloride</i> since November 2019. During field visit to scheme smallholder plots consistencies were found;	

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		there is no smallholder member sampled are using paraquat by themselves for weeds control in their plots.	
	7.2.5c Which process was applied to verify why there is no other less hazardous alternative.	Certificate holder through Asian Agri's Research and Development Department has examined some pesticide in specific target. The result of examination and pesticide recommendation written in the SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (Weed Control). During this ASA2.1 audit there is no revision of the SOP. There is no use of pesticide that are categorized as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.	
	7.2.5d Process to limit the negative impacts of the application.	<p>SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (Weed Control) has set some procedures to reduce negative impact of the application as follows:</p> <ul style="list-style-type: none"> • Pesticide/herbicide selection to ensuring the application is effective. • Set up the appropriate nozzle in chemical weeding activity based on weed type, topography and availability of water. • Regularly spraying calibration to ensuring the application is effective and efficient. • Calculate pesticide/herbicide usage based on target (hectarage and weed type). • Spraying technic. <p>There is no use of pesticide that are categorised as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.</p>	
	7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.	Certificate holder did not use pesticide to eradicated pest without the outbreak. If any census result shows the pest attack almost reach the	

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		<p>economical threshold, they usually conducted campaign test using pesticide if needed.</p> <p>Chemical weeding activity has regularly set by management. For example, normally circle, path and collecting point weeding conducted 4 times a year in immature and mature area. It rotation can be reduced in line with the palm ages.</p> <p>There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.</p>	
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they conduct.</p>	<p>The company has assigned chemical weeding team (<i>Tim Unit Semprot/TUS</i>) in each estate/unit to handling chemical weeding activity. The team member originated from own workers (for own estate) and local communities (for smallholder). They regularly attended training on pesticide handling that conducted by the pesticide supplier in collaboration with local pesticide committee.</p> <p>Based on document review obtained information that the company has conducted pesticide handling training on 6 June 2024. Some topics that discuss such as safety pesticide handling, national regulation related to pesticide, symbol and label awareness and emergency procedure if any contamination or poisonous. The training was attended by 82 pesticides applicators.</p> <p>Application of pesticides was following SOP of Pesticides Management – “Pestisida dan Pengelolaannya” (AA-APM-OP-1100.11-R1) Chapter III point 3.2 which stated that pesticide operator must be fit, not in pregnancy or breast feeding, must have meal before work, and uses appropriate PPE.</p> <p>Spraying team using sign board indicating spraying/herbicide application is in progress for a block. Spraying supervisor was pre- mixing the herbicide in the chemical warehouse, transport the mixed chemical via</p>	Complied

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		<p>truck, using cone and spill tray on the field to minimize spillage. The type and dosage of herbicide are carefully measured and prepared for targeted weed control; circle and path spray or selective weeding (wooden, bracken, or VOP). Nozzle calibration conducted regularly and recorded – evident.</p> <p>Sprayers and spraying supervisor are trained with best management practice for weed control, spraying techniques, using PPE and received regular medical check-up. Clean water and soap on the field are provided for sprayer. Supervisor was equipped with first aid kit.</p> <p>Appropriate PPE has been provided by company and used by spraying workers such as: Apron, leather and rubber hand gloves, respiratory masker, safety goggles, head cover and rubber boot.</p> <p>Scheme Smallholder</p> <p>The training for pesticides applicator especially for applicator who assigned to work in scheme smallholders has conducted in Y2023 as per training metrics, for example verified training document on 6 June 2024 that was attended by 15 applicators. The applicators are from PT IIS Team, namely Tim TUS (Tim Unit Semprot).</p>	
7.2.7	(C) Storage of all pesticides in accordance with recognized best practices.	<p>Pesticides are always applied in accordance with the product label and storage instruction. Agrochemicals storage was locked areas with limited access. The storage was ventilated. MSDS and hazard symbol label were provided nearby of agrochemicals. Emergency shower and eyewash were also provided to anticipate in case of an emergency of agrochemical handling. PPE for handling of chemicals were provided including boots, apron, safety glass, respiratory mask and hand gloves. The possible spill was managed. Secondary containment was provided around the chemical storage area. Spill kit was also provided in the area.</p> <p>SOP for pesticide storage has been provided in SOP "Pengangkutan dan Penyimpanan Bahan Kimia AA-KL-02-EFP" dated 1 February 2008.</p>	Complied

		<p>Pesticides are stored in the determined area separated from fertilizer and other chemicals.</p> <p>The storage for all pesticide is in good condition. During this ASA, based on filed visit in storage of pesticides and interview with storage keepers both in Tungkal Ulu Estate and Tungkal Ulu POM; there was found the storage for all pesticide is in good condition.</p> <p>A standard storage system appears to be implemented across by the organization. The storage is equipped with sufficient air ventilation to provide air circulation. Hazard signs, emergency shower, secondary containment, spill kit, appropriate PPE (overall, face shield, impermeable rubber gloves, apron, and mask) is available and ready for use.</p> <p>Working instruction for pre-mixing, stacking, and storing pesticide is current, MSDS is also readily available. Material Data Safety Sheets (MSDS) are obtained for all chemicals used and are available at the areas of mixing. These were all seen be controlled by date and were readily available. No concentrates are taken into the field are pre-mixed in designated mixing area.</p> <p>Scheme Smallholders:</p> <p>All agrochemical usage and waste handling were performed by TUS team from PT Inti Indosawit Subur. So, there are no pesticides handling and storage conducted by farmers and <i>Koperasi</i>.</p>	
7.2.8	All pesticide containers that are disposed of and/or used for other purposes are managed according to applicable regulations and/or instructions on the packaging.	<p>SOP for proper disposal of pesticide waste material was described in "Penanganan Limbah Industri B-3 AA-KL-06-EFP" dated 1 November 2008. Pesticide waste was reusing as mixing water for the next spraying activity. All empty pesticides containers were triple rinsed and stored in the temporary storage of hazardous wastes.</p> <p>The management of waste material from empty pesticide container disposed through hazardous waste store according to the procedure.</p>	Complied

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		<p>The company has licensed temporary hazardous waste storage where all empty pesticide containers from agrochemical storage collected. During field visit to temporary hazardous waste storage it was found that all pesticide container managed according to procedure. There is no pesticide container use for another purposes; all pesticide container collected and deliver to licensed collector of hazardous waste.</p> <p>Based on interviews with pesticide application employees and foremen at Estate, it is known that all used pesticide packaging containers were returned and sent to the hazardous waste storage and not used for any other purpose than pesticide application activities. Used packaging containers, work tools and work clothing are all stored in special storage areas. Thus, no contaminated goods are brought home. The results of observations in employee housing revealed that used pesticide packaging was not disposed of in the landfill and was not used for other purposes such as trash cans, flowerpots and so on.</p> <p>Scheme Smallholders:</p> <p>All agrochemical usage and waste handling were performed by TUS team from PT Inti Indosawit Subur. So, there are no pesticides handling and storage conducted by farmers and <i>Koperasi</i>.</p>	
7.2.9	(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.	Unit of Certification applying pesticides through manual by persons/sprayer. Therefore, no aerial spraying is available	Complied
7.2.10	(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.	<p>Annual medical check-up was conducted for all workers handling with chemical, such as pesticide, herbicide, and fertilizer.</p> <p>The latest medical check-up performed year 2024 – location at company medical healthcare attended by workers of fertilizer applicators, spraying</p>	Complied

		<p>applicator and PIC in pesticides storage. The MCU results are already known to estate management, so employees who are unfit will be consulted by a doctor. The result of MCU year 2024 has communicated to related workers by the Policlinc. The result of MCU for workers who handling of chemical are in the category of fit for work, or the results of the examination are in "normal" condition.</p> <p>Scheme Smallholders:</p> <p>No specific annual medical surveillance for farmers due to all agrochemical usage and waste handling was performed by TUS team from PT Inti Indosawit Subur.</p>	
7.2.11	(C) No pesticide-related work is carried out by pregnant or breastfeeding women, or people with medical limitations and they are offered other equivalent work alternatives.	<p>PT Inti Indosawit Subur – Tungkal Ulu and KUD's prohibits pregnant or breast-feeding women to perform chemical spraying. To mitigate, estate performed monthly pregnancy test.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu and KUD's has also kept the record that spraying is not conducted by pregnant or breast-feeding women. The company has been conducting PP Test (pregnant test) every month. Estate management has kept the record that spraying is not conducted by pregnant or breast-feeding women. Female workers is voluntary to own test for menstrual cycle and informed Policlinc to be review by nurse and recorded in monthly basis.</p> <p>Based on interview with workers on handling of pesticides and nurses in clinic, there was no works with pesticides is undertaken by person under the of 18 years old, pregnant or breastfeeding women or other people that have medical restrictions. If any pregnant worker identify through the pregnancy test, she will be automatically transferred into the non chemical working station such as manual upkeep or office girl.</p> <p>Scheme Smallholders:</p>	Complied

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		Most farmer members of Tungkal Ulu Smallholder were not directly conducted pesticide application and handling. Spraying works (pesticide application) in smallholder area were performed mostly by spraying team called TUS from PT Inti Indosawit Subur – Tungkal Ulu Estate.	
Note For 7.2.11 Referring to Act No. 13 of 2003 concerning Manpower, Act No. 35 of 2014 concerning Child Protection, and taking into account the risks of hazards on palm oil plantations and mills on the development and physical, mental and social health of children, the national interpretation mandates that the unit of certifications does not employ people under the age of 18 for pesticide spraying. For this reason, the provisions of young workers under 18 years in indicator 7.2.11 are irrelevant.			
Criteria 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			
7.3.1	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented in accordance with applicable laws and regulations.	<p>There are no changes of compliance statement compared to last year audit.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu POM and Estate has a waste management plan, identifying type and source of waste and the disposal plan. PT Inti Indosawit Subur – Tungkal Ulu POM and Estate prepared a procedure to handle hazardous waste titled "Prosedur Penanganan Limbah B3" No. AA-KL06-EFP explains methods to collecting the waste, recording in balance and disposal through licensed third-party transporter. The company store hazardous waste in temporary storage with permit based on "Surat Keputusan Kepala Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Kabupaten Tanjung Jabung Barat Nomor : 503/A.2.2/323/PMPTSP/2019" dated 22 October 2019 and valid for 5 years (Tungkal Ulu Estate) and "Surat Keputusan Kepala Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Kabupaten Tanjung Jabung Barat Nomor : 503/A.2.2/326/PMPTSP/2019" dated 22 October 2019 and valid for 5 years (Tungkal Ulu Mill).</p> <p>The hazardous waste is sent to the registered collector/transporter which approved by Environmental Ministry, namely PT. Hazmat Techno Indonesia.</p>	Complied

		<p>There is a mechanism “Mekanisme Penanganan Sampah Domestik” to segregate organic and inorganic waste, further to re-use or re-cycle inorganic domestic waste (such as plastic) and composting the organic domestic waste. Company has disseminated the mechanism of domestic waste handling to all employee and resident of emplacement. Domestic waste resulted from domestic housing resident segregated activity. The company provides organic and inorganic trash cans in each housing area. There are personnel/workers who have been trained to collect the organic and inorganic waste and transport to landfill (TPSA).</p> <p>Waste and pollution sources have been identified and documented, including used lubricant and filter, old battery, used laboratory chemical, clinical/medical waste, mill effluent, EFB, smoke, dust, fiber and shell, empty agrochemical container, boiler ash, scrap iron, used tires, waste water and domestic household refuse. Record of identification was presented in “Risk and Environment Impact Assessment Register” updated January 2023.</p> <p>During field visit at permitted of temporary hazardous waste storage “TPS Limbah B3” in Tungkal ulu Palm Oil Mill, all chemicals empty containers are placed in storage properly.</p> <p>Scheme Smallholder:</p> <p>Plasma Tungkal Ulu has set the Environmental aspect and impact assessment as per “Evaluasi Aspek Dampak Lingkungan Kebun Plasma Tungkal Ulu” per February 2024. The mitigation plan for environmental aspect and impact has been defined, e.g:</p> <ul style="list-style-type: none"> ➤ Manuring/Fertilizing – monitoring ex fertilizer sack, appropriate fertilizing as recommendation ➤ Weeds control - Ex Herbicide container store in the hazardous waste storage. 	
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		<ul style="list-style-type: none"> ➤ Pest and disease handling: Ex pesticide container store in the hazardous waste storage ➤ FFB transportation: optimizing FFB transportation by designed the TPH (FFB collecting place) in one way along collection road. <p>During site visit, Smallholder are well aware of the environmental impacts and the mitigation plan. For example, the used fertilizer sack must be handled by collected in Cooperative office to reuse as loose fruit container.</p>	
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.	<p>Hazardous waste management</p> <p>The hazardous waste is sent to the registered collector/transporter which approved by Environmental Ministry. Document of agreements and third parties' licenses:</p> <ul style="list-style-type: none"> • SPK for Transport and Management of LB3 between PT Inti Indosawit Subur and PT Hazmat Techno Indonesia and PT Pengolahan Limbah Industri Bekasi No. 06/SPJ/LEG-IIS/I/23 dated 2 January 2023. The agreement period starts from 1 January 2023 – 31 December 2024. • PT Hazmat Techno Indonesia – B3 Waste Transportation and/or B3 waste collection based on the Decree of the Director General of Land Transportation No. SK.00107/AJ.309/I/DJPD/2018 dated May 9, 2018 is valid for 5 years and the Approval Letter from the Investment Service and One Stop Integrated Licensing Service Number 660/1798. • SPK for Transport and Management of LB3 between PT Inti Indosawit Subur and PT Hazmat Techno Indonesia and PT Putra Restu Ibu Abadi No. 08/SPJ/LEG-IIS/I/23 dated 2 January 2023. The agreement period starts from 1 January 2023 – 31 December 2024. • PT Hazmat Techno Indonesia – B3 Waste Transportation and/or B3 waste collection based on the Decree of the Director General of Land 	Non-compliance

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		<p>Transportation No. SK.00107/AJ.309/I/DJPD/2018 dated May 9, 2018 is valid for 5 years and the Approval Letter from the Investment Service and One Stop Integrated Licensing Service Number 660/1798.</p> <ul style="list-style-type: none"> • PT Pengolahan Limbah Industri Bekasi – B3 waste management services based on the Decree of the Minister of LHK RI No. S.31/Menlhk/Setjen/PLB.3/1/2019 dated January 21, 2019. • PT Hazmat Techno Indonesia – B3 Waste Transportation and/or B3 waste collection based on the Decree of the Director General of Land Transportation No. SK.00107/AJ.309/I/DJPD/2018 dated May 9, 2018 is valid for 5 years and the Approval Letter from the Investment Service and One Stop Integrated Licensing Service Number 660/1798. • PT Putra Restu Abadi – B3 waste management services based on the Decree of the Minister of LHK RI No. S.575/Menlhk/Setjen/PLB.3/8/2020 dated 31 August 2020. • SPK for Transport and Management of LB3 between PT Inti Indosawit Subur with PT Hazmat Techno Indonesia and PT Trigunapratama Abadi No. 09/SPJ/LEG-IIS/I/23 dated 2 January 2023. The agreement period starts from 1 January 2023 – 31 December 2024 • PT Trigunapratama Abadi – B3 waste management services based on the Decree of the Minister of LHK RI No S.1097/Menlhk/Setjen/PLB.3/12/2019 dated 23 December 2019. <p>The verified manifest document are as follows: Transported on 20 March 2024</p> <ul style="list-style-type: none"> • Manifest Festronik No. KLHK-1720037247 – used rags; hazardous waste code: B110d. 	
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		<ul style="list-style-type: none"> Manifest Festronik No. KLHK-1720037395 – used filters; hazardous waste code: B109d. Manifest Festronik No. KLHK-1720037017 – used oil; hazardous waste code: B105d. <p>Records of Quarterly report of hazardous waste were seen and reviewed for Triwulan III- IV Y2023 and Triwulan I Y2024.</p> <p>Based on interview with workers who handles pesticides, they understood the disposal of empty pesticides containers, such as: Empty chemical containers re-used only for mixing purposes, unusable are triple rinsed, punctured and disposed to the approval collector.</p> <p>Organic and Anorganic waste management</p> <p>There is a mechanism “Mekanisme Penanganan Sampah Domestik” to segregate organic and inorganic waste, further to re-use or re-cycle inorganic domestic waste (such as plastic) and composting the organic domestic waste. Company has disseminated the mechanism of domestic waste handling to all employee and resident of emplacement. Domestic waste resulted from domestic housing resident segregated activity. The company provides organic and inorganic trash cans in each housing area. There are personnel/workers who have been trained to collect the organic and inorganic waste and transport to landfill (TPSA).</p> <p>Based on field observation in landfill and workers housing complex, it was found the waste management was not in accordance to procedure.</p>	
7.3.3	The unit of certification does not use open fire for waste disposal.	<p>There are no changes of compliance statement compared to last year audit.</p> <p>Mill and Estate:</p> <p>Tungkal Ulu POM and Estate does not use fire for waste management and disposal.</p>	Complied

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		<p>Waste management plan is documented in "Rencana pengelolaan Limbah". Waste management consists of medical waste, domestic waste, and hazardous waste to reduce pollution into the environment. Company also prepares waste management plan according to procedure such as:</p> <ul style="list-style-type: none"> ➤ Domestic waste, managed by segregation of organic and inorganic waste, transport the waste to sanitary landfill. ➤ Liquid domestic waste, managed by providing septic tank and trench each house. ➤ Solid waste resulted from mill such as: shell and fiber used as boiler fuel, EFB applied to plantation used as mulched and organic fertilizer. ➤ Liquid waste from mill managed by application to plantation as fertilizer (Land application). ➤ Hazardous waste resulted from mill and estate managed by store in the temporary storage which has licensed and delivered to licensed transporter and collector. ➤ Waste of used goods/scrap, collect and sell to vendors. ➤ Air emission, water and soil pollutant managed by dust collector installation. <p>The company has socialized to the workers and their families who are stay in housing complex to aware on the disposal of domestic waste to the separate waste bin (organic and an-organic). Based on field visits in estate and mill housing complex, it was found that organic and an-organic waste is separated in waste bin and also found no scattered waste. All domestic waste is disposed to the landfill (Tempat Pengumpulan Akhir Sampah).</p> <p>Scheme Smallholder:</p>	
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		<p>No open fire use for waste management and disposal by scheme smallholders. Plasma Tungkal Ulu has set the Environmental aspect and impact assessment as per "Evaluasi Aspek Dampak Lingkungan Kebun Plasma Tungkal Ulu" February 2024. All the smallholder members have attended the training on waste management and disposal in the oil palm plantations.</p> <p>Operational control to prevent the pollution has been determined by Cooperative (KUD) according to procedure AA-KL-06-EFP "Penanganan Limbah Bahan Berbahaya dan Beracun". There is also a mechanism to handle domestic waste in KUD "Mekanisme Penanganan Sampah Domestik" to segregate organic and inorganic waste, further, to reuse or re-cycle inorganic domestic waste (such as plastic) and composting the organic domestic waste.</p> <p>Based on field observation sampled smallholder, it was found no use of open fire for waste disposal</p>	
Criteria 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts is documented.	<p>PT Inti Indosawit Subur – Tungkal Ulu Estate has procedures to maintain soil fertility to ensure optimal and sustained yield, there is no change related to the SOP, the SOPs e.g. SOP AA-APM-OP-1100.05-R3 dated 23 November 2016 (Konservasi Tanah dan Air explains Soil & Water Conservation); SOP AA-APM-OP-1100.06-R6 dated 16 February 2017 ("<i>menanam kacang</i>") related to Planting cover crops); SOP AA-APM-OP-1100.09.R5 dated 5 September 2016 ("<i>pemupukan</i>") related to Fertilizer application). Leaf samplings are taken annually to accurately capture palm nutrient requirement (both macro and micronutrient) and serve as source for fertilizer recommendation – fertilizer application (inorganic, compost, POME application, and empty fruit bunch) follows fertilizer recommendation. Another effort is to plant legume cover crop during replanting to keep soil humidity.</p>	Complied

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		<p>During the ASA2.2 audit, it was known that the management unit has applied fertilizer according to the fertilizer's recommendation issued by Asian Agri Research and Development Department. Based on field visit in block A190 at Afdeling 1 using borete with dosage 0,2 kg/palm (this is in accordance with fertilizer's recommendation 2023/2024). Fertilizer applicator has been trained to not applied fertilizer in riparian or water source to minimize environmental impact.</p> <p>In addition, management unit also applied POME application especially in early mature area to maintain soil fertility and increase production. The POME applied for Y2023/Y2024 with dosage 800 m3/Ha/year. Other sample is land application, the land application officer ensures and control the effluent only applied in flatbed. The application out of flatbed area are strictly prohibited.</p>	
7.4.2	Analysis of tissue samples (e.g. leaves) and soil on a regular basis to monitor and manage changes in soil fertility and plant health is documented.	<p>According to the Asian Agri's agricultural policy, soil sampling conducted every 6 years while leaf sampling conducted annually. Soil sampling refers to R&D AA IK Profil Tanah Rev.00 "Instruksi Kerja Pengambilan Sampel Tanah Asian Agri Group" dated 09/01/2016, the Work Instruction has explained that the soil sampling is conducted every 6 years and the document valid for 7 years.</p> <p>Based on document verification sighted the report of soil and leaf sampling in own estate and smallholders as follows:</p> <ul style="list-style-type: none"> • The last soil sampling conducted On 24 April 2024. Parameter that tested is N, C, K, Ca, Mg and pH. For Year 2024, estate management has made a plan for taking soil samples as well as leaf samples. • The last leaf sampling conducted on 08 April 2023, 15 April 2023 and 27 May 2023. Parameter that tested is major element (Ash, N, P, K Mg, Ca) dan Minor element (B, Cu, Zn, Mn, Fe). Document observed are Foliar analysis report 207/LSU-AGR/05/2023 dated 08/04/2023 with 24 samples (afd VI), Foliar analysis report 412/LSU-AGR/07/2023 dated 27 May 2023 with 43 samples (adf I), 	Complied

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Type of Fertilizer	Application (Kg)
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			Hi-kay	1,198,999				
			Urea	1,425,521				
			RP	1,003,386				
			MOP	1,369,239				
			Kieserit	134,054				
			Dolomite	782,402				
			HGFB	115,634				
			TSP	92,464				
			Fertilizer application Y2024					
			Type of Fertilizer	Application (Kg)				
			Hi-kay	207,272				
			MOP	810,731				
			Kieserit	49,844.3				
			Dolomite	409,482				
			HGFB	12,291.11				
			TSP	8,114				
			ZA	1,009,719.6				
			NPK	241,575				
			Criteria 7.5: Practices minimise and control erosion and degradation of soils.					

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7.5.1	(C) Maps that identify marginal and fragile soils, including steep sloped land are available.	<p>During this ASA2.2 audit there is no revision of the soil map of the Tungkal Ulu as per Laporan Survey Tanah Semidetil as per <i>Area Perkebunan Kelapa Sawit PT. Inti Indosawit Subur Kebun Tungkal Ulu</i>, verified document namely:</p> <p>Estate:</p> <p>Soil Analysis carried out in September 2010. Reported under "<i>Laporan Survey Tanah Semidetil Area Perkebunan Kelapa Sawit PT. Inti Indosawit Subur Kebun Tungkal Ulu</i>". Based on the report, the physiographic location in plain with hilly tuffaceous sedimentary rocks. Lithology parent material is clay and sand. Topographic of the area is rolling to hilly. Natural fertility is low to medium.</p> <p>PT Inti Indosawit Subur Tungkal Ulu has "<i>Peta Satuan Peta Tanah PT Inti Indosawit Subur Kebun Tungkal Ulu</i>" with scale 1 : 35,000. Based on soil suitability, consist of: S2 2,357.5 Ha (47.3%) with limiting factor of low natural fertility with low pH; S3 2,200.1 Ha (44.7%) with limiting factor of topographic condition (slope 15-30%); N1 (not suitable) 391.4 Ha (8%) with limiting factor of slope more than 30%. Based on soil survey semi detail, soil classification in Tungkal Ulu Estate consist of:</p> <ul style="list-style-type: none"> - <i>Typic Dystrudepts;</i> - <i>Typic endoaquepts;</i> - <i>Typic endoaquils;</i> - <i>Typic hapludox;</i> - <i>Typic hapludults;</i> - <i>Typic kandiodults;</i> <p>Scheme Smallholder:</p> <p>Group manager has kept and maintain the soil map of Plasma Tungkal Ulu in the office. There are 3 series of soil type defined by Research and</p>	Complied
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		<p>Development Asian Agri based on soil survey on April 2014 and soil survey semi detail in June 1998:</p> <ul style="list-style-type: none"> - <i>Typic Dystrudepts</i> - <i>Typic Kandiudults</i> - <i>Typic Hapludults</i> <p>Soil map and soil survey result recorded in "<i>Laporan Survei Tanah Tinjau Kebun Plasma Tungkal Ulu</i>". PT Inti Indosawit Subur - Plasma Tungkal Ulu has "<i>Peta Satuan Peta Tanah PT Inti Indosawit Subur Kebun Plasma Tungkal Ulu</i>" with scale 1 : 70,000.</p> <p>Based on soil survey semi detail map and Field visit in Tungkal Ulu Estate, and interview to the management and scheme smallholders it can be shown that there is no fragile soil in Tungkal Ulu Estate.</p>	
7.5.2	The replanting of palm oil is not conducted extensively on steep terrain in accordance with applicable regulations.	During ASA2.2 audit, based on field visit in undulating area areas known that the management unit has provide terrace contour. The management unit also provide legume cover crop and frond stacking treatment minimize the soil erosion.	Complied
7.5.3	New palm oil planting is not conducted on steep terrain in accordance with applicable regulations.	<p>There is no new palm oil planting in Tungkal Ulu Estate. Company has a procedure SOP AA-APM-OP-1100.05-R3 dated 23 November 2016: <i>Konservasi Tanah dan Air</i> (Soil & Water Conservation) as guidance for soil conservation in each topography. The slope in the plantation, between 0-30%. (Steep slope categorized as >20° or 40%, Hilly slope between 13° – 20°. Terracing made in the slope 10° – 15°).</p> <p>No planting conducted in the steep slope > 20° or 40%.</p>	Complied
Criteria 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	(C) Evidence of long-term land suitability for oil palm cultivation, soil maps or soil surveys that identify marginal and fragile soils, including steep terrain are available, in planning and operations.	In this ASA2.2 audit, there is no changing on the document of Long-term land suitability for oil palm cultivation, soil maps or soil surveys that identify marginal and fragile soils, including steep terrain.	Complied

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		<p>In procedure no. AA-SOP-OP-1100-05.R3 "Konservasi Tanah dan Air" has determined strategy control erosion particular in slope area, such as: 0 – 5°, 6 – 12°, 13 – 20° and more than 20°. Steep slope categorized as >20° or 40%, Hilly slope between 13° – 20°. Terracing made in the slope 10° – 15°). The company has applied silt pit, L shape stacking frond and terracing in slope area to reduce soil erosion.</p> <p>Based on soil analysis, there is no fragile soil in PT Inti Indosawit Subur – Tungkal Ulu Estate. Based on the report of soil analysis 2010, the physiographic location in plain with hilly tuffaceous sedimentary rocks. Lithology parent material is clay and sand. Topographic of the area is rolling to hilly. Natural fertility is low to medium. Based on "Peta Satuan Peta Tanah PT Inti Indosawit Subur Kebun Tungkal Ulu" with scale 1 : 35,000 the predominant soil type consists of:</p> <ul style="list-style-type: none"> - Typic Dystrudepts; - Typic endoaquepts; - Typic endoaquils; - Typic hapludox; - Typic hapludults; - Typic kandiudults; <p>Scheme Smallholder:</p> <p>Group manager has kept and maintain the soil map of Plasma Tungkal Ulu in the office. There are 3 series of soil type defined by Research and Development Asian Agri based on soil survey on April 2014 and soil survey semi detail on June 1998:</p> <ul style="list-style-type: none"> - <i>Typic Dystrudepts</i> - <i>Typic Kandiudults</i> - <i>Typic Hapludults</i> 	
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		<p>Soil map and soil survey result recorded in "<i>Laporan Survei Tanah Tinjau Kebun Plasma Tungkal Ulu</i>". PT Inti Indosawit Subur - Plasma Tungkal Ulu has "<i>Peta Satuan Peta Tanah PT Inti Indosawit Subur Kebun Plasma Tungkal Ulu</i>" with scale 1 : 70,000.</p> <p>During this audit, auditor has been confirmed that there is no new planting (land extension) of PT Inti Indosawit Subur or plasma area. It is only replanting activity that conducted in 2015.</p> <p>According to the type of soil in Plasma Tungkal Ulu, there is no fragile soil identified in plasma area of Tungkal Ulu.</p>	
7.6.2	Extensive planting on marginal and fragile soils is avoided or, if necessary, carried out according to the best-practice soil management plan.	During this ASA2.2 audit, auditor has been confirmed that there is no new planting (land extension) of PT Inti Indosawit Subur or plasma area. It is only replanting activity that conducted in 2016, 2017, 2018 2019, 2020, 2021, 2022, 2022, and 2024. Replanting activity in steep area using a terrace contour for soil conservation.	Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.	<p>PT IIS – Tungkal Ulu Estate has conducted soil survey and mapping the topography. Soil map and soil survey result recorded in "<i>Laporan Survei Tanah Tinjau Kebun Plasma Tungkal Ulu</i>". PT Inti Indosawit Subur - Plasma Tungkal Ulu has "<i>Peta Satuan Peta Tanah PT Inti Indosawit Subur Kebun Plasma Tungkal Ulu</i>" with scale 1 : 70,000. Topography map is available, the slope in the plantation, between 0-30%. (Steep slope categorized as >20° or 40%, Hilly slope between 13° – 20°. Terracing made in the slope 10° – 15°).</p> <p>In the planning of drainage and irrigation systems, roads and other infrastructure are based on soil survey and topographic information.</p>	Complied
Criteria 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) No new planting on peatlands, regardless of depth, after 15 November 2018, in existing plantation areas, as well as in new development areas.	<p>There is no change of compliance statement compared to last year audit. There is no new planting in PT IIS – Tungkal Ulu until this recertification audit. In addition, there is no peat soil in Tungkal Ulu Estate. Based on the semi-detailed soil analysis, the soil type falls into loam and clay.</p>	Complied

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		<p>Based on soil survey semi detail, soil classification in Tungkal Ulu Estate consist of:</p> <ul style="list-style-type: none"> - <i>Kompleks Typic Dystrudepts</i> - <i>Typic Endoaquepts</i> - <i>Typic Endoaquults</i> - <i>Typic Hapludox</i> - <i>Typic Hapludults</i> - <i>Typic Kandiodults</i> <p>There is no peat soil identified within PT. Inti Indosawit Subur – Tungkal Ulu Estate.</p> <p>Scheme Smallholder:</p> <p>Based on soil survey performed by Asian Agri Research and Development, it was verified that there is no peat soil indicated in Tungkal Ulu Scheme Smallholder. There are 3 series of soil type defined by Research and Development Asian Agri based on soil survey on April 2014 and soil survey semi detail on June 1998:</p> <ul style="list-style-type: none"> - <i>Typic Dystrudepts</i> - <i>Typic Kandiodults</i> - <i>Typic Hapludults</i> <p>There is no peat soil at Scheme Smallholders PT IIS – Tungkal Ulu.</p>	
7.7.2	Peat areas within the managed area are inventoried, documented and reported to the RSPO Secretariat (effective from November 15, 2018).	As explained in indicators 7.7.1, there's no land classified as peat land in the company's operational area. Therefore, this is not applicable.	Not Applicable
PROCEDURAL NOTE: Maps and other documentation for peatlands are provided, prepared and shared according to the RSPO Working Group (Peatland Working Group / PLWG) audit guide (See Procedural Notes for Indicator 7.7.5 below).			
7.7.3	(C) Subsidence of peat is monitored, documented and minimised.	As explained in indicators 7.7.1, there's no land classified as peat land in the company's operational area.	Not Applicable

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7.7.4	(C) Availability of implementation evidence of the water and land cover management program.	As explained in indicators 7.7.1, there's no land classified as peat land in the company's operational area.	Not Applicable
7.7.5	(C) Drainability assessments are conducted for plantations planted on peat following the RSPO Drainability Assessment Procedure, or other method recognized by RSPO, (at least five years or in accordance with the provisions of the RSPO Drainability Assessment Procedure) before replanting. The results of the assessment are used to determine the period of replanting to be carried out, as well as to gradually replace oil palm cultivation for at least 40 years or two cycles, (whichever is longer), before reaching the natural gravitational drainage limit for peat. If oil palm is gradually replaced, it is replaced by other commodity crops that are better suited for higher groundwater levels (paludiculture) or rehabilitated with natural vegetation.	As explained in indicators 7.7.1, there's no land classified as peat land in the company's operational area.	Not Applicable
PROCEDURAL NOTE: For 7.7.5: Detailed information on the RSPO Drainability Assessment Guide along with related concepts and detailed actions is contained in the Guidelines currently being adjusted / tested by the RSPO Working Group on Peatlands (Peatland Working Group / PLWG). The final version must obtain PLWG approval in January 2019 and will include additional Guide on the steps to be followed after deciding not to replant and the consequences for other stakeholders, farmers, local communities, and the unit of certification concerned. It is recommended that the trial methodology period is proposed to be extended for 12 months for all relevant management units (ie management units that have plantations on peat) to utilize the methodology and provide input to PLWG so that existing procedures can be further refined as needed before January 2020. The unit of certification has the option to delay replanting until the issuance of the revised Guidelines for the guidelines. Additional guidance for alternative commodity crops and rehabilitation of natural vegetation will be regulated by the PLWG.			
7.7.6	(C) All existing plantations on peat are managed according to applicable laws and/or "RSPO Guidelines for Best Management Practices (BMP) for Oil Palm Cultivation that are already on Peatlands", version 3 (June 2019) along with related audit guidelines (May 2019).	As explained in indicators 7.7.1, there's no land classified as peat land in the company's operational area.	Not Applicable
7.7.7	(C) All peat areas not planted and reserved in managed areas (regardless of depth) are protected as 'peatland conservation areas'; unit of certification are prohibited from constructing drainage channels, building roads and new electricity lines on peatlands; unless if it is for a non-corporate land clearance. Peatlands are managed in accordance with	As explained in indicators 7.7.1, there's no land classified as peat land in the company's operational area.	Not Applicable

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	'RSPO Best Management Practices for the Management and Rehabilitation of Natural Vegetation related to Oil Palm Cultivation that already exists in Peatlands' (the latest version) along with relevant audit guidelines.		
Criteria 7.8: Practices maintain the quality and availability of surface and groundwater.			
7.8.1	<p>A water management plan is available and is implemented to support efficient use of water sources and continuous availability and avoid negative impacts on other users in the catchment. The plan referred to contains the following matters:</p> <p>7.8.1a The unit of certification does not limit access to clean water or does not pollute the water used by the community.</p>	<p>There is no change of compliance statement compared to last year audit. Updating data or information about the environment analysis result.</p> <p>Mill and Estate:</p> <p>The Certificate Holder and scheme Smallholder have established water management plan, consist of management water supply for domestic, water consumption and measurement of water quality.</p> <p>Identification water need as regulated in "Peraturan Menteri PU No.14/PRT/M/2010 (domestic consumption is 60 liters/person/day and water needed for mill processing, Ground and surface water resources and its permit, management and monitoring wastewater, included domestic wastewater.</p> <p>Company has obtained permit to use the surface water from Benanak River according to "Keputusan Kepala Dinas Penanaman Modal dan Pelayanan terpadu Satu Pintu provinsi Jambi Nomor 149/KEP.KA.DPM-PTSP-5.1/SIPAP/VIII/2018 Tentang Pemberian Izin Pengambilan dan Pemanfaatan Air Permukaan Pada Sungai Benanak Kepada PT Inti Indosawit Subur" dated 23 August 2018, valid until 5 years since issued. The license is in progress for extension.</p> <p>The Company has a water management document, both in the estate and mill. Monitoring the implementation of water management has been implemented on a regular basis, such as surface water quality monitoring each semester at Benanak river and Lampisi river (upstream and downstream) are available in the report of RKL/RPL. Company has analysed water quality each semester to ensure the compliance against</p>	Complied

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		<p>PP No. 82 year 2001 regarding water quality standard, the result of water quality monitoring for Semester 2/2022 by Laboratory PT. ITEC Solution Indonesia shown that water quality is complies with national regulation.</p> <p>Procedure SOP AA-APM-OP-1100.05. R1 "Konservasi Tanah dan Air" has been established to maintain the quality and availability of water. Procedures was also established for protection and management of riparian buffer zones at or before replanting. Procedure mentioned that in 50m on the left and right side of riparian buffer zones, estates are prohibited to apply agrochemical, used manual manuring and riverbank was planted by erosion barrier crop (planting of "vetiver" grass, <i>Pheronema canescens</i> and <i>Bamboosa sp</i>). The organization also has policy that prohibits estates for planting 50m on the left and right side of riparian buffer zones at or before replanting. Warning board placed regarding prohibition to apply agrochemicals and fertilizer in the buffer zone. Riparian buffers of small natural water courses were 50 meters wide on both sides of the rivers as defined in the procedure AA-KL-12-EFP "Restorasi Riparian dan Areal Sekitar Danau/Waduk atau Mata Air lainnya". Several evidence of maintaining quality and availability of water were evident, such as plan and realisation of riparian management, installation of warning boards, planting erosion prevention plan (e.g. <i>Pheronema canescens</i>, <i>Terminalia cattapa</i>, <i>Bamboosa sp</i> and vetiver grass) and monitoring of water quality.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu does not limit access to clean water or does not pollute the water used by the community. Company has monitor clean water quality each semester to ensure the water use by community and employee are met with standard Permenkes No. 32 Tahun 2017 regarding clean water quality standard. Latest analysis for Semester 2/2022 by Laboratory PT. ITEC Solution Indonesia shown that water quality is met with the standard.</p>	
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		<p>In Mill scope, water consumption for FFB processing is more concern to ensure the water use is in line with budget. While in Estate scope, water quality is more preferred to prevent any pollution impact environmentally.</p> <p>Certificate of environmental analysis in Semester II 2023, such as:</p> <ul style="list-style-type: none"> • Surface water (Upstream Sungai Benanak), report of analysis No. D.08.2532-1/LHU/2023 - D.08.2532-1.a-AS.23 dated 30 August 2023, the result complied to PP RI No. 22 tahun 2021 (Lampiran VI). • Clean water, report of analysis D.08.2532-1/LHU/2023 - D.08.2532-1.i-AM.23 dated 30 August 2023, location Tungkal Ulu POM. The result complied to Permenkes No 2/2023 <p>For environment analysis in Semester, I Y2024 has been conducted but the EIA Monitoring document still in progress. Sample of certificates for Semester I/2024 such as :</p> <ul style="list-style-type: none"> • Clean water, report of analysis D.02.537/LHU/2024 – D.02.537-iAM.24 dated 23 February 2024, location Tungkal Ulu POM. The result complied to Permenkes No 2/2023 <p>Scheme Smallholder:</p> <p>For Smallholder, water management applied is focused on protection of riparian zone. The activity is only maintained the riparian zone from pesticides application.</p>	
	7.8.1b Workers have adequate access to clean water.	<p>There is no change of compliance statement compared to last year audit. Updating data or information about the environment analysis result.</p> <p>According to field visit, company provided housing complex that adequate facilities has been available for mill workers, including: housing for staff, housing for workers (permanent and temporary), electricity from mill grid, clean water supply from water treatment plant</p>	

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		<p>(available for entire year), medical service in company's clinic, primary level education facility, religion and worship facility, and sport.</p> <p>Company provides the clean water for workers at housing areas with clean water from Tungkal Ulu Mill. Regular water analysis was performed to monitor the water quality. Water analysis performed by accredited laboratory "PT. ITEC Solution Indonesia" each semester for clean water. Latest analysis for Semester 2/2022 by Laboratory PT. ITEC Solution Indonesia shown that water quality is met with the standard.</p> <p>Interview with workers during onsite audit confirmed that they have adequate access to clean water provide by company.</p> <p>Certificate of environmental analysis in Semester II 2023, such as:</p> <ul style="list-style-type: none"> • Surface water (Upstream Sungai Benanak), report of analysis No. D.08.2532-1/LHU/2023 - D.08.2532-1.a-AS.23 dated 30 August 2023, the result complied to PP RI No. 22 tahun 2021 (Lampiran VI). • Clean water, report of analysis D.08.2532-1/LHU/2023 - D.08.2532-1.i-AM.23 dated 30 August 2023, location Tungkal Ulu POM. The result complied to Permenkes No 2/2023 <p>For environment analysis in Semester, I Y2024 has been conducted but the EIA Monitoring document still in progress. Sample of certificates for Semester I/2024 such as :</p> <ul style="list-style-type: none"> • Clean water, report of analysis D.02.537/LHU/2024 – D.02.537-iAM.24 dated 23 February 2024, location Tungkal Ulu POM. The result complied to Permenkes No 2/2023 	
7.8.2	<p>(C) Water courses and wetlands are protected, including the maintenance and restoration of riparian zones and other buffer zones during or before replanting, in accordance with the "RSPO Manual on BMPs for the management and rehabilitation of riparian reserves" (April 2017) or</p>	<p>There are no changes of compliance statement compared to last year audit.</p> <p>PT Inti Indosawit Subur – Tungkal Ulu has establish management plan to protect water courses and wetlands, including securing and maintaining appropriate riparian.</p>	Complied

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	Simplified Guide Management and Rehabilitation of Riparian Reserves (2018).	<ul style="list-style-type: none">– Riparian restoration with forest vegetation plant/tree (<i>Pterocarpus indicus</i>, <i>phoronema canescens</i>, <i>vetiver</i>, <i>Terminalia cattapa</i>, <i>Ficus sp</i>).– Establish zone for zero chemical. No spraying and fertilizing along riparian zone. Based on visit in riparian zone (Sempadan Sungai Benanak).– Conserve the natural vegetation in riparian zone.– Restricted to conduct replanting palm oil in riparian area. <p>In this surveillance audit, the management plan still continued by the company and still relevant. During field visit to riparian area in Tungkal Ulu Estate, can be shown that riparian areas are well maintained, no chemical application near to riparian, no disturbance on riparian, natural vegetation are protected, and the signboard information and awareness are available.</p>																												
7.8.3	Mill effluent is managed according to applicable regulations. The quality of mill effluent discharged, especially BOD (Biochemical Oxygen Demand) is monitored in accordance with applicable regulations.	<p>Effluent from Tungkal Ulu Mill applied to plantation area as Land Application. Monitoring of effluent conducted in monthly period by PT Jambi Lestari International (KAN Accredited No: LP-1129-IDN). Analysis results for January – April 2024 are:</p> <table><tr><th>No</th><th>Month</th><th>pH</th><th>BOD₅</th><th>COD</th><th>BOD Threshold Value</th></tr><tr><td>1</td><td>Jan</td><td>8.00</td><td>2,181.67</td><td>7,640.90</td><td rowspan="4">5,000</td></tr><tr><td>2</td><td>Feb</td><td>8.15</td><td>1,055.36</td><td>3,385.42</td></tr><tr><td>3</td><td>March</td><td>8.10</td><td>792.58</td><td>2,033.42</td></tr><tr><td>4</td><td>April</td><td>8.50</td><td>381.59</td><td>1,457.16</td></tr></table>	No	Month	pH	BOD ₅	COD	BOD Threshold Value	1	Jan	8.00	2,181.67	7,640.90	5,000	2	Feb	8.15	1,055.36	3,385.42	3	March	8.10	792.58	2,033.42	4	April	8.50	381.59	1,457.16	Complied
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7.8.4	Mill water use per tonne of FFB is monitored and recorded.	Tungkal Ulu POM has recorded the mill water use per tonne FFB, includes monitoring of water usage for mill processing and domestic usage. Result of water usage monitoring is recorded under "Mill	Complied																											

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		<p>Operation Summary” year 2023, updated in December 2023. Also, record for January – May 2024.</p> <p>2023</p> <table><tr><th>Month</th><th>Water use (M³)</th><th>Ratio (M³/ton)</th></tr><tr><td>January</td><td>15,961</td><td>0.81</td></tr><tr><td>February</td><td>13,565</td><td>0.85</td></tr><tr><td>March</td><td>15,932</td><td>0.85</td></tr><tr><td>April</td><td>16,153</td><td>0.85</td></tr><tr><td>May</td><td>25,746</td><td>0.86</td></tr><tr><td>June</td><td>25,434</td><td>0.88</td></tr><tr><td>July</td><td>29,376</td><td>0.87</td></tr><tr><td>August</td><td>26,037</td><td>0.78</td></tr><tr><td>September</td><td>23,608</td><td>0.82</td></tr><tr><td>October</td><td>24,433</td><td>0.82</td></tr><tr><td>November</td><td>26,092</td><td>0.87</td></tr><tr><td>December</td><td>16,557</td><td>0.78</td></tr></table> <p>2024</p> <table><tr><th>Month</th><th>Water use (M³)</th><th>Ratio (M³/ton)</th></tr><tr><td>January</td><td>12,859</td><td>0.73</td></tr><tr><td>February</td><td>13,231</td><td>0.80</td></tr><tr><td>March</td><td>15,681</td><td>0.80</td></tr><tr><td>April</td><td>16,505</td><td>0.81</td></tr><tr><td>May</td><td>21,544</td><td>0.82</td></tr></table>	Month	Water use (M³)	Ratio (M³/ton)	January	15,961	0.81	February	13,565	0.85	March	15,932	0.85	April	16,153	0.85	May	25,746	0.86	June	25,434	0.88	July	29,376	0.87	August	26,037	0.78	September	23,608	0.82	October	24,433	0.82	November	26,092	0.87	December	16,557	0.78	Month	Water use (M³)	Ratio (M³/ton)	January	12,859	0.73	February	13,231	0.80	March	15,681	0.80	April	16,505	0.81	May	21,544	0.82	
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Criteria 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised																																																												
7.9.1	Plans to increase the efficiency of fossil fuel use and to optimize renewable energy are available, monitored and documented	All energy used in both mills is monitored and recorded under document of "Laporan Unit Pabrik". Fossil fuel records are maintained, and trends shown. Energy use records include accurate measurements of	Complied																																																									

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		<p>renewable energy use per tonne of FFB processed. All the shell and fibre is consumed internally as boiler fuel.</p> <p>Tungkal Ulu POM is using 100% fiber and most of shell production for power generation during FFB processing. The fiber and nutshell is by-product from CPO production. Tungkal Ulu POM has calculated the total energy required for process, based on FFB tonnage x steam required to process one ton FFB x energy required to generate one kg steam. Tungkal Ulu POM has also calculated the potential energy generated from using fibre and nutshell. From calculation it was known that there is energy surplus, whereby used as power generation when mill is in operation but not processing FFB (electricity source, cleaning, etc).</p> <p>Records of use renewable energy in 2024:</p> <table border="1"> <thead> <tr> <th>Month</th><th>Fibre (ton)</th><th>Shell (ton)</th><th>EFB (Ton)</th></tr> </thead> <tbody> <tr> <td>January</td><td>2,426</td><td>65</td><td>236</td></tr> <tr> <td>February</td><td>2,217</td><td>122</td><td>345</td></tr> <tr> <td>March</td><td>2,690</td><td>71</td><td>360</td></tr> <tr> <td>April</td><td>2,786</td><td>173</td><td>345</td></tr> <tr> <td>May</td><td>3,623</td><td>174</td><td>470</td></tr> </tbody> </table>	Month	Fibre (ton)	Shell (ton)	EFB (Ton)	January	2,426	65	236	February	2,217	122	345	March	2,690	71	360	April	2,786	173	345	May	3,623	174	470	
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Criteria 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.																											
7.10.1	<p>(C) GHG emissions for the unit of certification are identified and assessed. Plans to reduce or minimize GHG emissions are implemented, monitored through the PalmGHG calculator, and reported publicly.</p>	<p>There are no changes regarding GHG identification and reduction plan. List for assessing pollution and emission sources, including gaseous, particles, soot emissions and effluent provided in document "Identifikasi Aspek Dampak Lingkungan untuk PMKS dan Estate di Tungkal Ulu", February 2024.</p> <p>There is no changing on GHG emission source in this recertification audit. The identification listed all relevant activities that generate pollution and emission from office, plantations, palm oil mill, mill effluent treatment up to workers activities, such as:</p>	Complied																								

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		<ul style="list-style-type: none"> ▪ Boiler stack emission including particulate and soot ▪ Diesel electric generator emission ▪ POME methane emission ▪ Use of fertilizer ▪ Use of Pesticide ▪ Diesel fuel usage ▪ Vehicle and heave equipment emission <p>All the activities of mill and estate as well as the waste generated has been well documented, for examples the operational activity from generator is generates air emissions, the company conducts periodic generator maintenance and perform quality measurement of exhaust emissions each semester to ensure air quality is comply with standard regulation.</p> <p>The company has developed pollution and emission reduction plan. The plan covers planning, implementing plans and monitoring activities generating pollution and emission. Reduction of pollution such as:</p> <ul style="list-style-type: none"> ▪ POME application/Land application permitted for plantation in mineral soil. ▪ Hazardous waste storage management and monitoring (permitted by government) ▪ Domestic waste management by sanitary landfill ▪ Emission measurement each semester from Boiler, Genset, Heavy equipment and vehicle. ▪ Biogas Plant with capacity 3 MW. <p>Scheme Smallholder:</p> <p>Document(s) assessing pollution and emission sources, including gaseous, particles, soot emissions and effluent has been provided by</p>	
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		Group Manager Plasma Tungkal Ulu as per “ <i>Identifikasi Sumber Polusi di Perkebunan Petani</i> ” dated February 2024.	
7.10.2	(C) Since 2014, an estimate of carbon stocks in the proposed development area has been carried out along with potential sources of emissions that can occur directly as a result of the development and plans to minimize these emissions are prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).	There is no new planting within certified area of PT Inti Indosawit Subur – Tungkal Ulu Estate and Tungkal Ulu Plasma after November 2005. Currently, replanting activities still in progress. Original year of Planting for Tungkal Ulu Estate are 1990, 1991, 1993 and 2003. While year of Planting for Tungkal Ulu Plasma are 1990, 1991, 1992, 1993 and 1994. This indicator is not applicable.	Complied
7.10.3	(C) Other significant pollutant identification results are available and plans to reduce or minimize them are implemented and monitored.	PT Inti Indosawit Subur – Tungkal Ulu POM has identified the significant pollutants and greenhouse gas (GHG) emissions. Significant pollutants and GHG such as: Emission, particulate, noise from boiler and generator, effluent from mill wastewater, fertilizer application, chemical applicator and transport of FFB. Monitoring of air emissions and ambient air quality conducted every semester. Emissions test conducted testing by Accreditation Laboratory. The results of the analysis have been demonstrated and reported to Environmental Agency every six months.	Complied
Criteria 7.11: Fire is not used for preparing land and is prevented in the managed area.			
7.11.1	(C) Land for new planting or replanting is not prepared by burning.	PT Inti Indosawit Subur – Tungkal Ulu POM established Company Policy signed by Managing Director, Kevin Tio, on 1 December 2014. Point 6 of the policy stated the company uses Zero Burning practice in developing plantation and actively support initiative to prevent and monitor forest fire and haze. Based on field observation, it was evident that no fire has been used for replanting in Tungkal Ulu Estate. Scheme Smallholders: The Smallholder Manager has prepared the policy that there were no land preparation by burning, as per “Kebijakan Manager Plasma Tungkal	Complied

		<p>Ulu” dated 2 December 2020, in poin 6: “Melakukan praktek tanpa bakar dalam kegiatan pembangunan perkebunan dan petani maupun desa secara aktif mendukung inisiatif mencegah mengawasi kebakaran hutan dan asap” (Implementing non-burning practices in plantation development activities, farmers and villages actively support initiatives to prevent and control forest fires and smoke).</p> <p>Based on observation in smallholder plots that have been replanted, observed that replanting using mechanic method and not using fire.</p>	
7.11.2	The unit of certification establishes fire prevention and control measures for lands that are directly managed by the unit of certification.	<p>PT Inti Indosawit Subur – Tungkal Ulu POM established Company Policy signed by Managing Director, Kevin Tio, on 1 December 2014. Point 6 of the policy stated the company uses Zero Burning practice in developing plantation and actively support initiative to prevent and monitor forest fire and haze.</p> <p>Based on field observation in this surveillance audit, it was evident that no fire has been used for replanting in Tungkal Ulu Estate.</p> <p>In addition, company has performed and establishes fire prevention and control measures for whole area of company. Fire monitoring was done daily by Fire team and security to monitor the hotspot and fire by patrol to critical area of plantation. Company also implementing fire danger rating as early warning system.</p> <p>Tools and equipment of fire prevention has been prepared by company as per “Data Standar Peralatan Dalkarhutla Perusahaan Perkebunan” refers to Permentan RI No.05/2018.</p> <p>Based on observation in “Posko Tanggap Darurat Kebakaran”, observed the equipment are available and ready to use.</p> <p>Scheme Smallholder:</p> <p>The Smallholder Manager has prepared the policy that there were no land preparation by burning, as per “Kebijakan Manager Plasma Tungkal</p>	Complied

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		<p>Ulu" dated 2 December 2020, in poin 6: "Melakukan praktek tanpa bakar dalam kegiatan pembangunan perkebunan dan petani maupun desa secara aktif mendukung inisiatif mencegah mengawasi kebakaran hutan dan asap" (Implementing non-burning practices in plantation development activities, farmers and villages actively support initiatives to prevent and control forest fires and smoke).</p> <p>Based on observation in smallholder plots that have been replanted, observed that replanting using mechanic method and not using fire.</p>	
7.11.3	The unit of certification engages stakeholders in adjacent locations for fire prevention and control measures.	<p>PT Inti Indosawit Subur – Tungkal Ulu POM established Company Policy signed by Managing Director, Kevin Tio, on 1 December 2014. Point 6 of the policy stated the company uses Zero Burning practice in developing plantation and actively support initiative to prevent and monitor forest fire and haze.</p> <p>Based on field observation during this surveillance audit, it was evident that no fire has been used for replanting in Tungkal Ulu Estate.</p> <p>PT Inti Indosawit Subur has a programme namely "Desa Bebas Api / Fire Free Village Programme (FFVP). Company recognize this engagement program, comprises the following segments:</p> <ul style="list-style-type: none"> a. Increase community awareness. Company conduct intensive communication with the local community to increase awareness on the impact of fire and haze on health. b. Empowerment village head. During the dry season, villages play a significant role to synergize the prevention and mitigation of land fire. c. Provide support for land clearing. d. Appreciation for zero burning. e. Assistance to enhance local economy. 	Complied

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		<p>Scheme Smallholder:</p> <p>The Smallholder Manager has prepared the policy that there were no land preparation by burning, as per "Kebijakan Manager Plasma Tungkal Ulu" dated 2 December 2020, in poin 6: "Melakukan praktek tanpa bakar dalam kegiatan pembangunan perkebunan dan petani maupun desa secara aktif mendukung inisiatif mencegah mengawasi kebakaran hutan dan asap" (Implementing non-burning practices in plantation development activities, farmers and villages actively support initiatives to prevent and control forest fires and smoke).</p> <p>Based on observation in smallholder plots that have been replanted, observed that replanting using mechanic method and not using fire.</p>	
<p>Criteria 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.</p>			
<p>PROCEDURAL NOTE for 7.12:</p> <p>The RSPO Principles and Criteria 2018 include new requirements to ensure the effective contribution of the RSPO in stopping deforestation. This will be achieved by incorporating the High Carbon Stock Approach (HCSA) Approach Guide into the revised standard.</p> <p>The RSPO ToC also encourages RSPO to commit to balancing between sustainable livelihoods and reducing poverty with the need to conserve, protect and improve the quality of ecosystems.</p> <p>High Forest Cover Countries (HFCC) are in dire need of economic opportunities that can help people choose their own path in carrying out development, while at the same time providing social and economic benefits and safeguards.</p> <p>Procedures will be developed that are adapted to support the development of sustainable palm oil by indigenous peoples and local communities who have legal or customary rights. The procedure will apply in certain HFCC countries and in the High Forest Cover Landscape (HFCL) within it.</p> <p>The development of this procedure will be guided by the No Deforestation Joint Steering Group (NDJSG) between the RSPO and HCSA members. In HFCC countries, RSPO will work with governments, communities and other stakeholders to develop this procedure through participatory processes at national and regional levels. The duration of this activity is specified in the Terms of Reference for NDJSG and is publicly available.</p>			
7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCV or HCS forests.</p>	<p>Until this audit ASA 2.2, there is no new planting conducted by Tungkal Ulu Estate and Tungkal Ulu Scheme Smallholder.</p>	<p>Not Applicable</p>

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	<p>Historical analysis of Land Use Change Analysis (LUCA) is carried out before any new land clearing, in accordance with the RSPO LUCA Guidance document (see indicator 7.12.2).</p>	<p>There is no new planting within certified area of PT Inti Indosawit Subur – Tungkal Ulu Estate and Tungkal Ulu Plasma after November 2005. Currently, replanting activities still in progress. Original year of Planting for Tungkal Ulu Estate are 1990, 1991, 1993 and 2003. Whilst year of Planting for Tungkal Ulu Plasma are 1990, 1991, 1992, 1993 and 1994.</p> <p>Company has conducted HCV identification on 28 February – 11 March 2011 cooperation with “Fakultas Kehutanan Institut Pertanian Bogor”. Final report presented in “Laporan Final Kajian Penuh Identifikasi dan Analisis Keberadaan High Conservation Value di Areal PT. Inti Indosawit Subur – Tungkal Ulu Estate, Provinsi Jambi”. HCV identified in Tungkal Ulu Estate total 128.322 ha, most of HCV identified are riparian.</p> <p>Company has a procedure of HCV management and monitoring. In addition, company has establish the procedure of Riparian as per “AA APM OP 1100.21.R2 dated 7 December 2015. Explain in point 4.3 of procedure that before replanting conducted, boundary marking of HCV shall be performed and mapping the HCV area to ensure that the HCV area protected and no replanting activity inside HCV/Riparian area. According to field observation in HCV area of Sungai Benanak, Sungai Lampisi and Serayu river shown that HCV area boundary marking clearly visible and maintained and replanting activity was not overlapped to HCV area.</p>	
7.12.2	<p>(C) HCV and HCS forests, and other conservation areas are identified as follows:</p> <p>7.12.2a) For existing plantations, with an HCV assessments conducted by RSPO- approved assessors and have no new land clearing after 15 November 2018, the existing HCV assessments remains valid.</p>	<p>There is no new planting within certified area of PT Inti Indosawit Subur – Tungkal Ulu Estate and Tungkal Ulu Plasma after November 2005. Currently, replanting activities still in progress. Original year of Planting for Tungkal Ulu Estate are 1990, 1991, 1993 and 2003. Whilst year of Planting for Tungkal Ulu Plasma are 1990, 1991, 1992, 1993 and 1994.</p> <p>During this surveillance audit ASA2.2, there is no changing in HCV area of Tungkal Ulu Estate and Scheme smallholder. Company has conducted HCV identification on 28 February – 11 March 2011 cooperation with “Fakultas Kehutanan Institut Pertanian Bogor”. Final report presented in</p>	Complied

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		<p>"Laporan Final Kajian Penuh Identifikasi dan Analisis Keberadaan High Conservation Value di Areal PT. Inti Indosawit Subur – Tungkal Ulu Estate, Provinsi Jambi".</p> <p>The HCV identification document has explained the general condition of landscape surrounding company's plantation: there is no protected forest/ecosystem that feasible for wildlife to maintain its viability. Therefore, no recommendation for wildlife corridor.</p> <p>HCV identified in Tungkal ulu Estate total 128.322 ha including:</p> <ul style="list-style-type: none"> - Benanak river 81.9 ha - Lampisi river 8.15 ha - Jitan river 4.48 ha - Serayu river 5.54 ha - Benanak 1 subriver 8.58 ha - Benanak 2 subriver 7.32 ha - Serayu subriver 3.04 ha - Water pond Tungkal Ulu Estate 2.06 ha - Makam Panjang Datuk Ratu (sacred cemetery) 0.0025 ha <p>No HCV area identified in Scheme smallholder plantation, however HCV area identified in the surrounding of smallholder plantation in the village such as: public cemetery in Lampisi village, Tanjung Benanak village, Bukit Harapan village and Pinang Gading village.</p>	
	<p>7.12.2 b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the latest HCSA Toolkit and HCV-HCSA Assessment Manual that is applicable at the time of the assessment. This includes stakeholder consultation and take into account wider landscape- level consideration.</p>	<p>Until this surveillance audit ASA2.2 audit, there is no new planting conducted by Tungkal Ulu Estate and Tungkal Ulu Scheme Smallholder. Land clearing is conducted for replanting on 2020 – present gradually according to replanting program.</p> <p>Company has conducted HCV identification since 28 February – 11 March 2011 cooperation with "Fakultas Kehutanan Institut Pertanian</p>	

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		<p>Bogor". According to HCV assessment result, confirmed that there is no High Forest Cover Landscapes (HFCLs).</p> <p>HCV identified in Tungkal ulu Estate total 128.322 ha consist of:</p> <p>HCV 1.2 and 4.1: Benanak river 81.9 ha, Lampisi river 8.15 ha, Jitan river 4.48, Serayu river 5.54 ha, Beranak-1 small river 8.58 ha, Beranak-2 small river 7.32 ha, Serayu small river 3.04 ha, pool water reservoir area.</p> <p>HCV 6. Makam Panjang Datuk ratu 0.0025 ha, Kuburan Desa Lampisi-1 (Lampisi I Village Graveyard) 0.5 ha, Kuburan Desa lampisi-2 (Lampisi II Village Graveyard) 0.5 ha, Kuburan Desa Tanjung Beranak (Tanjung Beranak Village Grveyard) 2 ha, Kuburan Desa Bukit Harapan (Bukit Harapan Village Graveyard) 0.25 ha, Kuburan Desa Pinang Gading (Pinang Gading Village Graveyard) 2 ha.</p> <p>The HCV identification document has explained the general condition of landscape surrounding company's plantation: there is no protected forest/ecosystem that feasible for wildlife to maintain its viability. Therefore, no recommendation for wildlife corridor.</p>	
7.12.3	(C) In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.	According to HCV and HCS assessment there is no High Forest Cover Landscapes (HFCLs) within HFCCs identified.	Not Applicable
PROCEDURAL NOTE for 7.12.3: Indicator 7.12.3. is not relevant to Indonesia, until further decisions by the RSPO.			
7.12.4	(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An Integrated management plans to protect and/or enhance HCV and HCS forests, peatland and other conservation areas are developed, implemented and adapted if necessary, and contains	Until this surveillance audit ASA2.2, there is no new planting conducted by Tungkal Ulu Estate and Tungkal Ulu Scheme Smallholder. There is no new planting within certified area of PT Inti Indosawit Subur – Tungkal Ulu Estate and Tungkal Ulu Plasma after November 2005. Currently, replanting activities still in progress gradually according to replanting	Complied

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	<p>monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan was developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p>	<p>program. Original year of Planting for Tungkal Ulu Estate are 1990, 1991, 1993 and 2003. Whilst year of Planting for Tungkal Ulu Plasma are 1990, 1991, 1992, 1993 and 1994.</p> <p>Company has conducted HCV identification since 28 February – 11 March 2011 cooperation with “Fakultas Kehutanan Institut Pertanian Bogor”. Final report presented in “Laporan Final Kajian Penuh Identifikasi dan Analisis Keberadaan High Conservation Value di Areal PT. Inti Indosawit Subur – Tungkal Ulu Estate, Provinsi Jambi”. HCV assessment was conducted in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations. HCV identified in Tungkal ulu Estate total 128.322 ha.</p> <p>The Company has made a conservation management and monitoring plan to protect and conserve RTE species and monitor the presence of wildlife species and wildlife populations as well as protected plants/animal in and around the plantation. Conservation management plan 2023/2024 has been review and well implemented. During field visit to HCV area Benanak riparian, Lampisi riparian, Serayu riparian and Makam Panjang it was noted that HCV area are well managed, HCV boundary are visibly maintained, no disturbance of HCV area, no illegal hunting in HCV area, no replanting activity overlapped to HCV area.</p> <p>RTE species and wildlife monitoring is conducted monthly by foreman and clerk afedling/division. The animal/species findings are recorded in the "Daftar Temuan Satwa liar di Areal kebun" form. Evidence of wildlife monitoring can be demonstrated during audit. According to HCV monitoring since January – June 2023 and July - December 2023 monitoring, it was observed the presence of RTE species such as: <i>Macaca nemestrina</i>, <i>Halcyon smyrnensis</i>, <i>Todirhamphus chloris</i>, <i>Gracula religiosa</i>, <i>Aceros sp.</i>, <i>Anthreptes sp.</i>, <i>Alcedo meninting</i>, <i>Hylobates sp.</i>. During interview with workers, it was noted that there is no illegal hunting of animals and they have aware about RTE species protection</p>	
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		and the prohibition of animal hunting in company area including HCV area. Report of HCV management and monitoring regularly submit to Balai Konservasi Sumberdaya Alam Provinsi Jambi, sample seen for report semester I (Jan – Jun 2023) submitted on 1 July 2023 and report semester II (Jul – Dec 2023) submitted on 2 January 2024.	
7.12.5	Where rights of local communities have been identified in HCV areas and HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.	According to HCV Assessment February 2011 there is no rights of local communities identified in HCV areas. All HCV areas are inside the HGU of PT Inti Indosawit Subur – Tungkal Ulu. There is no changing on information of HCV area until this audit ASA2.2, the information from previous audit is still relevant. HCV identified in Tungkal ulu Estate total 128.322 ha consist of: HCV 1.2 and 4.1: Benanak river 81.9 ha, Lampisi river 8.15 ha, Jitan river 4.48, Serayu river 5.54 ha, Beranak-1 small river 8.58 ha, Beranak-2 small river 7.32 ha, Serayu small river 3.04 ha, pool water reservoir area. HCV 6. Makam Panjang Datuk ratu 0.0025 ha, Kuburan Desa Lampisi-1 (Lampisi I Village Graveyard) 0.5 ha, Kuburan Desa lampisi-2 (Lampisi II Village Graveyard) 0.5 ha, Kuburan Desa Tanjung Beranak (Tanjung Beranak Village Graveyard) 2 ha, Kuburan Desa Bukit Harapan (Bukit Harapan Village Graveyard) 0.25 ha, Kuburan Desa Pinang Gading (Pinang Gading Village Graveyard) 2 ha. PT Inti Indosawit Subur – Tungkal Ulu has maintained the HCV area identified and give the access to the surrounding community to come to the graveyard and make a grave pilgrimage.	Not Applicable
7.12.6	All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in	PT. Inti Indosawit Subur – Tungkal Ulu POM and Estate has a program to socialize the status of protected, rare, threatened or endangered (RTE) to all workers, it was also programmed each year as per "Conservation Management Plan". Socialization has been conducted	Complied

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	<p>accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p>	<p>through regular master morning in each division by field assistant. Sample seen on socialization refreshment to workers May 2024 and through regular master morning. Company also provides signboard regarding HCV protection and RTE species protection in the strategic place as a campaign to give awareness to the workers/people.</p> <p>Company also implemented appropriate sanction disciplinary measures to any individual working for the company who is found to capture, harm, collect or kill these species. Sanction and process based on UU No. 5 year 1990.</p> <p>During interview with sampled workers in Tungkal Ulu Estate and Mill confirmed that they have understanding on RTE species, can explain the type of RTE species, prohibition of animal hunting and protect the RTE species.</p> <p>The information from previous audit still relevant, company has implemented the regular program to educate the workforce about the status of RTE species.</p> <p>Scheme Smallholder:</p> <p>Training & Socialization has been provided to the individual members about the status of HCV and RTE species and the applicable disciplinary measures. Training was conducted in each KUD by plasma management, sample seen: Socialization on May 2024 at KUD office, attend by each KUD representative. Interview with smallholder member during field audit, confirmed that they have sufficient understanding on RTE species protection and HCV area.</p>	
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p>	<p>There is no new planting within certified area of PT Inti Indosawit Subur – Tungkal Ulu Estate and Tungkal Ulu Plasma after November 2005. Currently, replanting activities still in progress. Original year of Planting for Tungkal Ulu Estate are 1990, 1991, 1993 and 2003. Whilst year of Planting for Tungkal Ulu Plasma are 1990, 1991, 1992, 1993 and 1994.</p>	Complied

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		<p>Company has conducted HCV identification on 28 February – 11 March 2011 cooperation with “Fakultas Kehutanan Institut Pertanian Bogor”. Final report presented in “Laporan Final Kajian Penuh Identifikasi dan Analisis Keberadaan High Conservation Value di Areal PT. Inti Indosawit Subur – Tungkal Ulu Estate, Provinsi Jambi”.</p> <p>HCV and wildlife/animal monitoring continuously conducted in a regular basis. Secondary monitoring conducted each month and primary monitoring conducted twice a year.</p> <p>Monitoring of animal/wildlife performed by HCV/Sustainability officer and field workers, result of monitoring presented in “laporan pemantauan Jenis satwa/tumbuhan”.</p> <p>Report of Management and Monitoring for HCV and RTEs is reported every 6 months and review is conducted regularly to ensure that monitoring is effective. Reports period semester I & II year 2023 can be shown during audit. Results of monitoring was evaluated using trend evaluation. Sample seen for monitoring RTE species in July - December 2023 observed 20 species of animal in Lampisi Riparian, 4 species are categorized as protected species/IUCN red list: Cekakak belukar (<i>Halcyon smirnensis</i>), Beo (<i>Gracula religiosa</i>), Enggang (<i>Aceros sp</i>), Monyet ekor panjang (<i>Macaca fascicularis</i>); in Benanak Riparian it was found 36 species of animals, 8 species categorized as protected species/IUCN red list: Cekakak belukar (<i>Halcyon smirnensis</i>), Beo (<i>Gracula religiosa</i>), Enggang (<i>Aceros sp</i>), Monyet ekor panjang (<i>Macaca fascicularis</i>), Beruk (<i>Macaca nemestrina</i>), Raja udang meninting (<i>Alcedo meninting</i>), Owa (<i>Hyllobates sp</i>), Jelarang (<i>Ratuffa bicolor</i>).</p> <p>Result of monitoring gives the feedback into the management plan improvement. The results from monitoring of wildlife, environmental, and socio-cultural services give feedback advice and recommendations to the management plan.</p>	
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		Report of HCV management and monitoring regularly submit to Balai Konservasi Sumberdaya Alam Provinsi Jambi, sample seen for report semester I (Jan – Jun 2023) submitted on 1 July 2023 and report semester II (Jul – Dec 2023) submitted on 2 January 2024.	
7.12.8	(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV- HCSA assessment since 15 November 2018, the Remediation and Compensation Procedures (RaCP) applies.	<p>There is no new planting within certified area of PT Inti Indosawit Subur – Tungkal Ulu Estate and Tungkal Ulu Plasma after November 2005. Currently, replanting activities still in progress. Original year of Planting for Tungkal Ulu Estate are 1990, 1991, 1993 and 2003. Worst year of Planting for Tungkal Ulu Plasma are 1990, 1991, 1992, 1993 and 1994.</p> <p>Company has conducted HCV identification on 28 February – 11 March 2011 cooperation with “Fakultas Kehutanan Institut Pertanian Bogor”. Final report presented in “Laporan Final Kajian Penuh Identifikasi dan Analisis Keberadaan High Conservation Value di Areal PT. Inti Indosawit Subur – Tungkal Ulu Estate, Provinsi Jambi”.</p> <p>Therefore, RaCP is not applicable.</p>	Not Applicable

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in 2023 for PT Inti Indosawit Subur – Tungkal Ulu POM and supply base was calculated using the PalmGHG Calculator version 4. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in 2023 for PT Inti Indosawit Subur - Tungkal Ulu POM and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	-0.05
PKO	-0.05

Extraction	%
OER	20.65
KER	5.36

Production	t/yr
FFB Process	298,216.00
CPO Produced	61581
PKO Produced	15975

Land Use	Ha
OP Planted Area	13625.00
OP Planted on peat	0.00
Conservation (forested)	128.32
Conservation (non-forested)	0.00
Total	13625.00

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	42696.67	0.68	53491.82	2.42	0.00	0.00	96188.49	
CO ₂ Emission from fertilizer	2567.31	0.04	1221.84	0.06	0.00	0.00	3789.15	
NO ₂ Emission	2228.63	0.04	912.72	0.04	0.00	0.00	3141.35	
Fuel Consumption	1116.17	0.02	366.96	0.02	0.00	0.00	1483.13	
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Sink								
Crop Sequestration	-40470.78	-0.65	-50703.14	-2.30	0.00	0.00	-91173.92	
Conservation Sequestration	-1176.69	-0.02	0.00	0.00	0.00	0.00	-1176.69	
Total	6961.31	0.11	5290.20	0.24	23507.66	0.00	35759.17	

*Note: Includes both estates and smallholders

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Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	8964.01	0.03
Fuel Consumption	205.97	0.00
Grid Electricity Utilization	30.11	0.00
Credit		
Export of Grid Electricity	-0.335	0.00
Sales of PKS	-46714.80	-0.16
Sales of EFB	-1860.18	-0.01
Total	-39375.24	-0.14

Summary of Kernel Crusher Emission and Credit (if applicable)

Emissions	tCO ₂ e
PK from own mill	-1143.06
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	-1143.06

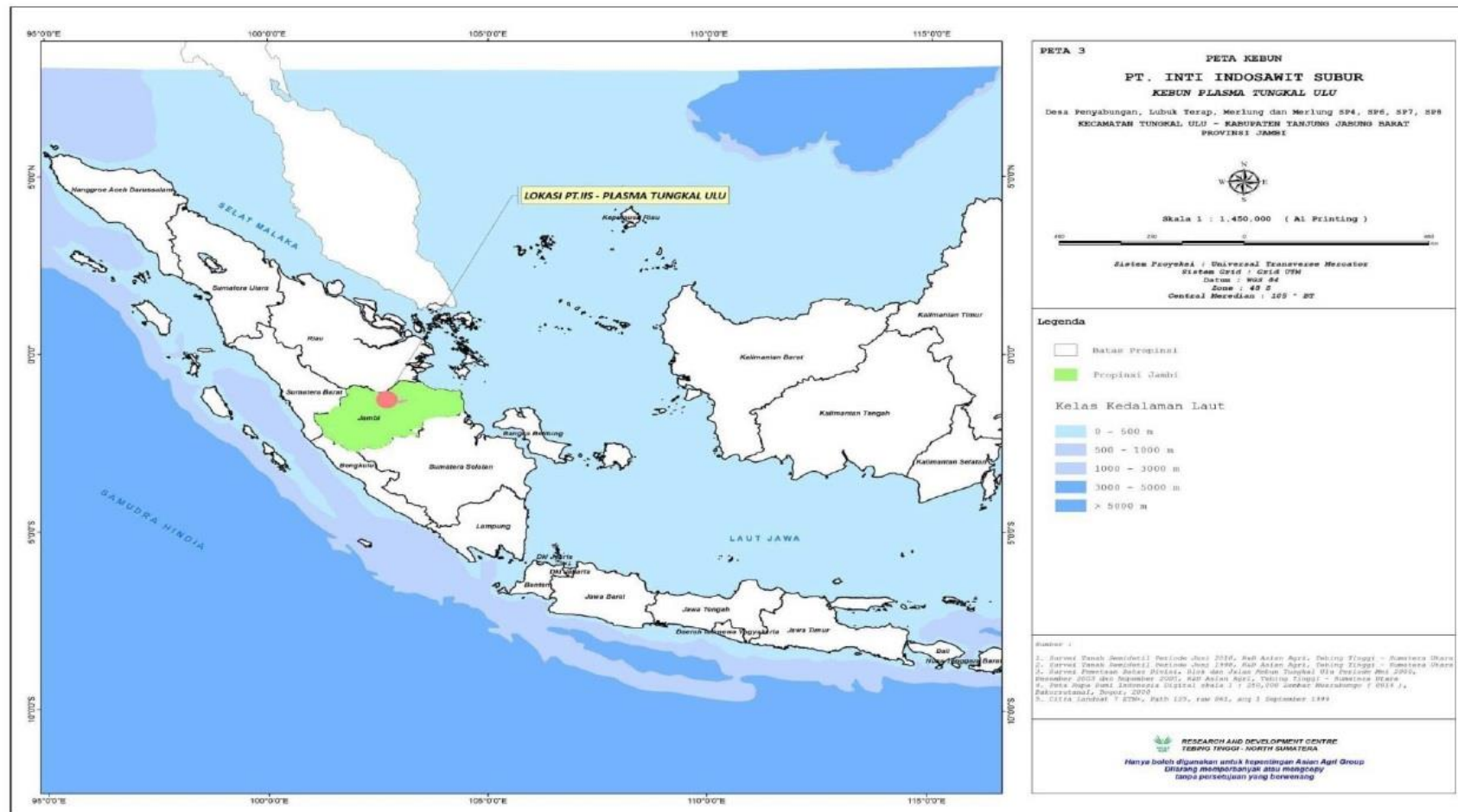
*This mill has no kernel crusher operation.

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

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

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Appendix C: Location Map of Certification Unit and Supply bases

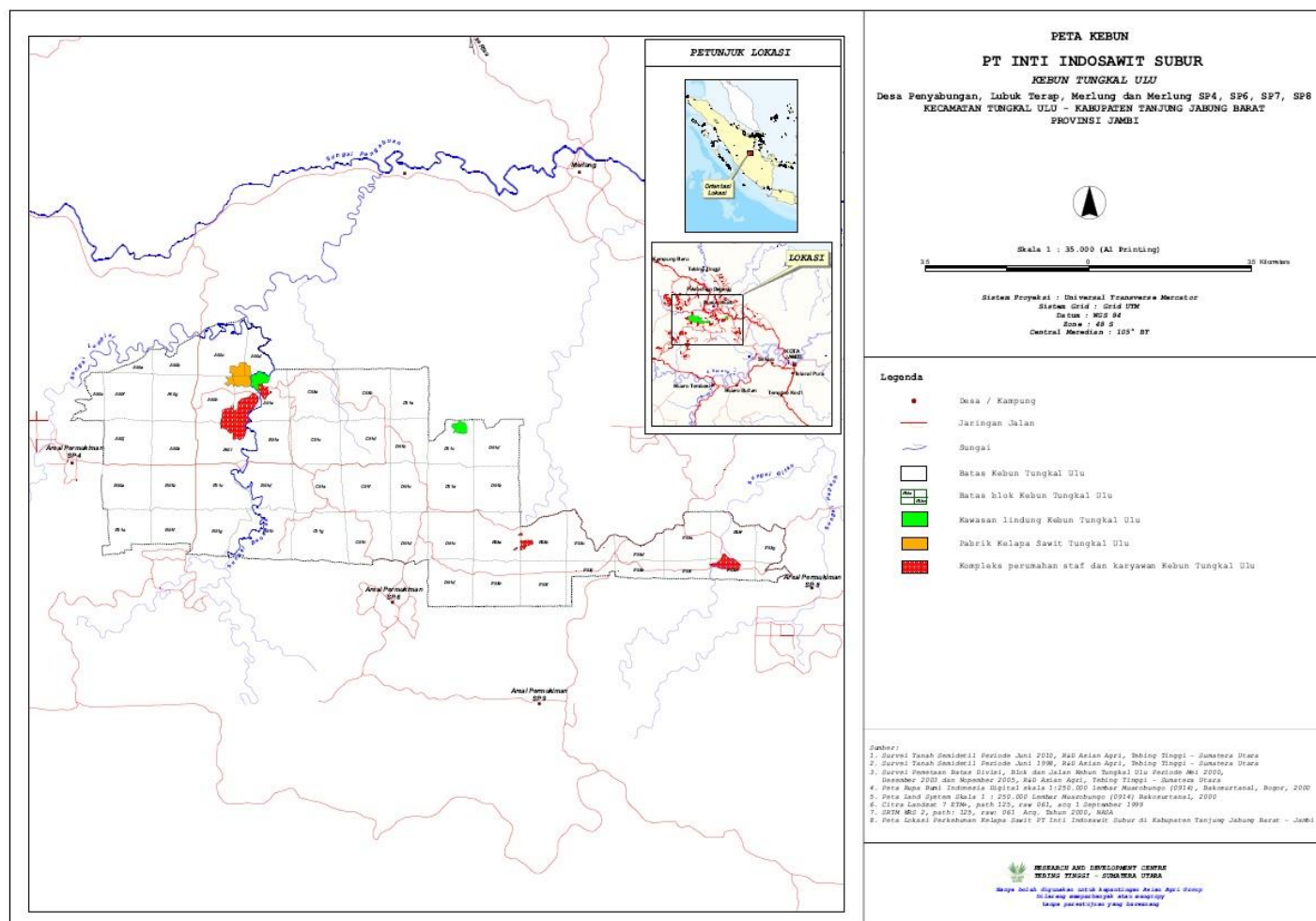


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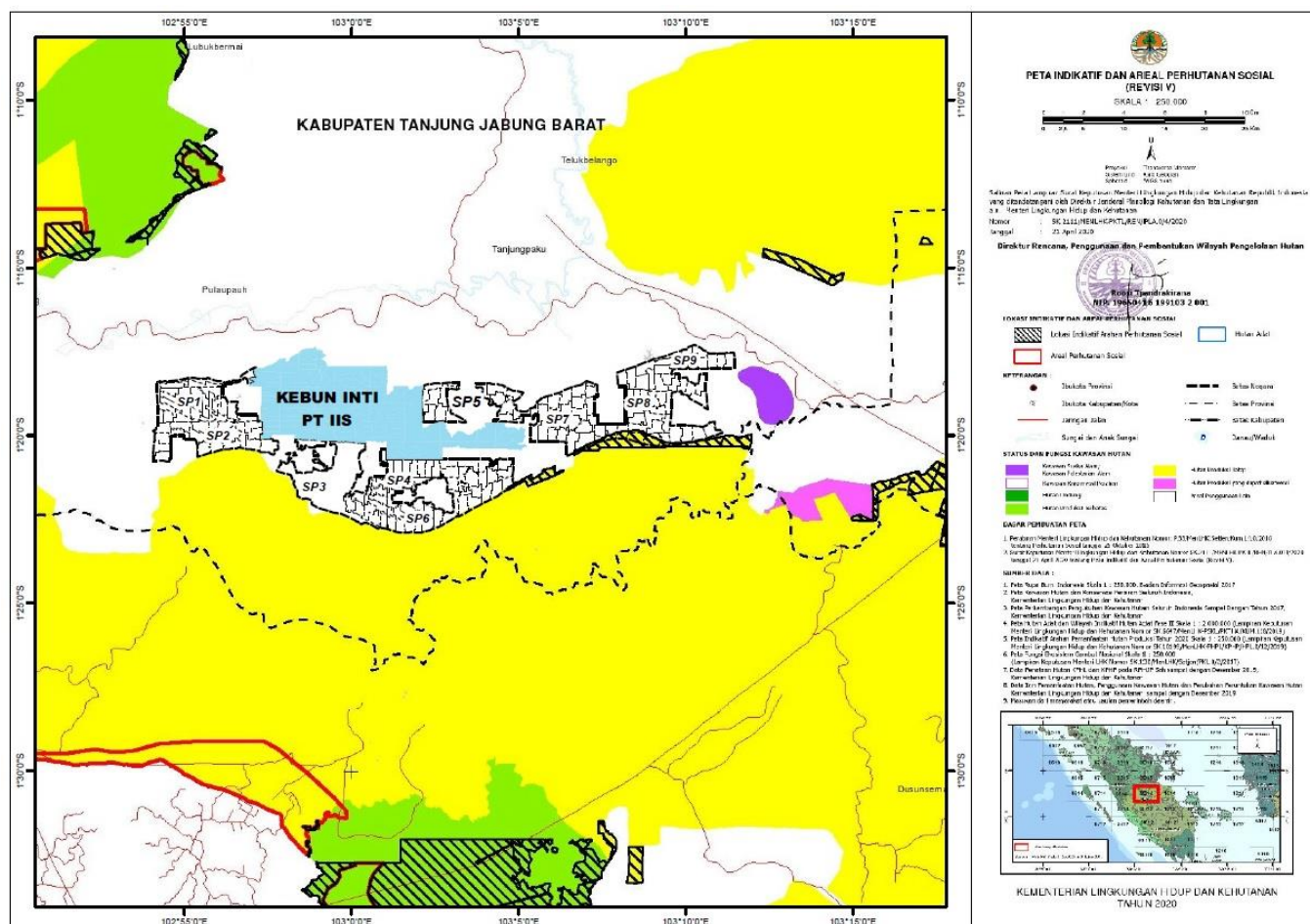
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Appendix D: Estate Field Map



Scheme Smallholder Estate Field Map



Appendix E: List of Smallholder Registered and/or sampled

Sampling Group	Current Certification	Scope Extension	Other: <i>Please specify</i>
Risk Factor Applied	1.2 (medium risk)	N/A	N/A
Justification of Risk Factor Applied	Oil palm plantation under Plasma management and homogen, geographically in one location		
Number of samples	82		
Remarks	Total number of smallholder 4,595 $\sqrt{4,595} \times 1.2 = 81.34$ rounded 82.		

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (S)	Longitude (E)	Total Certified Area	Planted Area			
KUD Bina Usaha									
1	Ali Murtado	Cinta Damai Village	1° 19′ 35.20″	102° 55′ 03.00″	2.00	2.00	2.48	2021	2349
2	Sugani	Cinta Damai Village	1° 19′ 39.30″	102° 54′ 58.60″	2.00	2.00	2.54	2021	2348
3	Diding Iswanto	Cinta Damai Village	1° 19′ 45.90″	102° 54′ 58.60″	2.00	2.00	2.48	2021	2332
4	Eko Iswandi	Cinta Damai Village	1° 19′ 47.30″	102° 55′ 02.40″	2.00	2.00	2.50	2021	2344
5	Mukholik	Cinta Damai Village	1° 19′ 49.20″	102° 54′ 58.60″	2.00	2.00	2.50	2021	2333
6	Waroah/H. Taufik	Cinta Damai Village	1° 20′ 03.10″	102° 55′ 03.00″	2.00	2.00	2.46	2021	2340
7	Ag. Boiman	Cinta Damai Village	1° 20′ 03.30″	102° 54′ 59.00″	2.00	2.00	2.45	2021	2339
8	Ngatiman	Cinta Damai Village	1° 20′ 00.90″	102° 55′ 04.30″	2.00	2.00	2.46	2021	2337
9	Tukiyem	Cinta Damai Village	1° 20′ 03.50″	102° 54′ 51.00″	2.00	2.00	2.45	2021	2323
10	Rosdiana	Cinta Damai Village	1° 19′ 56.90″	102° 54′ 40.70″	2.00	2.00	2.47	2021	2306
11	Tonggor Hutabarat	Cinta Damai Village	1° 20′ 16.40″	102° 55′ 45.80″	2.00	2.00	-	2021	2443
12	Hasanah	Cinta Damai Village	1° 20′ 21.20″	102° 55′ 50.50″	2.00	2.00	-	2021	2441
13	Harmono	Cinta Damai Village	1° 20′ 14.10″	102° 55′ 56.10″	2.00	2.00	-	2021	2335
14	Sukono	Cinta Damai Village	1° 20′ 11.10″	102° 55′ 55.50″	2.00	2.00	-	2021	2459
15	Harsono	Cinta Damai Village	1° 20′ 03.70″	102° 55′ 53.90″	2.00	2.00	-	2021	2458
16	Mukrino	Cinta Damai Village	1° 20′ 09.40″	102° 55′ 54.20″	2.00	2.00	-	2021	2470
17	Kama	Cinta Damai Village	1° 20′ 00.40″	102° 56′ 23.10″	2.00	2.00	0.56	2021	2521
18	Sukron	Cinta Damai Village	1° 19′ 54.10″	102° 56′ 23.00″	2.00	2.00	0.56	2021	2532
19	Adnan	Cinta Damai Village	1° 19′ 53.00″	102° 56′ 30.00″	2.00	2.00	0.60	2021	2450
20	Sarwono	Cinta Damai Village	1° 19′ 59.80″	102° 56′ 26.10″	2.00	2.00	0,57	2021	2531
21	Adnan/Herni	Cinta Damai Village	1° 19′ 53.00″	102° 56′ 30.00″	2.00	2.00	0.56	2021	2540
22	Sunardi	Cinta Damai Village	1° 20′ 01.30″	102° 56′ 31.10″	2.00	2.00	0.58	2021	2542
Koperasi Manunggal Jaya									
1	Winarto	Adipurwa Village	1° 20′ 48.80″	103° 03′ 10.20″	2.00	2.00	4.84	2021	2124
2	Mustiono	Adipurwa Village	1° 20′ 48.80″	103° 03′ 13.40″	2.00	2.00	4.84	2021	2141

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No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (S)	Longitude (E)	Total Certified Area	Planted Area			
3	Eko Septianto	Adipurwa Village	1° 20' 48.90"	103° 03' 20.70"	2.00	2.00	4.80	2021	2162
4	Subali	Adipurwa Village	1° 20' 48.90"	103° 03' 27.50"	2.00	2.00	4.86	2021	2179
5	Sutarno	Adipurwa Village	1° 20' 48.90"	103° 03' 30.90"	2.00	2.00	4.78	2021	2180
6	Sumarno	Adipurwa Village	1° 20' 42.00"	103° 03' 37.50"	2.00	2.00	4.84	2021	2197
7	Widodo	Adipurwa Village	1° 20' 56.00"	103° 03' 41.10"	2.00	2.00	4.78	2021	2210
8	Abdul Aziz	Adipurwa Village	1° 20' 49.20"	103° 03' 37.40"	2.00	2.00	4.84	2021	2198
9	Budi Febriandi	Adipurwa Village	1° 20' 49.20"	103° 03' 34.20"	2.00	2.00	4.78	2021	2195
10	Supadi	Adipurwa Village	1° 20' 48.90"	103° 03' 30.90"	2.00	2.00	4.78	2021	2181
11	Kusriadi	Adipurwa Village	1° 20' 56.00"	103° 03' 41.00"	2.00	2.00	4.80	2021	2194
12	Muhtar	Adipurwa Village	1° 20' 56.60"	103° 03' 44.30"	2.00	2.00	4.84	2021	2201
13	Sa'adun	Adipurwa Village	1° 20' 48.50"	103° 03' 23.90"	2.00	2.00	4.82	2021	2164
14	Sularno	Adipurwa Village	1° 20' 55.70"	103° 03' 20.50"	2.00	2.00	1.26	2021	2152
15	Ngatimin	Adipurwa Village	1° 20' 55.50"	103° 03' 29.00"	2.00	2.00	1.25	2021	2160
16	Suratman	Adipurwa Village	1° 20' 55.40"	103° 03' 13.70"	2.00	2.00	1.29	2021	2140
17	Edi Santoso	Adipurwa Village	1° 21' 14.00"	103° 03' 13.50"	2.00	2.00	1.29	2021	2131
18	Kusnan	Adipurwa Village	1° 21' 16.50"	103° 03' 19.90"	2.00	2.00	1.26	2021	2159
19									
KUD Panca Mukti									
1	Zafri	Pinang Gading village	1° 18' 50.10"	103° 04' 38.40"	2.00	2.00	-	2021	3246
2	Asnawi	Pinang Gading village	1° 18' 53.10"	103° 04' 32.20"	2.00	2.00	-	2021	3242
3	Abu Sutikno	Pinang Gading village	1° 18' 58.80"	103° 04' 38.40"	2.00	2.00	-	2021	3227
4	Eva Meliati	Pinang Gading village	1° 18' 55.40"	103° 04' 44.60"	2.00	2.00	-	2021	3218
5	Si'in	Pinang Gading village	1° 18' 53.50"	103° 04' 41.30"	2.00	2.00	-	2021	3226
6	Yudasril	Pinang Gading village	1° 19' 04.50"	103° 04' 48.60"	2.00	2.00	-	2021	3266
7	Sutirto Wardoyo	Pinang Gading village	1° 19' 14.80"	103° 04' 48.20"	2.00	2.00	-	2021	3269
8	M. Sarbani	Pinang Gading village	1° 19' 24.10"	103° 04' 48.00"	2.00	2.00	-	2021	3255
9	Oka	Pinang Gading village	1° 19' 15.30"	103° 04' 44.80"	2.00	2.00	-	2021	3268
10	Rawatib	Pinang Gading village	1° 19' 07.60"	103° 04' 44.80"	2.00	2.00	-	2021	3225
11	Samun	Pinang Gading village	1° 19' 07.60"	103° 04' 44.80"	2.00	2.00	-	2021	3340
12	Seto	Pinang Gading village	1° 19' 29.40"	103° 04' 24.10"	2.00	2.00	-	2021	3360
13	Lasimin	Pinang Gading village	1° 19' 35.70"	103° 04' 27.60"	2.00	2.00	-	2021	3350
14	Mulyadi	Pinang Gading village	1° 19' 29.40"	103° 04' 30.50"	2.00	2.00	-	2021	3348
15	Sutopo	Pinang Gading village	1° 19' 35.40"	103° 04' 33.80"	2.00	2.00	-	2021	3343
16	Jasman	Pinang Gading village	1° 19' 30.20"	103° 04' 46.30"	2.00	2.00	-	2021	3335
17	Warni	Pinang Gading village	1° 19' 30.20"	103° 04' 46.30"	2.00	2.00	-	2021	3352
KUD Karya Jaya									
1	Rumidi	Bukit Harapan Village	1° 21' 31.40"	103° 01' 24.20"	2.00	2.00	0.90	2021	1778
2	Yuyu Sugiono	Bukit Harapan Village	1° 21' 23.00"	103° 01' 32.90"	2.00	2.00	0.86	2021	1809
3	Gatot Priono	Bukit Harapan Village	1° 21' 19.50"	103° 01' 20.20"	2.00	2.00	0.90	2021	1774
4	Triyanto	Bukit Harapan Village	1° 21' 28.60"	103° 01' 19.90"	2.00	2.00	0.90	2021	1772

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No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (S)	Longitude (E)	Total Certified Area	Planted Area			
5	Abdul Jabar	Bukit Harapan Village	1° 21' 15.10"	103° 01' 23.70"	2.00	2.00	0.92	2021	1450
6	Anang Umar Faruq	Bukit Harapan Village	1° 21' 18.20"	103° 01' 32.80"	2.00	2.00	0.90	2021	1839
7	H. Ruhayat	Bukit Harapan Village	1° 21' 08.30"	103° 01' 05.70"	2.00	2.00	0.76	2021	1431
8	H. Darno	Bukit Harapan Village	1° 21' 13.90"	103° 01' 05.60"	2.00	2.00	0.78	2021	1429
9	Puji Rahayu	Bukit Harapan Village	1° 21' 01.80"	103° 01' 09.00"	2.00	2.00	0.74	2021	1432
10	Ahmad Fu'ad	Bukit Harapan Village	1° 20' 55.60"	103° 01' 09.00"	2.00	2.00	0.70	2021	1443
11	Lili	Bukit Harapan Village	1° 21' 09.50"	103° 01' 12.00"	2.00	2.00	0.76	2021	1438
12	Jamal Kurniawan	Bukit Harapan Village	1° 21' 14.30"	103° 01' 16.80"	2.00	2.00	0.76	2021	1440
13	Adi Sugiantoro	Bukit Harapan Village	1° 20' 55.10"	103° 01' 38.10"	2.00	2.00	0.32	2021	1481
14	Beni Arianto	Bukit Harapan Village	1° 20' 48.90"	103° 01' 48.30"	2.00	2.00	0.32	2021	1493
15	Nuraidi	Bukit Harapan Village	1° 21' 09.20"	103° 01' 34.60"	2.00	2.00	0.30	2021	1470
16	Ahmad Nuryakin	Bukit Harapan Village	1° 20' 48.70"	103° 01' 34.80"	2.00	2.00	0.32	2021	1475
17	Agus Suwanto	Bukit Harapan Village	1° 20' 49.00"	103° 01' 41.50"	2.00	2.00	0.30	2021	1485
18	Sri Wulandari	Bukit Harapan Village	1° 20' 48.70"	103° 01' 34.80"	2.00	2.00	0.32	2021	1474
19	Tumino	Bukit Harapan Village	1° 21' 08.30"	103° 01' 44.60"	2.00	2.00	0.38	2021	1490
20	Dailani	Bukit Harapan Village	1° 21' 01.80"	103° 01' 44.90"	2.00	2.00	0.40	2021	1491
21	Sanusi	Bukit Harapan Village	1° 20' 48.80"	103° 01' 51.50"	2.00	2.00	0.40	2021	1503
22	Ana Agus Tina	Bukit Harapan Village	1° 20' 48.80"	103° 01' 54.70"	2.00	2.00	0.37	2021	1505
23	Kliwon	Bukit Harapan Village	1° 21' 08.70"	103° 01' 51.30"	2.00	2.00	0.37	2021	1500
24	Tarno	Bukit Harapan Village	1° 20' 55.60"	103° 01' 51.40"	2.00	2.00	0.39	2021	1501

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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