

**RSPO PRINCIPLE AND CRITERIA  
PUBLIC SUMMARY REPORT**

- ☐ Initial Assessment
- ☒ Annual Surveillance Assessment (1\_4)
- ☐ Recertification Assessment (Choose an item.)
- ☐ Extension of Scope

<b>Client Company Name / Parent Company:</b> <b>SOCFIN SA</b>
Client Company / Parent Company Address: JL KL.Yos Sudarso No.106 Medan 20115, Sumatera Utara - Indonesia
Certification Unit: <b>PT. Socfin Indonesia "Socfindo" – Lae Butar Mill</b>
Location of Certification Unit: Desa Rimo, Kec. Gunung Meriah, Aceh Singkil, 24784, Aceh Indonesia
Date of Final Report: 05/11/2024

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## Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Socfin SA		
RSPO Membership Number	1-0269-19-000-00	Membership Approval Date	06/12/2004
Address	JL KL.Yos Sudarso No.106 Medan 20115, Sumatera Utara - Indonesia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	PT Socfin Indonesia "SOCFINDO" – Lae Butar Mill		
Location / Address	Desa Rimo, Kec. Gunung Meriah, Aceh Singkil, 24784 Aceh, Indonesia		
Website	<a href="http://www.socfin.com">www.socfin.com</a>		
Management Representative	Mrs. Andria Zulmanitra	E-mail	<a href="mailto:andria@socfindo.co.id">andria@socfindo.co.id</a>
Telephone	(+62 61) 6616 066	Facsimile	(+62 61) 6616 066

2. Certification Information			
Certificate Number	RSPO 734167	Certificate Start Date	27/02/2021
Date of First Certification	30/11/2015	Certificate Expiry Date	29/11/2025
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	<ul style="list-style-type: none"> <li>- Determination of the conformity and consistency implementation of Lae Butar Palm Oil Mill and its supply bases against Indonesia National Interpretation 2020 for RSPO P&amp;C 2018 for the Production of Sustainable Palm Oil.</li> <li>- Evaluation of the ability of the management system to ensure Lae Butar Palm Oil Mill and its supply bases meets applicable statutory, regulatory and contractual requirements.</li> </ul>		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 1_4) <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 checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	Mill Capacity	23 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)

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### 3. Other Certifications

Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
ISPO 742318	ISPO	PT. BSI Group Indonesia	03/02/2026

### 4. Location(s) of Mill & Supply Bases

Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Lae Butar Palm Oil Mill	Desa Rimo, Kecamatan Gunung Meriah, Aceh Singkil, Aceh, Indonesia	02° 23' 28.90" N	97° 57' 24.20" E
Lae Butar Estate	Desa Rimo, Kecamatan Gunung Meriah, Aceh Singkil, Aceh, Indonesia	02° 23' 25.50" N	97° 57' 27.40" E

### 5. Description of Supply Base

New Planting Development	<input checked="" type="checkbox"/> No		<input type="checkbox"/> Yes		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Lae Butar Estate	4,427.15	59.05*	300.00	4,727.15**	93.56
<b>Total</b>	<b>4,427.15</b>	<b>59.05*</b>	<b>300.00</b>	<b>4,727.15**</b>	<b>93.56</b>

**Note:**

\*37.15 Ha of HCV Area inside Infrastructure & Other and 21.90 Ha of HCV Area in Planted Area.

\*\*There are 0.25 Ha reduced from HGU certificate for government road back in 2016

### 6. Plantings & Cycle

Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Lae Butar Estate	356.24	910.88	1,773.00	1,387.03	4,070.91	356.24
<b>Total (ha)</b>	<b>356.24</b>	<b>910.88</b>	<b>1,773.00</b>	<b>1,387.03</b>	<b>4,070.91</b>	<b>356.24</b>

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

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7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Nov 2023-Oct 2024)	Actual (Oct 2023-Sept 2024)		Forecast (Nov 2024-Oct 2025)
		Previous license period (Oct 2023)	Current license period (Nov 2023-Sept 2024)	
Lae Butar Estate	100,474.64	6,999.61	81,024.29	96,738.84
Total	100,474.64	88,023.90		96,738.84
Note:				

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

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Nov 2023-Oct 2024)	Actual (Oct 2023-Sept 2024)		Forecast (Nov 2024-Oct 2025)
		Previous license period (Oct 2023)	Current license period (Nov 2023-Sept 2024)	
NIL				
Total				
Note:				

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	Oct 2023	6,999.61	-	6,999.61
2	Nov 2023	7,659.51	-	7,659.51

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3	Dec 2023	5,765.32	-	5,765.32
4	Jan 2024	7,420.05	-	7,420.05
5	Feb 2024	6,982.46	-	6,982.46
6	Mar 2024	7,369.48	-	7,369.48
7	Apr 2024	7,668.86	-	7,668.86
8	May 2024	8,401.31	-	8,401.31
9	Jun 2024	7,085.16	-	7,085.16
10	Jul 2024	8,198.77	-	8,198.77
11	Aug 2024	8,241.50	-	8,241.50
12	Sept 2024	6,231.87	-	6,231.87
<b>TOTAL</b>		<b>88,023.90</b>	<b>-</b>	<b>88,023.90</b>

Note:

## 10. Summary of Certified Tonnage (MT) (not applicable for ISS)

Estimated last year (Nov 2023-Oct 2024)	Actual (Oct 2023-Sept 2024)		Forecast (Nov 2024-Oct 2025)
	Previous license period (Oct 2023)	Current license period (Nov 2023-Sept 2024)	
<b>FFB</b>	<b>FFB</b>		<b>FFB</b>
100,474.64 mt	6,999.10 mt	81,024.29 mt	96,738.84 mt
	<b>TOTAL</b>	88,023.90 mt	
<b>CPO (OER: 22.65 %)</b>	<b>CPO (OER: 22.08 %)</b>		<b>CPO (OER: 22.67 %)</b>
22,757.51 mt	1,551.09	17,821.57 mt	21,934.71 mt
	<b>TOTAL</b>	19,372.66 mt	
<b>PK (KER: 4.00 %)</b>	<b>PK (KER: 3.71 %)</b>		<b>PK (KER: 4.03 %)</b>
4,019.00 mt	263.98 mt	3,007.02 mt	3,906.23 mt
	<b>TOTAL</b>	3,271.00 mt	

Note:

## 10A. Monthly Records of Certified CPO &amp; PK since the last audit

No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Oct 2023	1,551.089	263.979
2	Nov 2023	1,691.183	289.206
3	Dec 2023	1,296.751	217.781
4	Jan 2024	1,544.519	272.569
5	Feb 2024	1,539.934	262.189

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6	Mar 2024	1,637.57	280.821
7	Apr 2024	1,686.954	284.064
8	May 2024	1,896.227	309.329
9	Jun 2024	1,520.61	242.023
10	Jul 2024	1,849.226	304.023
11	Aug 2024	1,784.156	318.531
12	Sept 2024	1,374.436	226.481
<b>TOTAL</b>		<b>19,372.66</b>	<b>3,271.00</b>
<b>Note:</b>			

<b>11. Summary of Actual Volume sold</b>					
<b>Current License period (Oct 2023-Sept 2024)</b>					
	<b>RSPO Certified</b>	<b>Other Schemes Certified</b>		<b>Conventional</b>	<b>Total</b>
		<b>ISCC</b>	<b>Others</b>		
<b>CPO (MT)</b>	16,895	-	-	-	16,895.00
<b>PK (MT)</b>	2,977.03	-	-	-	2,977.03
<b>Credits</b>	-	-	-	-	-
<b>Previous License period (Oct 2023)</b>					
<b>CPO (MT)</b>	1,474.00	-	-	-	1,474.00
<b>PK (MT)</b>	253.00	-	-	-	253.00
<b>Credits</b>	-	-	-	-	-
<b>Note:</b> Conventional is RSPO certified material but sold as non-RSPO.					

<b>11A. Records of Certified CPO &amp; PK Sold under PalmTrace since the last audit (if any)</b>				
<b>No.</b>	<b>Buyers Name</b>	<b>PalmTrace Trading License Number</b>	<b>Certified CPO Sold (MT)</b>	<b>Certified PK Sold (MT)</b>
1	PT. SMART Tbk – Belawan Refinery	RSPO_PO1000006555	6,425.00	1,771.66
2	PT. Unilever Oleochemical Indonesia	RSPO_PO1000002272	517.00	-
3	PT. Musim Mas – Belawan	RSPO_PO1000000076	11,427.00	-
4	PT. Multimas Nabati Asahan	RSPO_PO1000000150	-	181.00
5	PT. Musim Mas – KIM1	RSPO_PO1000000730	-	1,277.37
<b>TOTAL</b>			<b>18,369.00</b>	<b>3,230.03</b>
<b>Note:</b>				

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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)
	NIL			
TOTAL				
Note:				

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

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

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (Nov 2023-Oct 2024)			Actual (Oct 2023-Oct 2024)			Forecast (Nov 2024-Oct 2025)		
	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			NIL			NIL			NIL
IS-CSPO	NIL	NIL		NIL	NIL		NIL	NIL	
IS-CSPKO	NIL	NIL		NIL	NIL		NIL	NIL	
IS-CSPKE	NIL	NIL		NIL	NIL		NIL	NIL	
CSPK	NIL	NIL		NIL	NIL		NIL	NIL	



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)
	NIL					
TOTAL						
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 (Nov 2023-Sept 2024)							
Credits				NIL	NIL	NIL	NIL
Physical	NIL	NIL	NIL				
Previous License period (Oct 2023)							
Credits				NIL	NIL	NIL	NIL
Physical	NIL	NIL	NIL				

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)
	NIL						
TOTAL							
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.

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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 14-17 October 2024. The audit programme is included as Section 2.3.

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

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. Indonesia National Interpretation 2020 of the RSPO P&C 2018 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

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

Meetings were held with stakeholders to seek their views on the performance of the certification unit with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings.

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.4.

The non-conformities for this audit are detailed in Section 3.3 and unless it is stated in this section, all previous nonconformities including minor nonconformities are remains closed.

This report is structured to provide a summary of assessment finding as provided in Appendix A. The assessment was conducted based on risk based approach sampling and therefore nonconformities may exist.

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Re-certification 1)	Year 2 (ASA1-1)	Year 3 (ASA1-2)	Year 4 (ASA1-3)	Year 5 (ASA1-4)
Lae Butar POM	X	X	X	X	X
Lae Butar Estate	X	X	X	X	X

**Tentative Date of Next Visit: October 1, 2025 - October 4, 2025**

**Total Number of Mandays: 9.5 mandays**

## 2.2 BSI Assessment Team

Name	Role	Competency
Pratama Agung Sedayu	Team Leader	<p><b>Education:</b> Holds a bachelor's degree majoring Social Economic of Agriculture, University of Jenderal Soedirman.</p> <p><b>Work Experience:</b> 12 years of practical auditing experience with several accredited Certification Bodies covering assessment against Organic programs, RSPO, FSC, Timber certification, ISO 9001 and ISO 14001. 2 years working experience as consultant on FSC and SVLK certification and independent verifier on BioCert, SDS under CAFÉ Practices program.</p> <p><b>Training attended:</b> Completed the ISO 9001 Lead Auditor Course, ISO 14001 Lead Auditor Course, OHSAS 18001 Lead Auditor Course, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, ISPO Lead Auditor endorsed Course and Endorsed RSPO P&amp;C Lead Auditor Course and Endorsed RSPO SCCS Lead Auditor Course, SMETA Requirements training.</p> <p><b>Language proficiency:</b> Fluent in Bahasa Indonesia and English</p> <p><b>Aspect covered in this audit:</b></p> <p><input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input 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>
Naila Karima	Team Member	<p><b>Education:</b> Holds a Bachelor's Degree majoring Occupational Safety and Health, Faculty of Public Health, University of Indonesia.</p> <p><b>Work Experience:</b> 10 years working experience as auditor since 2012 covering RSPO and ISPO.</p> <p><b>Training attended:</b> Completed Endorsed RSPO P&amp;C Lead Auditor Training Course, ISPO Auditor/Lead Auditor Course, SA8000, RSPO Labour Auditing Training, RSPO ISH Standard Training Course, ISO 9001, ISO 14001 Lead Auditor Course, OHSAS 18001 Lead Auditor Course.</p>

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		<b>Language proficiency:</b> Fluent in Bahasa Indonesia and English <b>Aspect covered in this audit:</b> <input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements <input checked="" 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)
Imam Fakhrurozi	Team Member	<b>Education:</b> Holds a Bachelor Degree in Agriculture Technology and graduated from Gadjah Mada University, Yogyakarta, 2011. <b>Work Experience:</b> Has 2 years working experience in the oil palm industry, as a sustainability and HSE officer in oil palm Plantation Company in Indonesia and has more than 7 years working experience as an qualified RSPO and ISPO auditor. <b>Training attended:</b> Has completed a number of relevant trainings, the training includes OHS expert training by Manpower Ministry of RI, ISO 9001:2015, ISO 14001:2004 ISO 45001:2018, ISPO Lead Auditor, Lead Auditor of SMK3, RSPO P&C Lead auditor endorsed course, LAC for ISO 37001:2016. <b>Language proficiency:</b> Fluent in Bahasa Indonesia and English. <b>Aspect covered in this audit:</b> <input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements <input type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements <input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)

## Accompanying Persons:

Name	Role
N/A	

## 2.3 Assessment Plan

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

Date	Time	Subjects	PS	NK	IF
Monday, 14/10/2024	05.50 – 08.10	<b>Travel Jakarta – Medan (Flight Citilink)</b>	√	√	√
	10.30 – 11.30	<b>Travel Medan – Aceh Singkil (Flight Susi Air)</b>	√	√	√
	11.30 – 12.00	<b>Travel Aceh Singkil – PT. Socfin Indonesia Lae Butar</b>	√	√	√
	12.00 – 14.00	Break	√	√	√
	14.00 – 14.30	<b>Opening meeting</b> - Presentation by PT. Socfin Indonesia – Lae Butar POM - Presentation by BSI Indonesia			

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	14.30 – 16.30	<b>Field Visit to Lae Butar POM:</b> Inspection of processing, warehouse, workshop, mill wastes management, Effluent Ponds, OHS, Environment issues, POME application, workers interview, Supply chain for CPO mill, Market communication and claims, Review on SEIA documents and records, Document review, etc.	√	√	√
	16.30 – 17.00	Wash up meeting and reporting	√	√	√
Tuesday, 15/10/2024	08.00 – 12.00	<b>Field Visit to Lae Butar Estate:</b> - 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.	√	-	√
		<b>Stakeholder Consultation:</b> Local government of Aceh Singkil Regency (DLH, Disbun, Disnakertrans & BPN), Village head, surrounding community, previous landowner (if any) and NGO.	-	√	-
	12.00 – 14.00	Break	√	√	√
	14.00 – 16.30	<b>Document review:</b> - Review support to smallholder inclusion/support independent smallholder. - Review information related to Economic management plan. - Estate best management practices, IPM. - Mill best management practices, supply chain. - Review information related to OHS Management System, EIA, and Environmental MS, Training, waste management, GHG mitigation. - Review information related to Stakeholder Consultation and Communication, Legal Requirements, Land & Legal issue, Conflict resolution, HCV, Natural and biodiversity conservation. - Review information related to Policy and commitment, smallholder welfare, FFB suppliers, social requirements, contract agreement, human rights, workers' welfare.	√	-	√
		<b>Stakeholder Consultation:</b> Local communities, local contractors, scheme smallholder (if any), gender committee, worker union, etc.	-	√	-
	16.30 – 17.00	Wash up meeting and reporting	√	√	√
Wednesday, 16/10/2024	08.00 – 12.00	<b>Document review:</b> - Review support to smallholder inclusion/support independent smallholder. - Review information related to Economic management plan. - Estate best management practices, IPM. - Mill best management practices, supply chain. - Review information related to OHS Management System, EIA, and Environmental MS, Training, waste management, GHG mitigation. - Review information related to Stakeholder Consultation and Communication, Legal Requirements, Land & Legal issue, Conflict resolution, HCV, Natural and biodiversity conservation. - Review information related to Policy and commitment, smallholder welfare, FFB suppliers, social requirements, contract agreement, human rights, workers' welfare.	√	√	√
	12.00 – 13.00	Break	√	√	√

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Date	Time	Subjects	PS	NK	IF
	13.00 – 16.30	<b>Document review:</b> <ul style="list-style-type: none"> <li>- Review support to smallholder inclusion/support independent smallholder.</li> <li>- Review information related to Economic management plan.</li> <li>- Estate best management practices, IPM.</li> <li>- Mill best management practices, supply chain.</li> <li>- Review information related to OHS Management System, EIA, and Environmental MS, Training, waste management, GHG mitigation.</li> <li>- Review information related to Stakeholder Consultation and Communication, Legal Requirements, Land &amp; Legal issue, Conflict resolution, HCV, Natural and biodiversity conservation.</li> <li>- Review information related to Policy and commitment, smallholder welfare, FFB suppliers, social requirements, contract agreement, human rights, workers' welfare.</li> </ul>	√	√	√
	16.30 – 17.00	Wash up meeting and reporting	√	√	√
Thursday, 17/10/2024	08.00 – 09.00	Audit team meeting	√	√	√
	09.00 – 10.00	Closing meeting	√	√	√
	11.30 – 12.30	<b>Travel Aceh Singkil – Medan (Flight Susi Air)</b>	√	√	√
	16.00 – 18.00	<b>Flight Medan-Jakarta (GA)</b>	√	√	√

## RSPO P&C Public Summary Report

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## Section 3: Assessment Findings

### 3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	Yes. The timebound plan for Socfin SA has listed all estate and mill under their membership.	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	PT. Socfin Indonesia have been active members of RSPO since 6 December 2004. All management unit under the original PT. Socfin Indonesia Group has been RSPO certified.  PT. Socfin Indonesia merge under Socfin SA since 15 February 2019 whereby grouping all Indonesian and African oil palm operations under one membership number.  All estate and mill under Socfin SA has been certified as of October 2024.	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.	No. There is no new acquisition from last assessment.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	All estate and mill under Socfin SA has been certified as of October 2024.	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?	All estate and mill under Socfin SA has been certified as of October 2024.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a <b>Minor</b> non-compliance shall be raised	All estate and mill under Socfin SA has been certified as of October 2024.	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a <b>Major</b> non-compliance shall be raised	All estate and mill under Socfin SA has been certified as of October 2024.	Complied
<b>Un-Certified Units or Holdings</b>		
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.	Socfin SA have submitted LUCA for review of all uncertified units to RSPO Secretariat on 13 December 2017. Later, Socfin SA submitted revision on 8 September 2018. The decision on replacement after 2005 for primary forest and/or area required to maintain or enhance HCV in accordance with RSPO P&C criterion – awaiting LUCA review from RSPO.	Complied

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	<p>Based on review to RSPO RaCP Tracker for Socfin SA (October 2024), audit team noted: 9 management units with potential liability; 9 management units with LUCA submitted; 9 management units with LUCA review completed; 8 management units with Concept Notes required; 8 management units with Concept Note submitted; 8 management units with Concept Note approved; 8 management unit with Compensation Plan submitted; 8 management units with Compensation Plan endorsed; 7 management units with Remediation Plan required; 6 management unit with Remediation Plan submitted; 6 management unit with Remediation Plan approved.</p> <p>Latest update: All estate and mill under Socfin SA has been certified as of October 2024.</p>	
Any new plantings since January 1 <sup>st</sup> 2010 shall comply with the RSPO New Plantings Procedure.	<p>PT. Socfin Indonesia made New Planting Procedure Public Notification on 16 February 2017. After 30 days, there was no comment received by RSPO secretariat. Link <a href="https://www.rspo.org/certification/new-planting-procedure/public-consultations/socfin-group-pt-socfindo-and-socfinco-sa-pt-socfin-indonesia--lima-puluh-estate">https://www.rspo.org/certification/new-planting-procedure/public-consultations/socfin-group-pt-socfindo-and-socfinco-sa-pt-socfin-indonesia--lima-puluh-estate</a></p> <p>Based on review to RSPO RaCP Tracker for Socfin SA (October 2024), audit team noted: 9 management units with potential liability; 9 management units with LUCA submitted; 9 management units with LUCA review completed; 8 management units with Concept Notes required; 8 management units with Concept Note submitted; 8 management units with Concept Note approved; 8 management unit with Compensation Plan submitted; 8 management units with Compensation Plan endorsed; 7 management units with Remediation Plan required; 6 management unit with Remediation Plan submitted; 6 management unit with Remediation Plan approved.</p> <p>Latest update: All estate and mill under Socfin SA has been certified as of October 2024.</p>	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>Latest update: All estate and mill under Socfin SA has been certified as of October 2024.</p>	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	<p>The labour and land dispute reported in the African Operation, published on January 2020 and January 2021; have been addressed as informed in RSPO website dated 21 June 2022. Related link: <a href="#">RSPO CONCLUDES VERIFICATION ASSESSMENT AT SOCAPALM - Roundtable on Sustainable Palm Oil (RSPO)</a>.</p>	Complied



	<p>SOCAPALM is required to undertake remediation and mitigation measures for each breach, and to submit a quarterly progress report to the RSPO Compliance Subdivision on the measures taken.</p> <p>Based on review to RSPO Case Tracker: <a href="https://rspo.my.site.com/Complaint/s/casetracker">https://rspo.my.site.com/Complaint/s/casetracker</a>, in October 2024, there is no labour dispute reported.</p> <p>Latest update:</p> <p>All estate and mill under Socfin SA has been certified as of October 2024.</p>	
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	<p>Based on audit and based on review upon RSPO Case Tracker (<a href="https://rspo.my.site.com/Complaint/s/casetracker">https://rspo.my.site.com/Complaint/s/casetracker</a>) in October 2024, there is no legal non-compliance reported for Socfin SA and its subsidiary.</p> <p>Based on internal audit reports for uncertified unit, there is no legal non-compliance.</p> <p>Based on web search, there is no legal non-compliance issue reported for Socfin SA and its subsidiary.</p> <p>Latest update:</p> <p>All estate and mill under Socfin SA has been certified as of October 2024.</p>	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>Latest update:</p> <p>All estate and mill under Socfin SA has been certified as of October 2024.</p>	Complied
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	<p>Latest update:</p> <p>All estate and mill under Socfin SA has been certified as of October 2024.</p>	Complied
Have there been any stakeholder (including NGO) consultation conducted?	<p>Yes. Stakeholder consultation carried out in uncertified management unit.</p> <p>Social Impact Assessment (SIA) report recorded the stakeholder consultation process for villages near Agripalma (Sao Tome): for Emolve village in 21 March 2011, Vila Clotilde in 15 March 2011, Ribeira Piexe in 15 March 2011, Monte Mario in 8 August 2011, Praia Pesqueira in 15 March 2011, Lo Grande in 15 March 2011, Healthcare NGO (AMI) in 28 February 2011, Women group in 14 March 2011, FPIC meeting in Safacam (Cameroon) for Chefferie de Dikola in 7 December 2010, for Chefferie de Koungue in 11 September 2011.</p> <p>Sao Tome Agripalma Retrocession FPIC report June 2021_Final.</p>	Complied

	FPIC 2014 PSG and Manso Chief, Elders and Farmers_New. FPIC 2017 PSG Estate Land Negotiations with Dabaoase. MOU 2019 PSG and Tufuhene of Daboase.	
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### 3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
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.	There is no scheme smallholder and/or scheme outgrowers supplying FFB to PT. Socfin Indonesia – Lae Butar POM.	Complied

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**Approved Time Bound Plan**

**Updated on 15 June 2023**

No.	Name of Company	Name of Mill	Location	Supply Base	Timebound Plan	Remarks
1	PT. Socfin Indonesia	Seunagan Mill	Aceh Province, Indonesia	Seunagan Estate	Certified	Recertified on 30 Dec 2019
2	PT. Socfin Indonesia	Lae Butar Mill	Aceh Province, Indonesia	Lae Butar Estate	Certified	Recertified on 29 Feb 2020
3	PT. Socfin Indonesia	Aek Loba Mill	North Sumatera Province, Indonesia	Aek Loba Estate	Certified	Recertified on 14 Jul 2019
4	PT. Socfin Indonesia	Bangun Bandar Mill	North Sumatera Province, Indonesia	Bangun Bandar Estate	Certified	Recertified on 29 Dec 2019
5	PT. Socfin Indonesia	Sungai Liput Mill	Aceh Province, Indonesia	Sungai Liput Estate	Certified	Recertified on 4 Aug 2019
6	PT. Socfin Indonesia	Tanah Gambus Mill	North Sumatera Province, Indonesia	Tanah Gambus Estate	Certified	Recertified on 20 Dec 2019
7	PT. Socfin Indonesia	Negeri Lama Mill	North Sumatera Province, Indonesia	Negeri Lama Estate	Certified	Recertified on 10 Jun 2020
8	PT. Socfin Indonesia	Seumanyam Mill	Aceh Province, Indonesia	Seumanyam Estate	Certified	Recertified on 16 Jan 2020
9	PT. Socfin Indonesia	Mata Pao Mill	North Sumatera Province, Indonesia	Mata Pao Estate	Certified	Recertified on 25 Jul 2019
10	Okomu Oil Palm Company (PLC)	Okomu Mill	Nigeria	Main Estate	Certified	Certified on 7 Jan 2020
			Nigeria	Extension 1 Estate	Certified	Certified on 8 March 2023
11	Okomu Oil Palm Company (PLC)	Okomu Oil Palm Company Extension 2 mill	Nigeria	Extension 2 Estate	Certified	Certified on 7 September 2023
12	Safacam	Safacam Mill	Cameroon	Safacam TF129, TF136, TF180, TF, Bail Ossa	Certified	Certified on 30 December 2020
13	Safacam	Safacam Mill	Cameroon	Safacam TF151	Certified	Certified 29 December 2022
			Cameroon	Safacam Provisional Concession	Certified	Certified on 2023
14	Socapalm	Mbongo Mill	Cameroon	Mbongo Estate	Certified	Certified on 2 November 2021

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No.	Name of Company	Name of Mill	Location	Supply Base	Timebound Plan	Remarks
15	Socapalm	Mbambou Mill	Cameroon	Mbambou Estate	Certified	Certified on 7 December 2021
16	Socapalm	Kienke Mill	Cameroon	Kienke Estate	Certified	Certified on 13 January 2023
17	Socapalm	Edea Mill	Cameroon	Edea Estate	Certified	Certified on 20 April 2022
18	Socapalm	Dibombari Mill	Cameroon	Dibombari Estate	Certified	Certified on 29 March 2022
19	Socapalm	Eseka Mill	Cameroon	Eseka Estate	Certified	Certified on 2 June 2021
20	Brabanta	Brabanta Mill	Kasai Province and Mai-Ndombe Province, Democratic Republic of Congo	Sanga Sanga, Kadima, Kanangai	Certified	Certified on 5 April 2022
			Kasai Province and Mai-Ndombe Province, Democratic Republic of Congo	Savannah, Lumbudii	Certified	Certified on 2023
21	Plantations Socfinaf Ghana (PSG)	PSG Mill	Western Region of Ghana	Manso Site	Certified	Certified on 17 October 2022
			Western Region of Ghana	Subri Site	Certified	Certified on 14 October 2023
22	La Societe des Caoutchoucs de Grand Bereby (SoGB)	SoGB Mill	Cote D'Ivoire	SoGB TF464	Certified	Certified on 26 January 2021
23	La Societe des Caoutchoucs de Grand Bereby (SoGB)	-	Cote D'Ivoire	SoGB TF465, TF466, TF467	Certified	Certified on 23 March 2023
24	Socfin Agricultural Company (SL) LTF	SAC Mill	Sierra Leone	SAC Plantation	Certified	Certified on 20 December 2021
25	Agripalma	Agripalma Mill	Sao Tomé	Agripalma Estate (Titulo 409)	Certified	Certified on 26 October 2021
26	Agripalma	-	Sao Tomé	Agripalma Estate (Titulo 410)	Certified	Certified on 18 March 2024

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

During this Assessment there were zero (0) Critical; zero (0) Minor nonconformities and zero (0) Opportunity For Improvement raised. The PT. Socfin Indonesia – Lae Butar 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 (not applicable for RSPO ISH standard/audit). The implementation of the Corrective Actions for the Critical Nonconformity(ies) has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

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

Opportunity for Improvements	
OFI #	Description
OFI 1	NIL

Positive Findings	
PF #	Description
PF 1	

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#### 3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

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

Previous Audit Minor Non-conformity			
NCR Ref #	2400307-202310-N1	Issued Date	5 October 2023
Due Date	ASA1-4	Closure Date	17 October 2024
Indicator & Category (Critical / Minor)	7.3.1		
Statement of Nonconformity:	The unit of certification has not been able to show sufficient evidence that it has implemented domestic waste management in accordance with the management plan and procedures.		
Requirement Reference:	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.		
Objective Evidence:	<p>The certification unit has a procedure with Document No.: SOC/DP/4.11-04 regarding handling domestic waste which explains several things as follows:</p> <ul style="list-style-type: none"> <li>- Identification of domestic waste <ul style="list-style-type: none"> <li>- Organic: Leaves, Paper, Vegetable waste, Food waste, etc.</li> <li>- Inorganic: Plastic, glass, styrofoam, cans, etc.</li> </ul> </li> <li>- Handling domestic waste in workers' housing: Management of organic waste in the pit behind the house. Once the hole is 1/3 full, fill it with soil. Inorganic waste is collected in sacks and disposed of at the TPA (Landfill).</li> </ul> <p>Based on field visits to employee housing complex:</p>		

	<ul style="list-style-type: none"> <li>- Inorganic waste was found in the ditch and in the hole behind the housing complex.</li> </ul> <p>Found a TPA (landfill) behind the housing at a distance of &lt;50 m, whereas in PP 81 of 2012 it is regulated that the distance of the landfill from the residential area is at least 1 km.</p>
<b>Corrections:</b>	<ul style="list-style-type: none"> <li>- Collecting the domestic waste in the ditch and sending it to the landfill.</li> <li>- Closing the existing landfill at the Mill's housing complex.</li> </ul> <p>Updated during ASA 1.4 – year 2024:</p> <p>The auditor team has verified and interviews with housing residents - sample location in Mill compound (dated 14-10-2024) and Division 4 compound (dated 15-10-2024), that they understand waste management procedures regarding the identification and the management of domestic waste.</p> <p>The landfill location verified which is more than 5 kilometers away, such as in block 12 - for Division 3, block No 37 - for Division 1 &amp; mill, block 52 – for division 3 and block 83 – for Division 4. Based on field visit at landfill, non-degradable waste material is disposed in the pit. There is no hazardous waste found at the landfill.</p>
<b>Root Cause Analysis:</b>	<ul style="list-style-type: none"> <li>- Domestic waste found in the ditch is old waste that emerged when ditch cleaning work was carried out.</li> <li>- The lack of evaluation conducted for the implementation of the Friday clean program that has already been applied.</li> <li>- There is no location in the Mill's housing complex, the existing location is in Division 1 area, which is more than 5 kilometers away.</li> </ul>
<b>Corrective Actions:</b>	<ul style="list-style-type: none"> <li>- Disseminating waste management procedure to all workers and their families in the housing complex across all divisions.</li> <li>- Strict actions will be taken against those who do not follow the housing complex rules.</li> <li>- Division leaders will conduct inspections and evaluations of the results of routine Environment and OHS patrols carried out by officers.</li> <li>- Conducting a public awareness campaign to the Mill's housing residents, informing them that the landfill has been merged with Division 1's landfill, and waste transportation is now done by a truck every Friday.</li> <li>- The management will issue appointment letters for waste transportation responsibilities to the respective divisions.</li> <li>- Revising the SOC/DP/4.11-04 procedure in accordance with the 2012 Government Regulation (PP 81/2012).</li> </ul> <p>Updated during ASA 1.4 – year 2024:</p> <p>The auditor team has verified the updated a procedure No. SOC/DP/4.11-04 regarding the identification and the management of domestic waste, as follow:</p> <ul style="list-style-type: none"> <li>- Organic waste, for example: leaves, paper, vegetable waste, food waste. The handling process is by preparing a pit behind the house. Once the pit is 1/3 full, fill it with soi.</li> <li>- Inorganic waste, for example: plastic, glass, foam, cans. The handling process is by collecting it in sacks and disposed into the Landfill (Final Disposal Site)</li> </ul>

	<p>Data verified:</p> <ul style="list-style-type: none"> <li>- Report of refreshment on disseminating waste management procedure to all workers and their families in the housing complex across all divisions. Example: dated 10 October 2024, location in Division 4. The socialization has attended by 26 participants (housewives). Available record: attendance list, training material, documentation.</li> <li>- Report of refreshment on disseminating waste management procedure to all workers and their families in the housing complex across all divisions. Example: dated 11 October 2024, location in Division 1. The socialization has attended by 48 participants (housewives). Available record: attendance list, training material, documentation.</li> <li>- The land fill location verified which is more than 5 kilo meters away, such as in block 12 - for Division 3, block 37 - for Division 1 &amp; mill, block 52 – for division 3 and block 83 – for Division 4. Based on field visit at landfill, non-degradable waste material is disposed in the pit. There is no hazardous waste found at the landfill.</li> <li>- Report on OHS inspection, focusing on waste management in compound area – carried out by Division Assistance (weekly). The report verified for period September and October 2024.</li> <li>- PT. Socfin Indonesia – Lae Butar Mill has appointed the Division Assistance, as waste transportation responsibilities to the respective divisions.</li> <li>- Domestic Waste Collecting Schedule – (weekly), prepared by Division 1 &amp; Mill. Vehicle number: BL 8345 **. Driver: Mr Trisantoso</li> <li>- Domestic Waste Collecting Schedule – (weekly), prepared by Division 4. Vehicle number: BL 8390 **. Driver: Mr Amin.</li> <li>- Record of Domestic Waste Disposed to Land fill, example in Division I, dated 6 September 2024, dated 13 September 2024, and dated 20 September 2024. The waste has disposed to block 52 (landfill).</li> </ul>
<b>Assessment Conclusion:</b>	PT. Socfin Indonesia – Lae Butar has identified the root cause; prepare correction plan and corrective action plan. All the evidence will be followed up. Minor NC close out.

Previous Audit Opportunity for Improvement	
OFI#	Description
<b>OFI 1</b>	<p><b>OFI Statement:</b> <b>Indicator 7.8.4</b></p> <p>The company has a Water Utilization Permit for FFB processing and housing purposes in accordance with the Decree of the Minister of Public Works and Public Housing No. 384/KPTS/M/2019 concerning the granting of a Water Resources Permit for PT Socfindo, Sungai Lae Cinendang, Aceh Singkil Regency dated 25 April 2019 is valid for five years. The permit states that the permitted water discharge quota is 12 liters/second with a collection schedule of 15 hours/day, 30 days/month. Other obligations stipulated in the permit include reporting the use of water discharge every 3 months and carrying out regular calibration once a year of volumetric measuring instruments accompanied by proof of reports or calibration certificates from certified institutions so that measurement accuracy is guaranteed.</p>



Based on the field visit and document review, it is known that the volumetric measuring instrument was replaced on 10 May 2023, therefore when the ASA1\_3 audit was carried out it had not yet reached one year. In this regard, companies have the opportunity to carry out active communication with relevant parties regarding calibration obligations and the availability of calibration agencies.

#### Verification / Follow-up actions:

During ASA 1.4 – year 2024, the auditor team has verified the updated progress of:

- Progress on processing the Surface Water Permit (No. 384/KPTS/M/2019), valid until 25 April 2024.
  - Dated 19 March 2024 -> The organization has submitted the application for a Natural Resources Business Permit to Ministry of Public Works and Public Housing (PUPR)
  - Dated 25 April 2024 -> The Ministry of Public Works and Public Housing (PUPR) has responded through List of Completeness of Application for Natural Resources Business Permit" where the form records the lack of information: business permit information (NIB), ID card of the person in charge of the business, deed of approval, copy of previous permit, amount and schedule of water withdrawal, design drawings of the type and type of infrastructure to be built.
  - Dated 5 May 2024 -> The company has resubmitted the application on Completeness Checklist to the Ministry of Public Works and Public Housing (perizinansda@pu.go.id)
- Lae Butar POM has demonstrated the report on water used to processing the FFB as per "Laporan Water Treatment – PKS Lae Butar".
  - Sample seen: Report date 14 October 2024:

Time	Water pump		
	Flow Meter	M <sup>3</sup> /hour	liters/second (debit)
09.00 am	2199025	43	11.95
10.00 am	2199067	42	11.68
11.00 am	2199110	43	11.95
12.00 am	2199153	43	11.95
01.00 pm			0.00
02.00 pm	2199195	42	11.68
03.00 pm	2199238	43	11.95
04.00 pm	2199323	42	11.68
05.00 pm	2199323	43	11.95
06.00 pm	2199366	43	11.95
07.00 pm	2199409	43	11.95
08.00 pm	2199451	42	11.68
09.00 pm	2199494	43	11.95
10.00 pm	2199537	43	11.95
11.00 pm	2199579	42	11.68
12.00 pm	2199622	43	11.95

- The conclusion: discharge quota is under 12 liters/second with a collection schedule of 15 hours/day, 30 days/month.
- Report of calibration the water flow meter, dated 10 May 2024 - the result was shown:

Time (second)	Calibration		Flow meter result (m <sup>3</sup> )	Deviation
	Volume (liter)	m <sup>3</sup>		
20	206.2	0.2042	0.205	0.0008 ~ 0.4%
30	306.5	0.3074	0.307	0.0004 ~ 0.1%
40	408.4	0.4092	0.410	0.0008 ~ 0.2 %
50	511.8	5.124	0.513	0.0006 ~ 0.1%
60	614.2	0.614	0.614	0.0006 ~ 0.1%

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### 3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1971712-202010-M1	Critical	3.6.1	15/10/2020	Closed on 12/12/2020
1971712-202010-N1	Minor	6.2.6	15/10/2020	Closed on 11/11/2021
1971712-202010-N2	Minor	6.7.2	15/10/2020	Closed on 11/11/2021
1971712-202010-N3	Minor	7.11.2	15/10/2020	Closed on 11/11/2021
2123563-202111-N1	Minor	2.1.2	11/11/2021	Closed on 21/10/2022
2123563-202111-N2	Minor	7.3.2	11/11/2021	Closed on 21/10/2022
2400307-202310-N1	Minor	7.3.1	05/10/2023	Closed 17/10/2024

### 3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss PT. Socfin Indonesia – Lae Butar 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)
Governmental Department	Lands Office of Aceh Singkil Regency	Phone interview
Governmental Department	Manpower Office of Aceh Singkil Regency	Phone interview
Governmental Department	Plantation Office of Aceh Singkil Regency	Phone interview
Governmental Department	Environment Office of Aceh Singkil Regency	Phone interview
External	CV Liang Barat Sejahtera	Face to face interview
Communities	Lae Butar Village	Face to face interview

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Communities	Pangi Village	Face to face interview
Communities	Pandan Sari	Face to face interview
Worker union	Federasi Serikat Pekerja Pertanian dan Perkebunan Serikat Pekerja Seluruh Indonesia (FSP.PP-SPSI) PT Socfin Indonesia – Lae Butar	Face to face interview
Internal	Gender Committee PT.Socfin Indonesia – Lae Butar	Face to face interview
Internal	New Mothers	Face to face interview
NGO	LSM GARUDA	Face to face interview

Stakeholders comment	
<b>1</b>	<p><b>Feedback: Lands Office of Aceh Singkil Regency</b></p> <ul style="list-style-type: none"> <li>- Currently, the HGU extension process has received technical recommendations from the Land Agency of Aceh Singkil Regency. There are notes regarding the request for an enclave from the Aceh Singkil Regency Government, in the discussion stage between the Aceh Singkil Regency Government and the Company.</li> <li>- The Company has met the requirements regarding a partnership of 20% of the HGU area.</li> <li>- No report related land dispute/conflict during the last one year period.</li> <li>- The Company routinely reports HGU utilization reports.</li> </ul> <p><b>Audit Team verification and response:</b> Concerning the HGU extension, it has been verified by auditor and has been described in more detail in indicator 4.4.1.</p>
<b>2</b>	<p><b>Feedback: Manpower Office of Aceh Singkil Regency</b></p> <ul style="list-style-type: none"> <li>- The company has implemented a minimum wage and determined wage scales based on length of service, position and others.</li> <li>- The company has made efforts to absorb local workers from surrounding village communities.</li> <li>- There are no issues in the company related to child labor, discrimination, and illegal workers.</li> <li>- There were no reports of industrial relations problems to the department in the past one year period.</li> <li>- The company has registered workers in the BPJS <i>Kesehatan</i> and BPJS <i>Ketenagakerjaan</i> programs.</li> <li>- There is a workers' union in the company, and it has been registered with the Labor Agency.</li> </ul> <p><b>Audit Team verification and response:</b> There is no issue that need for further verification.</p>
<b>3</b>	<p><b>Feedback: Plantation Office of Aceh Singkil Regency</b></p> <ul style="list-style-type: none"> <li>- Communication between the company and the official is well established, Information is provided in appropriate languages and accessible to relevant stakeholders.</li> <li>- The Company has reported regularly related to business progress reports.</li> <li>- The agency has received information that the company is implementing partnerships with several farmer groups in surrounding villages. A copy of the Memorandum of Understanding/MoU up to the list of farmer groups has been formalized into a Decree of the Regent of Aceh Singkil Regency.</li> </ul>

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	<ul style="list-style-type: none"> <li>- There are no issues of land clearing/replanting by burning in the company's operational area. The company routinely reports on its readiness for emergency fire response.</li> <li>- There are no issues of land disputes between the company and the community around the plantation.</li> <li>- The Company's HGU is in the process of being extended, the Plantation Agency is informed about the progress of the HGU extension process.</li> </ul>
	<b>Audit Team verification and response:</b> There is no issue that need for further verification.
<b>4</b>	<b>Feedback: Environmental Office of Aceh Singkil Regency</b> <ul style="list-style-type: none"> <li>- Mandatory reports such as RKL RPL implementation reports, hazardous waste management reports, liquid waste management reports have been reported to the agency regularly.</li> <li>- During the last one-year period there have been no complaints or claims from the public or other institutions related to environmental pollution by the company.</li> <li>- The agency has understood the mechanism for requesting information that applies to the company, if there is a request for information from the agency, the company quickly responds.</li> <li>- The company has managed river boundaries such as - river boundary areas that were previously planted were not cut down at a distance of <math>\pm</math> 50 meters from the riparian, no agrochemical applications, river water quality analysis, making gabions and planting bamboo plants in areas prone to erosion.</li> </ul>
	<b>Audit Team verification and response:</b> There is no issue that need for further verification.
<b>5</b>	<b>Feedback:</b> <b>CV Liang Barat Sejahtera</b> <ul style="list-style-type: none"> <li>- The contractor is engaged in the provision of labor for upkeep/maintenance work and EFB applications, with a total of 65 workers.</li> <li>- The contractor shows the Work Agreement between CV Liang Barat Sejahtera and the workers, which regulates the work agreement period for 6 months, type of work, wages referring to the minimum wage, and other work requirements, as well as the rights and obligations of each party.</li> <li>- The contractor has registered its workers in the <i>BPJS Ketenagakerjaan</i> program.</li> <li>- The work agreement between the company and the contractor with a one-month agreement period. Every month the company will carry out an evaluation of compliance with relevant laws.</li> <li>- The contractor is responsible for providing compensation and work equipment for its employees.</li> <li>- Agreed payments are made in a timely manner and receipts specifying price.</li> </ul>
	<b>Audit Team verification and response:</b> There is no issue that need for further verification.
<b>6</b>	<b>Feedback: Head of Lae Butar Village</b> <ul style="list-style-type: none"> <li>- The company has provided social assistance or CSR, for example maintenance village roads and repairing prayer rooms.</li> <li>- The company provides job opportunities for local communities.</li> <li>- Communication between the village government and the company has been well established.</li> <li>- Communication and relations between the company, the village and community have been going well.</li> <li>- The company responds when there is a proposal from the village government or community.</li> <li>- There are no negative issues related to environmental aspects, social aspect and land disputes.</li> </ul>
	<b>Audit Team verification and response:</b> There is no issue that need for further verification.

7	<p><b>Feedback: Head of Pangli Village</b></p> <ul style="list-style-type: none"> <li>- The company has participated in the village program, namely food security, through assistance in the form of land loans for planting vegetables and providing organic fertilizer (empty bunches).</li> <li>- The relationship between the company and the Village Community of Pangli is generally good. The company assistance the community in social, education, health, employment, and plantation aspects.</li> <li>- Most of the residents of Pangli Village are given the opportunity to work at the company.</li> <li>- The company provides information/understanding to maintain and protect rivers and conservation areas, stop hunting wild animals, or trapping birds.</li> <li>- The company assistance access education by providing scholarships for outstanding students and providing school buses.</li> <li>- So far there have been no complaints regarding environmental pollution caused by the company's operations.</li> <li>- There are no negative issues related to social aspect and land disputes.</li> </ul> <p><b>Audit Team verification and response:</b> There is no issue that need for further verification.</p>
8	<p><b>Feedback: Head of Pandan Sari Village</b></p> <ul style="list-style-type: none"> <li>- The Village Head does not yet know the new head of management Lae Butar. It is hoped that the new head of management can communicate with the village government so that good communication can be established.</li> <li>- The company can be more involved in village programs, one of which is the stunting program which is a national program.</li> <li>- The social assistance/CSR program in the company can be disseminated to the village so that the village government can know the existing program.</li> </ul> <p><b>Audit Team verification and response:</b> Based on the CSR report PT Socfin Indonesia – Lae Butar, there is assistance provided by the company to Pandan Sari Village, for example assistance for repairing village roads, assistance for renovating village security posts in June 2023, assistance for facilities and infrastructure for Pandan Sari Village in September 2023, cleaning grass at public cemetery in Pandan Sari village in November 2023.</p>
9	<p><b>Feedback: Federasi Serikat Pekerja Pertanian dan Perkebunan Serikat Pekerja Seluruh Indonesia (FSP.PP-SPSI) PT. Socfin Indonesia – Lae Butar</b></p> <ul style="list-style-type: none"> <li>- Labor unions that are currently active for the period 2024 – 2029.</li> <li>- The labor union consists of workers' representatives and is not a management representative.</li> <li>- The relationship and communication between the company and the union has been going well. Routine communication and coordination are carried out through bipartite meetings.</li> <li>- During the past year, there have been no issues regarding employment issues or industrial relations disputes involving the company and workers.</li> <li>- The company provides adequate facilities for employees such as housing, clean water, places of worship, clinics, and PPE free of charge.</li> <li>- The company has implemented a minimum wage, wage structure/scale and registered workers with <i>BPJS Kesehatan</i> and <i>BPJS Ketenagakerjaan</i>.</li> <li>- The Collective Labour Agreement currently for the period 2022 – 2024. For the renewal of the Collective Labour Agreement, negotiations between union and the company will be held which are planned for November 2024.</li> </ul> <p><b>Audit Team verification and response:</b></p>

	There is no issue that need for further verification.
<b>10</b>	<p><b>Feedback: Gender Committee</b></p> <ul style="list-style-type: none"> <li>- There have been no reports of sexual harassment, violence or violations of reproductive rights in the last 1 year.</li> <li>- The gender committee member understands the policy related to opportunity equality, reproductive rights protection, sexual harassment prohibition in the company.</li> <li>- The company 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.</li> <li>- Pregnancy and breastfeeding mothers are not allowed to engage in chemical-related activities.</li> <li>- Specific time allocation was given to female worker to breastfeeding during working time.</li> </ul> <p><b>Audit Team verification and response:</b> There is no issue that need for further verification.</p>
<b>11</b>	<p><b>Feedback: New Mother</b></p> <p>Mrs. RP gave birth to her fourth child on 28 August 2024 (pre-natal leave start from 30 July 2024 (referring to the estimated birth date of 12 September 2024), and postpartum leave start form 28 August 2024 until 11 October 2024). Mrs. RP works as upkeep worker. During leave, wages are still paid in full. After giving birth, Mrs. RP has been placed in the estate office, working as a cleaning service with the consideration that the work location is close to emplacement, so that it is easy to breastfeed her baby. And Mrs. RP was given permission to breastfeed her baby while working with her daily wage still being paid in full. Mrs. RP stated that the person concerned was interviewed by the head of the gender committee and filled out a questionnaire to identify the needs of new mothers, one of which was related to the need for child nutrition.</p> <p><b>Audit Team verification and response:</b> There is no issue that need for further verification.</p>
<b>12</b>	<p><b>Feedback: LSM GARUDA</b></p> <ul style="list-style-type: none"> <li>- There is no land dispute, environmental issue or social issue in PT Socfin Indonesia Lae Butar period last year.</li> <li>- The company provides job opportunities for local communities.</li> <li>- There is a company area built by the community for business premises, regarding this matter the company has appealed to the community to dismantle the building but until now the building is still there.</li> </ul> <p><b>Audit Team verification and response:</b> The company has conducted social management and monitoring of issues that arise in the community. A detailed explanation of this can be seen in indicator 3.4.3</p>
<b>13</b>	<p><b>Feedback: Video of workers not using PPE sent by estate worker</b></p> <p>At the time the audit was carried out there were workers who sent videos via WhatsApp messages to the Auditor. In the video there are scenes of maintenance workers working with chemicals and FFB loader workers not wearing PPE.</p> <p><b>Audit Team verification and response:</b> Based on the verification carried out, it was confirmed that the worker who sent the video was indeed a worker at Afdeling 3 Kebun Lae Butar with worker ID 12087** with the position of daily maintenance worker. The Company's response regarding this issue the company showed the minutes of the handover of PPE on September 13, 15, and 21, 2024 in the form of PPE helmets, masks, aprons, AP shoes, glasses, rubber gloves to the person concerned. Minutes of socialization of the use of PPE dated October 7, 2024.</p>

	<p>From an interview with the Head of the Workers' Union, a video was shown of the person concerned when working in the Warehouse (mixing fertilizer) and did not want to use PPE because it was hot.</p>
14	<p><b>Feedback:</b>  <b>Issue form News on Internet/Media Social</b>  <a href="https://www.kba.one/news/massa-demo-pt-socfindo-medan-tuntut-dugaan-pelanggaran-di-kebun-lae-butar/index.html">https://www.kba.one/news/massa-demo-pt-socfindo-medan-tuntut-dugaan-pelanggaran-di-kebun-lae-butar/index.html</a>  <a href="https://mudanews.com/aceh/2024/07/12/mahasiswa-aceh-singkil-gelar-unjuk-rasa-sampaikan-aspirasi-terkait-pt-socfindo-kebun-lae-butar/">https://mudanews.com/aceh/2024/07/12/mahasiswa-aceh-singkil-gelar-unjuk-rasa-sampaikan-aspirasi-terkait-pt-socfindo-kebun-lae-butar/</a>  Gerakan Pemuda Peduli Masyarakat from Aceh Singkil Regency, Aceh Province held a demonstration at the PT Socfin Indonesia Office in Medan, North Sumatra, Friday, July 12, 2024</p> <p><b>Audit Team verification and response:</b>  The results of the verification and company management's responses include:</p> <ul style="list-style-type: none"> <li>- Based on the applicable RTRW, the location of the Lae Butar palm oil plantation including the mill is still included in the plantation area. PT. Socfin Indonesia complies all applicable regulations, including waste management and emissions from mill operations.</li> <li>- PT. Socfin Indonesia - Lae Butar has HCV of 59.05 Ha located in planted and non-planted areas. HCV located in planted areas still contains oil palm trees, because Lae Butar Estate has been operating since before the 1970s (before the regulation on HCV was issued), as well as HCV in Non-planted. However, detailed HCV management in both planted and non-planted areas refers to HCV management procedures (SOC/PSM/9.07).</li> <li>- According to the Agrarian Law, the company's HGU cycle is 90 years, with details: 3 years of HGU grant, 25 years of extension, and 35 years of HGU renewal. During the 90-year period, the HGU belongs to PT Socfind Indonesia to be managed as stated in the Business License. All land requests are returned to the company management by considering the situation that occurs.</li> </ul>
15	<p><b>Feedbacks:</b>  <a href="https://bedahnusantaraindonesia.co.id/read/23296/merasa-terusik-pt-socfindo-lae-butar-di-laporkan-wartawan-ke-aph/">https://bedahnusantaraindonesia.co.id/read/23296/merasa-terusik-pt-socfindo-lae-butar-di-laporkan-wartawan-ke-aph/</a>  <a href="https://suluhnusantara.news/belum-selesai-wartawan-singkil-video-vs-pt-socfindo-kebun-lae-butar/">https://suluhnusantara.news/belum-selesai-wartawan-singkil-video-vs-pt-socfindo-kebun-lae-butar/</a>  <a href="https://suluhnusantara.news/pt-socfindo-kebun-lae-butar-diduga-melanggar-uu-pers-no-40-1999-pasal-5-hak-jawab-diabaikan/">https://suluhnusantara.news/pt-socfindo-kebun-lae-butar-diduga-melanggar-uu-pers-no-40-1999-pasal-5-hak-jawab-diabaikan/</a></p> <p>A journalist (MS) was reported to the police by PT. Socfin Indonesia - Lae Butar Estate, because he published news related to waste at the Land Use Rights (HGU) location of PT. Socfin Indosia - Lae Butar Estate via the Youtube account of PT MEDIA SINGKIL VIDEO on 7 June 2024.</p> <p><b>Audit Team verification and response:</b>  Based on verification and response management, stated is a local YouTuber, not a journalist. Chronology and reasons why Lae Butar Management reported MS to the Aceh Singkil Police:</p> <ul style="list-style-type: none"> <li>- MS created content about domestic waste next to the factory. It was stated that the waste belonged to the Lae Butar Mill, while the pile of waste was the landfill owned by Rimo Village and the waste that was piled up was waste from the Rimo community. Domestic waste produced by employees of PT. Socfin Indonesia - Lae Butar (Mill and Estate) was dumped into the company's landfill located in the block of each division.</li> <li>- The truth of this news was not confirmed to the company's management.</li> <li>- PT Socfin Indonesia management considered this to be a public lie, therefore it was decided to report this to the police.</li> </ul>



	<ul style="list-style-type: none"> <li>- MS's confession that this had been confirmed to the company so that the company could clarify it, only to get money, so the company's management ignored the intention and forwarded it to the police because the news that was published was a lie.</li> <li>- Further process, taken over by the Police.</li> </ul>
16	<p><b>Feedbacks:</b>  <a href="https://tekape.co/prk-soroti-pt-socfindo-perkebunan-lae-butar-dlh-aceh-singkil-siap-hadirkan-ahli/">https://tekape.co/prk-soroti-pt-socfindo-perkebunan-lae-butar-dlh-aceh-singkil-siap-hadirkan-ahli/</a>  PT Socfindo Kebun Lae Butar is suspected of violating river boundaries and tributary boundaries at the Land Use Rights (HGU) locations.</p> <p><b>Audit Team verification and response:</b>  The report of the Aceh Singkil DPRK member regarding the inconsistency of the river boundaries has been responded to by providing a direct explanation to the person concerned (Mr. Ahmad Fadhli), that the river boundaries managed by the Company were determined based on an Assessment carried out by an Independent Assessor in 2014.</p>
17	<p><b>Feedbacks:</b>  <a href="https://www.metro7news.com/2024/01/pt-socpindo-perkebunan-lae-butar.html">https://www.metro7news.com/2024/01/pt-socpindo-perkebunan-lae-butar.html</a>  The request for the release of HGU PT. Socfindo Perkebunan Lae Butar was intended for the expansion of the community housing area in Gunung Meriah District (based on the letter of the Acting Regent of Aceh Singkil to the company with number 600/1103/2023 dated July 31, 2023 regarding the release of HGU covering an area of 279.89 Ha</p> <p><b>Audit Team verification and response:</b>  This land request has been responded to by the plantation management by stating that the decision regarding the land is decided by the Management at the Head office.  Management needs to analyse this request properly, considering operations, production, political situation, security, etc. In conclusion, PT. Socfin Indonesia management refuses to provide the requested land considering that there is no objective master plan for the use of the requested land.</p>
18	<p><b>Feedbacks:</b>  <a href="https://nusantara-news.co/2024/05/20/alamp-aksi-aceh-tolak-perpanjangan-izin-hu-pt-socfindo-lae-butar-aceh-singkil/">https://nusantara-news.co/2024/05/20/alamp-aksi-aceh-tolak-perpanjangan-izin-hu-pt-socfindo-lae-butar-aceh-singkil/</a>  ALAMP Aceh Action Rejects Extension of HGU Permit of PT. Socfin Indonesia Lae Butar Aceh Singkil</p> <p><b>Audit Team verification and response:</b>  Response to the demonstration carried out by ALAMP Aksi in front of the Aceh Governor's office, as follows:</p> <ul style="list-style-type: none"> <li>- The Regent's request for the procurement of 279 Ha of land (because the HGU for the Lae Butar plantation has expired in December 2023). According to the Agrarian Law, the company's HGU cycle is 90 years, with details: 3 years of HGU granting, 25 years of extension, and 35 years of HGU renewal. During the 90-year period, the HGU belongs to PT. Socfin Indonesia – Lae Butar to be managed as stated in the Business License. All land requests are returned to the company management by considering the situation that occurs.</li> <li>- PT. Socfin Indonesia – Lae Butar plantation to provide 20% plasma. For the extension of the HGU, there are several options in the Development of Community, one of which is to build partnerships. PT. Socfin Indonesia – Lae Butar has partnerships with several farmer groups with a land area of 20% of the total HGU for the Lae Butar unit. Documented partnership MOU.</li> <li>- Trucks transporting FFB must use FFB safety nets. According to production transportation procedures, trucks carrying FFB must use nets that are installed perfectly. Management imposes sanctions on officers who do not carry out procedures.</li> </ul>



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List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
NIL					
<b>Assessor Notes:</b> PT. Socfin Indonesia - Lae Butar has been in operation since the Dutch colonial era, dating back to approximately 1919. Lae Butar currently manages 4,731.40 Ha of oil palm plantations. The plantation comprises 4,414.48 Ha acquired through the Dutch colonial-era concession known as "erfpacht right," with an additional 312.92 Ha obtained through the acquisition of PT. Jaya Bahni Utama's concession in 2004. PT. Jaya Bahni Utama is no longer exist after acquisition process, therefore it was not possible to conduct interview.					



Previous land owner / user comment	
	<b>Feedbacks:</b> NIL
	<b>Audit Team verification and response:</b> NIL

### 3.5 Impartiality and conflict of interest

During this assessment there was no circumstances or pressure that had influenced the independence or confidentiality of the assessment team.

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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. Socfin Indonesia – Lae Butar 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. Socfin Indonesia – Lae Butar POM is remain certified.

Report prepared by	Acceptance of Assessment Conclusion
<b>Name:</b> Pratama Agung Sedayu	<b>Name:</b> Andria Zulmanitra
<b>Company Name:</b> On behalf BSI Services Malaysia Sdn Bhd	<b>Company Name:</b> PT. Socfin Indonesia – Lae Butar POM
<b>Title:</b> Lead Auditor	<b>Title:</b> Sustainability Coordinator
<b>Signature:</b> 	<b>Signature:</b> <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i>  <b>PT SOCFIN INDONESIA</b> <b>SOCFINDO - MEDAN</b> Internal Audit
<b>Date:</b> 22 October 2024	<b>Date:</b> 24 October 2024

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**Appendix A: Summary of Findings**

Criterion / Indicator		Assessment Findings	Compliance
<b>Principle 1: Behave ethically and transparently</b> Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.			
<b>Criteria 1.1:</b> The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	<b>(C)</b> Management documents that are specified in the RSPO P&C are made publicly available. - Critical (Major) compliance -	PT. Socfin Indonesia-Lae Butar has a procedure "Prosedur Komunikasi Sosial No.SOC/PSM/9/01 rev.07" dated 1 October 2021. The procedure applicable for handling information request, receiving aspirations, consultation and communication, information response, and responding stakeholders. Under section 6.2.3.3 the list of publicly available document consists of: <ul style="list-style-type: none"> <li>- Land Title</li> <li>- Occupational Health and Safety plan</li> <li>- Environmental Impact Assessment (AMDAL) and Social Impact Assessment (SIA) document</li> <li>- HCV assessment document</li> <li>- Pollution prevention and reduction plan</li> <li>- Social complaint procedure</li> <li>- Negotiation procedure</li> <li>- Continuous Improvement program</li> <li>- Certification's Summary report</li> <li>- Human Rights policy</li> <li>- Code of conduct for workers and suppliers</li> </ul> The group information can be accessed through website ( <a href="https://www.socfindo.co.id">https://www.socfindo.co.id</a> ). Some of information available in the website: company policy, Socfindo's sustainability policy, Code of ethical conduct policy, Sustainability report, etc.	Complied
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders.	All documents that are specified in the RSPO P&C are made publicly available as listed in above indicator are written and available in Bahasa Indonesia.	Complied

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	- Minor compliance -	Accessibility to relevant stakeholders is specified in certified unit procedure "Prosedur Komunikasi Sosial No.SOC/PSM/9.01 Rev.07", dated 1 October 2021.	
1.1.3	<b>(C)</b> Records of requests for information and responses are maintained. - Critical (Major) compliance -	Records of requests for information and responses are maintained by unit of certification in logbook "Catatan Permintaan Informasi Tahun 2024". In period January – October 2024, there were 2 requests information from Environmental Office. Requests for information recorded <ul style="list-style-type: none"> <li>- Information request from "Dinas Lingkungan Hidup Kabupaten Aceh Singkil Perihal Pemeriksaan Kadar Air dan Kolam Limbah Cair ke Sungai Lae Cinendang" dated 13 February 2024.</li> <li>- Company responded by providing access to visit and taking photograph and documentation on 13 February 2024. Sighted report for environmental monitoring: "Berita Acara Pengawasan Lingkungan Hidup" dated 13 February 2024 and "Berita Acara Pengambilan Foto/Gambar/Video/Rekaman Suara" dated 13 February 2024.</li> <li>- Information request from "Dinas Lingkungan Hidup Kabupaten Aceh Singkil Perihal Pemeriksaan dan Pengambilan Mutu Air Limbah" dated 8 June 2024.</li> <li>- Company responded by providing access to visit and taking photograph and documentation on 8 June 2024. Sighted report: "Berita Acara Verifikasi Pengaduan Lingkungan Hidup Dinas Lingkungan Hidup Kabupaten Aceh Singkil" dated 8 June 2024. The purpose of the visit and information gathering was to follow up a complaint related to allegation of POME discharge from PT. Socfin Indonesia to Lae Cinendang river was not comply with permit.</li> <li>- And documentation/photograph taking "Berita Acara Pengambilan Foto/Gambar/Video/Rekaman Suara Dinas Lingkungan Hidup Kabupaten Aceh Singkil" dated 8 June 2024.</li> </ul>	Complied
1.1.4	<b>(C)</b> Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official. - Critical (Major) compliance -	Nominated management officials for consultation and communication with stakeholders is "Kepala Tatausaha" the administration head; as stipulated in "Prosedur Komunikasi Sosial No.SOC/PSM/9.01 rev.07" dated 1 October 2021.	Complied
1.1.5	An up-to-date list of contacts and detailed stakeholder information is available along with designated representatives.	Unit of certification established an up-to-date list of contacts and detailed stakeholder information, completed with designated representatives. The	Complied

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	- Minor compliance -	<p>updated list of stakeholders is documented in “Daftar Pemangku Kepentingan PT. Socfin Indonesia–Lae Butar”, updated 8 October 2024.</p> <p>Based on document verification, there are two types of stakeholders: internal and external stakeholders. Internal stakeholders consist of labour union, cooperative, gender committee/female worker representative. External stakeholders divided into government agencies, village heads, (Rimo, Lae Butar, Tulaan, Blok 15 Sangga Beru, Blok 31 Sena, Silulusan Sanggaberu, Pandan Sari, Pangj, Blok 18 village), contractors, police stations, military posts, plantation services, environmental services, manpower office, district head, senate member, NGO LSM Garuda, worker union, gender committee, village’s midwife, media.</p>	
<b>Criteria 1.2:</b> The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>PT. Socfin Indonesia-Lae Butar POM and Estate refers to “Kode Etik &amp; Peraturan PT. Socfin Indonesia No.UM/BK/SE/1876/2023 (Edisi 2)” dated September 2023. The code of ethical conduct policy covers all company operations such as Legal compliance, Business transaction ethics, Treatment to workers, Social and environment policy, Using company asset, Anti-corruption and Anti-bribery policy, Conflict of interest, Whistleblowing mechanism and Compliance against Code of ethical conduct.</p> <p>Chapter 3.2 stating Not recruiting underage worker and chapter 3.4 stating Appropriate remuneration.</p> <p>Chapter 6.3 stating Prohibit bribery during recruitment.</p> <p>Chapter 2.6 stating Due diligence for third party provider;</p>	Complied
1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>PT. Socfin Indonesia-Lae Butar demonstrate means to communicate company policy on code of ethical conduct for surrounding community Blok 15 village, dated 6 April 2024. The socialization attended by 8 community members. Socialization of company policy on code of ethical conduct for workers, dated 23 April 2024. The socialization attended by 47 estate workers; dated 15 April 2024 attended by 90 mill workers.</p> <p>PT. Socfin Indonesia has a mechanism for third party due diligence form “Hal Ketentuan Vendor PT. Socfin Indonesia” whereby vendor prohibit to provide compensation for tender, signing contract, invoice, payment, etc.</p>	Complied

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		<p>PT. Socfin Indonesia has a mechanism for each worker to sign worker commitment to the code of ethical conduct policy.</p> <p>Internal audit for PT. Socfin Indonesia-Lae Butar carried out 15-19 July 2024. The lead auditor Mr. Edy Armansyah. 6 NC issued related to indicator 6.7.3, 3.6.1, 6.7.2, 7.12.7, 2.2.1, 3.7.1. All of NC issued have been rectified and verified closed 30 July 2024.</p> <p>NC with regards to contractor performance review found that contractor has not reported manpower use and payment of social insurance.</p> <p>Evidence provided by contractor and closed out 30 July 2024.</p>	
<b>Principle 2: Operate legally and respect rights</b> Implement legal requirements as the basic principles of operation in any jurisdiction.			
<b>Criteria 2.1:</b> There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<b>(C)</b> The unit of certification complies to relevant regulations. - Critical (Major) compliance -	<p>The unit of certification has demonstrated proof of compliance with relevant laws, for example demonstrated by several things as follows:</p> <p><b>Land Legality Aspects</b></p> <ul style="list-style-type: none"> <li>Land Title</li> </ul> <p>Company obtained land title/"Hak Guna Usaha" with a total area of 4,731.40 Ha as explained in indicator 4.4.1. The origin of land acquisition is erphact rights because the company has been operating since the Dutch colonial period.</p> <ul style="list-style-type: none"> <li>Plantation Business License</li> </ul> <p>The unit of certification has a plantation business permit document in the SPUP (Plantation Business Registration Letter) document issued by the Regent of West Aceh Regency: SPUP No.HK.350/824/Dj.Bun.5/XI/2001 on 23 November 2001 for PT. Socfin Indonesia with an area of 4,414.48 Ha in Simpang Kanan District, Aceh Selatan Regency, Daerah Istimewa Aceh Province. The permit informing that the processing capacity is 32 tons of FFB/hour.</p> <ul style="list-style-type: none"> <li>Plantation Business Assessment</li> </ul> <p>Interim Results of the 2022 Plantation Business Assessment (No. 525.3/1438/V.1) by the Head of the Aceh Agriculture and Plantation Service on 9 August 2022 which informed that PT Socfin Indonesia was declared a Class II (Good) plantation company, pending the determination process through the Decree of the Governor of Aceh.</p>	Complied

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		<p><b>Aspects of Best Management Practice</b>  Using pesticides whose distribution permit period is still valid as stated on the website <a href="http://simpl1.pertanian.go.id/">http://simpl1.pertanian.go.id/</a>.</p> <p><b>Employment Aspects</b>  Has implemented regulations regarding employment such as payment of minimum wages, work agreements, holidays, and participation in the social security system as described in principle 6.</p> <p><b>Environmental Legality Aspects</b>  Have environmental documents for areas of 4,247 Ha and 312.92 Ha and 167.48 Ha as explained in more detail in indicator 3.4.1. The total area of environmental documents owned is 4,731.40 ha in accordance with the HGU owned.</p>	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has means to track changes to the law and also includes listing and evidence on evaluation of legal compliance of all contracted third parties, such as: recruitment agencies, service provider and labour contractor.</p> <p>- Minor compliance -</p>	<p>The unit of certification has an Identification and Evaluation Procedure for Regulatory Requirements No.SOC/PSM/4.05" dated 15 May 2017. Person in charge to identify and evaluate legal requirements is legal staff in coordination with unit head (for local level regulations). Identification and evaluation period separated in two periods: January to June and July to December of each year (each semester).</p> <p>PT. Socfin Indonesia-Lae Butar demonstrated legal register and evaluation document; these legal register for each aspects:</p> <ul style="list-style-type: none"> <li>- For health and safety "Identifikasi dan Evaluasi Pemenuhan Peraturan dan Persyaratan K3" updated 5 June 2024 for period of July-December 2024; comprise of identification, review and evaluation of 65 acts, ministerial decree, regulations, etc.</li> <li>- For environmental "Identifikasi dan Evaluasi Pemenuhan Peraturan dan Persyaratan Lingkungan" updated 5 June 2024 for period of July-December 2024; comprise of identification, review and evaluation of 114 acts, presidential decree, ministerial decree, regulations, etc. Sampled update: "Peraturan Menteri Lingkungan Hidup dan Kehutanan Republik Indonesia No.9 tahun 2024 tentang Pengelolaan Sampah yang Mengandung Bahan Berbahaya dan Beracun dan Limbah Bahan Berbahaya dan Beracun" – regulation related to hazardous waste – complied.</li> </ul>	Complied

		<div>- For social and industrial relation "Identifikasi dan Evaluasi Pemenuhan Peraturan dan Persyaratan Sosial dan Ketenagakerjaan" updated 22 July 2024 for period of July-December 2024; comprise of identification, review and evaluation of 102 acts, ministerial decree, governor decree, regulations, etc. Sampled update: "Peraturan Menteri Lingkungan Hidup dan Kehutanan Republik Indonesia No.9 tahun 2024 tentang Pengelolaan Sampah yang Mengandung Bahan Berbahaya dan Beracun dan Limbah Bahan Berbahaya dan Beracun" – regulation related to hazardous waste – complied. "Keputusan Gubernur Aceh No.560/1666/2023 tentang Penetapan Upah Minimum Provinsi Aceh tahun 2024" Aceh Governor's Decree regarding Minimum Wage for Aceh Province in 2024 at IDR.3,460,672/month.</div> <div>Evaluation of compliance with relevant regulations is carried out in conjunction with the regulatory update period and can also be carried out in conjunction with an internal audit by the sustainability team. Companies can also show contractor evaluations, for example for CV Berkat Marimar and CV Liang Barat on September 11, 2023, which contain compliance with employment regulations such as minimum wages, employment relations, OHS and participation in the national social security system.</div>																
2.1.3	<div>Legal or authorized boundaries are clearly demarcated and visibly maintained and there is no planting beyond these legal or authorized boundaries.</div> <div>- Minor compliance -</div>	<div>PT. Socfin Indonesia-Lae Butar can demonstrate that HGU boundary poles are maintained.</div> <table><thead><tr><th>HGU boundary poles</th><th>GPS coordinates</th><th>Location</th></tr></thead><tbody><tr><td>BPN SFD 38</td><td>2° 22' 7.14" N &amp; 97° 58' 19.54" E</td><td>Near block 51 Division I, boundary with Sidorejo village</td></tr><tr><td>BPN SFD 27</td><td>2° 21' 54.66" N &amp; 97° 59' 33.79" E</td><td>Near block 59 Division II, boundary with PT. PLB, Blok 31 village</td></tr><tr><td>BPN SFD 28</td><td>2° 21' 31.77" N &amp; 97° 59' 15.08" E</td><td>Near block 63 Division II, boundary with PT. PLB, Blok 31 village</td></tr><tr><td>BPN SFD 29</td><td>2° 20' 40.38" N &amp; 97° 58' 38.15" E</td><td>Near block 70 Division II, boundary with PT. PLB, Blok 31 village</td></tr></tbody></table>	HGU boundary poles	GPS coordinates	Location	BPN SFD 38	2° 22' 7.14" N & 97° 58' 19.54" E	Near block 51 Division I, boundary with Sidorejo village	BPN SFD 27	2° 21' 54.66" N & 97° 59' 33.79" E	Near block 59 Division II, boundary with PT. PLB, Blok 31 village	BPN SFD 28	2° 21' 31.77" N & 97° 59' 15.08" E	Near block 63 Division II, boundary with PT. PLB, Blok 31 village	BPN SFD 29	2° 20' 40.38" N & 97° 58' 38.15" E	Near block 70 Division II, boundary with PT. PLB, Blok 31 village	Complied
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		<table><tr><td>BPN SFD 35</td><td>2° 20' 39.32" N &amp; 97° 57' 44.66" E</td><td>Near block 68 Division II, boundary with Lae Butar river and within Pandansari village</td></tr><tr><td>BPN SFD 36</td><td>2° 21' 22.82" N &amp; 97° 57' 43.57" E</td><td>Near block 64 Division II, boundary with Pandansari village</td></tr></table> <p>"Checklist Patroli Patok HGU Divisi II Lae Butar, period January-September 2024" for 16 boundary poles No.26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40. Estate team checked the boundary number/identification, condition, circle condition, GPS coordinate accuracy – all in good condition.</p>	BPN SFD 35	2° 20' 39.32" N & 97° 57' 44.66" E	Near block 68 Division II, boundary with Lae Butar river and within Pandansari village	BPN SFD 36	2° 21' 22.82" N & 97° 57' 43.57" E	Near block 64 Division II, boundary with Pandansari village	
BPN SFD 35	2° 20' 39.32" N & 97° 57' 44.66" E	Near block 68 Division II, boundary with Lae Butar river and within Pandansari village							
BPN SFD 36	2° 21' 22.82" N & 97° 57' 43.57" E	Near block 64 Division II, boundary with Pandansari village							
<b>Criteria 2.2:</b> All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.									
2.2.1	A list of contracted parties is available. - Minor compliance -	PT. Socfin Indonesia-Lae Butar POM and Estate developed a list of third parties contractors with which it has cooperation/agreement. In this period there were 3 contractors as follows: <ul style="list-style-type: none"><li>• CV Karya Murni: Transporter CPO, PIC contact number: 0852755615**</li><li>• PT Amindy Barokah: Hazardous waste transporter, PIC contact no. 0821636006**</li><li>• CV Liang Barat Sejahtera: Immature upkeep, PIC Contact No.0822510169**</li></ul>	Complied						
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. - Minor compliance -	From the list, PT. Socfin Indonesia-Lae Butar stakeholders, it was known that there are 3 contractors: <ul style="list-style-type: none"><li>• CV Karya Murni to transport CPO and PK.</li><li>• CV Liang Barat for upkeep in immature.</li><li>• PT Amindy Barokah for hazardous waste transporter.</li></ul> <p>Contract agreement can be shown with third parties, for example:</p> <ul style="list-style-type: none"><li>- Agreement with CV Karya Murni "Surat Perjanjian Pengangkutan Minyak kelapa Sawit (MKS)No.PD-GM/X/576/2023 Tanggal 04-12-2023" dated 4 December 2023 between PT. Socfin Indonesia with CV Karya Murni is valid from 1 January to 31 December 2024. In article 2 of the agreement the obligations are explained, fulfil laws such as OHS requirements, comply with labor laws, and ensure participation in <i>BPJS</i> (national insurance security system) for the contractor employees.</li></ul>	Complied						

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		- Agreement with CV Liang Barat Sejahtera "Surat Perjanjian Pekerjaan BTP, Rawat Kacangan, Stek, Menanam Kacangan, Memupuk Solid, Janjang Kosong dan Menanam Pokok No.LB/SPK/X/Bi/017/24" dated 2 September 2024 between PT. Socfin Indonesia with CV Liang Barat Sejahtera for LCC planting, and oil palm planting. In Chapter VI clause 6 stipulated contractor shall abide to relevant applicable laws and regulation. In Chapter I clause 7 stipulated contractor shall not employ any worker under 18 years; clause 8 stipulate contractor shall pays their worker in compliance with minimum wage; clause 12 stipulate contractor shall provide social insurance account for their worker.	
2.2.3	All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. - Minor compliance -	As explained above, it is known that the PT. Socfin Indonesia-Lae Butar has been able to shows work agreement with the third party it has contracted with, for example for CV Karya Murni and CV Liang Barat. Chapter II – clause 7 stipulated the contractor shall not employ worker under 18 years old; Chapter II – clause 10 stipulated the contractor shall comply with prohibition to practicing forced labour and human trafficking;  The results of interviews with representatives of contractor CV Liang Barat revealed that the company has routinely provided socialization and understanding regarding labour regulations that must be complied with.	Complied
<b>Criteria 2.3:</b> All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	<b>(C)</b> For all directly sourced FFB, Palm Oil Mill (POM) requires: <ul style="list-style-type: none"> <li>• Information regarding the geolocation of FFB origins;</li> <li>• Proof of ownership status, right/claim of the land by grower/smallholder;</li> <li>• If relevant, valid planting/operational/trading license, or is part of a cooperative which allows the buying and selling of FFB.</li> </ul> - Critical (Major) compliance -	Based on the review upon Lae Butar POM's FFB intake and the results of field visits and interviews with management representatives, it is known that the source of FFB Lae Butar POM is only from its own plantation (Lae Butar Estate) division I - division IV. There is no FFB from other source.	Not Applicable

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2.3.2	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in indicator 2.3.1.  - Minor compliance -	Based on the review upon Lae Butar POM’s FFB intake and the results of field visits and interviews with management representatives, it is known that the source of FFB Lae Butar POM is only from its own plantation (Lae Butar Estate) division I - division IV. There is no FFB from other source.	Not Applicable																																																
<b>Principle 3: Optimise productivity, efficiency, positive impact and resilience</b> Implement plans, procedures and systems for continuous improvement.																																																			
<b>Criteria 3.1:</b> There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.																																																			
3.1.1	<b>(C)</b> A business or management plan (minimum of three years) is documented and where applicable, includes a jointly developed business case for Scheme Smallholders.  - Critical (Major) compliance -	<p>PT. Socfin Indonesia-Lae Butar, refers to “Rencana Jangka Panjang 2025 2029”. This document described the five-year business projection of PT. Socfin Indonesia (for whole business unit of palm oil and rubber operated in Indonesia). Long term management plan of PT. Socfin Indonesia covered parameter such as:</p> <ul style="list-style-type: none"><li>- Hectare statement of mature and immature area</li><li>- Estimation of production (Tons)</li><li>- Estimation of FFB purchase (for Mass Balance Mill)</li><li>- Extraction projected (%)</li><li>- Cost estimation (IDR/kg)</li><li>- Estimation of price (IDR/Tons)</li><li>- Estimation of profit (IDR).</li></ul> <p>Below is projection of production PT. Socfin Indonesia – Lae Butar for period 2025 – 2029 based on management plan:</p> <table><tr><th>Description</th><th>2025</th><th>2026</th><th>2027</th><th>2028</th><th>2029</th></tr><tr><td>Mature (Ha)</td><td>3,861.97</td><td>3,762.95</td><td>3,737.72</td><td>3,651.72</td><td>3,640.66</td></tr><tr><td>Immature (Ha)</td><td>318.96</td><td>417.98</td><td>443.21</td><td>529.21</td><td>540.27</td></tr><tr><td>FFB (tons)</td><td>96,626</td><td>94,111</td><td>93,368</td><td>91,658</td><td>91,308</td></tr><tr><td>CPO (tons)</td><td>21,905</td><td>21,399</td><td>21,273</td><td>20,904</td><td>20,845</td></tr><tr><td>PK (tons)</td><td>3,908</td><td>3,814</td><td>3,792</td><td>3,726</td><td>3,715</td></tr><tr><td>OER (%)</td><td>23.16</td><td>23.04</td><td>23.04</td><td>23.04</td><td>23.04</td></tr><tr><td>KER (%)</td><td>4.22</td><td>4.20</td><td>4.20</td><td>4.20</td><td>4.20</td></tr></table>	Description	2025	2026	2027	2028	2029	Mature (Ha)	3,861.97	3,762.95	3,737.72	3,651.72	3,640.66	Immature (Ha)	318.96	417.98	443.21	529.21	540.27	FFB (tons)	96,626	94,111	93,368	91,658	91,308	CPO (tons)	21,905	21,399	21,273	20,904	20,845	PK (tons)	3,908	3,814	3,792	3,726	3,715	OER (%)	23.16	23.04	23.04	23.04	23.04	KER (%)	4.22	4.20	4.20	4.20	4.20	Complied
Description	2025	2026	2027	2028	2029																																														
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3.1.2	An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -	<p>According to the long-term management plan, PT. Socfin Indonesia - Lae Butar has annual replanting program as follows:</p> <table><tr><th>Description</th><th>2025</th><th>2026</th><th>2027</th><th>2028</th><th>2029</th></tr><tr><td>Hectare</td><td>47.60</td><td>94.02</td><td>170.64</td><td>167.21</td><td>105.54</td></tr><tr><td>Location</td><td>Div.IV, Block 81, 105</td><td>Div.I, Block 27 Div.IV, Block 95, 102</td><td>Div I, Block 36, 37 Div. III, Block 25</td><td>Div.I, Block 21, 27</td><td>Div III, Block 27 Div. IV, Block 31</td></tr></table> <p>Annual replanting program is reviewed annually during management review; CH also demonstrated review spreadsheet "Kemajuan Pekerjaan Program Peremajaan 2024 Kebun Lae Butar, Bulan Oktober 2024". The spreadsheet reporting physical realization for replanting program to date October 2024: Ploughing 77.27 Ha; terrace stacking 18.98 Ha; Palm debolling 5335 palms; Palm chipping 11,750 palms; Continuous terrace 24,944 meters; Oil palm planting hole 13,617 holes; Planting LCC 111.46 Ha; Planting oil palm 14,719 palms.</p> <p>During the audit, auditor has visited the replanting area of 2023 replanting Blok 86 Division IV that has been successfully replanted. There was no fire used during the land preparation.</p>	Description	2025	2026	2027	2028	2029	Hectare	47.60	94.02	170.64	167.21	105.54	Location	Div.IV, Block 81, 105	Div.I, Block 27 Div.IV, Block 95, 102	Div I, Block 36, 37 Div. III, Block 25	Div.I, Block 21, 27	Div III, Block 27 Div. IV, Block 31	Complied
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3.1.3	The unit of certification holds management review at planned term according to the scale and nature of the activities undertaken. - Minor compliance -	<p>The latest management review held on 25 January 2024 (attended by 13 participants consist of Group Manager, Manager, Mill Head, Head Assistant, field assistant and sustainability staff). The agenda covered as explained in "Laporan Tinjauan Manajemen", including:</p> <ul style="list-style-type: none"><li>- Follow-up actions from previous management reviews.</li><li>- Progress on addressing internal audit findings.</li><li>- Achievements related to production targets.</li><li>- Effectiveness of Risk Management</li><li>- Opportunity for improvement.</li><li>- Internal/external issue.</li><li>- External provider performance.</li><li>- Resources adequacy.</li></ul>	Complied																		

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		<ul style="list-style-type: none"> <li>- SCCS implementation.</li> <li>- Customer feedback.</li> </ul> <p>The record of management review is in place, such as minutes of meeting and attendance list.</p>	
<b>Criteria 3.2:</b> The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.			
3.2.1	<p><b>(C)</b> The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impact and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar Mill has established, maintained, and implemented the documented procedures to conduct annual internal audit as per “Prosedur Audit Internal Manajemen System” (SOC/PSM/8.02 rev.09) dated 1 January 2022. Internal audit conducted annually, to determine whether the unit conforms to the requirements of ISO 9001, ISO 14001, ISO 45001, RSPO, ISPO, SCCS, ISO/IEC 17025, SNI 1903 and FSC.</p> <p>Available report of RSPO Internal Audit of PT. Socfin Indonesia – Lae Butar issued by Department of IA-Sustainability. Internal audit conducted on 15-19 July 2024. The outcomes of the internal audits and all actions taken to correct non-conformities subject to annual management review. The latest internal audit result will be reviewed during the next management review.</p> <p>Findings: there were 6 non-conformities raised during this internal audit, referring to RSPO P&amp;C indicator 2.2.1, 3.6.1, 3.7.1, 6.7.2, 6.7.3, 7.12.7. Root cause analysis, correction and corrective action has been determined and implemented.</p> <p>PT. Socfin Indonesia – Lae Butar Mill has also conducted a management review activity which was last carried out on 25 January 2024. The activity was attended by the Group Manager, Management, Technical Officer I, Administrative Head, Sustainability and other assistants. The management review meeting discussed:</p> <ul style="list-style-type: none"> <li>• Follow-up to the previous management review,</li> <li>• Internal audit results,</li> <li>• External audit results,</li> <li>• Achievement of FFB-CPO-PK production targets, OHS performance, waste management, regulatory compliance,</li> <li>• Effectiveness of risk management actions,</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>• Opportunities for improvement (GHG and energy efficiency, replacing generators with PLN – Indonesia Power, grabbers for empty fruit bunch applications),</li> <li>• Internal/external issues (partnerships, replanting in 2024, HGU extension, external complaints),</li> <li>• Performance of external providers (Amindy Barokah, CV Karya Murni for transportation, CV Liang Barat for maintenance),</li> <li>• Adequacy of resources (procurement of emergency response facilities &amp; fire extinguisher in housing, PPE stock)</li> <li>• Customer feedback</li> </ul> <p>The discussion was accompanied by a continuous improvement plan. The attendance record shows that the management review was attended by 13 personnel.</p> <p>Implementation of action plan for continuous improvement considering the main social and environmental impact are based on environmental document and social impact assessment report. Environmental Management and Monitoring Plan (RKL-RPL) is part of SEIA or AMDAL document. Participatory with affected parties was conducted during Environment Impact Assessment (EIA) through Economic and Social Questionnaire with adjacent communities of certification unit.</p> <p>PT. Socfin Indonesia – Lae Butar POM has implemented identification of environmental aspect and impact assessment and reviewed annually. The plan included monitoring adaptive to operational changes and effective of the mitigation measures.</p> <p>PT Socfin Indonesia – Lae Butar POM has carried out “Penilaian Usaha Perkebunan” carried out by plantation service “Dinas Pertanian dan Perkebunan Pemerintah Provinsi Aceh”, where the assessment results are contained in the document Temporary Results of the 2022 Plantation Business Assessment No.525.3/1438/V.1 by the Head of the Aceh Agriculture and Plantation Service, on August 9, 2022, which informs that PT. Socfin Indonesia - Lae Butar n is declared a class II (Good) plantation company.</p>	
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		PT. Socfin Indonesia – Lae Butar POM has demonstrated the document of implementation of continuous improvement for year 2023.	
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. - Minor compliance -	PT. Socfin Indonesia – Lae Butar POM has filled the RSPO Metric Template version 2.1 for year January – December 2023. The report has been reviewed by auditor during audit. Data verified: RSPO Annual Communication of Progress 2023 - <a href="#">SOCFIN SA ACOP2023</a>	Complied
<b>Criteria 3.3:</b> Operating procedures are appropriately documented, consistently implemented and monitored.			
3.3.1	<b>(C)</b> Standard Operating Procedures (SOPs) for the unit of certification are in place. - Critical (Major) compliance -	<p>PT. Socfin Indonesia – Lae Butar POM and Estate demonstrate Standard Operating Procedures (SOPs) and Work Instructions for Estate and POM.</p> <p>Estates - procedures cover key processes, harvesting, transportation, manuring, IPM, GAP, Supply Chain requirements for the mill, land clearing, nursery, preparation before replanting, drainage system, maintenance of immature and mature upkeep.</p> <p>POM - for supporting mill activities for all its operations from receiving of FFB, processing CPO and palm kernel, dispatch, and supply chain requirements. The procedure also describes quality control check, sampling methods including its reporting from reception of FFB up to dispatch of CPO and palm kernel.</p> <p><u>SOP for Estate:</u></p> <ul style="list-style-type: none"> <li>Socfindo Management System Procedure for Oil Palm Plantation No.SOC/PSM/7.10</li> <li>Socfindo Management System Procedure Debolling Oil Palm No.SOC/PSM/7.10-03</li> <li>Work Instruction Oil Palm Nursery No.SOC/KKS/IK/01</li> <li>Work Instruction Land Preparation for Oil Palm No.SOC/KKS/IK/02</li> <li>Work Instruction Continuous Terrace No.SOC/KKS/IK/03</li> <li>Work Instruction Legume Cover Crop Planting No.SOC/KKS/IK/04</li> <li>Work Instruction Oil Palm Planting No.SOC/KKS/IK/05</li> <li>Work Instruction Oil Palm Pruning No.SOC/KKS/IK/06</li> <li>Work Instruction Oil Palm Harvesting No.SOC/KKS/IK/07</li> </ul>	Complied

		<ul style="list-style-type: none"> <li>• Work Instruction Operating Fogging Machine No.SOC/KKS/IK/08</li> <li>• Work Instruction Deboling Oil Palm Infested Ganoderma No.SOC/KKS/IK/09</li> <li>• Work Instruction Castration and Sanitation No.SOC/KKS/IK/10</li> <li>• Work Instruction Operating Bore Machine for Oil Palm No.SOC/KKS/IK/11</li> <li>• Work Instruction EFB Application No.SOC/KKS/IK/12</li> <li>• Work Instruction Weed Control for Oil Palm No.SOC/KKS/IK/13</li> <li>• Work Instruction Harvesting Pole No.SOC/KKS/IK/14</li> <li>• Work Instruction Solid Application No.SOC/KKS/IK/15</li> <li>• Work Instruction FFB Transport No.SOC/KKS/IK/16</li> <li>• Work Instruction Compost application No.SOC/KKS/IK/17</li> <li>• Work Instruction Nurture Beneficial Plant for Oil Palm No.SOC/KKS/IK/18</li> <li>• Work Instruction Spear Rot Control for Oil Palm No.SOC/KKS/IK/19</li> <li>• Work Instruction Mechanical Fertilizer Application No.SOC/KKS/IK/20</li> <li>• Work Instruction Sub selling and ripping No.SOC/KKS/IK/21</li> <li>• Work Instruction Ploughing and Harrowing No.SOC/KKS/IK/22</li> <li>• Work Instruction Water Drainage Construction No.SOC/KKS/IK/23</li> <li>• Work Instruction Mounding Construction No.SOC/KKS/IK/24</li> <li>• Work Instruction Terrace and Platform No.SOC/KKS/IK/25</li> <li>• Work Instruction Bagworm Control with Beauvaria beassina Fungi No.SOC/KKS/IK/27</li> </ul> <p><u>IPM Procedure:</u></p> <ul style="list-style-type: none"> <li>• SOC/PSM/7.10-11: Procedure of Oryctes rhinoceros Control</li> <li>• SOC/PSM/7.10-12: Procedure of Integrated Ganoderma Control</li> <li>• SOC/PSM/7.10-13: Procedure of Leaf Eating Caterpillar Control</li> <li>• SOC/PSM/7.10-21: Procedure of Rat Control</li> </ul> <p><u>SOP for Mill:</u></p> <ul style="list-style-type: none"> <li>• SOC-POM/IK-01 FFB receiving in loading ramp.</li> <li>• SOC-POM/IK-02 Operation of sterilizer</li> <li>• SOC-POM/IK-02 Operation of hoisting crane</li> <li>• SOC-POM/IK-04 Operation of stripper</li> <li>• SOC-POM/IK-05 Operation of digester and screw press</li> <li>• SOC-POM/IK-06 Operation of continuous tank</li> <li>• SOC-POM/IK-07 Operation of purifier</li> </ul>	
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		<ul style="list-style-type: none"> <li>• SOC-POM/IK-08 Operation of vacuum dryer</li> <li>• SOC-POM/IK-09 Operation of decanter</li> <li>• SOC-POM/IK-10 Operation of sludge separator</li> <li>• SOC-POM/IK-11 Operation of decantation pond and fat pit</li> <li>• SOC-POM/IK-12 Operation of silo nut</li> <li>• SOC-POM/IK-13 Operation of ripple mill</li> <li>• SOC-POM/IK-14 Operation of separating tank</li> <li>• SOC-POM/IK-15 Operation of silo kernel</li> <li>• SOC-POM/IK-16 Operation of clay bath</li> <li>• SOC-POM/PSM/7.08: Procedure of Receiving</li> <li>• SOC-POM/PSM/7.09: Procedure of Processing</li> <li>• SOC-POM/PSM/7.06: Procedure of Delivery of CPO and PK</li> <li>• SOC/PSM/4.10: Procedure of Waste Control</li> <li>• SOC/PSM/9.10: Procedure of Management of Supply Chain Certification.</li> </ul> <p>Those documents are available in Bahasa Indonesia in estate and mill.</p>	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar POM has established, maintained, and implemented the documented procedures to conduct annual internal audit as per “Prosedur Audit Internal Manajemen System No.SOC/PSM/8.02 rev.09” dated 1 January 2022. Internal audit conducted annually, to determine whether the unit conforms to the requirements of ISO 9001, ISO 14001, ISO 45001, RSPO, ISPO, SCCS, ISO/IEC 17025, SNI 1903 and FSC.</p> <p>Available report of RSPO Internal Audit of PT. Socfin Indonesia – Lae Butar issued by Department of IA-Sustainability. Internal audit conducted on 15-19 July 2024. The outcomes of the internal audits and all actions taken to correct non-conformities subject to annual management review. The latest internal audit result will be reviewed during the next management review.</p> <p>Findings: there are 6 non-conformities raised during this internal audit, referring to RSPO P&amp;C indicator 2.2.1, 3.6.1, 3.7.1, 6.7.2, 6.7.3, 7.12.7. Root cause analysis, correction and corrective action has been determined and implemented.</p> <p>PT. Socfin Indonesia – Lae Butar POM has also conducted a management review activity which was last carried out on 25 January 2024. The activity was attended</p>	Complied

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		<p>by the Group Manager, Management, Technical Officer I, Administrative Head, Sustainability and other assistants. The management review meeting discussed:</p> <ul style="list-style-type: none"> <li>• Follow-up to the previous management review,</li> <li>• Internal audit results,</li> <li>• External audit results,</li> <li>• Achievement of FFB-CPO-PK production targets, OHS performance, waste management, regulatory compliance,</li> <li>• Effectiveness of risk management actions,</li> <li>• Opportunities for improvement (GHG and energy efficiency, replacing generators with PLN – Indonesia Power, grabbers for empty fruit bunch applications),</li> <li>• Internal/external issues (partnerships, replanting in 2024, HGU extension, external complaints),</li> <li>• Performance of external providers (Amindy Barokah, CV Karya Murni for transportation, CV Liang Barat for maintenance),</li> <li>• Adequacy of resources (procurement of emergency response facilities &amp; fire extinguisher in housing, PPE stock)</li> <li>• Customer feedback</li> </ul> <p>The discussion was accompanied by a continuous improvement plan. The attendance record shows that the management review was attended by 13 personnel.</p> <p>Implementation of action plan for continuous improvement considering the main social and environmental impact are based on environmental document and social impact assessment report. Environmental Management and Monitoring Plan (RKL-RPL) is part of SEIA or AMDAL document. Participatory with affected parties was conducted during Environment Impact Assessment (EIA) through Economic and Social Questionnaire with adjacent communities of certification unit.</p>	
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar POM has recorded and maintained any action taken resulted from operational and sustainability monitoring.</p> <p>Available report of RSPO Internal Audit of PT. Socfin Indonesia – Lae Butar issued by Department of IA-Sustainability. Internal audit conducted on 15-19</p>	Complied

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		<p>July 2024. The outcomes of the internal audits and all actions taken to correct non-conformities subject to annual management review. The latest internal audit result will be reviewed during the next management review.</p> <p>Findings: there are 6 non-conformities raised during this internal audit, referring to RSPO P&amp;C indicator 2.2.1, 3.6.1, 3.7.1, 6.7.2, 6.7.3, 7.12.7. Root cause analysis, correction and corrective action has been determined and implemented.</p> <p>PT. Socfin Indonesia – Lae Butar POM has also conducted a management review activity which was last carried out on 25 January 2024. The activity was attended by the Group Manager, Management, Technical Officer I, KTU, Sustainability and other assistants. The management review meeting discussed:</p> <ul style="list-style-type: none"><li>• Follow-up to the previous management review,</li><li>• Internal audit results,</li><li>• External audit results,</li><li>• Achievement of FFB-CPO-PK production targets, OHS performance, waste management, regulatory compliance,</li><li>• Effectiveness of risk management actions,</li><li>• Opportunities for improvement (GHG and energy efficiency, replacing generators with PLN – Indonesia Power, grabbers for empty fruit bunch applications),</li><li>• Internal/external issues (partnerships, replanting in 2024, HGU extension, external complaints),</li><li>• Performance of external providers (Amindy Barokah, CV Karya Murni for transportation, CV Liang Barat for maintenance),</li><li>• Adequacy of resources (procurement of emergency response facilities &amp; fire extinguisher in housing, PPE stock)</li><li>• Customer feedback</li></ul> <p>The discussion was accompanied by a continuous improvement plan. The attendance record shows that the management review was attended by 13 personnel.</p> <p>Implementation of action plan for continuous improvement considering the main social and environmental impact are based on environmental document and</p>	
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		social impact assessment report. Environmental Management and Monitoring Plan (RKL-RPL) is part of SEIA or AMDAL document. Participatory with affected parties was conducted during Environment Impact Assessment (EIA) through Economic and Social Questionnaire with adjacent communities of certification unit.	
<b>Criteria 3.4:</b> A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	<p><b>(C)</b> SEIA in new planting or operation including mills, is conducted independently and participatively by involving the affected stakeholders, inclusive of impact assessment from the smallholder/outgrower scheme (if any). The assessment is to be documented.</p> <p>- Critical (Major) compliance -</p>	<p><u>Environmental Document (EIA):</u>  PT. Socfin Indonesia was established in 1926 and the first oil palm plantation was in Lae Butar Plantation in 1927, while the Lae Butar Palm Oil Processing Plantation was built in 1938.</p> <p>In accordance with the direction of the Indonesian government regulation, namely PP RI No.29 of 1986, PT. Socfin Indonesia - Lae Butar is required to carry out an environmental impact assessment. The Environmental Impact Analysis (AMDAL) of PT. Socfin Indonesia - Lae Butar was first carried out in 1993 in the form of an Environmental Evaluation Presentation (PEL). This activity was carried out by the Center for Natural Resources and Environment Research, University of North Sumatra with a wide coverage of 4,180 Ha. The Environmental Evaluation Presentation Document for Oil Palm Plantations and Processing Plants in Lae Butar Plantation - Simpang Kanan District, South Aceh Regency, has been approved by the Minister of Agriculture through Decree No. RC220/475/B/III/1994, dated 17 March 1994.</p> <p>In 2005, there was a Revision of the Environmental Monitoring and Management Plan (RKL-RPL) which was approved by the BAPEDALDA of Aceh Singkil Regency through decision letter No.660.1/225/2005, dated 20 December 2005. The study area in this Revised RKL-RPL was 4,247 Ha.</p> <p>PT Socfin Indonesia – Lae Butar Mill also has the latest environmental document in the Environmental Management Document (DPLH) for the oil palm plantation activities of PT. Socfin Indonesia - Lae Butar Mill Area 167.48 Ha which was approved by the Aceh Singkil Regency Environmental Service on 4 August 2021. The environmental permit document is based on the recommendation of the</p>	Complied

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		<p>Aceh Singkil Regency DPLH (No.660/204) on 29 July 2021, which stated that it could be technically approved.</p> <p>On 5 August 2019, PT. Socfin Indonesia – Lae Butar responded through Letter Number LB/X/Bi/849/19 to the Environmental Service of Aceh Singkil Regency. The contents of the letter were in the form of submission of DPLH documents based on objective conditions in the field covering an area of 167.48 Ha Ha covering Division IV blocks 89, 90, 91, 100, 101, 102 and 103 located in Block 18 Village, Gunung Meriah District, Aceh Singkil Regency which was approved by the Head of the Environmental Service of Aceh Singkil Regency on 4 August 2021 with the number 013.</p> <p>To fulfill the requirements of the Ministry of Environment and Forestry, the Company has submitted a Work Agreement for the Preparation of Addendum ANDAL Documents, RKL-RPL Type A, Technical Approval of Waste and Emissions, and Technical Details of Hazardous Waste – Lae Butar Mill, No: No. PD-GM/X/104/2023; dated 20 March 2023.</p> <p>Lae Butar has appointed PT. Sucofindo Medan (Head Office) for the preparation of Addendum ANDAL Documents, RKL-RPL Type A, Technical Approval of Waste and Emissions, and Technical Details of Hazardous Waste - Lae Butar Mill.</p> <ul style="list-style-type: none"> <li>• Phase I: Technical Approval of Waste must be completed by 31 December 2023.</li> <li>• Phase II: Technical Approval of Emissions must be completed by 31 December 2024.</li> <li>• Phase III: Technical Details of Hazardous and Environmental Approval must be completed by 31 December 2024.</li> </ul> <p><u>Social Impact Analysis (SIA)</u></p> <p>This was carried out for the first time in 2014 by involving various parties, for example through field visits on 21 March – 30 April 2014 covering the villages of Sangga Beru, Sidorejo, Dangguran, Uruk Timbul, Siatas, Suko Rejo, Sidodadi, Pandan Sari, and Rimo City. The identified aspects include economic, social, cultural, and public health.</p>	
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		<p>PT. Socfin Indonesia – Lae Butar carries out regular reviews of the Social Impact Analysis and the last time it was carried out was in August 2024. It informed the following impact aspects:</p> <ul style="list-style-type: none"> <li>• Estate operations: Replanting and maintenance activities.</li> <li>• Factory operations: Noise, boiler ash, odor of waste pond.</li> <li>• Factory supporting facilities: Decreased air quality.</li> <li>• Infrastructure development: Access for employees and the surrounding community.</li> <li>• Livelihoods: Recruitment is tailored to needs and 100% comes from surrounding villages.</li> <li>• Land type.</li> <li>• Land ownership: Potential claims.</li> <li>• Land use patterns.</li> <li>• Social costs: Increased operational costs to build relationships with stakeholders.</li> <li>• Impact on the livelihoods of communities around the plantation: Recruitment, increase in business units around the plantation, increase in the number of residents utilizing estate resources, increase in the number of cattle breeders, increase in the number of cows grazing in the plantation.</li> <li>• Potential human rights violations: Increase in the number of complaints.</li> <li>• Impact of Food Security.</li> <li>• Activities which increase GHG.</li> </ul>	
3.4.2	<p>For the unit of certification, a SEIA is available and social and environmental management plan and its monitoring have been developed with participation of affected stakeholders.</p> <p>- Minor compliance -</p>	<p>As explained in 3.4.1, PT. Socfin Indonesia – Lae Butar POM has an environmental and social management and monitoring plan stated in several environmental documents as well as a social impact assessment. This activity has included relevant stakeholders, for example, it was confirmed from the results of interviews with the Head of Lae Butar Village and the Head of Pangi Village who stated that community aspirations were always considered in preparing the document.</p> <p>PT. Socfin Indonesia – Lae Butar Mill has shown SIA questionnaire - year 2024, which has involved all surrounding villages and representatives from various types of stakeholders. such as gender, internal stakeholders, external stakeholders, age group, and others. An example of a questionnaire was for 105 respondents from Mr. Saeful Riyadi (block 15 – dated 5 June 2024), Mr Sutrisno</p>	Complied

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		(in Tulaan Village – dated 3 June 2024), and Mr Jakir (in Sidorejo Village – dated 4 June 2024)	
3.4.3	<p><b>(C)</b> The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar POM has been able to demonstrate environmental management and monitoring programs including social aspects and this can be demonstrated through documentation of activities.</p> <p>Social - Environmental management and monitoring reporting documents are reported to the authorized agency through the Electronic Environmental Reporting Information System (SIMPEL) application periodically every three months and six months. The reporting document evidence is as follows:</p> <ul style="list-style-type: none"> <li>• Evidence of reporting RKL-RPL, Water Pollution Management (PPA), Air Pollution Management (PPU) and Hazardous Waste Management for the second semester of 2023 and first semester of 2024 have been reported through SIMPEL to the Ministry of Environment and Forestry with TTE ID: 1710981570-19 with a TTE print time of 21 March 2024 and dated 18<sup>th</sup> July 2024. These include several activities for social - as follows: <ul style="list-style-type: none"> <li>- There are no land claims made by residents regarding the legality of the company's land.</li> <li>- Providing employment opportunities and improving welfare for the surrounding community, including collaboration with local contractors (CV Liang Barat).</li> <li>- There are no complaints regarding replanting carried out by the company.</li> <li>- Implementation of CSR to the surrounding community whose impact is felt well.</li> </ul> </li> <li>• Evidence of reporting Hazardous Waste Management for the first quarter of 2024 has been reported through SIMPEL to the Ministry of Environment and Forestry with TTE ID: 1713168612-2176) with a TTE print time 15 April 2024.</li> <li>• Evidence of reporting Hazardous Waste Management for the first quarter of 2024 has been reported through SIMPEL to Aceh Singkil Regency Environmental Service with TTE ID: 1713168666-2176) with a TTE print time of 15 April 2024.</li> <li>• Evidence of reporting of Hazardous Waste Management for the first quarter of 2024 has been reported via SIMPEL to the Environmental Service of</li> </ul>	Complied

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		<p>Nangroe Aceh Darussalam Province with TTE ID: 1713168638-2176) with a TTE print time of 15 April 2024.</p> <p>Based on results of the document review, it is known that all environmental management and monitoring parameters have been monitored in accordance with the existing matrix and are still below quality standards such as:</p> <ul style="list-style-type: none"> <li>• Water Monitoring of Lae Cinendang River Upstream and Downstream in the first semester of 2024 – dated 22 February 2024 carried out by the Sucofindo Institute according to the analysis report No.01833/CLACAR (upstream) and No.01834/CLACAR (downstream).</li> <li>• Boiler monitoring in accordance with the Sucofindo Test results report No.04038/CLACAR dated 20 March 2024 with particulate test parameters, SO<sub>2</sub>, NO<sub>2</sub>, HCl, Cl<sub>2</sub>, NH<sub>3</sub>, HF and Opacity (LH Ministerial Regulation No. 07/2007 attachment I) which results in all parameters still below the specified quality standards.</li> <li>• Ambient air monitoring in accordance with Sucofindo analysis report dated 22<sup>nd</sup> April 2024, no 04036/CLACAR for the front area of the POM office, POM employee housing, and outer fence, test parameters SO<sub>2</sub>, CO<sub>2</sub>, NO<sub>2</sub>, NMHC, TSP, PM10, PM2.5, Pb and Noise are all below the quality standard limits.</li> </ul> <p>Sample of testing certificated:</p> <table border="1"> <thead> <tr> <th>No</th><th>Month</th><th>Certificate number</th><th>Result</th></tr> </thead> <tbody> <tr> <td>1</td><td>January 2024</td><td>00901/CLACAR</td><td rowspan="5">below the quality standard limits.</td></tr> <tr> <td>2</td><td>February 2024</td><td>01817/CLACAR</td></tr> <tr> <td>3</td><td>March 2024</td><td>02607/CLACAR</td></tr> <tr> <td>4</td><td>April 2024</td><td>03573/CLACAR</td></tr> <tr> <td>5</td><td>May 2024</td><td>04501/CLACAR</td></tr> </tbody> </table> <p>Based on the results of the verification of the wastewater quality test document between 2023 and 2024, the test parameters: pH, Total Nitrogen, Total Suspended Solids, Oil &amp; Fat, COD and BOD<sub>5</sub> still meet the wastewater quality standards stipulated in Environmental Regulation number 5 of 2014 attachment III.</p>	No	Month	Certificate number	Result	1	January 2024	00901/CLACAR	below the quality standard limits.	2	February 2024	01817/CLACAR	3	March 2024	02607/CLACAR	4	April 2024	03573/CLACAR	5	May 2024	04501/CLACAR	
No	Month	Certificate number	Result																				
1	January 2024	00901/CLACAR	below the quality standard limits.																				
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3	March 2024	02607/CLACAR																					
4	April 2024	03573/CLACAR																					
5	May 2024	04501/CLACAR																					

**Criteria 3.5:** A system for managing human resources is in place.



3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives in accordance with the applicable regulation.</p> <p>- Minor compliance -</p>	<p>During ASA-1.4 there is no change on employment procedures for recruitment, selection, hiring, promotion, retirement and termination, as follows:</p> <ul style="list-style-type: none"> <li>• Procedure No. SOC/PSM/6.01.01 (Rev. 03) dated 20 February 2020 concern recruitment for daily permanent workers in Estate.</li> <li>• Procedure No. SOC/PSM/6.24 dated 1 November 2021 concern recruitment for daily permanent worker and temporary contract worker (PKWT).</li> <li>• Procedure No. SOC/PSM/6.14 (Rev. 0) dated 17 October 2016 about promotion, mutation, and demotion.</li> <li>• Apart from the procedure above, those employment aspect has also presented in the "Perjanjian Kerja Bersama 2022 – 2024 antara Perusahaan- perusahaan perkebunan Anggota BKS-PPS dengan Serikat Pekerja Anggota Federasi Serikat Pekerja Pertanian dan Perkebunan Serikat Pekerja Seluruh Indonesia (FSP.PP-SPSI) di Provinsi Nangroe Aceh Darussalam, Sumatera Utara, Riau dan Jambi."</li> </ul> <p>All procedure is available in Bahasa and available to workers and its representatives in accordance with the applicable regulation.</p>	Complied
3.5.2	<p>Employment procedures are implemented and records are maintained.</p> <p>- Minor compliance -</p>	<p>Employment procedures are implemented, and records are maintained for examples as follows:</p> <ul style="list-style-type: none"> <li>• Recruitment for the position of harvester and FFB loader in October 2023. The announcement is open and can be accessed by the general public. In addition, this job vacancy is also officially announced to the villages around the company by letter. The recruitment process is carried out starting from administrative selection (minimum age 18 years, ID card, certificate of diploma, Family Card and job application letter), physical and technical practice tests, and medical tests. Based on this process, 30 harvesters and 6 FFB loaders passed the selection results and were accepted to work for the company.</li> <li>• Letter No. UM/LB/R/429/24 dated 24 January 2024, issued by the General Division, stated that there were 9 workers who had been assigned promote from <i>Karyawan Harian Tetap</i> to <i>Pegawai Class I/2</i>.</li> <li>• <i>Surat Kesepakatan dan Perjanjian Akhir Masa Kerja</i> No. LB/X/Bi/1394/2023 dated 06 November 2023 for on behalf of LT (Division 3 LBE) 56 years old and 29 years of service. The company shows evidence</li> </ul>	Complied

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		of payment of pension to the employee in accordance with applicable employment laws.	
<b>Criteria 3.6:</b> An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<p><b>(C)</b> All operational activities risks assessed to identify the H&amp;S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar POM has OHS documentation that includes policies and procedures and resources to handle emergencies.</p> <p>PT. Socfin Indonesia Lae Butar POM is committed to providing a safe working environment for all its employees. The company is dedicated to implementing an OHS management system throughout its operations in full compliance with local regulations and relevant international standards. The OHS management system includes the following:</p> <ul style="list-style-type: none"> <li>• Hazard identification and prevention</li> <li>• Risk assessment and risk control.</li> <li>• Accident investigation and corrective action.</li> </ul> <p>PT. Socfin Indonesia Lae Butar POM shows the documents “List of Environmental, Occupational Safety and Health Aspects” and “List of Important Environmental, Occupational Safety and Health Aspects” for all operational activities of the plantation and factory with the results of the last review conducted on 20 May 2024, for both estate and mill.</p> <ul style="list-style-type: none"> <li>• Lae Butar POM – Risk Analysis has discussed all operational aspects and activities starting from security, weighbridge, boiler, engine room, powerhouse, loading ramp, sterilizer, threshing, pressing, WTP, WWTP, CPO dispatch, Clarification.</li> <li>• Lae Butar Estate – Risk Analysis has discussed all operational aspects and activities such as harvesting, fertilizing, replanting, FFB transport, workshops, warehouses, pesticide application, warehouses, polyclinics.</li> </ul> <p>In the results of the review, there are 6 aspect controls that are included in the important aspects based on the accidents that have occurred, including:</p> <ul style="list-style-type: none"> <li>• OHS briefing related to potential hazards (in the lorry area)</li> <li>• Conducting consistent and comprehensive asset inspections and OHS briefings (loading of EFB in the hopper when loaded onto the truck).</li> <li>• Adjusting the correct body position (FFB harvesting)</li> <li>• OHS briefing on the potential dangers of working on high-voltage PLN</li> </ul>	Complied

		<p>electricity lines and the importance of using appropriate work tools (harvesting on high-voltage PLN electricity lines)</p> <ul style="list-style-type: none"> <li>• Briefing on potential sources of danger in the cottage area and regular monitoring of water sources, drainage, and water channels (garden roads)</li> <li>• Briefing on the importance of PPE and Potential Hazards (loading FFB from TPH to trucks)</li> </ul> <p>Based on the results of interviews with circle and path spraying workers (in Division 1 – dated 15 October 2024), fertilizer workers (in Division 4 – dated 15 October 2024), boiler operators and engine room operators as well as WWTP officers (dated 14 October 2024), it is known that the risk analysis and controls have been routinely disseminated at least once a week during the morning briefing. Apart from that, in the OHS Committee meeting between worker and management, developments regarding impact aspects, for example if a work accident occurs, are also discussed.</p>	
3.6.2	<p><b>(C)</b> The effectiveness of the H&amp;S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar POM has OHS documentation that includes policies and procedures and resources to handle emergencies.</p> <p>Occupational Health and Safety Policy - adopted in June 2019 and updated in July 2022 signed by the President Director, until the audit is conducted in 2024 there will be no more changes related to occupational safety and policies.</p> <p>Adequate resources to handle OHS are the P2K3 team (OHS Committee). Socialization or training is also routinely carried out to ensure that OHS policies and procedures can be understood by all levels of employees.</p> <p>Monitoring of the OHS plan and risk analysis carried out by the unit of certification includes the following:</p> <ul style="list-style-type: none"> <li>• Regular monthly meetings of the OHS Committee team to prepare quarterly OHS Committee reports with report contents in the form of recording work accidents, routine monitoring of completeness of PPE including First aid, monitoring of completeness of emergency response equipment such as APAR and equipment for handling land fires.</li> <li>• OHS training and outreach, for example mandatory SIO, first aid training, MSDS training, and others.</li> </ul>	Complied

		<ul style="list-style-type: none"> <li>• Installation of OHS warnings or signs such as visitor lines at factories, emergency gathering places, important contact numbers, mandatory PPE warnings.</li> <li>• Evaluation of monitoring results is discussed in the OHS Committee meeting which will then provide recommendations to management for implementing the company OHS.</li> <li>• Land fire handling facilities referring to "PERMEN 5 - year 2018" are checked periodically once a month, the last inspection was in May 2024.</li> <li>• Emergency response warnings such as evacuation routes and visitor lines.</li> <li>• First aid kits and first aid bags that are equipped with contents according to regulations and are checked periodically every month, the last inspection was in May 2024</li> </ul> <p>In addition, the mandatory operator license can also be shown as proof that the company is committed to providing adequate competence for employees, including:</p> <ul style="list-style-type: none"> <li>• Production Power Operator License number 60328070524/B-OPM1/12/V/2024 valid until 7 May 2029, namely Mr Budiyanto Bangun</li> <li>• Class II - Steam Operator K3 License Reg. P.16. 371.OPK3-PUBT-B. II/X/2021 valid until 13 October 2026, namely Mr Hendra Simanjuntak.</li> <li>• Class II Steam - Operator K3 License Reg. P.08. 948.OPK3-PUBT-B. II/V/2020 valid until 29 May 2025 namely Mr Trimo.</li> <li>• Class II Steam - Operator K3 License Reg. P.08. 947.OPK3-PUBT-B. II/V/2020 valid until 29 May 2025 namely Mr Suhadi.</li> <li>• Chemical Officer K3 License Reg. P.15.1868/PK3-KIMIA/XII/2021 valid until 30 December 2024 namely Mr Siswanto.</li> <li>• Fire Fighting Unit Coordinator K3 License (B) Reg.P15.2654/KoordK3-KEB/XII/2021 valid until 31 December 2024 namely Kasnadi.</li> <li>• K3 License for Fire Officer Role (D) Reg.53902/PeranK3-KEB/XII/2021 namely Mr Rahmat Hidayat is valid until 31 December 2024.</li> <li>• Certificate of competency for the person in charge of wastewater processing operations with the No.37021 313203 4 0003408 2024 namely Achmad Zaini, dated 13 March 2024 is valid for 3 years.</li> </ul>	
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		<p>PT. Socfin Indonesia – Lae Butar POM has also show the PPE stock as of June 2024 such as AP boots (21 pcs), leather safety shoes (10 pcs), masks (227 pcs), plastic glasses (141 pcs), yellow helmets (59 pcs), rubber gloves (201 pcs), leather gloves (4 pcs), ear plugs (28 pcs).</p> <p>Based on the results of document studies and field visits, it is known that the K3 instructions that have been installed by the company include appeals on the use of appropriate PPE, noise information, evacuation routes, and assembly points in case of emergency.</p> <p>Locations where OHS instructions/warnings have been installed include the front of the division office, meeting room, process factory area, employee housing and operational block area. The results of interviews with representatives, found that employees were aware of OHS instructions in these strategic places.</p>	
<b>Criteria 3.7:</b> All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.			
3.7.1	<p><b>(C)</b> A documented programme that provides training is in place, which is accessible to all staff, workers, scheme smallholders, and outgrowers taking into account gender- specific needs, and which covers applicable aspects of P&amp;C Principles, in a form they understand and includes assessment of the training.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar has prepared a training program for year 2024 segmented for:</p> <ul style="list-style-type: none"> <li>• Best Management Practices training: Harvest, Fertilizer, Spraying, process, maintenance, WWTP, Boundary management, etc.</li> <li>• OHS training: First aid, Emergency response, MSDS, Operator license/permit.</li> <li>• Training related to RSPO standards: HCV management, company policies and sustainability commitments.</li> </ul> <p>Sampled taken, the training records shown are as follows:</p> <ul style="list-style-type: none"> <li>• Training and awareness regarding first aid in January – February 2024 to all divisions and mill with company doctors and nurses as resource persons.</li> <li>• Emergency response awareness and training to employees delivered during the morning briefing.</li> <li>• Dissemination and refreshment of river buffer management training for spray and fertilizer workers in June 2024.</li> <li>• SCCS requirement and policy dissemination to CV Karya Murni in 29 July 2024.</li> </ul>	Complied

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		The results of interviews with representatives of CV Liang Barat, representatives of spraying and harvesting workers, as well as sampled worker from Lae Butar POM revealed that regular dissemination and training is provided to workers both in morning briefings and other ad hoc sessions.	
3.7.2	Records of training are maintained, where appropriate on an individual basis. - Minor compliance -	<p>PT. Socfin Indonesia – Lae Butar POM record and maintains the training provision to its workers. Audit team reviewed individual personnel training record sampled:</p> <ul style="list-style-type: none"> <li>- Risben Sihotang. Training record: Emergency response training 3 March 2010; Security training 30 May 2012; Harvesting tool arrangement technique training 9 February 2018; Training SOP Panen-SOC/KKS/IK/07 FFB harvest training 17 February 2019; Supply Chain training 9 June 2023; Supply Chain Training 20 January 2024; Fire fighting training 9 March 2024;</li> <li>- Anggiat Manalu. Training record: Awareness ISO9001, ISO14001, ISO18001 20 October 2010; Training SOP Panen-SOC/KKS/IK/07 FFB harvest training 2 February 2011; Harvesting tool training 5 May 2012; Training SOP Panen-SOC/KKS/IK/07 FFB harvest training 23 January 2015; Training SOP Panen-SOC/KKS/IK/07 FFB harvest training 17 February 2019; HIRADC for loading ramp 20 June 2013; Training SOP Loading Ramp POM-IK-01-Loading Ramp 3 February 2024.</li> <li>- Mesmanto. Training record: Awareness ISO9001, ISO14001, ISO18001 22 June 2010; Training SOP Panen-SOC/KKS/IK/07 FFB harvest training 27 August 2010; Harvesting tool training 26 August 2010; Emergency response 6 January 2016; Emergency response 27 February 2022; Training SOP Loading Ramp POM-IK-01-Loading Ramp 3 February 2024.</li> </ul>	Complied
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. - Minor compliance -	<p>RSPO SCCS Training program planned on yearly basis. For year 2024, the RSPO SCCS training carried out 20 January 2024, the material related to receiving certified FFB, processing and reporting certified product, dispatch of certified CPO and PK, prevention of contamination, filling in reporting form. The training attended by 23 personnel from Lae Butar POM: weighbridge operators, drivers, laboratory analysts, dispatcher, loading ramp workers.</p> <p>Socialization for Estate worker carried out for Division IV workers, dated 5 August 2024 and attended by 14 drivers, FFB checkers, harvesting mandores. The training material comprise of simplified supply chain requirement from FFB</p>	Complied

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		harvesting, definition of identity preserved, type of information need to be recorded/checked when transporting certified FFB, prevention of contamination.	
<b>Criteria 3.8:</b> Supply chain requirements for mills. Procedure note: all requirements are classified as <b>Critical Indicators</b> . However it will not contribute to suspension if there is more than 5 non-compliance within a principle)			
3.8.1	<b>Identity Preserved Module</b> A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&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.	PT. Socfin Indonesia – Lae Butar POM only received FFB from company-owned estate, Lae Butar Estate. PT. Socfin Indonesia – Lae Butar POM implementing RSPO SCCS model IP since initial certification.	Complied
3.8.2	<b>Mass Balance Module</b> A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.	PT. Socfin Indonesia – Lae Butar POM only received FFB from company-owned estate, Lae Butar Estate. PT. Socfin Indonesia – Lae Butar POM implementing RSPO SCCS model IP since initial certification.	Not Applicable
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.	The projection for certified FFB and production of certified CPO and PK in Lae Butar POM has been recorded in BSI's public summary report and registered in RSPO IT Platform. Estimated FFB, CPO and PK production from PT. Socfin Indonesia – Lae Butar POM for period November 2024 – October 2025, are as follow: - FFB : 96,738.84 MT - CPO : 21,934.71 MT - PK : 3,906.23 MT	Complied

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3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	PT. Socfin Indonesia – Lae Butar POM is a palm oil mill which takes legal ownership and physically handled RSPO certified sustainable oil palm product, the site registered in RSPO IT Platform RSPO ID RSPO_PO1000001775.	Complied
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ol style="list-style-type: none"> <li>Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.</li> <li>Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records).</li> <li>Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard.</li> <li>The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill.</li> </ol>	<p>PT. Socfin Indonesia – Lae Butar POM has established complete and up to date procedures to implement RSPO supply chain requirements in Lae Butar POM:</p> <ul style="list-style-type: none"> <li>SOP for supply chain "Prosedur Manajemen Rantai Pasok No.SOC/PSM/9.10 2<sup>nd</sup> edition, rev.01" dated 15 April 2022. The procedure covers FFB receiving and its records, FFB process and its records, production records, delivery of product, daily production report, contract and Delivery Order issuance, record keeping, abnormal conditions, report of projected over production to CB, Shipping Announcement in PalmTrace, PIC of RSPO SCCS, processing on the day change from MB to IP, and outsourcing process.</li> <li>SOP for Internal Audit "Prosedur Internal Audit Sistem Management No.SOC/PSM/8.02, 3<sup>rd</sup> edition, Rev.09" dated 1 January 2022; described planning and preparation of internal audit that conducted once a year at minimum; audit implementation, findings; corrective action and audit report.</li> <li>SOP for complaint handling "Prosedur Penanganan Keluhan Sosial No.SOC/PSM/9.02 Rev.05" dated 3 October 2019 described mechanism of complaint handling mechanism.</li> <li>SOP for transporting palm product "Prosedur Pengiriman MKS/IKS dan Cangkang dengan Transportasi Darat No.SOC-POM/PSM/7.06 Rev.04" dated 1 January 2017, described delivery of CPO and PK from Palm Oil Mill to buyer or storage tank (outsourcing).</li> </ul> <p>Lae Butar POM has maintained complete and up to date records and reports that demonstrated compliance with the RSPO Supply Chain model Identity Preserved, among others: "Buku Collection Trip" (FFB Delivery Note); Weighbridge ticket; "Laporan Jumlah Janjang per Blok" (total bunches); "Laporan Pemeriksaan Bahan Baku Per Blok" (supply base verification); Daily Production Report; Monthly production report; CPO/PK Delivery Note.</p> <p>According to procedure Identification of the person having overall responsibility for RSPO Supply Chain implementation was Mill chief I (Head of Mill) and Sustainability staff and sales was responsible to conduct the transaction at Palm Trace.</p>	Complied



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		For RSPO SCCS administration, Head of Lae Butar Mill assigned Mill clerk; Mr. Zulkifli Lubis as PIC of SCCS administration based on Manager Decree letter No. LB/IX/Bi/03/2021 dated 4 January 2021. During the audit, the person was able to demonstrate awareness of the organization's procedures for the implementation of the RSPO Supply Chain requirements. PT. Socfin Indonesia – Lae Butar POM was implementing Identity Preserved for supply chain, all FFB receive by mill was from certified estate which is own estate (Lae Butar Estate). There is no non-certified FFB receive by mill.	
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>According to "Prosedur Internal Audit Sistem Management No.SOC/PSM/8.02, 3<sup>rd</sup> edition, Rev.09" dated 1 January 2022, described Sustainability Manager or Team conducted internal audit and management review to ensure all operational and documentation activities are comply to the requirement in RSPO Supply Chain Certification Standard and RSPO Market Communications and Claims Documents. The internal audit and management review is planned once a year at minimum.</p> <ul style="list-style-type: none"> <li>- The site has effectively implemented and maintains the standard requirement by performing internal audit.</li> <li>- Latest internal audit RSPO conducted on 15-19 July 2024 by internal auditor from Sustainability department Mr. Edy Armansyah (RSPO P&amp;C 2018 Lead Auditor Training Checkmark dated 24-29 October 2022) against RSPO P&amp;C 2018 Indonesia NI 2020 which include supply chain requirements.</li> <li>- Audit record can be demonstrated per "Program Audit", Rencana Audit", "Laporan Audit", "Checklist Audit". Based on audit report, there was no nonconformity issued against RSPO supply chain requirements. The latest internal audit result will be reviewed during next management review.</li> </ul> <p>The latest management review held on 25 January 2024 (attended by 13 participants consist of Group Manager, Manager, Mill Head, Head Assistant, field assistant and sustainability staff). The agenda covered as explained in "Laporan Tinjauan Manajemen", including:</p> <ul style="list-style-type: none"> <li>- Follow-up actions from previous management reviews.</li> <li>- Progress on addressing internal audit findings.</li> <li>- Achievements related to production targets.</li> <li>- Effectiveness of Risk Management</li> <li>- Opportunity for improvement.</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>- Internal/external issue.</li> <li>- External provider performance.</li> <li>- Resources adequacy.</li> <li>- SCCS implementation.</li> <li>- Customer feedback.</li> </ul>	
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. Socfin Indonesia – Lae Butar POM only received FFB from company-owned estate, which is Lae Butar Estate. Transportation from field to palm oil mill are using company trucks. From the process observed, there is no FFB contamination found. Document of FFB delivery note (Trip Collection) and Weighbridge Card described identity and location of FFB source and other item required, e.g. vehicle number, product delivered, date of delivery, trip number, division, weighbridge card number, truck number, gross weight, tare weigh and nett weigh, signed by driver, weighbridge clerk and administration staff.</p> <p>Sample FFB receiving document seen:</p> <ul style="list-style-type: none"> <li>- "Trip Collection" dated 16 December 2023; vehicle number BL8177RB; FFB origin: Division I, Block 47; Planting year 2000; Driver name Sut***; amount 563 bunches.</li> <li>- Weighbridge Ticket No.WT/GST600/2023/010248, dated 16 December 2023; vehicle number BL8177RB; FFB origin: Division I, Block 47; Netto 8,350 kg; Driver name: Sut***.</li> </ul> <p>Starting in 2024, trip collection using digitized gadget "Gawai Transport":</p> <ul style="list-style-type: none"> <li>- "Laporan Perjalanan No.BL8297MT/241016T0803" dated 11 August 2023; vehicle number BL8297MT; FFB origin: Division IV, Block 90, 91, 92; Planting year 1992 and 1993; Driver name Pa***; amount 250 bunches.</li> <li>- Weighbridge Ticket No.WT/GST9800P/2024/011097, dated 16 October 2024; vehicle number BL8297MT; FFB origin: Division IV, Block 90, 91, 92, 93; Netto 8,080 kg; Driver name: Pa***.</li> </ul> <p>Movement of FFB from Lae Butar Estate to Lae Butar POM are not sales transaction, it is under the control of same entity, PT. Socfin Indonesia. The certification of the supply base is fall under the palm oil mill, PT Socfin Indonesia – Lae Butar POM, therefore a check of the validity of the Supply Chain Certificate is not necessary.</p> <p>Mechanism for handling non-conforming material and/or documents described in "Prosedur Manajemen Rantai Pasok No.SOC/PSM/9.10, 2<sup>nd</sup> edition, rev.01"</p>	Complied

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		dated 15 April 2022, and "Tata Laksana Teknis Rantai Pasok" No.SOC/DP/9.10-01 Rev.01" dated 15 April 2022, Section XI – "Penanganan Ketidaksesuaian", stated that verification shall be conducted by the Sustainability Staff for every transaction announced in the PalmTrace.	
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ol style="list-style-type: none"> <li>The name and address of the buyer;</li> <li>The name and address of the seller;</li> <li>The loading or shipment / delivery date;</li> <li>The date on which the documents were issued;</li> <li>RSPO certificate number;</li> <li>A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations);</li> <li>The quantity of the products delivered;</li> <li>Any related transport documentation;</li> <li>A unique identification number.</li> </ol>	<p>PT. Socfin Indonesia – Lae Butar POM demonstrated records that include minimum information required for RSPO certified product. During this assessment, the site sold RSPO certified CPO and PK to PT. Multimas Nabati Asahan, PT. Musim Mas and PT. SMART Tbk. Record seen:</p> <p>CPO sales:</p> <ul style="list-style-type: none"> <li>- "Kontrak Penjualan Lokal" No.40013314 dated 2 August 2024; described the seller's name is PT. Socfin Indonesia, address: Jl. K.L. Yos Sudarso No.105 Medan Barat, Medan Sumatera Utara; the buyer's name is PT. Sinar Mas Agro Resources and Technology/SMART Tbk, address: Belawan Refinery; product Crude Palm Oil (CPO); quality is RSPO IP Certified; quantity is 500 MT.</li> <li>- Delivery Order No.300032218 described the name of the buyer is PT. Sinar Mas Agro Resources and Technology/SMART Tbk, address Kawasan Berikat Belawan; the name of the Seller is PT. Socfin Indonesia – Lae Butar; date of document issued is 2 August 2024; description of product Crude Palm Oil (CPO); quality RSPO Certified IP; quantity is 500 MT; related Contract/Unique Identification No.40013314; transporter CV Karya Murni. Certificate No.RSPO 734167.</li> <li>- "Surat Pengantar" and Weighbridge docket No.WT/GST9800P/2024/008431; RSPO Certified IP; Certificate No.RSPO 734167; dated 20 August 2024; Seller PT. Socfin Indonesia-Lae Butar; Buyer is PT. Sinar Mas Agro Resources and Technology/SMART Tbk, Belawan; product CPO; Weight 18,930 kg; Contract reference No.40013314; D/O reference No.300032218; transporter CV Karya Murni; Truck BK8962CU.</li> <li>- Transaction ID TR-f87119f6-650d dated 06-09-2024; Seller is PT. Socfin Indonesia – Lae Butar POM, RSPO_PO1000001775; Buyer is PT. SMART Tbk – Belawan Refinery, RSPO_PO1000000970; Product CSPO; Supply Cahin model IP; Volume 500 MT; Transaction Type Land; Shipping date 02-09-2024; Status Confirmed on 12-09-2024; Based on Delivery Order No.300032218, Contract No.40013314.</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>- "Kontrak Penjualan Lokal" No.40012798 dated 3 November 2023; described the seller's name is PT. Socfin Indonesia, address: Jl. K.L. Yos Sudarso No.105 Medan Barat, Medan Sumatera Utara; the buyer's name is PT. Musim Mas, address: Belawan Refinery; product Crude Palm Oil (CPO); quality is RSPO IP Certified; quantity is 2,000 tons.</li> <li>- Delivery Order No.300032218 described the name of the buyer is PT. SMART Tbk, address Belawan; the name of the Seller is PT. Socfin Indonesia – Lae Butar; date of document issued is 2 August 2024; description of product Crude Palm Oil (CPO); quality RSPO Certified IP; quantity is 500 tons; related Contract/Unique Identification No.40013314; transporter CV Karya Murni.</li> <li>- "Surat Pengantar" and Weighbridge docket No. WT/GST9800P/2024/08981; RSPO Certified IP; Certificate No.RSPO 734167; dated 30 August 2024; Seller PT. Socfin Indonesia-Lae Butar; Buyer is PT. Sinar Mas Agro Resources/SMART Tbk; product CPO; Weight 19,240 kg; Contract reference No.40013314; D/O reference No.300032218; transporter CV Karya Murni; Truck BK8142GN.</li> <li>- Transaction ID TR-b3636244-1012 dated 25-11-2023; Seller is PT. Socfin Indonesia – Lae Butar POM, RSPO_PO1000001775; Buyer is PT. Musim Mas – Belawan, RSPO_PO1000000076; Product CSPO; Supply Chain model IP; Volume 506 MT; Transaction Type: Land; shipping date 17-11-2023; Status: Confirmed on 28-11-2023; Based on Delivery Order No.300030521, Contract No.40012798.</li> </ul> <p>PK sales:</p> <ul style="list-style-type: none"> <li>- "Kontrak Penjualan Lokal" No.40013030 dated 5 March 2024; described the seller's name is PT. Socfin Indonesia, address: Jl. K.L. Yos Sudarso No.105 Medan Barat, Medan Sumatera Utara; the buyer name is PT. Musim Mas, address: KIM 1; product Palm Kernel (PK); quality is RSPO IP Certified; quantity is 1,000 MT.</li> <li>- Delivery Order No.300031305 described the name of the buyer is PT. Musim Mas at Kawasan Berikat KIM I, Belawan; the name of the Seller is PT. Socfin Indonesia – Lae Butar POM; date of document issued is 5 March 2024; description of product is Palm Kernel (PK); quality RSPO Certified IP; quantity is 73 MT; related Contract No.40013030; Unique Identification Number is 40013030; transporter CV Karya Murni.</li> <li>- "Surat Pengantar" and Weighbridge docket No.WT/GST9800P/2024/001069;</li> </ul>	
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		<p>RSPO Certified IP; Certificate No.RSPO 734167; dated 30 March 2024; Seller PT. Socfin Indonesia-Lae Butar; Buyer PT. Musim Mas Kawasan Berikat KIM I; product Palm Kernel; Weight 19,260 kg; Contract reference No.40013030; D/O reference No.300031305; transporter CV Karya Murni; Truck BK8478FW.</p> <ul style="list-style-type: none"> <li>- Transaction ID TR-09c42ac0-654b dated 18-04-2024; Seller is PT. Socfin Indonesia – Lae Butar POM, RSPO_PO1000001775; Buyer is PT. Musim Mas – KIM 1, RSPO_PO100000730; Product CSPK; Supply Chain model IP; Volume 96.91 MT; Transaction Type Land; Shipping date 30-03-2024; Status Confirmed on 19-04-2024; Based on Delivery Order No.300031305, Contract No.40013030.</li> <li>- “Kontrak Penjualan Lokal” No.40013068 dated 21 April 2024; described the seller’s name is PT. Socfin Indonesia, address: Jl. K.L. Yos Sudarso No.105 Medan Barat, Medan Sumatera Utara; the buyer name is PT. Sinar Mas Agro Resources and Technology/SMART Tbk, address: Belawan Refinery; product Palm Kernel (PK); quality is RSPO IP Certified; quantity is 300 MT.</li> <li>- Delivery Order No.300031425 described the name of the buyer is PT. Sinar Mas Agro Resources and Technology/SMART Tbk, Belawan; the name of the Seller is PT. Socfin Indonesia – Lae Butar POM; date of document issued is 21 March 2024; description of product is Palm Kernel (PK); quality RSPO Certified IP; quantity is 87 MT; related Contract No.40013608; Unique Identification Number is 40013068; transporter CV Karya Murni.</li> <li>- “Surat Pengantar” and Weighbridge docket No.WT/GST9800P/2024/001091; RSPO Certified IP; Certificate No.RSPO 734167; dated 30 March 2024; Seller PT. Socfin Indonesia-Lae Butar; Buyer PT. Sinar Mas Agro Resources and Technology/SMART Tbk; product Palm Kernel; Weight 19,280 kg; Contract reference No.40013068; D/O reference No.300031425; transporter CV Karya Murni; Truck BK8482FL.</li> <li>- Transaction ID TR-27d546b6-c7b2 dated 18-04-2024; Seller is PT. Socfin Indonesia – Lae Butar POM, RSPO_PO1000001775; Buyer is PT. SMART Tbk – Belawan REfinery, RSPO_PO1000006555; Product CSPK; Supply Chain model IP; Volume 85.4 MT; Transaction Type Land; shipping date 04-04-2024; Status: Confirmed on 19-04-2024; Based on Delivery Order No.300021425, Contract No.40013068.</li> </ul>	
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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>PT. Socfin Indonesia - Lae Butar POM does not outsource its milling activities; however, the organization uses third party contractor for transportation of certified product, that is CSPO and CSPK. PT. Socfin Indonesia – Lae Butar POM outsourced the transportation of CSPO and CSPK to CV Karya Murni. Valid contract was demonstrated:</p> <ul style="list-style-type: none"> <li>- "Surat Perjanjian Pengangkutan Minyak Kelapa Sawit PT. Socfin Indonesia dan CV Karya Murni No.PD-GM/X/576/2023", dated 4 December 2023. The contract covers work for CPO transport, valid from 1 January to 31 December</li> </ul>	Complied

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	<p>ii) The mill shall ensure the following:</p> <ul style="list-style-type: none"> <li>a) The mill has legal ownership of all input material to be included in outsourced processes</li> <li>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.</li> <li>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</li> <li>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.</li> </ul>	<p>2024.</p> <ul style="list-style-type: none"> <li>- "Surat Perjanjian Pengangkutan Inti Kelapa Sawit PT Socfin Indonesia and CV Karya Murni No.PD-GM/X/582/2023", dated 4 December 2023. The contract covers work for PK transport, valid from 1 January to 31 December 2024.</li> </ul> <p>PT. Socfin Indonesia – Lae Butar POM has ensured that the independent third party complies with the requirements of the RSPO Supply Chain Certification Standard. The requirement to comply with RSPO Supply Chain was explained and include in the contract agreement. In Article II (term and conditions) of the contract mentioned that:</p> <ul style="list-style-type: none"> <li>- Section 5.a. Contractor shall abide RSPO SCCS requirement, the supply chain IP means contractor shall ensure certified product does not physically commingling with non-certified product; including storage and transport.</li> <li>- Section 5.b. Transport officer shall understand the supply chain module by looking into the "Surat Pengantar" whereby stating "RSPO Certified (IP)".</li> </ul> <p>The contract has been signed by both parties and means that the outsourcing party understood the RSPO Supply Chain requirements.</p> <p>PT. Socfin Indonesia – Lae Butar POM controls the certified CPO and PK transporter before shipping by:</p> <ul style="list-style-type: none"> <li>- Checking completeness of vehicle including legality and safety, tank condition, faucet out, main hole tank, hinge/key lock faucet out, seal number and seal condition.</li> <li>- The quantity of CPO monitored by Weighbridge Card and SPK (with 0.20% tolerance).</li> </ul> <p>PT. Socfin Indonesia - Lae Butar POM provided training RSPO SCCS for representative and driver of CV Karya Murni, dated 29 July 2024. The training material related to supply chain principle, transporting RSPO certified product, use of PPE, etc.</p> <p>Based on field verification and document verification can be demonstrated that the transporter is under control of PT. Socfin Indonesia – Lae Butar POM, and tank/truck cleaning check consistently performed.</p>	
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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.	PT. Socfin Indoneisa – Lae Butar POM only use one contractor for transport of certified CPO and PK namely CV Karya Murni. The contact detail is Mr. H. Safriadi Manik as the Director. Contractor address at Taman Setia Budi Indah SS No. 53 Kecamatan Medan Sunggal, Medan, Sumatera Utara Province, Indonesia. The contact detail was provided in the Contract Agreement and List of Stakeholder Kebun Lae Butar, dated 6 October 2024.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	The documented procedure of supply chain, "Prosedur Manajemen Rantai Pasok" (SOC/PSM/9.10 Version 2 Rev.01) dated 15 April 2022, in section 6.13.5 has explicitly described that the site will inform CB if there is addition or change in contractor used. The contact detail is Mr. H. Safriadi Manik as the Director. Contractor address at Taman Setia Budi Indah SS No. 53 Kecamatan Medan Sunggal, Medan, Sumatera Utara Province, Indonesia. The contact detail was provided in the Contract	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>Up to this moment, Lae Butar POM maintains accurate, complete, up-to-date and accessible records and reports covering all aspects of RSPO Supply Chain requirements, as evident in "Laporan Produksi Harian", "Berita Acara Pengukuran dan Perhitungan Stok CPO", "Kontrak Penjualan Lokal", Delivery Order, Weighbridge Card and Delivery Note. Records and report verified are as follows:</p> <ul style="list-style-type: none"> <li>- Laporan Harian Pabrik (Mill Daily Report); dated 30 December 2023 and 30 September 2024.</li> <li>- Production Statement – Monthly production report of January to December 2023 and January to September 2024.</li> <li>- "Kartu Timbangan" - Weighbridge Ticket/Docket FFB;</li> <li>- "Kartu Timbangan" - Weighbridge Ticket/Docket CPO;</li> <li>- "Kartu Timbangan" - Weighbridge Ticket/Docket PK.</li> </ul> <p>Company SOP "Prosedur Manajemen Rantai Pasok No.SOC/PSM/9.10 edisi 2 Rev.01" dated 15 April 2022, section 6.7 requires that all related records and reports, e.g. FFB receiving, "Laporan Produksi Harian", Contract, Delivery Order, Weighbridge Card and Delivery Note must be keep for a period of minimum five (5) years. Record verification confirms records as early as 2020 are still maintained.</p>	Complied



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	<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>Lae Butar POM uses Identity Preserved Module for supply chain. Lae Butar POM has recorded and balances all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis, as shown in Production Statement. Monthly production report was generated from weighbridge card, summarized daily in mill daily report, summarized monthly in Mill Operation Summary, then summarized in Production Statement.</p> <p>For processing report dated 30 December 2023, FFB processed was 261.870 MT; CPO produced was 79.744 MT; PK produced was 13.598 MT; OER was 22.05%; KER was 3.76%; CPO dispatched was 0 MT; PK dispatched was 0 MT. For period January to December 2023, FFB processed was 99,800.34 MT; CPO produced was 22,623.23 MT; PK produced was 3,936.22 MT; OER was 22.67%; KER was 3.94%; CPO dispatched was 22,737.16 MT; PK dispatched was 3,949.07 MT.</p> <p>For processing report dated 30 September 2024, FFB processed was 251.66 MT; CPO produced was 54.48 MT; PK produced was 8.79 MT; OER was 21.65%; KER was 3.49%; CPO dispatched was 18.33 MT; PK dispatched was 0 MT.</p> <p>For the period January to 7 October 2024, FFB processed was 68,894.84 MT; CPO produced was 15,143.68 MT; PK produced was 2,547.72 MT; OER was 21.98%; KER was 3.70%; CPO dispatched was 14,915.34 MT; PK dispatched was 2,547.80 MT.</p> <p>Conversion rate is only applied to provide reliable estimation of CPO and PK produced for annual budget. All volumes of palm oil and palm kernel oil that are delivered are deducted from the Production Statement.</p>	
3.8.13	<p><b>Extraction Rate</b></p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>The oil extraction rate (OER) and Kernel extraction Rate (KER) are applied to provide reliable estimation of CPO and PK produced for annual budget. OER and KER are set based upon experience, documented and applied it consistently. For year 2023, the estimated extraction rate from FFB into CPO is 22.65%, whilst from FFB to PK is 4.00%.</p>	Complied
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>The actual Oil Extraction Rates (OER) and Kernel Extraction Rates (KER) are monitored on daily basis through sounding result and documented in Daily Production Report and Production Statement. Based on Daily Production Report</p>	Complied

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		dated 30 September 2024 for period January to September 2024, actual OER is 21.98% and actual KER is 3.70%.	
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. Socfin Indonesia - Lae Butar POM implemented RSPO SCCS Identity Preserved Module. Lae Butar POM only received certified FFB from its own estate and no other FFB source.</p> <p>PT. Socfin Indonesia has a documented procedure "Prosedur Manajemen Rantai Pasok No.SOC/PSM/9.10 Version 2 Rev.01" dated 15 April 2022. The procedure covers FFB receiving and its records, FFB process and its records, production records, delivery of product, daily production report, contract and DO issuance, record keeping, handling non-conformance FFB and document, report of projected over production to CB, Shipping Announcement in PalmTrace, PIC of RSPO SCCS, processing on the day change from MB to IP, and outsourcing process.</p> <p>Lae Butar POM has 2 storage tanks, with capacity @ 700 MT. Storage Tank has been conducted refer to "Berita Acara Pengosongan dan Pencucian Tanki" dated 12 September 2023 for Storage Tank No. 1 and on 30 December 2022 for Storage Tank No.2.</p> <p>Because all FFB processed at Lae Butar POM is from Lae Butar Estate, it can be ascertained that all products produced are 100% certified. Transport and storage are 100% IP products only.</p>	Complied
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. Socfin Indonesia – Lae Butar POM issued Shipping Announcement for certified CPO and PK sold. For 12 months period, all certified CPO and PK are sold under RSPO scheme, there are no sales of certified CPO and PK under other scheme, therefore "Remove" is not applicable.</p> <p>Sample verified of Shipping Announcement:</p> <ul style="list-style-type: none"> <li>- Transaction ID TR-b3636244-1012 dated 25-11-2023; Seller is PT. Socfin Indonesia – Lae Butar POM, RSPO_PO1000001775; Buyer is PT. Musim Mas – Belawan, RSPO_PO1000000076; Product CSPO; Supply Chain model IP; Volume 506 MT; Transaction Type: Land; shipping date 17-11-2023; Status: Confirmed on 28-11-2023; Based on Delivery Order No.300030521, Contract No.40012798.</li> </ul>	Complied

		- Transaction ID TR-09c42ac0-654b dated 18-04-2024; Seller is PT. Socfin Indonesia – Lae Butar POM, RSPO_PO1000001775; Buyer is PT. Musim Mas – KIM 1, RSPO_PO1000000730; Product CSPK; Supply Chain model IP; Volume 96.91 MT; Transaction Type Land; Shipping date 30-03-2024; Status Confirmed on 19-04-2024; Based on Delivery Order No.300031305, Contract No.40013030	
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>Lae Butar POM does not make any claims outside of the RSPO Rules on Market Communications and Claims. The company has prepared a procedure "Prosedur Komunikasi dan Klaim Minyak Sawit Bersertifikat RSPO No.SOC/PSM/9.12" dated 1 September 2015. The procedure clearly stated that PT. Socfin Indonesia did not make any claims regarding the use of RSPO trademark.</p> <p>Lae Butar POM delivered RSPO certified CPO and PK in bulk, the mill has made no claim regarding the use of or support of RSPO certified oil palm products. Description of RSPO certified product only made in shipping documentation, e.g. Delivery Order and Weighbridge Ticket.</p>	Complied
<b>General corporate communications</b>			
4.1	A corporate communication is one made by any RSPO member that highlights its RSPO membership and/or its commitment to the objectives and principles of RSPO. Corporate communication is a "non-product related" claim.	Socfin SA in its website stated "RSPO certification of the sustainable aspect of our palm oil".	Complied
4.2	<p>In corporate communications, a member is allowed to:</p> <p>A. display its RSPO membership status</p> <p>B. display the RSPO web address (www.rspo.org)</p> <p>C. state that the member supports the work of RSPO</p> <p>D. state the member's history with regard to RSPO</p> <p>E. use the RSPO Trademark (as shown below) with a valid trademark licence number to promote its RSPO membership</p>	<p>In corporate communication, Socfin Group:</p> <p>a. Socfin SA did not display its RSPO membership status, however Socfin SA display that the company has 23 units of RSPO certified oil mills.</p> <p>b. The website has a link to <a href="http://www.rspo.org">www.rspo.org</a> in certification tab, at address: <a href="https://socfin.com/en/certification/">https://socfin.com/en/certification/</a>.</p> <p>c. State that the member supports the work of the RSPO: not in direct manner, however on the website Socfin Group stated "RSPO certification of the sustainable aspect of our palm oil".</p> <p>d. State the member's history regarding the RSPO: the website display link to RSPO certificate of each unit certified.</p> <p>e. Use the RSPO trademark to promote its membership of the RSPO: the website does not display RSPO trademark.</p>	Complied

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4.3	Members are <b>not allowed</b> to use the RSPO corporate logo as shown below. This is for the sole use of the RSPO Secretariat.	In corporate communications, Socfin SA does not use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document.	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 corporate communications, Socfin SA does not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	Complied
4.5	<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"> <li>• "We have been sourcing RSPO certified palm oil since (YEAR)."</li> <li>• "We have used (X) tonnes of RSPO certified palm oil for our products manufactured in the last year."</li> <li>• "We have been RSPO certified since (YEAR)."</li> <li>• "We have (X NUMBER OF PRODUCTS) produced using RSPO certified MB/SG palm oil."</li> <li>• "In (YEAR), our company sourced (X%) of palm oil derivative volumes that was used across our products manufactured as MB certified."</li> <li>• "Our company covered (X%) of palm oil derivative volumes used across all our products manufactured in (YEAR) with smallholder credits."</li> <li>• "We are RSPO certified. Ask us for our RSPO certified products."</li> </ul>	In corporate communications, Socfin SA make statements that highlight their RSPO certification status and product-related claims in their corporate communication tools, e.g. have 23 RSPO certified oil mills and 100% of RSPO certified palm oil mills.	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> <ol style="list-style-type: none"> <li>"The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR)."</li> <li>X% of palm oil sourced by our organisation are certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a)</li> </ol>	Socfin SA is RSPO certified member.	Complied

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	<p>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>		
<b>Product-specific communications</b>			
<b>5.1 General</b>			
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. Socfin Indonesia – Lae Butar POM stated in shipping documents, e.g. "Kontrak Penjualan Lokal" and Delivery Order that the product sold is RSPO Certified CPO or RSPO Certified PK with module IP.	Complied
5.1.2	Product-specific communications are voluntary.	PT. Socfin Indonesia – Lae Butar POM stated in shipping documents, e.g. "Kontrak Penjualan Lokal" and Delivery Order that the product sold is RSPO Certified CPO or RSPO Certified PK with module IP.	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.	RSPO label is not displayed on 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. Socfin Indonesia – Lae Butar POM does not use 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 supplier labels products with the retailers/traders/distributors RSPO	PT. Socfin Indonesia – Lae Butar POM is a palm oil mill.	Not Applicable

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	<p>Trademark licence number, the following conditions shall be met as shown below</p> <ul style="list-style-type: none"> <li>• RSPO members should be registered on the RSPO IT Platform and complete the information under 'description of products' field.</li> <li>• Both parties shall inform their certification body in writing about the agreement.</li> <li>• 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.</li> </ul>		
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. Socfin Indonesia – Lae Butar POM is a palm oil mill.	Not Applicable
<b>5.2 Off pack claims</b>			
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.	PT. Socfin Indonesia – Lae Butar POM stated in shipping documents, e.g. "Kontrak Penjualan Lokal" and Delivery Order that the product sold is RSPO Certified CPO or RSPO Certified PK with module IP. There is no RSPO Label used.	Complied
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	PT. Socfin Indonesia – Lae Butar POM stated in shipping documents, e.g. "Kontrak Penjualan Lokal" and Delivery Order that the product sold is RSPO Certified CPO or RSPO Certified PK with module IP.	Complied

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	supply chain model and certificate number under which the claim is being made.		
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"> <li>• 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.</li> <li>• If the distributor or wholesaler is supply chain certified, they should follow the requirements outlined in section 5.2.2.</li> </ul>	The unit of certification is a palm oil mill.	Not Applicable
<b>5.3 On pack claims</b>			
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. Socfin Indonesia – Lae Butar POM is an RSPO certificate holder with certificate number RSPO issued by BSI Services Malaysia Sdn Bhd on 25 February 2019. The certificate holder sold its oil palm product in bulk, there is no on pack claims attached.	Not Applicable
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"> <li>• RSPO IP/SG CERTIFIED*</li> </ul>	PT. Socfin Indonesia – Lae Butar POM is an RSPO certificate holder with certificate number RSPO issued by BSI Services Malaysia Sdn Bhd on 25 February 2019. The certificate holder sold its oil palm product in bulk, there is no on pack claims attached.	Not Applicable



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	<ul style="list-style-type: none"> <li>Contains RSPO IP/SG palm oil*</li> <li>Contains RSPO certified palm oil (IP/SG)*</li> </ul> <p>*Add RSPO TM Licence Number below or next to the claim.</p>		
	<p>B) or Mass Balance (MB) Certified Products:</p> <ul style="list-style-type: none"> <li>RSPO MIXED*</li> <li>Contributes to the production of RSPO certified palm oil*</li> <li>Contains RSPO certified palm oil (MB)*</li> </ul> <p>*Add RSPO TM Licence Number below or next to the claim.</p>	PT. Socfin Indonesia – Lae Butar POM is an RSPO certificate holder with certificate number RSPO issued by BSI Services Malaysia Sdn Bhd on 25 February 2019. The certificate holder sold its oil palm product in bulk, there is no on pack claims attached.	Not Applicable
	<p>C) For Partially Certified Products:</p> <ul style="list-style-type: none"> <li>RSPO 50% MIXED*</li> <li>Contains at least 50% RSPO certified palm oil*</li> </ul> <p>*Add RSPO TM Licence Number below or next to the claim.</p>	PT. Socfin Indonesia – Lae Butar POM is an RSPO certificate holder with certificate number RSPO issued by BSI Services Malaysia Sdn Bhd on 25 February 2019. The certificate holder sold its oil palm product in bulk, there is no on pack claims attached.	Not Applicable
	<p>D) For Products covered with Book and Claim (B&amp;C):</p> <ul style="list-style-type: none"> <li>RSPO CREDITS*</li> <li>Supports the production of RSPO certified palm oil*</li> <li>Contains palm oil covered by the purchase of RSPO Credits*</li> </ul> <p>*Add RSPO TM Licence Number below or next to the claim.</p>	PT. Socfin Indonesia – Lae Butar POM is an RSPO certificate holder with certificate number RSPO issued by BSI Services Malaysia Sdn Bhd on 25 February 2019. The certificate holder sold its oil palm product in bulk, there is no on pack claims attached.	Not Applicable
5.3.3	On pack claims shall not include information about the claimant's RSPO membership status.	PT. Socfin Indonesia – Lae Butar POM communication has not stated information about the claimant's RSPO membership status.	Complied
5.3.4	Members shall not communicate to consumers information about their suppliers' RSPO membership status.	PT. Socfin Indonesia – Lae Butar POM and the parent company – Socfin SA did not make any communication about their supplier's RSPO membership status.	Complied
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.	There is no RSPO Label used.	Complied
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.	There is no on pack claim used.	Complied



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<b>MODULE A – IDENTITY PRESERVED</b>			
	95% of the palm oil content must be RSPO IP certified.	PT. Socfin Indonesia – Lae Butar POM implemented Identity Preserved Module, with 100% oil palm content RSPO-certified.	Complied
	If 100% of RSPO IP 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.	PT. Socfin Indonesia – Lae Butar POM implemented Identity Preserved Module, with 100% oil palm content RSPO-certified.	Complied
<b>Messaging</b>			
	<p>Messaging ALLOWED for storytelling in product-specific communications may include any of the following elements:</p> <ul style="list-style-type: none"> <li>• The palm oil products contained in this product have been certified to come from RSPO sources. <a href="http://www.rspo.org">www.rspo.org</a></li> <li>• By choosing this product, you are sure that it contains RSPO certified palm oil. For more information: <a href="http://www.rspo.org">www.rspo.org</a></li> <li>• RSPO certified sustainable palm oil products were kept apart from other palm oil products throughout the supply chain. <a href="http://www.rspo.org">www.rspo.org</a></li> <li>• Certified sustainable palm oil products can be traced back to RSPO certified mills and plantations. <a href="http://www.rspo.org">www.rspo.org</a></li> <li>• The entire supply chain is monitored by independent, RSPO-accredited auditors. <a href="http://www.rspo.org">www.rspo.org</a></li> <li>• RSPO certified sustainable palm oil has been produced according to stringent environmental and social criteria. <a href="http://www.rspo.org">www.rspo.org</a></li> </ul>	PT. Socfin Indonesia – Lae Butar POM is certified RSPO P&C, selling CSPO and CSPK in bulk, there is no product packaging.	Complied
<b>Product-Specific Communications Labelling</b>			
	<p>Members are allowed to use the RSPO Label in one of the following ways:</p> <ul style="list-style-type: none"> <li>• RSPO Trademark that includes the tag "CERTIFIED"; or</li> <li>• RSPO Trademark that includes the tag "This product contains certified sustainable palm oil".</li> </ul>	PT. Socfin Indonesia – Lae Butar POM is certified RSPO P&C, selling CSPO and CSPK in bulk, there is no product packaging.	Not Applicable

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**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	<p><b>(C)</b> A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes of company's SOP or policy compared to the previous audit. PT. Socfin Indonesia – Lae Butar as a part of Socfin SA has human rights policy, adopted by PT Socfin Indonesia in June 2019 and updated in October 2021, signed by the Principal Director.</p> <p>PT. Socfin Indonesia recognizes and is committed to respecting international human rights standards. These shall include at a minimum the human rights standards as set out and defined in:</p> <ul style="list-style-type: none"> <li>• The United Nations declaration on Human Rights Defenders,</li> <li>• The Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights,</li> <li>• The International Covenant on Civil and Political Rights (explicitly the protection of whistle-blowing as an aspect of freedom of expression under Article 19)</li> <li>• The International Covenant on Economic, Social and Cultural Rights,</li> <li>• The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW),</li> <li>• The International Labour Organisation's (ILO) Declaration on Fundamental Principles and rights to work,</li> <li>• Any other guidelines or human rights standards as set out in the laws of the Republic of Indonesia</li> </ul> <p>PT. Socfin Indonesia expressly grants protection for any report documents or information in any form made with a reasonable belief that the information is true at the time it is disclosed.</p> <p>PT. Socfin Indonesia shall protect individuals against violence, threats, all forms of retaliation, direct or indirect, pressure or any other arbitrary action as a consequence of the individual's legitimate exercise of their fundamental human rights in the course of their engagement with Socfin Indonesia.</p> <p>PT. Socfin Indonesia shall protect individuals from all forms of retaliation, disadvantage or discrimination in the workplace linked or resulting from HRD</p>	Complied
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		<p>activities. Socfin Indonesia shall preserve the individual's confidentiality and the identity of the individual may not be disclosed without the individual's explicit informed consent.</p> <p>The policy had communicated annually to all stakeholders, as the latest in 2024 is summarized as follows:</p> <ul style="list-style-type: none"> <li>• Communication to worker conducted on 06, 07, 08, 15 and 24 April 2024 in Lae Butar Mill and Estate.</li> <li>• Communication to contractors had conducted on 22 July 2024 attended by contractor of worker outsource (CV Liang Barat Sejahtera).</li> <li>• Communication to surrounding community and District Agencies had conducted on 06 April 2024, attended by representatives from the village's officials around the company.</li> </ul> <p>The commitment in respecting human right has satisfactory implemented since there are absence of issues and incident related to human right violations Based on the interview with sample of workers during ASA-1.4 audit, in Lae Butar POM and Estate, they stated that there were no incidents or issues of human rights violations occurring in the operational area of the unit of certification. The company also had respected the rights of human right defenders and prohibiting the retaliation towards human right defenders.</p>	
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.</p> <p>- Minor compliance -</p>	<p>Based on field observation and interview with representative from trade unions, gender committee, workers from Lae Butar Estate and Mill, as well as with surrounding Villages, it was known that there were no involvement of mercenaries and paramilitaries on mill and estate operations. Furthermore, during 2023 to September 2024, there is no case of human right violence, harassment and discrimination.</p>	Complied
<b>Criteria 4.2:</b> There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.			
4.2.1	<p><b>(C)</b> The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p>	<p>Mechanism of complaints and grievance from internal and external stakeholder is presented in several documents, as follows:</p> <ul style="list-style-type: none"> <li>• Document of "Kebijakan Pengaduan" or grievance policy dated 1 June 2019.</li> <li>• "Penanganan Keluhan Sosial" (SOC/PSM/9.02 Rev.07) dated 15 April 2022, that separated into internal and external complaints, that covered several subjects towards dissatisfaction experienced by internal employees,</li> </ul>	Complied

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	- Critical (Major) compliance -	<p>discriminatory treatment, sexual harassment and violence at work- place, violations of reproductive rights for women workers, whistle-blower, and human rights defend- er.</p> <ul style="list-style-type: none"> <li>• Collective Labor Agreement (CLA) 2022-2024 Article XXIII Point 1 to 3.</li> <li>• Company registered system that could be accessed through stsupport@socfindo.co.id. Grievance data is registered in this system and reported regularly to Medan Headquarters. The list contains da- ta including grievance number, estate/department, type (external/internal), detailed issues, date of input, and status (logged/close).</li> </ul> <p>Those systems mentioned above has open to all affected parties (internal and external), which aims to mitigate and resolve disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants and whistleblowers. Socialization of policy had conducted to the affected parties. In Unit level, Administrative Staff (KTU) will be the person in charge for complaint follow up and monitoring, while for PT. Socfin Indonesia as corporate, this matter will be monitored by Sustainability Department Officer. Whistle- blower identity will be protected. Time of respond shall be less than 10 days. Any grievance and complaint could be directly delivered to several media, such as delivered directly for mediation to the PIC and/or upper coordinate, submit letter to suggestion box in the mill or estate office, involvement of Trade Union, Gender Committee, and Bipartite, or directly sent to Head Office in Medan. The mechanism had communicated annually to all stakeholders periodically.</p> <p>Based on observation to mill and estate office, this mechanism has displayed on information board. Furthermore, based on interview with internal and external stakeholder, it was known that they were familiar with the PIC who handling communication as company representative. However, during 2023 to September 2024, there were no complaint issued stakeholder. This is also confirmed during interview with internal and external stakeholders.</p>	
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>The complaint and grievance mechanism had communicated annually to all stakeholders, for example as the latest in 2024 is summarized as follows:</p> <ul style="list-style-type: none"> <li>• Communication to worker had gradually conducted on 6, 7, 8, 15 and 24 April 2024 in Lae Butar Mill and Estate.</li> <li>• Communication to contractors had conducted on 22 July 2024 attended by</li> </ul>	Complied

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		<p>contractor of worker outsource (CV Liang Barat Sejahtera).</p> <ul style="list-style-type: none"> <li>Communication to surrounding community and District Agencies had conducted on 6 April 2024, attended by representatives from the village's officials around the company.</li> </ul> <p>According to the procedures, stakeholders can raise their aspirations, suggestions, and feedback via the website, telephone, mail, email, fax, the suggestion box, or visit. The company has created signboards and communication flowcharts for stakeholders. The company also has provided a communication box, and to record incoming letters. All complaints will be recorded on a logbook. The SOP ensures that the illiterate is not left behind as they can visit and talk directly to the company officials. However, based on interview with representative from workers in Lae Butar Mill and Lae Butar Estate, as well as with surrounding villages, it was known that there were no illiterate parties. Most of them were also understood how to raise and issued a grievance or complaint. Furthermore, there also familiar with the PIC who handling communication as company representative. However, during 2023 to September 2024, there were no grievance nor complaint issued by stakeholder.</p>	
4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>"Penanganan Keluhan Sosial" (SOC/PSM/9.02 Rev.07) dated 15 April 2022, Unit of Certification ensure that all complaint/grievance are handled and can be accepted by all parties including Human Right Defenders. It shows that it has been arranged regarding the time period for responding to complaints. For example:</p> <ul style="list-style-type: none"> <li>Incoming complaints from internal stakeholders shall responded by top management unit's maximum 1 month after the complaint accepted.</li> <li>Incoming complaints from external stakeholders also shall responded by top management unit's maximum 1 month after the complaint accepted. If the complaints still not met with any settlements, general affair shall inform the complainants regarding the complaint status, progress and any other things needed to reach a settlement. If the settlement of a complaint is not approved by both parties, the complaint can involve a technical or independent mediator or a legitimate third party. Head clerk monitored all the settlement process and progress.</li> <li>Resolution for sexual harassment complaint, intimidation and violence will be held by Gender Committee. The meeting for complaints and investigation is conducted maximum 1 month after the complaint</li> </ul>	Complied

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		<p>submitted and the status will be updated on a monthly basis by Gender Committee.</p> <ul style="list-style-type: none"> <li>Resolution of human rights defenders' complaints and reporting violations will be carried out by the Estate Manager and may involve the General Affair Department. The duration of handling this complaint is not specifically regulated and depends on the size of the case.</li> </ul> <p>Based on review to complaint logbook "Catatan Keluhan Internal &amp; Eksternal" for period of October 2023 to September 2024, it was found that there were no grievance, complaints and conflict from external and internal parties.</p>	
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>Company procedure on dispute resolution has provides an option to access independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator should they choose to do so. Moreover, the procedure also mentioned that any conflict shall be settled through negotiation process with FPIC approach.</p> <p>Based on interview with community representatives, it was known that access for complainants to independent legal and technical advice, to choose individuals or groups as supporter, observers or third-party mediator has also allowed by the unit of certification, and the company will not interfere complainant decision. Furthermore, involvement of mercenaries and paramilitaries for intimidation purposes were never happened. During 2023 to September 2024, there is no conflict with internal and external stakeholders regarding industrial relationship, land ownership or occupation, environment issues, etc.</p>	Complied
<b>Criteria 4.3:</b> The unit of certification contributes to local sustainable development as agreed by local communities.			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local community are demonstrated.</p> <p>- Minor compliance -</p>	<p>The company already procedure for CSR and it is explained within "Prosedur Corporate Social Responsibility No.SOC/PSM/9.08, Rev.00" dated 1 January 2011. This procedure aims to serve as a guideline in carrying out CSR programs starting from budget determination, stakeholder consultation, program preparation/formulation to reporting and implementing CSR programs. The procedure states that the CSR program is based on identifying the needs of the surrounding community.</p>	Complied

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		<p>The program to improve the welfare of the surrounding community is realized through CSR. The company shows the 2023 CSR program for villages around the company, for example Siatas Village, Block 18 Village, Sanggabarau Village and Rimo Village.</p> <p>For the preparation of the 2024 CSR program, it was carried out in a participatory manner using the FGD (Forum Group Discussion) method involving the surrounding village community, which was carried out on December 15, 2023, several villages that attended the FGD based on the attendance list were Sidorejo Village, Kerangan Village, Sidodadi Village, Siatas Village, Block 15 Village, Block 18 Village and the Kampung Pagi Community. The FGD was attended by 20 representatives from the Village.</p> <p>The following are some CSR programs that have been determined by the company based on these participatory activities:</p> <ul style="list-style-type: none"> <li>• Human resource development</li> <li>• Religion</li> <li>• Health</li> <li>• Education</li> <li>• Sports and Recreation</li> <li>• Infrastructure and</li> <li>• Economic development</li> </ul> <p>The company can show the report on the implementation of the social responsibility program contained in the 2023 Corporate Social Responsibility Report Document made on January 24, 2024. The document informs the realization of CSR or social and environmental responsibility for the community in the work environment of PT. Socfin Indonesia - Lae Butar. The realization of CSR includes aspects of economy, HR, religion, Health, Education &amp; Sports, infrastructure and also economic development has been included in the report.</p> <p>Based on the results of public consultations with representatives of Lae Butar, Pandan Sari and Pangi Villages, it is known that the company routinely aids village communities, such as road repairs and financial assistance for village activities.</p>	
<b>Criteria 4.4:</b> Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			

4.4.1	<p><b>(C)</b> Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia-Lae Butar demonstrated evidence of compliance for legal ownership of the land totalling 4,727.40 Ha. The plantation area was originated from Dutch concession transfer (erfpacht) covering an area of 4,414.48 Ha and additionally 312.92 Ha from acquisition of plantation belong to PT. Jaya Bahni Utama in 2004.</p> <p>The Dutch concession area in the name of NV Cultuur Maatschappij Lipoet has been operating since Dutch colonial era, year 1919 according to Verponding No. 31 (Lae Butar), 34 (Rimau) and 35 (Lae Butar Pabrik).</p> <p>In 1965 this plantation was controlled by the Indonesian government based on Presidential Decree No.6 year 1965 and subsequently based on an Agreement between the Government of Indonesia and Plantations Noord Sumatra SA Brussels on 29 April 1968, a joint venture was formed between the Government of Indonesia and the original owner with new provisions to the new company land permit was granted for 30 years as stated in article 4 letter a of the agreement.</p> <ul style="list-style-type: none"> <li>- Transfer of Plantation Permit</li> </ul> <p>Letter from President of Indonesia "Surat Presiden Republik Indonesia No.B-68/PRES/6/1968; Kepada Menteri Pertanian/ex. Menteri Perkebunan; Perihal Permohonan Departemen Perkebunan dan Plantations Noord Sumatra, SA" dated 13 June 1968. The letter stated President is approving the application from Plantations Noord Sumatra SA to comply with foreign investment act.</p> <ul style="list-style-type: none"> <li>- Plantation Business Permit</li> </ul> <p>"Surat</p> <ul style="list-style-type: none"> <li>- Land title decree/"Surat Keputusan Hak Guna Usaha"</li> </ul> <p>"Keputusan Menteri Negara Agraria/Kepala Badan Pertanahan Nasional No.129/HGU/BPN/97 tentang Pemberian Perpanjangan Hak Guna Usaha atas Tanah Terletak di Kabupaten Aceh Selatan, Provinsi Daerah Istimewa Aceh" dated 20 October 1997. The decree stipulated to give land of 4,414.48 Ha located in Simpang Kanan District, Aceh Selatan Regency, Daerah Istimewa Aceh Province to PT. Socfin Indonesia as per survey plan No.37/1997 dated 10 July 1997.</p> <p>"Keputusan Kepala Badan Pertanahan Nasional No.29/HGU/BPN/2004 tentang Pemberian Hak Guna Usaha atas Tanah Terletak di Kabupaten Aceh Singkil, Provinsi Nanggroe Aceh Darussalam" dated 17 May 2004. The decree stipulated</p>	Complied
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		<p>to give land of 312.92 Ha located in Danau Paris District, Aceh Singkil Regency, Nanggroe Aceh Darussalam Province to PT. Jaya bahni Utama as per survey plan No.01/2003 dated 23 March 2003.</p> <p>- HGU Certificate</p> <p>"Sertipikat Hak Guna Usaha No.5, Propinsi Daerah Istimewa Aceh, Kabupaten Aceh Selatan, Kecamatan Simpang Kanan, No.01.05.79.13.00005 PT. Socfindo" for area of 4,414.48 Ha based on survey plan "No.24/1998" dated 14 January 1998 – registered 12 January 1998. Expired date 31 December 2023. The certificate completed with map with details of boundary poles.</p> <p>"Sertipikat Hak Guna Usaha No.01, Propinsi Nanggroe Aceh Darussalam, Kabupaten Aceh Singkil, Kecamatan Danau Paris, No.01.05.00001 PT. Bahni utama" for area of 312.92 Ha based on survey plan "No.01/2003" dated 12 June 2004 – registered 11 June 2004 and valid for 35 years. The certificate completed with map with details of boundary poles. Additional note, transfer to PT. Socfindo on 22 March 2017.</p>	
4.4.2	<p>Copies documents evidencing agreement- making processes and negotiated agreements detailing the FPIC process are available and include:</p> <p>- Minor compliance -</p> <p>4.4.2a Evidence that a plan has been developed through consultation and discussion held in good faith with all affected groups within the community, with specific assurances that vulnerable, minority and gender groups are asked for their opinions, and that information has been provided to all affected groups, including in it information about the steps taken to involve them in decision making.</p>	<p>PT. Socfin Indonesia – Lae Butar referring to land acquisition procedure "Prosedur Pembebasan Lahan No.SOC/PSM/9.04 rev.1" dated 1 January 2010. The procedures describe the process of land acquisition starting from conducting the survey, obtaining directives from the government, land suitability survey, follow-up of land suitability survey, submission of plantation business permit, land acquisition plan and submission of land use title (HGU).</p> <p>At the point of the 5.5.3 Land Acquisition Plan, the Free, Prior and Informed Consent mechanism has been explained including providing information to the surrounding community, meeting with the community, posting announcements to the public and the mass media. Community approval is done through a voluntary process, without coercion and openness. The local the community can be represented by lawyers that appointed by the community itself during the negotiation process. The process of land acquisition is owned by the community or customary rights based on the procedure of giving compensation where in the process of land acquisition.</p> <p>Based on information obtained from historical documents of the company, information in Land Use Title and clarification from management representative,</p>	Complied

		Lae Butar unit of PT. Socfin Indonesia has been operating since the Dutch colonial era, year 1919. Based on interview with Head of Lae Butar village, Pangi village, Pandansari village and public consultation with government agencies in Aceh Singkil Regency, known that there was no customary land in the PT. Socfin Indonesia Lae Butar area. The plantation is an area of former "Erfpacht right" and has been around since 1919. So that the acquisition of land is not through the compensation against individuals or to customary land. The last expansion only from PT. Jaya Bahni Utama on 2004 (there was no issues regarding to the transfer of concession). In addition, there was no record of land disputes between the company and other parties.	
	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;	Based on interview with Lae Butar village, Pangi village, Pandansari village and public consultation with government agencies in Aceh Singkil Regency, PT. Socfin Indonesia – Lae Butar has been operating since the Dutch colonial time around 1919. The last expansion only from PT. Jaya Bahni Utama on 2004 (there was no issues regarding to the transfer of concession). In addition, there was no record of land disputes between the company and other parties.	
	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.	Based on interview with Lae Butar village, Pangi village, Pandansari village and public consultation with government agencies in Aceh Singkil Regency, PT. Socfin Indonesia – Lae Butar has been operating since the Dutch colonial time around 1919. The last expansion only from PT. Jaya Bahni Utama on 2004 (there was no issues regarding to the transfer of concession). In addition, there was no record of land disputes between the company and other parties.	
4.4.3	<p><b>(C)</b> Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar has land acquisition procedure "Prosedur Pembebasan Lahan No.SOC/PSM/9.04 rev.1" dated 1 January 2010. The procedures describe the process of land acquisition starting from conducting the survey, obtaining directives from the government, land suitability survey, follow-up of land suitability survey, submission of plantation business permit, land acquisition plan and submission of land use title (HGU).</p> <p>At the point of the 5.5.3 Land Acquisition Plan, the Free, Prior and Informed Consent mechanism has been explained including providing information to the surrounding community, meeting with the community, posting announcements to the public and the mass media. Community approval is done through a voluntary process, without coercion and openness. The local the community can be represented by lawyers that appointed by the community itself during the</p>	Complied

		<p>negotiation process. The process of land acquisition is owned by the community or customary rights based on the procedure of giving compensation where in the process of land acquisition.</p> <p>Based on document verification, public consultation, and field observation there is no indications land ownership outside the legal land title of PT. Socfin Indonesia – Lae Butar:</p> <ul style="list-style-type: none"> <li>- Land certificate "Sertipikat Hak Guna Usaha No.5 Propinsi Daerah Istimewa Aceh, Kabupaten Aceh Selatan, Kecamatan Simpang Kanan, Desa Lipat Kajang" for PT. Socfin Indonesai of 4,414.48 Ha until 31 December 2023. Map of concessionn based on "Surat Ukur No.24/1998" dated 14 January 1998.</li> </ul> <p>The company has been proactive in processing the extension (renewal) of HGU Certificate, by showed Letter No.HP.01/1246-11/X/2023 dated 3 October 2023 from the BPN of Aceh Province regarding the Invitation to the Preparatory Meeting for the Land Inspection Committee B, in the letter it was stated that the meeting would be held on Friday, 6 October 2023.</p> <p>Progress as at ASA1_4 in year 2024: meeting of B committee for land title extension "Tim Pemeriksa Tanah Panitia B Kantor Wilayah BPN Provinsi Nanggroe Aceh Darussalam dalam Rangka Pembaharuan Hak Guna Usaha PT. Socfin Indonesia Perkebunan Lae Butar, Kecamatan Gunung Meriah dan Kecamatan Simpang Kanan, Kabupaten Aceh Singkil" dated 5-8 December 2023.</p> <ul style="list-style-type: none"> <li>- Land certificate from transfer concession of PT. Jaya Bahni Utama "Sertipikat Hak Guna Usaha No.01 Propinsi Nanggroe Aceh Darussalam, Kabupaten Aceh Singkil, Kecamatan Danau Paris" for PT. Jaya Bahni Utama of 312.92 Ha until 17 May 2039. Map of concession based on "Surat Ukur No.01/2003" dated 12 June 2004.</li> </ul>	
4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessment of impact, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	<p>Based on interview with Lae Butar village, Pangi village, Pandansari village and public consultation with government agencies in Aceh Singkil Regency, PT. Socfin Indonesia – Lae Butar has been operating since the Dutch colonial time around 1919. The last expansion only from PT. Jaya Bahni Utama on 2004 (there was no issues regarding to the transfer of concession). In addition, there was no record of land disputes between the company and other parties.</p>	Complied

4.4.5	<p><b>(C)</b> Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p> <p>- Critical (Major) compliance -</p>	Based on interview with Lae Butar village, Pangi village, Pandansari village and public consultation with government agencies in Aceh Singkil Regency, PT. Socfin Indonesia – Lae Butar has been operating since the Dutch colonial time around 1919. The last expansion only from PT. Jaya Bahni Utama on 2004 (there was no issues regarding to the transfer of concession). In addition, there was no record of land disputes between the company and other parties.	Complied
4.4.6	<p>There is evidence that implementation of agreement negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	Based on interview with Lae Butar village, Pangi village, Pandansari village and public consultation with government agencies in Aceh Singkil Regency, PT. Socfin Indonesia – Lae Butar has been operating since the Dutch colonial time around 1919. The last expansion only from PT. Jaya Bahni Utama on 2004 (there was no issues regarding to the transfer of concession). In addition, there was no record of land disputes between the company and other parties.	Complied
<b>Criteria 4.5:</b> No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.			
4.5.1	<p><b>(C)</b> Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p> <p>- Critical (Major) compliance -</p>	<p>Based on interview with Lae Butar village, Pangi village, Pandansari village and public consultation with government agencies in Aceh Singkil Regency, PT. Socfin Indonesia – Lae Butar has been operating since the Dutch colonial time around 1919. The last expansion only from PT. Jaya Bahni Utama on 2004 (there was no issues regarding to the transfer of concession).</p> <p>PT. Socfin Indonesia – Lae Butar did not perform land acquisition or purchase additional land bank.</p> <p>Through the SEIA, SIA and HCV assessment that has been conducted conclude that there were no customary land or indigenous people in their concession areas.</p> <p>However, the company has established Procedure of Land Identification and Compensation No.SOC/PSM/9.05 rev.01, dated 1 April 2015, and Procedure of Land Acquisition No.SOC/PSM/9.04 rev.01, dated 1 January 2010, as a FPIC guidance if there any new land expansion in the future.</p>	Complied
4.5.2	<p><b>(C)</b> FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions. All the relevant information and documents are made available, and community have option of</p>	Based on interview with Lae Butar village, Pangi village, Pandansari village and public consultation with government agencies in Aceh Singkil Regency, PT. Socfin Indonesia – Lae Butar has been operating since the Dutch colonial time around 1919. The last expansion only from PT. Jaya Bahni Utama on 2004 (there was no issues regarding to the transfer of concession).	Complied

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	<p>resourced access to independent third-party advice through a documented, long-term and two- way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar did not perform land acquisition or purchase additional land bank.</p> <p>Through the SEIA, SIA and HCV assessment that has been conducted conclude that there were no customary land or indigenous people in their concession areas.</p> <p>However, the company has established Procedure of Land Identification and Compensation No.SOC/PSM/9.05 rev.01, dated 1 April 2015, and Procedure of Land Acquisition No.SOC/PSM/9.04 rev.01, dated 1 January 2010, as a FPIC guidance if there any new land expansion in the future.</p>	
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'agree' or 'not agree' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	<p>Based on interview with Lae Butar village, Pangi village, Pandansari village and public consultation with government agencies in Aceh Singkil Regency, PT. Socfin Indonesia – Lae Butar has been operating since the Dutch colonial time around 1919. The last expansion only from PT. Jaya Bahni Utama on 2004 (there was no issues regarding to the transfer of concession).</p> <p>PT. Socfin Indonesia – Lae Butar did not perform land acquisition or purchase additional land bank.</p> <p>As described in previous indicator (4.5.1), there was no new land clearing/expansion since November 2005.</p>	Complied
4.5.4	<p>To ensure local food and water security and as part of the FPIC process, SEIA participation and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of land allocations process.</p> <p>- Minor compliance -</p>	<p>Based on interview with Lae Butar village, Pangi village, Pandansari village and public consultation with government agencies in Aceh Singkil Regency, PT. Socfin Indonesia – Lae Butar has been operating since the Dutch colonial time around 1919. The last expansion only from PT. Jaya Bahni Utama on 2004 (there was no issues regarding to the transfer of concession).</p> <p>PT. Socfin Indonesia – Lae Butar did not perform land acquisition or purchase additional land bank.</p> <p>As described in previous indicator (4.5.1), there was no new land clearing/expansion since November 2005.</p>	Complied
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access information and advice, that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>Based on interview with Lae Butar village, Pangi village, Pandansari village and public consultation with government agencies in Aceh Singkil Regency, PT. Socfin Indonesia – Lae Butar has been operating since the Dutch colonial time around 1919. The last expansion only from PT. Jaya Bahni Utama on 2004 (there was no issues regarding to the transfer of concession).</p> <p>PT. Socfin Indonesia – Lae Butar did not perform land acquisition or purchase additional land bank.</p>	Complied

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		As described in previous indicator (4.5.1), there was no new land clearing/expansion since November 2005.	
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. - Minor compliance -	<p>PT. Socfin Indonesia – Lae Butar refers to procedure “Prosedur Pembebasan Lahan No.SOC/PSM/9.04 rev.1” dated 1 January 2010. The procedures describe the process of land acquisition starting from conducting the survey, obtaining directives from the government, land suitability survey, follow-up of land suitability survey, submission of plantation business permit, land acquisition plan and submission of land use title (HGU).</p> <p>At the point of the 5.5.3 Land Acquisition Plan, the Free, Prior and Informed Consent mechanism has been explained including providing information to the surrounding community, meeting with the community, posting announcements to the public and the mass media. The local the community can be represented by lawyers that appointed by the community itself during the negotiation process.</p> <p>Based on interview with Lae Butar village, Pangsi village, Pandansari village and public consultation with government agencies in Aceh Singkil Regency, PT. Socfin Indonesia – Lae Butar has been operating since the Dutch colonial time around 1919. The last expansion only from PT. Jaya Bahni Utama on 2004 (there was no issues regarding to the transfer of concession).</p> <p>PT. Socfin Indonesia – Lae Butar did not perform land acquisition or purchase additional land bank.</p> <p>As described in previous indicator (4.5.1), there was no new land clearing/expansion since November 2005.</p>	Complied
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. - Minor compliance -	The unit of certification did not conduct land clearing after 15 November 2018. The company itself has been operating since the Dutch colonial era back in 1919.	Complied
4.5.8	<b>(C)</b> New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	The unit of certification did not carry out land clearing after 15 November 2018. The company itself has been operating since the Dutch colonial era back in 1919. Based on interviews with representatives of Lae Butar village, Pangsi village,	Complied

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		Pandansari village, it was discovered that the company existed before the village existed so that no community isolated itself in the company's area.	
<b>Criteria 4.6:</b> Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	<p><b>(C)</b> A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar has land acquisition procedure “Prosedur Pembebasan Lahan No.SOC/PSM/9.04 rev.1” dated 1 January 2010. The procedures describe the process of land acquisition starting from conducting the survey, obtaining directives from the government, land suitability survey, follow-up of land suitability survey, submission of plantation business permit, land acquisition plan and submission of land use title (HGU). The process of land acquisition is owned by the community or customary rights based on the procedure of giving compensation where in the process of land acquisition.</p> <p>Based on interview with Lae Butar village, Pangli village, Pandansari village and public consultation with government agencies in Aceh Singkil Regency, PT. Socfin Indonesia – Lae Butar has been operating since the Dutch colonial time around 1919. The last expansion only from PT. Jaya Bahni Utama on 2004 (there was no issues regarding to the transfer of concession). PT. Socfin Indonesia – Lae Butar did not perform land acquisition or purchase additional land bank.</p>	Complied
4.6.2	<p><b>(C)</b> A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar has land acquisition procedure “Prosedur Pembebasan Lahan No.SOC/PSM/9.04 rev.1” dated 1 January 2010. The procedures describe the process of land acquisition starting from conducting the survey, obtaining directives from the government, land suitability survey, follow-up of land suitability survey, submission of plantation business permit, land acquisition plan and submission of land use title (HGU). The process of land acquisition is owned by the community or customary rights based on the procedure of giving compensation where in the process of land acquisition.</p> <p>Based on interview with Lae Butar village, Pangli village, Pandansari village and public consultation with government agencies in Aceh Singkil Regency, PT. Socfin Indonesia – Lae Butar has been operating since the Dutch colonial time around 1919. The last expansion only from PT. Jaya Bahni Utama on 2004 (there was no issues regarding to the transfer of concession). PT. Socfin Indonesia – Lae Butar did not perform land acquisition or purchase additional land bank.</p>	Complied



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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). - Minor compliance -	As described in previous indicator (4.6.1), there is no new land clearing/expansion since November 2005.	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. - Minor compliance -	As described in previous indicator (4.6.1), there is no new land clearing/expansion since November 2005.	Complied
<b>Criteria 4.7:</b> Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	<b>(C)</b> A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	<p>PT. Socfin Indonesia – Lae Butar refers to land compensation procedure “Prosedur Pembebasan Lahan No.SOC/PSM/9.04” dated 1 January 2010. The process will comprise of appointment of survey team, inquiry and guidance from local government, land suitability survey, follow up land suitability survey, apply for plantation business permit, applying for land title. Under the said procedure Section 5.3.1 Land Suitability Survey, should company plan for land acquisition continues, company will perform identification of land ownership, land use by community; land quality and land suitability; social condition (community acceptance and potential conflict may arise); from land survey, report is made including social economy aspect.</p> <p>Based on interview with Lae Butar village, Pangi village, Pandansari village ge and public consultation with government agencies in Aceh Singkil Regency PT. Socfin Indonesia – Lae Butar has been operating since the Dutch colonial time around 1919. The last expansion only from PT. Jaya Bahni Utama on 2004 (there was no issues regarding to the transfer of concession). PT. Socfin Indonesia – Lae Butar did not perform land acquisition or purchase additional land bank. There is no record of land disputes between the company and other parties. Through the SEIA, SIA and HCV assessment that has been conducted conclude that there were no customary land or indigenous people in their concession areas.</p>	Complied



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4.7.2	<p><b>(C)</b> A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.</p> <p>- Critical (Major) compliance -</p>	As described in previous indicator (4.7.1), there was no new land clearing/expansion since November 2005.	Complied
4.7.3	<p>Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.</p> <p>- Minor compliance -</p>	As described in previous indicator (4.7.1), there was no new land clearing/expansion since November 2005.	Complied
<b>Criteria 4.8:</b> The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrated that they have legal customary, or user rights.			
4.8.1	<p>Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.</p> <p>- Minor compliance -</p>	Based on interview with Lae Butar village, Pangi village, Pandansari village and public consultation with government agencies in Aceh Singkil Regency, PT. Socfin Indonesia – Lae Butar has been operating since the Dutch colonial time around 1919. The last expansion only from PT. Jaya Bahni Utama on 2004 (there was no issues regarding to the transfer of concession). PT. Socfin Indonesia – Lae Butar did not perform land acquisition or purchase additional land bank. There is no record of land disputes between the company and other parties. Through the SEIA, SIA and HCV assessment that has been conducted conclude that there were no customary land or indigenous people in their concession areas.	Complied
4.8.2	<p><b>(C)</b> Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p> <p>- Critical (Major) compliance -</p>	Based on interview with Lae Butar village, Pangi village, Pandansari village and public consultation with government agencies in Aceh Singkil Regency, PT. Socfin Indonesia – Lae Butar has been operating since the Dutch colonial time around 1919. The last expansion only from PT. Jaya Bahni Utama on 2004 (there was no issues regarding to the transfer of concession). PT. Socfin Indonesia – Lae Butar did not perform land acquisition or purchase additional land bank. There is no record of land disputes between the company and other parties. Through the SEIA, SIA and HCV assessment that has been conducted conclude that there were no customary land or indigenous people in their concession areas.	Complied
4.8.3	<p>Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use</p>	Based on interview with Lae Butar village, Pangi village, Pandansari village and public consultation with government agencies in Aceh Singkil Regency, PT. Socfin Indonesia – Lae Butar has been operating since the Dutch colonial time around 1919. The last expansion only from PT. Jaya Bahni Utama on 2004 (there	Complied

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	rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4). - Minor compliance -	was no issues regarding to the transfer of concession). PT. Socfin Indonesia – Lae Butar did not perform land acquisition or purchase additional land bank. There is no record of land disputes between the company and other parties. Through the SEIA, SIA and HCV assessment that has been conducted conclude that there were no customary land or indigenous people in their concession areas.	
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). - Minor compliance -	PT. Socfin Indonesia – Lae Butar did not perform land acquisition or purchase additional land bank. In addition, there is no record of land disputes between the company and other parties.	Complied
<b>Principle 5: Support smallholder inclusion</b> Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.			
<b>Criteria 5.1:</b> 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. - Minor compliance -	PT. Socfin Indonesia – Lae Butar POM does not receive FFB from another sources/supplier. All FFB receive by Lae Butar POM are from own Estate (Lae Butar Estate) which has been RSPO certified.  Therefore, FFB pricing for FFB supplier or smallholder were not applicable.	Not Applicable
5.1.2	(C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders. - Critical (Major) compliance -	PT. Socfin Indonesia – Lae Butar POM does not receive FFB from another sources/supplier. All FFB receive by Lae Butar POM are from own Estate (Lae Butar Estate) which has been RSPO certified.  Therefore, FFB pricing for FFB supplier or smallholder were not applicable.	Not Applicable
5.1.3	(C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented. - Critical (Major) compliance -	PT. Socfin Indonesia – Lae Butar POM does not receive FFB from another sources/supplier. All FFB receive by Lae Butar POM are from own Estate (Lae Butar Estate) which has been RSPO certified.  Therefore, FFB pricing for FFB supplier or smallholder were not applicable.	Not Applicable
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	PT. Socfin Indonesia – Lae Butar POM does not receive FFB from another sources/supplier. All FFB receive by Lae Butar POM are from own Estate (Lae Butar Estate) which has been RSPO certified.	Not Applicable

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	the contracts. These include involving finance, loans/credits, and re-payments through FFB price reductions for replanting and/or, other support mechanisms where applicable. - Critical (Major) compliance -	Therefore, FFB pricing for FFB supplier or smallholder were not applicable.	
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -	<p>Sighted contract between PT. Socfin Indonesia – Lae Butar POM and subcontractor were fair, legal, and transparent and have an agreed timeframe. Sample verified:</p> <ul style="list-style-type: none"> <li>• "Surat Perjanjian Pengangkutan Minyak Kelapa Sawit PT. Socfin Indonesia and CV Karya Murni No. PD-GM/X/576/2023", dated 4 December 2023. The contract covers work for CPO transport, valid up to 31 December 2024.</li> <li>• "Surat Perjanjian Pengangkutan Inti Kelapa Sawit PT. Socfin Indonesia and CV Karya Murni No. PD-GM/X/582/2024", dated 4 December 2024. The contract covers work for PK transport, valid up to 31 December 2024.</li> <li>• "Surat Perjanjian Pekerjaan Memupuk Solid dan Janjang Kosong" No.LB/SPK/X/Bi/017/24, dated 2 September 2024. The contract covers work for Solid and EFB applications.</li> </ul> <p>The contract is agreed by both parties and signed without enforcement. Term and condition including price and time frame has been stated and agreed.</p>	Not Applicable
5.1.6	<b>(C)</b> Agreed payments are made in a timely manner and receipts specifying price, weigh, deductions and amount paid are given. - Critical (Major) compliance -	<p>PT. Socfin Indonesia has shown the record of agreed payments in a timely manner and receipts specifying price, weigh, deductions, and amount paid.</p> <p>Data verified:</p> <ul style="list-style-type: none"> <li>• Payment records to contractor CV Liang Barat Sejahtera, payment from PT. Socfin Indonesia is made on time. Available document of "Berita Acara Kemajuan Pekerjaan Borongan" dated 30 September for activity EFB and solids application. Available Clearing (ID SKN/LLG) Transfer – Transaction Execution Notification Single Transfer to Other Bank. for above mentioned amount, from PT. Socfin Indonesia to CV Liang Barat Sejahtera.</li> <li>• Payment of bills provided by the Aceh Financial Management Agency - UPTD PPA Region XX Aceh Singkil. For example, for the period April 2024 as billed on 3 May 2024 according to Letter No.973/44/PAP/2024. The follow-up to the bill is the issuance of a Vendor Account Payment Request with Invoice No.037/LB/PPRV/2024. Payment is made through the Bank Aceh Syariah</li> </ul>	Complied

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		account 010.01.02.000023.4, amounting to Rp.997,980 - for water usage of 16,633 m <sup>3</sup> .	
5.1.7	Weighing equipment is verified by an independent third party on a regular basis. - Minor compliance -	Lae Butar POM has 1-unit GSC Type GST-9600 weighbridge with a capacity of 40 tons, it has been re-calibrated by "Balai Standardisasi Metrologi Legal Regional I". Certificate of Test Results No.22/PKTN.4.1/KHP/03/2024 dated 21 February 2024, valid until 21 February 2025.	Complied
5.1.8	The unit of certification supports Independent smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholder on who runs the Internal Controlling System (ICS), who holds the certificate, and who owns and sells certified materials. - Minor compliance -	<p>Based on the results of the document review, the plantation business permit for Lae Butar Plantation was obtained before 2007, where the SPUP was obtained in 2001. Thus, the company has no obligation to build a plantation for the community of at least 20% of the total area of the plantation being cultivated.</p> <p>PT. Socfin Indonesia – Lae Butar POM demonstrated the Decree of the Regent of Aceh Singkil No.188.45/203/2023 concerning Prospective Farmers and Prospective Land Participants in the Facilitation of Smallholder Development around PT. Socfin Indonesia - Lae Butar in Gunung Meriah District and Simpang Kanan District, Aceh Singkil Regency, stipulated since 28 August 2023.</p> <p>PT. Socfin Indonesia – Lae Butar has particular attention to surrounding independent smallholders by coaching, counselling, and training related to Best Management Practices to enhance their productivity.</p> <p>The facilitation development of smallholders PT. Socfin Indonesia - Lae Butar in Gunung Meriah District and Simpang Kanan District, Aceh Singkil Regency is not a condition for extending or renewing and processing HGU permits but is an obligation of companies as mandated by Article 2 letter (d) of the Republic of Indonesia Minister of Agriculture Regulation Number 18 of 2021 regarding Facilitation of Development of Smallholders around the Company.</p> <p>The Agreement of smallholder as per "Fasilitasi Pembangunan Kebun Masyarakat Pola Kemitraan Berkelanjutan" between PT Socfin Indonesia – Lae Butar and each Farmer Group (21 Farmer Groups) dated updated in 2024 with an agreement term of 5 years.</p> <p>The agreement explains, for example:</p>	Complied

		<ul style="list-style-type: none"><li>• The company helps in terms of oil palm cultivation training and guidance regarding good oil palm cultivation practices.</li><li>• Providing organic fertilizer assistance (such as empty bunch) to members of farmer groups according to their abilities and meeting the requirements determined by the government.</li><li>• Aid with the construction, repair, and maintenance of production roads on a regular basis for the management of oil palm plantations to increase productivity in accordance with the needs of farmer groups.</li><li>• Facilitate the processing of Ownership Certificates with fees charged to farmers if they comply with applicable regulations.</li><li>• Support and facilitate farmers to obtain superior oil palm seeds from oil palm seed producers.</li></ul> <p>To compliance with government regulations contained in "Peraturan Menteri Agraria dan Tata Ruang No. 7 Tahun 2017" (Article 64) regarding the obligation to facilitate the development of plantations for the surrounding community of at least 20% of the total area cultivated by the HGU holder at the time of the HGU term extension, the company has had a written agreement (MoU) with several Farmer Groups - the agreement was signed by the Management of Lae Butar Plantation and the Head of the Farmer's Group, and was acknowledged by the Head of Plantation Agency the Aceh Singkil Regency, as follows:</p> <table><tr><th>No</th><th>Agreement document</th><th>Address (Village)</th><th>Smallholders</th><th>Hectarage</th></tr><tr><td>1</td><td>Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Maju Bersama No.LB/X/Bi/221/2020</td><td>Blok 15</td><td>16</td><td>92</td></tr><tr><td>2</td><td>Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Jasa Bukit No.LB/X/Bi/398/2020</td><td>Blok 18</td><td>56</td><td>112</td></tr></table>	No	Agreement document	Address (Village)	Smallholders	Hectarage	1	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Maju Bersama No.LB/X/Bi/221/2020	Blok 15	16	92	2	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Jasa Bukit No.LB/X/Bi/398/2020	Blok 18	56	112	
No	Agreement document	Address (Village)	Smallholders	Hectarage														
1	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Maju Bersama No.LB/X/Bi/221/2020	Blok 15	16	92														
2	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Jasa Bukit No.LB/X/Bi/398/2020	Blok 18	56	112														

		3	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Kartini No.LB/X/Bi/1194/2020	Blok 18	19	38	
		4	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Sumber Rejeki No.LB/X/Bi/1194/2020	Blok 18	23	74	
		5	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Mekar Tani No.LB/X/Bi/398/2020	Blok 18	29	221,5	
		6	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Lae Paku Muda Karya No.LB/X/Bi/031/2023	Kuta Kerangan	36	70	
		7	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Tunas Muda No.LB/X/Bi/265/2021	Kuta Kerangan	15	52	
		8	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Lae Oncim No.LB/X/Bi/355/2022	Kuta Kerangan	28	59	
		9	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan	Siatas	21	49	

			PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Lae Mbara No.LB/X/Bi/033/2023					
		10	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Lae Mbara I No.LB/X/Bi/342/2022	Siatas	30	59,5		
		11	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Lubang Tungung No.LB/X/Bi/356/2022	Siatas	14	18		
		12	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Sumber Rezeki Simpang Kanan No.LB/X/Bi/030/2023	Pandan Sari	15	30		
		13	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Murah Rezeki No.LB/X/Bi/262/2022	Sanggab eru Siluluan	75	150		
		14	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Maulana No.LB/X/Bi/242/2022	Sanggab eru Siluluan	56	112		
		15	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar	Sanggab eru Siluluan	20	111		

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			dengan Kelompok Tani Karya Sawita No.LB/X/Bi/193/2021					
		16	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Mitra Sejahtera No.LB/X/Bi/1193/2020	Sanggab eru Silulusan	39	170		
		17	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Sumber Rejeki No.LB/X/Bi/397/2020	Pandan Sari	51	74,80		
		18	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Tunas Harapan No.LB/X/Bi/222/2020	Tunas Harapan	28	46,5		
		19	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Tunas Muda No.LB/X/Bi/1858/2021	Suka Makmur	35	68,07		
		20	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar dengan Kelompok Tani Ingin Maju No.LB/X/Bi/331/2022	Sidodadi	25	48		
		21	Perjanjian Kerjasama Kemitraan Berkelanjutan antara Perusahaan PT. Socfindo Kebun Lae Butar	Sidodadi	25	52		



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		<div>dengan Kelompok Tani Mekar Mandiri No.LB/X/Bi/329/2022</div>					
		Based on the description above, the company is known to have supported farmer groups around the company's area and has implemented partnership agreements with farmers in coaching and training assistance to improve the competence of farmer groups to become independent farmers. It is intended that these farmer groups can run the Internal Control System and participate in RSPO certification in the future.					
5.1.9	<b>(C)</b> The unit of certification has a grievance mechanism for smallholders, and all grievances raised are dealt with in a timely manner. - Critical (Major) compliance -	<p>PT. Socfin Indonesia – Lae Butar referring to “Prosedur Pengelolaan Isu Sosial No.SOC/PSM/9.14 rev.01” dated 1 April 2022. The procedure covers resolution for dispute, illegal activities, including FPIC in all process. Section 6.4.1.7 stated meeting for resolution can involve facilitator or mediator from community representative/cultural leader/village head or other party appointed by the community, taking into consideration local norm. Section 6.4.18 stated the conflict resolution process will be recorded in form “Catatan Perselisihan”.</p> <p>PT. Socfin Indonesia – Lae Butar referring to grievance handling policy “Kebijakan Pengaduan” dated 1 June 2019, signed by Principal Director. This policy is written in Bahasa Indonesia. The policy stipulates all complaint will be catered with appropriate complaint handling procedures, impartial, independent, fast and transparent manner.</p> <p>PT. Socfin Indonesia has adopted the following Sustainability Policies which encapsulate Socfindo’s current commitments and strategic priorities in relation to Sustainability. These policies are available in their website: <a href="https://www.socfindo.co.id/sustainability#a3">https://www.socfindo.co.id/sustainability#a3</a>.</p> <p>Communication to surrounding community and District Agencies had conducted on 6 April 2024, attended by representatives from the village’s officials around the company.</p>					Complied
<b>Criteria 5.2:</b> The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.							
5.2.1	The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess	As explained on Criteria 5.1, PT. Socfin Indonesia – Lae Butar does not receive FFB from another FFB sources/supplier/smallholder. All FFB receive by POM was					Complied

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	<p>their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>from company-own Estate (Lae Butar Estate) which RSPO certified. There were only agreements with farmer groups (total 21 farmer groups).</p> <p>PT. Socfin Indonesia – Lae Butar has particular attention to surrounding independent smallholders by coaching, counselling, and training related to Best Management Practices to enhance their productivity.</p> <p>The facilitation development of smallholders PT. Socfin Indonesia - Lae Butar in Gunung Meriah District and Simpang Kanan District, Aceh Singkil Regency is not a condition for extending or renewing and processing HGU permits but is an obligation of companies as mandated by Article 2 letter (d) of the Republic of Indonesia Minister of Agriculture Regulation Number 18 of 2021 regarding Facilitation of Development of Smallholders around the Company.</p> <p>The Agreement “Fasilitasi Pembangunan Kebun Masyarakat Pola Kemitraan Berkelanjutan” between PT Socfin Indonesia – Lae Butar and each Farmer Group (21 farmer groups) dated updated in 2024 with an agreement term of 5 years.</p> <p>The agreement explains, for example:</p> <ul style="list-style-type: none"> <li>• The company helps in terms of oil palm cultivation training and guidance regarding good oil palm cultivation practices.</li> <li>• Providing organic fertilizer assistance (such as empty bunch) to members of farmer groups according to their abilities and meeting the requirements determined by the government.</li> <li>• Aid with the construction, repair, and maintenance of production roads on a regular basis for the management of oil palm plantations to increase productivity in accordance with the needs of farmer groups.</li> <li>• Facilitate the processing of Ownership Certificates with fees charged to farmers if they comply with applicable regulations.</li> <li>• Support and facilitate farmers to obtain superior oil palm seeds from oil palm seed producers.</li> </ul> <p>Based on this explanation, although there was no FFB supplier from outside parties, The company still provide some support for 21 farmer groups that are</p>	
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		around company's operational area, and not limited only to male member but also included female member of farmer group.	
5.2.2	<p>The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).</p> <p>- Minor compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar POM has conducted socialization related to RSPO that aims to encourage the community to participate in obtaining RSPO certificate, and provide some trainings related to best practice's management to 21 farmer groups as mentioned on Criteria 5.1 also to local community around Company's operational area.</p> <p>The company demonstrated independent smallholder's livelihood improvement programs "Realisasi Program Kemitraan Tahun 2023/2024 PT. Socfin Indonesia – Lae Butar".</p> <p>Example of the implementation that has been carried out is as follows:</p> <ul style="list-style-type: none"> <li>• Road maintenance assistance for the Kartini Farmer Group, Block 18 Village, dated 4 November 2023 - loan of a Road grader.</li> <li>• Fertilizer assistance for the Kaum Mekhsada Farmer Group, Lae Butar Village, dated 18 &amp; 21 October 2023 - 4 empty bunches.</li> <li>• Fertilizer assistance for the Maulana Farmer Group, Sanggaberu Silulusan Village, dated 27 September 2023 - 1 boiler ash trip.</li> <li>• Fertilizer assistance for the Mitra Sejahtera Farmer Group, Sanggaberu Silulusan Village, dated 27 September 2023 - 1 empty bunch.</li> <li>• Fertilizer assistance for the Mekar Mandiri Farmer Group, Sidodadi Village, 27 September 2023 - 2 empty bunches.</li> <li>• Assistance with plant fertilization materials for the Lae Mbara I Farmers Group, Siatas Village, 12 September 2023 – 1 trip of empty bunches.</li> </ul> <p>The socialization and trainings regarding best management practices (agronomy) example, dated 13 November 2023, socialization in Block 18 Village, attended by 18 community members.</p>	Complied
5.2.3	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p> <p>- Minor compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar has no smallholders program (scheme nor independent).</p> <p>Available the agreement of Fasilitasi Pembangunan Kebun Masyarakat Pola Kemitraan Berkelanjutan between PT. Socfin Indonesia – Lae Butar with and each Farmer Group (21 farmer groups) – updated in 2024, with an agreement term of 5 years. The agreement explains the company facilitate the processing</p>	Not Applicable

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		of Ownership Certificates with fees charged to farmers if they comply with applicable regulations.	
5.2.4	<b>(C)</b> Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	PT. Socfin Indonesia – Lae Butar has no smallholders program (scheme nor independent). However, the company have particular attention to surrounding independent smallholders in form of assisting in best practice guidance, including provide several relevant trainings.	Not Applicable
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme. - Minor compliance -	<p>PT. Socfin Indonesia – Lae Butar POM has conducted socialization related to RSPO that aims to encourage the community to participate in obtaining RSPO certificate, and provide some trainings related to best practice's management to 21 smallholder's group as mentioned on Criteria 5.1 also to local community around Company's operational area.</p> <p>The company demonstrated independent smallholder's livelihood improvement programmes "Realisasi Program Kemitraan Tahun 2023/2024 PT. Socfin Indonesia – Lae Butar". Example of the implementation that has been carried out is as follows:</p> <ul style="list-style-type: none"> <li>• Road maintenance assistance for the Kartini Farmer Group, Block 18 Village, dated 4 November 2023 - loan of a Road grader.</li> <li>• Fertilizer assistance for the Kaum Mekhsada Farmer Group, Lae Butar Village, dated 18 &amp; 21 October 2023 - 4 empty bunches.</li> <li>• Fertilizer assistance for the Maulana Farmer Group, Sanggaberu Silulusan Village, dated 27 September 2023 - 1 boiler ash trip.</li> <li>• Fertilizer assistance for the Mitra Sejahtera Farmer Group, Sanggaberu Silulusan Village, dated 27 September 2023 - 1 empty bunch.</li> <li>• Fertilizer assistance for the Mekar Mandiri Farmer Group, Sidodadi Village, 27 September 2023 - 2 empty bunches.</li> <li>• Assistance with plant fertilization materials for the Lae Mbara I Farmers Group, Siatas Village, 12 September 2023 – 1 trip of empty bunches.</li> </ul> <p>PT. Socfin Indonesia – Lae Butar has regularly reviewed and publicly reports the progress of the smallholder support programmed. Monitoring of partnership program implemented in 2023 and 2024 recorded under "Evaluasi Kinerja Kebun Lae Butar Tahun 2023 - 2024", dated 23 August 2024.</p>	Not Applicable

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<b>Principle 6: respect workers' rights and conditions</b> Protect workers' rights and ensure safe and decent working conditions.			
<b>Criteria 6.1:</b> Any form of discrimination is prohibited.			
6.1.1	<p><b>(C)</b> A publicity available non-discrimination and equal opportunity policy is implemented in such way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p> <p>- Critical (Major) compliance -</p>	<p>Company policy towards non-discrimination and equal opportunity is presented in is presented in document of "Kebijakan Non Diskriminasi dan Kesetaraan kesempatan" or non-discrimination and equal opportunity policy on 1 June 2019 and updated in October 2021, signed by the Principal Director. The policy stated that PT. Socfin Indonesia – Lae Butar is committed to ensure every worker has the right to equal treatment and the company does not discriminate based on religion, race, sexual orientation, gender, national origin, caste, union membership, gender identity, political affiliation, or age. Discrimination based on any reason is strictly prohibited in process of recruitment, termination, or promotion.</p> <p>The policy had communicated annually to all stakeholders, as the latest in 2024 is summarized as follows:</p> <ul style="list-style-type: none"> <li>• Communication to worker conducted on 6, 7, 8, 15 and 24 April 2024 in Lae Butar Mill and Estate.</li> <li>• Communication to contractors had conducted on 22 July 2024 attended by contractor of worker outsource (CV Liang Barat Sejahtera).</li> <li>• Communication to surrounding community and District Agencies had conducted on 6 April 2024, attended by representatives from the village's officials around the company.</li> </ul> <p>Based on list of employees in September 2024 review, it was known that there were no indication of discrimination based on ethnic origin, caste, national origin, caste, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. Implementation of policy observed, for example as follows:</p> <ul style="list-style-type: none"> <li>• All recruitment requirement has only mention about education level for certain position and minimum age as refers to applicable regulation.</li> <li>• Worker performance review has only mentioned performance of workers without taking discrimination factors into account.</li> <li>• Salary payment has only referred to company policy regarding wage structure and scale, without mentioning any point related to gender.</li> </ul>	Complied

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6.1.2	<p><b>(C)</b> Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers non-payment of recruitment fees.</p> <p>- Critical (Major) compliance -</p>	<p>Based on list of workers in September 2024, it was known that the workers composition was diverse in term of gender, education background, origin, race, religion, etc, though the locals has still dominated. Furthermore, implementation of policy has reflected in several documents such as employee's performance and evaluation, promotion letter, selection of process on job recruitment, contract agreement and payment slip document. Implementation of recruitment has referred to procedure No. SOC/PSM/6.24 dated 1 November 2021. Based on interview with workers representatives, it was known that there is no payment as requirement during recruitment process. All candidates shall follow every step, summarized as follows:</p> <ul style="list-style-type: none"> <li>• Request Recruitment of employees Estate: <ul style="list-style-type: none"> <li>- Letter of application for recruitment from Site Management devoted to management via the General Section.</li> <li>- Letter of approval for recruitment from management (Head Office).</li> </ul> </li> <li>• The Selection Processes <ul style="list-style-type: none"> <li>- The collection of application file.</li> <li>- Selection of administration.</li> <li>- Announcement of the selection schedule.</li> <li>- Test questions and physical tests.</li> <li>- Summary of the results of the selection.</li> <li>- Announcement of selection results.</li> <li>- Provision of a cover letter MCU to candidates who pass the selection.</li> <li>- Implementation of MCU.</li> <li>- The announcement of selected candidates.</li> </ul> </li> </ul> <p>There is no migrant worker within Lae Butar Estate and Lae Butar Mill areas. Based on interview with sample worker, trade union, gender committee and village representatives, it was known that the employees were dominated by locals from surrounding village. There is no discrimination action to the workers. During recruitment process, the worker stated that the process has considered fair, and they are not paying any fees to other parties.</p>	Complied
6.1.3	<p>The unit of certification demonstrates that the recruitment selection, hiring access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p>	<p>Based on recruitment files review, it was known that the process has comply with procedure No. SOC/PSM/6.24 dated 1 November 2021 and ethics policy No. SOC/Dp/4.01-64 Edition 2 dated March 2019. Every worker is entitled to the same treatment and do not discriminate based on ethnicity, religion, race,</p>	Complied

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	- Minor compliance -	<p>sexual orientation, and gender. Unit of certification has demonstrated several evidence regarding non-discrimination to workers, for example as follows:</p> <ul style="list-style-type: none"> <li>Recruitment for the position of harvester and FFB loader in October 2023. The announcement is open and can be accessed by the general public. In addition, this job vacancy is also officially announced to the villages around the company by letter. The recruitment process is carried out starting from administrative selection (minimum age 18 years, ID card, certificate of diploma, Family Card and job application letter), physical and technical practice tests, and medical tests. Based on this process, 30 harvesters and 6 FFB loaders passed the selection results and were accepted to work for the company.</li> <li>Letter No. UM/LB/R/429/24 dated 24 January 2024, issued by the General Division, stated that there were 9 workers who had been assigned promote from <i>Karyawan Harian Tetap</i> to <i>Pegawai Class I/2</i>.</li> <li><i>Surat Kesepakatan dan Perjanjian Akhir Masa Kerja</i> No. LB/X/Bi/1394/2023 dated 6 November 2023 for on behalf of LT (Division 3 LBE) 56 years old and 29 years of service. The company shows evidence of payment of pension to the employee in accordance with applicable employment laws.</li> </ul> <p>As for contractor workers (CV Liang Barat Sejahtera), the evaluation has covers compliance towards minimum wage and BPJS insurance payment, completeness of safety equipment (PPE), quality of work, environment, age of worker and final recommendation.</p>	
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>According to recruitment procedure No. SOC/PSM/6.24 dated 1 November 2021, it was known that there is no pregnancy test as requirements. Pregnancy test is conducted voluntary by the worker itself but still facilitate by unit of certification on the clinic. The testing was used to monitor whether the women is safe or available to works related to agrochemicals or hazardous materials, but never been used as requirement of recruitment process. For those who identified pregnant and/or under breastfeeding period, the respective worker will be allocated to manual upkeep works. This matter confirmed by representative of gender committee, trade union and contractor that provide upkeep workers.</p>	Complied

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6.1.5	<p><b>(C)</b> A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	<p>Gender committees had been formed and still active in Lae Butar Mill and Estate which are chaired by the coordinator along with the head of gender committee. The main objective of forming a gender committee is to provide a forum that can accommodate the aspirations and/or complaints of workers (both male or female), as company partners in carrying out the activities of dissemination related to gender and other policies related to workers' reproductive rights.</p> <p>The company shows the composition of the gender committee, which was set on 9 April 2022.</p> <ul style="list-style-type: none"> <li>- Chairman: Pipi Yanti</li> <li>- Vice Chairman: Septi</li> <li>- Secretary: Hafnawiyah</li> <li>- Vice Secretary: Fitri Rian Rahadi</li> <li>- Member: 18 workers</li> </ul> <p>Gender committee work program for 2024:</p> <ul style="list-style-type: none"> <li>• Give workers an understanding of what a gender committee.</li> <li>• Reminded about Menstrual Leave.</li> <li>• Inform female workers who are not exposed to chemicals during pregnancy and breastfeeding.</li> <li>• There is no distinction between female and male workers.</li> <li>• Remind again to always wear PPE when working.</li> <li>• Tell workers not to bring children while working and entrust children to the daycare.</li> </ul> <p>Based on interview with gender committee representative, it was known that unit of certification has support the existence of gender committee. Furthermore, there are no issues related to gender matters, such as discrimination, violence, sexual harassment, etc.</p>	Complied
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>Worker's salary of Lae Butar Unit for period 2024 has referred to General Manager and Head of General Affairs Letter No. UM/KK/Bi/0266/24 dated 22 January 2024, which set at IDR 3,499,604 per month, consisted of IDR 3,312,103 + IDR 187,500 (rice allowance). This value has in accordance with Governor of Aceh Decree No. 560/1666/2023 dated 20 November 2023, which mentioned that minimum wage was set at IDR 3,460,672/month. Furthermore,</p>	Complied



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		<p>unit of certification has wage structure and scale for non-staff which for Regional of Sumatera Utara, Aceh and DKI that approved by General Manager on 22 January 2024. The wage has classified into Level I to VIII with grade from 1 to 10.</p> <p>Salary payment mechanism was applicable for all workers, without any indication of discrimination towards gender consideration. Samples of payslip were inspected and found that the workers on the same level and same scope of work have received the same wage and rice allowance (amount of money that equal with 15 kg of rice). Salary has paid through bank transfer periodically on the 5th day every month.</p>	
<b>Criteria 6.2:</b> Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	<p><b>(C)</b> Documentation of pay and working conditions in accordance with applicable labour laws are available to the workers in national languages and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar shows documentation of the implementation of wages, such as:</p> <ul style="list-style-type: none"> <li>- Aceh Governor Decree No.560/1666/2023 dated 20 November 2023 regarding the Determination of the Minimum Wage for Aceh Province in 2024. The minimum wage in 2024 is IDR 3,460,672/month.</li> <li>- Letter No.UM/KK/Bi/0266/24 dated 22 January 2024, which set at IDR 3,499,604 per month, consisted of IDR 3,312,103 + IDR 187,500 (rice allowance). The determination of wage provisions refers to Perjanjian Kerja Bersama 2022 - 2024 between Badan Kerja Sama Perusahaan Perkebunan Sumatera (BKS - PPS) with Pengurus Pusat Federasi Serikat Pekerja Pertanian dan Perkebunan SPSI (PP FSP.PP-SPSI), Clause 5 stated daily permanent workers and monthly workers are given wages in the form of money which is determined based on a Joint Agreement between BKS-PPS and PD.FSP.PP-SPSI of the related Province in accordance with the applicable Regional Autonomy laws and regulations, which is cash wages plus rice allowance to 15 kg (BKS-PPS wages).</li> <li>- Wage structure and scale for non-staff which for Regional of Sumatera Utara, Aceh and DKI that approved by General Manager on 22 January 2024. The wage has classified into Level I to VIII with grade from 1 to 10.</li> </ul> <p>Based on verification the pay slip for September 2024, for example worker with</p>	Complied

		<p>ID Employee 12081** (sterilizer operator), 12086* (boiler operator), 12093** (harvester), 12031** (manuring worker), 12096** (pesticide operator) it is known that the payment of workers' wages for that month is in accordance with the minimum wage set by the government. Apart from the provision of the minimum wage, the company also provides other wages in the form of allowances, Premi, and other deductions.</p> <p>Policy related to labor implementation included payment and working condition as refers to Indonesia regulation is presented in document of "Perjanjian Kerja Bersama (PKB)" or Collective Labour Agreement (CLA) of PT. Socfin Indonesia with Badan Kerjasama Perkebunan Sumatera (BKS-PPS) for period 2022 to 2024, that had registered through Letter No. 77/BKS-PPS/2022 dated 23 March 2022, approved, and signed by Ministry of Labor on 2 November 2022. This CLA has applicable since 26 December 2022. Based on interview with workers and trade union representatives, employees understanding towards payment and working condition as mentioned in CLA and work agreement has considered satisfactory.</p> <p>Pursuance of labour regulations by contractor to their workers has monitored and evaluated by the estate management periodically every month, that covers compliance towards minimum wage and BPJS insurance payment, completeness of safety equipment (PPE), quality of work, environment and age of workers (see Indicator 2.2.2 for more detail on contractor monitoring). Any contractors that do not comply to regulation will be terminated.</p>	
6.2.2	<p><b>(C)</b> Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed.</p> <p>- Critical (Major) compliance -</p>	<p>The company shown Collective Labour Agreement – "Perjanjian Kerja Bersama (PKB)" 2022 to 2024 between labour Union in Plantation Sectoral (Pengurus Pusat Federasi Serikat Pekerja Pertanian dan Perkebunan SPSI - PP FSP.PP-SPSI) with Representative of Plantation Management in Sumatera (Badan Kerjasama Perusahaan Perkebunan Sumatera - BKS PPS), valid since 26 December 2022. The document is written in Bahasa Indonesia.</p> <p>PKB consists of 24 articles which include, among others:</p> <ul style="list-style-type: none"> <li>• Working hours, leave including maternity leave and sick leave</li> <li>• Wages (basic wage, incentives, allowances, dependents)</li> <li>• Tariff per unit: determination of price level wages</li> <li>• Pain relief</li> <li>• Absent</li> <li>• Payment for extra food (food costs), travel expenses</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>• Overtime and overtime incentives</li> <li>• Determination of incentives</li> <li>• Provision of tools and work equipment by the company</li> <li>• Allowances and bonuses for religious holidays</li> <li>• Social security and assistance</li> <li>• Health insurance</li> <li>• Vacation right</li> <li>• Notification period</li> <li>• Pension plans and severance pay</li> <li>• Others related to labour rights and obligations.</li> </ul> <p>Based on interview with workers and trade union representatives, employees understanding towards payment and working condition as mentioned in PKB and work agreement has considered satisfactory.</p>	
6.2.3	<p><b>(C)</b> There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>The company has demonstrated 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> <ul style="list-style-type: none"> <li>- Working hours has been determined in PKB as 7 hour/day with working day 6 days or 40 hour/weeks. Overtime has determined according to KepMenakertrans RI No. KEP-102/MEN/VI/2004 with formula (monthly wages + rice incentive monthly)/173. Overtime will adjust for workday, holiday, number of hour overtime according to regulation.</li> <li>- Sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice are stipulated in Article VIII CLA-PKB and has refer to UU No. 13 Tahun 2003.</li> </ul> <p>Based on verification payslip for September 2024 of the workers ID Employee 12081** (sterilizer operator), 12086* (boiler operator), it is known that the calculation and payment of overtime wages for these workers are in accordance with the provisions stated in the PKB and there are no underpayments or miscalculations and an Overtime Warrant can be shown.</p> <p>Maternity leave was given 3 months of paid leave (1.5 months before give birth and 1.5 months after). For example, paid leave letter on behalf of RP (upkeep</p>	Complied

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		worker). Based on the verification of the wage slip during the leave period, it is known that the company pays the employee in full.	
6.2.4	<p><b>(C)</b> The unit of certification provides adequate housing. Sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar has provided the housing sanitation facilities, water supplies, medical, educational and welfare amenities to national standards. This unit of certification is located in the middle of Rimo Village, therefore the workers is not difficult to seek their staple food and other daily needs.</p> <p>The company shows documents on the realization of employee housing renovations for the period 2023-2024, for example:</p> <ul style="list-style-type: none"> <li>- Renovation of division 1 and Mill housing in July and August 2023.</li> <li>- Renovation of public facilities such as prayer rooms, polyclinics, schools in July 2023.</li> <li>- Renovation of staff houses, assistant heads and assistant division 1 in May 2024.</li> <li>- Renovation of division 3 housing in April and July 2024.</li> </ul> <p>Based on interview with workers, it was known that maintenance and reparation were well implemented by estate management. Complaint regarding reparation will be responded and immediately take action within a week.</p>	Complied
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar POM and Estate provides workers with 15 kg additional rice additional 15 kg with dependent (spouse); and additional 9 kg rice for wife; and additional 7.5 kg rice for each child (max. 3 children). The evidence has been reviewed such as payroll for September 2024 (payroll contains of salaries, extra wage and other benefits) and based on interviews with the workers. Worker's housing provides by company also located near to the traditional market which provide the basic needs including staple foods, vegetables, meat, fish, etc.</p>	Complied
6.2.6	<p>A DLW is paid to all workers in accordance with applicable regulations, including workers who work on a piece rate/quota basis, the calculation of which is based on a quota that can be achieved during regular working hours.</p> <p>- Minor compliance -</p>	<p>Since there is no decent living wage standard in Indonesia, thus the unit of certification has implementing regulation on minimum wages to its employees for period 2024, as mandated through with Governor of Aceh Decree No. 560/1666/2023 dated 20 November 2023, which mentioned that minimum wage was set at IDR 3,460,672/month. This policy had adopted by unit management, which presented though General Manager and Head of General Affairs Letter No. UM/KK/Bi/0266/24 dated 22 January 2024, which settled at IDR 3,499,604 per month, consisted of IDR 3,312,103 + IDR 187,500 (rice allowance). This value has in accordance with Governor of Aceh Regulation.</p>	Complied

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		<p>Prevailing wage and in-kind benefit for period 2024</p> <table><tr><th>Parameter</th><th>Worker plus wife plus 3 children (IDR)</th></tr><tr><td>Basic salary plus rice allowance</td><td>3,780,853</td></tr><tr><td>Yearly annual bonus</td><td>945,213</td></tr><tr><td>Religious holiday allowance</td><td>315,071</td></tr><tr><td>Water, electricity</td><td>320,254</td></tr><tr><td>Meat allowance, entertainment allowance</td><td>19,617</td></tr><tr><td>Medical care</td><td>30,000</td></tr><tr><td>House</td><td>945,213</td></tr><tr><td>Pension money, etc.</td><td>331,231</td></tr><tr><td>Total</td><td>6,687,452</td></tr></table> <p>Based on those calculations, it is concluded that prevailing wages and in-kind benefits paid by company can meet the basic needs of the workers and their family.</p>	Parameter	Worker plus wife plus 3 children (IDR)	Basic salary plus rice allowance	3,780,853	Yearly annual bonus	945,213	Religious holiday allowance	315,071	Water, electricity	320,254	Meat allowance, entertainment allowance	19,617	Medical care	30,000	House	945,213	Pension money, etc.	331,231	Total	6,687,452	
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<p><b>PROCEDURAL NOTE:</b></p> <p>The RSPO has published guidelines on the calculation of Decent Living Wage (DLW) in June 2019. Since Indonesia does not have DLW benchmark yet, the RSPO Secretariat will conduct a DLW benchmark study in accordance with the Global Living Wage Coalition (GLWC) and Indonesian laws and regulations.</p> <p>In the meantime, until DLW benchmark for Indonesia is endorsed by the RSPO, the unit of certification carries out interim measures that was published by RSPO (dated 11 November 2019), including:</p> <ol style="list-style-type: none"><li>1. Payment of minimum wages in accordance with applicable regulations</li><li>2. Assessment of wages paid (prevailing wages) and in-kind benefits.</li></ol> <p>Once the DLW benchmark is available, this procedural note is no longer applicable.</p>																							

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6.2.7	<p>Permanent fulltime employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.</p> <p>- Minor compliance -</p>	<p>Unit of certification still consistent in determining core work, as refers to Indonesian Palm Oil Business Association (GAPKI) Decree No. SK/002/PPG/II/2013 dated 8 February 2013 about flow of activities in the implementation of work in the palm oil business plantation sector which in accordance with law No. 13 in 2003 about manpower Article 64 to 66, Minister of Manpower Regulation No. 19 year 2012 Article 3 Point 2c and Article 4 about job contracting requirements and GAPKI meeting result dated 18 January 2013, which stated that core work for oil palm plantation are harvesting and mill operations. Based on list of employee review for period September 2024, it was known that those core activities had been done by permanent workers.</p> <p>Unit of certification has only employed permanent worker, and the lowest level worker is Daily Permanent Worker (Kerja Harian Tetap – KHT as SKU). The working contract for permanent worker applied is Collective labour Agreement (CLA/PKB) BKS-PPS with PP.FSP.PP-SPSI period 2022-2024. There were contractor workers operated at company's estates, they employed by CV Liang Barat Sejahtera to work as upkeep worker. Each outsourcing worker is casual worker and has written contract with both contractors to work at Socfin areas. The contract has signed by all workers and registered to Aceh Singkil Regency Labor Agency.</p>	Complied
<b>Criteria 6.3:</b> The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.			
6.3.1	<p><b>(C)</b> A published statement recognizing freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>The company policy towards recognizing freedom of association and right to collective bargaining is presented in document of "Kebijakan Kebebasan Berserikat" or freedom of association policy that issued by Principal Director on 1 June 2019 (updated in October 2021). The policy stated that organization acknowledges that workers have the right to argued, associate, right to join in a labour union, and right to collective bargaining. The policy is available in Bahasa. The policy had communicated annually to all stakeholders, as the latest in 2024 is summarized as follows communication to worker conducted on 6, 7, 8, 15 and 24 April 2024 in Lae Butar Mill and Estate.</p> <p>There were union workers represent estate and mill workers incorporated in the SPSI Serikat Pekerja Perkebunan PT. Socfin Indonesia Lae Butar Plantation</p>	Complied

		<p>and registered in Manpower Agency as per Decree No.018/KEP-SK/PC-FSPPP-SPSI/ASK/VII/2024 from PP Federasi Serikat Pekerja Pertanian dan Perkebunan Serikat Pekerja Seluruh Indonesia (PP.FSP.PP-SPSI) regarding "Pengesahan/Perubahan PUK PT. Socfin Indonesia Lae Butar Federasi Serikat Pekerja Pertanian dan Perkebunan Serikat Pekerja Seluruh Indonesia Masa Bakti 2024 – 2029" dated 3 July 2024, with structure:</p> <ul style="list-style-type: none"> <li>- Chairman: Zaisal Lingga.</li> <li>- Vice Chairman I: Sondang Manik</li> <li>- Vice Chairman II: Misdi K</li> <li>- Secretary: Fitri Rian Rahardi</li> <li>- Treasury: Sakbanuddin</li> </ul> <p>Based on interviews with union worker leader, it is known that the company supports freedom of association for its workers. In addition, the company does not intervene to the union in terms of the election of the chairman or the decisions of the union.</p> <p>Based on data for the period of May 2024, as many as 760 employees have registered as members of the Workers' Union.</p>	
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or worker representatives who are freely elected, are documented in the national languages and available upon request.</p> <p>- Minor compliance -</p>	<p>Minutes of trade union internal meeting and meeting between union and employer representative were satisfactory documented, as shows through several minutes of meeting, for example as follows:</p> <ul style="list-style-type: none"> <li>- Latest meeting had conducted on 8 October 2024. No specific negative issued being discussed within both parties.</li> <li>- Latest internal meeting had conducted on 17 May 2024, with subject on safety, work performance, and CLA extension</li> </ul>	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers, including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>Based on review towards trade union of SPSI committee members, it was known that mill and estate management has allowed it workers to forms a trade union, which recognized by national regulation. Furthermore, there were no PT Socfin Indonesia - Lae Butar Unit structural employee on the labour organization. Based on interview with representative from SPSI, it was known that PT. Socfin Indonesia - Lae Butar Unit mill and estate management do not interfere formation and operation or decision being made by Trade Union committee. Moreover, mill and estate management has provided facilities for union activities.</p>	Complied
<b>Criteria 6.4:</b> Children are not employed or exploited.			

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6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>The company policy towards prohibition of child labour (stated as children under 18 years old) is presented in document of "Kebijakan Perlindungan Anak" or child protection policy that issued by Principal Director on 1 June 2019 (updated in October 2021). The policy stated that company does not tolerate the use of child labor in plantation and its facilities. Company does not employ worker under age 18 years old, in accordance with UN about Child Rights which defines "child" as everyone under age 18 years old. Furthermore, it also mentioned in contractor work agreement.</p> <p>Company has adopted the following Sustainability Policies which encapsulate Socfindo's current commitments and strategic priorities in relation to Sustainability. These policies are available in their website: <a href="https://www.socfindo.co.id/sustainability#a3">https://www.socfindo.co.id/sustainability#a3</a>. Child Protection Policy is available on <a href="https://www.socfindo.co.id/documents/eng/Policy-Child-Protection.pdf">https://www.socfindo.co.id/documents/eng/Policy-Child-Protection.pdf</a></p> <p>The policy had communicated annually to all stakeholders, as the latest in 2024 is summarized as follows:</p> <ul style="list-style-type: none"> <li>• Communication to worker conducted on 6, 7, 8, 15 and 24 April 2024 in Lae Butar Mill and Estate.</li> <li>• Communication to contractors had conducted on 22 July 2024 attended by contractor of worker outsource (CV Liang Barat Sejahtera).</li> <li>• Communication to surrounding community and District Agencies had conducted on 6 April 2024, attended by representatives from the village's officials around the company.</li> </ul>	Complied
6.4.2	<p><b>(C)</b> Documented evidence on the fulfilment of worker's minimum age requirements in accordance with applicable regulation and verification procedures for age requirements, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Based on review towards contractors' workers data (CV Liang Barat Sejahtera) and company employee's data during period of September 2024, it was known that there is no worker under 18 years old.</p> <p>Based on interview with representative from Trade Unions, Gender Committee, and workers from Lae Butar Estate and Lae Butar Mill, it was known that child under 18 years old is not allowed to work in all unit of PT Socfin Indonesia. Furthermore, administration management has maintained copy of workers identity card (known as KTP) and family card (known as KK).</p>	Complied
6.4.3	<p><b>(C)</b> Young person maybe employed only for non-hazardous work with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>Based on the verification of the Worker's List Lae Butar Estate and Mill document in September 2024, there are no students who are carrying out work practices in company operations.</p>	Complied



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6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>Dissemination of not allowing child worker is conducting through several method, as follows:</p> <ul style="list-style-type: none"> <li>- Child protection policy dated 1 June 2019 (updated in October 2021) has displayed on the Lae Butar Mill and Estate office, which containing disallowing to employ child labour (under 18 years old).</li> <li>- Dissemination to internal and external stakeholder had conducted gradually in all units of certification, summarized as follows: <ul style="list-style-type: none"> <li>• Communication to worker conducted on 6, 7, 8, 15 and 24 April 2024 in Lae Butar Mill and Estate.</li> <li>• Communication to contractors had conducted on 22 July 2024 attended by contractor of worker outsource (CV Liang Barat Sejahtera).</li> <li>• Communication to surrounding community and District Agencies had conducted on 06 April 2024, attended by representatives from the village's officials around the company.</li> </ul> </li> </ul> <p>Based on interview with representative from trade union (SPSI), gender committee, and workers from Lae Butar Estate and Lae Butar Mill, it was known that there is no child labour within mill and estate operational areas. Furthermore, it also stated that no child labour policy had communicate during muster morning by Foreman and/or Assistant.</p>	Complied
<b>Criteria 6.5:</b> There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<p><b>(C)</b> A policy to prevent sexual and all other form of harassment and violence is documented, implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of certification policy towards preventing sexual and other form of harassment and violence is presented in document of "Kebijakan Pencegahan Kekerasan dan Pelecehan" or violence and harassment mitigation policy that issued by Principal Director on 1 June 2019 (updated in October 2021). The policy had communicated annually to all stakeholders, as the latest in 2024 is summarized as follows:</p> <ul style="list-style-type: none"> <li>• Communication to worker conducted on 6, 7, 8, 15 and 24 April 2024 in Lae Butar Mill and Estate.</li> <li>• Communication to contractors had conducted on 22 July 2024 attended by contractor of worker outsource (CV Liang Barat Sejahtera).</li> <li>• Communication to surrounding community and District Agencies had conducted on 6 April 2024, attended by representatives from the village's officials around the company.</li> </ul>	Complied

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		Based on interview with representatives from Gender Committee, it was known that implementation towards gender, women rights, and any case related with sexual and other form of harassment and violence, were never happened during period 2023 to September 2024.	
6.5.2	<p><b>(C)</b> A policy to protect the reproductive rights of all, especially of women, is documented, implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>The policy regarding women reproductive rights is presented in document of "Kebijakan Hak Reproduksi" or reproduction right policy that issued by Principal Director on 1 June 2019 (updated in October 2021). This document is written in Bahasa Indonesia. The policy including presence of committee gender, including identification of new mother needs; education program cannot discriminate female or any group; presence of children day- care; pregnant female worker cannot work with chemical; breastfeeding female worker cannot work with chemical up until 9 months and provided with ample time to breastfeed the baby.</p> <p>The policy had communicated annually to all stakeholders, as the latest in 2024 is summarized as follows:</p> <ul style="list-style-type: none"> <li>• Communication to worker conducted on 6, 7, 8, 15 and 24 April 2024 in Lae Butar Mill and Estate.</li> <li>• Communication to contractors had conducted on 22 July 2024 attended by contractor of worker outsource (CV Liang Barat Sejahtera).</li> <li>• Communication to surrounding community and District Agencies had conducted on 6 April 2024, attended by representatives from the village's officials around the company.</li> </ul> <p>Based on interview with gender committee representatives, as well as with female workers (pesticide applicators), it was known several knowledge of workers understanding, such as:</p> <ul style="list-style-type: none"> <li>- Female employees are entitled to maternity leave 1 ½ months before childbirth and 1 ½ month after delivery (total maximum for three months). Furthermore, the company shall allow female workers sufficient opportunity to breastfeed their babies.</li> <li>- Pregnant and breastfeeding women, it was strictly prohibited to works with agrochemicals, and to be transferred to the non agrochemicals application works (example: manual weeding).</li> <li>- Unit management has provided menstrual leave for female workers where they are entitled to leave during the first two days of menstruation. Menstruation leave was given to female worker for 2 days off without any</li> </ul>	Complied

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		salary deduction, as previously approved by its upper coordinate and clinic paramedics.	
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified in accordance with applicable regulations in Indonesia.</p> <p>- Minor compliance -</p>	<p>The company shows report of new mother identification that approved by Unit Manager, which presented in document Form No. SOC/Form/4.07-01 (Rev. 0) dated 10 October 2024. The report informed that there are 3 (three) new mothers (initial RP, SS, MR), with children still below 2 years old. Sighted pregnancy monitoring record, and questionnaire of new mother identification that signed by the respective workers on 21 January 2024, 8 June 2024, and 7 October 2024, which containing several questions with subject on breastfeeding and breastmilk, childcare, contraception, entrepreneurship, workers knowledge understanding, household matters, and identification of needs.</p>	Complied
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, as long as the complaint is supported with adequate information, is documented, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar referring to “Prosedur Pengelolaan Isu Sosial No.SOC/PSM/9.14 rev.01” dated 1 April 2022. The procedure covers resolution for dispute, illegal activities, including FPIC in all process. Section 6.4.1.7 stated meeting for resolution can involve facilitator or mediator from community representative/cultural leader/village head or other party appointed by the community, taking into consideration local norm. Section 6.4.18 stated the conflict resolution process will be recorded in form “Catatan Perselisihan”.</p> <p>PT. Socfin Indonesia – Lae Butar referring to grievance handling policy “Kebijakan Pengaduan” dated 1 June 2019, signed by Principal Director. This policy is written in Bahasa Indonesia. The policy stipulates all complaint will be catered with appropriate complaint handling procedures, impartial, independent, fast and transparent manner.</p> <p>PT. Socfin Indonesia has adopted the following Sustainability Policies which encapsulate Socfindo’s current commitments and strategic priorities in relation to Sustainability. These policies are available in their website: <a href="https://www.socfindo.co.id/sustainability#a3">https://www.socfindo.co.id/sustainability#a3</a>. Specific related HRD and complaints are available in Grievance Policy.</p> <p>Resolution for sexual harassment complaint, intimidation and violence will be held by Gender Committee. The meeting for complaints and investigation conducted maximum 1 month after the complaint submitted and the status will be updated on a monthly basis by Gender Committee.</p> <p>The policy had communicated annually to all stakeholders, as the latest in 2024 is summarized as follows:</p>	Complied

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		<ul style="list-style-type: none"> <li>Communication to worker conducted on 6, 7, 8, 15 and 24 April 2024 in Lae Butar Mill and Estate.</li> <li>Communication to contractors had conducted on 22 July 2024 attended by contractor of worker outsource (CV Liang Barat Sejahtera).</li> <li>Communication to surrounding community and District Agencies had conducted on 6 April 2024, attended by representatives from the village's officials around the company.</li> </ul> <p>Based on interviews with gender committee, they confirmed that understand of grievance mechanism, which respects anonymity and protects complainants where requested – until September 2024 there was no complaints reported.</p>	
<b>Criteria 6.6:</b> No forms of forced or trafficked labour are used.			
6.6.1	<p><b>(C)</b> All work is voluntary and the following are prohibited:</p> <ul style="list-style-type: none"> <li>Retention of identity documents or passports;</li> <li>Payment of recruitment fees;</li> <li>Contract substitution without worker's consent</li> <li>Involuntary overtime;</li> <li>Lack of freedom of workers to resign</li> <li>Penalty for termination of employment, unless the unit of certification and the workers agree to the penalty and it is stated in the employment agreement</li> <li>Debt bondage</li> <li>Withholding of wages</li> </ul> <p>- Critical (Major) compliance -</p>	<p>The company commitment regarding not to recruit illegal migrant workers, included retention of identity card, contract substitution, involuntary overtime, penalty for termination, debt bondage, etc. is presented in code of Conduct or ethical policy of PT. Socfin Indonesia No.SOC/Dp/4.01-64 Point 13, and Policy of no forced labor that signed by Principal Director on 1 June 2019. PT. Socfin Indonesia committed to not employ migrant workers.</p> <p>Based on document review, interview with worker, and field observation, it was known that worker activities were based on contract agreement that contains agreements include working time, dependents, pay- roll and consent of both parties. Working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc., has clearly described in the CLA 2022-2024. Job descriptions were presented in contract agreement which agreed by both parties (employer and employee) through signed and legal stamp.</p> <p>There is no involuntary overtime practice found at PT. Socfin Indonesia Lae Butar Unit. According to document verification, it was known that any overtime order has signed and agreed by the workers itself. Interview with workers and payslips checked found that there's no extra-ordinary deduction of debt made by company. Moreover, based on list of employees in sampled units for period September 2024 review, it was known that there are no migrant workers within Lae Butar mill and estate operational areas. All employees were mostly locals. The workers have only required to provide copy of family card (KK) and identity</p>	Complied

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		card (KTP). No penalty given for termination for permanent and contract worker. Furthermore, based on payment slip review of security, harvester, upkeep workers and Mill Operator for period September 2024, it was known that premium and/or overtime has been paid proportionally, in accordance with labor regulations.	
6.6.2	<p><b>(C)</b> Where temporary (Specified Time Work Agreement/PKWT) or migrant workers are employed, a specific labour policy and procedures are established and evidence of implementation is available.</p> <p>- Critical (Major) compliance -</p>	<p>Based on verification worker list on September 2024, it was known that both of mill and estates have temporary workers (PKWT) and not have migrant workers. The PKWT workers was bounded by directly agreement between management and relevant workers or through outsource company. This agreement made in local language (Bahasa) and signed by both of parties. In the PKWT agreement already clear mentioned regarding rights and obligation refer to applicable Labour Laws.</p> <p>Based on interview with sample workers, as well as with trade unions and gender committee representatives, it was known that there is no negative issues related to involuntarily overtime, debt bondage, withholding of wages, lack of freedom to resign, and or payment of recruitment fees. Actual practices evidence shown that there is not involuntarily overtime, and force labor as seen in overtime form and annual leave records. Furthermore, there is no migrant workers nor trafficked labour. All workers were mostly locals.</p>	Complied
<b>Criteria 6.7:</b> The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			
6.7.1	<p><b>(C)</b> The responsible person(s) for H&amp;S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar POM and Estate has an OHS Committee in accordance with the Decree of the Head of the Aceh Manpower and Population Mobility Service, Aceh Singkil Regency with the No.500.15.18/359 concerning the Ratification of the Occupational Safety and Health Supervisory Committee (P2K3) of PT. Socfindo Kebun Lae Butar for 2024-2026 on 24 April 2024.</p> <p>PT. Socfin Indonesia – Lae Butar POM structure of P2K3 based on the decree is:</p> <ul style="list-style-type: none"> <li>• Chairperson: Management</li> <li>• Deputy Chairperson: Assistant Head</li> <li>• Secretary: Technician I (OHS Expert)</li> <li>• Deputy Secretary: Document Controller/ Distribution Clerk</li> <li>• Members: KTU; Assistant Division I - IV; Technician II; Factory Clerk I; Warehouse Head; Division Foreman I - IV; Head of Polyclinic</li> </ul>	Complied

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		<p>The Secretary of P2K3 in the management is on behalf of Mohd. Novry Rahadian and has been appointed as an OHS safety expert in accordance with the Decree of the Minister of Manpower of the Republic of Indonesia No. 5/5758/AS.01.03/V/2022 dated 31<sup>st</sup> May 2022 – valid until 3 years.</p> <p>OHS Committee has a quarterly OHS Committee report which contains information about regular monthly meetings discussing the company OHS and Environment aspects. Based on the report, it is known that during the period of July - September 2024 there were no work accidents in the company's operational area. In addition, OHS monitoring such as checking APAR, first aid kits, emergency response facilities, and cleanliness of the housing environment is carried out routinely every month.</p> <p>OHS Committee Report has been reported routinely every 3 months to the Head of "Dinas Tenaga Kerja Provinsi Aceh", "Dinas Tenaga Kerja dan Mobilitas Penduduk Aceh Kabupaten Aceh Singkil" and "Sekretariat Daerah Kabupaten Aceh Singkil", the last report for the third quarter of 2024 – submitted on 10 October 2024.</p> <p>Based on the results of interviews with representatives of the Aceh Singkil Regency Manpower and Transmigration Office, it is known that the company has been obedient in carrying out routine reporting.</p>	
6.7.2	<p>Accident and emergency procedures in Indonesian language are in place and clearly understood by all workers. Assigned operatives trained in first aid are present in both field and other operations. First aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar POM and Estate have been able to demonstrate the organization and emergency response system as follows:</p> <p><u>Emergency Response Organization</u></p> <p>The structure of the PT. Socfin Indonesia - Lae Butar emergency response team was approved on 15 January 2024, by the management.</p> <ul style="list-style-type: none"> <li>• Person in charge</li> <li>• Deputy person in charge</li> <li>• Firefighters</li> <li>• Security Officers</li> <li>• Communication Officers</li> <li>• Rescue and Evacuation Officers</li> <li>• First Aid Officers</li> </ul>	Complied

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		<p><u>Emergency Response System</u></p> <p>PT. Socfin Indonesia – Lae Butar POM has prepared procedures, policies, or work instructions owned by the company, for example:</p> <ul style="list-style-type: none"> <li>• SOC/PSM/4.08 (Emergency Preparedness and Response). Among them are information about the list of potential emergency situations, list of important telephone numbers, list of emergency equipment, emergency investigation reports, emergency handling guidelines, explosion handling guidelines, APAR guidelines, etc.</li> <li>• Occupational Safety and Health Policy: Commitment to providing a safe working environment for all employees, developing a safety culture that promotes individual awareness and responsibility.</li> </ul> <p>Based on the results of interviews with worker representatives, for example, operators of the boiling station and the Lae Butar POM, example engine room station as well as representatives of harvest employees, maintenance employees and warehouse officers at the Lae Butar Estate, it is known that workers have received sufficient information regarding handling emergencies such as natural disasters, fires, chemical spills, or other types of emergencies</p> <p><u>Emergency Response System</u></p> <p>It can be seen in several procedures, policies or work instructions owned by the company, for example:</p> <ul style="list-style-type: none"> <li>• SOC/PSM/4.08 (Emergency Preparedness and Response). These include information about a list of potential emergencies, a list of important telephone numbers, a list of emergency equipment, emergency investigation reports, guidelines for handling emergencies, guidelines for handling explosions, fire extinguisher guidelines.</li> <li>• Occupational Safety and Health Policy: Commitment to providing a safe working environment for all employees, developing a safety culture that promotes individual awareness and responsibility.</li> </ul> <p><u>First Aid Officer</u></p> <ul style="list-style-type: none"> <li>• No. 86-7/P3K/DTK/2018 is valid for 3 years and has been extended until 19 November 2024, namely Mrs Endang Purwani</li> <li>• No. 85-7/P3K/DTK/2018 is valid for 3 years and has been extended until 19</li> </ul>	
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		November 2024 Namely Mrs Irwan Syafarudin	
		Based on the results of interviews with worker representatives, for example the Lae Butar POM boiling station and machine room station operators as well as representatives of harvest employees and Lae Butar Plantation warehouse workers, it is known that workers have received sufficient information regarding handling emergency situations such as natural disasters, fires, chemical spills, or other types of emergencies.	
6.7.3	<p><b>(C)</b> Workers use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace, to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar POM has procedures and policies related to PPE, including stating that it will provide PPE in accordance with the risk analysis and free of charge.</p> <p>Examples of PPE used include:</p> <ul style="list-style-type: none"> <li>Boiler station: Glasses, apron, mask, leather gloves, safety shoes, helmet, and ear plugs</li> <li>Pesticide applicator: Boots, glasses, apron, and mask</li> </ul> <p>Examples of documentation for the submission of PPE to employees can be shown, for example:</p> <ul style="list-style-type: none"> <li>Provision of safety shoes on 29 May 2024 to factory employees as many as 2 pcs.</li> <li>Provision of 5 pieces of glasses on 3 May 2024 to harvest employees.</li> <li>Provision of AP boot shoes on 25 April 2024 to harvest employees as many as 6 pcs.</li> </ul> <p>PT. Socfin Indonesia – Lae Butar POM has also shown the PPE stock as of June 2024 such as AP boot shoes (21 pairs), leather safety shoes (10 pairs), masks (227 pcs), plastic glasses (141 pcs), yellow helmets (59 pcs), rubber gloves (201 pairs), leather gloves (4 pairs), ear plugs (28 pairs).</p> <p>Based on the results of interviews with worker representatives, for example, in pesticide application activities in division III – block 40, fertilizer application in division IV – block 87, and the processing area in Lae Butar POM, it is known that PPE has been used in accordance with the matrix and procedures that are owned.</p>	Complied



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		<p><u>Sanitation Facilities</u></p> <p>PT. Socfin Indonesia – Lae Butar POM and Estate have sanitation facilities for pesticide applicators which are equipped with a place to wash PPE and work tools, a place to wash clothes, an employee bathroom, a place to store PPE, and a locker to store clean clothes. The verification results also found that the number of lockers and facilities was in accordance with the number of pesticide applicators owned. Location in Each Division.</p>	
6.7.4	<p>All workers are provided medical care and covered by accident insurance. Costs incurred from work related incidents, leading to injury or illness, are covered in accordance with applicable regulations or by the unit of certification if applicable regulations do not provide protection.</p> <p>- Minor compliance -</p>	<p>All workers were covered by accident and medical care insurance including contract workers. Evidence was sighted and documented in “BPJS Ketenagakerjaan” (social insurance) and “BPJS Kesehatan” (medical insurance) payment description and bank slip payment.</p> <p>PT. Socfin Indonesia – Lae Butar POM has shown proof of payment of BPJS Ketenagakerjaan and BPJS Kesehatan for workers, for example:</p> <ul style="list-style-type: none"> <li>• “BPJS Ketenagakerjaan” with for the period of August 2024 with the total of workers registered 940 workers – number of dependents is 2,213 workers and has been paid on 7 September 2024.</li> <li>• “BPJS Kesehatan” for the period of August 2024 with the total of workers registered 844 workers. (Code ID: 4000 0004 9094)</li> </ul> <p>Based on the interview with mill and estate workers, concluded that all employees were aware of the medical service procedures in the event of an accident or illness. All employees interviewed also claimed to have a health BPJS card, if they went to a company clinic there was no fee at all. Based on interview with contractor representative, it is known that the accident insurance for contractor’s workers is covered by the head of contractor itself.</p>	Complied
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar POM and Estate has recorded work accidents and has been summarized in LTA Metric.</p> <p>The calculation results are for each current year so that the final calculation is for the 2024 (January – October 2024) period as follows:</p> <ul style="list-style-type: none"> <li>• Total lost time injuries: 10 cases</li> <li>• Total hour worked: 1,493,368 hours.</li> </ul>	Complied

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		FR → 7.03 SR → 499.42	
Interviewee and/or sighted documents and records		Workplace	
Letter No. UM/LB/R/429/24 dated 24 January 2024, issued by the General Division, stated that there were 9 workers who had been assigned promote from permanent worker/"Karyawan Harian Tetap"to "Pegawai Class I/2".		Lae Butar Estate (promotion)	
Letter of pension "Surat Kesepakatan dan Perjanjian Akhir Masa Kerja No. LB/X/Bi/1394/2023" dated 6 November 2023.		Lae Butar Estate (pension)	
Gender committee		Lae Butar Estate and Lae Butar POM	
Worker Union "Federasi Serikat Pekerja Pertanian dan Perkebunan Serikat Pekerja Seluruh Indonesia"		Lae Butar Estate and Lae Butar POM	
Aceh Governor Decree No.560/1666/2023 dated 20 November 2023 regarding the Determination of the Minimum Wage for Aceh Province in 2024		Lae Butar Estate and Lae Butar POM	
Collective work agreement "Perjanjian Kerja Bersama (PKB)" between PT. Socfin Indonesia with Badan Kerjasama Perkebunan Sumatera (BKS-PPS) for period 2022 to 2024, that had registered through Letter No. 77/BKS-PPS/2022 dated 23 March 2022, approved, and signed by Ministry of Labor on 2 November 2022.		Lae Butar Estate and Lae Butar POM	
Employee No.12081**, No.12086**, An**** M, Mes****, Ris*** S*****, Sup****, Suh***,		Lae Butar POM	
Employee A** P****, Sur****, Rah*** H, Ma***, Nov****, Riy****, Sis****, Las****, Ern****, R***, Ros****, Ani****, Jum****, Jum****, Fit**** N****, Sua****, Rus****, Sud****,		Lae Butar Estate	
Employee M Ik****, Wil**, Ra*** P, Bu***** B****, End*** Pur****		Lae Butar Clinic and New Mother	
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.  - Critical (Major) compliance -	PT. Socfin Indonesia – Lae Butar has had procedure of Integrated Pest Management (including disease).  IPM Procedure: <ul style="list-style-type: none"><li>SOC/PSM/7.10-11: Procedure of Oryctes rhinoceros Control</li></ul>	Complied

		<ul style="list-style-type: none"> <li>SOC/PSM/7.10-12: Procedure of Integrated Ganoderma Control</li> <li>SOC/PSM/7.10-13: Procedure of Leaf Eating Caterpillar Control</li> <li>SOC/PSM/7.10-21: Procedure of Rat Control</li> </ul> <p>During ASA 1.4 – year 2024, PT. Socfin Indonesia – Lae Butar Estate has documented IPM for 2024 in “Rencana Pengelolaan Pesticida dan Hama Terpadu”. This plan outlines the use and implementation of the Integrated Pest Management plan for Socfindo's operations and forms the basis on which Socfindo implements pesticide reduction plans to minimize and/or mitigate their impacts as part of Socfindo's overall commitment to environmental management.</p> <p>PT. Socfin Indonesia – Lae Butar Estate through Socfin Research has trained pest monitoring officer (3 person each division). Each block has an observational row (multiples of five, starting from the fifth row). Observations are made every month. The outermost tree in the line of observation has been red marked to facilitate the pest control officer.</p> <p>The company has conducted pest and disease census daily. Item to check was leaf eater caterpillar, rat infestation and Ganoderma.</p> <p>The record of monitoring reported to pest and disease officer and Division Assistant as decided to control or not. Evidence available such as “Rekapitulasi sensus Orycthes”, “Rencana Sensus Normal Serangan Ulat Kebun Lae Butar”, “Rencana dan Realisasi Tanam Beneficial Plant 2024 Kebun Lae Butar”. Based on document review, there is no pest infestation which exceeds the threshold.</p> <p>Record of observation written in daily pest infestation report. Observed beneficial plants along the main road and collection road. To maintain soil moisture, the company has maintained ground cover using legumes and Nephrologist ferns. Based on field observation, there is no pest infestation occur.</p>	
7.1.2	<p>Invasive species are not to be used according to applicable regulation in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar Estate has regularly evaluated invasive species according to Minister of Environment and Forestry Regulation No. P. 94/MENLHK/SEKJEN/KUM.1/12/2016 concerning Invasive Species.</p>	Complied

		<p>PT. Socfin Indonesia-Lae Butar Estate prepared a Report on the Management and Monitoring of Protected Areas and High Conservation Value Areas (HCV) around the PT. Socfin Indonesia Plantation Area in 2023. The report was submitted on 7 November 2023 and received by the Aceh Province BKSDA on 8 November 2023.</p> <p>Some species naturally existed in the area and the spreading are controlled by manually and pesticides spraying, e.g. <i>Cassia tora</i>, <i>Urea lobata</i>, <i>Imperata cylindrica</i>, <i>Turnera ulmifolia</i>, <i>Clidemia hirta</i>, <i>Mimosa invisa</i>.</p> <p>Based on document verification, interview with estate manager and field visit obtain information that there is no invasive species used in managed area.</p>	
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>During ASA 1.4 – year 2024, the auditor team field visit, document verification, interview with field assistant and worker obtain information that there is no fire used for pest control in Lae Butar Estate.</p>	Complied
<b>Criteria 7.2:</b> Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	<p><b>(C)</b> Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar has established No Deforestation, Development on Peat &amp; Environmental Policy that was signed by Principal Director of Socfin Indonesia on 1 June 2019, Socfin Indonesia has specific commitment related to pesticide usage as follows:</p> <ul style="list-style-type: none"> <li>• Specific attention is given to the use of pesticides. Integrated Pest Management (IPM) plans are developed for all operations and reviewed annually,</li> <li>• All active ingredients in use are also reviewed annually for safety and efficacy,</li> <li>• Pesticides in WHO classes IA and IB, and Stockholm or Rotterdam conventions are used only when no effective alternatives are available. Their use is authorized in writing by local senior management on a case-by-case basis,</li> <li>• The active ingredient "paraquat" is to be phased out of all our operations in 2019,</li> <li>• All workers, permanent or not, involved with pesticides, are trained and</li> </ul>	Complied

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		<p>equipped adequately and their health is monitored.</p> <p>All pesticide usage has been registered in <a href="http://pestisida.id/simpes_app/rekap_kimia_formula.php">http://pestisida.id/simpes_app/rekap_kimia_formula.php</a> according to national regulation.</p> <p>To reduce the human and environmental risk, there is some continuous action that has been implemented as follows:</p> <ul style="list-style-type: none"> <li>• Set up the pesticide rotation. For example, chemical weeding rotation is 4 times a year where the rotation in immature and early mature more often than mature and old palm.</li> <li>• Using the ultralow volume nozzle to minimize water consumption and reduce the risk for environment.</li> <li>• Conducted regularly training for pesticide applicators and equipped them with appropriate PPE's.</li> <li>• Delay the pesticide application if weed or pest is under control. According to the interview with estate manager and sprayers, the pesticide rotation can be delayed or reduced especially in mature or old palm where weeds/pest population are under control.</li> <li>• Minimalize contamination for pesticide applicator and their families by ensuring them to clean themselves before back home.</li> </ul> <p>List of pesticide used by the unit of certification is recorded in document "Daftar Pestisida yang Digunakan di Perkebunan PT. Socfin Indonesia – year 2024", as follows:</p> <table border="1"> <thead> <tr> <th>Trademark</th><th>Ingredientes</th><th>Total</th><th>UoM</th></tr> </thead> <tbody> <tr> <td>Ally 20 WG</td><td>Metil Metsulfuron</td><td>206.97</td><td>Kg</td></tr> <tr> <td>Amistartop 325 SC</td><td>Azostrixobin; Difektonazol</td><td>20.90</td><td>L</td></tr> <tr> <td>Basta 150 SL</td><td>Glufosinate-ammonium</td><td>139.76</td><td>L</td></tr> <tr> <td>Broconil 75 WP</td><td>Klorotalonil 75%</td><td>-</td><td>L</td></tr> <tr> <td>Cypertrop 200 EW</td><td>Cypermethrin</td><td>-</td><td>L</td></tr> <tr> <td>Dacomin 865 SL</td><td>2.4 D Dimetil Amina 865 g/l</td><td>196.47</td><td>L</td></tr> </tbody> </table>	Trademark	Ingredientes	Total	UoM	Ally 20 WG	Metil Metsulfuron	206.97	Kg	Amistartop 325 SC	Azostrixobin; Difektonazol	20.90	L	Basta 150 SL	Glufosinate-ammonium	139.76	L	Broconil 75 WP	Klorotalonil 75%	-	L	Cypertrop 200 EW	Cypermethrin	-	L	Dacomin 865 SL	2.4 D Dimetil Amina 865 g/l	196.47	L	
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7.2.2	<p><b>(C)</b> Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per Ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar showed the record of LD50 calculation in each unit based on amount of pesticide used. For example, Lae Butar Estate has calculated the LD50 of each pesticide in a monthly basis. For example, toxicity of pesticide.</p> <p>List of pesticides used period January – October 2024, such as:</p> <table> <tr> <th>No</th><th>Ingredient</th><th>Total area (Ha)</th><th>LD 50 (kg/kg)</th></tr> <tr> <td>1</td><td>Methil metsulfuron 20%</td><td>21,407.34</td><td>107,036.70</td></tr> <tr> <td>2</td><td>Azoxystrobine 200 g/l, Difenoconazole 125 g/l</td><td>354.40</td><td>708.80</td></tr> <tr> <td>3</td><td>Glufosinate-ammonium</td><td>2,356.64</td><td>-</td></tr> <tr> <td>4</td><td>Indaziflam 500 g/l</td><td></td><td>-</td></tr> <tr> <td>5</td><td>Klorotalonil 75%</td><td>12.80</td><td>25.60</td></tr> <tr> <td>6</td><td>N 11%, P2O5 8%, K2O 6%</td><td>408.87</td><td>-</td></tr> <tr> <td>7</td><td>Cypermethrin 21%</td><td>283.87</td><td>68.70</td></tr> <tr> <td>8</td><td>2,4-D Dimetil amina 865 g/l</td><td>1,185.26</td><td>1,185.26</td></tr> <tr> <td>9</td><td>Mancozeb 80%</td><td>212.80</td><td>-</td></tr> <tr> <td>10</td><td>Halosifop-R-metil ester :108 g/l, setara dengan haloksifop :104 g/l</td><td></td><td>-</td></tr> <tr> <td>11</td><td>Triklopir butoksi etil ester 670 g/l</td><td>1,165.47</td><td>2,330.94</td></tr> </table>	No	Ingredient	Total area (Ha)	LD 50 (kg/kg)	1	Methil metsulfuron 20%	21,407.34	107,036.70	2	Azoxystrobine 200 g/l, Difenoconazole 125 g/l	354.40	708.80	3	Glufosinate-ammonium	2,356.64	-	4	Indaziflam 500 g/l		-	5	Klorotalonil 75%	12.80	25.60	6	N 11%, P2O5 8%, K2O 6%	408.87	-	7	Cypermethrin 21%	283.87	68.70	8	2,4-D Dimetil amina 865 g/l	1,185.26	1,185.26	9	Mancozeb 80%	212.80	-	10	Halosifop-R-metil ester :108 g/l, setara dengan haloksifop :104 g/l		-	11	Triklopir butoksi etil ester 670 g/l	1,165.47	2,330.94	Complied
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7.2.3	<p><b>(C)</b> Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	Updated during ASA 1.4 – year 2024, based on document review and field observation, uses of pesticides are minimized as part of the plan, and in accordance with IPM Plans, there are no pesticide application outside the targeted species and planned intervals. Pesticides are only used to reduce/eliminate existing pest, which has exceeded the economic threshold.	Complied																																																
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in Indonesia best practice guidelines.</p> <p>- Minor compliance -</p>	Updated during ASA 1.4 – year 2024, based on document review and field observation, there is no prophylactic use of pesticides, uses of pesticides are in accordance with IPM Plans, there are no pesticide applications outside the targeted species and planned intervals. Pesticides are only used to reduce/eliminate existing pests, which has exceeded the economic threshold.	Complied																																																
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat, are not to be used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to:</p> <p>- Minor compliance -</p> <p>7.2.5a Judgment of the threat and verify why this is a major threat.</p> <p>7.2.5b Why there is no other alternative which can be used.</p> <p>7.2.5c Which process was applied to verify why there is no other less hazardous alternative.</p>	<p>Based on document review and observation to the warehouse, noted that the unit of certification is not using paraquat and pesticides that are categorized as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions. PT. Socfin Indonesia – Lae Butar is no longer using paraquat dichloride since 2019.</p> <p>There is no use of paraquat and pesticides that are categorized as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions.</p>	Complied																																																

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	7.2.5d Process to limit the negative impacts of the application.		
	7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.		
7.2.6	<p><b>(C)</b> Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they conduct.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar has conducted pesticide handling training regularly. There was a record of safe use pesticide training, facilitate by Estate Manager and field assistant. Training on sprayer related to technical, economic, regulatory aspects, Risk analysis covers risk of intoxication, environmental pollution.</p> <p>Based on the results of interviews with the Division Assistant, it was obtained information that pest control using chemicals is the last alternative if indeed based on the census results the level of attack is above the control threshold. Control will combine various methods such as mechanical and biological so that there is no excessive use of pesticides.</p> <p>Training record such as training material, training evaluation and attendance list were available. Example: dated 15 May 2024 – training regarding pesticides application that was attended by 9 sprayers in Division 1 &amp; 3.</p>	Complied
7.2.7	<p><b>(C)</b> Storage of all pesticides in accordance with recognized best practices.</p> <p>- Critical (Major) compliance -</p>	<p>Updated during ASA 1.4 – year 2024, based on the results of a field visit to the pesticide warehouse of Lae Butar Estate, it was discovered that pesticide storage had been carried out in accordance with existing procedures, that is stored in a special room with good ventilation and lighting, separated by type, equipped with the hazardous symbol, and equipped with MSDS. The company also provides emergency response facilities, such as emergency shower and eye wash.</p>	Complied
7.2.8	<p>All pesticide containers that are disposed of and/or used for other purposes are managed according to applicable regulations and/or instructions on the packaging.</p> <p>- Minor compliance -</p>	<p>Updated during ASA 1.4 – year 2024, based on results of field visits to the sanitation facility of Division 1 and Division 4 of Lae Butar Estate (dated 15 October 2024) as well as visits to temporary hazardous waste storage, it is known that used pesticide containers have been managed well in accordance with existing procedures.</p> <p>This was also confirmed based on the results of field visits to Division 1 and 3 employee housing and Division 1 landfill where no used pesticide containers were found scattered or used for other purposes with different characteristics.</p>	Complied



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		The use of used pesticide containers (jerry cans) is only for the spraying activities and all of them have been recorded in waste utilization monitoring.	
7.2.9	<p><b>(C)</b> Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	<p>Updated during ASA 1.4 – year 2024, based on results of field visits to the sanitation facility of Division 1 and Division 4 of Lae Butar Estate (dated 15 October 2024) as well as visits to temporary hazardous waste storage, it is known that used pesticide containers have been managed well in accordance with existing procedures.</p> <p>This was also confirmed based on the results of field visits to Division 1 and 3 employee housing and Division 1 landfill where no used pesticide containers were found scattered or used for other purposes with different characteristics.</p> <p>The use of used pesticide containers (jerry cans) is only for the spraying activities and all of them have been recorded in waste utilization monitoring.</p>	Complied
7.2.10	<p><b>(C)</b> Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>Occupational safety and health requirements for sprayers are:</p> <ul style="list-style-type: none"> <li>Sprayers have been given an understanding in the form of training or socialization regarding the use of pesticides.</li> <li>Sprayers receive periodic Health Checks 1 (one) time a year and Special Checks at least 1 (one) time in 6 (six) months.</li> </ul> <p>Based on the results of interviews with sample employees, it states that health checks have been carried out routinely and the results are informed to employees transparently. For employees who experience a decline in health function, follow-up examinations will be carried out.</p> <p>There is an agreement for Employee Health Examination between PT Socfin Indonesia and PT. Anugerah Ibu Pratama Medan, No.PD-GM.X.178.2024 dated 7 May 2024 for annual health examinations and special health examinations (CHE).</p> <p>PT. Socfin Indonesia – Lae Butar has also carried out the specific annual medical surveillance for worker in high-risk area, consisting of fertilizer workers and pesticide applicators. The results of verification of the employee list and interviews with pesticide applicators revealed that they had taken annual health</p>	Complied

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		<p>checks and special health checks and received information about the results of these checks. The Medical Check Up (MCU) conducted by PT. Anugerah Ibu Pratama Medan.</p> <p>Data verified:</p> <ul style="list-style-type: none"> <li>General MCU - The results of the last special health inspection carried out in 28-29 June and 1 July 2024 showed that all pesticide applicators were in the normal category. The total number of workers included in the inspection was 693 people. There were 25 workers that needed to follow up based on result of MCU, example: dated 2 September 2024,</li> <li>Specific MCU - The annual special Health Examination (CHE) is carried out in two stages, which was on 8 November 2023, that was attended by 95 workers, with resulting all workers are fit, some with conditions. Followed up through doctor visit.</li> </ul>	
7.2.11	<p><b>(C)</b> No pesticide-related work is carried out by pregnant or breastfeeding women, or people with medical limitations and they are offered other equivalent work alternatives.</p> <p>- Critical (Major) compliance -</p>	<p>Updated during ASA 1.4 – year 2024, based on the results of a document review and interviews with worker representatives, including those in charge of the company clinic, it is known that pesticide applicators should not be used by pregnant and breastfeeding women or people who have medical limitations. Some ways to ensure this include the following:</p> <ul style="list-style-type: none"> <li>Monitoring menstrual leave.</li> <li>Carry out annual health checks and special health checks to ensure all workers are in good condition.</li> <li>Installed warnings about prohibiting pregnant and breastfeeding women from working with chemicals and posted it in strategic places.</li> <li>Routine dissemination during the morning briefing with explanation that if there are conditions such as pregnancy and breastfeeding, they will be transferred to light type of work.</li> </ul>	Complied

#### Note For 7.2.11

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

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

7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented in accordance with applicable laws and regulations.</p> <p>- Minor compliance -</p>	<p>The auditor team has verified the updated a procedure No. SOC/DP/4.11-04 regarding the identification and the management of domestic waste, as follow:</p> <ul style="list-style-type: none"> <li>Organic waste, for example: leaves, paper, vegetable waste, food waste. The handling process is by preparing a pit behind the house. Once the pit is 1/3 full, fill it with soi.</li> <li>Inorganic waste, for example: plastic, glass, foam, cans. The handling process is by collecting it in sacks and disposed into the Landfill (Final Disposal Site)</li> </ul> <p>Data verified:</p> <ul style="list-style-type: none"> <li>Report of refreshment on disseminating waste management procedure to all workers and their families in the housing complex across all divisions. Example: dated 10 October 2024, location in Division 4. The socialization has attended by 26 participants (housewives). Available record: attendance list, training material, documentation.</li> <li>Report of refreshment on disseminating waste management procedure to all workers and their families in the housing complex across all divisions. Example: dated 11 October 2024, location in Division 1. The socialization has attended by 48 participants (housewives). Available record: attendance list, training material, documentation.</li> <li>The land fill location verified which is more than 5 kilo meters away, such as in block No 12 - for Division 3, block No 37 - for Division 1 &amp; mill, block No 52 – for division 3 and block No 83 – for Division 4. Based on field visit at landfill, non-degradable waste material is disposed in the pit. There is no hazardous waste found at the landfill.</li> <li>Report on OHS inspection, focusing on waste management in compound area – carried out by Division Assistance (weekly). The report verified for period September and October 2024.</li> <li>PT Socfin Indonesia – Lae Butar Mill has appointed the Division Assistance, as waste transportation responsibilities to the respective divisions.</li> <li>Domestic Waste Collecting Schedule – (weekly), prepared by Division 1 &amp; Mill. Vehicle number: BL 8345 **. Driver: Mr Trisantoso</li> <li>Domestic Waste Collecting Schedule – (weekly), prepared by Division 4. Vehicle number: BL 8390 **. Driver: Mr Amin.</li> </ul>	Complied
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		<ul style="list-style-type: none"> <li>Record of Domestic Waste Disposed to Land fill, example in Division I, dated 6 September 2024, dated 13 September 2024, and dated 20 September 2024. The waste has disposed to block No 52 (landfill)</li> </ul>	
7.3.2	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>The auditor team has verified the updated a procedure No. SOC/DP/4.11-04 regarding the identification and the management of domestic waste, as follow:</p> <ul style="list-style-type: none"> <li>Organic waste, for example: leaves, paper, vegetable waste, food waste. The handling process is by preparing a pit behind the house. Once the pit is 1/3 full, fill it with soi.</li> <li>Inorganic waste, for example: plastic, glass, foam, cans. The handling process is by collecting it in sacks and disposed into the Landfill (Final Disposal Site)</li> </ul> <p>Data verified:</p> <ul style="list-style-type: none"> <li>Report of refreshment on disseminating waste management procedure to all workers and their families in the housing complex across all divisions. Example: dated 10 October 2024, location in Division 4. The socialization has attended by 26 participants (housewives). Available record: attendance list, training material, documentation.</li> <li>Report of refreshment on disseminating waste management procedure to all workers and their families in the housing complex across all divisions. Example: dated 11 October 2024, location in Division 1. The socialization has attended by 48 participants (housewives). Available record: attendance list, training material, documentation.</li> <li>The land fill location verified which is more than 5 kilo meters away, such as in block No 12 - for Division 3, block No 37 - for Division 1 &amp; mill, block No 52 – for division 3 and block No 83 – for Division 4. Based on field visit at landfill, non-degradable waste material is disposed in the pit. There is no hazardous waste found at the landfill.</li> <li>Report on OHS inspection, focusing on waste management in compound area – carried out by Division Assistance (weekly). The report verified for period September and October 2024.</li> <li>PT Socfin Indonesia – Lae Butar Mill has appointed the Division Assistance, as waste transportation responsibilities to the respective divisions.</li> <li>Domestic Waste Collecting Schedule – (weekly), prepared by Division 1 &amp; Mill. Vehicle number: BL 8345 **. Driver: Mr Trisantoso</li> </ul>	Complied

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7.3.3	<p>The unit of certification does not use open fire for waste disposal.</p> <p>- Minor compliance -</p>	<p>Based on the results of the field visit and interview workers and housing residents, it was discovered that there was no use of fire for managing domestic waste and hazardous waste. The company has Landfill for domestic waste disposal. No fire use founded for waste disposal.</p> <p>PT. Socfin Indonesia – Lae Butar has established the company policy related to “Kebijakan Non-Deforestasi, Pengelolaan Gambut dan Lingkungan Hidup”, the policy was signed by Principal Director in October 2021. In section “Pembakaran” – Burning, mentioned “conducted the socialization does not use open fire for waste disposal”.</p> <p>PT. Socfin Indonesia have land fill for waste disposal, location verified which is more than 5 kilo meters away, such as in block No 12 - for Division 3, block No 37 - for Division 1 &amp; mill, block No 52 – for division 3 and block No 83 – for Division 4.</p>	Complied
<b>Criteria 7.4:</b> Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	<p>Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts is documented.</p> <p>- Minor compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar has established mechanism for Fertilizing (SOC-KB/IK/01), Leaf Analysis (SOC/PSM/7.10-14) and Soil Analysis (SOC/PSM/7.10-15). These mechanisms are followed to manage soil fertility to optimize yield and minimize environmental impacts.</p> <p>According to the latest best management practices procedure, the unit of certification using chemical fertilizer and organic fertilizer such as empty fruit bunch, bunch ash and solid to increasing soil fertility. All record of fertilizer application recorded in document” Booklet Pemupukan”.</p>	Complied
7.4.2	<p>Analysis of tissue samples (e.g. leaves) and soil on a regular basis to monitor and manage changes in soil fertility and plant health is documented.</p>	<p>Based on the procedure of Leaf Analysis (SOC/PSM/7.10-14) and Soil Analysis (SOC/PSM/7.10-15) The unit of certification has conducted analysis of tissue samples (leaves) annually to monitor and manage change in soil fertility and plant health.</p>	Complied

- Minor compliance -

Soil analysis conducted in 10- 12 years intervals on Soil Sampling Unit (SSU), an area which is pointed as fertility indicator block. Leaf and soil analysis conducted by internal Bangun Bandar Analytical Laboratory PT. Socfindo (KAN-905-IDN)

Soil Analysis:

Available in Soil Analysis Report No. S15-013/LAB-SPPL/IV/2015, dated 26<sup>th</sup> April 2015 conducted by Bangun Bandar Analytical Laboratory PT. Socfindo (KAN-905-IDN) to ensure the nutrient content in the soil. The results of the soil analysis consisted of 62 samples received on 16 February 2015 and analysed on 3 April 2015. The parameters analysed were pH-H<sub>2</sub>O, pH-KCl, Sand, Silt, Clay, N-Kjh, C-Org, P-Bray, CEC, K, Ca, Mg, and Na.

Leaf Analysis:

Available in Leaf Analysis Report No. L2023-1695/LAB-SPPL/V/2023, dated 21 September 2023, carried out by Bangun Bandar Analytical Laboratory PT Socfindo (KAN-905-IDN) to ensure nutrient content in leaves. The results of the soil analysis consisted of 32 samples received on 20 May 2023 and analysed on 22 May 2023. The parameters analysed were N-Kjehl, P-Total, K-Total, Ca-Total, Mg-Total, Cl-Total, and B-Total.

Recommendations and realization of fertilization until 8 June 2024:

No	Fertilizer type	Recommendation (Kg)	Realization (Kg)
1	RP	1,228	-
2	RP	14,645	500
3	NPK 12-12-2+TE	130,818	130,818
4	NPK 12-12-17-2	3,788,812	1,487,819
5	NPK 15-15-6-4	42,645	42,603
6	Urea	21,860	4,551
7	KCL	1,343	-
8	Kieserite	244,936	7,211
9	Borate	11,239	3,789

Fertilization has not been 100% realized because there is a fertilization recommendation scheduled for Semester 2 of 2024.

7.4.3	<p>A nutrient recycling strategy is in place, which include the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>Lae Butar Estate applied Empty Fruit Bunch (EFB) and bunch ash. Based on the agronomy's SOP, certificate holder has stipulated the EFB dosage on planting age basis as follows:</p> <ul style="list-style-type: none"><li>• Under 1 year: 10 tons/Ha</li><li>• 1 – 2 years: 20 tons/Ha</li><li>• 3 years' up: 45 tons/Ha</li></ul> <p>Record of EFB application in in 2023 &amp; 2024 is available, in table:</p> <table><tr><th>Year</th><th>EFB Production (MT)</th><th>EFB Aplication (MT)</th></tr><tr><td>2023</td><td>22,531.02</td><td>22.514.22</td></tr><tr><td>2024</td><td>7,663.57</td><td>7.715.32</td></tr></table> <p>The wastewater from processing is discharged into water bodies in accordance with the permit for discharging liquid waste into water bodies, after being processed in the Wastewater Treatment Plant (IPAL).</p>	Year	EFB Production (MT)	EFB Aplication (MT)	2023	22,531.02	22.514.22	2024	7,663.57	7.715.32	Complied																															
Year	EFB Production (MT)	EFB Aplication (MT)																																									
2023	22,531.02	22.514.22																																									
2024	7,663.57	7.715.32																																									
7.4.4	<p>Records of fertilizer inputs are maintained.</p> <p>- Minor compliance -</p>	<p>The record of fertilizer input has been maintained by the company in "Booklet Pemupukan Kimia" for year 2024. Based on the document obtain information that Lae Butar Estate has documented the fertilizer input.</p> <p>Recommendations and realization of fertilization until 8 June 2024:</p> <table><tr><th>No</th><th>Fertilizer type</th><th>Recommendation (Kg)</th><th>Realization (Kg)</th></tr><tr><td>1</td><td>RP</td><td>1,228</td><td>-</td></tr><tr><td>2</td><td>RP</td><td>14,645</td><td>500</td></tr><tr><td>3</td><td>NPK 12-12-2+TE</td><td>130,818</td><td>130,818</td></tr><tr><td>4</td><td>NPK 12-12-17-2</td><td>3,788,812</td><td>1,487,819</td></tr><tr><td>5</td><td>NPK 15-15-6-4</td><td>42,645</td><td>42,603</td></tr><tr><td>6</td><td>Urea</td><td>21,860</td><td>4,551</td></tr><tr><td>7</td><td>KCL</td><td>1,343</td><td>-</td></tr><tr><td>8</td><td>Kieserite</td><td>244,936</td><td>7,211</td></tr><tr><td>9</td><td>Borate</td><td>11,239</td><td>3,789</td></tr></table>	No	Fertilizer type	Recommendation (Kg)	Realization (Kg)	1	RP	1,228	-	2	RP	14,645	500	3	NPK 12-12-2+TE	130,818	130,818	4	NPK 12-12-17-2	3,788,812	1,487,819	5	NPK 15-15-6-4	42,645	42,603	6	Urea	21,860	4,551	7	KCL	1,343	-	8	Kieserite	244,936	7,211	9	Borate	11,239	3,789	Complied
No	Fertilizer type	Recommendation (Kg)	Realization (Kg)																																								
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		Fertilization has not been 100% realized because there is a fertilization recommendation scheduled for Semester 2 of 2024.	
<b>Criteria 7.5:</b> Practices minimise and control erosion and degradation of soils.			
7.5.1	<p><b>(C)</b> Maps that identify marginal and fragile soils, including steep sloped land are available.</p> <p>- Critical (Major) compliance -</p>	<p>Up to ASA 1.4 – year 2024, there was no change information for this indicator.</p> <p>PT. Socfin Indonesia – Lae Butar has provided maps of soil types and slopes in scale 1:25,000. These maps are taken from semi detailed soil survey and assessment. The study was carried out by Param Agricultural Soil Surveys (M) Sdn Bhd in April 2005.</p> <p>Based on that study concluded that soil type and characteristic are as follows:</p> <ul style="list-style-type: none"> <li>• Typic paleudult, Typic Hapludult; deep, well drained sandy clay, sandy clay to sandy loam soils – 85% of estate hectareage. Low to moderate fertility status. Management practices needed: good fertilizer program.</li> <li>• Aquic paleudult; deep, imperfectly drained soil. Textures sandy clay, sandy clay to sandy loam, low to medium fertility status, occasional flooding – 2.9% of estate hectareage. Management practices needed: good fertilizer program and flood mitigation.</li> <li>• Typic paleaquult, Typic Endoaquept; deep, poorly drained soil. Textured sandy clay, sandy clay loam and organic material. Flooding and poor drainage. Low to moderate fertility status – 10.9% of estate. Management practices needed: Drainage and flood mitigation. Good fertilizer program.</li> </ul> <p>Based on that assessment report, there is no marginal and fragile soils, including peat within Lae Butar Estate.</p> <p>Regarding slope, based on summary report of the study concluded: “the terrain in Lae Butar Oil Palm Estate is level, undulating, rolling, hilly to somewhat steep. Particular attention should be given to drainage channels and roads so that quick remedial action can be taken. On the steep slopes planting should be on terraces”.</p> <p>The block on hilly area observed that the company has provided terraces contour, planting legume cover crop and EFB application to reduce erosion.</p>	Complied



7.5.2	The replanting of palm oil is not conducted extensively on steep terrain in accordance with applicable regulations. - Minor compliance -	Up to ASA 1.4 – year 2024, there was no change information for this indicator.  Based on soil study that was carried out by Param Agricultural Soil Surveys (M) Sdn Bhd in April 2005, concluded: “the terrain in Lae Butar Oil Palm Estate is level, undulating, rolling, hilly to somewhat steep. Particular attention should be given to drainage channels and roads so that quick remedial action can be taken. On the steep slopes planting should be on terraces”. Based on field observation to the replanting area that carried out in hilly area, observed that the unit of certification has provided terraces contour, planting legume cover crop and EFB application according to regulation and recommendation from soil study report.	Complied
7.5.3	New palm oil planting is not conducted on steep terrain in accordance with applicable regulations. - Minor compliance -	There is no new palm oil planting carried out by the unit of certification.	Not Applicable
<b>Criteria 7.6:</b> Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	<b>(C)</b> Evidence of long-term land suitability for oil palm cultivation, soil maps or soil surveys that identify marginal and fragile soils, including steep terrain are available, in planning and operations. - Critical (Major) compliance -	Based on soil study that was carried out by Param Agricultural Soil Surveys (M) Sdn Bhd in April 2005, concluded: “the terrain in Lae Butar Oil Palm Estate is level, undulating, rolling, hilly to somewhat steep. Particular attention should be given to drainage channels and roads so that quick remedial action can be taken. On the steep slopes planting should be on terraces”. Based on the soil study report and the soil slope map, there is no area categorized as steep (more than 25°) in Lae Butar Estate.  Based on field observation to the replanting area (dated 15 <sup>th</sup> October 2024) that carried out in hilly area, observed that the unit of certification has provided terraces contour, planting legume cover crop and EFB application according to regulation and recommendation from soil study report.	Complied
7.6.2	Extensive planting on marginal and fragile soils is avoided or, if necessary, carried out according to the best-practice soil management plan. - Minor compliance -	Based on soil study that was carried out by Param Agricultural Soil Surveys (M) Sdn Bhd in April 2005 and field observation, there is no area classified as marginal and fragile soils. Therefore, there is no extensive planting in marginal and fragile soils.	Complied

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7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	The Soil survey carried out by Param Agricultural Soil Surveys (M) Sdn Bhd in April 2005 has taken into consideration in guide the planning of drainage and irrigation systems, roads and other infrastructure. Based on the field visits, concluded that the company has made several efforts referring to soil surveys and topographic information, such as: <ul style="list-style-type: none"> <li>• Terraces contour.</li> <li>• Planting legume covers crops.</li> <li>• Frond placement.</li> <li>• Maintain Neprolephis bisserata to reduce erosion in mature area.</li> <li>• Road, bridge, and ditch constructions.</li> </ul>	Complied
<b>Criteria 7.7:</b> No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	<b>(C)</b> No new planting on peatlands, regardless of depth, after 15 November 2018, in existing plantation areas, as well as in new development areas. - Critical (Major) compliance -	Based on soil study that was carried out by Param Agricultural Soil Surveys (M) Sdn Bhd in April 2005 and field observation, there is no area classified as peat.  The indicator is not applicable.	Not Applicable
7.7.2	Peat areas within the managed area are inventoried, documented and reported to the RSPO Secretariat (effective from November 15, 2018). - Minor compliance -	Based on soil study that was carried out by Param Agricultural Soil Surveys (M) Sdn Bhd in April 2005 and field observation, there is no area classified as peat.  The indicator is not applicable.	Not Applicable
<b>PROCEDURAL NOTE:</b> Maps and other documentation for peatlands are provided, prepared and shared according to the RSPO Working Group (Peatland Working Group / PLWG) audit guide (See Procedural Notes for Indicator 7.7.5 below).			
7.7.3	<b>(C)</b> Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	Based on soil study that was carried out by Param Agricultural Soil Surveys (M) Sdn Bhd in April 2005 and field observation, there is no area classified as peat.  The indicator is not applicable.	Not Applicable
7.7.4	<b>(C)</b> Availability of implementation evidence of the water and land cover management program. - Critical (Major) compliance -	Based on soil study that was carried out by Param Agricultural Soil Surveys (M) Sdn Bhd in April 2005 and field observation, there is no area classified as peat.  The indicator is not applicable.	Not Applicable
7.7.5	<b>(C)</b> Drainability assessments are conducted for plantations planted on peat following the RSPO Drainability Assessment Procedure, or other method recognized by RSPO, (at least five years or in accordance with the	Based on soil study that was carried out by Param Agricultural Soil Surveys (M) Sdn Bhd in April 2005 and field observation, there is no area classified as peat.  The indicator is not applicable.	Complied

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	provisions of the RSPO Drainability Assessment Procedure) before replanting. The results of the assessment are used to determine the period of replanting to be carried out, as well as to gradually replace oil palm cultivation for at least 40 years or two cycles, (whichever is longer), before reaching the natural gravitational drainage limit for peat. If oil palm is gradually replaced, it is replaced by other commodity crops that are better suited for higher groundwater levels (paludiculture) or rehabilitated with natural vegetation. - Critical (Major) compliance -		
<b>PROCEDURAL NOTE:</b> For 7.7.5: Detailed information on the RSPO Drainability Assessment Guide along with related concepts and detailed actions is contained in the Guidelines currently being adjusted / tested by the RSPO Working Group on Peatlands (Peatland Working Group / PLWG). The final version must obtain PLWG approval in January 2019 and will include additional Guide on the steps to be followed after deciding not to replant and the consequences for other stakeholders, farmers, local communities, and the unit of certification concerned. It is recommended that the trial methodology period is proposed to be extended for 12 months for all relevant management units (ie management units that have plantations on peat) to utilize the methodology and provide input to PLWG so that existing procedures can be further refined as needed before January 2020. The unit of certification has the option to delay replanting until the issuance of the revised Guidelines for the guidelines. Additional guidance for alternative commodity crops and rehabilitation of natural vegetation will be regulated by the PLWG.			
7.7.6	<b>(C)</b> All existing plantations on peat are managed according to applicable laws and/or "RSPO Guidelines for Best Management Practices (BMP) for Oil Palm Cultivation that are already on Peatlands", version 3 (June 2019) along with related audit guidelines (May 2019). - Critical (Major) compliance -	Based on soil study that was carried out by Param Agricultural Soil Surveys (M) Sdn Bhd in April 2005 and field observation, there is no area classified as peat.  The indicator is not applicable.	Not Applicable
7.7.7	<b>(C)</b> All peat areas not planted and reserved in managed areas (regardless of depth) are protected as 'peatland conservation areas'; unit of certification are prohibited from constructing drainage channels, building roads and new electricity lines on peatlands; unless if it is for a non-corporate land clearance. Peatlands are managed in accordance with '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.	Based on soil study that was carried out by Param Agricultural Soil Surveys (M) Sdn Bhd in April 2005 and field observation, there is no area classified as peat.  The indicator is not applicable.	Not Applicable

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- Critical (Major) compliance -

## Criteria 7.8: Practices maintain the quality and availability of surface and groundwater.

No	Category of River	Cross Section	Outside the Settlement		Inside at the Settlement		Articles
			Criteria	Minimum Riparian Zone	Criteria	Minimum Riparian Zone	
1	Levee		-	5 m	-	3 m	Article 6
2	Rivers with no dike (from river bank)		Big River River Basin > 500 km2	100 m	Depth : > 20 m	30 m	Articles 7 & 8
					Depth : 3 m to 20 m	15 m	Articles 7 & 8
			Small River River Basin < 500 km2	50 m	Depth : 0 m to 3 m	10 m	Articles 7 & 8
3	Lake / Reservoir		-	50 m	-	50 m	Article 10
4	Water Springs		-	200 m	-	200 m	Article 10
5	Rivers affected by tides (from river bank)		-	100 m	-	100 m	Article 10

7.8.1	<p>A water management plan is available and is implemented to support efficient use of water sources and continuous availability and avoid negative impacts on other users in the catchment. The plan referred to contains the following matters:</p> <p>- Minor compliance -</p> <p>7.8.1a The unit of certification does not limit access to clean water or does not pollute the water used by the community.</p>	<p>Based on the results of the document review, it is known that the management plan for water bodies includes river border management. The plan is reviewed and updated annually. The management plan for year 2023 - 2024 including its implementation are as follows:</p> <p><u>Management of riparian areas in general:</u></p> <ul style="list-style-type: none"> <li>• Re-measuring border areas: Riparian areas have been delineated and boundaries have been given markings.</li> <li>• Installation of HCV stakes (riparian areas)</li> <li>• Stakes for marking HCV areas in good.</li> <li>• Maintenance of boundary marks.</li> <li>• No agrochemical applications.</li> <li>• Dismantle oil palm plants in riparian areas: No replanting will be carried out in HCV areas.</li> </ul> <p><u>Water quality protection area:</u></p>	Complied
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		<ul style="list-style-type: none"> <li>Pesticide and fertilizer applicator's understanding of application limits in HCV areas.</li> <li>River water quality analysis in the HCV area: Carried out at 10 sampling points referring to PP 82 of 2001 with the results that all parameters still meet quality standards.</li> </ul> <p><u>Vegetation enrichment of border areas with woody plants</u></p> <ul style="list-style-type: none"> <li>Number and Types of Woody Plants: A total of 3,260 trees have been planted, including Pulai, Senggani, Durian, Waru and Karet.</li> <li>Erosion prevention: making gabions and planting bamboo plants in areas prone to erosion.</li> </ul> <p><u>River Water Quality Test Results:</u></p> <p>The unit of certification shows the results of river water quality tests carried out by the PT Socfin Indonesia laboratory (accredited by KAN with number LP-905-IDN).</p> <p>Based on results of the document review, it is known that all environmental management and monitoring parameters have been monitored in accordance with the existing matrix and are still below quality standards such as: Water Monitoring of Lae Cinendang River Upstream and Downstream in the first semester of 2024 – dated 22<sup>nd</sup> February 2024 carried out by the Sucofindo Institute according to the analysis report No. 01833/CLACAR (upstream) and No. 01834/CLACAR (downstream).</p> <p>Sample of testing certificated:</p> <table border="1"> <thead> <tr> <th>No</th><th>Month</th><th>Certificate number</th><th>Result</th></tr> </thead> <tbody> <tr> <td>1</td><td>January 2024</td><td>00901/CLACAR</td><td rowspan="5">below the quality standard limits.</td></tr> <tr> <td>2</td><td>February 2024</td><td>01817/CLACAR</td></tr> <tr> <td>3</td><td>March 2024</td><td>02607/CLACAR</td></tr> <tr> <td>4</td><td>April 2024</td><td>03573/CLACAR</td></tr> <tr> <td>5</td><td>May 2024</td><td>04501/CLACAR</td></tr> </tbody> </table> <p>Based on the results of the verification of the wastewater quality test document between 2023 and 2024, the test parameters: pH, Total Nitrogen, Total</p>	No	Month	Certificate number	Result	1	January 2024	00901/CLACAR	below the quality standard limits.	2	February 2024	01817/CLACAR	3	March 2024	02607/CLACAR	4	April 2024	03573/CLACAR	5	May 2024	04501/CLACAR	
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5	May 2024	04501/CLACAR																					

		Suspended Solids, Oil & Fat, COD and BOD5 still meet the wastewater quality standards stipulated in Environmental Regulation number 5 of 2014 attachment III.	
	7.8.1b Workers have adequate access to clean water.	<p>Clean water sources are supplied from factories and drilled wells. Interviews with unions and worker representatives informed that employees use refilled water for drinking. Water provided by the company is used for washing, bathing and other needs. Clean water for the bathing needs has been measured every semester.</p> <p>For lighting needs, employee housing comes from Power (PLN). Some employees live in their own homes in villages around the plantation. As a form of providing comfortable and safe housing facilities, the organization has established a routine maintenance program for employee homes.</p>	
7.8.2	<p><b>(C)</b> Water courses and wetlands are protected, including the maintenance and restoration of riparian zones and other buffer zones during or before replanting, in accordance with the "RSPO Manual on BMPs for the management and rehabilitation of riparian reserves" (April 2017) or Simplified Guide Management and Rehabilitation of Riparian Reserves (2018).</p> <p>- Critical (Major) compliance -</p>	Based on the results of field visits and interviews with residents of Division 4 (dated 15 October 2024) and mill compound (dated 14 October 2024), there is known that there are no complaints regarding the availability of clean water. The need for clean water can be met properly because each house is provided with a drilled well to meet the need for clean water.	Complied
7.8.3	<p>Mill effluent is managed according to applicable regulations. The quality of mill effluent discharged, especially BOD (Biochemical Oxygen Demand) is monitored in accordance with applicable regulations.</p> <p>- Minor compliance -</p>	<p>The unit of certification has a Permit to Discharge Wastewater into Water Bodies in accordance with the Decree of Investment and One- Stop Integrated Services Service of Aceh Singkil Regency No. 660/87/2021 valid for five years. One of the obligations in this permit is to periodically test the water quality of the Lae Cinendang River every 6 months and carry out wastewater testing.</p> <p>Based on results of the document review, it is known that all environmental management and monitoring parameters have been monitored in accordance with the existing matrix and are still below quality standards such as: Water Monitoring of Lae Cinendang River Upstream and Downstream in the first semester of 2024 – dated 22 February 2024 carried out by the Sucofindo Institute according to the analysis report No. 01833/CLACAR (upstream) and No. 01834/CLACAR (downstream).</p>	Complied

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		<table><tr><td colspan="4">Sample of testing certificated:</td></tr><tr><td>No</td><td>Month</td><td>Certificate number</td><td>Result</td></tr><tr><td>1</td><td>January 2024</td><td>00901/CLACAR</td><td rowspan="5">below the quality standard limits.</td></tr><tr><td>2</td><td>February 2024</td><td>01817/CLACAR</td></tr><tr><td>3</td><td>March 2024</td><td>02607/CLACAR</td></tr><tr><td>4</td><td>April 2024</td><td>03573/CLACAR</td></tr><tr><td>5</td><td>May 2024</td><td>04501/CLACAR</td></tr></table> <p>Based on the results of the verification of the wastewater quality test document between 2023 and 2024, the test parameters: pH, Total Nitrogen, Total Suspended Solids, Oil &amp; Fat, COD and BOD5 still meet the wastewater quality standards stipulated in Environmental Regulation number 5 of 2014 attachment III.</p> <p>The unit of certification also has a SPARING (Continuous and Networked Water Quality Monitoring System) installation as recommended by the Environmental Service. Based on the results of interviews with representatives of the Aceh Tamiang Regency Environmental Service, to date PT. Socfin Indonesia - Lae Butar is still the only company that has complied with this appeal. Apart from that, there are no problems or issues related to river pollution.</p>	Sample of testing certificated:				No	Month	Certificate number	Result	1	January 2024	00901/CLACAR	below the quality standard limits.	2	February 2024	01817/CLACAR	3	March 2024	02607/CLACAR	4	April 2024	03573/CLACAR	5	May 2024	04501/CLACAR												
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7.8.4	Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -	<p>PT. Socfin Indonesia – Lae Butar POM’s water use year 2024:</p> <table><tr><th>No.</th><th>Month - Year</th><th>Water consumption for Mill processing</th><th>Volume of FFB from certified supply base (MT)</th><th>M³ water per MT FFB</th></tr><tr><td>1</td><td>Oct-23</td><td>6,591</td><td>6,999.61</td><td>1.06</td></tr><tr><td>2</td><td>Nov-23</td><td>7,746</td><td>7,659.51</td><td>0.99</td></tr><tr><td>3</td><td>Dec-23</td><td>7,408</td><td>5,765.32</td><td>0.78</td></tr><tr><td>4</td><td>Jan-24</td><td>6,826</td><td>7,420.05</td><td>1.09</td></tr><tr><td>5</td><td>Feb-24</td><td>7,017</td><td>6,982.46</td><td>1.00</td></tr><tr><td>6</td><td>Mar-24</td><td>6,703</td><td>7,369.48</td><td>1.10</td></tr></table>	No.	Month - Year	Water consumption for Mill processing	Volume of FFB from certified supply base (MT)	M³ water per MT FFB	1	Oct-23	6,591	6,999.61	1.06	2	Nov-23	7,746	7,659.51	0.99	3	Dec-23	7,408	5,765.32	0.78	4	Jan-24	6,826	7,420.05	1.09	5	Feb-24	7,017	6,982.46	1.00	6	Mar-24	6,703	7,369.48	1.10	Complied
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		<table><tr><td>7</td><td>Apr-24</td><td>6,991</td><td>7,668.86</td><td>1.10</td></tr><tr><td>8</td><td>May-24</td><td>7,624</td><td>8,401.31</td><td>1.10</td></tr><tr><td>9</td><td>Jun-24</td><td>6,751</td><td>7,085.16</td><td>1.05</td></tr><tr><td>10</td><td>Jul-24</td><td>7,570</td><td>8,198.77</td><td>1.08</td></tr><tr><td>11</td><td>Aug-24</td><td>7,782</td><td>8241.5</td><td>1.06</td></tr><tr><td>12</td><td>Sep-24</td><td>5,747</td><td>6,231.87</td><td>1.08</td></tr><tr><td colspan="2">TOTAL</td><td>84,756</td><td>88,023.9</td><td>1.04</td></tr></table>	7	Apr-24	6,991	7,668.86	1.10	8	May-24	7,624	8,401.31	1.10	9	Jun-24	6,751	7,085.16	1.05	10	Jul-24	7,570	8,198.77	1.08	11	Aug-24	7,782	8241.5	1.06	12	Sep-24	5,747	6,231.87	1.08	TOTAL		84,756	88,023.9	1.04	
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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.  - Minor compliance -	PT. Socfin Indonesia has shown the commitment to increase the efficiency of fossil fuels used and optimize renewable energy. These efforts are also monitored and documented in the form of a Biofuel Conversion to Diesel document at Lae Butar POM for the period 2024.  Biofuel is solid waste in the form of shells and fibers used for substitution of fossil fuels (diesel) as a producer of electrical energy using boilers.  Data on the utilization of solid waste during 2023 and 2024 (until May) are as follows:  Year 2023 <table><tr><th>No</th><th>Waste Type</th><th>Production (MT)</th><th>Utilization (MT)</th><th></th></tr><tr><td>2</td><td>Shell</td><td>5.489,019</td><td>5.240,819</td><td>Boiler fuel</td></tr><tr><td>3</td><td>Fibre</td><td>12.475,043</td><td>12.475,043</td><td>Boiler fuel</td></tr><tr><td>4</td><td>Solid</td><td>2.906,22</td><td>2,688,84</td><td></td></tr></table>  Year 2024 <table><tr><th>No</th><th>Waste Type</th><th>Production (MT)</th><th>Utilization (MT)</th><th></th></tr><tr><td>2</td><td>Shell</td><td>2.081,319</td><td>2.388,297</td><td>Boiler fuel</td></tr></table>			No	Waste Type	Production (MT)	Utilization (MT)		2	Shell	5.489,019	5.240,819	Boiler fuel	3	Fibre	12.475,043	12.475,043	Boiler fuel	4	Solid	2.906,22	2,688,84		No	Waste Type	Production (MT)	Utilization (MT)		2	Shell	2.081,319	2.388,297	Boiler fuel	Complied			
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		3	Fibre	4.730,270	4.730,270	Boiler fuel		
		4	Solid	1.251,53	1.140,48			
<b>Criteria 7.10:</b> Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.								
7.10.1	<p><b>(C)</b> GHG emissions for the unit of certification are identified and assessed. Plans to reduce or minimize GHG emissions are implemented, monitored through the PalmGHG calculator, and reported publicly.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar has prepared the SOP on GHG emission is available in the procedure SOC/DP/4.11-08, describes the identification of greenhouse gas emission sources and efforts to reduce greenhouse gases.</p> <p>The SOP aims to inventory greenhouse gas sources, monitor and reduce materials that cause greenhouse gas emissions and carry out calculations of greenhouse gas emissions from the company's operational activities. The procedure also applies to all activities related to inventory, mitigation activities, monitoring management and control to reduce GHG emissions resulting from oil palm plantation operational activities.</p> <p>PT. Socfin Indonesia – Lae Butar has carried out an inventory of GHG, available in the Greenhouse Gas Emission Mitigation Program document for the period 2022. Based on document review, it can be concluded that the company has identified the source of GHG produced by Lae Butar POM and its supply bases. Identification of significant sources of GHG emissions identified and mitigation plans developed by the company covering mill and plantations.</p> <p>Significant GHG emissions include changes in land use, use of fertilizers and pesticides, use of fossil fuels for operations and transportation. The mitigation plan includes the correct dosage and application of fertilizer as recommended, reducing reuse, and recycling measures, limiting electricity use, transportation, and machine maintenance, as well as regular air quality testing. The company has also reported the results of GHG calculations to the public which were submitted to the RSPO GHG website.</p>						Complied
7.10.2	<p><b>(C)</b> Since 2014, an estimate of carbon stocks in the proposed development area has been carried out along with potential sources of emissions that can occur directly as a result of the development and plans</p>	<p>PT. Socfin Indonesia – Lae Butar did not carry out any new developments after 2014. However, the company has carried out GHG management by carrying out an inventory of emission sources.</p>						Complied

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	<p>to minimize these emissions are prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar can show documents identifying activities that produce emissions for the 2023 period for mill and estate. This is done to estimate carbon stocks in the management area along with potential sources of emissions that could occur directly because of this management and plans to minimize these emissions are prepared and implemented. The plan made by the unit of certification has determined what actions will be taken to reduce GHG emissions, for example adopting low emission management practices for POM such as efficient boilers and others. Likewise for the plantation sector, such as optimal use of fertilizer, energy efficient transportation, good water management, compost application and conservation areas. These criteria include plantations, POM activities, roads, and other infrastructure (including channels and access roads and outer boundaries).</p> <p>The GHG emission reduction mitigation plan developed by the company is the use of renewable fuel in the form of shell and fiber as a substitute for diesel, carrying out regular maintenance on operational equipment. Companies can show records of GHG mitigation for Estate and Mill units, for example using fertilizer according to dosage, routine maintenance of operational vehicles, socializing the prohibition on burning waste, implementing efficient use of electricity and integrated pest control to minimize the use of pesticides as well as planting woody plants in river border areas.</p>	
7.10.3	<p><b>(C)</b> Other significant pollutant identification results are available and plans to reduce or minimize them are implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar has identified pollution sources and mitigation plans contained in the Identification and Mitigation and Greenhouse Gas Monitoring documents for the period 2023.</p> <p>Sources of GHG emissions from the activities of Mill and Estate have been inventoried and documented, include:</p> <ul style="list-style-type: none"> <li>• NH4 from liquid waste ponds and EFB.</li> <li>• CO2 from factory machines and vehicles.</li> <li>• Use of chemicals.</li> <li>• Use of diesel for generators, boilers, and heavy equipment.</li> <li>• Use of fertilizers and pesticides.</li> <li>• Use of diesel for vehicles, heavy equipment, and generators</li> </ul>	Complied

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		<p>PT. Socfin Indonesia – Lae Butar has also carried out management and monitoring related to the results of the identification and mitigation plans as proven through the RKL-RPL document for 2023 &amp; 2024.</p> <p>Based on document verification, it shows that in managing air pollution, PT Socfin Indonesia – Lae Butar has carried out air emission testing on ambient air boilers.</p> <p>The test was carried out by a KAN accredited laboratory (Sucofindo), such as:</p> <ul style="list-style-type: none"> <li>Boiler monitoring in accordance with the Sucofindo Test results report No.04038/CLACAR dated 20 March 2024 with particulate test parameters, SO<sub>2</sub>, NO<sub>2</sub>, HCl, CL<sub>2</sub>, NH<sub>3</sub>, HF and Opacity (LH Ministerial Regulation No. 07/2007 attachment I) which results in all parameters still below the specified quality standards.</li> <li>Ambient air monitoring in accordance with Sucofindo analysis report dated 22 April 2024, no 04036/CLACAR for the front area of the POM office, POM employee housing, and outer fence, test parameters SO<sub>2</sub>, CO<sub>2</sub>, NO<sub>2</sub>, NMHC, TSP, PM10, PM2.5, Pb and Noise are all below the quality standard limits.</li> </ul>	
<b>Criteria 7.11:</b> Fire is not used for preparing land and is prevented in the managed area.			
7.11.1	<p><b>(C)</b> Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Socfin Indonesia - Lae Butar has a policy regarding zero burning which is stated in its Sustainability Policy. The document explains compliance with implementing land and plantation fire control in accordance with the laws and regulations set by the Indonesian Government for companies, including implementing the Zero Burning Land Preparation policy. The sustainability policy also regulates environmental policies and biodiversity conservation. The document states that the use of fire for land clearing or any other purpose within the operational area is strictly prohibited.</p> <p>Based on the results of interviews with management representatives, there is known that the zero-burn policy has become the company's commitment. PT Socfin Indonesia - Lae Butar carries out replanting activities independently without using contractors, that the policy can be implemented properly. This can be confirmed during a field visit to the Block 86 Division IV replanting area.</p> <p>There are no traces of fire being used in the replanting area.</p>	Complied

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7.11.2	<p>The unit of certification establishes fire prevention and control measures for lands that are directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>PT. Socfin Indonesia - Lae Butar has emergency response facilities and infrastructure (natural disasters and fires) as indicated by:</p> <ul style="list-style-type: none"> <li>• Emergency response systems and organizations.</li> <li>• Facilities for handling land fires which refer to Minister of Agriculture Regulation No. 5 of 2018.</li> <li>• Emergency response warnings such as evacuation routes and visitor line.</li> <li>• First aid box and first aid bag equipped with contents according to regulations and checked monthly.</li> </ul> <p>The emergency response system has been established in the procedure SOC/PSM/4.08 – Emergency preparedness and response. Several emergency scenarios have also been established including fire, leak, riot, flood, earthquake, and explosion.</p> <p>Based on the results of fire handling simulations at the Lae Butar POM and Lae Butar Estate, it is known that the fire handling facilities and infrastructure are in good condition and ready to be used. Firefighting officers can also explain their respective duties and roles well.</p>	Complied
7.11.3	<p>The unit of certification engages stakeholders in adjacent locations for fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>PT. Socfin Indonesia - Lae Butar showed the Minutes of Land and Forest Fire Fighting training and simulation was carried out on 9 &amp; 14 March 2024, the scenario was a boiler and engine room explosion and a fire incident in the factory workshop. The company can show the simulation scenario, attendance list, photos of activities and evaluation results.</p> <p>Land fire monitoring is carried out through routine patrols by plantation security personnel, monitoring using 2 drone units, 1 fire monitoring tower and 1 fire hazard index board located in Division 4. The monitoring frequency is divided based on the season, where during the dry season it is carried out twice a week while the normal season is carried out once every 2 weeks.</p> <p>PT. Socfin Indonesia - Lae Butar has submitted a Fire Monitoring report to the Aceh Singkil Regency Government every semester. The land fire monitoring report for the period January – June 2024 has been submitted according to report number No.LB/X/BI/xx/24, dated 17 July 2024, 2024. From the results of</p>	Complied

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		the report, there were no hotspots or land fires during that period in the HGU of PT. Socfin Indonesia - Lae Butar.	
<b>Criteria 7.12:</b> 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.			
<b>PROCEDURAL NOTE for 7.12:</b> <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	<b>(C)</b> Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCV or HCS forests. 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). - Critical (Major) compliance -	Up to ASA 1.4-year 2024, there has been no additional operational area.  PT. Socfin Indonesia - Lae Butar Estate and Mill has been operating since 1919 so there has been no land clearing after November 2005 or new openings since 15 November 2018. The company has submitted disclosure of liability documents since 2014.	Complied
7.12.2	<b>(C)</b> HCV and HCS forests, and other conservation areas are identified as follows: - Critical (Major) compliance -	PT. Socfin Indonesia – Lae Butar Estate and Mill has been operating since 1919, there was no land clearing after 15 November 2018. However, the HCV assessment was carried out in 2013 by an independent consultant (Aksenta) and the final report was available in February 2014. The HCV assessor has been registered on the RSPO approved HCV assessor list. Based on this assessment, the HCV identified is a riparian area with a total of 90.1 Ha.	Complied

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	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.	In January 2020, a re-delineation was carried out for identification results by Aksenta so that the area of 90.1 Ha became 59.05 for the Delibar River, Kerakah River, Siantun River and Lae Butar River) including in planted area.	
	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.	PT. Socfin Indonesia - Lae Butar Estate and Mill has been operating since 1919, there was no land clearing after 15 November 2018.	
7.12.3	<b>(C)</b> In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies. - Critical (Major) compliance -	Indicator 7.12.3. currently irrelevant to Indonesia, until further decisions from the RSPO.	Complied
<b>PROCEDURAL NOTE for 7.12.3:</b> Indicator 7.12.3. is not relevant to Indonesia, until further decisions by the RSPO.			
7.12.4	<b>(C)</b> Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An Integrated management plans to protect and/or enhance HCV and HCS forests, peatland and other conservation areas are developed, implemented and adapted if necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan was developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).	PT. Socfin Indonesia – Lae Butar has an HCV area of 59.05 Ha in the form of riparian area and within planted area. The HCV area management and monitoring program for the period 2023 and 2024 can be demonstrated as follows:  Based on the results of the document review, it is known that the management plan for water bodies includes river border management. The plan is reviewed and updated annually. The management plan for year 2023 - 2024 including its implementation are as follows:  <u>Management of riparian areas in general:</u>	Complied

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	<p>- Critical (Major) compliance -</p>	<ul style="list-style-type: none"> <li>• Re-measuring border areas: Riparian areas have been delineated and boundaries have been given markings.</li> <li>• Installation of HCV stakes (riparian areas)</li> <li>• Stakes for marking HCV areas in good.</li> <li>• Maintenance of boundary marks.</li> <li>• No agrochemical applications.</li> <li>• Dismantle oil palm plants in riparian areas: No replanting will be carried out in HCV areas.</li> </ul> <p><u>Water quality protection area:</u></p> <ul style="list-style-type: none"> <li>• Pesticide and fertilizer applicator's understanding of application limits in HCV areas.</li> <li>• River water quality analysis in the HCV area: Carried out at 10 sampling points referring to PP 82 of 2001 with the results that all parameters still meet quality standards.</li> </ul> <p><u>Vegetation enrichment of border areas with woody plants</u></p> <ul style="list-style-type: none"> <li>• Number and Types of Woody Plants: A total of 3,260 trees have been planted, including <i>Pulai (Alstonia scholarsi)</i>, <i>Senggani</i>, <i>Durian (Durio zibenthus)</i>, <i>Waru (Hibiscus tiliaceus)</i> and <i>Karet (Hevea braziliensis)</i>.</li> <li>• Erosion prevention: making gabions and planting bamboo plants in areas prone to erosion.</li> </ul> <p><u>Protection of HCV areas (River water quality)</u></p> <ul style="list-style-type: none"> <li>• Pesticide and fertilizer applicator's understanding of application limits in HCV areas.</li> <li>• River water quality analysis in the HCV area: Carried out at 10 sampling points referring to PP 82 of 2001 with the results that all parameters still meet quality standards.</li> </ul> <p>PT. Socfin Indonesia – Lae Butar shows the results of river water quality tests carried out by the PT. Socfin Indonesia laboratory (accredited by KAN with number LP-905-IDN).</p>	
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		<p>Based on results of the document review, it is known that all environmental management and monitoring parameters have been monitored in accordance with the existing matrix and are still below quality standards such as: Water Monitoring of Lae Cinendang River Upstream and Downstream in the first semester of 2024 – dated 22 February 2024 carried out by the Sucofindo Institute according to the analysis report No. 01833/CLACAR (upstream) and No. 01834/CLACAR (downstream).</p> <p>Sample of testing certificated:</p> <table border="1"> <thead> <tr> <th>No</th><th>Month</th><th>Certificate number</th><th>Result</th></tr> </thead> <tbody> <tr> <td>1</td><td>January 2024</td><td>00901/CLACAR</td><td rowspan="5">below the quality standard limits.</td></tr> <tr> <td>2</td><td>February 2024</td><td>01817/CLACAR</td></tr> <tr> <td>3</td><td>March 2024</td><td>02607/CLACAR</td></tr> <tr> <td>4</td><td>April 2024</td><td>03573/CLACAR</td></tr> <tr> <td>5</td><td>May 2024</td><td>04501/CLACAR</td></tr> </tbody> </table> <p>Based on the results of the verification of the wastewater quality test document between 2023 and 2024, the test parameters: pH, Total Nitrogen, Total Suspended Solids, Oil &amp; Fat, COD and BOD<sub>5</sub> still meet the wastewater quality standards stipulated in Environmental Regulation number 5 of 2014 attachment III.</p> <p><u>Increased understanding of HCV for workers, stakeholders, and related PICs</u></p> <ul style="list-style-type: none"> <li>• HCV dissemination to workers and stakeholders.</li> <li>• HCV dissemination to PIC/Person in Charge.</li> </ul> <p><u>Develop and Implement Operational Guidelines for HCV Management</u></p> <ul style="list-style-type: none"> <li>• No chemical application in the HCV area.</li> <li>• Installation and maintenance of warning signs.</li> </ul> <p>Monitoring of HCV areas, animals, rivers, and cemeteries.</p> <p>The results of field visits to block 47, showed that the border and river conditions were in good condition. There are HCV boundary markers, warning boards, and enrichment of riparian areas with woody plants.</p>	No	Month	Certificate number	Result	1	January 2024	00901/CLACAR	below the quality standard limits.	2	February 2024	01817/CLACAR	3	March 2024	02607/CLACAR	4	April 2024	03573/CLACAR	5	May 2024	04501/CLACAR	
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7.12.5	<p>Where rights of local communities have been identified in HCV areas and HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar Estate and Mill has carried out plantation activities since 1919, so that plantation companies existed before the community. There are no local community rights within the HCV area, however the PT. Socfin Indonesia – Lae Butar Estate continues to carry out regular dissemination to surrounding communities based on result of consultations with representatives of surrounding villages.</p> <p>Representatives of surrounding villages also stated that the company existed before the community existed.</p>	Complied
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>Based on the field visit, it was discovered that PT. Socfin Indonesia – Lae Butar Estate has committed to protecting rare, threatened, or endangered (RTE) species.</p> <p>Information regarding the application of sanctions for employees in accordance with national legal provisions is also included on the HCV signboard which explains that "anyone who violates this will be reported to the authorities with the threat of criminal penalties and fines". As a result of interviews with company employees regarding wildlife protection, the company has committed to protecting wildlife within the scope of the company's management area, such as implementing a ban on hunting, killing, and keeping wild animals in the company environment. Animal protection procedures also regulate sanctions or fines for those who violate these provisions.</p> <p>Apart from that, the company has also conducted dissemination about the existence of endangered flora and fauna to employees and the surrounding communities as shown in the minutes of dissemination accompanied by photos and attendance lists. HCV dissemination is carried out for employees and the community as described in indicator 7.12.4.</p> <p>Indirect dissemination is also carried out by installing information boards and brochures with warning signs regarding conservation areas and the presence of protected rare plants and animals in places that are easily visible, such as entrances area, frequently crossed road by the communities, and other strategic areas such as offices and public facilities.</p>	Complied

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		<p>Evidence of socialization of protected areas and HCV, example: Dated 13-14 November 2023, socialization of HCV &amp; Protected Animals in Block 18 Village, attended by 18 community members.</p> <p>In the 2024 Socialization Plan document, ratified on 6 January 2024; PT Socfin Indonesia – Lae Butar Estate has planned to socialize HCV and priority plants/animals in 2024 to all employees and stakeholders in July 2024.</p>	
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>PT. Socfin Indonesia – Lae Butar Estate has shown the results of HCV and RTE monitoring conducted in August 2023 with the following information: Based on the results of the document review, it is known that the management plan for water bodies includes river border management. The plan is reviewed and updated annually. The management plan for year 2023 - 2024 including its implementation are as follows:</p> <p><u>Management of riparian areas in general:</u></p> <ul style="list-style-type: none"> <li>• Re-measuring border areas: Riparian areas have been delineated and boundaries have been given markings.</li> <li>• Installation of HCV stakes (riparian areas)</li> <li>• Stakes for marking HCV areas in good.</li> <li>• Maintenance of boundary marks.</li> <li>• No agrochemical applications.</li> <li>• Dismantle oil palm plants in riparian areas: No replanting will be carried out in HCV areas.</li> </ul> <p><u>Water quality protection area:</u></p> <ul style="list-style-type: none"> <li>• Pesticide and fertilizer applicator's understanding of application limits in HCV areas.</li> <li>• River water quality analysis in the HCV area: Carried out at 10 sampling points referring to PP 82 of 2001 with the results that all parameters still meet quality standards.</li> </ul> <p><u>Vegetation enrichment of border areas with woody plants</u></p> <ul style="list-style-type: none"> <li>• Number and Types of Woody Plants: A total of 3,260 trees have been planted, including <i>Pulai (Alstonia scholarsi)</i>, <i>Senggani</i>, <i>Durian (Durio zibenthus)</i>, <i>Waru (Hibiscus tiliaceus)</i> and <i>Karet (Hevea brasiliensis)</i>.</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>Erosion prevention: making gabions and planting bamboo plants in areas prone to erosion.</li> </ul> <p><u>Protection of HCV areas (River water quality)</u></p> <ul style="list-style-type: none"> <li>Pesticide and fertilizer applicator's understanding of application limits in HCV areas.</li> <li>River water quality analysis in the HCV area: Carried out at 10 sampling points referring to PP 82 of 2001 with the results that all parameters still meet quality standards.</li> </ul> <p>PT. Socfin Indonesia – Lae Butar shows the results of river water quality tests carried out by the PT. Socfin Indonesia laboratory (accredited by KAN with number LP-905-IDN).</p> <p>Based on results of the document review, it is known that all environmental management and monitoring parameters have been monitored in accordance with the existing matrix and are still below quality standards such as: Water Monitoring of Lae Cinendang River Upstream and Downstream in the first semester of 2024 – dated 22 February 2024 carried out by the Sucofindo Institute according to the analysis report No. 01833/CLACAR (upstream) and No. 01834/CLACAR (downstream).</p> <p>Sample of testing certificated:</p> <table border="1"> <thead> <tr> <th>No</th><th>Month</th><th>Certificate number</th><th>Result</th></tr> </thead> <tbody> <tr> <td>1</td><td>January 2024</td><td>00901/CLACAR</td><td rowspan="5">below the quality standard limits.</td></tr> <tr> <td>2</td><td>February 2024</td><td>01817/CLACAR</td></tr> <tr> <td>3</td><td>March 2024</td><td>02607/CLACAR</td></tr> <tr> <td>4</td><td>April 2024</td><td>03573/CLACAR</td></tr> <tr> <td>5</td><td>May 2024</td><td>04501/CLACAR</td></tr> </tbody> </table> <p>Based on the results of the verification of the wastewater quality test document between 2023 and 2024, the test parameters: pH, Total Nitrogen, Total Suspended Solids, Oil &amp; Fat, COD and BOD<sub>5</sub> still meet the wastewater quality standards stipulated in Environmental Regulation number 5 of 2014, attachment III.</p>	No	Month	Certificate number	Result	1	January 2024	00901/CLACAR	below the quality standard limits.	2	February 2024	01817/CLACAR	3	March 2024	02607/CLACAR	4	April 2024	03573/CLACAR	5	May 2024	04501/CLACAR	
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		<p><u>Increased understanding of HCV for workers, stakeholders, and related PICs</u></p> <ul style="list-style-type: none"> <li>• HCV dissemination to workers and stakeholders.</li> <li>• HCV dissemination to PIC/Person in Charge.</li> </ul> <p><u>Develop and Implement Operational Guidelines for HCV Management</u></p> <ul style="list-style-type: none"> <li>• No chemical application in the HCV area.</li> <li>• Installation and maintenance of warning signs.</li> </ul> <p>Monitoring of HCV areas, animals, rivers, and cemeteries.  The results of field visits to block 47, showed that the border and river conditions were in good condition. There are HCV boundary markers, warning boards, and enrichment of riparian areas with woody plants.</p> <p><u>Fauna Monitoring</u>  There were found <i>Prionaiurus planiceps</i>, <i>Halycon smynersis</i>, <i>Varanus salvator</i>, <i>Macaca nemestrina</i>, <i>Phython reticulatus</i>, <i>Trionchidae</i>, <i>Naja sumatrana</i>, <i>Spilornis cheela</i>, <i>Accipter soloensis</i>, <i>Alcedo meninting</i>, <i>Testudines</i>.</p> <p>Evidence of socialization of protected areas and HCV, example: Dated 13-14 November 2023, socialization of HCV &amp; Protected Animals in Block 18 Village, attended by 18 community members.  In the 2024 Socialization Plan document, ratified on 6 January 2024; PT. Socfin Indonesia – Lae Butar has planned to socialize HCV and priority plants/animals in 2024 to all employees and stakeholders in July 2024.</p>	
7.12.8	<p><b>(C)</b> Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV- HCSA assessment since 15 November 2018, the Remediation and Compensation Procedures (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>As explained in 7.12.1, up to ASA 1.4 – year 2024, there is known that the unit of certification has been operating since 1919 and there was no new planting after 2005 or after November 2018, so the remediation and compensation procedure does not apply to PT. Socfin Indonesia - Lae Butar.</p>	Complied

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#### Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2023** for PT. Socfin Indonesia - Lae Butar 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 data 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. Socfin Indonesia - Lae Butar POM and supply base are as following:

Emission per product	tCO <sub>2</sub> e/tProduct
CPO	0.84
PK	0.84

Extraction	%
OER	22.67
KER	3.94

Production	t/yr
FFB Process	99,800.34
CPO Produced	22,621.05
PK Produced	3,934.13

Land Use	Ha
Oil palm planted on mineral soi	4427.44
Oil palm planted on peat	0.00
Total oil palm planted area	4427.44
Conservation area (forested)	0.00
Conservation area (non-forested)	21.90
<b>Total</b>	<b>4427.44</b>

#### Summary of Field Emission and Sink

	Own Crop*			Group			3 <sup>rd</sup> Party			Total
Description	tCO <sub>2</sub> e	tCO <sub>2</sub> e / ha	tCO <sub>2</sub> e / t FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / ha	tCO <sub>2</sub> e / t FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / ha	tCO <sub>2</sub> e / t FFB	
Emission source										
Land Conversion	30721.53	6.94	0.31	0.00	0.00	0.00	0.00	0.00	0.00	30721.53
CO <sub>2</sub> Emission from fertilizer	4686.42	1.05	0.05	0.00	0.00	0.00	0.00	0.00	0.00	4686.42
NO <sub>2</sub> Emission from peat	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NO <sub>2</sub> Emission from fertilizer	3083.83	0.70	0.03	0.00	0.00	0.00	0.00	0.00	0.00	3083.83
Fuel Consumption	713.08	0.16	0.01	0.00	0.00	0.00	0.00	0.00	0.00	713.08
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sinks										
Crop Sequestration	-26956.05	-6.09	-0.27	0.00	0.00	0.00	0.00	0.00	0.00	-26956.05
Sequestration in Conservation area	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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<b>Total</b>	<b>12248.81</b>	<b>2.77</b>	<b>0.12</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>12248.81</b>
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#### Summary of Mill Emission and Credit

	tCO <sub>2</sub> e	tCO <sub>2</sub> e/tFFB
<b>Emission sources</b>		
POME	10406.20	0.10
Fuel Consumption	19.56	0.00
Grid Electricity Utilization	157.12	0.00
<b>Credits</b>		
Export of excess electricity to housing & grid	0.00	0.00
Sales of PKS	-558.80	-0.01
Sales of EFB	0.00	0.00
<b>Total</b>	<b>10024.07</b>	<b>0.10</b>

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

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

\*This mill has no kernel crusher operation.

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

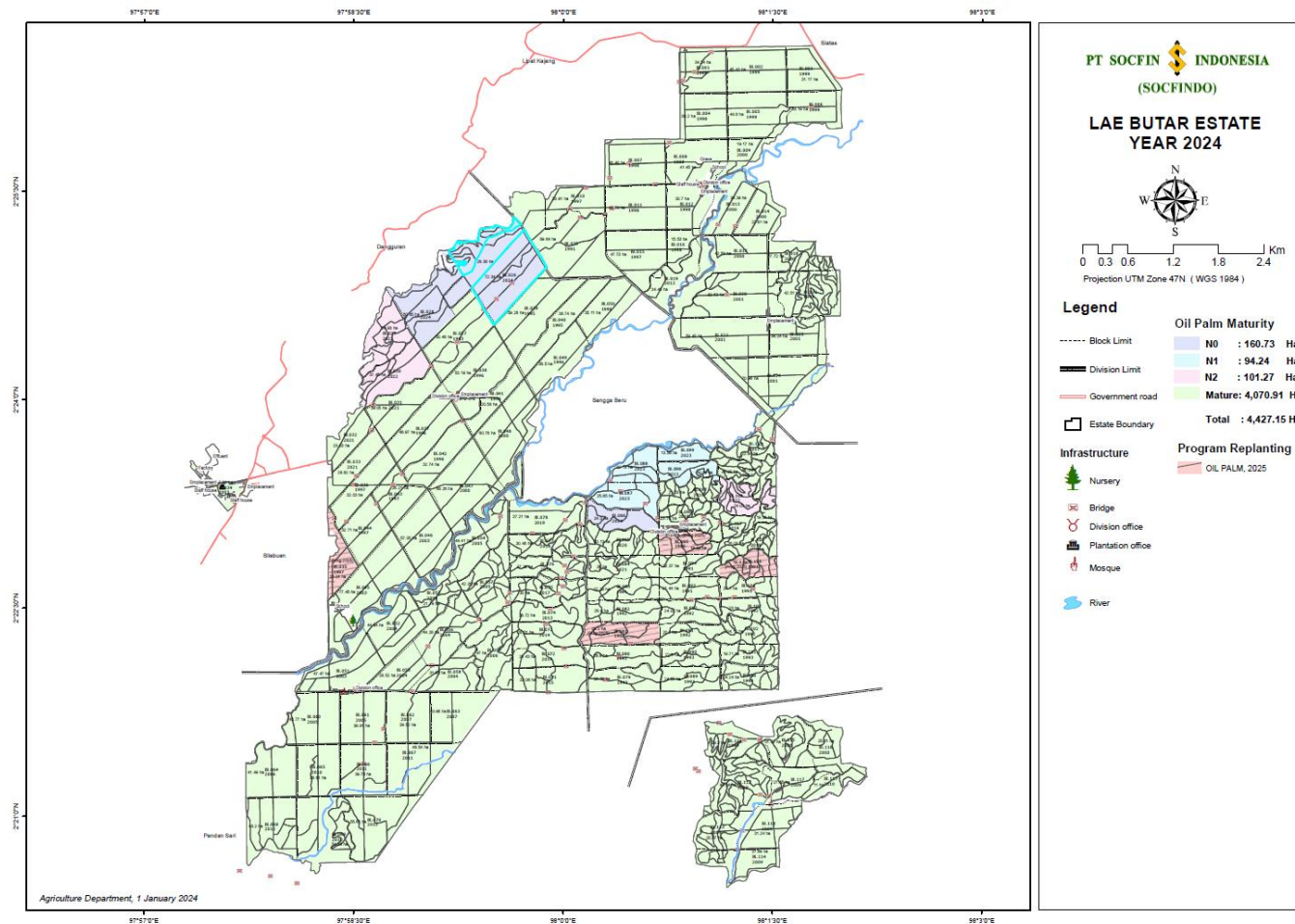
<b>POME Diverted to Anaerobic Digestion:</b>	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	0
Divert to methane captured (energy generation) (%)	0

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





**Appendix D: Estate Field Map**





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Appendix E: List of Smallholder Registered and/or sampled

Sampling Group	Current Certification	Scope Extension	Other: <i>Please specify</i>
Risk Factor Applied	N/A	N/A	N/A
Justification of Risk Factor Applied			
Number of samples			
Remarks			

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
	N/A								
Total									
Note: * are smallholders sampled in this audit.									

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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
Socfindo	PT. Socfin Indonesia
SOP	Standard Operating Procedure