

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- ☐ Initial Assessment
- ☐ Annual Surveillance Assessment (Choose an item.)
- ☒ Recertification Assessment (RA 2)
- ☐ Extension of Scope

Client Company Name / Parent Company: PT Siringo Ringo / Musim Mas Holding Pte. Ltd
Client Company / Parent Company Address: Spring Tower, 02-22, Jl. KL Yos Sudarso, Kelurahan Tanjung Mulya, Kecamatan Medan Deli, Kota Medan, Sumatera Utara
Certification Unit: PT Siringo Ringo – Siringo Ringo Palm Oil Mill Location of Certification Unit: Jl. Siringo-Ringo, Desa Bandar Kumbul, Kecamatan Bilah Barat, Kabupaten Labuhan Batu, Rantauprapat, Provinsi Sumatera Utara, Indonesia
Date of Final Report: 23/07/2024

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Musim Mas Holding Pte. Ltd.		
RSPO Membership Number	2-0907-18-000-00	Membership Approval Date	05/09/2004
Address	Spring Tower, 02-22, Jl. KL Yos Sudarso, Tanjung Mulya Medan Deli, Kota Medan, Sumatera Utara, 20241		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	PT Siringo Ringo - Siringo Ringo Palm Oil Mill		
Location / Address	Jl. Siringo ringo, Desa Bandar Kumbul, Kecamatan Bilah Barat, Kabupaten Labuhan Batu, Rantauprapat, Provinsi Sumatera Utara, Indonesia		
Website	https://www.musimmas.com		
Management Representative	Olivier Tichit	E-mail	olivier.tichit@musimmas.com
Telephone	+62 61 661 5511	Facsimile	-

2. Certification Information			
Certificate Number	RSPO 805244	Certificate Start Date	21/08/2024
Date of First Certification	21/08/2014	Certificate Expiry Date	20/08/2029
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input checked="" type="checkbox"/> Recertification Assessment (RA 2) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> Choose an item. <input checked="" type="checkbox"/> Indonesia National Interpretation 2020 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	60 tonnes FFB/hour
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)


3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MUTU-ISPO/182	Indonesian Sustainable Palm Oil (ISPO)	Mutu certification	21/08/2024
EU-ISCC-Cert-DE105-82993511	International Sustainability and Carbon Certification (ISCC)	Control Union	17/08/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Siringo Ringo Palm Oil Mill	Jl. Siringo ringo, Desa Bandar Kumbul, Kecamatan Bilah Barat, Kabupaten Labuhan Batu, Rantauprapat, Provinsi Sumatera Utara, Indonesia	2° 5' 47.8" N	99° 45' 57.89" E
Siringo Ringo Estate	Jl. Siringo-Ringo, Kelurahan Siringo-Ringo, Kecamatan Rantau Utara, Rantauprapat, Kabupaten Labuhan Batu, Provinsi Sumatera Utara, Indonesia	2° 5' 3.77" N	99° 48' 55.97" 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
Siringo Ringo Estate	770.04	-	295.40	1,065.44	72.27
Total	770.04	-	295.40	1,065.44	72.27
Note: -					

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Siringo Ringo Estate	-	770.04	-	-	770.04	-
Total (ha)	-	770.04	-	-	770.04	-
Note: Only Mature area is considered as production area						

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage / year (MT)			
	Estimated last year (Aug 23 – Jul 24)	Actual (May 23 – Apr 24)		Forecast (Aug 24 – Jul 25)
		Previous license period (May’ 23 – Jul’ 23)	Current license period (Aug’ 23 – Apr’ 24)	
Siringo Ringo Estate	21,938	4,633.85	10,270.56	20,970.87
Total	21,938	14,904.41		20,970.87
Note:				

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage / year (MT)			
	Estimated last year (Aug 23 – Jul 24)	Actual (May 23 – Apr 24)		Forecast (Aug 24 – Jul 25)
		Previous license period (May’ 23 – Jul’ 23)	Current license period (Aug’ 23 – Apr’ 24)	
-		-	-	
		-	-	
Total		-		
Note:				

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 23 – Jul 24)	Actual (May 23 – Apr 24)		Forecast (Aug 24 – Jul 25)
		Previous license period (May’ 23 – Jul’ 23)	Current license period (Aug’ 23 – Apr’ 24)	
CV. Hasil Tani Raya	256,222	65,150.11	154,317.63	237,094
Koperasi Maju Lancar Mandiri Labuhan Batu				
Gabungan Kelompok Tani Mekar				
Total	256,222	219,467.74		237,094
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	May 2023	1,465.26	18,460.09	19,925.35
2	Jun 2023	1,593.48	19,150.95	20,744.43
3	Jul 2023	1,575.11	27,539.07	29,114.18
4	Aug 2023	1,326.11	21,679.82	23,005.93
5	Sep 2023	1,169.43	17,430.75	18,600.18
6	Oct 2023	1,558.77	15,651.37	17,210.14
7	Nov 2023	1,384.11	13,523.73	14,907.84
8	Dec 2023	806.78	13,866.10	14,672.88
9	Jan 2024	820.53	15,030.62	15,851.15
10	Feb 2024	808.71	14,033.81	14,842.52
11	Mar 2024	1,013.82	16,257.93	17,271.75
12	Apr 2024	1,382.30	26,843.50	28,225.80
TOTAL		14,904.41	219,467.74	234,372.15
Note:				

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Aug 23 – Jul 24)	Actual (May 23 – Apr 24)		Forecast (Aug 24 – Jul 25)
	Previous license period (May' 23 – Jul' 23)	Current license period (Aug' 23 – Apr' 24)	
FFB	FFB		FFB
21,938 mt	4,633.85 mt	10,270.56 mt	20,970.87 mt
	TOTAL	14,904.41 mt	
CPO (OER: 18.22 %)	CPO (OER: 17.97 %)		CPO (OER: 18.28 %)
3,997 mt	828.40 mt	1,849.28 mt	3,833.62 mt
	TOTAL	2,677.68 mt	
PK (KER: 6.06 %)	PK (KER: 5.93 %)		PK (KER: 6.06 %)
1,329 mt	280.69 mt	603.70 mt	1,270.81 mt
	TOTAL	884.39 mt	
Note:			

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	May 2023	266.23	86.41
2	Jun 2023	286.50	97.79
3	Jul 2023	275.68	96.50
4	Aug 2023	240.45	78.45
5	Sep 2023	218.57	71.55
6	Oct 2023	292.63	95.69
7	Nov 2023	262.73	84.45
8	Dec 2023	144.79	49.29
9	Jan 2024	138.13	46.19
10	Feb 2024	144.53	45.20
11	Mar 2024	177.16	55.89
12	Apr 2024	230.29	76.98
TOTAL		2,677.68	884.39
Note:			

11. Summary of Actual Volume sold					
Current License period (Aug 23 – Apr 24)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	-	1,526.85	-	-	1,526.85
PK (MT)	484.66	-	-	-	484.66
Credits	-	-	-	-	-
Previous License period (May 23 – Jul 23)					
CPO (MT)	-	616.83	-	-	616.83
PK (MT)	115.34	-	-	-	115.34
Credits	-	-	-	-	-
Note: Conventional is RSPO certified material but sold as non-RSPO.					

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)

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1	KIM-1	TR-ffbf8f18-cdc2 (MB)	-	100
2	KIM-1	TR-ea644b1a-7cce (MB)	-	100
3	KIM-1	TR-0b288c17-8d6f (MB)	-	100
4	KIM-1	TR-4e72aa2d-6657 (MB)	-	100
5	KIM-1	TR-16775c60-cc4b (MB)	-	100
6	KIM-1	TR-7324afb7-40d9 (MB)	-	100
TOTAL			0	600

Note:

11B. Records of certified CPO & PK Sold under other schemes since the last audit (if any)

No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	PT. MM - Belawan	ISCC	2,143.68	-
TOTAL			2,143.68	-

Note:

11C. Records of CPO & PK Sold as conventional since the last audit (if any)

No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
-	-	-	-
-	-	-	-
TOTAL		-	-

Note:

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)

No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
-	-	-	-
-	-	-	-
TOTAL			-

Note:

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

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)
-	-	-	-	-	-	-
-	-	-	-	-	-	-
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							
Credits				-	-	-	-
Physical	-	-					
Previous License period-							
Credits				-	-	-	-
Physical	-	-	-				

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)
-	-	-	-	-	-	-	-
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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2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on 3 June – 7 June 2024. The audit programme is included as Section 2.3. Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and BSI website on 3 May 2024.

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 PT Siringo Ringo with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings.

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

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

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Re- Certification)	Year 2 (ASA2-1)	Year 3 (ASA2-2)	Year 4 (ASA2-3)	Year 5 (ASA2-4)
Siringo Ringo Palm Oil Mill	X	X	X	X	X
Siringo Ringo Estate	X	X	X	X	X

Tentative Date of Next Visit: June 2, 2025 - June 6, 2025

Total Number of Mandays: 12 Mandays

2.2 BSI Assessment Team

Name	Role	Competency
Briyogi Shadiwa (BS)	Team Leader	<p>Education: Holds an associate degree in Palm Oil Plantation, Bogor Agricultural University (IPB).</p> <p>Work Experience: He has work experience since 2009 - 2016 in several private oil palm plantation companies in Indonesia as Assistant Agronomy and Agronomy Quality Control. Has participated in many audit activities with certification bodies related to the sustainable palm oil certification system since 2017 with worker welfare, OHS, best management practice, supply chain, social, environmental, GHG, and waste management aspect.</p> <p>Training attended: Completed Endorsed RSPO Lead Auditor Course by Checkmark, ISPO Auditor Training by LPP, ISO 9001: 2015 Lead Auditor Course, Endorsed RSPO Supply Chain Certification Lead Auditor Course by Checkmark, ISO 14001: 2015 CQI & IRCA Lead Auditor Course, SMK3 Awareness, OHSAS 18001:2007 Awareness, SA 8000 Requirement Training, ISO 45001:2018 Awareness, OHS Expert Training (<i>Ahli K3 Umum</i>), and Endorsed RSPO Refreshment Trainings.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit:</p> <p><input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input checked="" type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Yudwi Wisnu Rahmanto (YW)	Team Member	<p>Education: Holds a Bachelor of Forestry with Silviculture, Faculty of Forestry, University of Gadjah Mada</p> <p>Work Experience: 7 months working experience in palm oil industry as Agronomy Field Assistant. 11 years working experience as sustainability</p>

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		<p>auditor covering Sustainable Forest Management by FSC FM/COC Scheme, RSPO, ISPO, Coffee And Farmer Equity (C.A.F.E Practices) Starbucks, Organic Standard (EU, NOP, JAS) for Coffee Farmers and Organic Exchange for Textile</p> <p>Training attended: Completed Endorsed RSPO P&C Lead Auditor Training Course, RSPO NEXT, ISPO Auditor/Lead Auditor Course, RSPO P&C Social and Labour Standards and the Mechanics of Social Auditing Training, SMETA Requirements Training, ISO 9001:2008 Auditor/Lead Auditor Course, GIS-Basic Mapping and Spatial Analysis, Timber Legality Assurance System (SVLK), Verification Organization Training C.A.F.E Practices (Starbucks), UTZ Programme, High Conservation Value (HCV) Training, Sustainability Reporting Assurance Training, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, RSPO ISH Standard Training Course and Endorsed RSPO Supply Chain Lead Auditor Training Course.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit:</p> <p><input type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Eko Prastio Ramadhan (EPR)	Team Member	<p>Education: Holds a Bachelor Degree in Forest Resources Conservation and Ecotourism from Forestry Faculty, Bogor Agricultural University (IPB).</p> <p>Work Experience: Over 4 years of working experience in biodiversity officer with Birdlife Indonesia and consultant with PT Inoa Konsultindo. Over 2½ years of working experience in palm oil estate with PT Salim Ivomas Pratama Tbk and Capitol Plantation Group implementing sustainability. Over 4½ years of working experience as RSPO P&C Certification Program Manager and auditor covering standard such as RSPO P&C, RSPO SCCS, ISPO, ISO 9001 and ISO 14001.</p> <p>Training attended: Completed ISO 14001:2015 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Social Impact Assessment Training, Endorsed RSPO SCC Auditor Lead Auditor Course, ISPO Auditor Batch 19 Training, ISO 9001 Lead Auditor Course, Endorsed RSPO Refresher Courses, RSPO Independent Smallholder Training by RSPO Secretariat, and Identification of HCV Areas Training.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit:</p> <p><input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Andi Pratama Pasaribu	Team Member	<p>Education: Holds a Bachelor Degree majoring Social Economy, Jember University</p> <p>Work Experience: 5 years working experience as Field Agronomy Assistant. 8 years working experience as RSPO Auditor / Lead Auditor.</p>

		<p>Training attended: Completed Indonesian Sustainable Palm Oil (ISPO) Lead Auditor training, Endorsed RSPO P&C Lead Auditor course, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, ISO 9001:2008 Lead Auditor course, ISO 14001:2005 Lead Auditor course, ISO45001:2018 Lead Auditor Course, RSPO endorsed RSPO SCCS Lead Auditor course, SMETA requirements training</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit:</p> <p><input checked="" 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>
Dr Suhaili Bin Sahari	Peer Reviewer	<p>Education: : Graduated from University Technology Mara (UiTM), Malaysia in Diploma in Science in 1990. He furthers his first degree in B.Sc (Hons) in Chemistry with Industrial Chemistry in 1995 from Liverpool University, England. He later advances his study in Master in Business Administration (General) in 2002 and graduated in 2005 from University of Multimedia, Malaysia. Completed his PhD from University Science Islam Malaysia (Faculty of Economy and Muamalat - Management) under the supervision of previous University Vice Chancellor Dato' Mohd Muda</p> <p>Work Experience: Worked with Hong Leong Group of Companies as a production executive cum TQM facilitator and continues to advance in his career as a manager and senior manager in management, production, training and quality for more than 11 years. During his tenure with Hong Leong Group of Companies, he heavily involved in strategic management decision issues such as developing SWOT analysis, Vision, Mission, Business and Corporate Strategy formulation, Acquisition and restructuring strategies. Strategic actions and implementation etc. Then he joint Kumpulan Guthrie and Sime Darby Group of Companies for more than 7 years as a manager, heads of department and Assistant Vice President in management, quality and training. Part of his duty is to strategies the departmental vision; mission, critical success factors and action plan into actions and support the corporate strategic plan.</p> <p>Training attended:</p> <ol style="list-style-type: none"> 1. ISO 9001:2015 Lead Auditor and Internal Auditor 2. Occupation Health & Safety 3. ISO 14001:2015 Standard 4. RSPO Standards: RSPO P&C 2018 MY-NI 2019 5. MSPO Standards: MS 2530:2013 part 1, 2, 3 and 4 6. Problem Solving Technique: 8 D, ICC, QCC, Systematic PS 7. HACCP MS 1480:2019 8. GAP Standard: Global GAP, Euro GAP 9. ASI Peer Reviewer training

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Accompanying Persons:

Name	Role
-	-

2.3 Assessment Plan

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

Date	Time	Subjects	BS	YW	EP	AP
Monday, 03/06/2024	09.30 – 11.55	Flight Jakarta to Medan (GA-184)	✓	✓	✓	✓
	16.16 – 20.45	Medan → PT Siringo-ringo	✓	✓	✓	✓
Tuesday, 04/06/2024	08.00 – 09.00	Opening Meeting - Introduction by Auditee - Presentation by BSI Indonesia	✓	✓	✓	✓
	09.00 – 12.00	Stakeholder Consultation: Interview with Stakeholders from Kabupaten Labuhanbatu: BPN, DLH, Dinas Tenaga Kerja, Dinas Perkebunan, Previous Land Owner, Local NGO.	✓			
		Field Observation Siringo-ringo Estate: - Implementation of Legal Aspect (Land Ownership, Legal Boundaries) - Implementation of Agronomy Aspect (Harvesting & Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application) - Implementation of Environmental, Conservation/HCV and Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management) - Implementation of Occupational Health & Safety Aspect - Implementation of Employment Procedure and Mechanism Aspect - Observation of Workers Facilities (Housing, School, Worship Place). - Interview with related personnel during field observation.		✓	✓	✓
	12.00 – 14.00	Break	✓	✓	✓	✓
	14.00 – 16.30	Field Observation Siringo-ringo Mill: - Supply Chain verification (FFB Receiving, Weighbridge, FFB Sorting, Processing Activity, Dispatch CPO) - Environmental, Occupational Health & Safety Aspect (Inspection to Chemical		✓	✓	✓

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Date	Time	Subjects	BS	YW	EP	AP
		Storage, Hazardous Waste Storage, Fire Control Simulation, POME Pond) - Implementation of Employment Procedure and Mechanism Aspect.				
		Stakeholder Consultation and Document review: Interview with Gender Committee, Labour Union, worker representative, FFB Supplier, Local Contractor (employment, welfare).	✓			
	16.30 – 17.00	Wash-up Meeting	✓	✓	✓	✓
Wednesday 05/06/2024	08.00 – 12.00	Document and Record Verification	✓	✓	✓	✓
	12.00 – 14.00	Break	✓	✓	✓	✓
	14.00 – 16.30	Document and Record Verification	✓	✓	✓	✓
	16.30 – 17.00	Wash-up Meeting	✓	✓	✓	✓
Thursday 06/06/2024	08.00 – 12.00	Document and Record Verification	✓	✓	✓	✓
	12.00 – 14.00	Break	✓	✓	✓	✓
	14.00 – 15.00	Document and Record Verification	✓	✓	✓	✓
	16.00 – 17.00	Closing Meeting	✓	✓	✓	✓
Friday 07/06/2024	08.15 – 13.15	Travelling PT Siringo-ringo → Medan	✓	✓	✓	✓
	16.50 – 19.15	Flight from Medan → Jakarta (GA-161)	✓	✓	✓	✓

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?	<p>Yes, the parent organization of its majority owned and/or managed subsidiaries is a member of the RSPO. Musim Mas Holdings Pte. Ltd. 2-0907-18-000-00</p> <p>TBP include all managed subsidiaries both certified and non-certified. TBP also include information with respect to Scheme Smallholders and such listings were not in the scope of the assessment, which is limited to section 5.5 of the RSPO Certification System for Principles & Criteria: November 2020. The requirements on scheme smallholder certification will be evaluated at each P&C certification audit with respect to the requirements outlined under indicator 5.1.3 of RSPO Certification System for Principles & Criteria November 2020.</p>	Complied																		
<p>Have all the estates and mills certified within five (5) years after obtaining RSPO membership?</p> <p>If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021</p>	<p>Yes, During the evaluation it was observed several new acquisitions are yet to be certified after 3 years from acquisition. In light of the Covid19 situation and remaining area is still under process of obtaining HGU certificate, the time bound plan is later updated and accepted by RSPO on 29 September 2022.</p>	Complied																		
<p>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.</p> <p>If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.</p>	<p>Yes, there are new acquisitions. Latest TBP approval from RSPO was approved on the 29th September 2022 as seen from the email communication between Musim Mas and RSPO for the uncertified units below:</p> <table border="1"> <thead> <tr> <th>Unit</th><th>Supply Base</th><th>Year</th></tr> </thead> <tbody> <tr> <td>AGRO POM</td><td>Estate Muara Kiawai</td><td>2026</td></tr> <tr> <td rowspan="2">ULI POM</td><td>Kas Desa Tumbang Manya</td><td rowspan="2">2025</td></tr> <tr> <td>Kas Desa Tumbang Kalang</td></tr> <tr> <td>GIN 1 POM</td><td>KKPA Rindang Benua</td><td>2026</td></tr> <tr> <td rowspan="2">MPG POM</td><td>Estate 1</td><td>2024</td></tr> <tr> <td>Koperasi Pakat Taka Sama</td><td>2024</td></tr> </tbody> </table>	Unit	Supply Base	Year	AGRO POM	Estate Muara Kiawai	2026	ULI POM	Kas Desa Tumbang Manya	2025	Kas Desa Tumbang Kalang	GIN 1 POM	KKPA Rindang Benua	2026	MPG POM	Estate 1	2024	Koperasi Pakat Taka Sama	2024	Complied
Unit	Supply Base	Year																		
AGRO POM	Estate Muara Kiawai	2026																		
ULI POM	Kas Desa Tumbang Manya	2025																		
	Kas Desa Tumbang Kalang																			
GIN 1 POM	KKPA Rindang Benua	2026																		
MPG POM	Estate 1	2024																		
	Koperasi Pakat Taka Sama	2024																		

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		Kas Desa Karamuan		
	SEC POM	Estate 1	2025	
		KKPA Mattang Berkat Jaya Sejahtera		
	MI	Estate 1	2025	
		KKPA Mandiri Bintang Bersama		
	LAP POM	Estate 1	2025	
	MP	Estate 1	2025	
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	No.			Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Yes, there are new land acquisition as well as inclusion of new scheme smallholders. There are no TBP extension for existing uncertified units proposed certification year 2024 and 2026 as the company is currently in preparation for certification for these units.			Complied
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	There is no isolated lapses as stated above.			Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	There is no fundamental failure as stated above.			Complied
Un-Certified Units or Holdings				
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	There is no replacement of primary forest since November 2005. HCV assessments are conducted prior to new planting and all new plantings are in accordance with RSPO New Planting Procedures.			Complied
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	Below is the summary of proposed new oil planting for the group: PT Multipersada Gatramegah – PT MPG Estate I NPP was completed in December 2012. PT MPG has carried out stand alone HCS assessment and submitted to HCSA for peer review. Peer review process has been completed and HCS summary report is publicly available at HCSA website. While PT MPG Estate I is a newly acquired area. Integrated HCV-HCS assessment for PT MPG Estate I has been conducted and The HCV-HCS assessment			Complied

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	<p>has obtained satisfactory result on 10 November 2020. This is followed with NPP Audit and the NPP Notification has been published in RSPO website on 09 June 2021.</p> <p>PT Musim Mas (PT MM) has additional area for Kas Desa oil palm expansion namely Kas Desa Batang Kulim. The area located adjacent to PT MM existing plantation and included in PT MM's landscape HCV and HCS assessment. PT MM underwent RSPO NPP for ongoing new planting in existing plantation and in Kas Desa Batang Kulim in 2015.</p> <p>KKPA Merbau Sakti, scheme smallholders of PT MM have additional new areas for oil palm planting expansion. NPP for smallholders is waived due to the extension of the NPP reprieve for smallholdings. Nevertheless, brief report on the expansion plan is lodged with RSPO for documentation in April 2018, and further revised in February 2019 due to slight change on the location of expansion plan. Furthermore, due to more communities from the nearby areas have requested to join as members of the scheme smallholders. This has brought an additional new area for these new members for new oil palm planting. The NPP for additional new area was waived as acknowledged by RSPO on 6th April 2021.</p> <p>PT Unggul Lestari including Kas Desa, NPP was completed and published in April 2015. PT UL has carried out standalone HCS assessment and submitted to HCSA for peer review. Peer review process has been completed and HCS summary report is publicly available at HCSA website.</p> <p>PT Globalindo Alam Perkasa, NPP was completed and published in August 2015. PT GAP has carried out stand alone HCS</p>	
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	<p>assessment and submitted to HCSA for peer review. Peer review process has been completed and HCS summary report is publicly available at HCSA website.</p> <p>PT Sarana Esa Cita – previously named PT Agrowiratama has completed NPP process in January 2011 and February 2012. For the new areas, integrated HCV-HCS Assessment has been conducted in April 2018 and has obtained satisfactory result on 23 Dec 2020. NPP Audit has been conducted in January 2021 and the NPP Notification has been published in RSPO website on 04 August 2021.</p> <p>PT Lestari Abadi Perkasa – PT LAP has 2 location, for Location I NPP was completed in December 2011. For PT LAP location II, HCV and HCS assessment has been conducted in 2017 and approved by HCVRN in 2019. During the audit, sighted PT LAP Izin Lokasi II is in the process of RSPO NPP. At the time of report writing, September 2019, PT LAP Izin Lokasi II has completed RSPO NPP 30 days notification. A new mill is being developed at PT LAP. PT LAP has conducted standalone HCS assessment which cover Location I and II. The peer review process for the report has been completed. HCS summary report is publicly available at HCSA website.</p> <p>PT Mulia Indah, NPP was completed and published in August 2011. PT MI conducted HCV-HCS integrated assessment in 2018. At the time of report writing, noted that the HCV-HCS assessment has been submitted for ALS quality review process on 21 Oct 2019.</p> <p>PT Mentari Pratama, NPP was completed and published in March 2011. PT MP has carried out standalone HCS assessment and submitted to HCSA for peer review. Peer review process has</p>	
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	<p>been completed and HCS summary report is publicly available at HCSA website</p> <p>PT Sukajadi Sawit Mekar, NPP was completed and published in April 2015. PT SSM has carried out standalone HCS assessment and submitted to HCSA for peer review. Peer review process has been completed and HCS summary report is publicly available at HCSA website</p> <p>PT Maju Aneka Sawit, NPP was completed and published in April 2015. PT MAS has carried out standalone HCS assessment and submitted to HCSA for peer review. Peer review process has been completed and HCS summary report is publicly available at HCSA website.</p> <p>PT Siringo Ringo (PT SRR) obtained new land which is directly adjacent to PT Siringo Ringo existing area. This new area has obtained land title. This new land is initially planned for RSPO certification in 2020.</p> <p>The HCSA Assessments have been registered with the HCSA Steering Group. The outcomes or progress of the Peer Review Process status can be found in link, http://highcarbonstock.org/registered-hcsa-assessments/</p> <p>The internal audit documentation for uncertified areas were observed and it is confirmed that there was no replacement of primary forest.</p>	
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.	<p>There is no land dispute The group has land conflict procedure in place.</p> <p>The internal audit documentation for uncertified areas were observed and it is confirmed that there were no land conflicts.</p> <p>There's no complaint from RSPO Tracker.</p>	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	The group has procedure to handle legal disputes. There are no reports of legal disputes at the time of reporting.	Complied

	The internal audit documentation for uncertified areas were observed and it is confirmed that there were no labour disputes.														
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	<p>The group has procedure to ensure legal compliance. No SOP/Plant.Div/5.2 Judul: Implementasi Peraturan Perundangan-Undangan Yang Berlaku. Currently several subsidiaries under the Group is in the process of completing HGU.</p> <p>The internal audit conducted periodically for uncertified area and result of internal audit for uncertified areas were observed and it is confirmed that all laws are in compliance.</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>The progress for the uncertified unit mentioned above is seen to be an ongoing process and is actively addressed by the company.</p> <p>Sighted Internal audit conducted for the uncertified unit as well as additional evidence such as ongoing process and email communication with BPN (Land Authority), Stakeholder consultation minutes with communities, Ongoing assessments (HCV/HCS/ SIA/Amdal) as well as land liability disclosure process for submission to RSPO.</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>Below are the status progress for the uncertified unit:</p> <table border="1"> <thead> <tr> <th>Unit</th><th>Supply Base</th><th>Status</th></tr> </thead> <tbody> <tr> <td>Agrowiratama</td><td>Estate Muara Kiawai</td><td>Recently acquired in 2023. Company has started the documentation process for RSPO P&C.</td></tr> <tr> <td rowspan="2">Unggul Lestari</td><td>Kas Desa Tumbang Manya</td><td rowspan="2">Currently at the land liability disclosure phase.</td></tr> <tr> <td>Kas Desa Tumbang Kalang</td></tr> <tr> <td>GIN 1</td><td>KKPA Rindang Benua</td><td>Ongoing process on Legal Title and</td></tr> </tbody> </table>	Unit	Supply Base	Status	Agrowiratama	Estate Muara Kiawai	Recently acquired in 2023. Company has started the documentation process for RSPO P&C.	Unggul Lestari	Kas Desa Tumbang Manya	Currently at the land liability disclosure phase.	Kas Desa Tumbang Kalang	GIN 1	KKPA Rindang Benua	Ongoing process on Legal Title and	Complied
Unit	Supply Base	Status													
Agrowiratama	Estate Muara Kiawai	Recently acquired in 2023. Company has started the documentation process for RSPO P&C.													
Unggul Lestari	Kas Desa Tumbang Manya	Currently at the land liability disclosure phase.													
	Kas Desa Tumbang Kalang														
GIN 1	KKPA Rindang Benua	Ongoing process on Legal Title and													

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			land compensation.	
	MPG	Estate 1	Ongoing process on Legal Title and HGU. Currently at the land liability disclosure phase.	
		Koperasi Pakat Taka Sama	Ongoing process on Legal Title and HGU.	
		Kas Desa Karamuan	Currently at the land liability disclosure phase.	
	SEC	Estate 1	Ongoing process on Legal Title.	
		KKPA Mattang Berkat Jaya Sejahtera	Ongoing process on Legal Title.	
	Mulia Indah	Estate 1	Ongoing process on Legal Title.	
		KKPA Mandiri Bintang Bersama	Ongoing process on Legal Title.	
	LAP	Estate 1	Ongoing process on Legal Title.	
	Mentari Pratama	Estate 1	Ongoing process on Legal Title.	
Have there been any stakeholder (including NGO) consultation conducted?	<p>Stakeholders consultation for uncertified unit management conducted regularly in accordance with the company procedure.</p> <p>The company established an up-to-date list of contacts and detailed stakeholder information, completed with designated representatives. The list consist of : surrounding villages, government agencies, workers union,</p>			Complied

	committee gender, NGO, medical services, school, etc.	
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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's no scheme smallholder in this scope certification.	Not Applicable

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Approved Time Bound Plan

TIME BOUND PLAN FORECAST FOR RSPO CERTIFICATION OF ALL PALM OIL MILLS & SUPPLY BASES				
Palm Oil Mill	Country	Supply Bases (estates, plantations, associations)	Targeted RSPO Certification Year	Current Certification Status as per this Audit
PT Musim Mas – Batang Kulim POM	Indonesia	1. PT MM – Estate I 2. PT MM – Estate II 3. PT MM – Estate V 4. KKPA Merbau Sakti 5. Kas Desa – Betung I 6. Kas Desa – Tanjung Beringin 7. Kas Desa – Talau 8. Kas Desa – B 1 <i>Note: Due to operational reason Estate V is supplying to both Batang Kulim and Pangkalan Lesung POM</i>	2009	Certified
		9. PT MM – Kas Desa Batang Kulim 10. KKPA Merbau Sakti –additional areas	2021	Certified
		11. KKPA Merbau Sakti – new additional areas	2024	Certified
PT Musim Mas – Pangkalan Lesung POM	Indonesia	1. PT MM – Estate III 2. PT MM – Estate IV 3. PT MM – Estate V 4. KKPA Rawa Tengkuluk 5. Kas Desa – Pangkalan Lesung	2009	Certified

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		<i>Note: Due to operational reason Estate V is supplying to both Batang Kulim and Pangkalan Lesung POM</i>		
Berkat Sawit Sejati POM	Indonesia	1. Estate Sei Berau 2. Estate Sei Tungkal 3. Kas Desa Pangkalan Tungkal	2010	Certified
Agrowiratama POM	Indonesia	1. Estate Sei Aur 2. KKPA Koperasi Sawit Bersama 3. KKPA Koperasi Sawit Bosa Sungai Aua Manjunjung Bilang 4. KKPA Koperasi Sawit Datuk Bosa Sikilang	2010	Certified
		5. Estate Muara Kiawai	2026	Uncertified
PT Sukajadi Sawit Mekar – SSM 1 POM	Indonesia	1. PT SSM – Estate Sebbabi 2. PT SSM – Estate Seranau 3. Kas Desa Sebbabi	2010	Certified
PT Sukajadi Sawit Mekar – SSM 2 POM	Indonesia	1. PT SSM – Estate Bukit Linang 2. PT SSM – Estate Bukit Limas 3. PT MAS – Estate Bakung Mas 4. PT MAS – Estate Sari Mas 5. Kas Desa Kenyala	2012	Certified
Maju Aneka Sawit POM	Indonesia	1. PT MAS – Estate Tanah Mas 2. Kas Desa Tanah Putih 3. Kas Desa Penyang	2011	Certified
PT Globalindo Alam Perkasa	Indonesia	1. Estate Alam Sahara	2020	Certified
Unggul Lestari POM	Indonesia	1. Estate I 2. Estate II 3. Kas Desa Tri Buana 4. Kas Desa Bukit Indah 5. Kas Desa Sungai Hanya	2012	Certified

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		6. Kas Desa Tumbang Sepayang		
		7. Kas Desa Tumbang Boloi	2021	Certified
		8. Kas Desa Batu Agung		
		9. Kas Desa Tumbang Manya	2025	Uncertified
		10. Kas Desa Tumbang Kalang		
Siringo Ringo POM	Indonesia	Estate Siringo Ringo	2014	Certified
		Estate Siringo Ringo – New Land	2021	Certified
PT Guntung Idamannusa – GIN 1 POM	Indonesia	1. Estate I	2015	Certified
		2. Estate II		
		3. KKPA Rindang Benua	2026	Uncertified
PT Guntung Idamannusa – GIN 2 POM	Indonesia	1. Estate II 2. Estate III	2018	Certified
Multipersada Gatramegah POM	Indonesia	Estate I	2018	Certified
		Estate I – New Area	2024	Uncertified
		Koperasi Pakat Taka Sama Scheme Smallholder – PT MPG	2024	Uncertified
		Kas Desa Karamuan	2024	Uncertified
Sarana Esa Cita POM	Indonesia	Estate I	2021	Certified
		KKPA PT SEC (Koperasi Produsen Mattang Berkat Jaya Sejahtera)	2021	Certified
		Estate I (Stage 2)	2025	Uncertified
		KKPA Mattang Berkat Jaya Sejahtera Scheme Smallholder – PT SEC (Stage 2)	2025	Uncertified
PT Mulia Indah	Indonesia	Estate I	2021	Certified

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		KKPA PT MI (Koperasi Produsen Mandiri Bintang Bersama)	2021	Certified
		Estate I (Stage 2)	2025	Uncertified
		KKPA Mandiri Bintang Bersama Scheme Smallholder – PT MI (Stage 2)	2025	Uncertified
PT Lestari Abadi Perkasa	Indonesia	Estate I	2022	Certified
		Estate I (Stage 2)	2025	Uncertified
		KKPA PT LAP (Koperasi Produsen Delapan Pilar Maju Bersama)	2022	Certified
		Kas Desa Sepuring Indah	2023	Certified
		Kas Desa Batu Mas	2023	Certified
		Kas Desa Cegolak	2023	Certified
		Kas Desa Betenung	2023	Certified
		Kas Desa Pebihingan	2023	Certified
		Kas Desa Kerta Baru	2023	Certified
PT Mentari Pratama	Indonesia	Estate I	2022	Certified
		Estate I (Stage 2)	2025	Uncertified
		KKPA PT MP (Koperasi Produsen Sawit Mentari Sejahtera)	2022	Certified
		Kas Desa Tanjung Beulang	2023	Certified
		Kas Desa Titi Baru	2023	Certified
		Kas Desa Tumbang Titi	2023	Certified
		Kas Desa Beringin Rayo	2023	Certified
		Kas Desa Serengkah	2023	Certified

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		Kas Desa Batu Tajam	2023	Certified
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3.3 Details of Nonconformities

The nonconformities are listed below. The findings summary of the assessment by criteria are listed in Appendix A. During this Assessment there were no non-conformities.

Non-conformity			
NCR Ref #	-	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	-

Positive Findings	
PF #	Description
PF 1	-

3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	-	Issued Date	-
Due Date	-	Closure Date	-
Indicator & Category (Critical / Minor)	-		

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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 #	-	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:	-		

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

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
-	-	-	-	-
-	-	-	-	-
-	-	-	-	-

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 Siringo Ringo 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	Environmental Agency of Labuhanbatu	Phone Interview
Governmental Department	Labor Agency of Labuhanbatu	Phone Interview
Governmental Department	Agriculture Agency of Labuhanbatu	Phone Interview
Communities	Head of Bandar Kumbul Village	Phone Interview
NGO	FKI-1	Phone Interview
FFB Supplier	CV Hasil Tani Jaya	Phone Interview
FFB Supplier	Koperasi Maju Lancar Mandiri Labuhanbatu	Phone Interview
Governmental Department	Land Agency of Labuhanbatu	Face to face Interview
Internal	Gender Committee	Face to face Interview
Internal	Worker Union	Face to face Interview

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Stakeholders comment	
01	<p>Feedbacks: Environmental of Labuhanbatu Regency</p> <ul style="list-style-type: none"> • Company already has permit regarding environmental aspect. • No negative issues related to pollution which impact surrounding communities. • Company has a good management of conservation area. • Hazardous waste managed well. • No issues related to fire-land. • Has a good relationship and communication with agency. <p>Audit Team verification and response: No negative issues need to further verification.</p>
02	<p>Feedbacks: Labor Agency of Labuhanbatu Regency</p> <ul style="list-style-type: none"> • One of the best companies regarding to worker welfare aspect on Labuhanbatu Regency. • No daily worker, all workers have permanent status. • The company prioritize local workers. • Has an established worker union. • Has a Collective Labor Agreement (PKB). • No grievance from stakeholder regarding to industrial relationship. • Worker salary based on local minimum wage. • All workers has been informed to agency periodically. <p>Audit Team verification and response: No negative issues need to further verification.</p>
03	<p>Feedbacks: Agriculture of Labuhanbatu Regency</p> <ul style="list-style-type: none"> • Company already implemented best management practice. • No issues related to fire-land. • The company got class I from Agency (plantation class assessment). • Mill also received FFB from third parties. The price off FFB is over average in Labuhanbatu area. • The company has partnership agreement with smallholder in the name of Gapoktan Mekar and Koperasi Maju Lancar Mandiri Labuhanbatu. • No aerial spraying activities. • One of the CSR related to training for surrounding smallholder such as manuring practice and herbicide spraying. <p>Audit Team verification and response: No negative issues need to further verification.</p>
04	<p>Feedbacks: Bandar Kumbul Village</p> <ul style="list-style-type: none"> • Many positive impact to village such as road repairing and student uniform donation. • Has a routine meeting with company, discussed about complaints and request. • Many workers from Banda Kumbul Village. • The company conduct training related to fire emergency response to communities. • The company also broadcast to village related to job vacancy. • No negative issues related to pollution.

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	Audit Team verification and response: No negative issues need to further verification.
05	Feedbacks: FKI-1 <ul style="list-style-type: none"> No Negative issues from the company. Has a good relationship with NGO.
	Audit Team verification and response: No negative issues need to further verification.
06	Feedbacks: CV Hasil Tani Jaya & Koperasi Maju Lancar Mandiri Labuhanbatu <ul style="list-style-type: none"> Relationship is good. The company always informed on time related to FFB price. The contract is fair. No issue related to payment. The supplier also got training about RSPO from company. Cooperation has good cooperation with the Company, especially in sustainable management of oil palm plantations. Cooperative farmers receive training related to spraying and good harvesting.
	Audit Team verification and response: No negative issues need to further verification.
07	Feedbacks: Land Agency of Labuhanbatu <ul style="list-style-type: none"> Relations with agencies are quite good There are no problems regarding land rights Routine HGU utilization reports
	Audit Team verification and response: No negative issues need to further verification.
08	Feedbacks: Worker Union & Gender Committee <ul style="list-style-type: none"> PPE free of charge for all workers All worker has permanent status. All worker registered in BPJS programs. No major and fatal accident in 2 years period. All workers got above minimum wage No Forced Labor and discrimination to female workers. No Child labour All workers got house facilities and have an access to near city (Rantau Prapat)
	Audit Team verification and response: No negative issues need to further verification.

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

-	-	-	-	-	-
-	-	-	-	-	-
-	-	-	-	-	-
The company has done replanting on 2017, so it not considered of previous land owner. Based on consultation with surrounding communities (Bandar Kumbul Village), there's no issues related to land conflict.					

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

3.5 Impartiality and conflict of interest

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

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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 Siringo Ringo 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 Siringo Ringo is remain certified.	
Report prepared by	Acceptance of Assessment Conclusion
Name: Briyogi Shadiwa	Name: Olivier Tichit
Company Name: PT BSI Group Indonesia	Company Name: PT Siringo Ringo
Title: Lead Auditor	Title: Director of Sustainability
Signature: 	Signature: (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.) 
Date: 10 July 2024	Date: 10 July 2024

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Appendix A: Summary of Findings

Criterion / Indicator		Assessment Findings	Compliance
Principle 1: Behave ethically and transparently Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.			
Criteria 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	(C) Management documents that are specified in the RSPO P&C are made publicly available. - Critical (Major) compliance -	The company had list of publicity document on Company Confidential Policy (No. POD/Plant.Div/1.1.0, rev. 03, 25 April 2019). Here's the list of publicity document which can be accessed by stakeholders: <ul style="list-style-type: none"> - Legal document such as land use title and land certificate. - Company Organizational Structure - Work Program regarding social, health and educational aspect - Work Program regarding smallholder - OHS plan. - HCV document - Certification Assessment Public Report - Human Rights, Non-Discrimination, and Equal Opportunities Policy - Company General Information - Etc. 	Complied
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	Based on public consultation with relevant stakeholder such as Environmental Agency & Labor Agency of Labuhanbatu Regency, Communities representative of Bandar Kumbul Village its known that they already know about the document that can be access (the list	Complied

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		informed in indicators 1.1.1). The document that can be access in Bahasa Indonesia (appropriate languages).	
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	The company records all information request in "Buku Permintaan Informasi". For period 2023/2024, there's 2 information requests. For examples from Medan OHS Centre regarding Medical Check Up and Environmental Testing Results in 12 July 2023. The company response the request on the same day.	Complied
1.1.4	(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official. - Critical (Major) compliance -	The procedure that has been informed in indicators 1.1.1 has been socialized to all relevant stakeholders in 17 May 2024 and 30 May 2024. The record of socialization informs that the activities attended by surrounding communities representative and FFB supplier including smallholders.	Complied
1.1.5	An up-to-date list of contacts and detailed stakeholder information is available along with designated representatives. - Minor compliance -	The company has list of stakeholders in the form of List Stakeholder of PT Siringo-ringo Period I Quarter 2024. The list consists of 40 instance, from government agency, FFB supplier, Medical Centre, Bank, NGO, Village representative to worker union. The auditor verifies by calling the number listed on the list and in fact the number dialed matches the list presented by the Company.	Complied
Criteria 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	Corporate policy for ethical conduct is established and documented in POD/Plant.Div/1.2.8 'Kebijakan Perusahaan Kode Etik'. Implementation on this policy was verified by random selection of third party contractor agreement/contract and during interview with relevant stakeholders.	Complied

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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>To monitor compliance and the implementation of the policy and overall ethical business practice is conducted by unit of certification through due diligence assessment, particularly to third parties contractors.</p> <p>Sample taken during the audit:</p> <p>Due diligence on legal and policy compliance of CV Hasil Tani Raya as third party FFB supplier, dated 20 December 2023. Within the form, verification on legal compliance is covered such as organization status, organization legal registration, manpower insurance, etc.</p>	Complied
<p>Principle 2: Operate legally and respect rights</p> <p>Implement legal requirements as the basic principles of operation in any jurisdiction.</p>			
<p>Criteria 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.</p>			
2.1.1	<p>(C) The unit of certification complies to relevant regulations.</p> <p>- Critical (Major) compliance -</p>	<p>Compliances to relevant regulations by unit of certification among others:</p> <ol style="list-style-type: none"> 1. Land title (please refer to Indicator 4.4.1 below) 2. Plantation permit: <ul style="list-style-type: none"> ❖ Surat Direktorat Jenderal Perkebunan, No. HK.350/E4.284/06.88 tanggal 21 Juni 1988 tentang Persetujuan Perubahan Tanaman Karet ke Kelapa Sawit seluas 750 Ha atau seluas 885 Ha Bruto di Kecamatan Bilah Hulu, Kabupaten Dati II Labuhanbatu, Provinsi Dati 1, Sumatera Utara. ❖ SK Kabupaten Labuhanbatu No. 180/244/Huk/2012 tanggal 6 September 2012 tentang pemberian IUP kepada PT. Siringo-Ringo atas usaha budidaya tanaman perkebunan kelapa sawit seluas 895,38 ha dan usaha industri 	Complied

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		<p>pengolahan hasil perkebunan kelapa sawit dengan kapasitas 60-ton TBS/jam.</p> <ul style="list-style-type: none"> ❖ Surat Persetujuan Bupati Labuhanbatu No.520/1419/DIPERTA/2019 yang diterbitkan pada 10 April 2019 tentang Perubahan Luas Lahan PT. Siringo-Ringo yang menyetujui penambahan luas lahan menjadi 929,14 Ha untuk komoditi kelapa sawit. <p>3. Environmental license/permit:</p> <ul style="list-style-type: none"> ❖ Keputusan Kepala Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Kab. Labuhanbatu Nomor: 503.660/008/DPMPTSP/V/2017, tanggal 7 Juli 2017. Ruang lingkup Perkebunan (905,1056 ha), Pabrik Kelapa Sawit (60 Ton TBS/Jam) dan Biogas Plant (2 Megawatt). Izin Lingkungan Kegiatan Perkebunan, Pabrik Kelapa Sawit dan Biogas Plant. ❖ Keputusan Kepala Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Kab. Labuhanbatu Nomor: 503.660/235/DPMPTSP-BP2MNP/2018, tanggal 3 April 2018. Ruang lingkup usaha untuk komoditas Kelapa Sawit (106,96 ha) dan Pengembangan Tanaman Pertanian Lahan Kering komoditi Durian (21,8 ha). Untuk Izin Lingkungan Kegiatan/Usaha Perkebunan Kelapa Sawit dan masuk dalam lingkup ISPO adalah 106,96 ha. ❖ Keputusan Kepala Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Kab. Labuhanbatu Nomor: 503.660/403/DPMPTSP-BP2MNP/2018, tanggal 21 September 2018. Ruang lingkup Perkebunan (41 ha). Izin Lingkungan Kegiatan/Usaha Perkebunan Kelapa Sawit dan Tanaman Durian. 	
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		<ul style="list-style-type: none"> ❖ Total scope of environmental/SEI/AMDAL permit is 1,074.87 ha. <p>4. Machineries permit/licenses: available on "Daftar Izin Mesin PKS PT Siringo-Ringo. Sample of machineries permit/licenses:</p> <ul style="list-style-type: none"> ❖ Steam turbine 1,400 KW license No. 560/528/DSTKT-4/2009, approval date 30 June 2009, Serial Number: 139114. ❖ Pressure Vessel license No. 560/522/DSTKT-4/2009, approval date 30 June 2009, Serial Number: OA050932. ❖ Hoisting Crane license No. 580/PAA/W2/1994, dated 20 January 1994, Serial Number: DH1025H24KV2 4/2-F6. ❖ Steam Boiler license No. 678/81-05/2007, May 2007. ❖ Sterilizer No. 3 license No. 678/27-07/2005, July 2005. 	
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>Documented system for ensuring legal compliance in unit of certification are in place. The mechanism divided into track changes to the updated law and regulation which referred to procedure SOP No. SOP/Plant.Div/5.2, titled "Implementasi Undang-Undang yang Berlaku", issued 10/10/2019. Meanwhile, track changes to all contracted third parties referred to flowchart "Pemeriksaan Kepatuhan Supplier dan Kontraktor terhadap Kebijakan Kode Etik" dated 2 August 2019.</p> <p>Evidence on evaluation of legal compliance commences through the internal audit and due diligence on legal and policy compliance Musim Mas Group. In example:</p> <p>Internal audit:</p> <p>Siringo-ringo Mill: 28-29 May 2024</p> <p>Siringo-ringo Estate: 15-18 April 2024</p>	Complied

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		Due diligence on legal and policy compliance of CV Hasil Tani Raya as third party FFB supplier, dated 20 December 2023. Within the form, verification on legal compliance is covered such as organization status, organisation legal registration, manpower insurance, etc.	
2.1.3	Legal or authorized boundaries are clearly demarcated and visibly maintained and there is no planting beyond these legal or authorized boundaries. - Minor compliance -	Field observation on selected boundary pegs #BPN96, #BPN97, #BPN98 and #BPN99, it was clear that unit of certification managed the area is within the license. Boundary pegs verified are below: #BPN96: 2° 4' 25.67" N and 99° 45' 45.44" E located in Block BE4 #BPN97: 2° 4' 25.46" N and 99° 45' 49.07" E located in Block BE4 #BPN98: 2° 4' 28.60" N and 99° 45' 47.62" E located in Block BE4 #BPN99: 2° 4' 29.04" N and 99° 45' 44.69" E located in Block BE4 All the visited boundary pegs sighted well maintain by the unit of certification.	Complied
Criteria 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	A list of contracted parties is available. - Minor compliance -	The company had list of contracted parties on Recap of Third Parties (Supplier and Contractor) of Siringo-ringo Mill Update 2024. The list consists of 26 local contractors from material distributor, material supplier, fuel supplier, Testing Laboratory, Weighbridge services to transporter.	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 -	The company showed agreement for third parties for each management which informed all specification and scope of work, for examples Agreement Letter for Boiler Reparation (No.002/PKS SRR-CP/III/2023) with PT VH Boiler and Energy on 10 March 2023.	Complied

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		<p>The agreement letter also determines clauses/agreements related to fulfilling legality at several points, for examples:</p> <ul style="list-style-type: none"> - Clause 6 (15): contractors are obliged to register their workers who carry out work at the first party's work location as BPJS participants. - Clause 7 (2): Contractors are obliged to comply with the applicable laws and regulations in the Republic of Indonesia in all their operational activities. - Clause 7 (3): Contractors are obliged to comply with applicable labor laws and regulations and are not limited to the prohibition of child labor under 18 years of age, the prohibition of forced labor and labor trafficking, the protection of children's rights and the remediation of child labor. - Clause 7 (6): all parties commit to run the operational activities with ethic and avoid all form of corruption, bribery, and fund manipulation. <p>The company also showed evidence of regulation conformity on form Due Diligence on Legal and Policy Compliance Musim Mas Group. For examples, PT VH Boiler and Energy already paid over minimum wage and registered their workers in BPJS Ketenagakerjaan (Labor Insurance Paid on 9 May 2023) program.</p>	
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour.</p> <p>- Minor compliance -</p>	<p>As informed in indicators 2.2.2, the agreement letter with third parties contains clauses (clause 7 (3)) related to disallowing children, forced, and trafficked labour.</p> <p>Based on field observation on estate and mill, there's no indication of child, forced and trafficked labour.</p>	Complied

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Criteria 2.3: All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	<p>(C) For all directly sourced FFB, Palm Oil Mill (POM) requires:</p> <ul style="list-style-type: none"> Information regarding the geolocation of FFB origins; Proof of ownership status, right/claim of the land by grower/smallholder; If relevant, valid planting/operational/trading license, or is part of a cooperative which allows the buying and selling of FFB. <p>- Critical (Major) compliance -</p>	<p>Siringo – ringo POM received FFB from certified and uncertified sources as follows:</p> <ul style="list-style-type: none"> Estate Siringo – Ringo (RSPO certified). CV Hasil Tani Raya (Uncertified FFB collection centres/agents). Koperasi Maju Lancar Mandiri Labuhan Batu (uncertified) Gabungan Kelompok Tani Mekar (uncertified) Asosiasi Pekebun Swadaya Kelapa Sawit Labuhan Batu (RSPO certified but sell as noncertified) <p>Traceability Department also conducted the due diligence to ensure all the supplier fulfil the legal and certification requirement. This process evidence can be seen on:</p> <ol style="list-style-type: none"> Asosiasi Pekebun Swadaya Kelapa Sawit Labuhan Batu (RSPO certified but sell as noncertified). This supplier has RSPO ISH certified since 4 October 2019 (MUTU-RSPO/135). Gabungan Kelompok Tani Mekar (uncertified). This supplier has a Memorandum of Understanding (MoU) with PT Siringo ringo - Musim Mas Group for Replanting and Smallholder Partnership (Doc No. 006/ SRR/SPK/III/2020 on 19 March 2020. Based on this MoU, all smallholders 31 (35 plot) with total area 66.65 Ha located in legal permit areas. Koperasi Maju Lancar Mandiri Labuhan Batu (uncertified). This supplier has a Memorandum of Understanding (MoU) with PT Siringo ringo - Musim Mas Group for Replanting and Smallholder Partnership (Doc No. 025/ SRR/SPK/XII/2018 on 18 December 2018. Based on this MoU, all smallholders 19 (22 plot) with total area 51.52 Ha located in legal permit areas. 	Complied

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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 -	Unit of certification received FFB indirectly sourced as follows: <ul style="list-style-type: none">CV Hasil Tani Raya (Uncertified FFB collection centres/agents).Asosiasi Pekebun Swadaya Kelapa Sawit Labuhan Batu (RSPO certified but sell as noncertified). CV Hasil Tani Raya (FFB collection centres/agents): <ul style="list-style-type: none">Traceability to Plantation PT Siringo ringo year 2023 provide by Estate Manager signed on 19 February 2024.Supplier has signed the supplier declaration on document “Due Diligence and Policy Compliance” on 20 December 2023.Traceability Department also conducted geolocational mapping on potential smallholders that supplied to this supplier. Until this assessment found 7,217 smallholders. All of their plot located in permitted areas.	Complied																									
Principle 3: Optimise productivity, efficiency, positive impact and resilience Implement plans, procedures and systems for continuous improvement.																												
Criteria 3.1: There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.																												
3.1.1	(C) A business or management plan (minimum of three years) is documented and where applicable, includes a jointly developed business case for Scheme Smallholders. - Critical (Major) compliance -	The long-term plan for the period 2024 – 2033 is presented in the document "Master Copy Verifiers for 2024". In this document, economic indicator data for PT Siringo Ringo is available for a cultivation area of 770.04 Ha as follows: <table><tr><th rowspan="2">Year</th><th rowspan="2">Own Estate (Siringo Ringo Estate)</th><th rowspan="2">Outside (Agents and Smallholders)</th><th colspan="2">Extraction Rate (%)</th><th colspan="2">Production (MT)</th></tr><tr><th>OER</th><th>KER</th><th>CPO</th><th>PK</th></tr><tr><td>2024</td><td>19,493</td><td>237,094</td><td>18.28</td><td>6.06</td><td>46,906</td><td>15,549</td></tr><tr><td>2025</td><td>22,230</td><td>237,094</td><td>18.28</td><td>6.06</td><td>47,406</td><td>15,715</td></tr></table>	Year	Own Estate (Siringo Ringo Estate)	Outside (Agents and Smallholders)	Extraction Rate (%)		Production (MT)		OER	KER	CPO	PK	2024	19,493	237,094	18.28	6.06	46,906	15,549	2025	22,230	237,094	18.28	6.06	47,406	15,715	Complied
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		<table><tr><td>2026</td><td>22,331</td><td>237,094</td><td>18.28</td><td>6.06</td><td>47,424</td><td>15,721</td></tr><tr><td>2027</td><td>22,256</td><td>237,094</td><td>18.28</td><td>6.06</td><td>47,411</td><td>15,717</td></tr><tr><td>2028</td><td>21,992</td><td>237,094</td><td>18.28</td><td>6.06</td><td>47,362</td><td>15,701</td></tr><tr><td>2029</td><td>23,399</td><td>237,094</td><td>18.28</td><td>6.06</td><td>47,254</td><td>15,665</td></tr><tr><td>2030</td><td>20,893</td><td>237,094</td><td>18.28</td><td>6.06</td><td>47,161</td><td>15,634</td></tr><tr><td>2031</td><td>20,791</td><td>237,094</td><td>18.28</td><td>6.06</td><td>47,143</td><td>15,628</td></tr><tr><td>2032</td><td>20,791</td><td>237,094</td><td>18.28</td><td>6.06</td><td>47,143</td><td>15,628</td></tr><tr><td>2033</td><td>20,791</td><td>237,094</td><td>18.28</td><td>6.06</td><td>47,143</td><td>15,628</td></tr></table> <p>In addition, this document also includes income indicators, estimated costs and financial indicators.</p>	2026	22,331	237,094	18.28	6.06	47,424	15,721	2027	22,256	237,094	18.28	6.06	47,411	15,717	2028	21,992	237,094	18.28	6.06	47,362	15,701	2029	23,399	237,094	18.28	6.06	47,254	15,665	2030	20,893	237,094	18.28	6.06	47,161	15,634	2031	20,791	237,094	18.28	6.06	47,143	15,628	2032	20,791	237,094	18.28	6.06	47,143	15,628	2033	20,791	237,094	18.28	6.06	47,143	15,628	
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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 -	Based on interview and document verification, the last replanting was done in 2017. There is no replanting plan in the next 5 year.	Complied																																																								
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 -	Unit of certification conducted management review meeting regularly. Sighted record of the latest management review meeting as follows: <ul style="list-style-type: none">Estate: Minutes of management review meeting on 5 January 2024. Attended by 7 participants. Covering the internal and external review result, customers feedback, process performance and product suitability, CAP's status, follow up from previous assessment, changes and improvements, improvement recommendations.Mill: Minutes of management meeting on 31 May 2024. Attended by 17 participants. Covering the latest internal and external audit result, costumer feedbacks, process performance and product suitability, CAP's status, follow up from previous management review meeting, document review related to certification requirements, changes that	Complied																																																								

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		can affect the management systems, improvement recommendations, increasing effectivity of system and process management, resources needed.	
Criteria 3.2: The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.			
3.2.1	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impact and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>Based on interview with top management in unit, unit of certification currently considering smallholders as main social issues for business sustainability. Musim Mas has deployed their smallholder extension staff to help smallholders surrounding the operational areas or partners for RSPO certification and/or for replanting program.</p> <p>As explained in indicator 2.3.1, unit of certification has had an agreement with smallholders as follows:</p> <ol style="list-style-type: none"> 1. Asosiasi Pekebun Swadaya Kelapa Sawit Labuhan Batu (RSPO certified but sell as noncertified). This supplier has RSPO ISH certified since 4 October 2019 (MUTU-RSPO/135). 2. Gabungan Kelompok Tani Mekar (uncertified). This supplier has a Memorandum of Understanding (MoU) with PT Siringo ringo - Musim Mas Group for Replanting and Smallholder Partnership (Doc No. 006/ SRR/SPK/III/2020 on 19 March 2020. Based on this MoU, all smallholders 31 (35 plot) with total area 66.65 Ha located in legal permit areas. 3. Koperasi Maju Lancar Mandiri Labuhan Batu (uncertified). This supplier has a Memorandum of Understanding (MoU) with PT Siringo ringo - Musim Mas Group for Replanting and Smallholder Partnership (Doc No. 025/ SRR/SPK/XII/2018 on 18 December 2018. Based on this MoU, all smallholders 19 (22 plot) with total area 51.52 Ha located in legal permit areas. 	Complied

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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 -	The company has reported Annual report using RSPO metric template and submitted to CB. Based on the report, Annual Production Palm Oil is 2,557.89 MT, Annual Production Palm Kernel is 847.42 MT.	Complied
Criteria 3.3: Operating procedures are appropriately documented, consistently implemented and monitored.			
3.3.1	(C) Standard Operating Procedures (SOPs) for the unit of certification are in place. - Critical (Major) compliance -	Unit of certification has had the GAP Procedures under Group Agriculture Policy. These procedures divided into 8 sections as follows: 1. Nursery <ul style="list-style-type: none"> Nursery development (last revision 6 April 2020) Seedlings Selection (last revision 25 November 2017) 2. Land Preparation and Planting <ul style="list-style-type: none"> Land clearing for nursery (last revision 25 November 2017) Drainage (last revision 11 September 2017) Legume cover crop (last revision 23 April 2018) Road, canal and boundary (last revision 15 January 2018) Distance of land clearing and/or oil palm planting from the edge of the local protected area (last revision 6 Sept 2021) Land clearing in replanting area (last revision 15 April 2017) Procedure and land preparation standard and replanting (last revision 5 September 2022) 3. Land Conservation <ul style="list-style-type: none"> Soil and water conservation in steep area (last revision 31 October 2022) Construction of embankment in low-land areas and supporting facilities (last revision 5 February 2024) 4. Planting Density	Complied

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		<ul style="list-style-type: none"> • Selection in immature age and thinning out in mature age (last revision 15 August 2023) • Lining (last revision 31 October 2022) <p>5. Upkeep</p> <ul style="list-style-type: none"> • Upkeep activity (last revision 12 February 2018) • Sprayer calibration in palm oil (last revision 23 April 2018) • Upkeep in immature age – weeding (last revision 6 April 2020) • Herbicide usage for upkeep without using paraquat (last revision 20 December 2018) • Mechanical sprayer/mist blower guidance (last revision 23 April 2018) • Re-entry Interval after chemical weeding application (last revision 15 August 2016) <p>6. Pest & Disease</p> <ul style="list-style-type: none"> • Handling of Termite Attack (last revision 20 August 2018) • Handling of Caterpillar Attack (last revision 5 Juli 2019) • Stem and rot disease control (last revision 15 November 2021) • Rat control with owl (last revision 26 June 2023) • Census procedure and control of <i>Tirathaba rufivena</i> (last revision 10 August 2019) • <i>Oryctes rhinoceros</i>' control in immature age (last revision 10 August 2019) • Snail control (last revision 22 May 2023) <p>7. Manuring</p> <ul style="list-style-type: none"> • Application of mineral fertilizer to oil palm Plants – 4T principle (last revision 15 November 2021) 	
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		<ul style="list-style-type: none"> • Fertilizing program in immature age (last revision 15 January 2018) • Copper/CU deficiency (last revision 20 Nov 2002) • Decanter cake solid application (last revision 12 Juli 2021) • Boiler ash application in Musim Mas Group (last revision 10 December 2027) • EFB application (last revision 2 February 2008) • Emdek fertilizer spreader application (last revision 13 May 2022) <p>8. Harvesting</p> <ul style="list-style-type: none"> • Pre harvesting preparation (last revision 1 September 2018) • Castration (last revision last revision 5 January 2019) • Pruning (last revision 1 September 2018) • Frond stacking (last revision 5 January 2019) • Harvesting cycle (last revision 21 November 2018) • Oil palm maturity (last revision 20 December 2018) • BBC census (last revision 15 January 2019) <p>Unit of certification has had procedure related to the FFB process and measurement of CPO/PK quality (No. SOP/Plant.Div/1.1.1 last revision on 1 October 2022). These document covering issues related to:</p> <ul style="list-style-type: none"> • Technical (56 SOP), for examples: <ul style="list-style-type: none"> - Storage (4 SOP) - Domestic waste control - Hazardous waste handling procedure and handling to official collector. - Maintenance 	
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		<ul style="list-style-type: none"> - Clean Development Mechanism • Operation (77 SOP), for examples: <ul style="list-style-type: none"> - Emergency response control - Internal audit • Administration (60 SOP) • Laboratories (62 SOP), for examples: <ul style="list-style-type: none"> - Sterilizer and thresher station - Press and fiber cyclone station - Nut station - Clarification station - FFB processing station - Waste pond testing - Flowrate measurement - Water Test - Kernel crushing plant. - Bunch analysis - Management laboratories - Clean development mechanism - Solid drier station <p>All verified documents have been confirmed to be valid documents (latest revision). The SOP document is available in the Estate and Mill units.</p>	
3.3.2	A mechanism to check consistent implementation of procedures is in place. - Minor compliance -	Unit of certification has had several mechanisms to the check the consistency implementation of procedures in a regular basis. One of them is internal audit. For example:	Complied

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		<ul style="list-style-type: none"> • Mill: It can be shown that the RSPO internal audit report was carried out by the Mill Audit & Certification Team on 28 – 29 May 2024. Based on the results of the audit, there were no finding raised. • Estate: It can be shown that the RSPO internal audit report was carried out by the Mill Audit & Certification Team on 15 – 18 April 2024. Based on the results of the audit, there were 3 (three) findings raised. Corrective action and immediate action have been made and the results have been verified by the auditor team along with photos of proof of repair on 25 April 2024. 	
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor compliance -</p>	<p>Unit of certification has had several mechanisms to the check the consistency implementation of procedures in a regular basis. One of them is internal audit. For example:</p> <ul style="list-style-type: none"> • Mill: It can be shown that the RSPO internal audit report was carried out by the Mill Audit & Certification Team on 28 – 29 May 2024. Based on the results of the audit, there were no finding raised. • Estate: It can be shown that the RSPO internal audit report was carried out by the Mill Audit & Certification Team on 15 – 18 April 2024. Based on the results of the audit, there were 3 (three) findings raised. Corrective action and immediate action have been made and the results have been verified by the auditor team along with photos of proof of repair on 25 April 2024. 	Complied
Criteria 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	<p>(C) SEIA in new planting or operation including mills, is conducted independently and participatively by involving the affected stakeholders, inclusive of impact assessment from the smallholder/outgrower scheme (if any). The assessment is to be documented.</p> <p>- Critical (Major) compliance -</p>	<p>No new planting in PT Siringo-Ringo operational unit.</p> <p><u>Environmental Impact Assessment:</u></p> <p>The environmental impact analysis documented in UKL UPL has included consultation with relevant stakeholders to identify impacts and to develop any mitigation measures. PT Siringo-Ringo is able to</p>	Complied

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		<p>demonstrate environmental impact assessment in UKL UPL documents such as :</p> <ol style="list-style-type: none"> <i>Upaya Pengelolaan Lingkungan Hidup dan Upaya Pemantauan Lingkungan Hidup Perkebunan Kelapa Sawit dan Biogas Plant PT Siringo-Ringo</i>, has approval as per "Keputusan Kepala Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Kab. Labuhanbatu Nomor: 503.660/008/DPMPTSP/V/2017, tanggal 7 Juli 2017. Ruang lingkup Perkebunan (905,1056 ha), Pabrik Kelapa Sawit (60 Ton TBS/Jam) dan Biogas Plant (2 Megawatt)". <i>Upaya Pengelolaan Lingkungan Hidup dan Upaya Pemantauan Lingkungan Hidup Kegiatan Perkebunan Kelapa Sawit Pabrik Kelapa Sawit, Biogas Plant dan Pengembangan Tanaman Durian</i>, has approval as per "Surat Keputusan dari Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Kabupaten Labuhanbatu Nomor 503.660/358/DPMPTSP-BP2MNP/2017 tertanggal 28 Desember 2017 tentang Perubahan Izin Lingkungan Kegiatan Perkebunan Kelapa Sawit, Pabrik Kelapa Sawit, Biogas Plant, dan Pengembangan Tanaman Durian" located in Desa Bandar Kumbul Kecamatan Bilah Barat, Kelurahan Siringo-Ringo Kecamatan Rantau Utara Kabupaten Labuhanbatu oleh PT Siringo-Ringo. <i>Upaya Pengelolaan Lingkungan Hidup dan Upaya Pemantauan Lingkungan Hidup Kegiatan Perkebunan Kelapa Sawit dan Pengembangan Tanaman Pertanian Lahan Kering seluas 128.76 Ha</i>, has approval as per "Keputusan Kepala Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Kab. Labuhanbatu Nomor: 503.660/235/DPMPTSP-BP2MNP/2018, tanggal 3 April 2018". Ruang lingkup usaha untuk komoditas Kelapa Sawit (106,96 ha) dan Pengembangan Tanaman Pertanian Lahan Kering komoditi Durian (21,8 ha). Untuk Izin Lingkungan Kegiatan/Usaha Perkebunan Kelapa Sawit dan masuk dalam lingkup RSPO adalah 106,96 ha. 	
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		<p>d. <i>Upaya Pengelolaan Lingkungan Hidup dan Upaya Pemantauan Lingkungan Hidup Kegiatan Perkebunan Kelapa Sawit dan Tanaman Durian</i>, has approval as per "Surat Keputusan Kepala Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Kab. Labuhanbatu Nomor: 503.660/403/DPMPTSP-BP2MNP/2018, tanggal 21 September 2018. Ruang lingkup Perkebunan (41 ha)".</p> <p>Initial EIA was performed by PT Alam Hijau Konsultan. Environmental impact assessment covered in ANDAL, RKL RPL document and environmental aspect and impact, e.g.:</p> <p><u>Operation</u></p> <ul style="list-style-type: none"> a. Manpower recruitment b. Plant planting process c. Plant maintenance process d. Plant harvesting process e. Operational activities of palm oil mills f. Biogas plant operational activities g. Replanting process <p><u>Social Impact Assessment:</u></p> <p>Social Impact Assessment was conducted done internally by Team Humas PT SRR on March 2013. The assessment is then reviewed by coordinator reviewer, Sujatnika from Aksenta on Jul 2013. The SIA method was taken by participatory ways and involving the affected stakeholder which is the villagers of Kelurahan Siringo-Ringo and Desa Bandar Kumbul.</p>	
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		Social Environmental monitoring and management report reported in regular basis each semester in " <i>Laporan Pelaksanaan Izin Lingkungan</i> ". Report semester I (Period January – June 2023) and Semester II (Period July – December 2023) has been send to the government. Evidence of report submission can be demonstrated in " <i>Tanda terima Elektronik Sistem Informasi Pelaporan Elektronik Lingkungan Hidup (SIMPEL) KLHK</i> " with ID 1706584183-2194 for Semester II/2023.	
3.4.2	For the unit of certification, a SEIA is available and social and environmental management plan and its monitoring have been developed with participation of affected stakeholders. - Minor compliance -	<p>Social Environment management and monitoring plan document is available in Environmental management plan (<i>RPL-Rencana Pengelolaan Lingkungan</i>) document. Document was approved as per "Keputusan Kepala Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Kab. Labuhanbatu Nomor: 503.660/008/DPMPSTSP/V/2017, tanggal 7 Juli 2017". Environmental management based on document includes:</p> <ul style="list-style-type: none"> • Air quality and noisy management from FFB processing performed by installing the emission monitoring facility in the boiler and genset stack; installing safety in boiler stack, install the cyclone and dust trap in boiler stack, control the emission, controlling fuel efficiency, emission measurement of vehicle, boiler and generator, standard muffler usage, reduce the vehicle speed in emplacement, road maintenance and signboard installation, OHS implementation in Palm Oil Mill. • Surface water quality and water biota management performed in order to prevent and control the physic and chemist quality of surface water comply to PP No. 82 tahun 2001. Performed by create terracing, land cover crop planting in open area and sloping area, organic fertilizer usage, natural predator usage for pest control, operating IPAL, land application, flat bed maintenance in land application area, housekeeping implementation and proper waste handling. 	Complied

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		<ul style="list-style-type: none"> • Soil quality management performed by land application management according to KepMen LH No. 28 Tahun 2003, groundwater quality check, flat bed maintenance, vegetation planting around waste water pond and maintenance of waste water pond, domestic and hazardous waste management. • Community perception management performed in order to prevent and control the negative perception and potential conflict from community against employee recruitment process, health and safety. Company has conducted workers recruitment transparently, each vacancy was publish to surrounding village, FFB purchasing from local plantation surrounding company, coaching and counseling to plasma member, CSR program implementation. <p>Social Environmental monitoring and management report reported in regular basis each semester in "<i>Laporan Pelaksanaan Izin Lingkungan</i>". Report semester I (Period January – June 2023) and Semester II (Period July – December 2023) has been send to the government. Evidence of report submission can be demonstrated in "<i>Tanda terima Elektronik Sistem Informasi Pelaporan Elektronik Lingkungan Hidup (SIMPEL) KLHK</i>" with ID 1706584183-2194 for Semester II/2023.</p>	
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>The EIA document shall be revised if there are additional area of plantation, change of mill capacity > 30%, additional mill processing such as KCP or biogas station and etc. Current condition, no additional area or additional process in Siringo-Ringo POM so the current EIA documents still valid.</p> <p>Based on Government Regulation No. 27/2012 concerning Environmental Permits Article 53 (1) and (2) states that the person in charge of business must prepare a report and submit a report on the implementation of environmental management activities every 6</p>	Complied

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		<p>months. This reporting period is still in accordance with the latest regulations (Government Regulation No. 22 of 2021 concerning Implementation of Environmental Protection and Management, Article 49 (6.f.6)).</p> <p>Social Environment management and monitoring plan as per RKL – RPL document has been implemented by PT Siringo-Ringo. Based on verification on Environmental management and monitoring report, confirmed that the management and monitoring plan has been well implemented accordingly. Data verified during audit:</p> <ul style="list-style-type: none">• Air quality and noisy monitoring from FFB processing performed by emission measurement against Boiler and generator each semester, ambient air quality measurement each semester, noisy measurement (indoor and outdoor) each semester, odor measurement each semester.• Air emission quality in Siringo-Ringo POM analyze by PT. ITEC Solution Indonesia for Semester I (January – June 2023) and Semester II (July – December 2023). The analysis results since January – December 2023 shown comply with regulation.• Surface water quality and water biota monitoring to prevent and control the physic and chemist quality of surface water comply to PP RI No 22 tahun 2021. Performed by wastewater quality monitoring each month, hazardous waste monitoring, land application monitoring, surface water quality monitoring each semester. Wastewater quality monitoring analyze by PT. ITEC Solution Indonesia. Wastewater analysis result since January – December 2023 shown comply with regulation.• Surface water quality test (Sungai Bilah upstream and downstream) analyze by PT. ITEC Solution Indonesia for Semester I (January – June 2023) and Semester II (July – December 2023). The analysis result from January – December 2023 shown comply with regulation.	
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		<ul style="list-style-type: none"> • Soil quality monitoring performed by soil sampling analysis in “rorak, antar rorak and lahan control”, EFB application monitoring, groundwater analysis each year. Analysis conducted by PT Unilab Perdana, the last one was on February 2023, Certificate Analysis No. LPUP01227. • Community perception monitoring performed by community interview, employee data monitoring, interview with village head or public figure regarding their perception to company. Company has monitored the public perception through questioner each year. Questioner to public perception regarding the impact of company presence has been disseminated to surrounding community. Latest monitoring of public perception has been performed in May 2023 and May 2024. Generally public perception was positive regarding the company presence and contribution to the surrounding community. <p>The company has procedures for Environment Management and Monitoring, namely No. SOP/Plant.Div/2.32.1 dated 18 June 2018, where it is stated that environmental analysis is carried out by accredited external parties. Each measurement result report must be evaluated by the Unit Management by comparing it to monitoring quality standards.</p> <p>All management and monitoring plan have been implemented well by company according to RKL-RPL document. The implementation report has been reviewed by the company and reported to government agency per semester (six monthly).</p> <p>During document verification and interview with management, it can be demonstrated that all the environmental monitoring plan was implemented as per the RKL-RPL document. The evaluation of environmental monitoring plan effectiveness was carried out and presented in RKL-RPL report semester II 2023 (July – December 2023). Evaluation consists of:</p>	
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		<ul style="list-style-type: none"> • Trend evaluation of air ambient quality, air emission, odor, ground water quality, waste water quality, surface water quality, soil erosion shown that the result of monitoring are all parameter is met with the standard of regulation. Trend evaluation of water usage still under the budget/standard; Social economic trend evaluation shown increasing each year. Overall, the trend evaluation shown the consistency and increasing in environmental performance. • Critical evaluation, the critical point in environmental monitoring is wastewater quality and surface water usage. Based on analysis result for period January - December 2023, it was met with regulation (BOD < 5,000 mg/l and pH 6 – 9). • Compliance evaluation to regulation. According to evaluation of impact against soil erosion, water quality, soil quality, air quality, biodiversity, surrounding social and economic, health and safety, indicated that PT Siringo-Ringo has complied with all relevant regulation. • Public perception monitoring for 2023 and 2024 has been carried out and there is no negative perception occurred. <p>Certificate of environmental analysis in Semester II 2023 for Siringo-Ringo POM, such as:</p> <ul style="list-style-type: none"> • Air ambient, report of analysis D.10.2894/LHU/2023, Analyze No: D.10.2894.a-UA.23 dated 23 October 2023, the result complied to PP RI No. 22 tahun 2021 (Lampiran VII) • Surface water, report of analysis D.08.2268/LHU/2023 (Estate), D.07.1939/LHU/2023 (Mill), Analyze No: D.07.1939.f-AP.23 dated 20 July 2023 	
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		<ul style="list-style-type: none"> Clean water, report of analysis D.07.1939/LHU/2023, Analyze No: D.07.1939.h-AB.23 dated 20 July 2023, the result complied to PerMenkes Nomor 2 Tahun 2023 <p>The latest SIA review is conducted on January 2024, negative and positive issue has been identified such as dissatisfaction with the company's CSR program and society is too dependent on companies as social contributors. All records of stakeholder participation has been reviewed and verified during audit.</p>	
Criteria 3.5: A system for managing human resources is in place.			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives in accordance with the applicable regulation.</p> <p>- Minor compliance -</p>	<p>The company had procedure related to right and obligation for workers in Document "Perjanjian Kerja Bersama" Period 2023-2025 between PT Siringo-ringo and PUK SPPP-FSPSI PKS Dan PUK SPPP-FSPSI PT Siringo-ringo. The document has been signed by relevant agency on 29 May 2023 (Head of Labor Agency Labuhanbatu, No. 560/1095/DTK-4/2023). The document informs all worker welfare aspect, in details:</p> <ul style="list-style-type: none"> - Part I General Regulation - Part II All Parties recognition - Part III Work Relation - Part IV Work Hours - Part V Wage - Part VI Day-Off - Part VII Medical and Maintenance - Part VIII Social and Welfare Securities - Part IX Company Code of Conduct - Part X Industrial Relationship Dispute - Part XI Termination of Contract 	Complied

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		<ul style="list-style-type: none"> - Part XII Other Provisions - Part XIII Closing <p>The documents written in Bahasa Indonesia and cover all aspect regarding to worker welfare from work contract, salary, promotion, social insurance, and termination. Based on consultation public with mill and estate workers, they already know about the document and not complaint about it.</p>	
3.5.2	<p>Employment procedures are implemented and records are maintained.</p> <p>- Minor compliance -</p>	<p>The company shown implementation record of worker welfare procedures/policy, such as:</p> <ul style="list-style-type: none"> - Labor Report (WLTk) via online system on 4 August 2023 (No. 21411.20230804.0001). - Performance Appraisal (worker evaluation records) in the name of Juadi (harvesting foreman) for period 2024. - Performance Appraisal (worker evaluation records) in the name of Erwansyah (harvesting foreman) for period 2024. - Worker Evaluation Form in the name of Ayub Syahputra (workshop worker) for period 2024. - Worker Evaluation Form in the name of Khairul Hidayat (boiler worker) for period 2024. - Maternity leave in the name of Suaidah Ritonga on. Where permission to leave for 3 months starting 18 July 2022 has been approved by the Head Assistant. - Annual Leave in the name of Agung Sutowo on 18 May 2024 Where permission to leave for one day starting 27 May 2024 has been approved by the Mill Manager. - Pension/Retired compensation in the name of Hasan (Mill supervisor). The compensation has been paid on 2 May 2024. 	Complied

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		<ul style="list-style-type: none">- Resign compensation in the name of Dirman Munthe (Harvester). The compensation has been paid on 8 May 2024.- Agreement Letter of Permanent Worker (PKWTT) on behalf of Ayub Syahputra (No. 001/PT.SRR/IX/2021, 24 September 2021).- Agreement Letter of Permanent Worker (PKWTT) on behalf of Khairul Hidayat (No. 001/PT.SRR/I/2022, 17 January 2022). <p>All records have been stored in mill and estate office and easy to access by auditor.</p>																																								
Criteria 3.6: An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.																																										
3.6.1	<p>(C) All operational activities risks assessed to identify the H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of certification made documented hazard identification and risk assessment (HIRA) for operational units Mill and Estate. HIRA for Mill and Estate consisting of hazard identification (process, activities, hazard type, category, potential risk/impact, condition routine/non-routine) and risks assessment (risks level, control act, risks level).</p> <p>HIRA at Mill assessed on January 9, 2024, i.e.:</p> <table><tr><th>No</th><th>Station</th><th>HIRA ref. number</th></tr><tr><td>1</td><td>Office</td><td>SRR-HIRA-001</td></tr><tr><td>2</td><td>Weighbridge</td><td>SRR-HIRA-002</td></tr><tr><td>3</td><td>FFB receiving/Loading ramp</td><td>SRR-HIRA-003</td></tr><tr><td>4</td><td>Loading ramp & front sterilizer</td><td>SRR-HIRA-004</td></tr><tr><td>5</td><td>Back sterilizer, hosting crane, threshing</td><td>SRR-HIRA-005</td></tr><tr><td>6</td><td>Pressing</td><td>SRR-HIRA-006</td></tr><tr><td>7</td><td>Kernel recovery</td><td>SRR-HIRA-007</td></tr><tr><td>8</td><td>Clarification</td><td>SRR-HIRA-008</td></tr><tr><td>9</td><td>EFB Press</td><td>SRR-HIRA-009</td></tr><tr><td>10</td><td>Quality Control</td><td>SRR-HIRA-010</td></tr><tr><td>11</td><td>Water Treatment Plant</td><td>SRR-HIRA-011</td></tr><tr><td>12</td><td>Boiler</td><td>SRR-HIRA-012</td></tr></table>	No	Station	HIRA ref. number	1	Office	SRR-HIRA-001	2	Weighbridge	SRR-HIRA-002	3	FFB receiving/Loading ramp	SRR-HIRA-003	4	Loading ramp & front sterilizer	SRR-HIRA-004	5	Back sterilizer, hosting crane, threshing	SRR-HIRA-005	6	Pressing	SRR-HIRA-006	7	Kernel recovery	SRR-HIRA-007	8	Clarification	SRR-HIRA-008	9	EFB Press	SRR-HIRA-009	10	Quality Control	SRR-HIRA-010	11	Water Treatment Plant	SRR-HIRA-011	12	Boiler	SRR-HIRA-012	Complied
No	Station	HIRA ref. number																																								
1	Office	SRR-HIRA-001																																								
2	Weighbridge	SRR-HIRA-002																																								
3	FFB receiving/Loading ramp	SRR-HIRA-003																																								
4	Loading ramp & front sterilizer	SRR-HIRA-004																																								
5	Back sterilizer, hosting crane, threshing	SRR-HIRA-005																																								
6	Pressing	SRR-HIRA-006																																								
7	Kernel recovery	SRR-HIRA-007																																								
8	Clarification	SRR-HIRA-008																																								
9	EFB Press	SRR-HIRA-009																																								
10	Quality Control	SRR-HIRA-010																																								
11	Water Treatment Plant	SRR-HIRA-011																																								
12	Boiler	SRR-HIRA-012																																								

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		13	Engine Room	SRR-HIRA-013		
		14	Solid Dryer	SRR-HIRA-014		
		15	Workshop	SRR-HIRA-015		
		16	Warehouse	SRR-HIRA-016		
		17	Despatch	SRR-HIRA-017		
		18	Effluent	SRR-HIRA-018		
		19	Security	SRR-HIRA-019		
		20	Transportation	SRR-HIRA-020		
		21	House keeping	SRR-HIRA-021		
		22	Kitchen	SRR-HIRA-022		
		23	Preventive maintenance	SRR-HIRA-023		
		24	Heavy vehicles	SRR-HIRA-024		
		25	Domestic wastes	SRR-HIRA-025		
		HIRA at Estate totally covers 74 activities, sample taken during audit as below:				
		No	Station	HIRA ref. number		
		1	Spraying	HIRA/SHE/SRR/001		
		2	Manuring	HIRA/SHE/SRR/005		
		3	Chemical Mixing Area	HIRA/SHE/SRR/011		
		4	Road maintenance with grader	HIRA/SHE/SRR/025		
		5	Harvesting and Loose Fruit Picker in Flat Area and Hilly area.	HIRA/SHE/SRR/053		
		6	Fire Monitoring Tower	HIRA/SHE/SRR/061		
		7	Operational Activities Near Extra High Voltage Overhead Line	HIRA/SHE/SRR/069		
		8	Oil Palm Frond Pruning Near Biogas Cable Line	HIRA/SHE/SRR/014		
		HIRA at Biogas Plant totally covers 7 activities, sample taken during audit as below:				
		No	Station	HIRA ref. number		
		1	Biodigester Pond	SRR-BIO-HIRA-001		

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		<table><tr><td>2</td><td>Methane Recovery Station/Mixing Tank</td><td>SRR-BIO-HIRA-002</td></tr><tr><td>3</td><td>Scrubber</td><td>SRR-BIO-HIRA-003</td></tr><tr><td>4</td><td>Chiller & Blower</td><td>SRR-BIO-HIRA-004</td></tr><tr><td>5</td><td>Flare</td><td>SRR-BIO-HIRA-005</td></tr><tr><td>6</td><td>Kamar Mesin Biogas</td><td>SRR-BIO-HIRA-006</td></tr><tr><td>7</td><td>Quality Control Biogas</td><td>SRR-BIO-HIRA-007</td></tr></table> <p>Mitigation plans and procedures are documented in HIRA, where mitigation plan consists of Administration control, Engineering control, PPE control.</p>	2	Methane Recovery Station/Mixing Tank	SRR-BIO-HIRA-002	3	Scrubber	SRR-BIO-HIRA-003	4	Chiller & Blower	SRR-BIO-HIRA-004	5	Flare	SRR-BIO-HIRA-005	6	Kamar Mesin Biogas	SRR-BIO-HIRA-006	7	Quality Control Biogas	SRR-BIO-HIRA-007	
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3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>The effectiveness of the H&S plan to address health and safety risks is monitored through the OHS Committee meetings which are conducted every month.</p> <p>The latest minutes of the Safety Meeting on 5th May 2024, discuss the related evaluation of work accidents, dissemination of safety policy during muster morning, and socialization of first aid to all employees. The meeting was attended by 21 participants.</p>	Complied																		
Criteria 3.7: All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.																					
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, scheme smallholders, and outgrowers taking into account gender- specific needs, and which covers applicable aspects of P&C Principles, in a form they understand and includes assessment of the training.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of certification have established the training program in form of “Program Training dan Sosialisasi Tahun 2024” which consist of Agronomi/BMP, OHS & Environmental, Manpower, General (Policies & Procedures, HCV, Gender Committee) aspects. Target participants is Staff, Employees, Contractor/Third Parties, Communities, Fire Team, Housekeeping workers.</p> <p>To ensure the employees is understand the training contents, the assessment of training conducted by person in charge or trainer post the training. In example:</p> <p>Training of company policies, dated 25 April 2024 in Estate, attended by 45 participants (harvesters). Evaluation by asking the participants</p>	Complied																		

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		<p>related minimum age required work at the company and the participants answered 18 y.o. The discussion and questions address randomly to the participants.</p> <p>Training of H&S, dated 22 April 2024 in Estate, attended by 39 harvesters. After training several questions are addressed from the harvester to the trainer regarding uncomfortable PPE use (helmet) or heat conditions during using the helmet. The trainer stated that PPE use is compulsory to avoid potential hazard risks.</p>	
3.7.2	<p>Records of training are maintained, where appropriate on an individual basis.</p> <p>- Minor compliance -</p>	<p>Records of training are maintained by unit of certification. In example:</p> <ul style="list-style-type: none"> - Training of company policies, dated 25 April 2024 in Estate, attended by 45 participants (harvesters). - Training of H&S, dated 22 April 2024 in Estate, attended by 39 harvesters. 	Complied
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor compliance -</p>	<p>Based on the latest structure (June 2024), person who having overall responsibility for and authority over the RSPO supply chain implementation is mill manager. It written in details in job description for mill manager.</p> <p>The latest training for personnel who work in critical control point was on 15 May 2024. During the field visit, personnel in charge (security and weighbridge operator) can described the supply chain procedure and it implementation.</p>	Complied
<p>Criteria 3.8: Supply chain requirements for mills.</p> <p>Procedure note: all requirements are classified as Critical Indicators. However it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the</p>	<p>Unit of certification received FFB from RSPO certified and uncertified sources as follows:</p> <ul style="list-style-type: none"> • Estate Siringo – Ringo (RSPO certified). 	Complied

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	<p>RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<ul style="list-style-type: none"> CV Hasil Tani Raya (FFB collection centres/agents) uncertified. Koperasi Maju Lancar Mandiri Labuhan Batu (uncertified) Gabungan Kelompok Tani Mekar (uncertified) Asosiasi Pekebun Swadaya Kelapa Sawit Labuhan Batu (RSPO certified but sell as noncertified) <p>Based on that fact, mill not using Identity Preserved Module.</p>	
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>Unit of certification using Mass Balance Module due to received FFB from RSPO certified and uncertified sources as follows:</p> <ul style="list-style-type: none"> Estate Siringo – Ringo (RSPO certified). CV Hasil Tani Raya (FFB collection centres/agents) uncertified. Koperasi Maju Lancar Mandiri Labuhan Batu (uncertified) Gabungan Kelompok Tani Mekar (uncertified) Asosiasi Pekebun Swadaya Kelapa Sawit Labuhan Batu (RSPO certified but sell as noncertified) 	Complied
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>Based on the last public summary report and certificate, unit of certification awarded total certified product as follows:</p> <ul style="list-style-type: none"> CPO: 3,997 MT PK: 1,329 MT 	Complied
3.8.4	<p>The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.</p>	<p>Unit of certification has registered in RSPO IT Platform.</p> <ul style="list-style-type: none"> RSPO Membership Number: 2-0907-18-000-00 Member name: PT Siringo Ringo – Siringo Ringo Palm Oil Mill PalmTrace Member ID: RSPO_PO1000001529 	Complied

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3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill. 	<p>Unit of certification has had Supply Chain Procedure that refer to SOP Traceability Check Point for Palm Oil Mill (POM) Based on RSPO and ISCC Standard (No. SOP/Plant.Div/2.38.0 latest revision on 2 January 2023). This document covering the issue as follows:</p> <ul style="list-style-type: none"> • Updated with the latest RSPO certification system and standard. • Up to date records and reports. Sighted the latest daily, monthly and annually report of supply chain including goods in and goods out transaction document. • Based on the latest structure (June 2024), person who having overall responsibility for and authority over the RSPO supply chain implementation is mill manager. It written in details in job description for mill manager. • Documented procedure: <ul style="list-style-type: none"> 1. Transaction record <ul style="list-style-type: none"> • Delivery order No. 021/SRR/PK/VII/23 dated 24 July 2023; Contact No. 1807-1/VII/RR/PK/2023; Product: Palm Kernel; Quantity: 100 MT; Buyer: PT Musim Mas KIM I; Transporter: Transport Division PT. MM; Valid date: until 24 August 2023; certification information: RSPO PK/MB. • Weighbridge ticket No. 1807-1/VII/RR/PK/2023; 1st weight 10,610 kg; 2nd weight 36,700 kg; net weight 26,090 kg; Odour of Tanker: Normal; Commodity: Palm Kernel; Seller Name: PT Siringo Ringo – Siringo Ringo Palm Oil Mill; buyer name: PT Musim Mas; Delivery Order No: 001; Transporter; PT Musim Mas BK8748FN. • Shipping announcement TR-ea644b1a-7cce (MB) Seller: PT Siringo Ringo – Siringo Ringo Palm Oil Mill; Member ID: RSPO_PO1000001529; Seller Contract No: 1807-1/VII/RR/PK/2023; Product Detail: CSPK; Supply Chain 	Complied
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		<p>Model: Mass Balance; Mill Name: Siringo Ringo Palm Oil Mill; Mill Country: Indonesia; Volume: 100 MT; Transport Detail Shipping B/L: 13 September 2023; Transaction ID: TR-ea644b1a-7cce (MB); Status: Announced; Announced Date: 27 September 2023. Buyer Member Name: PT Musim Mas – KIM 1; Member ID: RSPO_PO10000000730.</p> <p>2. Transaction code TR-7324afb7-40d9 (MB):</p> <ul style="list-style-type: none"> • Delivery order No. 032/SRR/PK/XII/23 dated 20 December 2023; Contact No. 1512/XII/RR/PK/2023; Product: Palm Kernel; Quantity: 100 MT; Buyer: PT. Musim Mas KIM I; Transporter: Transport Division PT. MM; Valid date: until 31 December 2023; certification information: RSPO PK/MB. • Weighbridge ticket No. 1512/XII/RR/PK/2023; 1st weight 12,530 kg; 2nd weight 40,840 kg; net weight 28,310 kg; Odour of Tanker: Normal; Commodity: Palm Kernel; Seller Name: PT Siringo Ringo – Siringo Ringo Palm Oil Mill; buyer name: PT Musim Mas; Delivery Order No: 001; Transporter; PT Musim Mas BK8074BL. • Shipping announcement TR-7324afb7-40d9 (MB) Seller: PT Siringo Ringo – Siringo Ringo Palm Oil Mill; Member ID: RSPO_PO1000001529; Seller Contract No: 1512/XII/RR/PK/2023; Product Detail: CSPK; Supply Chain Model: Mass Balance; Mill Name: Siringo Ringo Palm Oil Mill; Mill Country: Indonesia; Volume: 100 MT; Transport Detail Shipping B/L: 13 September 2023; Transaction ID: TR-7324afb7-40d9 (MB); Status: Announced; Announced Date: 13 March 2024. Buyer Member Name: PT Musim Mas – KIM 1; Member ID: RSPO_PO10000000730. 	
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		<p>Furthermore, record keeping procedure documented in company's policies "Kebijakan Perusahaan tentang Jangka Waktu Penyimpanan Dokumen dan Pemusnahan Dokumen (No. POD/Plant.Div/1.4.0) last revision 1 September 2021". Those documents stated that legal document keep if the company's operating, financial document keep for 1 years, employment document keep for 2-year, document related to research/survey keep for 7 years and document related to certification process keep for 5 years.</p> <p>Unit of certification keep the document related to supply chain. Sample taken:</p> <ul style="list-style-type: none"> • Delivery order No. 029/SRR/PK/XI/22 dated 30 November 2022; Contact No. 2811/XI/RR/PK/2022; Product: Palm Kernel; Quantity: 100 MT; Buyer: PT. Musim Mas KIM I; Transporter: Transport Division PT. MM; Valid date: until 30 December 2022; certification information: RSPO PK/MB. • Weighbridge ticket No. 2811/XI/RR/PK/2022; 1st weight 10,330 kg; 2nd weight 36,720 kg; net weight 26,390 kg; Commodity: Palm Kernel; Seller Name: PT Siringo Ringo – Siringo Ringo Palm Oil Mill; buyer name: PT Musim Mas; Transporter; PT Musim Mas BK9455CG. 	
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>According to their Internal Audit Procedure (No. SOP/Plant.Div/2.37.0 last revision 15 June 2023) stated that the internal audit shall conducted annually. The last internal audit report was on 28 – 29 Mei 2024 by Audit & Certification Team. There was no finding raised during that audit.</p>	Complied

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	<p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>		
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>Unit of certification showed the documented supply chain implementation. For example:</p> <p>Certified sources:</p> <ul style="list-style-type: none"> • FFB Delivery Note No. SRR-01-A-24060401 dated 4 June 2024; Vehicle No. BK 8245 YR; Origin Division A Block AC2; Total Bunches 286; Total Loose Fruit 160 kg. • Weighbridge ticket No. SRR-01-A-24060401; 1st weight 9.140 kg; 2nd weight 4.130 kg; net weight 5.010 kg; Origin Division A Block AC2; Total Bunches 286; Average Bunch Weight 17.51 kg; Class B. <p>Uncertified source:</p> <ul style="list-style-type: none"> • FFB Delivery Note No. 312266 dated 3 Juni 2024; Vehicle No. BK 9792 YH; Origin CV. Hasil Tani Raya; Total Bunches 255. • Weighbridge ticket DO No. 312266; 1st weight 11,010 kg; 2nd weight 6.730 kg; net weight 4.230 kg; Origin CV. Hasil Tani Raya; Total Bunches 255; Average Bunch Weight 16.58 kg; Class B. <p>Until this assessment, there is no over projection. Current production CPO 1,683.38 MT and PK 547.86 MT.</p>	Complied
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</p>	<p>Unit of certification has documented the information related to the goods out can be seen on the shipping announcement. Sample taken:</p> <p>1. Transaction record</p>	Complied

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	<p>document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ul style="list-style-type: none"> a) The name and address of the buyer; b) The name and address of the seller; c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<ul style="list-style-type: none"> • Delivery order No. 021/SRR/PK/VII/23 dated 24 July 2023; Contact No. 1807-1/VII/RR/PK/2023; Product: Palm Kernel; Quantity: 100 MT; Buyer: PT Musim Mas KIM I; Transporter: Transport Division PT. MM; Valid date: until 24 August 2023; certification information: RSPO PK/MB. • Weighbridge ticket No. 1807-1/VII/RR/PK/2023; 1st weight 10,610 kg; 2nd weight 36,700 kg; net weight 26,090 kg; Odour of Tanker: Normal; Commodity: Palm Kernel; Seller Name: PT Siringo Ringo – Siringo Ringo Palm Oil Mill; buyer name: PT Musim Mas; Delivery Order No: 001; Transporter; PT Musim Mas BK8740FN. • Shipping announcement TR-ea644b1a-7cce (MB) Seller: PT Siringo Ringo – Siringo Ringo Palm Oil Mill; Member ID: RSPO_PO1000001529; Seller Contract No: 1807-1/VII/RR/PK/2023; Product Detail: CSPK; Supply Chain Model: Mass Balance; Mill Name: Siringo Ringo Palm Oil Mill; Mill Country: Indonesia; Volume: 100 MT; Transport Detail Shipping B/L: 13 September 2023; Transaction ID: TR-ea644b1a-7cce (MB); Status: Announced; Announced Date: 27 September 2023. Buyer Member Name: PT Musim Mas – KIM 1; Member ID: RSPO_PO10000000730. <p>2. Transaction code TR-7324afb7-40d9 (MB):</p> <ul style="list-style-type: none"> • Delivery order No. 032/SRR/PK/XII/23 dated 20 December 2023; Contact No. 1512/XII/RR/PK/2023; Product: Palm Kernel; Quantity: 100 MT; Buyer: PT. Musim Mas KIM I; Transporter: Transport Division PT. MM; Valid date: until 31 December 2023; certification information: RSPO PK/MB. • Weighbridge ticket No. 1512/XII/RR/PK/2023; 1st weight 12,530 kg; 2nd weight 40,840 kg; net weight 28,310 kg; Odour of Tanker: Normal; Commodity: Palm Kernel; Seller Name: PT 	
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		<p>Siringo Ringo – Siringo Ringo Palm Oil Mill; buyer name: PT Musim Mas; Delivery Order No: 001; Transporter; PT Musim Mas BK8074BL.</p> <ul style="list-style-type: none"> Shipping announcement TR-7324afb7-40d9 (MB) Seller: PT Siringo Ringo – Siringo Ringo Palm Oil Mill; Member ID: RSPO_PO1000001529; Seller Contract No: 1512/XII/RR/PK/2023; Product Detail: CSPK; Supply Chain Model: Mass Balance; Mill Name: Siringo Ringo Palm Oil Mill; Mill Country: Indonesia; Volume: 100 MT; Transport Detail Shipping B/L: 13 September 2023; Transaction ID: TR-7324afb7-40d9 (MB); Status: Announced; Announced Date: 13 March 2024. Buyer Member Name: PT Musim Mas – KIM 1; Member ID: RSPO_PO10000000730. 	
3.8.9	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification.</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p>	<p><i>Unit of certification did not use outsourcing facilities.</i></p> <p>All transaction using selling where buyer taking responsibility to transporting all product from seller storage (FOB Shipping Point).</p>	Complied

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	<p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>		
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	<p><i>Unit of certification did not use outsourcing facilities.</i></p> <p>All transaction using selling where buyer taking responsibility to transporting all product from seller storage (FOB Shipping Point).</p>	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	<p><i>Unit of certification did not use outsourcing facilities.</i></p> <p>All transaction using selling where buyer taking responsibility to transporting all product from seller storage (FOB Shipping Point).</p>	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>Record keeping procedure documented in company's policies "Kebijakan Perusahaan tentang Jangka Waktu Penyimpanan Dokumen dan Pemusnahan Dokumen (No. POD/Plant.Div/1.4.0) last revision 1 September 2021". Those documents stated that legal document keep if the company's operating, financial document keep for 1 years, employment document keep for 2-year, document related to research/survey keep for 7 years and document related to certification process keep for 5 years.</p> <p>Unit of certification keep the document related to supply chain. Sample taken:</p> <ul style="list-style-type: none"> Delivery order No. 029/SRR/PK/XI/22 dated 30 November 2022; Contact No. 2811/XI/RR/PK/2022; Product: Palm Kernel; Quantity: 	Complied

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	<p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>	<p>100 MT; Buyer: PT. Musim Mas KIM I; Transporter: Transport Division PT. MM; Valid date: until 30 December 2022; certification information: RSPO PK/MB.</p> <ul style="list-style-type: none"> • Weighbridge ticket No. 2811/XI/RR/PK/2022; 1st weight 10,330 kg; 2nd weight 36,720 kg; net weight 26,390 kg; Commodity: Palm Kernel; Seller Name: PT Siringo Ringo – Siringo Ringo Palm Oil Mill; buyer name: PT Musim Mas; Transporter; PT Musim Mas BK9455CG. <p>Mass balance implementation record in Mass Balance RSPO as per 21 August 2023 – 30 April 2024 found that fact:</p> <ul style="list-style-type: none"> • All CPO production sold as other certification (ISCC and IT SNC). • Mass balance using three monthly bases. There is no negative stock during this certification period. <p>Extraction rate during this period OER 17.97% and PK 5.85%.</p>	
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>Unit of certification has set their annual extraction rate based on "Master Copy Verifiers Tahun 2024". Projection for OER 18.08% and PK 6.06%.</p> <p>According to Mass Balance RSPO as per 21 August 2023 – 30 April 2024 found extraction rate during this period OER 17.97% and PK 5.85%.</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>Unit of certification has set their annual extraction rate based on "Master Copy Verifiers Tahun 2024". Projection for OER 18.08% and PK 6.06%.</p> <p>According to Mass Balance RSPO as per 21 August 2023 – 30 April 2024 found extraction rate during this period OER 17.97% and PK 5.85%. This extraction rate usually updated in annual basis.</p>	Complied

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3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	PT Siringo Ringo – Siringo Ringo POM uses Mass Balance supply chain model. The mill only claimed the FFB proportion from certified supply bases which comprise of company-own estate (Siringo Ringo Estate).	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 Siringo Ringo – Siringo Ringo POM has made shipping announcement inside PalmTrace transaction, sample seen for period May 2023 – April 2024:</p> <table><tr><th>Transaction ID</th><th>Buyer</th><th>Product</th><th>Supply Chain Model</th><th>Volume*</th><th>Status</th></tr><tr><td>TR-ffb8f18-cdc2</td><td>KIM I</td><td>CSPK</td><td>Mass Balance</td><td>100</td><td>Confirmed</td></tr><tr><td>TR-ea644b1a-7cce</td><td>KIM I</td><td>CSPK</td><td>Mass Balance</td><td>100</td><td>Confirmed</td></tr><tr><td>TR-0b288c17-8d6f</td><td>KIM I</td><td>CSPK</td><td>Mass Balance</td><td>100</td><td>Confirmed</td></tr><tr><td>TR-4e72aa2d-6657</td><td>KIM I</td><td>CSPK</td><td>Mass Balance</td><td>100</td><td>Confirmed</td></tr><tr><td>TR-16775c60-cc4b</td><td>KIM I</td><td>CSPK</td><td>Mass Balance</td><td>100</td><td>Confirmed</td></tr><tr><td>TR-7324afb7-40d9</td><td>KIM I</td><td>CSPK</td><td>Mass Balance</td><td>100</td><td>Confirmed</td></tr></table> <p>PT Siringo Ringo – Siringo Ringo POM made remove RSPO certified CSPO from their PalmTrace account as follows:</p> <ul style="list-style-type: none">Transaction ID: ST-TR-8d2fa6d4-d015 for removed 1,500.28 MT CSPO from certified stock, dated 27/05/2024; Stock removed for CSPO sold as ISCC certified. <p>Transaction ID: ST-TR-69b06ac9-d723 for removed 97.74 MT CSPO from certified stock, dated 27/05/2024; Stock removed for CSPO sold as another certification Italian National Sustainability Certification Scheme (ITNSC).</p>	Transaction ID	Buyer	Product	Supply Chain Model	Volume*	Status	TR-ffb8f18-cdc2	KIM I	CSPK	Mass Balance	100	Confirmed	TR-ea644b1a-7cce	KIM I	CSPK	Mass Balance	100	Confirmed	TR-0b288c17-8d6f	KIM I	CSPK	Mass Balance	100	Confirmed	TR-4e72aa2d-6657	KIM I	CSPK	Mass Balance	100	Confirmed	TR-16775c60-cc4b	KIM I	CSPK	Mass Balance	100	Confirmed	TR-7324afb7-40d9	KIM I	CSPK	Mass Balance	100	Confirmed	Complied
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3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>PT Siringo Ringo – Siringo Ringo POM has not made claims regarding the support of RSPO certified oil palm products. However, the organization aware about the RSPO Rules on Market Communications and Claims.</p>	Complied
General corporate communications			
4.1	<p>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.</p>	<p>Unit of certification has registered in RSPO IT Platform.</p> <ul style="list-style-type: none"> • RSPO Membership Number: 2-0907-18-000-00 • Member name: PT Siringo Ringo – Siringo Ringo Palm Oil Mill • PalmTrace Member ID: RSPO_PO1000001529 <p>According to the official website https://www.musimmas.com/sustainability/certifications-and-verifications/rspo-certified-palm-oil-supplier/, Musim Mas stated:</p> <p><i>"As RSPO members, we are committed to the RSPO certification process. We actively ensure compliance with and enhance sustainability standards through engagement in various avenues, including the RSPO Board of Governors, roundtable meetings, and collaborative working groups.</i></p> <p><i>Musim Mas was the first company in Indonesia to join the Roundtable on Sustainable Palm Oil (RSPO) when it was established in 2004 and remains an active member. In 2009, we were the first plantation in Indonesia to achieve RSPO certification. Notably, in 2012, Musim Mas was Indonesia's first palm oil major to achieve 100% certification for all plantations and palm oil mills against the RSPO P&C."</i></p>	Complied
4.2	<p>In corporate communications, a member is allowed to:</p> <p>A. display its RSPO membership status</p>	<p>In Corporate communication, SIPEF Group in its website:</p>	Complied

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	<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>	<ul style="list-style-type: none"> • Display its RSPO membership status: Yes, it mentioned that Musim Mas became an RSPO member in 2004. • Display the RSPO web address: Yes, Musim Mas display and provide a link to RSPO website. According to the official website https://www.musimmas.com/sustainability/certifications-and-verifications/rspo-certified-palm-oil-supplier/, • State the member supports the work of the RSPO: Yes, on the website, Musim Mas mentioned "<i>As RSPO members, <u>we are committed to the RSPO certification process</u>. We actively ensure compliance with and enhance sustainability standards through engagement in various avenues, including the RSPO Board of Governors, roundtable meetings, and collaborative working groups.</i>" • State the member's history with regards to the RSPO: Yes, on the website mentioned that Musim Mas became an RSPO member in 2004. • Use of RSPO Trademark to promote its membership of the RSPO: No, Musim Mas did not use RSPO trademark in its corporate communication. 	
4.3	Members are not allowed to use the RSPO corporate logo as shown below. This is for the sole use of the RSPO Secretariat.	Musim Mas did not use RSPO corporate logo in its corporate communication.	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 communication, Musim Mas 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"> • "We have been sourcing RSPO certified palm oil since (YEAR)." • "We have used (X) tonnes of RSPO certified palm oil for our products manufactured in the last year." • "We have been RSPO certified since (YEAR)." 	In corporate communications, Musim Mas make statements that highlight their RSPO certification status and product-related claims in their corporate communication tools, e.g., " <i>As RSPO members, <u>we are committed to the RSPO certification process</u>. We actively ensure compliance with and enhance sustainability standards through engagement in various avenues, including the RSPO Board of Governors, roundtable meetings, and collaborative working groups.</i> "	Complied

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	<ul style="list-style-type: none"> • "We have (X NUMBER OF PRODUCTS) produced using RSPO certified MB/SG palm oil." • "In (YEAR), our company sourced (X%) of palm oil derivative volumes that was used across our products manufactured as MB certified." • "Our company covered (X%) of palm oil derivative volumes used across all our products manufactured in (YEAR) with smallholder credits." • "We are RSPO certified. Ask us for our RSPO certified products." 		
4.6	<p>RSPO non-certified members are allowed to make product-related claims in their corporate communication tools by doing the following:</p> <p>A. Use the RSPO Trademark with a valid trademark licence number to promote its membership of RSPO. It is sufficient for non-certified members to indicate this only once in their communication.</p> <p>B. Claim statements are limited to the following examples:</p> <p>i. "The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR)."</p> <p>ii. X% of palm oil sourced by our organisation are certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book and Claim.</p> <p>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>	PT Siringo Ringo – Siringo – Ringo POM is an RSPO certified member.	Complied
Product-specific communications			
5.1 General			
5.1.1	Product-specific communications refer to any public statement about an individual product that contains RSPO certified sustainable palm oil. These	PT Siringo Ringo – Siringo Ringo POM only stated in sales documents, e.g., Sales Contract, Delivery Order and Weighbridge Ticket that the	Complied

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	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.	product they sold is RSPO Certified CPO or PK with Mass Balance Module. The communication is mainly of the RSPO certificate number and product description.	
5.1.2	Product-specific communications are voluntary.	PT Siringo Ringo – Siringo Ringo POM product specification communications already stated on shipping information such as FFA rate and product type (CPO or PK).	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 Siringo Ringo – Siringo Ringo POM does not use any other trademark or label to highlight the presence of RSPO certified sustainable palm oil products	Complied
5.1.5	<p>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 Trademark licence number, the following conditions shall be met as shown below</p> <ul style="list-style-type: none"> • RSPO members should be registered on the RSPO IT Platform and complete the information under 'description of products' field. • Both parties shall inform their certification body in writing about the agreement. • The RSPO certified supplier is responsible for ensuring that the buyer's RSPO Trademark licence number is used only on products that are supplied to that buyer. 	PT Siringo Ringo – Siringo Ringo POM is a palm oil mill implementing RSPO P&C.	Complied
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	PT Siringo Ringo – Siringo Ringo POM is a palm oil mill implementing RSPO P&C.	Complied

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	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		
5.2 Off pack claims			
5.2.1	Off pack claims are product-specific communications regarding the certified sustainable palm oil contained within the product(s) made on any communication materials such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews. The RSPO Label should be used together with the valid trademark licence number wherever an off pack claim is made.	PT Siringo Ringo – Siringo Ringo POM only stated in sales documents, e.g., Sales Contract, Delivery Order and Weighbridge Ticket that the product they sold is RSPO Certified CPO or PK with Mass Balance Module. The communication is mainly of the RSPO certificate number and product description. 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 supply chain model and certificate number under which the claim is being made.	PT Siringo Ringo – Siringo Ringo POM stated in sales documents, e.g., Sales Contract, Delivery Order and Weighbridge Ticket that the product they sold is RSPO Certified CPO or PK with Mass Balance Module, and RSPO certified number is available.	Complied
5.2.3	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: <ul style="list-style-type: none"> • If the distributor or wholesaler holds only a distributor licence, it may only communicate RSPO certified palm oil products by linking the product to the manufacturer using the manufacturer's SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products, it is essential that customers are aware that the products have been made on behalf of the distributor or wholesaler, with specific evidence either through on pack claims or documentation. 	PT Siringo Ringo – Siringo Ringo POM is a palm oil mill implementing RSPO P&C.	Complied

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	<ul style="list-style-type: none"> • If the distributor or wholesaler is supply chain certified, they should follow the requirements outlined in section 5.2.2. 		
5.3 On pack claims			
5.3.1	Only RSPO members who have supply chain certification and members who have undergone remote audit as per 5.1.6 are allowed to make on pack claims about the certified sustainable palm oil contained within the product(s) as per Module A, B, C and E. RSPO members who have purchased RSPO Credits are entitled to claim their support for the production of certified sustainable palm oil as per Module D.	PT Siringo Ringo – Siringo Ringo POM is an RSPO certificate holder with certificate number RSPO 829935, originally issued by Control Union on 21 August 2014. The certificate holder sold its oil palm product in bulk, there is no on pack claims attached.	Complied
5.3.2	<p>In case of limited space, RSPO allows flexibility to use a one-line arrangement claim together with a valid trademark licence number for on pack communications as below without having to use any RSPO Label. The licence number has to measure at least 4pt (1.4mm) in size and the font must be Calibri. The following options shall be considered:</p> <p>A) For Identity Preserved (IP)/ Segregated (SG) Certified Products:</p> <ul style="list-style-type: none"> • RSPO IP/SG CERTIFIED* • Contains RSPO IP/SG palm oil* • Contains RSPO certified palm oil (IP/SG)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	PT Siringo Ringo – Siringo Ringo POM is an RSPO certificate holder with certificate number RSPO 829935, originally issued by Control Union on 21 August 2014. The certificate holder sold its oil palm product in bulk, there is no on pack claims attached.	Complied
	<p>B) or Mass Balance (MB) Certified Products:</p> <ul style="list-style-type: none"> • RSPO MIXED* • Contributes to the production of RSPO certified palm oil* • Contains RSPO certified palm oil (MB)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	PT Siringo Ringo – Siringo Ringo POM is an RSPO certificate holder with certificate number RSPO 829935, originally issued by Control Union on 21 August 2014. The certificate holder sold its oil palm product in bulk, there is no on pack claims attached.	Complied
	<p>C) For Partially Certified Products:</p> <ul style="list-style-type: none"> • RSPO 50% MIXED* • Contains at least 50% RSPO certified palm oil* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	PT Siringo Ringo – Siringo Ringo POM is an RSPO certificate holder with certificate number RSPO 829935, originally issued by Control Union on 21 August 2014. The certificate holder sold its oil palm product in bulk, there is no on pack claims attached.	Complied

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	D) For Products covered with Book and Claim (B&C): <ul style="list-style-type: none"> • RSPO CREDITS* • Supports the production of RSPO certified palm oil* • Contains palm oil covered by the purchase of RSPO Credits* *Add RSPO TM Licence Number below or next to the claim.	PT Siringo Ringo – Siringo Ringo POM is an RSPO certificate holder with certificate number RSPO 829935, originally issued by Control Union on 21 August 2014. The certificate holder sold its oil palm product in bulk, there is no on pack claims attached.	Complied
5.3.3	On pack claims shall not include information about the claimant's RSPO membership status.	PT Siringo Ringo – Siringo Ringo 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 Siringo Ringo – Siringo Ringo POM communication has not stated information about the claimant'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
MODULE B – MASS BALANCE SPECIFIC RULES			
Mass Balance palm oil content			
	95% of the palm oil content must be RSPO MB-certified.	The Mass Balance volume that can be sold is only the certified CPO and PK volume produced by PT Siringo Ringo – Siringo Ringo POM from the proportion of RSPO certified FFB from RSPO certified supply base. Hence the CPO and PK volume sold under Mass Balance model is considered 100% oil palm content.	Complied
	If 100% of RSPO MB certified palm oil content cannot be sourced, a maximum of 5% volume from other non-certified sources is allowed and the reason for this must be fully justified. The volume of the non-certified	The Mass Balance volume that can be sold is only the certified CPO and PK volume produced by PT Siringo Ringo – Siringo Ringo POM from the proportion of RSPO certified FFB from RSPO certified supply base. Hence	Complied

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	palm oil content shall be covered by the purchase of RSPO Credits of equivalent volume.	the CPO and PK volume sold under Mass Balance model is considered 100% oil palm content.	
Messaging			
	<p>Messaging ALLOWED in storytelling in product-specific communications includes:</p> <ul style="list-style-type: none"> • [Palm oil products]/[palm oil]/[palm kernel oil] from RSPO certified mills and plantations were mixed with non-certified palm oil products in the supply chain. <p>The volume of [palm oil products]/[palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations.</p>	<p>PT Siringo Ringo – Siringo Ringo POM did not use the RSPO trademark and/or RSPO label in the product. The mill sells its product in bulk.</p> <p>Not applicable.</p>	Not Applicable
Product-Specific Communications Labelling			
	<p>Members are allowed to use the RSPO Label in one of the following ways:</p> <ul style="list-style-type: none"> • The RSPO Label MUST contain the tag "MIXED". The tag "MIXED" designates palm oil products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag "MIXED" on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. • The RSPO Label can also include the statement: "[The palm oil contained in this product] contributes to the production of certified sustainable palm oil". 	<p>PT Siringo Ringo – Siringo Ringo POM did not use the RSPO trademark and/or RSPO label in the product. The mill sells its product in bulk.</p> <p>Not applicable.</p>	Not Applicable
General corporate communications			
Principle 4: Respect community and human rights and deliver benefit Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.			
Criteria 4.1: The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and	The company has policy related to human rights on Company Policy "Human Rights" (No. POD/Plant.Div/1.2.10, Rev. 01 10 October 2019).	Complied

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	<p>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>This policy aims to ensure that the Company's operations are free from any human rights violations. The policy also stated:</p> <ul style="list-style-type: none"> - Company not using force labour or illegal workers (trafficked), child workers and contract substitution workers. - The company is committed to not committing any legal violations such as harassment and discrimination such as race, skin-color, caste, nationality, religion, culture, physical, gender, sex orientation, worker union, political affiliation, age and others. - The company commitment to protect all person who reported the grievance and complaint (whistleblower). <p>Based on interview results with mill and estate workers, there's no indication that company violate human rights policy.</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 interview results with relevant stakeholders such as mill & estate workers, worker union representative, and Labor Agency of Labuhanbatu, there's no indication of violence or harassment including the use of mercenaries and paramilitaries in company operational area.</p>	Complied
Criteria 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.			
4.2.1	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>As informed in indicators 4.1.1, especially on Company Policy "Human Rights" (No. POD/Plant.Div/1.2.10, Rev. 01 10 October 2019). The company is committed to protecting individuals/parties who submit complaints & complaints, respecting and guaranteeing the anonymity of the reporter (ensuring the confidentiality of personal identity), protecting individuals/parties who submit complaints & complaints against retaliation and acts of intimidation, as well as supporting human rights defenders and human rights organizations, legal experts, or experts according to their fields who help resolve complaints & concerns.</p>	Complied

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		<p>The company also had procedure related to grievance and complaint from all parties on:</p> <ul style="list-style-type: none"> - SOP Complaint and Grievance from External (No. SOP/Plant.Div/5.1, Rev 07 2 June 2021) - SOP Complaint and Grievance from Internal (No. SOP/Plant.Div/6.1, Rev 06 22 March 2024) <p>In handling grievances and complaints from the reporting stage to the reporting stage to the grievance and complaint resolution stage, companies are obliged to implement the principles of democracy and transparency, as well as creating a safe, peaceful and orderly atmosphere.</p> <p>Based on result of interviews with workers in Mill & Estate, surrounding communities, and FFB supplier, it revealed that they had good understanding of communication procedures and know how to sent a grievance and complaints to company.</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>As explained in 4.2.1, the procedure has been understood by all relevant stakeholders. To ensure the procedure understood by affected stakeholders, company has conducted annual socialization of the procedure of communication and complaint handling to relevant stakeholders (Government Agency, Worker Union, FFB Supplier and others). Based on interviews with government agencies, surrounding communities, and workers, it is known that they have understood the person responsible (Social Department).</p>	Complied
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>The company records all grievance from all stakeholders in Recap of Suggestion, Grievance and Complaint PT Siringo-Ringo Period 2024. Based on those records, there are 5 grievance that has been resolved.</p>	Complied

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	- Minor compliance -	For example, grievance from estate worker on 7 March 2024 regarding to house ceiling damaged. The grievance has been resolved by company on 8 March 2024.	
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>As informed in indicators 4.2.1, the company respecting and guaranteeing the anonymity of the reporter (ensuring the confidentiality of personal identity), protecting individuals/parties who submit complaints & complaints against retaliation and acts of intimidation, as well as supporting human rights defenders and human rights organizations, legal experts, or experts according to their fields who help resolve complaints & concerns.</p>	Complied
Criteria 4.3: The unit of certification contributes to local sustainable development as agreed by local communities.			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local community are demonstrated.</p> <p>- Minor compliance -</p>	<p>The company has implemented social assistance to affected parties in the document "2023 Corporate Social Responsibility Implementation Report". In its implementation, the company prepares a CSR program based on initial identification and reference data from related parties, for example:</p> <ul style="list-style-type: none"> - Results of social impact studies - Results of village development plan deliberation meetings. - Periodic consultation activities with relevant stakeholders on May 30, 2023, which were attended by the Head of Bilah Barat Subdistrict, Rantau Utara Subdistrict Head, Head of Siringoringo Village, Head of Bandar Kumbul Village, etc. <p>In determining and implementing social assistance, the Company has procedures in the Community Development or Social Care Assistance SOP (No. SOP/Plant.Div/8.1.1, Rev. 01, 4 Jan 2016). The procedure informs:</p>	Complied

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		<ul style="list-style-type: none"> - Programs are prepared based on the results of communication/socialization with the community. - A community development activity program for 1 year needs to be created simultaneously with the creation of an annual budget for the Company's operations. - Prioritize activity programs for near surrounding communities (radius 15 km from company operational area). <p>The company shows records of the implementation of development around the plantation (CSR), with the following records:</p> <ul style="list-style-type: none"> - Providing basic food assistance in Banda Kumbul Village on April 13, 2023. - Material donation for road repairing in Bandar Kumbul Village on 10 June 2023. - Donation for stunting prevention on Siringo-ringo Ward on 23 October 2023. - Rice donation for Sei Tampang Village on 20 December 2023. <p>Based on consultation result with Bandar Kumbul Village representative, it known that company already improve good relations between the company and the community around the plantations.</p>	
Criteria 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>PT Siringo-Ringo can demonstrate the documents of legal ownership/lease for the managed area in form of land title (Hak Guna Usaha/Land Rights and Hak Guna Bangunan/Building Rights).</p> <p>Total managed area of PT Siringo-Ringo according to land title (HGU) is 1,055.71 ha were consisting of Oil Palm crops (770.04 ha); Durian (97.43</p>	Complied

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		<p>ha) and others/road, compound, conservation area, abandoned steep slope, ex. nursery (188.24 ha).</p> <p>Documented legal lease that verified during the audit are:</p> <p>Land title rights (HGU)</p> <p>As refer to National Land Department decrees as below:</p> <p>SK Kepala BPN No: 45/HGU/BPN RI/2011, dated 27 July 2011, consist of land title certificate HGU No. 39 covers 539.83 Ha, valid until 31 December 2036.</p> <p>SK Kepala BPN No: 99/HGU/BPN RI/2013, dated 17 September 2013, covering 355.55 ha, consist of:</p> <ul style="list-style-type: none"> ▪ Certificate HGU No. 53 covers 231.85 Ha, valid until 17 September 2038. ▪ Certificate HGU No. 54 covers 123.70 Ha, valid until 17 September 2038. <p>SK Kepala Kantor Wilayah BPN Provinsi Sumatera Utara No: 6/HGU/BPN.12/VIII/2019, dated 13 August 2019 covering 124.22 Ha, consist of certificates:</p> <ul style="list-style-type: none"> ▪ Certificate HGU No. 1366, covers 111.034 Ha, valid until 13 August 2054. ▪ Certificate HGU No. 1367, covers 13.188 Ha, valid until 13 August 2054. <p>SK Kepala Kantor Wilayah BPN Provinsi Sumatera Utara No: 3/HGU/BPN.12/VIII/2019, dated 13 August 2019, covering 36.11 ha consist of:</p> <ul style="list-style-type: none"> ▪ Certificate HGU No. 1368, covers 1.535 Ha, valid until 31 July 2054. ▪ Certificate HGU No. 1369, covers 29.791 Ha, valid until 31 July 2054. ▪ Certificate HGU No. 1370, covers 0.144 Ha, valid until 31 July 2054. 	
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		<ul style="list-style-type: none"> ▪ Certificate HGU No. 1371, covers 0.118 Ha, valid until 31 July 2054. ▪ Certificate HGU No. 1372, covers 1.698 Ha, valid until 31 July 2054. ▪ Certificate HGU No. 1373, covers 2.824 Ha, valid until 31 July 2054. <p>Building rights (HGB) Siringo Ringo Mill: SK Kepala Kantor Wilayah BPN Provinsi Sumatera Utara No: 22/HGB/BPN.12/2011, dated 2 March 2011 for certificate HGB No. 1 covers 97.256 m² or 9,73 ha, valid until 16 July 2032.</p> <p>Total certified area is 1,065.44 ha.</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>4.4.2b Evidence that the unit of certification has respected communities to give or withhold their consent to the operations at the time that these decisions were taken;</p>	<p>PT Siringo-ringo is a palm oil plantation company that was established during the Dutch colonial era. The FPIC process did not occur at that time.</p> <p>An exception to plantations established before November 2015 (during the implementation of the FPIC guides revision of the RSPO Human Rights Working Group), which may not have a record for decision making in the past.</p> <p>Including the location of the water pump house, when extending the surface water utilization license where there are supporting facilities in the form of a pump house at the water intake location, the certification unit still carries out the FPIC process with the surrounding community. This is stated in the Minutes of the Community Consultation Meeting</p>	Complied

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	4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities. Including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.	Regarding the Use of Surface Water Sourced from River Water, November 29, 2022, attended by the Head of Sub-village and Community Leaders of Singgamata.	
4.4.3	(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Critical (Major) compliance -	Land title map of an appropriate scale showing the recognized legal rights is documented in "Peta Kode HGU Periode Mei 2022", scale 1:25,000, dated on June 2, 2022. This map printed by land agency for the renewal land title, because the unit of certification is long established palm oil company since before independence of Indonesia, where at that time the map of plantation company is not available.	Complied
4.4.4	All relevant information is available in appropriate forms and languages, including assessment of impact, proposed benefit sharing, and legal arrangements. - Minor compliance -	All the relevant information on licenses and other documented communication is in Bahasa Indonesia.	Complied
4.4.5	(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose. - Critical (Major) compliance -	Documented evidence that communities are represented by their own choosing is verified. Sample taken during the unit of certification obtaining the surface water, where the certification unit still carries out the FPIC process with the surrounding community. Minutes of the Community Consultation Meeting Regarding the Use of Surface Water Sourced from River Water, November 29, 2022, attended by the Head of Sub-village and Community Leaders of Singgamata.	Complied
4.4.6	There is evidence that implementation of agreement negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	PT Siringo-ringo is a palm oil plantation company that was established during the Dutch colonial era. The FPIC process did not occur at that time. An exception to plantations established before November 2015 (during the implementation of the FPIC guides revision of the RSPO Human	Complied

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		Rights Working Group), which may not have a record for decision making in the past.	
Criteria 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.			
4.5.1	(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -	<p>PT Siringo-ringo is a palm oil plantation company that was established during the Dutch colonial era. The FPIC process did not occur at that time.</p> <p>An exception to plantations established before November 2015 (during the implementation of the FPIC guides revision of the RSPO Human Rights Working Group), which may not have a record for decision making in the past.</p> <p>The unit of certification have no plan for new development area or expand the current area. This indicator is Not Available.</p>	Not Applicable
4.5.2	(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions. All the relevant information and documents are made available, and community have option of resourced access to independent third-party advice through a documented, long-term and two- way process of consultation and negotiation. - Critical (Major) compliance -	<p>Please refer to indicator 4.5.1 above.</p> <p>The unit of certification have no plan for new development area or expand the current area. This indicator is Not Available.</p>	Not Applicable
4.5.3	Evidence is available that affected local peoples understand they have the right to say 'agree' or 'not agree' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.	<p>Please refer to indicator 4.5.1 above.</p> <p>The unit of certification have no plan for new development area or expand the current area. This indicator is Not Available.</p>	Not Applicable

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	- Minor compliance -		
4.5.4	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. - Minor compliance -	Please refer to indicator 4.5.1 above. The unit of certification have no plan for new development area or expand the current area. This indicator is Not Available.	Not Applicable
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access information and advice, that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. - Minor compliance -	Please refer to indicator 4.5.1 above. The unit of certification have no plan for new development area or expand the current area. This indicator is Not Available.	Not Applicable
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 -	Please refer to indicator 4.5.1 above. The unit of certification have no plan for new development area or expand the current area. This indicator is Not Available.	Not Applicable
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 -	Please refer to indicator 4.5.1 above. The unit of certification have no plan for new development area or expand the current area. This indicator is Not Available.	Not Applicable
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	Please refer to indicator 4.5.1 above. The unit of certification have no plan for new development area or expand the current area. This indicator is Not Available.	Not Applicable
Criteria 4.6: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			

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4.6.1	<p>(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>PT Siringo-ringo is a palm oil plantation company that was established during the Dutch colonial era. The FPIC process did not occur at that time.</p> <p>An exception to plantations established before November 2015 (during the implementation of the FPIC guides revision of the RSPO Human Rights Working Group), which may not have a record for decision making in the past.</p>	Not Applicable
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>PT Siringo-ringo is a palm oil plantation company that was established during the Dutch colonial era. The FPIC process did not occur at that time.</p> <p>An exception to plantations established before November 2015 (during the implementation of the FPIC guides revision of the RSPO Human Rights Working Group), which may not have a record for decision making in the past.</p>	Not Applicable
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for smallholdings (if possible based on local law, customs and/or agreement).</p> <p>- Minor compliance -</p>	<p>PT Siringo-ringo is a palm oil plantation company that was established during the Dutch colonial era. The FPIC process did not occur at that time.</p> <p>An exception to plantations established before November 2015 (during the implementation of the FPIC guides revision of the RSPO Human Rights Working Group), which may not have a record for decision making in the past.</p>	Not Applicable
4.6.4	<p>The process and outcomes of any negotiated agreements, compensation and payments are documented with evidence of the participation of affected parties and made available to them.</p>	<p>PT Siringo-ringo is a palm oil plantation company that was established during the Dutch colonial era. The FPIC process did not occur at that time.</p>	Not Applicable

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	- Minor compliance -	An exception to plantations established before November 2015 (during the implementation of the FPIC guides revision of the RSPO Human Rights Working Group), which may not have a record for decision making in the past.	
Criteria 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	PT Siringo-ringo is a palm oil plantation company that was established during the Dutch colonial era. The FPIC process did not occur at that time. An exception to plantations established before November 2015 (during the implementation of the FPIC guides revision of the RSPO Human Rights Working Group), which may not have a record for decision making in the past.	Not Applicable
4.7.2	(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties. - Critical (Major) compliance -	PT Siringo-ringo is a palm oil plantation company that was established during the Dutch colonial era. The FPIC process did not occur at that time. An exception to plantations established before November 2015 (during the implementation of the FPIC guides revision of the RSPO Human Rights Working Group), which may not have a record for decision making in the past. Please refer to indicator 4.4.1 and 4.5.1 above.	Not Applicable
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development. - Minor compliance -	PT Siringo-ringo is a palm oil plantation company that was established during the Dutch colonial era. The FPIC process did not occur at that time.	Not Applicable

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		<p>An exception to plantations established before November 2015 (during the implementation of the FPIC guides revision of the RSPO Human Rights Working Group), which may not have a record for decision making in the past.</p> <p>Please refer to indicator 4.4.1 and 4.5.1 above.</p>	
Criteria 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrated that they have legal customary, or user rights.			
4.8.1	<p>Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.</p> <p>- Minor compliance -</p>	<p>PT Siringo-ringo is a palm oil plantation company that was established during the Dutch colonial era. The FPIC process did not occur at that time.</p> <p>An exception to plantations established before November 2015 (during the implementation of the FPIC guides revision of the RSPO Human Rights Working Group), which may not have a record for decision making in the past.</p> <p>Please refer to indicator 4.4.1 and 4.5.1 above.</p> <p>During stakeholder consultation with relevant parties, since the company established, there is no land disputes or land conflicts is raises.</p>	Complied
4.8.2	<p>(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p> <p>- Critical (Major) compliance -</p>	<p>PT Siringo-ringo is a palm oil plantation company that was established during the Dutch colonial era. The FPIC process did not occur at that time.</p> <p>An exception to plantations established before November 2015 (during the implementation of the FPIC guides revision of the RSPO Human Rights Working Group), which may not have a record for decision making in the past.</p> <p>Please refer to indicator 4.4.1 and 4.5.1 above.</p> <p>During stakeholder consultation with relevant parties, since the company established, there is no land disputes or land conflicts is raises.</p>	Complied

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4.8.3	<p>Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4).</p> <p>- Minor compliance -</p>	<p>PT Siringo-ringo is a palm oil plantation company that was established during the Dutch colonial era. The FPIC process did not occur at that time.</p> <p>An exception to plantations established before November 2015 (during the implementation of the FPIC guides revision of the RSPO Human Rights Working Group), which may not have a record for decision making in the past.</p> <p>Please refer to indicator 4.4.1 and 4.5.1 above.</p> <p>During stakeholder consultation with relevant parties, since the company established, there is no land disputes or land conflicts is raises.</p>	Complied
4.8.4	<p>For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).</p> <p>- Minor compliance -</p>	<p>PT Siringo-ringo is a palm oil plantation company that was established during the Dutch colonial era. The FPIC process did not occur at that time.</p> <p>An exception to plantations established before November 2015 (during the implementation of the FPIC guides revision of the RSPO Human Rights Working Group), which may not have a record for decision making in the past.</p> <p>Please refer to indicator 4.4.1 and 4.5.1 above.</p> <p>During stakeholder consultation with relevant parties, since the company established, there is no land disputes or land conflicts is raises.</p>	Complied
<p>Principle 5: Support smallholder inclusion</p> <p>Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.</p>			
<p>Criteria 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.</p>			
5.1.1	<p>Current and previous period prices for FFB are publicly available and accessible by smallholders.</p> <p>- Minor compliance -</p>	<p>Unit of certification had an agreement on FFB purchase with:</p> <ol style="list-style-type: none"> 1. CV Hasil Tani Raya (Uncertified FFB collection centers/agents). 2. Asosiasi Pekebun Swadaya Kelapa Sawit Labuhan Batu (RSPO certified but sell as noncertified). 	Complied

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		<p>3. Gabungan Kelompok Tani Mekar (uncertified). This supplier has a Memorandum of Understanding (MoU) with PT Siringo - Ringo total area 66.65 Ha located in legal permit areas.</p> <p>4. Koperasi Maju Lancar Mandiri Labuhan Batu (uncertified).</p> <p>In this partnership, the FFB price for agents follows the market price set by the Company. However, farmer prices follow the FFB price set by the Regional Government through the Plantation Service.</p> <p>Information about prices is available at the factory (agents only). However, prices for smallholder associations are informed directly by the public relations team and PT Siringo -Ringo field assistants to the group administrators. For example, sighted socialization evidence on 1 April 2024 for prices for the April 2024 period.</p>	
5.1.2	<p>(C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.</p> <p>- Critical (Major) compliance -</p>	As regulated in the partnership contract, the price of FFB for farmers follows the price set by the Regional Government through the Plantation Service. This is socialized regularly and informed to farmer group administrators. For example, sighted socialization evidence on 1 April 2024 for prices for the April 2024 period.	Complied
5.1.3	<p>(C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.</p> <p>- Critical (Major) compliance -</p>	As explained in the previous indicator, price determination for farmers is determined by the government through FFB price determination meetings based on the K index of prices obtained from the PT Perkebunan Nusantara Palm Oil marketing center (PT KPBN, GAPKI). Especially for Labuhan Batu Regency, the prices set are valid once a week.	Complied
5.1.4	<p>(C) Evidences is available that all parties, including women and independent representative organization assisting smallholders where requested, are involved in the decision making processes and understand the contracts. These include involving finance, loans/credits, and re-</p>	During that meeting, all parties are invited including women.	Complied

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	payments through FFB price reductions for replanting and/or, other support mechanisms where applicable. - Critical (Major) compliance -		
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -	<p>Siringo – ringo POM received FFB from certified and uncertified under MoU for FFB Purchase partnership. For example, MoU with Gapoktan Tani Mekar (Smallholders Association) (Doc No. 006/ SRR/SPK/III/2020 on 19 March 2020. Based on this MoU, all smallholders 31 (35 plot) with total area 66.65 Ha located in legal permit areas.</p> <p>FFB payments are made regularly every month. For example, FFB payments period March 2024 on behalf of Gapoktan Tani Mekar:</p> <ul style="list-style-type: none"> • Document for calculating the FFB results of Gapoktan Tani Mekar for the period March 2024. Jointly approved by the farmer group management, Estate Manager and Senior Estate Manager on 31 March 2024, the amount of FFB received can be verified at the applicable FFB price. • FFB payment invoice for March 2024 signed by the Group Manager ICS on 31 March 2024. • Payment voucher No. 2*0*0200** issued by PT Siringo Ringo on 2 April 2024. • Proof of FFB payment debit via OCBC Bank giro on 5 April 2024 from PT Siringo Ringo to Gapoktan Tani Mekar account. 	Complied
5.1.6	(C) Agreed payments are made in a timely manner and receipts specifying price, weigh, deductions and amount paid are given. - Critical (Major) compliance -	<p>FFB payments are made regularly every month. For example, FFB payments period March 2024 on behalf of Gapoktan Tani Mekar:</p> <ul style="list-style-type: none"> • Document for calculating the FFB results of Gapoktan Tani Mekar for the period March 2024. Jointly approved by the farmer group management, Estate Manager and Senior Estate Manager on 31 	Complied

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		<p>March 2024, the amount of FFB received can be verified at the applicable FFB price.</p> <ul style="list-style-type: none"> • FFB payment invoice for March 2024 signed by the Group Manager on 31 March 2024. • Payment voucher No. 2*0*0200** issued by PT Siringo Ringo on 2 April 2024. • Proof of FFB payment debit via OCBC Bank giro on 5 April 2024 from PT Siringo Ringo to Gapoktan Tani Mekar account. <p>Based on the results of interviews with related staff, payments are made periodically at the beginning of the month.</p>	
5.1.7	<p>Weighing equipment is verified by an independent third party on a regular basis.</p> <p>- Minor compliance -</p>	<p>Weighing equipment calibrated regularly by the government authorities. Sighted the last calibration on document "Surat Keterangan Hasil Pengujian No: 510.3/045/DagInd-Met/KHP/5/2024 dated 2 May 2024" issued by UPTD Metrologi Legal – Dinas Perdagangan dan Perindustrian – Kabupaten Labuhan Batu. Valid until 2 May 2025.</p> <p>Unit calibrated: Unit type: weight bridge Specification: Avery Weigh Tronix; ZM510; 171551609 Capacity: 50,000/10 Kg User: PT Siringo Ringo Location: Desa Bandar Kumbul Kecamatan Bilah Barat Calibrated by: UPTD Metrologi Legal – Dinas Perdagangan dan Perindustrian – Kabupaten Labuhan Batu</p>	Complied
5.1.8	<p>The unit of certification supports Independent smallholders with certification, where applicable, ensuring mutual agreements between the</p>	<p>PT Siringo Ringo has had a Memorandum of Understanding with some smallholders association surrounding the operational areas as follows:</p>	Complied

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	<p>unit of certification and the smallholder on who runs the Internal Controlling System (ICS), who holds the certificate, and who owns and sells certified materials.</p> <p>- Minor compliance -</p>	<ol style="list-style-type: none"> 1. Asosiasi Pekebun Swadaya Kelapa Sawit Labuhan Batu (RSPO certified but sell as noncertified). This supplier has RSPO ISH certified since 4 October 2019 (MUTU-RSPO/135). 2. Gabungan Kelompok Tani Mekar: Memorandum of Understanding (MoU) with PT Siringo ringo - Musim Mas Group for Replanting and Smallholder Partnership (Doc No. 006/ SRR/SPK/III/2020 on 19 March 2020. Based on this MoU, all smallholders 31 (35 plot) with total area 66.65 Ha located in legal permit areas. 3. Koperasi Maju Lancar Mandiri Labuhan Batu: Memorandum of Understanding (MoU) with PT Siringo ringo - Musim Mas Group for Replanting and Smallholder Partnership (Doc No. 025/ SRR/SPK/XII/2018 on 18 December 2018. Based on this MoU, all smallholders 19 (22 plot) with total area 51.52 Ha located in legal permit areas. <p>Based on the MoU above, unit of certification has provided annual program to settling the smallholders. Some program for 2024 covering issue:</p> <ul style="list-style-type: none"> • Introducing the smallholder empowerment program. • GAP training. • RSPO ISH awareness training • Document preparation and evidence of RSPO ISH requirement <p>This program run by Smallholder Department through 7 smallholder extension staff located near the program areas.</p>	
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders, and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>The company has grievance mechanism on SOP Complaint and Grievance from External (No. SOP/Plant.Div/5.1, Rev 07 2 June 2021). In handling grievances and complaints from the reporting stage to the reporting stage to the grievance and complaint resolution stage,</p>	Complied

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		<p>companies are obliged to implement the principles of democracy and transparency, as well as creating a safe, peaceful, and orderly atmosphere.</p> <p>Based on logbook record for period 2023/2024, there's no complaint and grievance from smallholders.</p>	
Criteria 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	<p>The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>The company has collaborated with independent farmers on behalf of the Labuhanbatu Independent Palm Oil Planters Association as a partner that supports RSPO certification in accordance with the requests of these farmers. Currently, this independent farmer association has been RSPO certified (SGS-RSPO/PC24-00049).</p>	Complied
5.2.2	<p>The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).</p> <p>- Minor compliance -</p>	<p>As informed in indicators 5.2.1, the company has collaborated with independent farmers on behalf of the Asosiasi Pekebun Swadaya Kelapa Sawit Labuhanbatu (agreement on 1 January 2021) as a partner that supports RSPO certification in accordance with the requests of these farmers. Currently, this independent farmer association has been RSPO certified (SGS-RSPO/PC24-00049).</p> <p>Beside that partnership, the company also provide socialization and training for surrounding communities, for examples:</p> <ul style="list-style-type: none"> - Smallholder Training Report PT Siringo-ringo which attended by Gabungan Kelompok Tani Mekar members in 20 May 2023. - Smallholder Training Report PT Siringo-ringo which attended by Smallholder of Pulo Padang Village in 14 March 2024. - Smallholder Training Report PT Siringo-ringo which attended by Smallholder of Lingga Tiga Village in 22 March 2024. 	Complied

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		The training agenda is about best management practice, ISPO/RSPO certification, environmental aspect, OHS and certified seeds.	
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	<p>PT Siringo Ringo has had a Memorandum of Understanding with some smallholders association surrounding the operational areas as follows:</p> <ol style="list-style-type: none"> 1. Asosiasi Pekebun Swadaya Kelapa Sawit Labuhan Batu (RSPO certified but sell as noncertified). This supplier has RSPO ISH certified since 4 October 2019 (MUTU-RSPO/135). 2. Gabungan Kelompok Tani Mekar: Memorandum of Understanding (MoU) with PT Siringo ringo - Musim Mas Group for Replanting and Smallholder Partnership (Doc No. 006/ SRR/SPK/III/2020 on 19 March 2020. Based on this MoU, all smallholders 31 (35 plot) with total area 66.65 Ha located in legal permit areas. 3. Koperasi Maju Lancar Mandiri Labuhan Batu: Memorandum of Understanding (MoU) with PT Siringo ringo - Musim Mas Group for Replanting and Smallholder Partnership (Doc No. 025/ SRR/SPK/XII/2018 on 18 December 2018. Based on this MoU, all smallholders 19 (22 plot) with total area 51.52 Ha located in legal permit areas. <p>Based on the MoU above, unit of certification has provided annual program to settling the smallholders. Some program for 2024 covering issue:</p> <ul style="list-style-type: none"> • Introducing the smallholder empowerment program. • GAP training. • RSPO ISH awareness training • Document preparation and evidence of RSPO ISH requirement <p>This program run by Smallholder Department through 7 smallholder extension staff located near the program areas.</p>	Complied

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5.2.4	<p>(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	Smallholder Department conducted the pesticide handling training for smallholders. The latest training held on 14 March 2024 located in Pulo Padang Village. This training attended by 145 participants.	Complied
5.2.5	<p>The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.</p> <p>- Minor compliance -</p>	Smallholders Department reviewed annually. Based on the latest report and interview with smallholders extension staff obtained information that one of smallholders group already RSPO certified since 2019 namely Asosiasi Pekebun Swadaya Kelapa Sawit Labuhan Batu. Other smallholders group Gabungan Kelompok Tani Mekar and Koperasi Maju Lancar Mandiri Labuhan Batu currently in replanting progress.	Complied
<p>Principle 6: respect workers' rights and conditions</p> <p>Protect workers' rights and ensure safe and decent working conditions.</p>			
<p>Criteria 6.1: Any form of discrimination is prohibited.</p>			
6.1.1	<p>(C) A publicity available non-discrimination and equal opportunity policy is implemented in such way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p> <p>- Critical (Major) compliance -</p>	<p>As informed in indicators 4.1.2, The company has policy related to non-Discrimination and equal opportunity on Company Policy "Human Rights" (No. POD/Plant.Div/1.2.10, Rev. 01 10 October 2019). The policy stated that they committed to not committing any legal violations such as harassment and discrimination such as race, skin-color, caste, nationality, religion, culture, physical, gender, sex orientation, worker union, political affiliation, age and others.</p> <p>In addition, the company also special policy regarding this case on:</p> <ul style="list-style-type: none"> - Non-Discrimination Policy (No. POD/Plant.Div/1.2.5, Rev 02. 25 April 2019). - Equal Opportunities Policy (No. POD/Plant.Div/1.3.4, Rev 01 5 August 2020). 	Complied

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		Based on interviews with employees and worker union representative, they are aware of the company's policy of equality and non-discrimination. All employees are considered equal and do not discriminate based on race, religion, gender, caste in rights and obligations according to their level of work.	
6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers non-payment of recruitment fees.</p> <p>- Critical (Major) compliance -</p>	Based on the results of interviews with workers, worker union representatives, Labor Agency of Labuhanbatu Regency and Head of Bandar Kumbul Village, there's no indication of discrimination. All workers and suppliers are treated equally, even workers with female gender can be promoted to staff.	Choose an item.
6.1.3	<p>The unit of certification demonstrates that the recruitment selection, hiring access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>Regarding recruitment, the Company has policies contained in the latest Collective Labor Agreement (PKB). Especially on Clause 9 which informs:</p> <ul style="list-style-type: none"> - The minimum age limit for new workers is 18 years. - The company provides job opportunities for everyone to work, but for certain types of work that require certain experience/techniques/productivity for reasons/considerations of occupational health and safety for the prospective worker in the field, it is deemed necessary to pay attention to the age of the prospective worker. - Every worker has the same opportunities without discrimination of ethnicity/race/position/religion/class/gender/physical limitations and must go through a selection process based on the aims and objectives of recruitment. <p>The company also had procedure about recruitment on SOP Workers Selection and Recruitment (No. SOP/Plant.Div/6.6, Rev. 07. 1 July 2021). The procedures inform:</p> <ul style="list-style-type: none"> - The company does not charge workers, directly or not. 	Complied

		<ul style="list-style-type: none"> - Recruitment of employees at employee level must go through a selection process and basic consideration with clear aims and objectives. <p>For implementation, the company showed record of workers evaluation in the form of "Performance Appraisal". For examples in the name of Juadi (Estate Worker) for period 2024. The criterion of evaluation consists of: Absence, Productivity, Cost Efficiency, Physical condition, Teamwork, Work Ethic and Innovative.</p> <p>As explained by worker union, all workers are treated equally in accordance with company regulation including rights of worker as well.</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> <ul style="list-style-type: none"> - Minor compliance - 	<p>The company does not conduct regular pregnancy tests for female workers. The company will ensure that during the medical check-up, if there are workers who are pregnant, they are immediately placed in work or activities that are heavy and involve chemicals. This information in line with interview results with female workers.</p> <p>In addition, the company had Protective Human Reproduction Policy (13 March 2012) in the framework of the Company's commitment to uphold human rights. The company provides special dispensation to female workers who are experiencing menstruation, pregnancy, and breastfeeding in accordance with government regulations.</p>	Complied
6.1.5	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <ul style="list-style-type: none"> - Critical (Major) compliance - 	<p>The company had Gender Committee policy (No. POD/Plant.Div/3.8, Rev. 02 27 February 2023) which informs that the formation of a gender committee within the Company is an effort to implement Law no. 7 of 1984 concerning ratification of the convention regarding the elimination of all forms of discrimination against women.</p>	Complied

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		<p>The function of gender committee is an organizational forum for efforts to empower people from all gender injustices. The Committee also functions as a mediation facility when gender injustice occurs within the Company.</p> <p>Currently, the company has established gender committee on 15 March 2024 (latest structural) chaired by Dena Addiana for the period 2023 – 2024. The composition of structural are 33% Male and 77% female.</p>	
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>Regarding to fair payment for the same work scope, the company show implementation for harvesting workers in accordance with Company Decree about Worker Premium Regulation Period 2024 (ED/00/II/2024, 1 February 2024). The decree informs about classification for harvesting premium based on several parameters, such as FFB average weigh, Oil Extraction rate and basis. Here's the record of harvesting payment for each unit:</p> <ul style="list-style-type: none"> - April 2024 Salary Slip for Employee No. 0501.22090002 with the position of Harvester receiving a basic salary of IDR 3,117,500; Rice Allowance IDR 187,500; special allowance Rp 100,000; Productivity Premium IDR 1,378,321. - April 2024 Salary Slip for Employee No. 0501.19100002 with the position of Harvester receiving a basic salary of IDR 3,136,500; Rice Allowance IDR 187,500; special allowance Rp 100,000; Productivity Premium IDR 1,302,854. <p>The difference of the wage because of FFB productivities, years of service and absence. This information is inline with harvester interview results. The harvesters said that there's no signs of discrimination of wage in field or pay slip.</p>	Complied

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		In Company Decree about Worker Premium Regulation Period 2024 (ED/00/II/2024, 1 February 2024) also informs premium allowance for others activities, such as security allowance, supervisor allowance, clerk allowance, mechanic allowance, and FFB transporter allowance.	
Criteria 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	<p>(C) Documentation of pay and working conditions in accordance with applicable labour laws are available to the workers in national languages and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>Employee wages set by the company refer to Clause 24 about Salary System in Collective Labor Agreement. The document informs:</p> <ul style="list-style-type: none"> - Wages are determined by the Company according to the position/occupation of the worker concerned, guided by the wage structure and scale which includes class, length of service, education, competency, craft and compliance with regulations, management and is guided by the minimum wage set by the government. - Workers' allowances and food assistance are given in the amount of 15 kg for workers, 9 kg for wives, 7.5 kg for first child, 7.5 kg for second child and 7.5 kg for third child. - Employee salary payments are made at the beginning of every month, no later than the 7th and for mid-month loans are made in the middle of every month, no later than the 20th. <p>The company had policy related to Wage Structure and Scale for Period 2024 in Document Memo Human Resource Corporate Department Minimum Wage of Labuhanbatu Regency 2024 (No. 262/IN-MEMO/HRD-PLT/I/2024, 22 January 2024). The document informs salary classification for the lowest group (1A with Non-Married status) and the</p>	Complied

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		<p>highest group (3B with Married 3 child's status). All wages are above minimum wage determined by government.</p> <p>The following is a record of proof of employee payments that refers to local government regulations:</p> <ul style="list-style-type: none"> - March 2024 Salary Slip for Employee No. 0502.23090001 with the position of FFB receiver receiving a basic salary of IDR 3,112,000; Overtime IDR 753,344; Rice Allowance IDR 187,500; and special allowance Rp 100,000. - April 2024 Salary Slip for Employee No. 0502.22010003 with the position of Boiler Station Worker receiving a basic salary of IDR 3,117,500; Overtime IDR 1,921,158; Rice Allowance IDR 187,500; and special allowance Rp 100,000. - April 2024 Salary Slip for Employee No. 0702.22070001 with the position of Workshop Worker receiving a basic salary of IDR 3,117,500; Overtime IDR 1,310,200; Rice Allowance IDR 187,500; and special allowance Rp 100,000. 	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed.</p> <p>- Critical (Major) compliance -</p>	<p>The rights and obligations of workers with permanent employee status are contained in the Collective Labor Agreement Document between company and worker union (as described in indicators 3.5.1). The CLA document informs employment-related policies, including:</p> <ul style="list-style-type: none"> - Part I General Regulation - Part II All Parties recognition - Part III Work Relation - Part IV Work Hours - Part V Wage - Part VI Day-Off 	Complied

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		<ul style="list-style-type: none"> - Part VII Medical and Maintenance - Part VIII Social and Welfare Securities - Part IX Company Code of Conduct - Part X Industrial Relationship Dispute - Part XI Termination of Contract - Part XII Other Provisions - Part XIII Closing <p>CLA is written in Indonesian language and workers are understood substance of agreement.</p>	
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>Based on the salary slip records shown to the auditor for each management unit (estate and mill), there are various company compliance with regulations related to employment aspects (including annual leave, overtime, etc.), here are the details:</p> <ul style="list-style-type: none"> - Maternity leave in the name of Suaidah Ritonga on. Where permission to leave for 3 months starting 18 July 2022 has been approved by the Head Assistant. - Annual Leave in the name of Agung Sutowo on 18 May 2024 Where permission to leave for one day starting 27 May 2024 has been approved by the Mill Manager. - Pension/Retired compensation in the name of Hasan (Mill supervisor). The compensation has been paid on 2 May 2024. - Resign compensation in the name of Dirman Munthe (Harvester). The compensation has been paid on 8 May 2024. - Overtime Allowance for workers on behalf of Ayub Syahputra for Period April 2024 with details 38.5 overtime hours. 	Complied

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		- Overtime Allowance for workers on behalf of Muhammad Ikhsan Wardana for Period March 2024 with details 23 overtime hours.	
6.2.4	<p>(C) The unit of certification provides adequate housing. Sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>Based on the results of field observations, the Company has provided facilities and infrastructure for employees, such as housing, sports facilities, clean water, electricity, 2 school buses, a cooperative, road access in and out of the Company, and vehicle parking. This is in line with the results of interviews with housing residents who stated that the facilities provided by the certification unit were housing, electricity, clean water availability and school transportation in good condition.</p> <p>The company also showed the latest testing of clean water for emplacement on 20 July 2023 by accredited laboratory (LP-594-IDN). The testing results known that all parameters still below threshold, such as Coliform Total is 0 (zero).</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>The location of mill and estate is near Rantau Prapat City. The company have good access to that city, so workers get basic needs in good conditions. The company also had cooperative which providing basic material needs in the company environment.</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>Currently, Indonesia does not yet have a DLW benchmark, so the company sets employee wages based on the 2024 Labuhanbatu Regency UMK of IDR 3,228,339 (188.44/998/KPTS/2023, dated 30 November 2023).</p> <p>However, the company calculates the latest DLW based on local price for period 2023 in their operational unit. Here's the details:</p> <ul style="list-style-type: none"> - Regular Wage: Rp 3,746,750 - House Maintenance: Rp 1,087 - Educational Allowance: Rp 450,970 	Complied

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		<ul style="list-style-type: none"> - Transportation Allowance: Rp 366,450 - Ied Allowance: Rp 303,896 - Electricity Allowance: Rp 102,000 - Clean Water Allowance: Rp 55,080 - Total Prevailing Wage: Rp 5,026,233 <p>Based on those objective evidence, the company has been assessing prevailing wages and in-kind benefits provided to workers in company aligned with the RSPO Guidance for Implementing a Decent Living Wage. In addition, the assessment based on local price.</p>	
6.2.7	<p>Permanent fulltime employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.</p> <p>- Minor compliance -</p>	<p>Based on latest worker list review in Estate and Mill (April 2024) and stakeholder consultation with worker union and Labor Agency, all workers have permanent status and no contract worker in company operational area.</p>	Complied
Criteria 6.3: The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.			
6.3.1	<p>(C) A published statement recognizing freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>Regarding to freedom of association, the company had Freedom Association Policy (No. POD/Plant.Div/1.3.3, Rev. 01, 5 August 2020). The policy informs:</p> <ul style="list-style-type: none"> - The company supports the freedom of every worker to associate, assemble and express opinions responsibly in accordance with government regulations. - Freedom of association within the Company is realized by the existence of a worker union which is registered with the labor agency. 	Complied

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		<ul style="list-style-type: none"> - There's no intervention from company on formation, membership and elected representatives including worker union activities. 	
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> <ul style="list-style-type: none"> - Minor compliance - 	<p>There are examples of some of the meetings that have been held by worker unions:</p> <ul style="list-style-type: none"> - Meeting record on 11 January 2024. The meeting discussed about Wage Minimum 2024, worship house renovation, and worker house renovation. - Meeting record on 18 January 2024. The meeting discussed about Wage Minimum 2024 and "gotong royong" activities. - Meeting record on 29 February 2024. The meeting discussed about 2024 wage socialization and OHS implementation. <p>As informed by worker union representative, the meeting conducted with national languages and attended by members and company staff representative.</p>	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> <ul style="list-style-type: none"> - Minor compliance - 	<p>The worker union has been registered in Labor Agency on the document:</p> <ul style="list-style-type: none"> - Registered proof of Worker Union Mill by Labor Agency of Labuhanbatu with registered number 32/SPPP-SPSI/DFT/07/VIII/2001, dated 29 August 2001. - Registered proof of Worker Union Estate by Labor Agency of Labuhanbatu with registered number 13/SPSI-SPPP/DFT/X/2005, dated 31 October 2005. <p>The worker union representative also informs the organizational structure, which lead by Junaidi Hasibuan (Estate) and Pria Satria Darma</p>	Complied

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		(Mill) for period 2020-2025. They also said that no intervention from company regarding to election.	
Criteria 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>As informed in Collective Labor Agreement (PKB), especially on Clause 9 regarding to recruitment, it informs:</p> <ul style="list-style-type: none"> - The minimum age limit for new workers is 18 years. - The company provides job opportunities for everyone to work, but for certain types of work that require certain experience/techniques/productivity for reasons/considerations of occupational health and safety for the prospective worker in the field, it is deemed necessary to pay attention to the age of the prospective worker. <p>The company also had policy about protection of children on Prohibition of Child Worker Policy (No. POD/Plant.Div/1.2.7, Rev. 01. 10 Oct 2019). This policy informs that the company does not allow workers to bring children under 18 years of age to the work area. The Company also periodically conducts outreach to stakeholders regarding this policy.</p>	Complied
6.4.2	<p>(C) Documented evidence on the fulfilment of worker's minimum age requirements in accordance with applicable regulation and verification procedures for age requirements, are available.</p> <p>- Critical (Major) compliance -</p>	Based on latest worker list in Estate and Mill (April 2024), all workers age is over 18 years old. This information inline with worker union representative.	Complied
6.4.3	<p>(C) Young person maybe employed only for non-hazardous work with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	As informed in indicators 6.4.2, all worker age is over 18 years old.	Complied
6.4.4	The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child	Based on the results of interviews with Mill & Estate Workers, Worker Union Representative and suppliers, it was conveyed that the parties	Complied

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	protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live. - Minor compliance -	were aware of the prohibition on work practices involving child labor, forced labor, and workers from human trafficking.	
Criteria 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	(C) A policy to prevent sexual and all other form of harassment and violence is documented, implemented and communicated to all levels of the workforce. - Critical (Major) compliance -	Unit of certification established Policy to prevent sexual harassment and documented in the document No. POD/Plant.Div/1.2.4 title "Larangan tindakan pelecehan seksual dan tindakan kekerasan". Dissemination information for company policies have been conducted to workers on estate 25 th April 2024 (attended by 45 workers) and mill 21 st May 2024 (attended by 70 workers).	Complied
6.5.2	(C) A policy to protect the reproductive rights of all, especially of women, is documented, implemented and communicated to all levels of the workforce. - Critical (Major) compliance -	Unit of certification established Policy for reproductive right has been documented in the document "Perlindungan Reproduksi Manusia" document number SRR-POD/01.01/1.3.5. To support the policy, unit of certification established the procedure SOP/Plant.Div/6.9 dated 4 January 2016, titled "Perlindungan Reproduksi Manusia". Dissemination information for company policies have been conducted to workers on estate 25 th April 2024 (attended by 45 workers) and mill 21 st May 2024 (attended by 70 workers).	Complied
6.5.3	Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified in accordance with applicable regulations in Indonesia. - Minor compliance -	The company has done new mother assessment on 8 December 2023 by give a questionnaire to new mother (including workers wife) and discussed with gender committee. Here's the detail of program plan from latest assessment: <ul style="list-style-type: none"> - Good transportation provision. - Education about health pregnancy for all workers and wife. - Food allowance for husband. - Maternity leave. 	Complied

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		Based on interview results with female workers in Mill and Estate, the company give good care for new mothers.	
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, as long as the complaint is supported with adequate information, is documented, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>The company has grievance mechanism on SOP Complaint and Grievance from internal (No. SOP/Plant.Div/6.1, Rev 06 22 March 2024). In handling grievances and complaints from the reporting stage to the grievance and complaint resolution stage, companies are obliged to implement the principles of democracy and transparency, as well as creating a safe, peaceful and orderly atmosphere.</p> <p>As informed in indicators 4.1.1, especially on Company Policy "Human Rights" (No. POD/Plant.Div/1.2.10, Rev. 01 10 October 2019). The company is committed to protecting individuals/parties who submit complaints & complaints, respecting and guaranteeing the anonymity of the reporter (ensuring the confidentiality of personal identity), protecting individuals/parties who submit complaints & complaints against retaliation and acts of intimidation, as well as supporting human rights defenders and human rights organizations, legal experts, or experts according to their fields who help resolve complaints & concerns.</p> <p>This mechanism and policy have been socialized to relevant stakeholder (including FFB supplier and contractors) on 30 May 2023.</p>	Complied
Criteria 6.6: No forms of forced or trafficked labour are used.			
6.6.1	<p>(C) All work is voluntary and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports; • Payment of recruitment fees; • Contract substitution without worker's consent • Involuntary overtime; 	<p>The company has policy related to human rights on Company Policy "Human Rights" (No. POD/Plant.Div/1.2.10, Rev. 01 10 October 2019). This policy aims to ensure that the Company's operations are free from any human rights violations. The policy also stated:</p>	Complied

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	<ul style="list-style-type: none"> • Lack of freedom of workers to resign • Penalty for termination of employment, unless the unit of certification and the workers agree to the penalty and it is stated in the employment agreement • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<ul style="list-style-type: none"> - Company not using force labor or illegal workers (trafficked), child workers and contract substitution workers. - The company is committed to not committing any legal violations such as harassment and discrimination such as race, skin-color, caste, nationality, religion, culture, physical, gender, sex orientation, worker union, political affiliation, age and others. - The company commitment to protect all person who reported the grievance and complaint (whistleblower). <p>Based on field observation, document review and interview results with relevant stakeholders (workers, Labor Agency, and surrounding communities), there's no indication of forced or trafficked labour are used. All sampled workers also said that there's no retention document.</p>	
6.6.2	<p>(C) Where temporary (Specified Time Work Agreement/PKWT) or migrant workers are employed, a specific labour policy and procedures are established and evidence of implementation is available.</p> <p>- Critical (Major) compliance -</p>	<p>Based on latest worker list review in Estate and Mill (April 2024) and stakeholder consultation with worker union and Labor Agency, all workers have permanent status and no contract worker in company operational area.</p>	Complied
Criteria 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			
6.7.1	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>The responsible persons for H&S at unit of certification in form of OHS Committee or "Struktur Panitia Pembina K3", where registered safety officer undernamed Mr. Eko Wahyu Septian (Register No: 0004090323/Q-AK3U/12/III/2023, valid until 9 Mar 2026). Each unit Mill and Estate also have safety officer as responsible person H&S and Environmental. Responsible person H&S at Estate under name Mr. Abdul Rahman (Safety officer certificate No: 5/2882/AS.02.04/IV/2021).</p> <p>Safety committee meeting conducted regular in three monthly basis, where the latest meeting on 23rd April 2024 and attended by 15 persons. The meeting concern of changes of Safety Committee structure, Lost</p>	Complied

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		<p>Time Accident/Incidents records, Planning for Worker/Employees Medical Checkup, Planning for Fire Drill with relevant stakeholder and Refreshment training of First Aid.</p> <p>According to minutes meeting records, there is no unresolved issues.</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>Unit of certification has established Emergency and Work Accident Response procedures (Rev. 04) No. OSH/Plant.Div/2.7 February 15, 2017 (mill) and (Rev. 02) No. OSH/Plan.Div/2.4 dated January 4, 2016 (estate).</p> <p>These procedures, among others, regulate emergency response to fires, leaks, accidents, explosions, natural disasters, riots, and pollution. In addition, there are also First Aid Procedures, Work Accident Reporting Procedures and Work Accident Investigation Procedures.</p> <p>The certification unit has also provided workers who are assigned to the field and other work locations and have received First Aid training. In addition, the certification unit has a licensed first aid officer with certificate number 615-7/P3K/WIL-IV/DTK/SU/2022 and 86/DTKDT/SU/VII/2022. These first aid officers then give annual first aid training to the supervisors in the Mill and Estate. Based on field observation known that the supervisor has been given a first aid kit and can demonstrate the first aid handling.</p> <p>Based on field visit in Estate Spraying (BB02 Div. B), Harvesting (AA01-AA02, Div. A), sighted that supervisor brought first aid bag at site. First aid box also available in all workplaces, sighted at Loading ramp/grading station, Engine room and EFB station.</p>	Complied
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace, to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting. Sanitation facilities for those</p>	<p>According to field visit at Mill and Estate, all employees orderly use of PPE provided by the unit of certification. Information gathered during interview with sample of 2 workers at Grading station (Mill); 3 harvester and 5 pesticides applicators (Estate), the PPE provided by the company with free of charge. If one of the PPE is no longer suitable for use or</p>	Complied

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	<p>applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>broken, workers can request to supervisor and each unit Mill and Estate will change the PPE.</p> <p>Sample of handover PPE was recorded, in example on May 2024 there are 81 Mill workers and on April 2024 there are 29 Estate workers accepting the replacement of new PPE.</p> <p>Sanitation facilities for pesticides applicator to change out of PPE, wash, and put on their personal clothing are available at Siringo-ringo Estate office area. Auditor was visited and verified that facilities is in proper condition.</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>Unit of certification provide medical care and accident insurance to all employees as regulated by Indonesia government, namely BPJS Tenaga Kerja (accident insurance) and BPJS Kesehatan (medical insurance). The accident insurance covers accident insurance, pension insurance, life insurance and old age security.</p> <p>Auditor verified sample workers during interview onsite and compare with documented of insurance registration:</p> <table border="1"> <thead> <tr> <th>Name</th><th>Job</th><th>Accident Insurance No.</th><th>Medical Insurance No.</th></tr> </thead> <tbody> <tr> <td>M. Suryono</td><td>Harvester</td><td>18025932627</td><td>0000236978122</td></tr> <tr> <td>Khairul Bakti Hasibuan</td><td>Harvester</td><td>18108855778</td><td>0002491059846</td></tr> <tr> <td>Iin Setiawan</td><td>Harvester</td><td>19052226537</td><td>0002437948192</td></tr> <tr> <td>Torkis</td><td>Sprayer</td><td>14038080504</td><td>0001792703711</td></tr> <tr> <td>Fahruji Hasibuan</td><td>Sprayer</td><td>13039744324</td><td>0001156337831</td></tr> </tbody> </table>	Name	Job	Accident Insurance No.	Medical Insurance No.	M. Suryono	Harvester	18025932627	0000236978122	Khairul Bakti Hasibuan	Harvester	18108855778	0002491059846	Iin Setiawan	Harvester	19052226537	0002437948192	Torkis	Sprayer	14038080504	0001792703711	Fahruji Hasibuan	Sprayer	13039744324	0001156337831	Complied
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		<p>Sample taken for database on April 2024, the unit of certification have registered all employees (Estate and Mill) to the medical insurance and accident insurance as below:</p> <p>Siringo-Ringo Estate: total employees 178 workers have been registered. Payment of insurance is documented with reference Levy Code: 400000053906, status Paid on 29 April 2024.</p> <p>Siringo-ringo Mill: total employees 131 workers have been registered. Payment of insurance is documented with reference Levy Code: 400000054041, status Paid on 29 April 2024.</p> <p>Sample taken for accident in August 2023 (Estate) that insurance covers all benefit:</p> <p>Investigation report dated 11 Aug 2023. Under name: Hendrik (upkeep worker). Case: midfoot hit by machete during upkeep. Level: minor injury. Claim insurance BPJS Tenaga Kerja (Form No. 3 KK1) dated 11 Aug 2023. Successfully claim dated 15 Aug 2023. Lost Time: 4 days.</p> <p>Sample taken for accident in July 2023 (Mill) that insurance covers all benefit:</p> <p>Investigation report dated 15 Jul 2023. Under name: Benny Siringo Ringo (effluent worker). Case: hit by a fallen broken pole. Body part: right hand and head. Level: minor injury. Claim insurance BPJS Tenaga Kerja (Form No. 3 KK1) dated 17 Jul 2023. Successfully claim dated 04 Aug 2023. Lost Time: 11 days.</p> <p>All the supported documents of insurance claim are well recorded.</p>	
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics.	<p>LTA record name "Statistik Kecelakaan Kerja Estate" or summary of accidents period Jan-Dec 2023.</p> <p>Estate: Siringo-ringo.</p>	Complied

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	- Minor compliance -	<p>Number of workers: 1,957 workers. Number of accidents: 2 cases (April and August 2023). Number of man-days: 44,586 man-days. Number of working hours: 286,605.50 hours. Number of lost man-days: 23 man-days Level accidents: minor Frequency Rate: 6.98 case/year. Severity Rate: 80.25 lost time/year. Man-days lost per cases: 11.50 MD/year/cases. Number of days without accidents: 289 days. Number of working hours without accidents: 276,715.28 hours. Number of man-days lost: 0 days.</p> <p>Siringo-ringo Mill. Number of workers: 159 workers. Number of accidents: 1 case (July 2023). Number of working hours: 337,829 hours. Number of lost man-days: 11 man-days Level accidents: minor Frequency Rate: 2.96 case/year. Severity Rate: 32.56 lost time/year. Number of days without accidents: 140 days. Number of working hours without accidents: 157,325 hours. Number of man-days lost: 0 days.</p>	
Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.			
Criteria 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	Procedure related to IPM is available in the estate. The company has procedures related to planting in the Group Agriculture Policy document, especially in the Pests and Diseases section. The procedure consists of:	Complied

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		<ul style="list-style-type: none"> • Handling of Termite Attack in oil palm plantations (last revised 20 August 2018) • Handling of Caterpillar Attack (last revision 5 July 2019) • Control of stem rot disease in oil palm plantations (last revision 15 November 2021) • Rat control with owls (last revision 26 June 2023) • <i>Tirathaba rufivena</i> census and control procedures (last revised 10 August 2019) • Control of <i>Oryctes rhinoceros</i> beetle pests on immature palm (last revision 10 August 2019) • Snail pest control (last revised 22 May 2023) <p>Based on field visit, obtained that the company planted host plants/beneficial plants as an early warning system for biological pest control. According to the interview with estate manager and field assistant revealed that <i>Turnera subulata</i>, <i>Casia cobanensis</i> and <i>Antigonon leptosus</i> were planted on the side of the road in each block. Generally planted in a formation of 2 meters of <i>Turnera subulata</i>, 6 meters of <i>Casia cobanensis</i> and 2 meters of <i>Antigonon leptosus</i>.</p> <p>Apart from that, the company also made 28 barn owl boxes (hectare cover 1:27.5 Ha). During a field visit to block AA3 – owl cage No. 19 obtained that the box was active and there was visible dirt and food remains that resembled rat bones under the box.</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>There is some species that listed in Global Invasive Species existed and planted for IPM plan. For example, <i>Antigonon leptosus</i>, <i>Chromolaena odorata</i>, <i>Clidemia hirta</i>, <i>Cyperus rotundus</i>, <i>Imperata cylindrica</i>, <i>Mikania</i></p>	Complied

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		<i>micrantha</i> and <i>Mimosa pudica</i> . The spreading is controlled manually and chemically. Until this assessment, there is no outbreak of invasive species.	
7.1.3	There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities. - Minor compliance -	Based on field visit and document review, there is no use of fire for pest control in Siringo Ringo Estate.	Complied
Criteria 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised. - Critical (Major) compliance -	Throughout 2024, unit of certification uses 6 types of pesticides as follows: <ol style="list-style-type: none"> 1. Metaprima 20 WG (Metsulfuron methyl): registered under Indonesian Ministry of Agriculture with a distribution period valid until 26 April 2028. 2. Prima Up 480 SL: (Isopropyl amine glyphosate) is registered under Indonesian Ministry of Agriculture with a distribution period valid until 27 June 2027. 3. Garlon 670 EC (Triclopyr butoxy ethyl ester): registered under Indonesian Ministry of Agriculture with a distribution period valid until 26 April 2028. 4. Supremo 480 SL (Isopropyl amine glyphosate): registered under Indonesian Ministry of Agriculture with a distribution period valid until 27 June 2027. 5. Abolisi 865 SL (2,4 Dimethyl amine): registered under Indonesian Ministry of Agriculture with a distribution period valid until 5 March 2029. Sime Ebor Baits 0.05 BB (warfarin): registered under Indonesian Ministry of Agriculture with a distribution period valid until 8 February 2028.	Complied

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7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per Ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of certification has recorded the pesticide toxicity in a monthly basis. For example, pesticide toxicity period of April 2024 (planted 770.04 Ha, FFB produce 1.382,3 MT) as follows:</p> <ul style="list-style-type: none"> • Methyl metsulfuron: 0.00000044 kg/LD50/FFB • Isopropyl Amina glyphosate: 0.00000000 kg/LD50/FFB • Triclopyr butoxy etil ester: 0.00000669 kg/LD50/FFB • Warfarin: 0.00000018 kg/LD50/FFB • 2.4D dimethyl amine: 0.00000267 kg/LD50/FFB 	Complied
7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticides usages are minimized as part of the plan, and in accordance with IPM Plans, there are no pesticide application outside of the targeted species and planned intervals. Pesticide is only used to reduce/eliminate existing pest, which has exceeded the economic threshold.</p> <p>Several increases of pesticide use are occurred due to outbreak of leaf eater caterpillar based on census result. Justification have been given by Agronomist and Estate Manager for control.</p>	Complied
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in Indonesia best practice guidelines.</p> <p>- Minor compliance -</p>	<p>There is no prophylactic use of pesticides. All activity is only used to reduce/eliminate existing pest, which has exceeded the economic threshold.</p>	Complied
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat, are not to be used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to:</p> <p>- Minor compliance -</p> <p>7.2.5a Judgment of the threat and verify why this is a major threat.</p>	<p>According to procedures "Herbicide Usage for Upkeep Without Using Paraquat (last revision 20 December 2018)", unit of certification no longer using paraquat.</p> <p>There is no use of WHO Class 1A or 1B pesticide in whole plantation operation. The use of paraquat has been stopped since 2011.</p> <p>Based on visit in field operation and agrochemical storage, there was no paraquat usage found.</p>	Complied
	<p>7.2.5b Why there is no other alternative which can be used.</p>	<p>There is no use of WHO Class 1A or 1B pesticide or paraquat in whole plantation operation. The use of paraquat has been stopped since 2011.</p>	

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	7.2.5c Which process was applied to verify why there is no other less hazardous alternative.	There is no use of WHO Class 1A or 1B pesticide or paraquat in whole plantation operation. The use of paraquat has been stopped since 2011.	
	7.2.5d Process to limit the negative impacts of the application.	There is no use of WHO Class 1A or 1B pesticide or paraquat in whole plantation operation. The use of paraquat has been stopped since 2011.	
	7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.	There is no use of WHO Class 1A or 1B pesticide or paraquat in whole plantation operation. The use of paraquat has been stopped since 2011.	
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they conduct.</p> <p>- Critical (Major) compliance -</p>	Unit of certification conducted pesticide handling training annually. The latest training for spraying team in Siringo – Ringo Estate has been held on 3 April 2024 located in Block AA2 Division A. Attended by 12 members of spraying team.	Complied
7.2.7	<p>(C) Storage of all pesticides in accordance with recognized best practices.</p> <p>- Critical (Major) compliance -</p>	<p>During this recertification assessment, the auditor team has visited chemical store, as well as interviews with operators in Estate and Mill, it is known that used ex pesticide containers stored in licensed hazardous waste storage. The water used for rinsing will be reused as mixing water for chemical activities.</p> <p>It is known that pesticide storage activities have been carried out in accordance with best practice, including the availability of MSDS according to the type of pesticide, the pesticide warehouse is equipped with adequate ventilation, the pesticide mixing place is equipped with bunds, the warehouse staff has PPE was given in the form of rubber gloves and masks, and warehouse staff also received special health checks.</p>	Complied

		Furthermore, chemical warehouse staff also has given PPE such as apron, respirator, 3M mask, face shield, glove, safety shoes.	
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>The company has procedures for managing hazardous materials and hazardous waste, namely SOP No. OSH/Plant.Div/11.1 dated 1 February 2024. All hazardous waste from operational activities must be collected for temporary storage at TPS LB3 (hazardous waste storage). Importing hazardous waste into TPS LB3 cannot be carried out without the presence of TPS LB3 officers.</p> <p>All hazardous waste is recorded in quantity (including weight or volume per waste) in the hazardous waste monitoring logbook in units determined according to the permit/technical details for storing hazardous waste owned by the company. Sources of B3 waste include:</p> <ul style="list-style-type: none"> • Waste from pesticide packaging/containers • Waste from the use of oil/lubricants • Waste from using fuel filters • Waste from oil/lubricant containers and fuel • Waste from battery use • Waste from using light bulbs • Medical waste • Waste from cartridges (ink) and toner • Other B3 waste such as used cloth, used PPE, used paint/thinner containers, contaminated fertilizer plastic and B3 packaging/other B3 contaminated waste <p>The hazardous waste storage has permit refers to the Decree of the Head of the Labuhanbatu Regency Environmental Service Number 660/784/DLH/TL/2022 concerning Approval of the Statement of Capability for Environmental Management of Palm Oil Plantation</p>	Complied

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		<p>Activities, Palm Oil Factory, Biogas Plant and Durian Plant Development by PT Siringo Ringo, December 30, 2022, Appendix III: Technical Details of Storage of Hazardous and Toxic Waste (hazardous waste).</p> <p>Based on field observations at the hazardous waste storage, the condition of the building is in good condition, the coordinates and permit number have been installed, the emergency response alarm can function properly and the hazardous waste logbook is available.</p>	
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	<p>Based on interview and document verification obtained information that there is no aerial spraying conducted in PT Siringo – Ringo.</p>	Complied
7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>Specific annual medical surveillance for pesticide operators conducted annually. The latest annual medical surveillance on 29 February 2024 to 17 pesticides operators and 10 manuring workers. Medical check-up provider is Focus Laboratory.</p> <p>Documented results are available in "Recap of Follow-up Results of Estate Employees' MCU in 2024" where one sprayer and one manuring worker have been analyzed with suspected diabetes, action to treat related health conditions by continuing to consult the internist doctor. There are no workers exposed to chemicals.</p>	Complied
7.2.11	<p>(C) No pesticide-related work is carried out by pregnant or breastfeeding women, or people with medical limitations and they are offered other equivalent work alternatives.</p> <p>- Critical (Major) compliance -</p>	<p>The company have a policy regarding reproductive rights which is "Perlindungan Reproduksi Manusia (No. SRR- POD/01.01/1.3.5) dated on March 13, 2012, stated that the certification unit has commitment to protect pregnant and breastfeeding woman on doing their job. Pregnant woman will not be allowed doing job that has exposure risk to chemical such as pesticide sprayer or fertilizer applicant.</p>	Complied

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		List of sprayer was reviewed and observed there are 1 spraying supervisor and 9 sprayers where all of them are male workers. Based on field observation, also observed no female workers in spraying team.	
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 company has procedures for managing hazardous materials and hazardous waste, namely SOP No. OSH/Plant.Div/11.1 dated 1 February 2024. All hazardous waste from operational activities must be collected for temporary storage at TPS LB3 (hazardous waste storage). Importing hazardous waste into TPS LB3 cannot be carried out without the presence of TPS LB3 officers.</p> <p>All hazardous waste is recorded in quantity (including weight or volume per waste) in the hazardous waste monitoring logbook in units determined according to the permit/technical details for storing hazardous waste owned by the company. Sources of B3 waste include:</p> <ul style="list-style-type: none"> • Waste from pesticide packaging/containers • Waste from the use of oil/lubricants • Waste from using fuel filters • Waste from oil/lubricant containers and fuel • Waste from battery use • Waste from using light bulbs • Medical waste • Waste from cartridges (ink) and toner • Other B3 waste such as used cloth, used PPE, used paint/thinner containers, contaminated fertilizer plastic and B3 packaging/other B3 contaminated waste 	Complied

		In addition to the hazardous waste management procedures above, the company also has procedures for utilizing waste (solid, liquid and air), namely SOP No. SOP/Plant.Div/2.33.0 dated January 4 2016 concerning POM Waste Recycling Process. Waste produced by the factory includes Dried decanter solid, boiler ash, empty stalks, fiber and waste water. For boiler ash, it is used by applying it to plantations as soil fertilizer for oil palm plants, for EFB it is used as boiler fuel, for fiber it is used as boiler fuel; and, waste water is used for land applications in estate areas.	
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated. - Minor compliance -	<p>The hazardous waste is sent to the registered collector/transporter which is approved by the Environmental Ministry. Document of agreements and third parties' licenses:</p> <ul style="list-style-type: none"> • Cooperation Agreement for Hazardous and Toxic Waste Management Services (B3) Number 005/SPK/SRR/VI/2024 dated 3 June 2024 between PT Siringo-Ringo, PT Hazmat Techno Indonesia and PT Putra Restu Abadi. The term of cooperation is from 3 June 2024 to 31 May 2025. The previous contract was Number 004/SPK/SRR/VI/2023 dated 2 June 2023 and is valid until 31 May 2024. • Cooperation Agreement for Hazardous and Toxic Waste Management Services (B3) Number 003/SPK/SRR/VI/2024 dated 3 June 2024 between PT Siringo-Ringo, PT Hazmat Techno Indonesia and PT Pengolahan Limbah Industri Bekasi. The term of cooperation is from 3 June 2024 to 31 May 2025. The previous contract was Number 002/SPK/SRR/VI/2023 dated 2 June 2023 and is valid until 31 May 2024. • Cooperation Agreement for Hazardous and Toxic Waste Management Services (B3) Number 002/SPK/SRR/VI/2024 dated 3 June 2024 between PT Siringo-Ringo, PT Hazmat Techno Indonesia and PT Muhtomas. The term of cooperation is from 3 June 2024 to 31 May 2025. The previous contract was Number 	Complied

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		<p>001/SPK/SRR/VI/2023 dated 2 June 2023 and is valid until 31 May 2024.</p> <ul style="list-style-type: none"> Cooperation Agreement for Hazardous and Toxic Waste Management Services (B3) Number 004/SPK/SRR/VI/2024 dated 3 June 2024 PT Siringo-Ringo, PT Hazmat Techno Indonesia and PT Trigunapratama Abadi. The term of cooperation is from 3 June 2024 to 31 May 2025. The previous contract was Number 003/SPK/SRR/VI/2023 dated 2 June 2023 and is valid until 31 May 2024. <p>Licensing documents for collectors/transporters and processors include:</p> <ul style="list-style-type: none"> PT Hazmat Techno Indonesia <ul style="list-style-type: none"> ✓ Decree of the Directorate General of Waste, Waste and Hazardous and Toxic Materials Management of the Ministry of Environment and Forestry Number S.86/PSLB3-PLB/PK/PLB.3/02/2023 dated 9 February 2023 concerning Recommendations for Transporting Hazardous and Toxic Waste (Waste B3). This recommendation is valid for 5 years. ✓ Decree of the Director General of Land Transportation Number: 91201085303790003 concerning Permits for Carrying out Special Goods Transport for Transporting Dangerous Goods (B3) dated March 1, 2023 and valid until March 1, 2028. ✓ Risk Based Licensing Number: 91201085303790003 dated March 1, 2023 ✓ PT Putra Restu Abadi, Decree of the Minister of Environment and Forestry of the Republic of Indonesia Number: S.575/MenLHK/Setjen/PLB.3/8/2020 dated 31 August 2020 and is valid for 5 years 	
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		<ul style="list-style-type: none"> ✓ PT Pengolahan Limbah Industri Bekasi, Decree of the Directorate General of Waste Management, Waste and Hazardous and Toxic Materials of the Ministry of Environment and Forestry Number S.48/PLB3/PK/PLB.3/01/2024 dated January 19 2024 concerning Directions for the Utilization Permit Extension Process and B3 Waste Processing PT Bekasi Industrial Waste Processing. The administrative permit extension process was declared complete based on the validation report by PTSP-KLHK and referring to the Constitutional Court Decision Number: 18/PUU from the Minister, Governor or Regent/Mayor in accordance with their authority and for B3 waste management whose permit extension application is still in process must be deemed to have obtained a permit." ✓ Based on the above, PT Pengolahan Limbah Industri Bekasi can still carry out activities. This directive letter is declared invalid when the Technical Approval and Operation Feasibility Letter for the Utilization of B3 Waste from PT Pengolahan Limbah Industri Bekasi have been issued. ✓ PT Muhtomas, Decree of the Directorate General of Waste Management, Waste and Hazardous and Toxic Materials of the Ministry of Environment and Forestry Number S.191/PSLB3/PLB3/PLB.3/3/2023 dated 10 March 2023 concerning Technical Approval in the Sector of B3 Waste Management for PT Muhtomas Service Business B3 Waste Utilization Activities ✓ PT Trigunapratama Abadi, Decree of the Directorate General of Waste Management, Waste and Hazardous and Toxic Materials of the Ministry of Environment and Forestry Number S.481/PSLB3/PLB3/PLB.3/9/2021 dated 16 September 2021 concerning Technical Approval in the Sector of Hazardous Waste 	
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		Management for PT Trigunapratama Abadi's B3 Waste Utilization Activities	
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	Based on field observation in Siringo-Ringo Estate, observed there were no waste disposal using open fire. Verification also conducted in worker's emplacement or housing and observed each house has a garbage bin for organic (green colour) and an-organic waste (blue colour). For hazardous waste please refer to indicator 7.3.1 and 7.3.2 above.	Complied
Criteria 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts is documented. - Minor compliance -	<p>Fertilization recommendations for 2024 are documented in the Strategy & Planning Department Memo document No. Ref S&P/R&D/222/VIII/2023 dated 10 August 2023 (2024 Fertilizer Recommendation for mature area in PT Siringo Ringo).</p> <p>Based on this document, it can be concluded that recommendations for block-by-block fertilization are presented with fertilizer needs in January, February, March, May, July, August and September. The type of fertilizer needed is HGFB; Kieserite; MOP; ZA; Rock Phosphate; Dolomites; MOP and ZA with each dose in each block. As an example, Fertilizer recommendation for block AB3 (kg/palm) is as follows:</p> <ul style="list-style-type: none"> • January: HGFB 0.10 kg/palm (fully applied) • February: MOP 2.25 kg/palm (fully applied) • March: ZA 2.625 kg/palm (fully applied) • May: Rock Phosphate 1.50 kg/palm (fully applied) • July: Dolomite 3.00 kg/palm (in progress) • August: MOP 1.50 kg/palm (in progress) • September: ZA 2.25 kg/palm (in progress) 	Complied

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7.4.2	<p>Analysis of tissue samples (e.g. leaves) and soil on a regular basis to monitor and manage changes in soil fertility and plant health is documented.</p> <p>- Minor compliance -</p>	<p>To ensure upkeep activity carried out in accordance with applicable standards and procedures, the company tests soil samples (every 5 years), leaves (every year) and rachis (every year). The results of this analysis are the basis for the Research & Development Department to prepare fertilizer recommendations. Based on the results of the document review, the following test results report is available:</p> <ul style="list-style-type: none"> • Soil sample test results report No. 012/RDL-INT/S/IV/24 dated 18 April 2024 published by Analytical & QC Test Laboratory - Research & Development Department - PT Musim Mas. The parameters tested for the 12 samples sent were pH; H₂O; N; Org. C; P Total; P. Bray; CEC; Exch. K; Ca; Mg and Na. • Leaf sample test results report No. 049/RDL-INT/L/IV/24 dated 19 April 2024 published by Analytical & QC Test Laboratory - Research & Development Department - PT Musim Mas. The parameters tested for the 26 samples sent were N; P; K; Mg; Ca; B; Cu; Zn and S <p>Report on rachis sample test results No. 050/RDL-INT/L/IV/24 dated 19 April 2024 published by Analytical & QC Test Laboratory - Research & Development Department - PT Musim Mas. The parameters tested for the 4 samples sent were P and K.</p>	Complied
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>Apart from using inorganic fertilizer, the company also uses organic fertilizer with the following realization:</p> <ul style="list-style-type: none"> • POME: there are 8 application blocks covering an area of 218 Ha. From January to April 2024, 62,986 m³ have been applied (average monthly applications 15,746 m³). <p>Dry Decanter Solid/DDS: refers to Strategy & Planning Department Memo No. Ref S&P/R&D/224/VIII/2023 dated 14 August 2023 (2024 DDS Recommendation for PT Siringo Ringo. Based on the memo there are 5 blocks (14 sub-blocks) with a total area of 203.63 Ha with a</p>	Complied

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		recommendation of 100 kg/palm. Until April 2024, the recorded area that has been applied will be 57.37 Ha.																																					
7.4.4	Records of fertilizer inputs are maintained. - Minor compliance -	<p>Record of fertilizer documented in daily bases (block per block). During the field visit in Blocks in AB3 for example, fertilizer application (kg/palm) is as follows:</p> <ul style="list-style-type: none"> January: HGFB 0.10 kg/palm (fully applied) February: MOP 2.25 kg/palm (fully applied) March: ZA 2.625 kg/palm (fully applied) <p>May: Rock Phosphate 1.50 kg/palm (fully applied)</p>	Complied																																				
Criteria 7.5: Practices minimise and control erosion and degradation of soils.																																							
7.5.1	<p>(C) Maps that identify marginal and fragile soils, including steep sloped land are available.</p> <p>- Critical (Major) compliance -</p>	<p>The company has a topographic map with a scale of 1: 25,000 which updated in April 2024. The map has been signed by the Surveyor, Survey Manager and Estate Manager. Based on this map, the slopes in the PT Siringo-Ringo plantation are divided into:</p> <table border="1"> <thead> <tr> <th>Slope Degree</th><th>Slope Type</th><th>Area (Ha)</th><th>%</th></tr> </thead> <tbody> <tr> <td>0 – 2</td><td>Raised flat</td><td>21,32</td><td>2,00</td></tr> <tr> <td>2 – 6</td><td>Undulating</td><td>75,57</td><td>7,09</td></tr> <tr> <td>6 – 12</td><td>Rolling</td><td>335,81</td><td>31,52</td></tr> <tr> <td>12 – 20</td><td>Hilly</td><td>364,77</td><td>34,24</td></tr> <tr> <td>20 – 21.8</td><td>Steep</td><td>167,30</td><td>15,70</td></tr> <tr> <td>21.8 - 25</td><td>Steep</td><td>9,16</td><td>0,86</td></tr> <tr> <td>> 25</td><td>Very Steep</td><td>91,51</td><td>8,59</td></tr> <tr> <td colspan="2">TOTAL</td><td>1.065,44</td><td>100</td></tr> </tbody> </table>	Slope Degree	Slope Type	Area (Ha)	%	0 – 2	Raised flat	21,32	2,00	2 – 6	Undulating	75,57	7,09	6 – 12	Rolling	335,81	31,52	12 – 20	Hilly	364,77	34,24	20 – 21.8	Steep	167,30	15,70	21.8 - 25	Steep	9,16	0,86	> 25	Very Steep	91,51	8,59	TOTAL		1.065,44	100	Complied
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		Based on field observation in Siringo-Ringo Estate, observed there are no peatland in the area, all of them are mineral soil.	
7.5.2	The replanting of palm oil is not conducted extensively on steep terrain in accordance with applicable regulations. - Minor compliance -	Based on area statement and interview with management representative, found no evidence of new planting on steep terrain been practice by estate. Total <i>HGU</i> and <i>HGB</i> area for PT Siringo-ringo is 1065.44 Ha, the planted area of oil palm comprises 770.04 Ha. Conservation area is 14.99 Ha. For steep area that is unplatable (more than 25-degree, total area is 91.51 Ha).	Complied
7.5.3	New palm oil planting is not conducted on steep terrain in accordance with applicable regulations. - Minor compliance -	No new planting in Siringo-Ringo estate. Replanting was conducted in 2014-2017, so this indicator is Not Applicable.	Not Applicable
Criteria 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	(C) Evidence of long-term land suitability for oil palm cultivation, soil maps or soil surveys that identify marginal and fragile soils, including steep terrain are available, in planning and operations. - Critical (Major) compliance -	Based on the results of soil type mapping carried out by the Survey Department in the PT SRR Land Suitability Assessment and Land Management Grouping Report (document No. RGM I-HQ/200A/X/2019 dated 18 October 2019) it is stated that the type of soil found in the plantation operational area Siringo ringo is Hapludult 357.78 Ha (39.95%) and Kandudult 537.60 Ha (60.05%). Those means all the areas is mineral soil and no peat existed. Based on hectare statement it was known that PT Siringo Ringo has had total areas under HGU/land title 1,065.44 Ha where consist of 91.51 Ha unplanted areas (steep with >25° degrees). Unit of certification has decided to not plant in those steep areas.	Complied

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		Total of 770.04 Ha are pure mineral soil areas. No need specific assessment for marginal soil needed.																									
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 hectare statement it was known that PT Siringo Ringo has had total areas under HGU/land title 1,065.44 Ha where consist of 91.51 Ha unplanted areas (steep with >25° degrees). Unit of certification has decided to not plant in those steep areas.	Complied																								
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	Based on the results of soil type mapping carried out by the Survey Department in the PT SRR Land Suitability Assessment and Land Management Grouping Report (document No. RGM I-HQ/200A/X/2019 dated 18 October 2019) it is stated that the type of soil found in the plantation operational area Siringo ringo is Hapludult 357.78 Ha (39.95%) and Kandudult 537.60 Ha (60.05%).	Complied																								
Criteria 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.																											
7.7.1	(C) No new planting on peatlands, regardless of depth, after 15 November 2018, in existing plantation areas, as well as in new development areas. - Critical (Major) compliance -	No new planting in Siringo-Ringo estate, replanting was conducted in 2014-2017. The company has a topographic map with a scale of 1: 25,000 which updated in April 2024. The map has been signed by the Surveyor, Survey Manager and Estate Manager. Based on this map, the slopes in the PT Siringo-Ringo plantation are divided into:	Complied																								
7.7.2	Peat areas within the managed area are inventoried, documented and reported to the RSPO Secretariat (effective from November 15, 2018). - Minor compliance -	<table border="1"> <thead> <tr> <th>Slope Degree</th><th>Slope Type</th><th>Area (Ha)</th><th>%</th></tr> </thead> <tbody> <tr> <td>0 – 2</td><td>Raised flat</td><td>21,32</td><td>2,00</td></tr> <tr> <td>2 – 6</td><td>Undulating</td><td>75,57</td><td>7,09</td></tr> <tr> <td>6 – 12</td><td>Rolling</td><td>335,81</td><td>31,52</td></tr> <tr> <td>12 – 20</td><td>Hilly</td><td>364,77</td><td>34,24</td></tr> <tr> <td>20 – 21.8</td><td>Steep</td><td>167,30</td><td>15,70</td></tr> </tbody> </table>	Slope Degree	Slope Type	Area (Ha)	%	0 – 2	Raised flat	21,32	2,00	2 – 6	Undulating	75,57	7,09	6 – 12	Rolling	335,81	31,52	12 – 20	Hilly	364,77	34,24	20 – 21.8	Steep	167,30	15,70	Complied
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TOTAL		1.065,44	100												
7.7.3	(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	Based on field observation in Siringo-Ringo Estate, observed there are no peatland in the area, all of them are mineral soil.	Not Applicable												
7.7.4	(C) Availability of implementation evidence of the water and land cover management program. - Critical (Major) compliance -	Based on field observation in Siringo-Ringo Estate, observed there are no peatland in the area, all of them are mineral soil.	Not Applicable												
7.7.5	(C) Drainability assessments are conducted for plantations planted on peat following the RSPO Drainability Assessment Procedure, or other method recognized by RSPO, (at least five years or in accordance with the provisions of the RSPO Drainability Assessment Procedure) before replanting. The results of the assessment are used to determine the period of replanting to be carried out, as well as to gradually replace oil palm cultivation for at least 40 years or two cycles, (whichever is longer), before reaching the natural gravitational drainage limit for peat. If oil palm is gradually replaced, it is replaced by other commodity crops that are better suited for higher groundwater levels (paludiculture) or rehabilitated with natural vegetation. - Critical (Major) compliance -	<p>Based on the results of soil type mapping carried out by the Survey Department in the PT SRR Land Suitability Assessment and Land Management Grouping Report (document No. RGM I-HQ/200A/X/2019 dated 18 October 2019) it is stated that the type of soil found in the plantation operational area Siringo ringo is Hapludult 357.78 Ha (39.95%) and Kandudult 537.60 Ha (60.05%). Thus, there is no record of the existence of peat soil in this area.</p> <p>According to the fact above, there is no obligation for unit of certification to conduct drainability assessment.</p> <p>Not applicable.</p>	Not Applicable												

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7.7.6	<p>(C) All existing plantations on peat are managed according to applicable laws and/or "RSPO Guidelines for Best Management Practices (BMP) for Oil Palm Cultivation that are already on Peatlands", version 3 (June 2019) along with related audit guidelines (May 2019).</p> <p>- Critical (Major) compliance -</p>	Based on field observation in Siringo-Ringo Estate, observed there are no peatland in the area, all of them are mineral soil.	Not Applicable
7.7.7	<p>(C) All peat areas not planted and reserved in managed areas (regardless of depth) are protected as 'peatland conservation areas'; unit of certification are prohibited from constructing drainage channels, building roads and new electricity lines on peatlands; unless if it is for a non-corporate land clearance. Peatlands are managed in accordance with 'RSPO Best Management Practices for the Management and Rehabilitation of Natural Vegetation related to Oil Palm Cultivation that already exists in Peatlands' (the latest version) along with relevant audit guidelines.</p> <p>- Critical (Major) compliance -</p>	Based on field observation in Siringo-Ringo Estate, observed there are no peatland in the area, all of them are mineral soil.	Not Applicable
Criteria 7.8: Practices maintain the quality and availability of surface and groundwater.			
7.8.1	<p>A water management plan is available and is implemented to support efficient use of water sources and continuous availability and avoid negative impacts on other users in the catchment. The plan referred to contains the following matters:</p> <p>- 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>The company has carried out water management and maintenance of water sources in the plantation and factory areas. The water source used by the factory comes from the Bilah River, where the Bilah River has been included in environmental management and monitoring (RKL/RPL). Then, the Bilah River also has a tributary, namely the Mailil River. Thus, the program and realization of water resource management can be seen in the RKL/RPL report and the HCV Implementation and Management Report, including in the form of minutes and documentation of installing warning boards and planting woody plants to prevent erosion on river borders, marking border boundaries, and testing and analyzing river water quality upstream and downstream.</p> <p>The surface water quality monitoring program refers to the RKL RPL matrix owned by the company, which is carried out every 6 months for the upstream and downstream of the Bilah River and Mailil River. Testing</p>	Complied

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		is carried out by the accredited laboratory PT ITEC Solution Indonesia. River water quality has been carried out based on the analysis results report dated August 1, 2023.	
	7.8.1b Workers have adequate access to clean water.	<p>The company has provided clean water to workers and analyzed per 6 month. The last one was on July 2023 with report of analysis D.07.1939/LHU/2023, Analyze No: D.07.1939.h-AB.23 dated 20 July 2023, the result complied to PerMenkes Nomor 2 Tahun 2023</p> <p>Based on interview with worker's family in the housing complex, obtained information that electricity and water provided by company free of charge.</p>	
7.8.2	<p>(C) Water courses and wetlands are protected, including the maintenance and restoration of riparian zones and other buffer zones during or before replanting, in accordance with the "RSPO Manual on BMPs for the management and rehabilitation of riparian reserves" (April 2017) or Simplified Guide Management and Rehabilitation of Riparian Reserves (2018).</p> <p>- Critical (Major) compliance -</p>	<p>The company has a Forest Identification with High Conservation Value (HNKT) document which is documented in the HNKT Assessment document of PT Siringo-Ringo Labuhanbatu, North Sumatra, Indonesia. The document was prepared by CV Gaia Nusantara, an institution operating in the field of natural resource management consulting. Assessment activities were carried out on 26 November 2009 – 2 August 2010 and the final report was published in September 2010. The identification results state that PT Siringo-Ringo contains land planted/managed by the company and the community and has become an intensive agricultural location. The PT Siringo-Ringo area and its surroundings do not (ever) contain significant natural forest cover or other natural ecosystems and therefore do not contain HCV areas.</p> <p>The company has identified protected areas by referring to Presidential Decree No. 32 of 1990, documented in PT Siringo-Ringo's Protected Area Identification Report (Based on Presidential Decree No. 32 of 1990) dated 31 May 2021. The identification study was carried out by the company's internal team. Based on document review and field observations, the protected area identified in PT Siringo-Ringo's HGU is a Local Protection Area in the form of a riparian area, namely the Mailil River with an area of 14.99 Ha.</p>	Complied

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		<p>The company has carried out water management and maintenance of water sources in the plantation and factory areas. The water source used by the factory comes from the Bilah River, where the Bilah River has been included in environmental management and monitoring (RKL/RPL). Then, the Bilah River also has a tributary, namely the Mailil River. Thus, the program and realization of water resource management can be seen in the RKL/RPL report and the HCV Implementation and Management Report, including in the form of minutes and documentation of installing warning boards and planting woody plants to prevent erosion on river borders, marking border boundaries, and testing and analyzing river water quality upstream and downstream.</p> <p>On March 5, 2024, the company together with the Labuhanbatu Regency Environmental Service, Head of West Bilah District, Head of Siring-Ringo Village. The Acting Head of Bandar Kumbul Village and the Head of the Tali Village Environment carry out planting in the Mailil River Border area. The types of plants planted are 20 trees of mahogany, 10 trees of tamarind and 50 trees of soursop.</p> <p>Based on field observations, it was observed that the riparian area conditions were well maintained. Even though there was a replanting activity in 2013, the oil palm trees on the riparian area were not cut down.</p>	
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 company has routinely carried out waste water quality checks every month and the results of the quality analysis are in quarterly reports to the relevant agencies. The study was carried out on the measurement results for April 2023 – March 2024. Testing was carried out by an accredited laboratory, namely PT ITEC Solution Indonesia. The measurement results are in accordance with the quality standards set by Minister of Environment Decree 29/2003. The standard parameters set include BOD 5,000 ppm and pH 6-9.</p> <p>Results of liquid waste analysis for the period April – December 2023</p>	Complied

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Parameter	Unit	Thresh old	Apr	Mei	Jun	Jul
pH	-	6-9	8.60	8.64	8.55	8.70
BOD (KOB)	mg/l	<5000	62.19	57.11	61.92	60.25
COD (KOK)	mg/l	-	201.08	186.39	190.15	194.16
Fat and Oil	mg/l	-	16.40	20.10	24.20	21.80
Cd	mg/l	-	<0.010	<0.010	<0.010	<0.010
Cu	mg/l	-	<0.010	<0.010	<0.010	<0.010
Pb	mg/l	-	<0.060	<0.060	<0.060	<0.060
Zn	mg/l	-	<0.020	<0.020	<0.020	<0.020

Parameter	Unit	Threshold	Agt	Sep	Okt
pH	-	6-9	8.66	8.50	8.30
BOD (KOB)	mg/l	<5000	59.72	56.18	55.36
COD (KOK)	mg/l	-	164.11	190.15	170.15
Fat and Oil	mg/l	-	19.80	21.68	30.18
Cd	mg/l	-	<0.010	<0.010	<0.010
Cu	mg/l	-	<0.010	<0.010	<0.010
Pb	mg/l	-	<0.060	<0.060	<0.060
Zn	mg/l	-	<0.020	<0.020	<0.020

Parameter	Unit	Threshold	Nov	Des
pH	-	6--9	8.70	8.60
BOD (KOB)	mg/l	<5000	58.23	60.76

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Zn	mg/l	-	<0.020	<0.020	<0.020	<0.020																																																																																										
7.8.4	Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -	The company has a permit to exploit water sources based on the following documents: <ul style="list-style-type: none">Business Licensing to Support Business Activities Water Resources Business Permit (River Area Authority of Provincial Regional	Complied																																																																																													

		<p>Government) PB – UMKU: 812011923246900000003 dated 30 December 2022.</p> <ul style="list-style-type: none"> Attachment to Water Resources Use Permit (PB – UMKU) to Technical Recommendation Number: 610/2853/III/2022 dated 27 December 2022, details: <ul style="list-style-type: none"> ✓ ▪ Name of Business Actor: PT Siringo-Ringo ✓ ▪ Business Field: Palm Oil Plantation ✓ ▪ Pick up location: ✓ ▪ Water source: Bilah River ✓ ▪ Village/Subdistrict: Bandar Kumbul ✓ ▪ District: West Bar ✓ ▪ Regency: Labuhanbatu ✓ ▪ Province: North Sumatra ✓ ▪ Coordinates: N 02° 05' 59.60 E 99° 45' 52.60" Report these business activities periodically every 6 months to the Governor of North Sumatra cq. Department of Water Resources, Human Settlements and Spatial Planning of North Sumatra Province Water Resources Use Permit is valid for 3 years from date of issuance <p>Records of water use in January – April 2024</p> <table> <tr> <th>Month</th><th>FFB Process</th><th>Water (m³)</th><th>Ratio (m3/ton)</th></tr> <tr> <td>Jan</td><td>15,689.05</td><td>19,502</td><td>1.24</td></tr> <tr> <td>Feb</td><td>14,809.62</td><td>17,914</td><td>1.21</td></tr> <tr> <td>Mar</td><td>16,667.55</td><td>17,574</td><td>1.05</td></tr> </table>	Month	FFB Process	Water (m ³)	Ratio (m3/ton)	Jan	15,689.05	19,502	1.24	Feb	14,809.62	17,914	1.21	Mar	16,667.55	17,574	1.05	
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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 -	To improving efficiency of the use of fossil fuels such monitoring on use of fossil fuels. Fossil fuel records was maintenance and the trends shown. Energy use records include accurate measurements of	Complied																																																								

		<p>renewable energy use per ton of FFB processed. All the shell and fiber are consumed internally as boiler fuel. Fossil fuel usage is recorded for operational purpose, including the efficiency analysis.</p> <p>Records of EFB, fiber and shell in 2023 (January – December)</p> <table> <tr> <th>No</th><th>By-product</th><th>Amount (Ton)</th><th>Use for</th></tr> <tr> <td>1</td><td>EFB</td><td>28,940</td><td>Boiler fuel</td></tr> <tr> <td>2</td><td>Fiber</td><td>20,583</td><td>Boiler fuel</td></tr> <tr> <td>3</td><td>Shell</td><td>2,246</td><td>Boiler fuel</td></tr> </table> <p>Records of EFB, fiber and shell in 2024 (January – April)</p> <table> <tr> <th>No</th><th>By-product</th><th>Amount (Ton)</th><th>Use for</th></tr> <tr> <td>1</td><td>EFB</td><td>10,221</td><td>Boiler fuel</td></tr> <tr> <td>2</td><td>Fiber</td><td>6,313</td><td>Boiler fuel</td></tr> <tr> <td>3</td><td>Shell</td><td>789</td><td>Boiler fuel</td></tr> </table> <p>Fossil fuel consumption in 2023 (January – December)</p> <table> <tr> <th>No</th><th>Unit</th><th>Fuels (ltr)</th><th>Use for</th></tr> <tr> <td>1</td><td>Estate</td><td>21,735</td><td>Operational activities</td></tr> <tr> <td>2</td><td>Mill</td><td>49,505</td><td>Operational activities</td></tr> </table> <p>Fossil fuel consumption in 2024 (January – April)</p> <table> <tr> <th>No</th><th>Year</th><th>Fuels (ltr)</th><th>Use for</th></tr> </table>	No	By-product	Amount (Ton)	Use for	1	EFB	28,940	Boiler fuel	2	Fiber	20,583	Boiler fuel	3	Shell	2,246	Boiler fuel	No	By-product	Amount (Ton)	Use for	1	EFB	10,221	Boiler fuel	2	Fiber	6,313	Boiler fuel	3	Shell	789	Boiler fuel	No	Unit	Fuels (ltr)	Use for	1	Estate	21,735	Operational activities	2	Mill	49,505	Operational activities	No	Year	Fuels (ltr)	Use for	
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1	Estate	3,429.74	Operational activities								
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Criteria 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.											
7.10.1	<p>(C) GHG emissions for the unit of certification are identified and assessed. Plans to reduce or minimize GHG emissions are implemented, monitored through the PalmGHG calculator, and reported publicly.</p> <p>- Critical (Major) compliance -</p>	<p>Estate</p> <p>The company has greenhouse gas emission mitigation procedures, namely SOP No. SOP/Plant.Div/9.3 dated 4 January 2016 concerning Greenhouse Gas Inventory and Mitigation. Greenhouse gases (GHG) are gases in the atmosphere that cause global warming effects. Included in GHGs are carbon dioxide (CO2), methane (NH4), nitrogen dioxide (NO2), hydroflourocarbon (HFC), perflourocarbon (PFC) and sulfur hexafluoride (SF6).</p> <p>Inventory of GHG emissions in the plantation area includes FFB production, use of fossil fuels and use of agrochemical fertilizers and pesticides. Mitigation measures include not clearing areas that have high carbon reserves; carrying out plantation practices that can reduce GHG emissions, such as water management in peat areas, routine and periodic maintenance of vehicles and machines to increase fuel use efficiency, proper fertilizer application; carry out monitoring, conservation and rehabilitation practices in areas that have been designated as conservation areas such as HCV and HCS areas.</p> <p>Mill</p> <p>The company has greenhouse gas emission mitigation procedures, namely SOP No. SOP/Plant.Div/3.34.1 dated 1 July 2021 concerning</p>		Complied							

		<p>Greenhouse Gas Inventory and Mitigation. Greenhouse gases (GHG) are gases in the atmosphere that cause global warming effects. Included in GHGs are carbon dioxide (CO₂), methane (CH₄), nitrogen dioxide (NO₂), hydrofluorocarbon (HFC), perfluorocarbon (PFC) and sulfur hexafluoride (SF₆).</p> <p>Inventory of GHG emissions in the factory area includes delivery of FFB from the plantation to the PKS, electricity use, use of diesel in generators for production needs, use of water and lubricants, quantity and quality of POME nitrogen dioxide produced to the application land, delivery of CPO from the PKS to the destination demolish. Mitigation carried out includes the use of renewable energy as a substitute for fossil fuels such as the use of fiber, EFB, shells as fuel in boilers and the use of methane from liquid waste as an electricity generator.</p> <p>The company has calculated its GHG through PalmGHG Calculator, the result can be seen in Appendix B.</p>	
7.10.2	<p>(C) Since 2014, an estimate of carbon stocks in the proposed development area has been carried out along with potential sources of emissions that can occur directly as a result of the development and plans to minimize these emissions are prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	No new planting in Siringo-Ringo estate, replanting was conducted in 2014-2017.	Not Applicable
7.10.3	<p>(C) Other significant pollutant identification results are available and plans to reduce or minimize them are implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Significant pollutants and GHG such as: Emission, particulate, noise from boiler and generator, effluent from mill wastewater, fertilizer application, chemical applicator and transport of FFB.</p> <p>Monitoring of air emissions and ambient air quality conducted every semester. Emissions test conducted testing by Accreditation Laboratory. The results of the analysis have been demonstrated and reported to Environmental Agency every six months.</p>	Complied

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Criteria 7.11: Fire is not used for preparing land and is prevented in the managed area.			
7.11.1	(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -	No new planting in Siringo-Ringo estate, replanting was conducted in 2014-2017.	Complied
7.11.2	The unit of certification establishes fire prevention and control measures for lands that are directly managed by the unit of certification. - Minor compliance -	No new planting in Siringo-Ringo estate, replanting was conducted in 2014-2017.	Complied
7.11.3	The unit of certification engages stakeholders in adjacent locations for fire prevention and control measures. - Minor compliance -	The company regularly held a stakeholder meeting to inform/socialize the company policies and procedures. Records of stakeholder meeting are : <ul style="list-style-type: none"> • 30 May 2023 located at the PT Siringo-Ringo Estate Office, attended by 18 people consisting of West Bilah Subdistrict Head, Rantau Utara Subdistrict Head, Siringo-Ringo Village Head, Bandar Kumbul Village Head, community leaders, Manpower Service, Agriculture Service, Maju Lancar Cooperative Independent • 17 May 2024 located in the Bandar Kumbul Village Office Hall; attended by 40 people consisting of the Village Head, Village Secretary, Village BPD, Hamlet Head, community leaders, religious leaders, village midwife and PKK. • 20 May 2024 located in the Siringo-Ringo Subdistrict meeting room, attended by 29 people consisting of the Subdistrict Head, Subdistrict Secretary, Subdistrict BPD, Hamlet Head, community leaders, religious leaders, village midwives and PKK. 	Complied
Criteria 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.			
7.12.1	(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCV or HCS forests.	There was no evidence any primary forest been replaced for oil palm planting since 2005 for PT SRR. Based on PT SRR planting year	Complied

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	<p>Historical analysis of Land Use Change Analysis (LUCA) is carried out before any new land clearing, in accordance with the RSPO LUCA Guidance document (see indicator 7.12.2).</p> <p>- Critical (Major) compliance -</p>	<p>information and map documents, the initial planting palm oil in PT SRR is on 1988 and the last planting on 1997.</p> <p>The company has a Identification of High Conservation Value Area document which is documented in the HNKT Assessment document of PT Siringo-Ringo Labuhanbatu, North Sumatra, Indonesia. The document was prepared by CV Gaia Nusantara, an institution operating in the field of natural resource management consulting. Assessment activities were carried out on 26 November 2009 – 2 August 2010 and the final report was published in September 2010. The identification results state that PT Siringo-Ringo contains land planted/managed by the company and the community and has become an intensive agricultural location. The PT Siringo-Ringo area and its surroundings do not (ever) contain significant natural forest cover or other natural ecosystems and therefore do not contain HCV areas</p> <p>However, the company still conduct management and monitoring conservation area (buffer zone area) border to the estate and report on yearly basis by Sustainability Department & Audit Certification Team. The protected areas identified by referring to Presidential Decree No. 32 of 1990, documented in PT Siringo-Ringo's Protected Area Identification Report (Based on Presidential Decree No. 32 of 1990) dated 31 May 2021. The identification study was carried out by the company's internal team. Based on document review and field observations, the protected area identified in PT Siringo-Ringo's HGU is a Local Protection Area in the form of a riparian area, namely the Mailil River with an area of 14.99 Ha.</p>	
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7.12.2	<p>(C) HCV and HCS forests, and other conservation areas are identified as follows:</p> <ul style="list-style-type: none"> - Critical (Major) compliance - <p>7.12.2a) For existing plantations, with an HCV assessments conducted by RSPO- approved assessors and have no new land clearing after 15 November 2018, the existing HCV assessments remains valid.</p>	<p>The company has a Identification of High Conservation Value Area document which is documented in the HNKT Assessment document of PT Siringo-Ringo Labuhanbatu, North Sumatra, Indonesia. The document was prepared by CV Gaia Nusantara, an institution operating in the field of natural resource management consulting. Assessment activities were carried out on 26 November 2009 – 2 August 2010 and the final report was published in September 2010. The identification results state that PT Siringo-Ringo contains land planted/managed by the company and the community and has become an intensive agricultural location. The PT Siringo-Ringo area and its surroundings do not (ever) contain significant natural forest cover or other natural ecosystems and therefore do not contain HCV areas</p> <p>However, the company still conduct management and monitoring conservation area (buffer zone area) border to the estate and report on yearly basis by Sustainability Department & Audit Certification Team. The protected areas identified by referring to Presidential Decree No. 32 of 1990, documented in PT Siringo-Ringo's Protected Area Identification Report (Based on Presidential Decree No. 32 of 1990) dated 31 May 2021. The identification study was carried out by the company's internal team. Based on document review and field observations, the protected area identified in PT Siringo-Ringo's HGU is a Local Protection Area in the form of a riparian area, namely the Mailil River with an area of 14.99 Ha.</p>	Complied
	<p>7.12.2 b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the latest HCSA Toolkit and HCV-HCSA Assessment Manual that is applicable at the time of the assessment. This includes stakeholder consultation and take into account wider landscape- level consideration.</p>	<p>No land clearing has been carried out by PT SRR since November 2005 and 15 November 2018, so PT SRR is not required to have a HCV - HCS assessment in accordance with the HCSA toolkit and the HCV-HCSA Assessment manual. So, the current HCV assessment is valid.</p>	

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7.12.3	<p>(C) In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.</p> <p>- Critical (Major) compliance -</p>	Based on the HCV assessment report, it is known that PT SRR is not located in High Forest Cover Landscapes (HFCLs) area.	Complied
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An Integrated management plans to protect and/or enhance HCV and HCS forests, peatland and other conservation areas are developed, implemented and adapted if necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan was developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	The company has a Identification of High Conservation Value Area document which is documented in the HNKT Assessment document of PT Siringo-Ringo Labuhanbatu, North Sumatra, Indonesia. The document was prepared by CV Gaia Nusantara, an institution operating in the field of natural resource management consulting. Assessment activities were carried out on 26 November 2009 – 2 August 2010 and the final report was published in September 2010. The identification results state that PT Siringo-Ringo contains land planted/managed by the company and the community and has become an intensive agricultural location. The PT Siringo-Ringo area and its surroundings do not (ever) contain significant natural forest cover or other natural ecosystems and therefore do not contain HCV areas	Complied
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>	The company has a Identification of High Conservation Value Area document which is documented in the HNKT Assessment document of PT Siringo-Ringo Labuhanbatu, North Sumatra, Indonesia. The document was prepared by CV Gaia Nusantara, an institution operating in the field of natural resource management consulting. Assessment activities were carried out on 26 November 2009 – 2 August 2010 and the final report was published in September 2010. The identification results state that PT Siringo-Ringo contains land planted/managed by the company and the community and has become an intensive agricultural location. The PT Siringo-Ringo area and its surroundings do not (ever) contain significant natural forest cover or other natural	Complied

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		<p>ecosystems and therefore do not contain HCV areas. The company has established the management and monitoring plan conservation area, describes in a document titled "Rencana Pengelolaan dan Pemantauan Area Konservasi PT. Siringo Ringo dan Lanskap Sekitar" for period 2024-2028, in the matrix of 'Rencana Pengelolaan dan Pemantauan Area konservasi dan lanskap sekitar PT SRR' sighted the plan for biodiversity, hydrology, social. The matrix informing: important aspects, management conducted, relevant stakeholders, potential opportunities for partnerships, goals, targets, methods, activities and schedule. Sample of activities planned and implemented such as:</p> <ul style="list-style-type: none"> - Consulting with Natural Resources Conservation Center (BKSDA) related to existence of RTE species and also held a socialization prohibition on hunting wildlife to employees and surrounding communities. - Identify the riparian Areas and marking the boundaries. Also install sign boards not to do any chemical activity. - Conservation areas encroachment monitoring, regular patrol, etc. - Mitigation of land fires (continuous outreach on KARHUTLA, daily monitoring of hotspots with satellite data, field verification if hotspots that are indicated, fire patrols). 	
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>The company has a Identification of High Conservation Value Area document which is documented in the HNKT Assessment document of PT Siringo-Ringo Labuhanbatu, North Sumatra, Indonesia. The document was prepared by CV Gaia Nusantara, an institution operating in the field of natural resource management consulting. Assessment activities were carried out on 26 November 2009 – 2 August 2010 and the final report was published in September 2010. The identification results state that PT Siringo-Ringo contains land planted/managed by the company and the community and has become an intensive</p>	Complied

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		agricultural location. The PT Siringo-Ringo area and its surroundings do not (ever) contain significant natural forest cover or other natural ecosystems and therefore do not contain HCV areas . The company is also having a SOP title "Pengelolaan dan Pemantauan Area Konservasi di Perkebunan Kelapa Sawit. Doc no SOP/Plant.Div/9.2, rev 02, updated October 10th, 2019 and policy (Instruksi Asisten Kepala) to protect RTE species based on Permen LHK No. P106/2018, IUCN & CITIES. Penalties under the UU No.5 / 1990 "person who deliberately capture, injure, kill, keep, possess, maintain, transport, and trade in protected animals alive or dead can shall be punished with imprisonment of 5 years and a maximum fine 100.000.000, - (one hundred million)" and can shall be punished with letter of reprimand/warning or fired/discharged. Penalties were communicated directly to all employees and the local community during HCV socialization and through the HCV sign board and warning board.	
7.12.7	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. - Minor compliance -	The company has a Identification of High Conservation Value Area document which is documented in the HNKT Assessment document of PT Siringo-Ringo Labuhanbatu, North Sumatra, Indonesia. The document was prepared by CV Gaia Nusantara, an institution operating in the field of natural resource management consulting. Assessment activities were carried out on 26 November 2009 – 2 August 2010 and the final report was published in September 2010. The identification results state that PT Siringo-Ringo contains land planted/managed by the company and the community and has become an intensive agricultural location. The PT Siringo-Ringo area and its surroundings do not (ever) contain significant natural forest cover or other natural ecosystems and therefore do not contain HCV areas	Complied
7.12.8	(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV- HCSA assessment since 15	The company has an Identification of High Conservation Value Area document which is documented in the HNKT Assessment document of	Complied

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	<p>November 2018, the Remediation and Compensation Procedures (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>PT Siringo-Ringo Labuhanbatu, North Sumatra, Indonesia. The document was prepared by CV Gaia Nusantara, an institution operating in the field of natural resource management consulting. Assessment activities were carried out on 26 November 2009 – 2 August 2010 and the final report was published in September 2010. The identification results state that PT Siringo-Ringo contains land planted/managed by the company and the community and has become an intensive agricultural location. The PT Siringo-Ringo area and its surroundings do not (ever) contain significant natural forest cover or other natural ecosystems and therefore do not contain HCV areas. Based on PT SRR planting year information and map documents, it is known that the last planting in PT SRR was carried out in 1997. No land clearing has been carried out by PT SRR since November 2005 and 15 November 2018. PT SRR extend its scope for approximately 160.332 Ha (HGU Cert No. 1366-1373, 8 parcels), the area is adjacent to SRR' HGU No 3. PT SRR' HCV assessment 2010 has been covered the extend scope area</p> <p>Based on the record, sighted evidence from RSPO Compensation dated 4 April 2024 confirmed that RSPO have noted that the HCV Assessment covers the extension area. Furthermore, all issues have been addressed. Based on the disclosure form, Musim Mas - PT Siringo-ringo (1065.44 ha) has been disclosed with no land clearing for oil palm development since November 2005 without prior HCV Assessment (no liability), so RaCP not applicable.</p>	
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Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2023** for Siringo-Ringo POM and supply base was calculated using the PalmGHG Calculator version 4.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

- i. Estates area planted data
- ii. Fuel consumed
- iii. Mill 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 Siringo-Ringo POM and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	-0.28
PKO	-0.28

Extraction	%
OER	18.15
KER	6.03

Production	t/yr
FFB Processed	212792.18
CPO Produced	38618.64
PKO Produced	12824.04

Land Use	Ha
OP Planted on Mineral	770.04
OP Planted on peat	0.00
Conservation (forested)	0.00
Conservation (non-forested)	14.99
Total	785.03

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	7605.40	0.54	0.00	0.00	0.00	0.00	7605.40	0.54
CO ₂ Emission from fertilizer	1007.42	0.07	0.00	0.00	0.00	0.00	1007.42	0.07
NO ₂ Emission from fertilizer	660.22	0.05	0.00	0.00	0.00	0.00	660.22	0.05
Fuel Consumption	117.02	0.01	0.00	0.00	0.00	0.00	117.02	0.01
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-7208.91	-0.51	0.00	0.00	0.00	0.00	-7208.91	-0.51

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Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.16
Total	2181.15	0.16	0.00	0.00	31805.10	0.00	33986.24	0.00

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	6534.68	0.03
Fuel Consumption	108.12	0.00
Grid Electricity Utilization	0.00	0.00
Credit		
Export of Grid Electricity	-763.33	0.00
Sales of PKS	-54215.11	-0.25
Sales of EFB	0.00	0.00
Total	-48335.65	-0.22

Summary of Kernel Crusher Emission and Credit (if applicable)

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

*This mill has no kernel crusher operation.

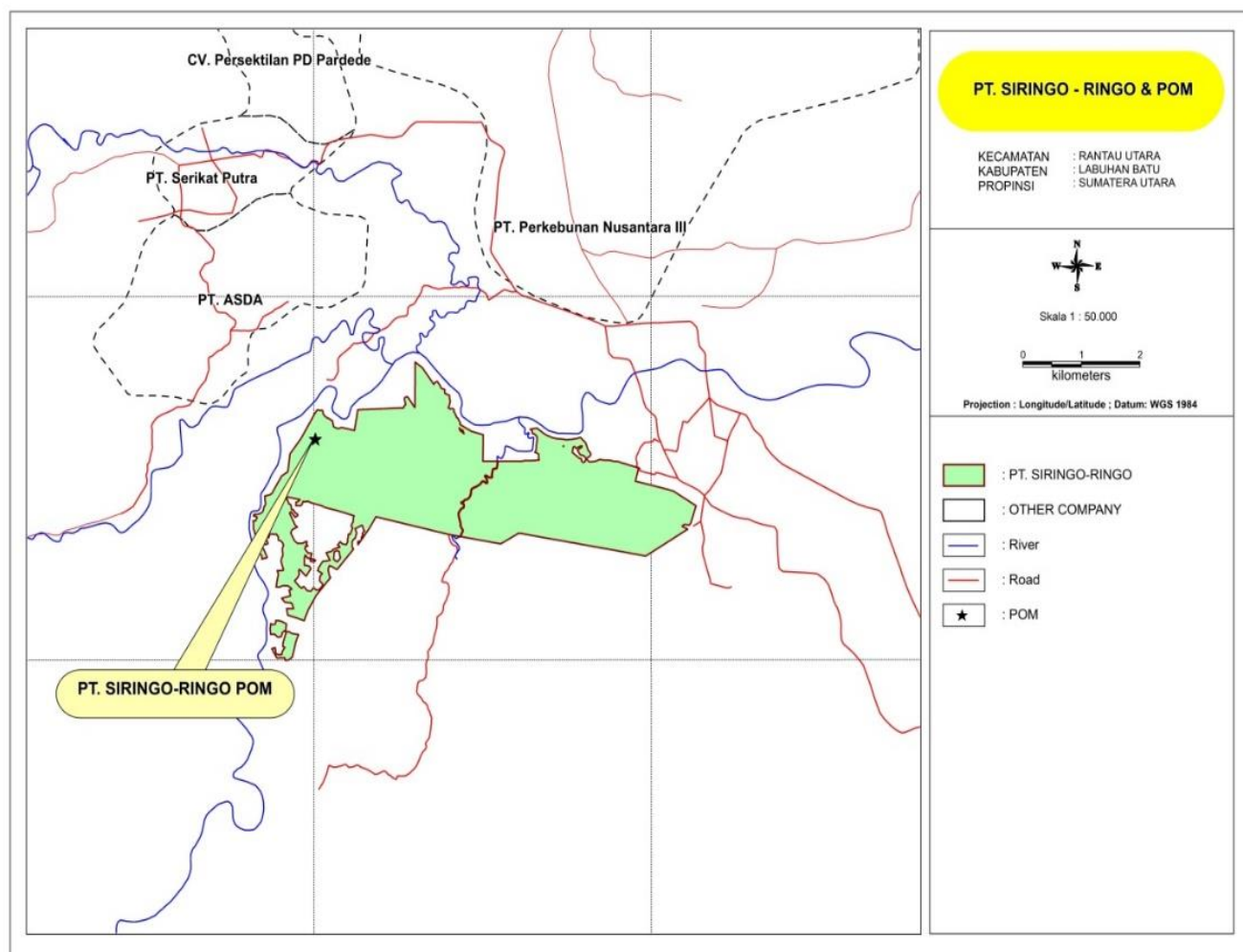
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	100

POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	0.00
Divert to methane captured (flaring) (%)	61,96
Divert to methane captured (energy generation) (%)	38,04

Appendix C: Location Map of Certification Unit and Supply bases



Appendix D: Estate Field Map



Appendix E: List of Smallholder Registered and/or sampled

Not Applicable

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Appendix F: List of Abbreviations

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