Summary Report of Planning & Management of PT Karya Bakti Agro Sejahtera - 3 Ketapang District, West Kalimantan Province

1. Executive Summary

This Executive Summary fulfills the RSPO New Planting Procedures Format "Summary Report of Planning & Management" (RSPO latest reversion of 05-05-10).

PT KBAS-3 is situated in Marau dan Kendawangan Sub-District, Ketapang District – West Kalimantan Province. The Consent License based on Plantation Permit (IUP) No. 525/014/Ek was identified High Conservation Values (HCV) and Social Impact Assessment (SIA) from November 2015 and reported in March 2016 by independent consultants from Aksenta, which their assessors has been accredited and approved by RSPO.

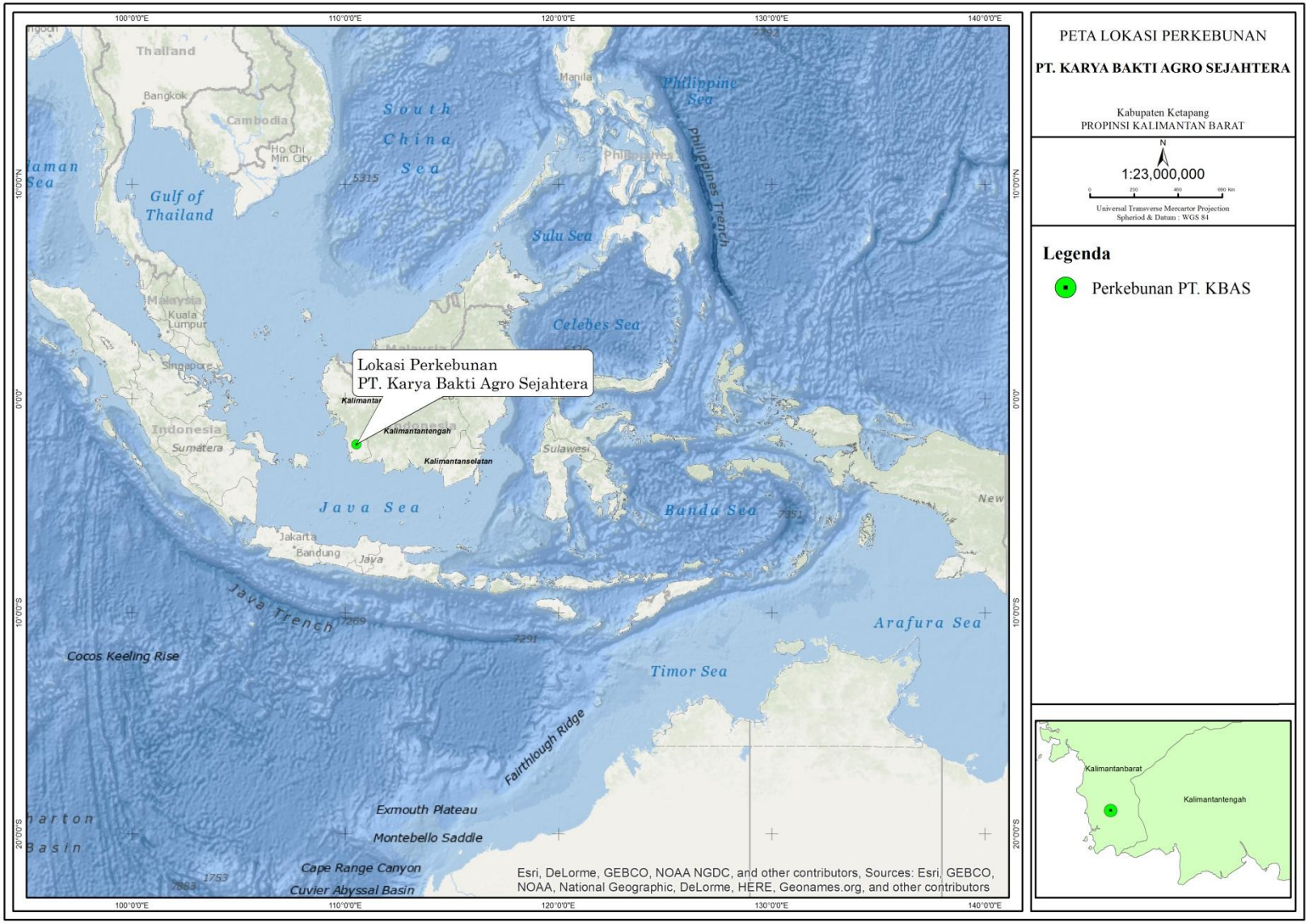
The results of the HCV assessment by independent consultants from Aksenta, have shown that there is no primary forest in the Plantation Permit (IUP) of PT KBAS-3. The vegetation's cover dominated by the shrubs.

As for potential HCV areas, there were 4 (four) types of HCV were identified by Aksenta; these are HCV 1 (1.2, 1.3 and 1.4), HCV 4 (4.1 and 4.2), HCV 5 and HCV 6, no findings of HCV 3 in the Plantation Permit of PT KBAS - 3. The original HCV total area identified was ±396.4 ha, with HCV Management Area 18.6 ha. HCV Management Area is the important area whose its existence can support continued of HCV element. (total HCV & HCVMA 6.2% of Permitted Area). The important elements for HCV 1 are the habitat for several species of rare, endangered and endemic species such as Owa Ungko (*Hylobates agilis*), Macan Dahan (*Neofelis diardi*), Berang-berang Hidung Berbulu (*Lutra sumatrana*), Babi Jenggot (*Sus b.* Barbatus), and Trenggiling (*Manis* javanica) *and HCV 4* are the potential damage from river riparian dan catchments area. The important elements for HCV 6 are related to maintaining the sacred places of local communies.

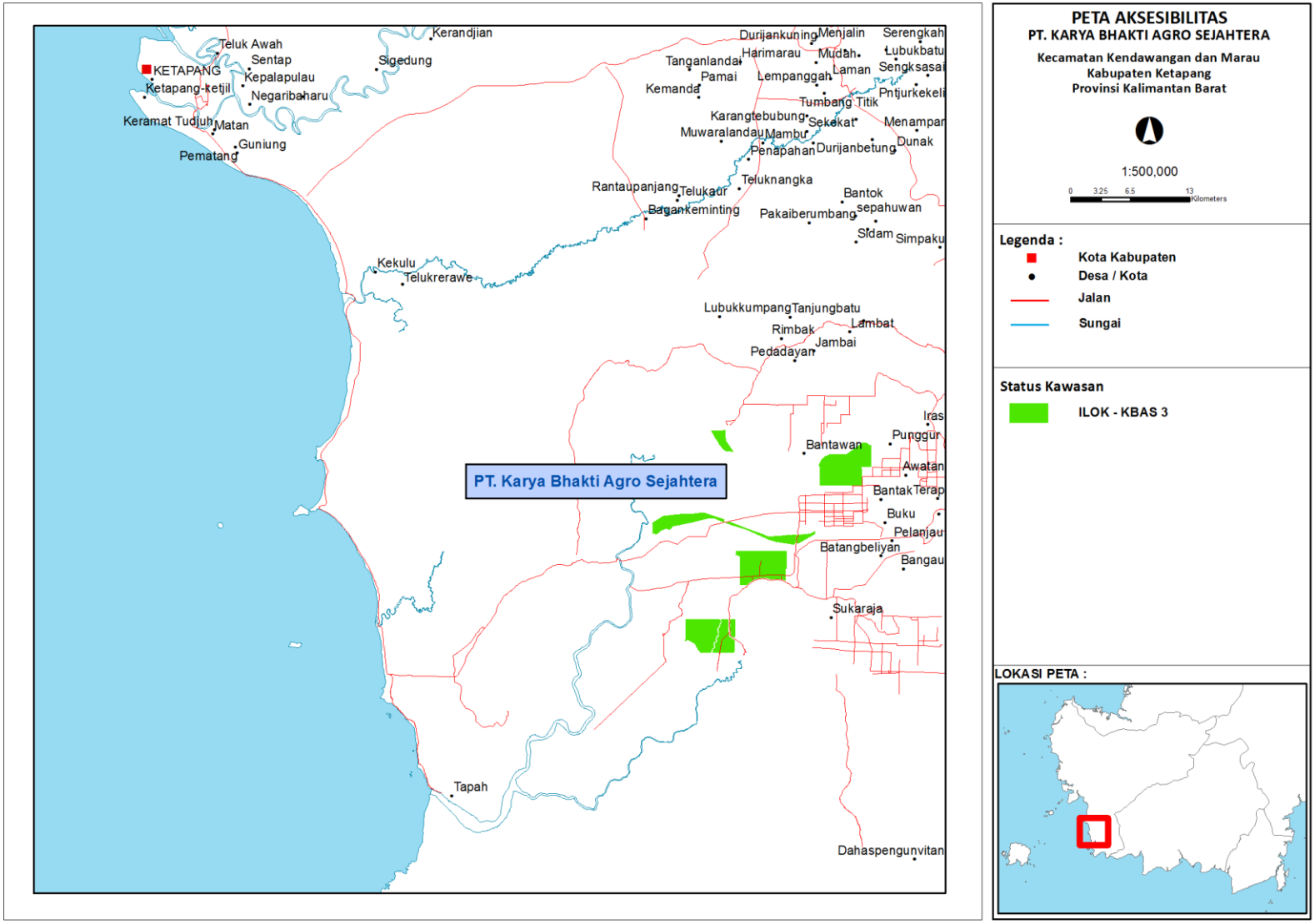
The results of the Social Impact Assessments (SIA) have shown that the company's development of oil palm plantation and palm oil mill production has significant and positive impacts toward local livelihood and the society's social sustainability. The findings have defined how the company's business management can influence the key issues in the respective component of the social sustainability of the local community. There are described in the three basic components for society's social sustainability that influences the planning of future company's operation.

The findings on both the HCV and SIA by independent consultants from Aksenta who have been by HCVRN Assessor Licensing Scheme have been incorporated in the oil palm development plan of PT KBAS-3 which includes the HCV and SIA management and monitoring plans of PT KBAS-3. Development of the HCV and SIA management and monitoring plans was facilitated by Aksenta team. The purpose of the workshop on HCV - SIA management and monitoring program for PT KBAS-3 was to enable the management team to have a better understanding of the HCV and SIA findings and their related implications so as to provide reference points in developing the operational activities of the company related to the HCV, social managements synergy with the company's development of oil palm plantation.

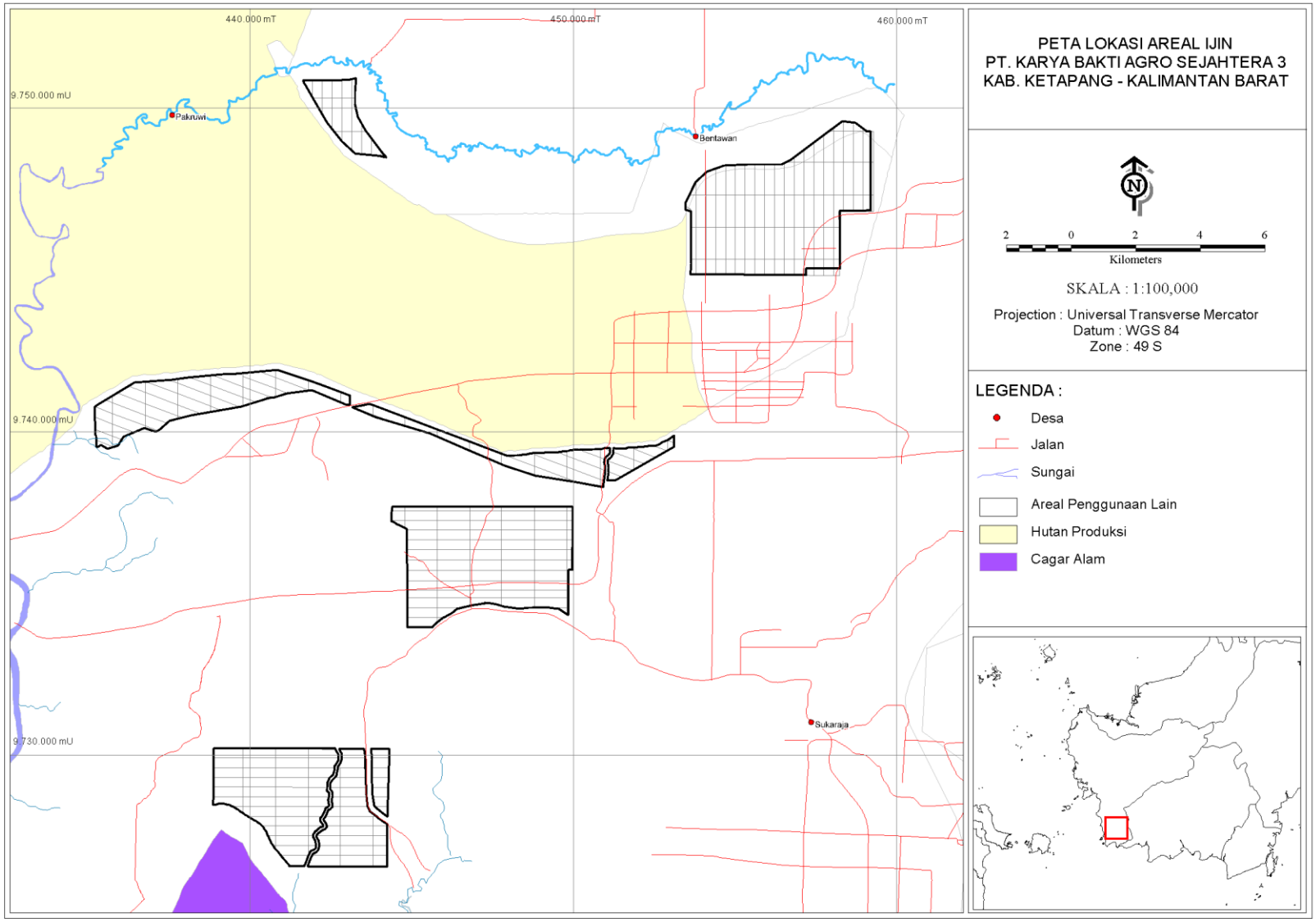
Location maps – both at landscape level and property level



Picture 1 Location of PT Karya Bakti Agro Sejahtera - 3 in Indonesia



Picture 2 Location of PT Karya Bakti Agro Sejahtera - 3 in Antang Kalang Sub-district, Kotawaringin Barat Regency, West Kalimantan Province



Picture 3 Concession of PT Karya Bakti Agro Sejahtera - 3

2. Reference Documents

2.1 The reference documents are as follow:

1. Social and Environment Impact Assessment Document (SEIA/ AMDAL) was approved by Head of Kotawaringin Barat Regent with Decree number 660/64/BLH/XII/2015 dated 22-12-2015;
2. High Conservtion Value Assessment report for PT Karya Bakti Agro Sejahtera - 3, February 2016 by GAGAS DINAMIGA AKSENTA (Aksenta);
3. The Peer review HCV Identification document is in the report "HCV Assessment report for PT Karya Bakti Agro Sejahtera - 3, February 2016 by Kunkun Jaka Gurmaya";
4. Social Impact Assessment report for PT Karya Bakti Agro Sejahtera - 3, Februari 2016 by GAGAS DINAMIGA AKSENTA (Aksenta);
5. The Management & Monitoring Plans of HCV PT KBAS-3, February 2016 by GAGAS DINAMIGA AKSENTA (Aksenta),
6. The development plan of PT KBAS-3.

Brief summary of the above

Based on social environment assessment, the positive and negative impacts of the operational activities of PT KBAS-3 have been identified. The key positive impacts include enhancing the income of the communities and providing more job opportunities to the local communities with the development of oil palm plantations in the area. Possible negative impacts are threats to the ecology as well as potential conflicts of workforce, socio- cultural balances and land tenure.

In addition to the SEIA assessments, PT KBAS-3 has also conducted independent High Conservation Values Assessments (HCV), Social Impact Assessments (SIA), Land Use Change Analysis (LUCA) and High Carbon Stock Assessment (HCS) involving external experts, Gagas Dinamiga Aksenta (AKSENTA); the key consultants conducting these assessments have been accredited and approved by Assessor License Scheme (ALS) of HCVRN which endorsed by RSPO. PT KBAS-3 has been submitted their summary of HCV Assessment to HCVRN Quality Control. And, as a responsible grower, KBAS-3 will do its GHG Calculation for a new development, and will submit the report which includes plans on how to mitigate its emission to the Emission Reduction Working Group (ERWG).

Based on the assessments, PT KBAS-3 has developed management and monitoring plans to mitigate any negative impacts and enhance the positive ones. Management and monitoring of social and environmental impacts are based on the operational activities that can cause impacts during the development as well as during the operational stages. Potential impacts and other negative impacts as perceived by the communities arising from PT KBAS-3 the new activities

were also identified by the external consultants. By implementing sound social and environmental management practices, it is expected that these conflicts, both of ecology or social, can be minimized and the relationship between the company and local communities can be preserved and harmonized.

The results of the HCV assessment by independent consultants from Aksenta have shown that there is no primary forest in the Permitted Area (Izin Lokasi) of PT KBAS-3.

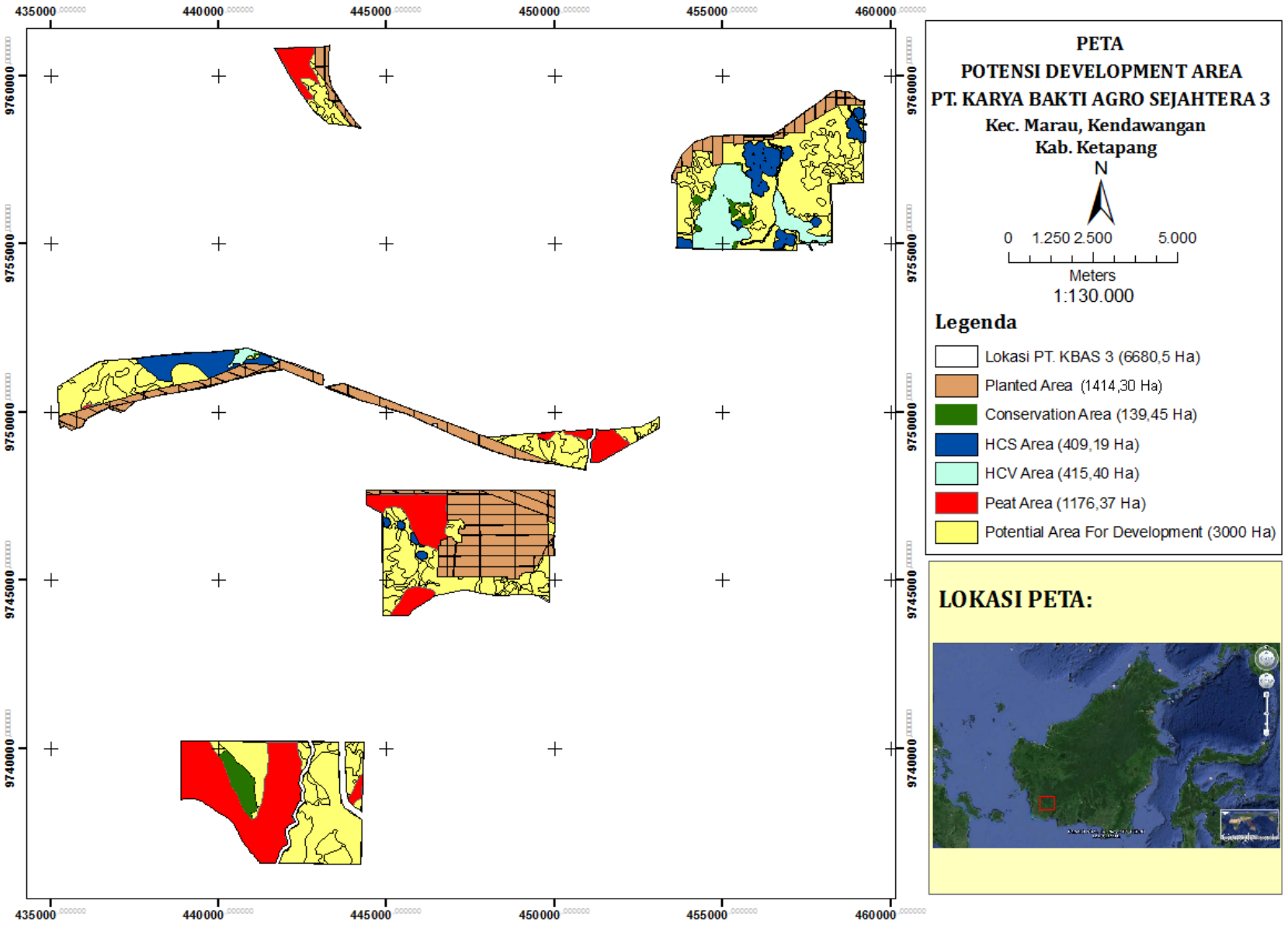
2.2 Area and time-plan for new plantings

The proposed new planting area by PT KBAS-3 is in the location in the Plantation Permit (Izin Usaha Perkebunan, IUP) which have been agreed by the owners of the land through the FPIC (free, prior and informed consent). Land development and planting of oil palm has begun and it's following the procedures of the RSPO New Planting Procedures (NPP).

Table 2. Data of Land Use Distribution and Planting Projection

Remarks		Size (Ha)
Total Planted		1,414.30*
- 2010 :	180.33	
- 2011 :	284.15	
- 2012 :	584.97	
- 2013 :	364,85	
Infrastructure		96.24
HCV (HCV & HCV Management Area)		415.40
HCS		409.19
Conservation Area by Company		139.45
Identify Peat Land		1,176.37
Open land		3,029.05
Planting projection 2016 :	2,000.00	
Planting projection 2017 :	1,029.05	
Total Land Use		**6.680.00**

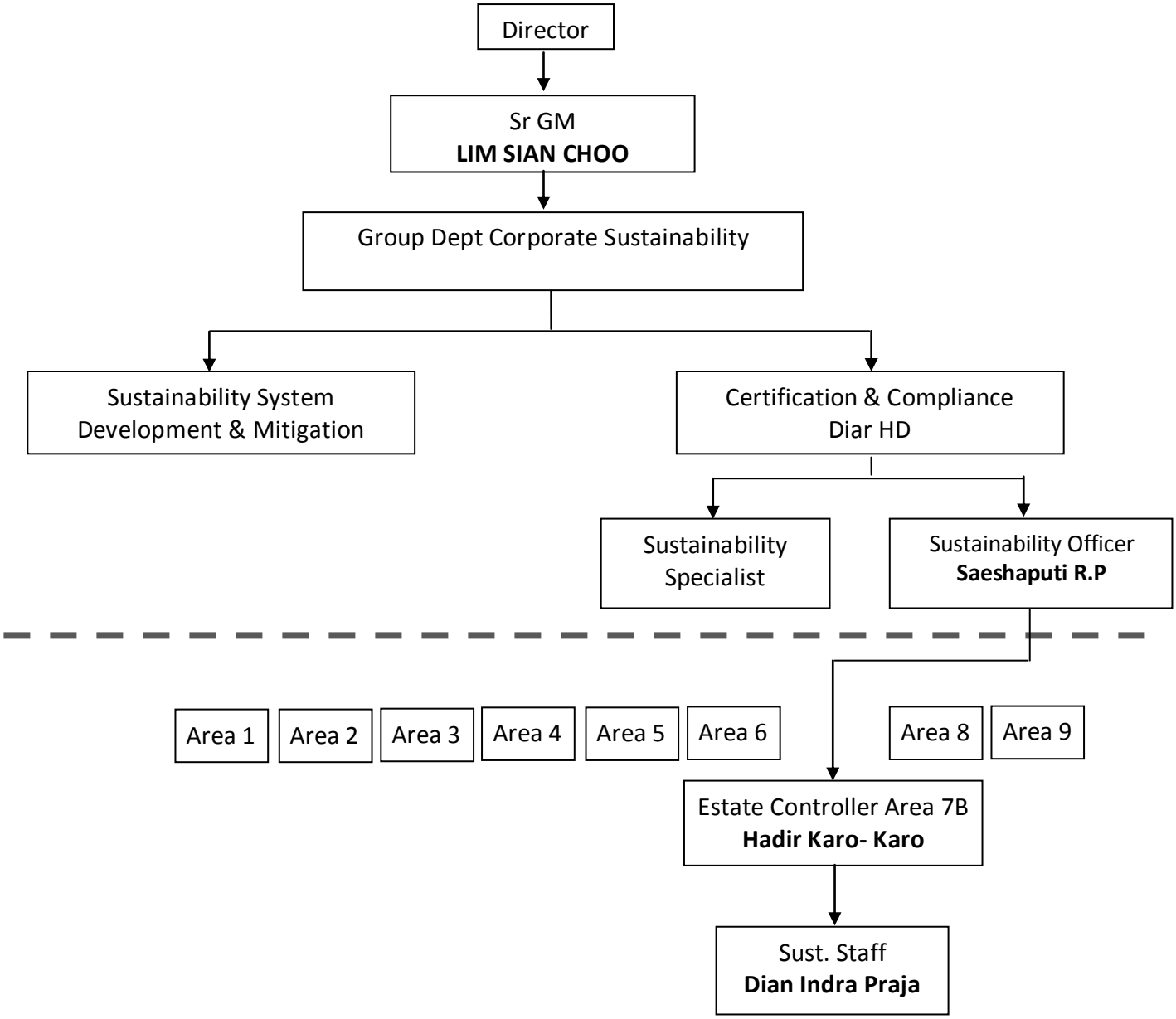
**) The area planted without NPP are subject to sanction as per RSPO Announcement*



Picture 4. Plan for Planting Area PT KBAS-3

3. SEIA and HCV Management & Planning Personnel

3.1 Organizational information and contact persons HCV



3.2 Personnel involved in planning and implementation.

The process of HCV and SIA development and preparation of management and monitoring plans for PT KBAS-3 was implemented in phases involving several parties: that is Estate Department, the Corporate Social Responsibility Departement and Corporate Sustainability Department. The details of the parties involved in the HCV and SIA development and preparation of management and monitoring plans are summarized in **Table 3**.

Table 3 The Participatory List of the HCV and SIA manufacture and preparation of management and monitoring plans for PT KBAS-3

No.	Name	Department/Instansi	Official Role
HCV Management & Monitoring Plan			
1.	Sri Indranto	Region Head	Participant
2.	Lim Sian Choo	Head of CSR & Corp. Sustainability	
3.	Hidayat Aprilianto	EHS Specialist	Participant
4.	Amir Hamzah	EHS Specialist	Facilitator
5.	Ardhan Yeza	EHS Specialist	Facilitator
6.	Saeshaputi Rahmanita P	Sustainability Staff HO	Facilitator
SIA Management & Monitoring Plan			
1.	Sri Indranto	Region Head	Participant
2.	Hadir Karokaro	Area Controler	Participant
3.	Yohanes Agung Baskoro	CSR Dept. Head	Participant
4.	Agus Wiastono	CSR Specialist HO	Participant
5.	Gabriel	CSR Staff	Participant
Internal Review of the HCV and SIA Reports, Management and Monitoring Plans (at Head Office)			
1.	Mukhlis Bentara	Deputy COO	Reviewer
2.	Lim Sian Choo	Head of CSR & Corp. Sustainability	Reviewer
3.	Hidayat Aprilianto	Sustainability Specialist HO	Reviewer

4. Summary Planning for Environment, Social Impact Assesment and High Conservation Value

4.1 Social Impact Assessment Planning Management

Stakeholders to be involved

The process of the HCV and SIA development and preparation of management plans and monitoring PT KBAS-3 also involved relevant stakeholders such as local communities, the government of local village and Sub-District. Focus Group Discussion consisted of people who were respondents (the workers, local communities and local government). It aims to provide the opportunity for the relevant parties to provide information, advice and opinions, and also for good communication between the PT KBAS-3 and stakeholders.

Key Issues raised for discussion during the Stakeholders' Meeting include:

Important issues that are related to sustainable development of oil palm plantations in PT KBAS-3, Ketapang District, West Kalimantan Province in stakeholder consultation activities, are:

1) Socialization activity need to be continuosly carried out in transparent way, so that local communities are aware of the overall development plan of PT KBAS-3.
2) Land acquisition (and compensation) procedure are to be carried out with FPIC, When any problems occur, it must be seKBAS-3ed with agreement of parties concerned.
3) Local community in Permitted Area of PT KBAS-3 hope that the development of palm oil plantation will bring positive impacts and minimize negative impacts from palm oil plantation on development of environment (HCV), social (SIA) and DPPL aspects.
4) Village community in Permitted Area of PT KBAS-3 hoped that the company be managed in good way and in accordance with RSPO P&C as the sustainable palm oil plantation and maintain good coordination among the stakeholders (company, community, NGO and government)

Table 4. Summary of Management and Mitigation Plans on Social Impact Assessment

Program	Activity	Challenge	Chance	Strategy	Output	Timeline
Tradition of land clearing by burning	Socialization to make peoples understand about the danger of land burning and its impact, also law breach factor	a. Lack of people's knowledge and understanding b. People's tradition of land clearing by burning is still strong	a. Need to set up the Task Force/ group in anticipation of fires (fire fighting) and fire prevention training is held regularly b. Socializing through local community leaders about the dangers of land clearing by burning. c. Socialization of legal sanction the of land burning to the public	a. Program of formation Free Fire Village b. Form of fire fighting team c. Socialization by internal related personal (Legal Dept. Sustainability & CSR) d. Coordination & work with police agent to Socializing legal sanction of land burning	Mindset change of people from the habit of land clear by burning becomes land clear with the aplicable rules and regulations	2016 and continue
Increasing the availability of Clean Water	Management of Soil Water conservation	a. Water problem becomes common problems for local people and workers of PT KBAS b. Local communities might assume that the presence of the company has led to polluted rivers and water sources dry up	a. Plan for procurement and clean water management for internal and external plantation b. Provide and understanding to public about the function and role of company	a. Prioritizing of clean water provision at 2016 b. Determine the stages of water supply in the internal and external, and its implementation in the dry season.	with the clean water supply, the public health level will be increased	2016
	Increasing of clean water supply to community	Most of people experiencing water shortages, especially during dry season	a. High commitment from company b. Good facilities of company	a. Clean water support to communities b. Work with villagers to monitor the quality of clean water c. Maintaining the water flow and the water presence (river) as long as possible, to enable the water infiltration into the ground (ground water)	Increasing of clean water support to public	Every year, start from 2016

Program	Activity	Challenge	Chance	Strategy	Output	Timeline
				d. Maintain and improve the quality of riparian rivers and creeks were defective, with replanting/ encrichment plant e. Conduct monitoring and patrolling against the riparian rives and creeks condition		
Increasing people's quality of education	Plan to develop education level and quality to the community around PT KBAS	a. Lack facilities of education b. High of the dropout rate c. Community interest in education is quite varied	a. High commitment from company b. Provide the chance to people who have good motivation and potential in continuing education c. It is a National Program	a. Work with local government and community for partner school program b. Prioritize which schools will be made in partner schools in accordance with the company's ability	a. Master Plan document of developing education quality for community surrounding PT KBAS	2016
	Support for the development of educational facilities	Low educational facilities	The facilities and educational activities have been running	Conducting educational facilities development plan by priority	ncreased educational facilities in the villages around PT KBAS	2016
	Improving the quality of education for schools around PT KBAS	Lack of teachers in various schools in the villages surrounding the company	Improving the quality of teachers who have potential and a good motivation of teaching	a. Make a detailed plan for the implementation of activities. b. Involving government and societies to do the activities	Increasement of people educational quality around plantation area	2016

4.2 Summary of management and Mitigation Plans Environment Impact Assessment (EIA)

The Environment Management & Monitoring Document (EIA/ AMDAL) was approved by Head Regency of Ketapang, with decree number 124/KLH-B/2016, dated: 15 February 2016.

Table 5. Summary of Management and Mitigation Plans on Environment Impact Assessment

No	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
				Plan	Period	Indicator & methode	Period
	Pra Construction Phase						
1.	1. People's behavior, 2. Communities Perception, 3. Social Conflict	• Project socialization • Mark boundaries and Land acquisitliion activities	Villages around the palm oil plantation area, Sub-District Marau	Technology approach: • Restructuring definitive boundary with enclave the troubled land issue • Inventory of land ownership project-affected communities and implement compensation agreed by both parties Socio-Economic Approach : • proactive approach and intensive socialization about the planning of plantation operational to the community leaders and residents • direct persuasive negotiations with land owners in a and give a feasible compensation in accordance with the agreement by paying attention to the standard price of land • direct payments to landowners • facilitate and accommodate the wishes of affected communities Institutional approach : • Participate in community's	Three times during pra construction phase	• support and community behavior • by interviews and questionnaires	Once during the pra-construction phase

No	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
				Plan	Period	Indicator & methode	Period
				activities • Establish community development officer who handles the organizational structure of PT KBAS			
	Construction and Operational Phase						
2.	Decrease in Air Quality and Noise Increased	• gas emissions from the mobilization of heavy equipment and transportation • land clearing and preparation • FFB Transportation • Pal Oil Mill operation	Villages around the palm oil plantation area, Sub-District Marau	Approach Technology : • selection systems, methods and technologies of land clearing • Reduce vehicle speed 30-40 km/hour when passing around the population. • use of PPE (ear plugs and masks) continuously for workers, especially in activities close to the pollutant source • land clearing done in stages and provide green open space (enclave) as a buffer zone • Watering roads regularly at least once a day during the dry season, so the flying debris can be localized. • using exhaust emission of combustion technology that has been recommended • complete the chimney with measuring holes to control quality of air emissions, measuring instruments and direction of wind speed and safety stairs • testing the ambient air and air emissions Socio-Economic Approach : • Socialization to workers to use PPE (ear plug) • held free medical care for	Once every 3 month during construction & operational phase	Air quality and noise parameters (physics, temperature, humidity, wind direction, wind speed and chemical parameters) : • Noise < 75 dBa • Air quality standards BML based on Government Regulation No. 41 of 1999	Once every 6 month during construction & operational phase

No	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
				Plan	Period	Indicator & methode	Period
				affected communities Institutional Approach : • Involving local communities through community institutions in preventing environmental pollution due to the mobilization of equipment to the Oil Palm development projects			
	Land fires potential	Land clearing	Plantation & Around the palm oil plantation area	Technology Approach : • Land clearing without burning ("zero burning") • Build the water reservoir at capacity, which in case of emergency, the water reservoir can be used for fire fighting process • Formed a special team of Firefighters at all levels of workers and fire-fighting facilities and infrastructure • Provide adequate fire extinguishers to isolate the spread of flames. • Build the control tower is seen at strategic places (higher elevation) in the area of plantation, so it can be used to monitor the possibility of a fire hazard and build the early warning systems • Creating firebreaks (trench) at a location bordered to other areas as well as the location of the enclave. Socio-economic Approach : • Involving communities around oil palm plantations to participate actively in the	During construction & operational phase	• the frequency of occurrence of fires and fire-scale land and plantation • monitoring of hotspots through satellite imagery • monitoring of fire through fire tower control	During plantation operasional. Report to Plantation Dept. on once a year

No	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
				Plan	Period	Indicator & methode	Period
				management of land fires. • Establish a harmonious interaction with the surrounding community of plantation in order to prevent land fires. • Socialization about fire hazard to the communities Instituonal Approach : • In cooperation with the Forest Agenciesin the Ketapang district of land fire management • Reporting on the results of periodic management to related agencies			
	Decrease in water quality level	• Land clearing • construction of facilities and infrastructure • plant nursing • Palm Oil Mill operation • Waste management	• Kendawangan River • Danau Tatu River • Undang River • Buah Takut River • Affected communities area	Technology approach • Maintain the green belts along rivers and planting cover crops with nuts, also do soil and water conservation • Maintain the drainage and road facilities through the road surface hardening that has suffered damage/ erosion. • Put a sign board about ban on logging and rivers if it done in the riparian area • Use of land application for wastewater management from POM and strict monitoring the quality of wastewater • Maximizing the ecological function of riparian and enrichment with local plants Socio-Economic Approach:	• Once every 6 month for water source our surface water • Once a month for wastewater quality During construction & operational phase	• There is no water quality decrease around the project area. Base on standar PP 82 of 2001 • No complaints from communities who use the water resources, about changes in water quality • No symptoms of disease caused by the degraded water quality (waterbone diseases	• Once every 6 month for water source our surface water • Once a month for wastewater quality During construction & operational phase

No	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
				Plan	Period	Indicator & methode	Period
				• Taken together to keep the area along the river and its constituent components. • Giving help to communities in the project sites as needed and the ability of the company • Increasing concern for public health services through provision of clinic companies Institutional Approach : • coordinate with the local village institutions to optimize conservation and environmental management • Briefing to employees regarding management competence and environmental preservation are implemented by relevant agencies • Monitored the implementation of water quality management by the relevant authorities. • Periodicaly Reporting the water test results to agencies.			
	Soil erotion rate and sedimentation	• Land clearing • road building • nursery	Plantation & Around the palm oil plantation area	Technology approach : • Main road and block road made with slightly convex and given the trenches • Land cover crops for decrease an erotion • Build individual terraces and rorak to reduce the speed of water flow surface and erosion • Preparation of a drainage	During construction & operational phase, maximal once every 6 months	• Flow rate of water at ground level. • kinetic force of the droplets of rain falling directly to the ground	Once every 6 months during the construction phase

No	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
				Plan	Period	Indicator & methode	Period
				line (primary line, secondary, and tertiary) to remove excess water and landslides • Gradually land clearing activities, without burning Socio-economic approach : • Socialization to the workers and communities about the risk of erosion for soil fertility • Trained the workers Institutional approach : • Monitoring of the implementation of the management of soil erosion by the competent authority			
	Changes in Diversity of Flora and Fauna	Land Clearing	Plantation & Around the palm oil plantation area	Technology Approach : • To protect against flora which has ecology and economic value around the plantation with no logging • Maintain a riparian river as a protected area • Planting and maintaining vegetation types / flora which have ecological function for wildlife there, so it has room for feeding, covering, breeding • Provide conservation area for flora and fauna • make prohibition signboards of illegal logging and illegal hunting, and socialize to the public Socio-Economic Approach : • Do a persuasive approach to communities, to take no	During construction & operational phase	Existence, species diversity, vegetation and wildlife populations decreased	Once every 6 months

No	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
				Plan	Period	Indicator & methode	Period
				action that causes loss of species of flora and fauna are protected and ecological function, in the plantation area, riparian of the river, and the area bordering the protected area. • Involving the community around the plantation in order to actively participate in environmental management Institutional Approach : • To coordinate with various technical agencies due to protection and conservation of protected species of flora around plantation area. • Working with Government agencies (West Kalimantan provincial administration and local government Ketapang) to jointly implement environmental management			
	Changes in diversity of aquatic biota	Land clearing	Rivers at project area	Technology Approach: • Protect the types of fish that have an economic value and do not exploitation • Put signboard about ban on fishing with deadly technology • conduct suitable of spreading fish species and have economic value in the river around project • planting vegetation ecological functioning of the fish (feeding, covering, breeding) Socio-economic Approach:	During construction & operational phase.	Existence, species diversity of aquatic biota	Once every 6 months

No	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
				Plan	Period	Indicator & methode	Period
				• persuasive approach to the communitieh don't do the activities that eliminate economically valuable fish species • to give fish seeds			
	• Increasement of Job Opportunities and business opportunities • Changes in people's income • Social conflict • Increasement of community economic activity	• Recruitment of employee • Development of infrastructure and facilities plantations. • Planting plantation • Development of palm oil mill. • Nusery	Villlages around palm oil plantation	Technology Approach : • provide opportunities priority to directly affected communities to work in the company, according to the skills and needs of employees by companies • provide training, business guidance and capital, especially to the affected community about the business opportunities • participate in providing and complementary economy facilities • Fostering local residents who are willing to become smallholders. • Encourage growth of local bussiness communities. • Provide entrepreneurial training • Set standards for OHS Socio-Economic Approach : • give information on job opportunities transparently • maximizing the use of local manpower • Help shape and develop existing cooperation, and formed a partnership • Employee salaries base on UMP. • Buying local products	During construction & operational phase. Training : once every 6 months	• Number of employees from the local population • Changes of People's income • number of local business are around oil plam plantation	• Once a month • Yearly

No	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
				Plan	Period	Indicator & methode	Period
				required by the company			
	Pubic health level	• Mobilization of heavy equipment • land clearing • Construction of of palm oil mill	• Plantation Area and watershed of Kendawangan River & Membuuh River • Mill construction location and transportation route for construction materials	Technology Approach : • Maintenance of heavy equipment and periodic inspections • wastewater from a vehicle workshops (residual used oil) were collected in drums and taken by collector oil • Provides temporary trash shelter then transport to landfills. • Checking employee wellness periodically at the compny clinic • Provision of clean water • participate in the development / improvement of public health facilities Socio-economic Approach : • Provide counseling to the workers to use the OHS facility (PPE, etc) to avoid potential emergence of disease symptoms in the location of activities. • Actively participate in health education services to rural communities which potentially affected • Free health services on company clinic for the communities and employees who suffer health problems. • Engage community participation to control the environmental impact Institutional Approach : • To coordinate with the clinic	• During construction & operational phase. • Routine medical checks, once every 6 months	• Mobilization of heavy equipment that causes a decrease in air quality that can disrupt the public health • Increasing the cause of disease vectors such as malaria, diarrhea, respiratory infections and skin diseases	• Once every 6 months

No	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
				Plan	Period	Indicator & methode	Period
				/ local public health center to tackle all the disease that often appears in public			
	Environmental Sanitation	• Mobilization of heavy equipment • Land clearing	Villlages around palm oil plantation	Technology Approach : • monitoring incentives, to potential sources of contaminants that pollute the environment to the area residents • monitoring of air quality and ground water are used • socialization and education for workers to use safety facilities (include PPE) to avoid the appearance symptoms of diseases caused by work	• Education about health and environment sanitation to employee and communities twice a year • Routine medical checks, once every 6 months or when needed	• Used of clean water • Waste management • Drainage	Once every 6 months or when needed

4.3 Summary of Management and Mitigation Plans of High Conservation Value (HCV)

The HCV development and preparation of management & monitoring plans

The HCV development and preparation of management & monitoring plans was based on the result of the HCV assessment which was administered in August 2014 by independent consultants from SAN who has been accredited and approved by RSPO. This process provides data and information related to the presence of the HCV areas in the plantation permitted area (IUP) of PT KBAS-3, the key HCV elements, the actual conditions included the potential threats, and the recommendations for the management.

The HCV development and preparation of management & monitoring plans was implemented with the aim to provide guideline for the company in planning and management of its programs or activities in managing the HCV present within the concession area. The purpose was to enable all the available resources to be focused, integrated and effective in order to achieve the HCV management outcome. The purposes of this management and monitoring document were:

1) To ensure that the identified and assigned HCV areas are under protection and in a well managed state so that their HCV functions are well preserved,
2) To enhance the administration of the management and monitoring in the sense that the process carried out is more systematically according to the legal procedures.

Plan for HCV Monitoring and Regular Review of Data

Management PT KBAS-3 has determined the HCV area to be manage base on it Plantation Permit (± 6,680.00 ha) around 415.4 ha, including HCV Area and HCV Management Area. The basic programs and activities that fulfill the HCV management are in regular monitoring and review. The purpose of review is to measure the achievements, effectiveness, efficiencies, impacts, and sustainability of the programs. Thus, the purpose of monitoring is to evaluate whether the activities run as they are expected; whether the outputs of the process are as they were projected previously; and whether the resources investments (human, fund, time) are as they were planned.

Monitoring and review are aimed to a set of indicators as the key performance indicators and should be managed systematically, consistently, and well documented. The monitoring should be implemented regularly and it is dependent on the classifications of the activities and the target indicator to evaluate The review should be conducted at the end of the management periodical plan, that is in the end of the third years (summative review) and every six months (formative review).

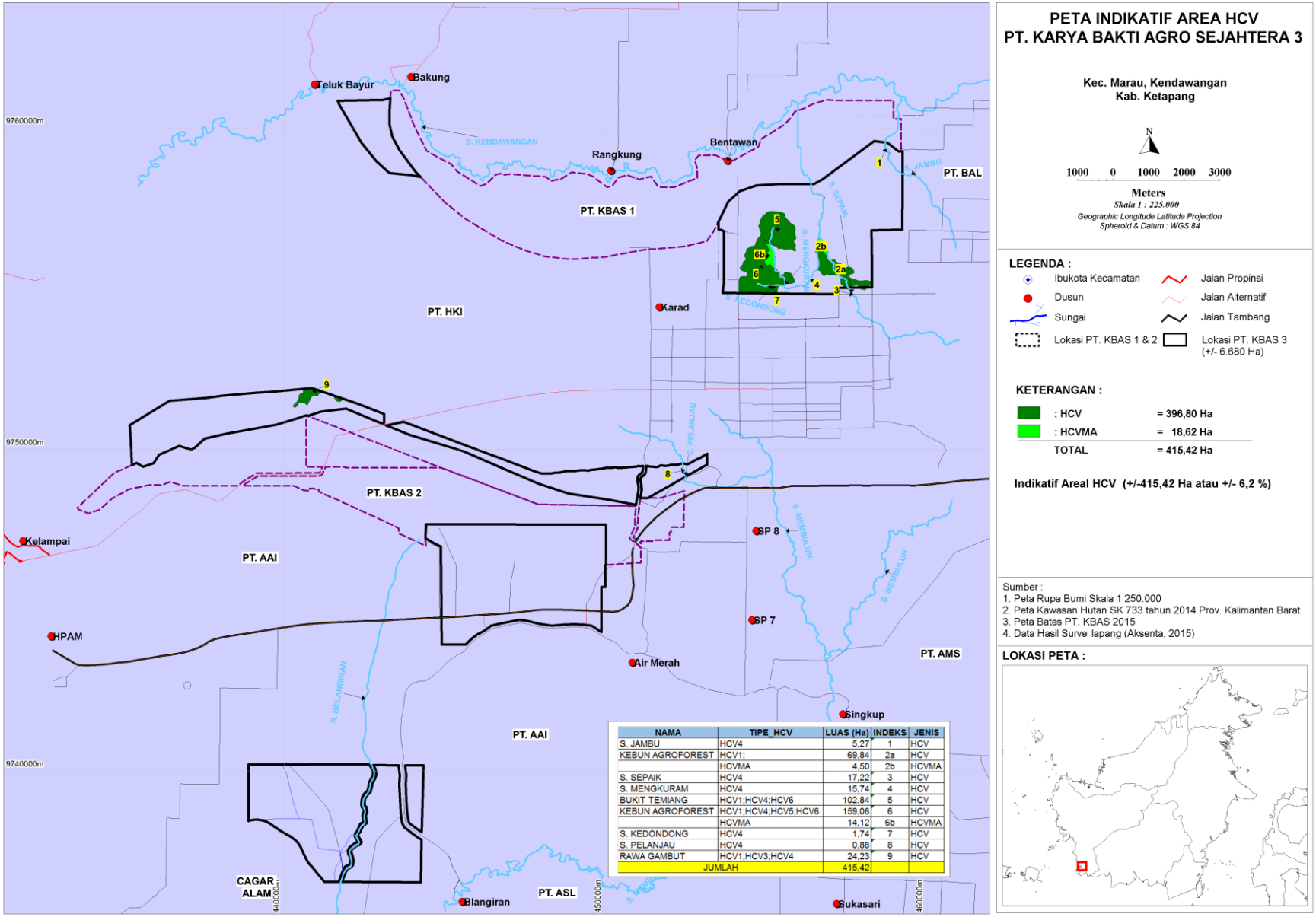
Management and mitigation plans for threats to HCV areas.

The identified basic activities which are planned to run in order to achieve the basic targets for the enhancement and maintenance of the HCV areas are:

1. Identification, documentation and recondition of baseline HCV elements and that threatents.
2. Socialization to (management, worker, and local peoples) the HCV area about the existence and importance of protecting HCV areas.
3. Develop dialogue and facilitate people for make like-minded of HCV management.
4. Dialogue with stakeholders, especially government for increasing protecting HCV elements and areas.
5. Monitoring of land clearing activity.
6. Avoid/minimizing superficial of river with GAP (Group Agriculture Policy) which is land clearing until maintenance and harvesting.
7. Recondition and making the policy and procedure (SOP) which is supporting efectivity HCV management.

Table 6. HCV Area determination, Socialization and strengthen the capacity

HCV Area Determination	Socialization of HCV Area Management	Strengthen the Capacity
HCV delineation map, verification, and then apply them as HCV definitive map	Socialization at internal stakeholder (employees, especially pield workers, all staf and plantation community)	Training for HCV Area Monitoring (basic identification, water quality testing, and things related to sustainability)
Create the boundary marker	Socialization to the communities arround plantation (local village agent, traditional institution and general public)	Implementation of policy and Operational Procedures related to HCV Area
Put signboard in that area as a HCV Area	Socialization to government agencies	
	Socialization to companies neighbors who directly interact with HCV area	



NAMA	TIPE_HCV	LUAS (Ha)	INDEKS	JENIS
S. JAMBU	HCV4	5,27	1	HCV
KEBUN AGROFOREST	HCV1;	69,84	2a	HCV
	HCVMA	4,50	2b	HCVMA
S. SEPAIK	HCV4	17,22	3	HCV
S. MENGKURAM	HCV4	15,74	4	HCV
BUKIT TEMIANG	HCV1;HCV4;HCV6	102,84	5	HCV
KEBUN AGROFOREST	HCV1;HCV4;HCV5;HCV6	159,06	6	HCV
	HCVMA	14,12	6b	HCVMA
S. KEDONDONG	HCV4	1,74	7	HCV
S. PELANJAU	HCV4	0,88	8	HCV
RAWA GAMBUT	HCV1;HCV3;HCV4	24,23	9	HCV
JUMLAH		415,42		

Picture 5. HCV Map of the Area Permit (IUP) of PT. Karya Bakti Agro Sejahtera - 3, West Kalimantan

Table 8. Summary of Management and Mitigation Plans on High Conservation Value (HCV)

Criteria of HCV	Threats	Management Plans	Monitored Indicators
1 & 3	• Ilegal hunting by local community and migrants • Ilegal logging & timber utilization by the communites • Land & forest fires	• Socialization & make sure that no wildlife hunt by the entire staff, workers and surrounding community • Reforestation & rehabilitation on identified & defined of HCV Area • Socialization about Rare, threatened and endangered species to be protected • Land clearing without burning socialization • Coordination and work with surrounding community, so the land cleared by burning which is done by the community will not expand to plantation and HCV Area • Form and train the fire fighting team	• Carried out the patrol & monitoring against ilegal logging and hunting • Intensity of interference to HCV area, including fire hazard • Actual implementation of activities and the survival of rehabilitated land cover • Fires patrol, especialy in dry season (June – October), work with villagers, local government.
4	Pollution residue from the application of chemicals (fertilizers, herbicides and pesticides) in rivers in the study area	• Restrictions on the application of fertilizer and the use of herbicides and pesticides in the HCV area • Put of the sign board for the restriction or prohibition of the use of chemicals in the riparian/ HCV Area • Socialization to the workers	• Water quality testing periodically, once every 6 months (visually and laboratory testing)
	Sedimentation from land and river bank erotion	• Vegetation enrichment on the riparian of the river, especially with the local plant or plant that have deep and strong roots and thick • Strengthening the landslide-prone riverbanks with technical civil approach	• Sedimentation rate • number of landslides locations or high attrition
	Land conversion in the riparian area	• Put the signboard and boundary mark as HCV Area • Socialization to all employees, contractor of land clearing, and surrounding community about boundary of HCV Area and an important fonction of that area • Colaborate & work with communities, villagers, local government, also other third parties about river protection and conservation program	• Land clearence monitored • The availability and quality of water resources • River width changes • Monitoring of boundary and HCV Area periodically
	Land Subsidence	• No longer do the drainage of peat area • Retain water level in the peat areas which already has a trenches (a minimum 60 cm from the land surface)	• Monitoring of peat water level periodically
5 & 6	Company's activity and operational are paying less attention and appreciate the	• Socialization especially to contractor of land clearing, staff & workers, and community against HCV 5 & 6 Area (where and it's importance)	• Land clearence monitored • Intensity of interaction between communities with HCV 5 & 6 Area

Criteria of HCV	Threats	Management Plans	Monitored Indicators
	HCV 5 & 6 Area, especially during land clearing	• Put up an information board that contains the name of the HCVs 5 and 6 contained therein • Concluding an agreement between the company and the community/ the heirs, related to technical and management rules of HCV 6 (including any matters that should not be done related to the preservation of HCV 6) • Provide an access for people who want to do activities in the area HCV 5 and 6 • Using a capable and understands guide to avoid HCV 6 Area damage when land clearance/ replanting by contractors	• Efectively management of HCV 5 & 6 Area

Internal Responsibility

Document of Identification HCV and Management & Monitoring plan and Document of Social Impact Assesment Management and Monitoring Plan of PT Karya Bakti Agro Sejahtera - 3 has been approved by the management of April 2016.

Proposed and Approved by,

Management
PT Karya Bakti Agro Sejahtera - 3

Lim Sian Choo
Head of Corp. Sustainability &
Corporate Social Responsiblity
Date: 13 Mei 2016

Sri Indranto
Regional Head

Date: 13 Mei 2016