



RSPO NEW PLANTING PROCEDURE
SUMMARY OF PLANNING AND MANAGEMENT

Kulim (Malaysia) Berhad Group – PT Sawit Sumber Rejo
Kabupaten Barito Utara, Central Kalimantan
INDONESIA

JULY 2014

RSPO NEW PLANTINGS PROCEDURE

Summary of Planning and Management

1. Executive Summary

PT Sawit Sumber Rejo (PT SSR) is subsidiaries of PT Wisesa Inspirasi Nusantara, which in turn is a 74% subsidiary of Kulim (Malaysia) Berhad, a Malaysian agro-industri company. The shareholder of PT SSR is PT Wisesa Inspirasi Nusantara (95%) and PT Graha Sumber Berkah (5%) (based on change of certificate of incorporation no. 18 dated on July 26, 2013 by notary of Firdhonal,SH) while Kulim (Malaysia) Berhad is one of the shareholders in PT Wisesa Inspirasi Nusantara amount of 74% (based on change of certificate of incorporation no. 5 dated on December 11, 2011 by notary of Firdhonal,SH). The Kulim (Malaysia) Berhad has been a long guided by strong focus on sustainability, and has based its commitment to sustainable palm oil on the Principles and Criteria of the Rountable on Sustainable Palm Oil (RSPO).

As a member of RSPO, Kulim (Malaysia) Berhad is committed to ensure that the company's operations comply with the RSPO certification requirement including those of the NPP (New Planting Procedure) which was enforced 1st January 2010. This includes a total area of 14,816 ha within new permitted area for land development ("izin lokasi") which was alienated into subsidiary companies in Indonesia.

PT Sawit Sumber Rejo (PT SSR) has obtained a Land Development Permit ("izin lokasi") for oil palm plantations covering an area of ±14,816 ha through the Decree No. 188.45/289/2013, dated 16 May 2013, signed by Bupati of Barito Utara District, Central Kalimantan Province of Indonesia. The location of PT Sawit Sumber Rejo permitted area cover Kelurahan Lahei I, Kelurahan Lahei II, Desa Muara Bakah, Desa Luwe Hulu, Desa Luwe Hilir, Desa Juju Baru, Desa Hurung Enep, Desa Muara Inu, Desa Bengahon, Kelurahan Jambu, Desa Malawaken, Desa Hajak and Desa Liang Naga, Sub-District of Lahei, Lahei Barat and Teweh Baru, District of Barito Utara.

Based on overlaying map of RTRWP (Provincial Spatial Plan) of Central Kalimantan according to Provincial Decree No. 8/2003, all new concession area of PT SSR's status is Land for Settlement and Other Uses ("Pemukiman dan APL/Areal Penggunaan Lain") which can be developed as oil palm plantation, this include Production Forest which shall acquire Forest Land release permit for development of oil palm plantation. Furthermore, based on map in the Appendix Decree of Forestry Ministry No. 529/MENHUT-II/2012 dated 25 September 2012, with regards to Forestry Development Authority Land Use Suitability Map of Central Kalimantan Indonesia for Conservation Forest & Other Uses, all new concession area of PT SSR status is under Convertible Production Forest ("HPK/Hutan Produksi Konversi") and Other Uses ("APL/Areal Penggunaan Lain"). In other hand, based on map in the Appendix Decree of Forestry Ministry No. 2796/Menhut-VII/IPSDH/2013, dated 16 May 2013, with regards to Indicative Map on Moratorium of new concession permit for Forest Use and Utilization, and Amendment of Forest Allotment area and Other Uses, PT SSR's new

concession areas is not included in moratorium as indicated in the map. There is no primary forest and peat land within proposed concession area.

Kulim through its subsidiary companies (PT SSR) is committed to comply with relevant regulation through a formal process to obtain Forest land release permit from Forestry Ministry prior to land development. In other case, for areas which consist of water conservation area will be maintained as reserve and riparian areas alongside with other protected area according to HCV assessment results.

The HCV assessment was conducted in September 2013 with socio-economic, cultural, biodiversity and environmental service surveys conducted by independent consultant (Daemeter) experts and numerous assistants, including specialists in tropical forest ecology, botany, social sciences, ornithology, mammalogy and conservation biology. The team was supported by Daemeter consultant's inhouse experts in remote sensing, soils, environmental services, mapping, and assessing socio-economic and cultural values.

The HCV assessment was conducted in September 2013 with socio-economic, cultural, biodiversity and environmental service surveys conducted by independent consultant (Daemeter) experts and numerous assistants, including specialists in tropical forest ecology, botany, social sciences, ornithology, mammalogy and conservation biology. The team was supported by Daemeter consultant's inhouse experts in remote sensing, soils, environmental services, mapping, and assessing socio-economic and cultural values.

The total area delineated as High Conservation Value Management Area (HCVMA) to maintain HCVs deemed present in Kulim Berhad subsidiary's companies (PT SSR) is 1,816 ha out of 14,816 ha collectively within permitted area.

Based on the HCV assessment done in the initial SEIA and reconfirmed in the recent study of the area, it can be confirmed that there are no primary forest within the area. The remaining forest vegetation is characterized by secondary forests and agriculture degraded farmlands. The original forests of the area have been cleared for agriculture in the past, leaving secondary vegetation.

There is no peat soils located in the area. Most of the soil type is mineral soil with sandy clay and loamy clay in the texture. The topography of the area is hilly to undulating onto flat with elevation of 25 – 200 meters above sea level.

2. Reference Documents

- SEIA (ANDAL) Document of PT Sawit Sumber Rejo conducted and prepared by CV Anugerah Enviropratama (2013)
- HCV Assessment Report: HCV Assessment of PT Sawit Sumber Rejo conducted and prepared by RSPO approved assessors from Daemeter Consulting (July – December 2013)
- HCV Resource Network toolkit Indonesia, 2008

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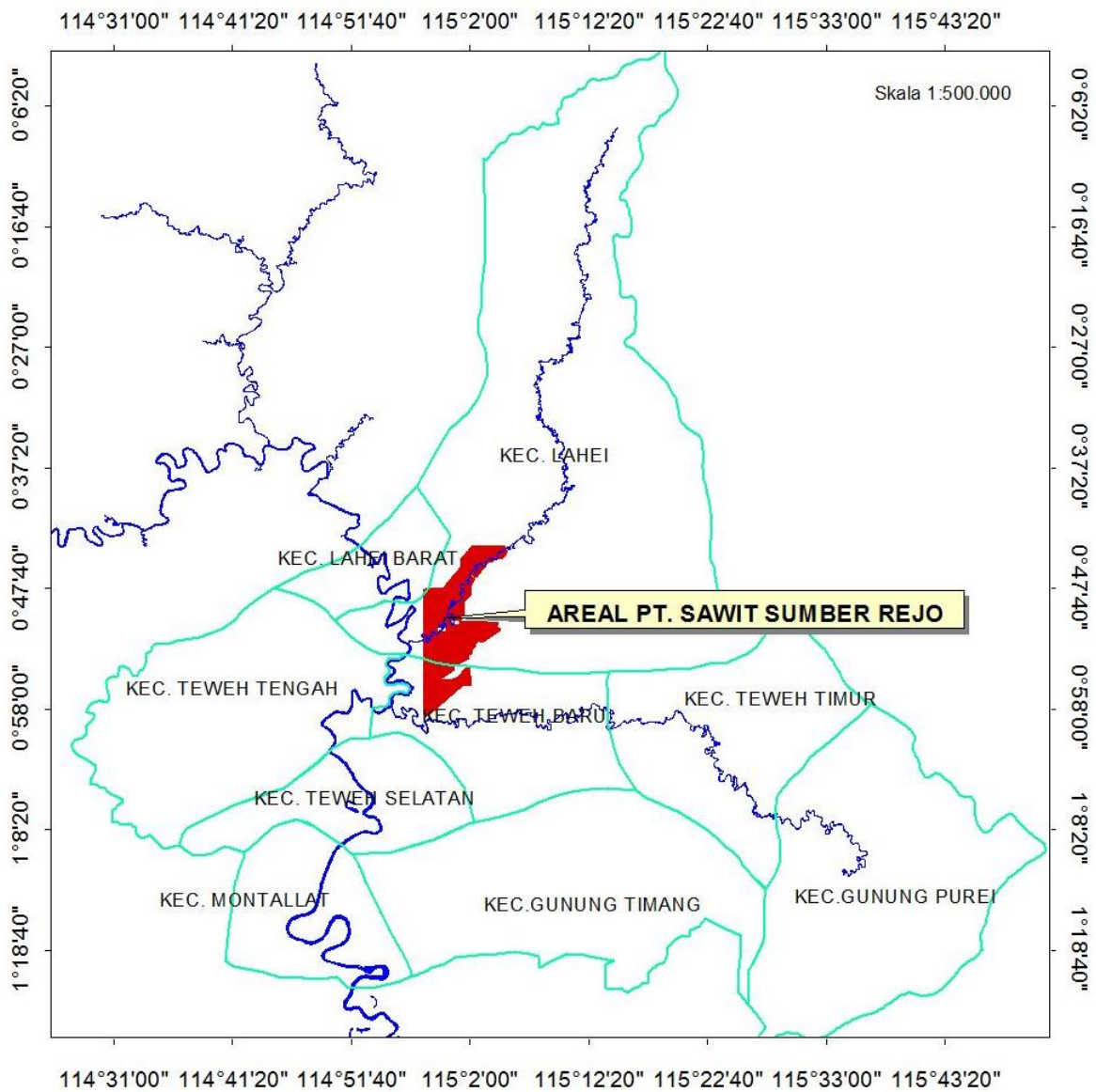
- Social Impact Assessment of PT Sawit Sumber Rejo conducted and prepared by Daemeter Consulting (November 2013)
- Indonesia Government Regulation related to conservation management and monitoring guidance

Table 1. List of Legal Document for PT Sawit Sumber Rejo

LIST OF LEGAL DOCUMENT	ISSUE BY AND THROUGH	DATE AND CODE NUMBER
Company Registration Number (“Tanda Daftar Perusahaan”)	Bupati (Head of) Barito Utara, Kepala Kantor Pelayanan Perizinan Terpadu	Issued on 27 February 2014, Decree No.15.02.1.01.00273
Tax Registration Number (NPWP)	Kementerian Keuangan, Dirjen Pajak	Issued on 26 February 2013, Decree No.03.142.834.5-714.000
Plantation Business Permit (Izin Usaha Perkebunan/IUP)	Bupati (Head of) Barito Utara District, Central Kalimantan Province – Indonesia	Issued on 12 February 2013, Decree No.188.45/51/2013
Land Development Permit (“Izin Lokasi”)	Bupati (Head of) Barito Utara District, Central Kalimantan Province – Indonesia	Issued on 16 May 2013, Decree No. 188.45/289/2013
Forest Land Release Permit	--	On progress
ANDAL (Socio-Environmental Impact Assessment)	Bupati (Head of) Barito Utara District, Central Kalimantan Province – Indonesia	Issued on 7 April 2014, Decree No.188.45/187/2014
Environmental Permit (“Izin Lingkungan”)	Bupati (Head of) Barito Utara District, Central Kalimantan Province – Indonesia	Issued on 7 April 2014, Decree No.188.45/186/2014
Timber Cutting Permit (“Izin Pemanfaatan Kayu”)	--	On Progress
Land Use Rights	--	On Progress

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Figure 1: Location of PT Sawit Sumber Rejo oil palm plantation as shown in North Barito Regency



Area of New Plantings and Time-plan for New Plantings.

Kulim Berhad's subsidiary companies (PT SSR) plan to allocate land use within concession area in accordance to a guidance from Lembaga Pendidikan Perkebunan Kelapa Sawit (2004) where land use allocation would be determined on the percentage of each function.

In accordance with the operational management data of PT SSR, the total estimated new planting area is ±14,816 Ha, comprised of ±12,258 ha plantable area of nucleus estates, ±823 Ha riparian conservation area, ±1,231 Ha for transmigration project area, and ±504 Ha reserved for irrigation. The main socio-culture and local tradition which are identified under conservation area would also be preserved such as Bukit Combing, Batu Manyu, Kayu Madu, Gua Liang Naga, Batu Memen, and sacred forest of Sipung Mapping, Hutan Adat, and Hutan Garong.

In order to contribute some income for the local community and to maintain harmonious relationship with the local community, the development of plasma plantation at least 20% from total of Plantable area is a requirement under Central Kalimantan Provincial rules No. 5/2011 with regards to Development of Sustainable Plantation and Agriculture Minister regulation No.98/2013 with regards to Guidance for Plantation Business Permit. And the plasma plantation is outside the area of IUP (in accordance with article 15, paragraph 2 of Agriculture minister Regulation No. 98/2013). Kulim Berhad and its subsidiary companies are strongly committed to comply with this regulation. The development of plasma plantation would be at same stages with land clearance of Kulim's company nucleus estate as mutually agreed by both parties i.e. Kulim's company and communities

Table 2. Allocation of plantable area PT SSR

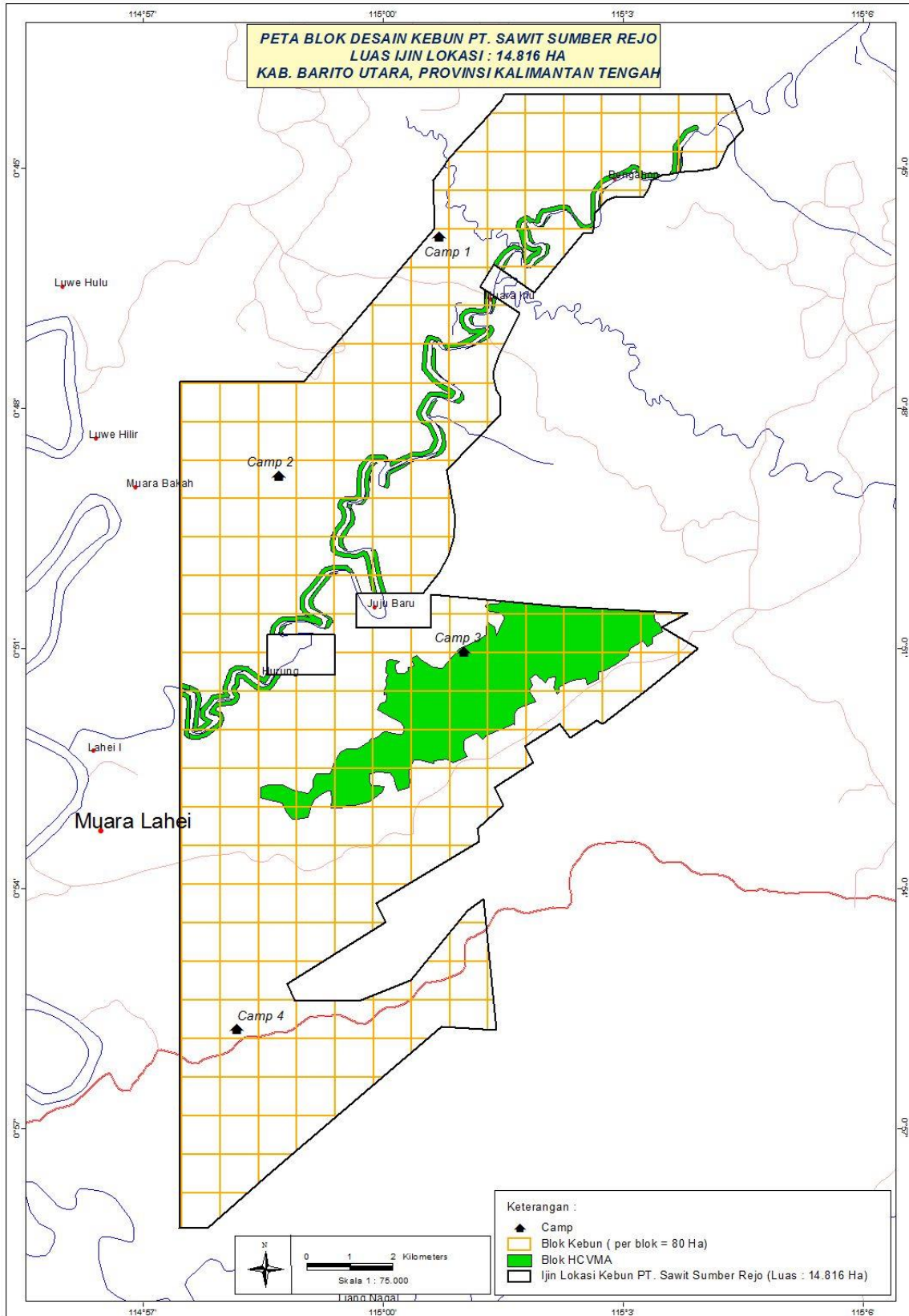
No	Land allocation	Percent (%)	Size of area (ha)
1	Palm trees	91.96	11,272.46
2	Nursery	0.20	24.51
3	Roads	3.20	392.26
4	Drainage	2.70	330.97
5	Mill	0.25	30.65
6	Office	0.02	2.45
7	Compound	1.35	165.48
8	Social facility	0.16	19.61
9	Sport infrastructure	0.16	19.61
	Total	100	12,258.00

Table 3. Proposed Time Frame for New Planting

No.	ACTIVITY	YEAR										
		2014	2015	2016	2017	2018	2019	2020	2021	----	----	2044
A	Pre-Construction Stages											
A.1	Public Awareness	————										
A.2	Land settlement		————	————	————	————						
B	Construction Stages											
B.1	Man Power Recruitment	————										
B.2	Incoming equipment and materials	————										
B.3	Land clearing		————	————	————	————						
B.4	Infrastructure preparation		————	————	————	————						
B.5	Land preparation/ planting		————	————	————	————						
B.6	Immature palms upkeep			————	————	————	————					
C	Operation Stages											
C.1	Mature palms upkeep							————	————	————	————	————
C.2	Harvesting and FFB Transports							————	————	————	————	————
C.3	Operation of supporting Estate infrastructure		————	————	————	————	————	————	————	————	————	————
C.4	Maintenance of supporting infrastructure		————	————	————	————	————	————	————	————	————	————
C.5	Community Development programme	————	————	————	————	————	————	————	————	————	————	————

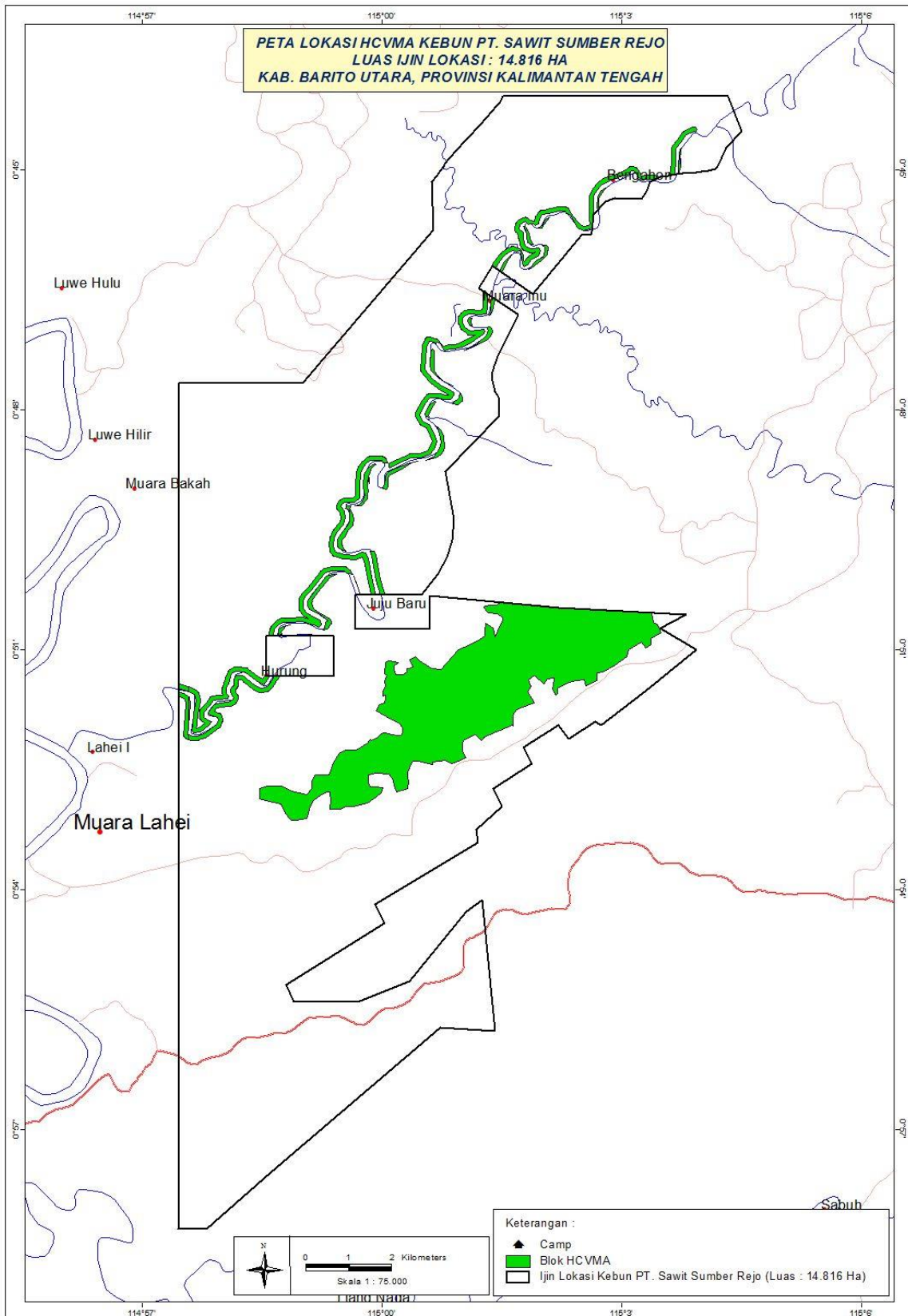
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Figure 2: Estate design block map PT Sawit Sumber Rejo, North Barito Regency, Central Kalimantan Province



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Figure 3: Map of HCV management area of PT Sawit Sumber Rejo



3. SEIA and HCV Management and Key Personnel

Organizational information and contact person:

Company Name	: Kulim (Malaysia) Berhad
RSPO membership number	: 1-0006-04-000-00
Subsidiary Companies	: PT Sawit Sumber Rejo, is subsidiaries of PT Wisesa Inspirasi Nusantara (PT WIN). PT WIN is a 74% subsidiary of Kulim (Malaysia) Berhad
Capital status	: PT WIN is a Foreign Investment Company (Penanaman Modal Asing - PMA).
Type Of Business	: Oil palm plantation

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Contact Persons:

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Indonesian office:

Jalan Letjen Suprpto No. 8A-B

Jakarta Pusat

Phone: +62 21 4242612

Fax: +62 21 4203011

Contact Person: Priyo Priwardono

priyo@grahagrup.co.id

Personnel involved in planning and implementation

PT Wisesa Inspirasi Nusantara:

President Director

Technical Director

Operation Director

PT Sawit Sumber Rejo,:

General manager

Estate Manager and its Field Assisstant

Environment Division

Stakeholders involved during implementation

1. Government officers in charge of Environment and Agriculture: Irrigation Services (Dinas Pengairan), Public Work Services (Dinas PU), Forestry Services (Dinas Kehutanan), Food Crops Services (Dinas Tanaman Pangan), Police.
2. Local government representatives (at Kabupaten, Kecamatan and Village level) : representative of Kecamatan Lahei, Lahei Barat, Teweh Baru, Gunung Timang, and Montalat.
3. Local community leaders
4. Local NGO
5. Local Press
6. Plasma cooperatives members and their representatives.
7. Company employees and their representatives.

4.a. Summary of Management and Mitigation Plan (SEIA)

No	Description	Management Objective	Action Plan	PIC	Time plan
1	Public Awareness	Prevent and minimize the negative perceptions from community to the oil palm plantations development	<ul style="list-style-type: none"> Local approach alongside with socialization to all affected parties on the presence of plantation to avoid conflicts associated with local government representatives from District, sub district, and village levels. Sharing information to all affected local communities on the positive and negative impacts of oil palm plantation development with detail comprehensive plan to minimize and control the impacts. Monitoring of local communities preception on positive or negative to the plantation development. This would carry out through direct interview (Quitioner) to all affected local communities with proper analysis. 	Estate managers and head of assistant	Prior land clearing at least twice a year until completion of land settlement process
2	Land settlement	To prevent, minimise, and controlling social conflict with local communities	<ul style="list-style-type: none"> Inventory and provide an appropriate map on the community land owner within concession area with participatory from all parties (local government, Dayak tribe leader, and communities) Perform data collection together with village and district officials of proposed area for plasma. The land acquisition process and appropriate compensation agreement will be based on the local government rules. Implement deliberation approach to find adequate solution for every level of constraint Direct observation and interviews with community surrounding through random sampling method. 	Estate managers and head of assistant	2 times a year during land settlement process

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No	Description	Management Objective	Action Plan	PIC	Time plan
			Interviews will be conducted through structured questionnaire supported with depth data analysis quantitatively and qualitatively		
3	Man Power recruitment	Minimize the shifting population due to influx of labours from outside the districts	<ul style="list-style-type: none"> • Manage the composition of labor from surrounding villages compare to workers from outside with a target of 75% local and 25% from outside. • Provision of information open for public in relation to recruitment of labor • Provision of salary for the workers in accordance with Minimum Wage regulation of Central Kalimantan as one of an advantage to increase worker income 	Estate manager and HR	Continuously during recruitment process
4	Noise Pollution	Minimized the negative impact and maintain the quality in the range of standard/regulation.	<ul style="list-style-type: none"> • Training the drivers for all vehicles of the project, to reduce the air dust and speed when through pass the housing residents. • All vehicles should pass the emission gas test. • Avoid pressing the horn on the road of villages. • Provision of information to local communities with regards to mobilisation of heavy vehicle during land preparation on the possibility of noise occurrence. 	Estate manager and Environmental Division	estimated for 5 (five) according to schedule of Land clearing and infrastructure preparation.
5	Land preparation	To prevent, minimise, and control the soil damage (such erosion and sedimentation) as well as disruption fo biodiversity	<ul style="list-style-type: none"> • Implement row stacking particularly in slope area to prevent erosion and sedimentation • Growing legume cover crop • Avoiding direct disposal to the land through collection of all 	Estate manager and Environmental	estimated for 5 (five) according to

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No	Description	Management Objective	Action Plan	PIC	Time plan
		caused by land clearing and infrastructure preparation.	<p>hazardous material (such as empty chemical container, used oil, used plastic bag) and send to licensed collector for disposal.</p> <ul style="list-style-type: none"> • Prohibited to use fire, creating procedure for emergency response, provide appropriate emergency fire equipments. • Protecting conservation area such riparian, forest, hilly area, and sacred places • Enrichment of forest trees surrounding and maintain HCV area as habitat of protected species. 	ntal Division	schedule of Land clearing
6	Surface Water	Maintain the water around the area of project from the negative impact of mill's waste and keep the water surface base on government standart (PP No. 82/2001)	<ul style="list-style-type: none"> • Processing the waste as standard and keep the rivers in clean condition. • Maintain the water river flow, not changing the direction. • Regularly conduct analyses (monthly basis) by the registered and certified laboratory. 	Estate Manager And Environmental Division	Continuous ly
7	Air Pollution	Minimized the negative impact and maintain the quality in the range of standard/regulation.	<ul style="list-style-type: none"> • Training the drivers for all vehicles of the project, to reduce the air dust. • Watering the road during the dry season to reduce dust. 	Estate Manager And Environmental Division	Continuous ly
8	Liquid Waste	There is no pollution to the rivers from the waste, as it is already processed and according to the waste standard.	<ul style="list-style-type: none"> • Using technology to process the waste and keep the water of rivers in good and safe to villagers. • Regularly conduct analyses (monthly basis) by the registered and certified laboratory. 	Estate Manager And Environmental Division	Continuous ly
9	CD/CSR	Provide social benefits to the	<ul style="list-style-type: none"> • Prepare a CSR/CD program tailored to the needs of the local 	Estate	Continuous

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No	Description	Management Objective	Action Plan	PIC	Time plan
	Programme	communities in the project area.	<p>communities, through thorough social surveys conducted by dedicated personnel.</p> <ul style="list-style-type: none"> Incorporate income-generating activities in the conservation programs of the riparian areas of Rawas river. This conservation program should preferably be conducted in cooperation with the Environment Board or the Forestry Services of Musi Rawas. 	Manager HR ComDev	ly
10	Licences	IPK and HGU.	<ul style="list-style-type: none"> CA will coordinate with regional manager and Forestry Agency for the IPK (Timber Permit). CA will coordinate with regional manager and National Land Board for the HGU (Permanent Land Use Title). 	Estate Manager Field Head Assistant	Continuous ly

Social Impact Monitoring Plan

To ensure that the activities can enhance the positive and mitigate the negative impact of running as planned, the company is already making plans monitoring activities. As described in the following table:

Monitored Impact	Indicator	Method	Responsibility team	Frequency monitoring
Community Relocation	Number of moving people	Identify the affected relocated population in each hamlet / village, by asking officials villager, traditional leaders regarding the name, family size, location and relocation area.	General Affair and Corporate Social Responsibility	Every six month if any expansion activity
Land Acquisition and land clearing	Number of people who get land compensation from	Identify land that was, is and will be released on, the owner of the extent and location of the village / hamlet	General section	Every six months or when there is extention

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Monitored Impact	Indicator	Method	Responsibility team	Frequency monitoring
	company			activity
Health and risk accident	Occupational safety and health; The number of patients at the clinic due to occupational accidents and diseases caused by the activities of management of oil palm plantation and palm oil mill	Identify accidents and diseases caused by company's operational both in plantation and mill, the types and frequency of occurrence, discuss with local / communities about appropriate solution.	Corporate Social Responsibility	Every six months
Community Perception	The existence of joint activities between communities and companies The existence of anti-palm oil protests and anti-corporation	Establish intensive communication with officials and the community leaders to discuss how to improve the quality of the village, aspiration from community and expected welfare from community and living harmony between company and community	General section and Corporate Social Responsibility	Every six months

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Monitored Impact	Indicator	Method	Responsibility team	Frequency monitoring
Job vacancy	The number of job vacancy The number of local labor that can be absorbed in the company's activities	Provision of jobs vacancy especially for local labor and deliver openly job vacancy either through village officials / districts and through announcements / media	Human Resources Departement	
Marginalization of minor group	Originally workers absorbed in the company The existence of new economic activities involving community	Provide job opportunities for local people and inform job vacancies openly communicate with head of villages through announcements local news paper of another media to reach the remote village.	Human Resources Departement	Every six months
Social conflict	1.The number of complaint letters sent by residents to the company 2. Occurences of demonstrations by the community	Identify and respond all incoming issue from community by directly communication to the community / village officials. Responding all incoming complaints and grievance from comunity by doing good and intensive communication with officials and villagers leaders reagarding community performance in term of involvement on corporate activities in harmonious relationship with the community.	General section and Corporate Social Responsibility	Once e week

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Monitored Impact	Indicator	Method	Responsibility team	Frequency monitoring
Increased Revenue	The number of children attending higher education, housing conditions are getting better and permanent	Visiting schools, markets and to the villages to see the physical changes.	Quality management and Corporate Social Responsibility	Every month
Human Resource Capacity	1.The number of children are enrolled in higher education 2.Better housing conditions and permanent	Conduct training regarding development of oil palm plantation best management practice in plantation activities, coaching and skills training for entrepreneurship to the community and youth, award of assistance for entrepreneurship.	General section, partnership and Corporate Social Responsibility	Every six month.
Strengthening Organizations	- The number of existing institutions in villages and the position of the external interests - The number of members at the institution	Identify organizations that might be developed by the community in relation to a particular issue, such as cooperative for FFB collectors and so on.	General Section and Corporate Social Responsibility	Every three months

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Monitored Impact	Indicator	Method	Responsibility team	Frequency monitoring
The changes of Habit and Environment	- total number of criminals (theft, illegal logging, etc) should be handled by the authorities with cooperation between community, company and security to protect their location.	<p>Visit to the Department of Agriculture or the Department of Plantations to find programs that will be developed.</p> <p>In cooperation with the public and the authorities performance provide security to community</p>	General section & Corporate Social Responsibility	Every month

4.b. Summary of Management and Mitigation Plan (HCV)

Category	Action	1.1	1.2	1.3	3	4.1	4.2	5	6	PIC	Time Plan
HCV Identification	More detailed on identification and/or mapping of HCV / HCVA	✓	✓	✓		✓	✓	✓	✓	Environmental Division supported with Consultant	2014 prior land clearing
Socialization and delineation of HCVA	Participatory mapping to identify issues	✓	✓	✓		✓	✓	✓	✓	Estate Manager & Environmental Division	July – Aug 2014 prior land clearing
	Develop MOUs with communities for collaborative protection of HCVAs	✓	✓	✓	✓	✓	✓	✓	✓	Estate Manager & Environmental Division	July – Dec 2014
	Develop community based on regulations for hunting	✓	✓	✓						Estate Manager & Environmental Division	July – Dec 2014
Protection/ Enforcement	Ban hunting and trapping by company staff	✓	✓	✓						Estate Manager & Head Assistant	Continuously along operation activities
	Prevent coal slurry from spilling directly into the rivers and	✓	-	-	-	✓	✓	✓	-	Estate Manager &	Continuously along operation

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Category	Action	1.1	1.2	1.3	3	4.1	4.2	5	6	PIC	Time Plan
	surrounding environment									Head Assistant	activities
	Pest research to define sustainable 'take' of pest TRP species	✓	-	✓	-	-	-	-	-	Estate Manager & Head Assistant	Continuously along operation activities
	Prevent further illegal logging in the license areas	✓	✓	✓	-	-	-	✓	-	Estate Manager & Head Assistant	Continuously along operation activities
Restoration of degraded areas	Native tree species replanting program	✓	✓	✓	-	-	✓	-	-	Estate Manager & Head Assistant	Continuously along operation activities
	Silviculture to enhance regeneration (e.g., thinning of dominant pioneer species)	✓	✓	✓	-	-	-	-	-	Estate Manager & Head Assistant	Continuously along operation activities
	Mark and maintain riparian buffers	✓	✓	✓	-	✓	-	✓	-	Estate Manager & Head Assistant	Continuously along operation activities
	Reestablish riparian buffers where they've been cleared	✓	✓	✓	-	✓	-	✓	-	Estate Manager & Head Assistant	Continuously along operation activities
Plantation	Prohibit use of fertilizer and agrochemical application close to	✓	-	-	-	✓	-	✓	-	Estate Manager &	Continuously along operation

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Category	Action	1.1	1.2	1.3	3	4.1	4.2	5	6	PIC	Time Plan
Management	riparian buffers									Head Assistant	activities
Practices	Drain water management	✓	-	-	-	✓	✓	✓	-	Estate Manager & Head Assistant	Continuously along operation activities
	Prohibit use of fertilizer and agrochemical application in flood prone areas during wet season	✓	-	-	-	✓	-	✓	-	Estate Manager & Head Assistant	Continuously along operation activities
	Maintain cover-crops to prevent exposure of bare soils	-	-	-	-	✓	✓	-	-	Estate Manager & Head Assistant	Continuously along operation activities
	Evaluate erosion from roads and implement associated erosion prevention management	-	-	-	-	✓	✓	✓	-	Estate Manager & Head Assistant	Continuously along operation activities
	Prohibit land-clearing in all HCVMA's	✓	✓	✓	✓	✓	✓	✓	✓	Estate Manager & Head Assistant	Continuously along operation activities

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No	HCV Criteria	HCV area	Management Programme					
			Purpose	Objective	Program	Method	PIC	Target
1	1.1	Riparian buffers (100 m either side of the Barito River and 50 m either side of the Lahai and Atar Rivers)	to maintain biodiversity, water filtration and stream bank protection of the riparian forests along Barito, Atar & Lahai Rivers and the smaller tributaries through enrichment planting, habitat protection and reducing hunting pressures.	To maintain the function of riparian area	HCV Area management and monitoring	(1) Socialization and delineation of HCVA 1.1 (2) Protection of Biodiversity from hunting by local communities or company's workers (3) Restoration of Degraded Local Protected Areas (4) Monthly monitoring on protected species within riparian area (6) Routine land cover mapping as well as comparison between satellite imagery and routine visits to locations particularly vulnerable to encroachment.	Estate Manager Field Head Assistant	2014 and continuously
2	1.2	Critical species of Flora identified	to maximize survival of	to maintain populations of CR	Management and Monitoring	(1) Further identification of Threatened Species	Estate Manager	2014 and continuously

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No	HCV Criteria	HCV area	Management Programme					
			Purpose	Objective	Program	Method	PIC	Target
		<i>(Dipterocarpus lowii, Dipterocarpus grandiflorus, Shorea lamellate, Shorea myrionerva</i>	each individual of critical species of Flora	Dipterocarps within the companies' license areas through management of key habitats and prevention of excessive logging	of HCV Area	(2) Restoration of Recommended Conservation Areas (3) Prevention of Illegal Logging (4) Monitoring on populations of Dipterocarps at least every three month	Field Head Assistant	
3	1.3	Habitat for endangered species of Flora and Fauna such as Plants, Mamals, and Birds.	The protection of Biodiversity/ Conservation area	to maintain viable populations of HCV 1.3 species confirmed or likely present in the proposed HCVMA. This will require maintaining	HCV Area management and monitoring	(1) Plant, Mamals, and Birds Management (2) Maintaining riparian forest along the reivers (3) Proboscis monkeys should be a focal/flagship species to integrate conservation efforts across plantations (4) Preserving Remnant Forest habitat	Estate Manager Field Head Assistant	2014 and continuously

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No	HCV Criteria	HCV area	Management Programme					
			Purpose	Objective	Program	Method	PIC	Target
				sufficient habitat for these species, restoring connectivity where it can be achieved, and preventing logging and/or hunting and capture of the most vulnerable species.		(5) Prevention of Hunting and trapping (6) Monitoring of river water quality		
3	3	Areas of forest and degraded forest including regrowth after clearance	Rare and endangered ecosystems are maintained and not	To maintain forest area	Management and Monitoring SOP for HCV Area	Same above HCV 1.1; 1.2; and 1.3	Estate Manager Field Head Assistant	2014 and continuously

RSPO

No	HCV Criteria	HCV area	Management Programme					
			Purpose	Objective	Program	Method	PIC	Target
		from shifting agriculture	converted to other land uses.					
4	4.1	Riparian buffers (100 m either side of the Barito River and 50 m either side of the Lahai and Atar Rivers)	Areas important for regulation of hydrological processes are managed to maintain normal hydrological functions, or to restore them where they have been degraded or destroyed.	To Maintain or enhance water quality such that it is safe for human use.	HCV Area management and monitoring	(1) Enrichment with native forest trees (2) re-establishment of riparian area and monitor frequently (3) Monthly monitoring on river water quality (4) Engagement of Coal Mining neighbor company to stop discharging raw coal slurry to waterways	Estate Manager and field head assistant.	2014 and continuously
5	4.2	Riparian and road construction areas.	To enhance the function of HCV area by protecting the	to reduce erosion potential and prevent large-	<ul style="list-style-type: none"> • HCV Area Socialization • Management and 	(1) Conduct socialization with communities surrounding the company and employees about the presence of HCV	Estate Manager and field head assistant.	2014 and continuously

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No	HCV Criteria	HCV area	Management Programme					
			Purpose	Objective	Program	Method	PIC	Target
			soil, water, vegetation and wild life inside riparian area.	scale soil loss in areas important for soil conservation (riparian zones and road sites).	Monitoring SOP for HCV Area	area. Inform about what activities are allowed and forbidden inside the HCV areas. (2) Minimize soil erosion from plantation activities (3) If necessary, dig a trench along the sides of the river to collect runoffs after heavy rains to avoid silting of the river.		
6	5	Areas that provide essential basic needs for communities are located primarily along rivers.	Improvement of management that affects areas providing basic needs for people in and around the license	maintenance and enhancement of these resources.	HCV Area management and monitoring	The maintenance and enhancement of high conservation values under HCV 4.1 & 4.2 are directly associated with the quality and quantity of water provided by rivers. Monitoring of management actions for riparian habitats and land clearing that affects environmental services	Estate Manager and field head assistant.	2014 and continuously

RSPO

No	HCV Criteria	HCV area	Management Programme						
			Purpose	Objective	Program	Method	PIC	Target	
			Area				covered under HCV 4.1 & 4.2 also apply to HCV 5. It is important that baseline data is collected e.g.: water quality to use as a basis for comparison between pre and post development.		
7	6	Graveyard, sacred forest, and other archeological sites	to maintain or enhance the function of these areas	implementing a management plan developed in collaboration with local communities. At a minimum, this requires delineating and protecting such areas from damage	HCV Area management and monitoring		(1) clearly marking in the field to ensure that disturbance of these sites do not occur in future. (2) to document the location indigenous sites (3) Impacts from plantation operations on HCV 6 sites should be monitored and all HCV 6 location sites should be visited at least twice annually	Estate Manager and field head assistant.	2014 and continuously

RSPO

No	HCV Criteria	HCV area	Management Programme					
			Purpose	Objective	Program	Method	PIC	Target
				or conversion by the company.				

RSPO

5. Internal Responsibility

This Summary of Planning and Management has been approved by the management of PT Sawit Sumber Rejo, July 2014



Zulkifly Zakariah
President Director



Priyo Prihwardono
Director