

RSPO NPP Verification StatementRevision 3 (November 2016)

New Planting Procedure Verification	tion Statement							
1. Date of Notification	26 March 2018							
2. Client Information								
Name of Grower	PT. Kalimantan Prima Agro Mandiri (including smallholder)							
Subsidiary of (if any)	IOI Group							
RSPO Membership No.	2-0002-04-000-00							
3. Verification Date								
Document review	14 - 15 March 2017 and 16 – 20 February 2018							
Field verification	14-15 th March 2017							
4. Location of proposed new Pla	inting							
Grower Address	Jl. Melawai Raya No.10, Kebayoran Baru, Jakarta Selatan 12160.							
Business Permit	Plantation permit (Izin Usaha Perkebunan/IUP) according to "Keputusan Bupati Ketapang Nomor: 1507/DPMPTSP-D/2017 (dated 18 December 2017) Tentang Izin Usaha Perkebunan PT Kalimantan Prima Agro Mandiri". IUP for Palm Oil Plantation and Processing with area ± 11,000 ha, is located in Sukaramai Village, Kendawangan and Manis Mata Subdistrict, Ketapang Regency, West Kalimantan Province. Processing unit capacity permit is 45 ton FFB/hour. Permit is valid since the company performed the activities in accordance with the technical standards and regulations. Noted: <i>Until this verification made, there is no land clearing</i>							
	or planting activity has performed by PT KPAM.							
Type of Business	Oil palm plantation							
Size (ha)	11,000 ha							
Contact person	Tan Kim Ha							
E-mail address	tankh@ioigroup.com							
Geographical location	PT Kalimantan Prima Agro Mandiri located in Sukaramai Village, Kendawangan Village and Manis Mata Village Ketapang Regency, West Kalimantan Province, Indonesia.							

^{...}making excellence a habit."



	 The surrounded area of PT KPAM is bordered with: the development area of the Danau Buntar village, PT UAI palm oil plantation, the production forest (HP), and the development plan area of Manismata Subdistrict (KSCT) in the north; the riparian buffer of Jelai River, the production forest, and the moratorium peatland area in the south; (iii) the moratorium peatland area and PT BSS in the west; (iv) the riparian buffer of Jelai River, which is also the border between Kalimantan Barat and Kalimantan Tengah, in the east. 									
Spatial Reference (GPS Coordinates) (e.g. N 1° 50′ 5.0″ E 103°27′ 47.23″)	S 02° 45′ 0.00″ E 111° 00′ 0.00″									
Boundary Map	Available									
Areas and time plan for new	Data of land-use distribution and	planting pr	ojection							
plantings	Remarks	Size (ha)	Time Plan							
	Planting projection after acceptance of NPP (Total) Planting including 20% for Plasma	7,598.30	June 2018 to December 2019							
	Conservation Areas (HCV + HCVMA)	2,871.47	February 2018 - lifetime of the plantation							
	Peatland area	467.46	February 2018 - lifetime of the plantation							
	Others (Nursery and emplacement)	62.77	June 2018 to December 2019							
	Total	of the Danau Buntar village, PT n, the production forest (HP), and a area of Manismata Subdistrict. Delai River, the production forest, atland area in the south; eatland area and PT BSS in the buffer of Jelai River, which is also Kalimantan Barat and Kalimantan Barat and Kalimantan 0.00" Don and planting projection Size (ha) Time Plan ptance 7,598.30 June 2018 to December 2019 December 2019 December 2018 - lifetime of the plantation dent) 62.77 June 2018 to December 2019 11,000.00 Lifetime of the plantation dent) 62.77 June 2018 to December 2019 anting area will be allocated for ed the government regulation. Depment time plan provide in last								
	20% of the proposed planting PLASMA Scheme as required the									
	The detail of new development page of this verification statement		provide in last							

5. Statement of Acceptance of Responsibility for NPP

PT. Kalimantan Prima Agro Mandiri had completed the necessary assessments of the Phase 1 of new oil palm planting development at Ketapang Regency, West Kalimantan Province, Indonesia and the assessments are completed in accordance to the RSPO New Planting Procedures 2015.

The assessments conducted including Social Impact Assessment (SIA), Environmental Impact Assessment (EIA), Soil Suitability and Tophograhy Assessment, High Carbon Stock (HCS) and Greenhouse Gas (GHG) Assessment and Land Use Change Analysis (LUCA).

The summary of Environmental Impact Assessment has approved by Bupati Kepatapang and PT Kalimantan Prima Agro Mandiri has granted Environmental Permit "Izin Lingkungan (Environmental





Permit)", approved by Bupati Ketapang no. 742/KLH-B/2015, dated 3rd November 2015. Proposed Oil palm plantation development by PT Kalimantan Prima Agro Mandiri in Manis Mata and Kendawangan District, Ketapang Regency are approved and declared eligible to the environment in the area of 11,000 ha and oil palm processing plant capacity of 60 tons FFB/hour, located in Manis Mata and Kendawangan District, Ketapang Regency, West Kalimantan Province.

PT Kalimantan Prima Agro Mandiri signs to confirm that the necessary assessments have been done and completed in accordance to the NPP.

Name of Grower: PT. Kalimantan Prima Agro Mandiri

Name of Person Responsible: Dr. Raymond Alfred

Position: Plantation Sustainability Manager

Date: 21 March 2018

Signature:

6. Verification Statement by BSI Services (Malaysia) Sdn. Bhd.

PT Kalimantan Prima Agro Mandiri (PT KPAM) is a is subsidiary company of the IOI Group. The IOI Group is registered as an RSPO member since 17 May 2004 with the registry number 2-0002-04-000-00.

The NPP verification of PT Kalimantan Prima Agro Mandiri Phase 1 new planting developed was conducted through document and field verification. BSI's assessors had conducted the preliminary document review and field verification from 14-15 March 2017. Document review continued on 16-20 February 2018. During the field verification, activities includes meeting and interview with local people (including smallholders) and stakeholder of the intended new planting area. The assessment team had also interviewed the executives and staff assigned for this NPP.

Through interview process with the affected surrounding community, stakeholders and smallholders, the assessment team could confirm that information on the intended new planting development has been communicated transparently.

In this Phase 1 of new planting development, the total area for potential development is 11,000 ha. The potential development area comprise of 7,598.30 ha of PT Kalimantan Prima Agro Mandiri plantation. The proposed area to be developed for year 2018 is about 3,000 Ha, while in 2019 about 4,598.30 Ha. 20% of the proposed planting area will be allocated for PLASMA Scheme as required the government regulation. The management of PT KPAM has decided to excise 2,871.47 Ha for Conservation (HCV areas including HCVMA), 467.46 ha for peatland area (High Carbon Stock areas). The details on location and area size has been correctly provided in the Assessment Summary and Management Plan. Most of the land area topography was flat with slope 0-2% (\pm 8,890 ha or 81% of the total area) and 2-8% (2,110 ha or 19% of the total area). There is no excessive gradient in PT KPAM, the output was gather from EIA which has approved by relevant authorities as well as soil and topography assessment by Aksenta. Furthermore the slope from 0-2% and 2-8% is very small, unless the raw data for the topography is very detail within is below one meter interval. All areas of the KPAM plantation business license have potential land suitability



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that can be cultivated for oil palm plantation cultivation.

During the field verification and interview with local communities, it was confirmed that there were no development and no associated development conducted by PT KPAM (e.g. permanent boundary marking, drainage, roads construction). However there were found illegal road construction activities in April 2016 conducted by third parties (Koperasi Berkat Bersama Lestari). PT KPAM has reported this activities to Regent (Bupati) of Ketapang on 25 April 2016 (by letter No. 001/KPAM/IV/2016) and respond by Regent of Ketapang by issuing a Letter Nomor 525/86/DISBUN-D dated 30 May 2016 to Camat Manismata and requested to stop the activities undertaken by the cooperative. The illegal activity by cooperatives were still ongoing and PT KPAM sends back letters to the Regent of Ketapang Cq. Kepala Dinas Perkebunan Ketapang according to letter Nomor:004/KPAM/Dir/VI/2016 dated 20 June 2016 requested to government to help to stop such activities because it could harm the company. PT KPAM also send the report to Police office (Kapolsek) Kecamatan Manis Mata to secure and patrol in the area of illegal activity. However, the cooperative is still not heed and stop such activities until September 2017; PT KPAM then report back this illegal activity and make a complaint to the Ketapang Police Resort dated 4 September according to "Tanda Bukti Laporan Pengaduan No. TBI.tanggal 04 September 2017/IX/2017/Kalbar/Polres Ketapang. Ketapang Police Resort has follow up this complaint by investigation, during the field investigation illegal activities was still going on in December 2017. Ketapang Police Resort has calling the perpetrators of these illegal activities and conduct an further investigation on 6th December 2017. Currently illegal activities carried out by cooperatives have been stopped.

PT KPAM has obtained Location permit since 2007 based on "Keputusan Bupati Ketapang Nomor: 365 Tahun 2007 Tentang Pemberian Izin Lokasi Pembangunan Perkebunan Kelapa Sawit atas Nama PT Kalimantan Prima Agro Mandiri" dated 24 September 2007 for area 20,000 ha in Kecamatan Kendawangan and Manis Mata, Ketapang Regency, valid for 3 years. The land status according to location permit 2007 was convertible production forest areas (HPK). In July 2008, PT KPAM submitted an application to the Ketapang Regent and West Kalimantan Governor to obtained the recommendation of of forest area release. In 9 September 2009 a meeting has been held to discuss the request for the release of forest areas with the "Direktur Pengukuhan dan Penatagunaan kawasan Hutan Ditjen Planologi Kehutanan, Kepala Dinas Kehutanan Kab. Ketapang, Dinas Kehutanan Prov. Kalimantan Barat, Balai Pemantapan Kawasan Hutan wilayah III, Biro hukun dan organisasi Setjen Dephut, Bagian Hukum dan Humas Ditjen Planologi Kehutanan, Direktorat Konservasi Kawasan Ditjen PHKA". According to Minutes of meeting stated that the proposed release of convertible production forest areas (HPK) will be proceed. However, in the course of the process, the Minister of Forestry issued "SK. Menhut No.936/Menhut-II/2013" concerning changing the designation of forest area to non-forest area as \pm 554,137 ha, changing of forest area function as ± 352,772 ha and designation of non-forest area into forest area as 52,386 ha in West Kalimantan Province. Based on that "SK. Menhut No.936/Menhut-II/2013", the location permit area of PT KPAM was include in non-forest area. The overlay maps of location permit and those decree letter was verified during field verification and document verification.

PT KPAM's location permit has been renewed several times in 2010, 2015 and 2016. PT KPAM obtained the newest location permit in 2017 based on "Keputusan Bupati Ketapang Nomor: 1507/DPMPTSP-D/2017 tentang Pemberian izin lokasi Perkebunan Kelapa Sawit PT Kalimantan Prima Agro Mandiri" for area 11,000 ha, dated 18 December 2017 valid until 2 years.





In 2009 PT KPAM has obtained Izin Usaha Perkebunan/IUP (Plantation operational permit) from Bupati Ketapang according to "Ketapang Regent Decree No. 216 year 2009, dated 25th May 2009 regarding Provision of Oil Palm Plantation Business License for PT. Kalimantan Prima Agro Mandiri (+ 20,000 ha) is located in District of Kendawangan, Ketapang Regency, West Kalimantan for oil palm plantation and mill capacity 45 tonnes FFB/hour. According to the certificate/letter from Regent of Ketapang No. 100/1193/PEM dated 26 June 2015, stated that specifically to meet the requirements of the proposed release of convertible production forest areas (HPK) to the forestry ministry, to PT KPAM is granted a plantation business permit (IUP) based on the Decree of Ketapang Regent Number 216 Year 2009 regarding the granting business license of palm oil plantation PT KPAM with area 20,000 ha within convertible production forest areas (HPK) located in kendawangan sub-district. Although PT KPAM has been granted IUP, but PT KPAM has not done any physical activity/land clearing in the concession area given by government.

PT KPAM then obtained the IUP in 2015 based on Decree letter from Regent Ketapang Nomor:772/DISBUN-D/2015 on 27 November 2015. Environmental permit based on Decree letter from Regent Ketapang Nomor: 742/KLH-B/2015 on 3 November 2015 and environmental feasibility for palm oil plantation and mill based on Decree letter Regent Ketapang Nomor: 715/KLH-B/2015 dated 28 October 2015.

At the time of this NPP assessment, PT KPAM has leased/obtained the lands that they intended to develop. Since June 2016 until August 2017 company has been acquiring land area of 6,737.59 ha however there is no any activities was commenced. Documentation of land compensation can be demonstrated such as: map of land compensation, Land ownership evident, release of land right evident, relinquishment of tenure right, compensation receipt, etc has not been demonstated. According to government regulation (Location permit) stated that company which has granted Location Permit (Izin Lokasi) has an obligation to acquire the land from private or community ownership before the location permit expires. PT. KPAM has commitment to implement FPIC process, ensuring that individual with legal rights, customary rights and land rights is fully identified and understand the positive and negative impact of developing oil palm plantation. PT KPAM will respect local community rights to give "consent" or not give "consent" for planting oil palm plantation in the local community land rights and/or customary land. The FPIC is still an on-going process. The FPIC procedure and land acquisition procedure was developed by PT KPAM. The assessment team deemed the approach taken by PT KPAM is inline with the definite intention of NPP. The FPIC process conducted by company has also verified by independent consultant "Aksenta".

The final documentation review was conducted between January – March 2018. Prior submitting this verification statement to the RSPO, an internal peer review was conducted. By submitting this verification statement to RSPO, it means that the assessment team had deemed that the assessments conducted by PT KPAM had met the RSPO New Planting Procedure 20th November 2015.

The below table summaries the assessment reports that were reviewed and verified by the assessment team to conclude the reports are comprehensive and following the requirements of NPP with details on the assessment result. The reports are carried out by qualified professionals and deemed credible.





Name of Document	Report No.	Assessment date	Report Date	Requirements
EIA	"Analisis Mengenai Dampak Lingkungan untuk kegiatan Perkebunan dan Pabrik Minyak kelapa Sawit PT Kalimantan Prima Agro Mandiri"	January – June 2015	October 2015	NPP Procedures 2015: Section 2, Step 3.1 and
	Area of study covering 11,000 ha and Mill capacity proposed 60 MT FFB/hour.			Table 2.
	EIA Assessor has been conducted by competent and government approval assessor PT. Delta Ekotrop Rayaindo Pontianak West Kalimantan. "PT Delta Ekotrop Rayaindo" which has "Competency Certification" as providing SEIA services based on permit from "Kementerian Lingkungan Hidup" with registered no. 0114/LPI/AMDAL-1/IRK/KLH, dated 29 th November 2013 (Valid until 28th November 2016).			
	PT KPAM has obtained Environment permit "Izin Lingkungan" from Bupati Ketapang based on Decree "SK. no. 742/KLH-B/2015", dated 3 rd November 2015 concerning Environmental permit for palm oil plantation and processing unit activity by PT Kalimantan Prima Agro Mandiri which located in Manis Mata and Kendawangan District, Ketapang Regency. Covering area 11,000 ha and mill capacity 45 MT FFB/hour.			
SIA	"Laporan Kajian Dampak Sosial (Social Impact Assesment PT Kalimantan Prima Agro Mandiri, Kabupaten Ketapang Provinsi Kalimantan Barat" Oktober 2015.	4 – 11 October 2015	October 2015	NPP Procedures 2015: Section 2, Step 3.1 and Table 2.
	SIA has been conducted by by competent assessor from external consultant "Aksenta consulting". SIA team comprised of:			
	Nandang Mulyana Noor Rakhmat Danumiharja			
HCV	Laporan Kajian HCV PT Kalimantan Prima Agro Mandiri, Kabupaten Ketapang, Kalimantan Barat, Indonesia, Februari 2017.	March 2015 – October 2016	28 February 2017	NPP Procedures 2015: Section 2, Step 3.2 and
	The HCV Lead Assessor is Idung Riadiyanto HCVRN-ALS Provisionally Licensed Assessor (ALS15029IR)			Table 2.
	The HCV assessment report was submitted to ALS on 26/03/2017 for review. There was a review since 19 June 2017, resubmission by Aksenta on 31 August 2017 and review again by HCV-RN on 20 September and third resubmission on 20 and 24 November 2917 by Aksenta. HCV report has been approved with Satifactory 3 by HCV RN on 24 November 2017.			
	The latest report of HCV has amend accordingly. Revision made in HCV report was based on the HCV-RN review.			
	The Public Summary Report is published in the HCV			



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	Network website since	e 24 Novembe	er 2017.				
LUCA	Analisis Perubahan <i>Change Analysis</i>) PT (Areal rencana izir Provinsi Kalimantan E	Kalimantan I lokasi), Ka	Prima Agro	Mandiri	April – Juni 2015	October 2015	NPP Procedures 2015: Section 2, Step 3.3 and Table 2.
	LUCA assessment co satellite imagery an process LUCA are as	alysis from L			Update study on Dec 2017 – January 2018	Update report on January	
	 Maps and satellite i Analysis of vegeta imagery from early 2007, early January also conducted as mapping. 	tion stratifica November 20 2010 and las	005 & last N st February 2	lovember 2015 was		2018	
	The LUCA team lead Forestry, community land use change anal	forestry, G					
	Further update study (From December 20 out to determine if from October 2015 using Lidar Data.	17 to Januar there is any d	y 2018) wa changes on	s carried land use			
Soil and Topography	Survey Study kesesur PT Kalimantan Prima lokasi), Kabupaten Barat, September 20:	Agro Mandir Ketapang,	ri (Areal ren	cana izin	January – June 2016	Sept 2016	NPP Procedures 2015: Section 2, Step 3.4 and Table 2.
	The soil suitability a collaborated with I Asesor comprised of as expertise and resonant Soil expert.	ndependent lead asesor Io	consultant dung Risdiya	Aksenta. anto, MSc			rable 2.
	Based on the result soil in area study con		y and study	, type of			
	Soil type	Hectare	%]			
	Typic dystrudepts	1,029.32	9.36	1			
	Typic Endoaquepts	1,608.71	14.62				
	Typic Haplohemist	467.46	4.25				
	Typic Haplosaprist	1,369.59	12.45				
	Typic Psamments	6,525.45	59.32				
	Total	11,000.53	100				
	Based on soil study (histosol) namely hap decomposed level be	lohemist, the	peat soil wit				
	Company has determined company are avoided						



	for plantation. Company also has determined peatland area as HCV management area.			
GHG & HCS	Identifikasi Cadangan karbon Tinggi (High Carbon Stock) PT Kalimantan Prima Agro Mandiri, Kabupaten Ketapang, Provinsi Kalimantan Barat, Agustus 2016. The term of all stages for Carbon Stock Study was taken three month. The stages of study covered i) Desk study, ii) Field Study, iii) Data analysis and Mapping, iv) Reporting. Assesment conducted by Independent Consultant 'Aksenta". Lead Assessor was competent in carbon stock assessment. The result of PT KPAM carbon stock study is come from the methods whose been scientific acknowledged and based on International Standard Guidelines (IPCC) and National Standar (SNI). According to the HCS report by Aksenta, the HCS assessment was based on the HCS Approach Toolkit (HCS Approach Steering Group, 2015) and The HCS Patch Analysis Decision Tree (Toollkit 2015). PT KPAM has updated the study of HCS and GHG assessment on 15-30 January 2018. Assesment conducted by Independent Consultant 'Aksenta".	14 – 23 March, 2016 Updated on 15-30 January 2018	August 2016 Update report on January 2018	NPP Procedures 2015: Section 2, Step 3.5 and Table 2.

7. Conclusion

Based on the above verification, it is the opinion of the BSI's assessment team that PT KPAM has complied with the RSPO New Planting Procedures 2015. The BSI's assessment team deemed that the management plans developed by PT KPAM are comprehensive, of professional quality and has complied with the RSPO Principles, Criteria and Indicators.

Despite that PT KPAM has complied with the RSPO New Planting Procedures 2015, the following must be conducted by the Certification Body during certification of the new development areas:

- a. Principle 7 of the RSPO P&C must be audited and PT KPAM must complied to the indicators in the RSPO P&C assessment and/or at the subsequent period where when the new development has started (Please note that new development can only start after the NPP is accepted).
- b. As per the management and monitoring recommendation in the HCV Assessment Public Summary Report, all the HCV types identified and HCV5 was not present in PT KPAM concession area. However, the presence of the Brais River and its riparians as HCV5 was strongly influenced by the land management in PT KPAM concession areas. Thus, it would be necessary to allocate a land as a management area to protect the sustainability of the HCV5 function. HCV5MA area was the floodplains of the Brais river. It was also HCV4MA. The total HCV area in PT KPAM concession area through verification and delineation in the field was 530.17 (4.82% of IUP PT KPAM). The total area of HCV + HCVMA was 2,871.47 ha (26.10% of concession area/IUP PT KPAM), which would include HCV area. Hence the Certification Body that will be certifiying this new area during the RSPO P&C assessment and/or at the subsequent period where when the new development has started, must ensure that PT KPAM has complied with this management and monitoring recommendation in the HCV Assessment





Public Summary Report.

c. PT KPAM has obtained the land area from the Land owner and still on going to acquired the land until Location permit was expired; the CB conducting the RSPO P&C assessment and/or at the subsequent period where when the new development shall audit the legality of the land.

Prepared by,

Signed on behalf of

BSI Services (Malaysia) Sdn. Bhd,

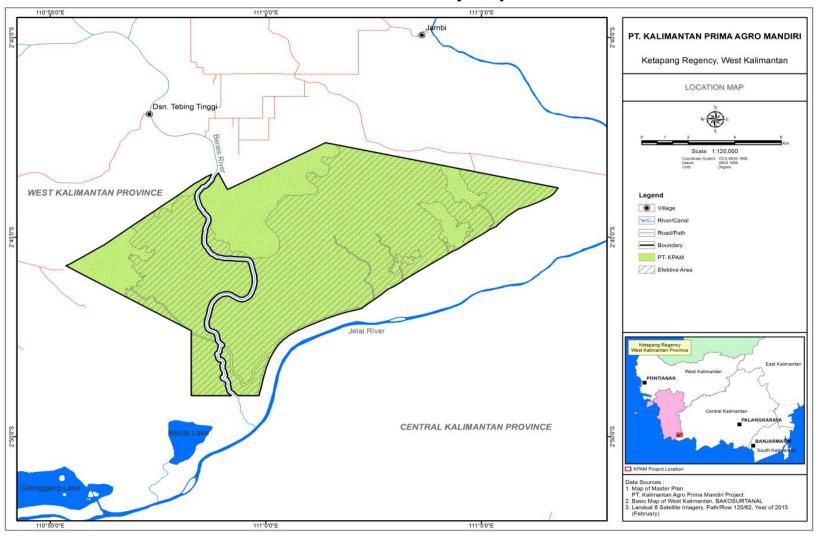
Name: Mujinius Jalaraya
Position: Lead Auditor
Date: 21th March 2018

Signature:



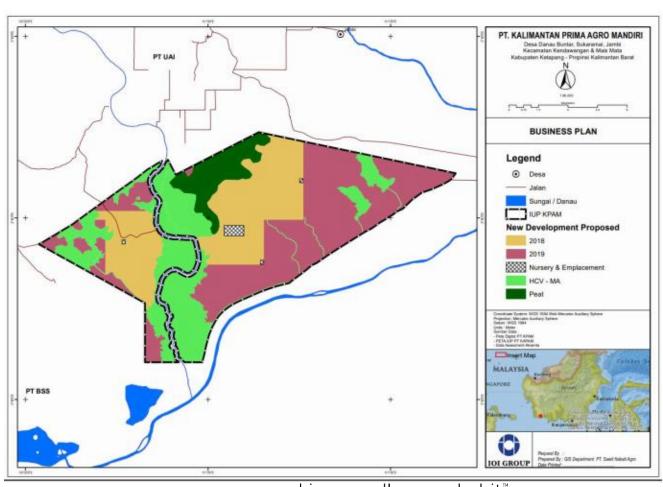
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NPP Boundary Map



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Map of Time Plan for New Planting PT. KPAM





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The timeline for the implementation of the six management plans is integrated into the time plan for new planting as found in the following table

The timeline for the imple	20			16		17						201						Ť				•		201	-						2020
lo Activities	Jan-June							-				J J			S	0	A1 .	D .	F	N		1		J 201	19		S	0	N		2020
Initial FPIC Consultations &	Jan-June	Jui-Dec	Jan-June	Jul-Dec	Jan-June	Jui-Dec	J	+	IVI	Α	IVI	J	1	А	5	0	N	υ.	1 1	IV	1 A	1	M	J	J	А	5	U	N	Ы	
1 Internal Field Assessments					- 0				8 8	- 6		-	-	-	-		-	-	- 5	8	25	25	-	-	-			3		\vdash	
External Field Assessments																															
2 HCV/HCS									0.0	-0		-	-	-	-	-	_	-	-		+	+	-	-	-	_				\vdash	
3 SEIA									60 07	- 0		\rightarrow	+	-	-	-	-	-	- 10	-	4	+	+	-	_	_	_			H	
4 Participatory Mapping	9				- 0		8		5 6	-0		-		- 2	-	-			- 10	12	20	4	- 1				-			\vdash	
Confirmation of Participatory 5 Mapping									SC 96											V-6											
6 Soil Suitability Surveys									25 (6)	- 3												3									
Land Use Change Analysis (2005 7 2015)	-																														
Development Consent 8 Application										- 0																					
Preparation of NPP and									100		\Box	\dashv	1				1		-	14		1	1	7							
9 Management Plan																															
Land Use Change Analysis (2015 10 2017)									0, 0	-			1						10.					1						П	
11 GHG Assessment	2		6.						(3) (2)	- 0	- 2	-		- 3					- 5	(2)	23	- 1	- 1		-						
12 NPP Final Verification									95 50	- 50	- 3	\dashv	-	- 1			-	-	- 10	50	-	+	-	- 1	-					\vdash	
13 NPP Notification	-				- 00					- 2		-4	-	-	-	-	-	-		71	+	+	-	+	\dashv					\vdash	
Establishment of Partnership with local community												1						Ť		t											
14 management plan																	4	1	L	_		4	1								
Environmental Pollution																						1									
15 Strategy Management Plan												_	_	_	_	_	_	_	_	+	_	4	_	_	_						
Monitoring of RTE and Endemic														-1		- 1				1	1	1		- 1							
16 Species Management Plan	-											_	-	_	_	-	-	-	-	4	-	+	-	-	_	_				_	
Important Ecosystem and Key																						1									
17 Habitat Management Plan GHG Emission and Carbon									-		-	-	-	-	_	-	+	+	-	+	+	+	-	-	-	_	_			\vdash	
18 Sequestration management plan																						1									
										-	-	-	+	-	-	-	+	+	-	+	+	+	+	-	-	_				\vdash	
Landscape Management																			Т												
19 Committee Management Plan 20 Land Preparation	- 2				8				8 8	- 3			-			-	-	-	-		+	4	-	-							
Land Preparation Land Preparation for Plasma	19				98				() ()	- 51	- 0	-	-			-	+	+	+		-	+	+	-							
																			Т												
Programme) 20% from																					L										
21 7,598.30 (Ha)	0				- 0				(0-0)	-0		-	+			+	+	+	-	+	+	+	+	-							
22 Lining, PCC Planing 23 Planting												+	-			+	+	+	+	+	+	+	+	4	-						
	-				-				9	- 0	-4	-	-			-	-	+	-	4	-	+	4	-	-	_					
24 Immature Upkeep					- 55				65 16									0			8	20									

*Note: Activity No. 15, 16, 17, 18 and 19 to be continued as a lifetime of the plantation operation ...making excellence a habit.™