

Roundtable on Sustainable Palm Oil
New Planting Procedure
Summary Report of Planning and Management

PT. Ladang Sawit Mas

Nanga Tayap District,
Ketapang Regency, West Kalimantan Province
Indonesia

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Summary Report of Planning & Management of PT Ladang Sawit Mas, 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 revision of 5 May 2010).

PT Ladang Sawit Mas (LSM) is a subsidiary of Bumitama Agri Limited (BAL), a member of RSPO and located in Nanga Tayap District, Ketapang Regency, West Kalimantan Province. The Consent License based on Plantation Business Permit (Ijin Usaha Perkebunan) No. 420 year 2010 was approved on 28 July 2010 for an area of ± 6,450 ha.

The Environmental Impact Assessment (EIA/AMDAL) was approved by the Governor of West Kalimantan Surat Kelayakan Lingkungan Number 49/BLHD/2010) on 27 January 2010. Besides fulfilling the regulatory requirements of conducting environmental impact assessment (EIA/ AMDAL), the company has also conducted and completed the High Conservation Value Identification (HCV) and Social Impact Assessment (SIA) from 27 April – 3 May 2013 by independent consultants from PT Sonokeling Akreditasi Nusantara.

The HCV Assessment was conducted for the Plantation Business Permit with an area of 6,450 ha. The results of the HCV assessment conducted by the independent consultants from SAN and their personnel team has been approved by RSPO which showed that there is no primary forest in the Permitted Area of PT LSM. The land cover is dominated by secondary forest (50.49%) and palm oil (49.51%). Later, detailed groundtruthing conducted by SAN for Land Use Change Analysis showed that the land covers using Landsat September 2012: secondary forest 41.18%, shrubs 31.18%, open land 23.91%, and community farming 0.68%.

Based on The HCV Report, which indicated that peatland was found in the Permitted Area (Location Permit/ Izin Lokasi). There are 6 types of HCV identified by the assessment and these are HCV 1 (1.2, 1.3 and 1.4), HCV 2 (2.3), HCV 4 (4.1 and 4.2), HCV 5 and HCV 6.

The key elements for HCV 1 are riparian belt. HCV 2 are areas for habitat which has representative population of natural species and HCV 4 is related to the potential damage to the riparian belt and water resources. The results of the Social Impact Assessments (SIA) has shown that the company’s development of the oil palm plantation and palm oil mill will have significant and positive impacts toward the local livelihood and the society’s social sustainability. The findings have defined how the company’s business can influence the key issues in the respective component of the social sustainability of the local community. There

are three basic components of the society's social sustainability that influences the planning of the company's future operation.

The findings from both the HCV and SIA by the independent and accredited (by the RSPO) consultants from SAN have been incorporated in the oil palm development plan of PT LSM which includes the HCV and SIA management and monitoring plans. Development of the HCV and SIA management and monitoring plans was facilitated by the SAN Team. The purpose of the workshop on HCV - SIA management and monitoring program for PT LGI 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.

2. Reference Documents

2.1. List of reports.

1. Environment Impact Assessment (EIA/ AMDAL) was approved Environmental Permit (Izin Kelayakan Lingkungan) No. 49/BLHD/2010, dated 27 January 2010.
2. The HCV Identification document is in the report "HCV Assessment report for PT LSM, December 2013 by PT SAN";
3. The Peer review HCV Identification document is in the report "HCV Assessment report for PT LSM November 2013 by Kunkun Jaka Gurmaya";
4. The SIA report is in "SIA Assessment report for PT LSM , November 2013 by SAN";
5. The Land Use Changes (LUC) Analysis Report of PT LSM, December 2013 by SAN
6. The management and monitoring plans for HCV in the "The Management & Monitoring Plans of HCV PT LSM, December 2013 by SAN",
7. The management and monitoring plans for SIA in the "The Management & Monitoring Plans of Social PT LSM, approved in February 2014";
8. The development plan of PT LSM;
9. HCV Resources Network toolkit Indonesia 2008; and
10. Location Map.

Brief summary

Based on the Environment Impact Assessment, the positive and negative impacts of the operational activities of PT LSM 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 the oil palm plantations in the area. The 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 EIA assessments, PT LSM has also conducted independent HCV and SIA

involving external experts, PT SAN; the key consultants conducting these assessments have been accredited and approved by RSPO. Based on the assessments, PT LSM 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 and the potential impacts and other negative impacts as perceived by the communities arising from PT LSM. 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 have shown that there is no primary forest in the Permitted Area (Location Permit/ Izin Lokasi) of PT LSM. The vegetation's cover is dominated by the palm oil, rubber (*Hevea brasiliensis*), agroforestry, shrub and swamp.

As for potential HCV areas, 6 types of HCV were identified, these are HCV 1 (1.2, 1.3 and 1.4) , HCV 2 (2.3), HCV 4.1 and HCV 5 within the Plantation Business Permit (Izin Usaha Perkebunan) of PT LSM. The original HCV total area identified was $\pm 1,188.71$ ha or ± 18 % of the total Area assessments by SAN.

PT LSM development plan has incorporated the findings from EIA (AMDAL), HCV Assessments and Social Impact Assessments as described above when implementing the operational plans. Management plans for the HCV areas and management plans for handling social impacts have been drawn up.

2.2. List of Legal Documents, Regulatory Permits and Property Deeds

The permits that have been obtained by the company are inclusive of Permitted Area (Location Permit/izin Lokasi), Environmental Impact Assessment (AMDAL), Environmental Permit (Izin Kelayakan Lingkungan) and the Plantation Business Permit (Izin Usaha Perkebunan). The followings are the list of the licenses and recommendations:

Table 1. Types of permits and recommendations PT LSM

No	Licenses and recommendations	Issued by	Number	Note
1.	Deed of Establishment	Indah Prastiti Eptensia, SH	12	Registered 30-05-2005
2.	Tax Registration Code Number	Directorate General of Taxes, Ministry of Finance	02.389.119.5-061.000	
3.	Provisioning Land	Regent of Ketapang (Bupati Ketapang)	525/504/IV-Bapedalpembda	Registered 27-10-2005
4.	Permitted Area (Izin Lokasi)	Regent of Ketapang (Bupati Ketapang)	- 172 year 2006 - 422 year 2008 - 416 year 2009 (size ± 8,300 Ha)	Registered - 14-06-2006 - 11-11-2008 - 09-11-2009
5.	Plantation Business Permit (Izin Usaha Perkebunan)	Regent of Ketapang (Bupati Ketapang)	No. 420 year 2010 (size ± 6,450 Ha)	Registered 28-07-2010
6.	Environmental Permit (Izin Kelayakan Lingkungan)	- Governor of West Kalimantan (Gubernur Kalimantan Barat)	- No. 49/BLHD/2010 size ± 8,300 Ha	- Registered 27-01-10

*) All legal documents available at the Public Affairs Department

Figure 1 Location of PT Ladang Sawit Mas in Indonesia



Figure 2 Location of PT Ladang Sawit Mas in West Kalimantan Province

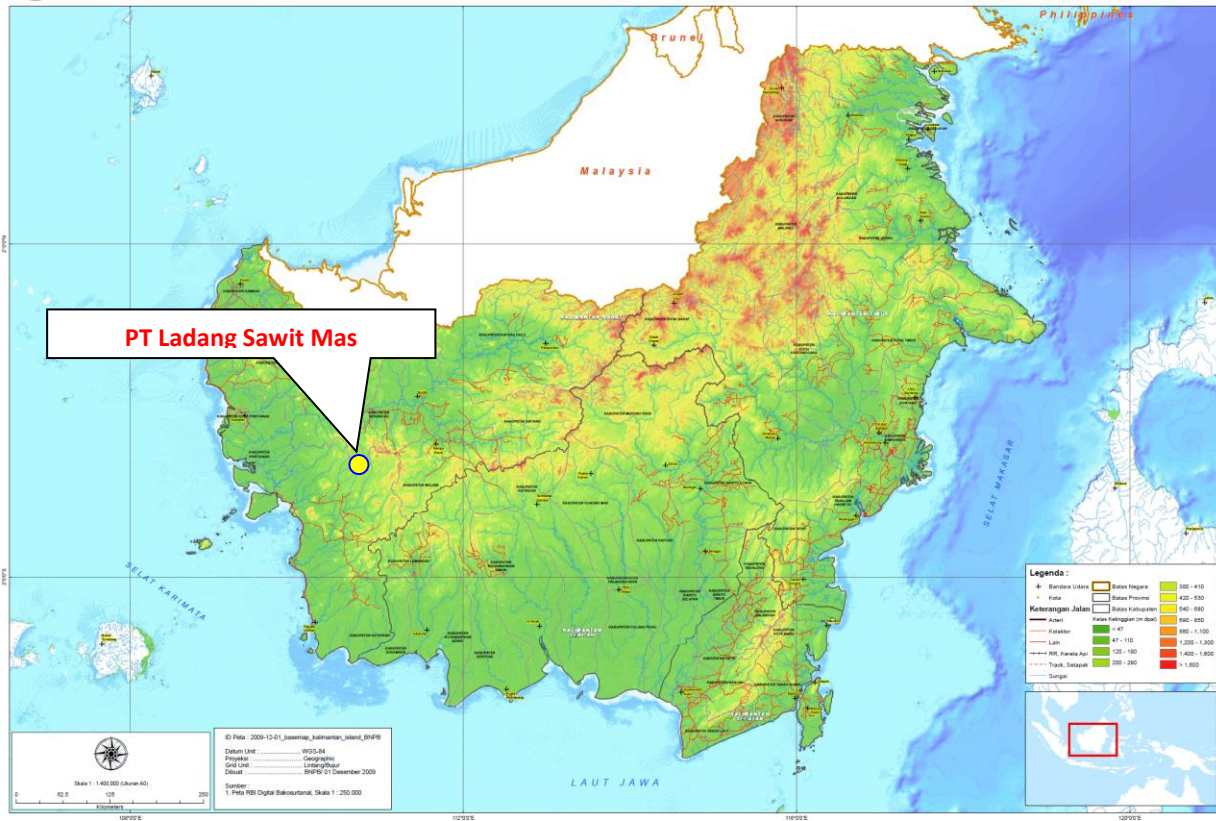
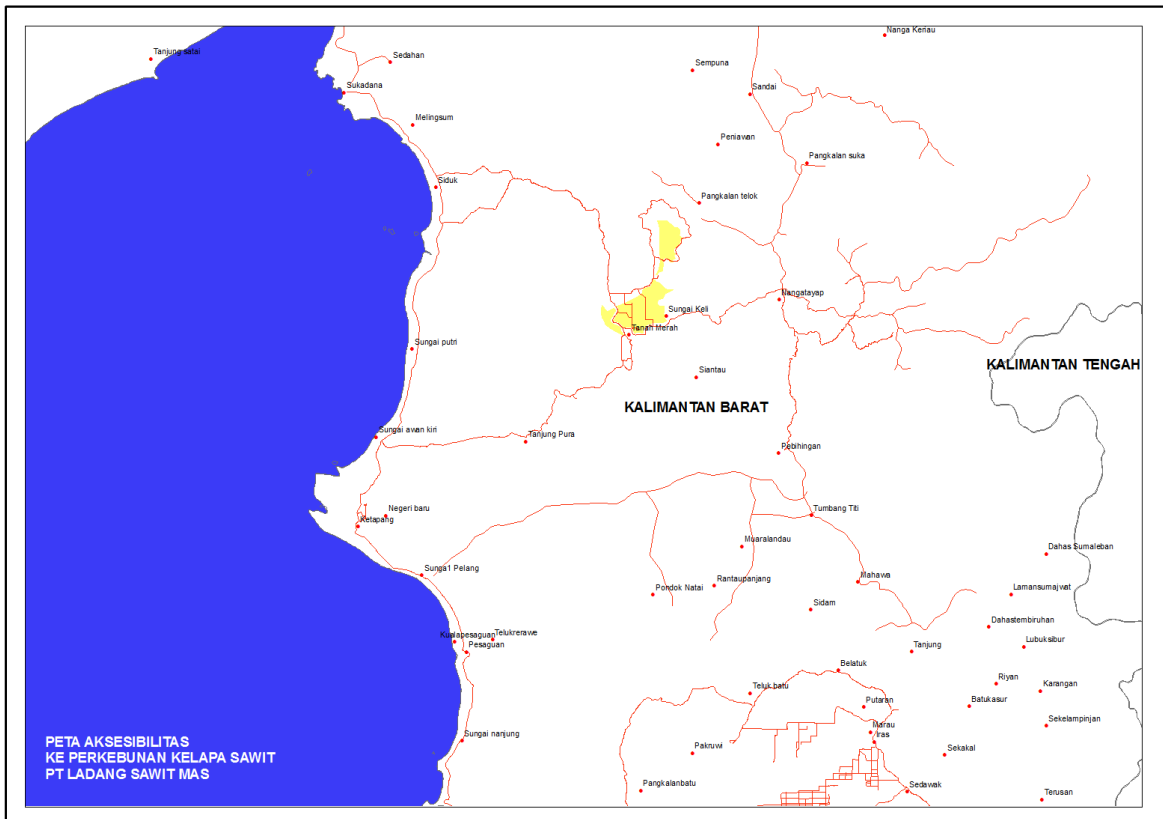


Figure 3. Location of PT Ladang Sawit Mas in Ketapang Regency



2.3. Area and time-plan for new plantings

LSM did the HCV Assessment on April – May 2013. LSM then cleared the land according to the draft indicative map of HCV that have been prepared by SAN. The area of land has been cleared is up to the HCV boundary, LSM Final Report (August 2012 – September 2013) is 4,599.13 Ha, inclusive of plasma.

The proposed new planting area by PT LSM is in the location of the Plantation Business Permit (Izin Usaha Perkebunan) which the owners of the land have received the FPIC (free, prior and informed consent).

Table 2 The summary of area statements and time-plan for new planting Ladang Sawit Mas

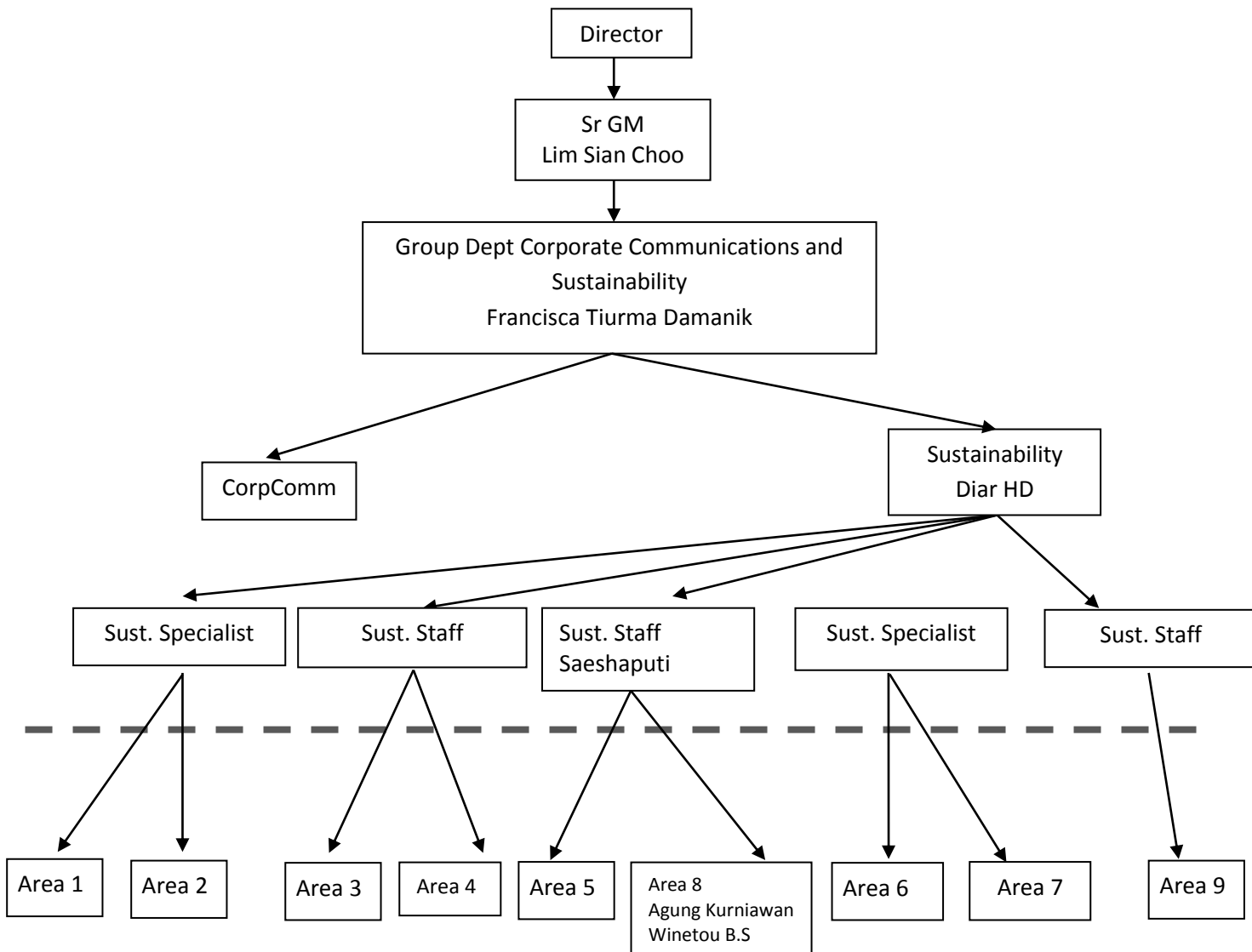
Potential Land (ha)	Year Planting (ha)					
	2012		2013	2014	2015	total
	Before Takeover	After Takeover				
5,261	568.34	1,540.66	2,566	73.70	240	4,988.7

2.4. Land Use Change Analysis

LSM had conducted a Land Use Change analysis related to land cleared prior to completion of the HCV assessment. The analysis was presented to the BHCV Working Group meeting in Jakarta on 15 April 2014. A Compensation Panel has been assigned to LSM. As shared in the BHCV Working Group meeting, all matters related to remedial and compensation will be overseen by this Compensation Panel. LSM is currently preparing a compensation proposal and a remediation management plan which will be submitted to the Compensation Panel for review.

3. EIA, SIA and HCV Management & Planning Personnel

Organizational information and HCV contact persons



3.1 Organizational Information and Contact Person

Company Name	:	PT Ladang Sawit Mas
RSPO membership number	:	1-0043-07-000-00 registered on 8 October 2007 (as part of Bumitama Agri Limited)
Capital Status	:	Foreign Investment (Penanaman Modal Asing – PMA)
Type of Business	:	Oil Palm Plantation and Palm Oil Mill
Adress (Head Office)	:	Jl. Melawai Raya No. 10 Kebayoran Baru Jakarta Selatan 12160 Indonesia
Telephone	:	(+62-21) 72798418
Website	:	www.bumitama-agri.com
Contact Person	:	Francisca Damanik (Corporate Communication and Sustainability Group Department Head)

3.2 Personnel involved in planning and implementation.

The process of HCV and SIA development and preparation of management and monitoring plans for PT LSM was implemented in phases involving several parties: that is Estate Department, the Public Affairs (PAD Department) and Sustainability Department and the whole process is in accordance with the plans facilitated by the Sustainability department Head Office BGA Group. 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 Ladang Sawit Mas

No.	Name	Department/Instansi	Official Role
HCV and EIA Management & Monitoring Plan			
1.	Kamsen Saragih	GM	Participant
2.	Joko Catur	Area Controler	Participant
3.		Manager	Participant
4.	Winetou Budi Satria	Sustainability Specialilst Area 8A	Participant
5.	Agung Kurniawan	Research Staf	
5.	Francisca Damanik	CCS Group Dept Head	Facilitator
6.	Diar Damanik	Sustainability Manager	Facilitator
7.	Hidayat Aprilianto	Sustainability Specialist HO	Facilitator
8.	Yohannes Agung Baskoro	CSR Dept Head HO	Facilitator
SIA Management & Monitoring Plan			
1.	Kamsen Saragih	GM	Participant
2.	Joko Catur	Area Controler	Participant
3.		Manager	Participant
4.	Narodon Damanik	CSR Area 8A	Participant
5.	Yohannes Agung Baskoro	CSR Dept Head HO	Facilitator
6.	Agus Wiastono	CSR Specialist HO	Facilitator
7.	Emma Isabella Aeterni Barus	CSR HO	Facilitator
8.	Hidayat Aprilianto	Sustainability Specialist HO	Facilitator
Internal Review of the HCV and SIA Reports, Management and Monitoring Plans (at Head Office)			
1.	Kamsen Saragih	GM	Reviewer
2.	Francisca Damanik	Group Dept Head CCS	Reviewer

3.	Diar Damanik	Sustainability Manager	Reviewer
4.	Hidayat Aprilianto	Sustainability Specialist HO	Reviewer
5.	Tengku M Aka	Sustainability Staff HO	Reviewer
6.	Saeshaputi R.P	Sustainability Staff HO	Reviewer
External Review of the HCV and SIA Reports, Management and Monitoring Plans (at Head Office)			
1	Kunkun Jaka Gurmaya	HCV Assessor approved by RSPO	

The implementation of the EIA, HCV and SIA management & monitoring plans in the field will be implemented by experienced personnel who possess a high level of dedication,, knowledge, and special technical skills. Sustainability Staff, CSR Staff, with Plantations Manager Team, stationed at the location, will provide support in these activities. The Estate Manager is directly responsible in the implementation of the plans of management and monitoring. In addition, the Area Controller and Estate Manager is accountable in fulfilling of the requirements for the plans and as well as responsible in analyzing the results of the input from the monitoring plans. The General Manager is accountable and responsible to ensure that the Overall Development Plan including the management of HCV and SIA is implemented according to the time plan and budget. The management team is supported and supervised by the Senior General Manager. The detail of the responsibilities and roles of the HCV and SIA development and preparation of management plans and monitoring are summarized in the “The Management & Monitoring Plans of HCV/SIA PT LSM” document. The Head Office Estate Department, Public Affair Department (PAD), and Sustainability Department Head Office will provide the overall support in the implementation of the development plan.

3.3. Stakeholders to be involved

The process of the EIA, HCV, and SIA development and preparation of management plans and monitoring of PT LSM also involved the relevant stakeholders such as governmental offices (Natural Resource Conservation Department - BKSDA), The Plantation Office, The Forestry Office, The Office for Environment - BLH), local and international NGO, local communities, the government of local village and District.

Consultation with the relevant stakeholders to provide opportunities for communication and sharing of the informations/ opinion/ suggestions between the PT LSM and stakeholders was carried out. Public consultation was carried out at the time of HCV and SIA resource assessment consisting of people who were respondents (the workers, local communities and local government) **Appendix 1.**

4a. Summary of Management and Mitigation Plans on Environment Impact Assessment

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

No	Activity	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
					Plan	Period	Plan	Period
1.	Land Clearing	increase of the erosion rate and sedimentation	Land clearing, roads, bridge and drainage providers	Around the palm oil plantation area, especially on land with a slope > 8% and the river flowing in the plantation area	<ul style="list-style-type: none"> • open land with phased implementation • individual terracing and rorak • no land clearing during rainy days • create drainage channels for excess water, controlling the flow of the water, and directs the water. • Also directed to the pond's sediment trap • land cover crops • socialization to the communities 	Once every 3 month during construction and operational phase	<ul style="list-style-type: none"> • erosion and sedimentation rate 	
2		Decrease of water quality	Land clearing, roads, bridge and drainage providers, maintenance of immature and mature plant, waste handling	rivers and other water bodies within the management unit	<ul style="list-style-type: none"> • open land with phased implementation while maintaining a buffer zone along the river • and clearing is in line with the slopes • Land cover crops • use of manure, pesticides and other agrochemical according to dosage, rules and use the kind that allowed by the government • priority to use the biological to control pests • wastewater treatment technology so the waste 	Once every 6 month during construction and operational phase	<ul style="list-style-type: none"> • 	

No	Activity	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
					Plan	Period	Plan	Period
					<ul style="list-style-type: none"> appropriate with the quality standards socialization to the workers and communities 			
3	Land clearing	Increase flooding		Around the palm oil plantation area, especially on land with a slope < 8% and the river flowing in the plantation area	<ul style="list-style-type: none"> open land with phased implementation while maintaining a buffer zone along the river and clearing is in line with slopes Land cover crops Individual terracing and rorak no land clearing on rainy days give the workers training of emergency response management and flood control socialization to the workers and communities 	Once every 3 month during construction and operational phase	<ul style="list-style-type: none"> 	
4		Increase risk of drought	<ul style="list-style-type: none"> reduction in flow of the river decrease in ground water level in the wells 	<ul style="list-style-type: none"> rivers within the management unit shallow well water 	<ul style="list-style-type: none"> open land with phased implementation while maintaining a buffer zone along the river Land cover crops socialization to the workers and communities 	During construction and operational phase	<ul style="list-style-type: none"> 	
5		<ul style="list-style-type: none"> Smog haze due to land fires 	<ul style="list-style-type: none"> Laxity of employee who are involved in the clearance when using fire 	<ul style="list-style-type: none"> Cleared areas 	<ul style="list-style-type: none"> Land clearing without burning Put a signboard on fire-prone lands and warning signs to be cautious in the use of fire Provide the facilities and 	Once every 3 months during the land clearing process	<ul style="list-style-type: none"> Recorded the occurrence of fire Researching the cause of the fire source 	

No	Activity	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
					Plan	Period	Plan	Period
			•		<ul style="list-style-type: none"> infrastructure of fire emergency response • Make the water ponds around the plantation as a source of water to extinguish fire in case of fire hazard • build a watchtower to monitor the occurrence of land fires and early warning system of fire hazard • socialization to the workers and communities • give workers for emergency response & fire hazard training • 		•	
6	Socialization	Perception of the communities	Ignorance and misinformation from the public against the company's plans in development of oil palm plantations	<ul style="list-style-type: none"> • Kelik Tua Hamlet • Tanah Merah Hamlet • Sumber Priangan Hamlet • Sembelangaan Hamlet • Tanjung Toba Hamlet • 	<ul style="list-style-type: none"> • Boundary area with a pull out of conflict area or give the compensation and make a partnership • Meeting directly with the communities to socialized the oil palm plantation development • Give the informations related with the activity plan by regular meetings in the village • Explain the positive impact to the communities through oil palm plantations • Forminf SATLAK and work with TP3K team Ketapang Regency, also community institutions when socialized to the communities 	Socialization the development of oil palm plantation carried out at least 4 months before the opening of the land. And during the pra constuction stage	Direct observation and interviews with the surrounding community by using questionnaires and deep interviews	Every 6 month

No	Activity	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
					Plan	Period	Plan	Period
7	Land Acquisition	Advent of Negative attitudes and perceptions of society, community dissatisfaction with land compensation, also rise of social conflicts between companies and communities	Process land acquisition and compensation are harmful to society	<ul style="list-style-type: none"> • Kelik Tua Hamlet • Tanah Merah Hamlet • Sumber Priangan Hamlet • Sembelangaan Hamlet • Tanjung Toba Hamlet • 	<ul style="list-style-type: none"> • Take inventory of public lands contained in the project area along with regency officials, district and village • Meetings related to the completion of land • Carry out the land acquisition process and compensation according the agreement • Enclave of existing permissions if the community don't want to exempt land • Documentation all aof land acquisition activity 	During the process of land acquisitions	Direct observation and interviews with the surrounding community by using questionnaires and deep interviews	Every 6 month
8	Recruitment	Rise of negative attitudes and perceptions, social conflict and social resentment	Recruitment process without transparency, which does not give priority to local employment, although according with the qualification	<ul style="list-style-type: none"> • Kelik Tua Hamlet • Tanah Merah Hamlet • Sumber Priangan Hamlet • Sembelangaan Hamlet • Tanjung Toba Hamlet 	<ul style="list-style-type: none"> • Provide broad information to the public regardng recruitment • Priority to local employment with the necessary qualifications attention 	During te recruitment process	Direct observation and interviews with the surrounding community by using questionnaires and deep interviews	Every 6 month
		changes in livelihood	increase in employment and business opportunities	Hamlets around the plantation & mill project	<ul style="list-style-type: none"> • Priority to local employment with the necessary qualifications attention • not acquisition all land from the community, so the 	During the operasional of palm oil plantation & mills		

No	Activity	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
					Plan	Period	Plan	Period
					<ul style="list-style-type: none"> people still have another alternative livelihood community development program 			
		Changes in income	<ul style="list-style-type: none"> many people who became part of the company's workforce increase in business opportunities 	Hamlets around the plantation & mill project	<ul style="list-style-type: none"> collaborated with the village in terms of recruitment implementation of a transparent selection labor, so it does not cause a negative perception Priority to local employment with the necessary qualifications attention 	During the operational of palm oil plantation & mills		
	Making of infrastructure	Changes in environment sanitations	<ul style="list-style-type: none"> 	Hamlets around the plantation & mill project	<ul style="list-style-type: none"> treating the existing drainage system, so the optimum control of water in the area inspection of environmental sanitation periodically 	Once in every 6 month		
4	Nursery	Occurrence of eutrophication due to entrainment of partial fertilizer that's not absorbed by the rain to the river	Use of manure that doesn't comply with the dosage and timing of manuring	<ul style="list-style-type: none"> Nursery Areas 	<ul style="list-style-type: none"> Research the needs of optimum manuring Provide the right dosage of manure, a measure, quantity and timing Make the Manuring Procedure Socialized to the nursery workers about a good and correct manuring system 	Twice a year during the Manuring activity	Sampling properties of the physical properties and chemical analysis	Every 6 Month
6	Immature Plant maintenance	Occurrence of eutrophication due to entrainment of partial fertilizer that's not absorbed	Use of manure and pesticides that aren't in accordance with the dosage and timing	<ul style="list-style-type: none"> Plantation Areas 	<ul style="list-style-type: none"> Research the needs of optimum manure and needs for pesticides for integrated pest control Provide the right dosage of manure, a measure, quantity 	Twice a year during the Manuring activity	Sampling and measurement of water quality in the Mirah river	Every 6 month

No	Activity	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
					Plan	Period	Plan	Period
		ny the rain to the river. And water pollution due to use of pesticides that incompatible with the dosage			<ul style="list-style-type: none"> and timing • Implement the integrated pest control • Make the Manuring and Usage of Pesticids Procedure • Socialized to the workers about a good and right manuring and pest control system • Conduct biological pest control 			
	Operational Stage							
1	Mature Plant Maintenance	Occurence of eutrophication due to entrainment of partial fertilizer that's not absorbed by the rain to the river. And water pollution due to use of pesticides that incompatible with the dosage	Use of manure and pesticides that aren't in accordance with the dosage and timing	<ul style="list-style-type: none"> • Plantaton Areas 	<ul style="list-style-type: none"> • Research the needs of optimum manure and needs for perticides for integrated pest control • Provide the right dosage of manure, a measure, quantity and timing • Implement the integrated pest control • Make the Manuring and Usage of Pesticids Procedure • Socialized to the workers about a good and right manuring and pest control system • Conduct biological pest control 	Twice a year during the Manuring activity	Sampling and measurement of water quality in the Mirah river	
2	FFB Transport	Increase number of work accidents	FFB transportation activity	<ul style="list-style-type: none"> • Plantation Areas 	<ul style="list-style-type: none"> • Maintaining of damaged roads which dangerous for FFB trucks • Provide traffic signs in the plantation areas 	Every 3 month	Recording and analyzing workplace accidents	Every 6 month

No	Activity	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
					Plan	Period	Plan	Period
					<ul style="list-style-type: none"> • Socialization to the workers and FFB transport contractors • Use nets in a truck so FFB not fall 			
3	FFB processing into a CPO	Decrease air quality and increased noise		<ul style="list-style-type: none"> • Plantaton Areas 	<ul style="list-style-type: none"> • socialization to the workers and the activity around to always use PPE • exhaust emissions combustion technology with a chimney • complement chimney with holes for measuring of air quality emissions, measuring instruments, wind speed and ladder safety • sprinkling road periodically • tree planting to control dust 	Once every 3 month and reporting once every 6 months during the operational		

4b. Summary of management and Mitigation Plans (SIA)

PT LSM has developed the plans for the social impacts as the operational efforts on social mitigation. The SIA development and preparation of management & monitoring plans for PT LSM was mainly based on the SIA result, in corporation with SAN.

The steps taken in the SIA development and preparation of management & monitoring plans were:

Based on the SIA results for PT LSM by SAN aimed to be managed consistently with appropriate work performance standards. The scope of the development and preparation of management & monitoring plans included all of the potential impacts by the plantation activities.

Table 6. Management and Mitigation Plans of Ladang Sawit Mas

No	Activity	Social Issues	Management Plan	Monitored Indicators	Periode
External Issues					
1	Infrastructure	<ul style="list-style-type: none"> Opening of the road network has revived economic activity and improve the mobility of people The condition of the road between the village and inter-village with the company is still a soil (hard ground) which in the dry season roads can be dusty and respiratory disease vectors 	<ul style="list-style-type: none"> Regular maintenance and monitoring on road condition and air quality (related to dust issue) 	<ul style="list-style-type: none"> Road maintenance Plan Air quality monitoring result 	<ul style="list-style-type: none"> Twice in a year
2	Partnership	<ul style="list-style-type: none"> Raised the public welfare around palm oil plantation Distrust of the company if the partnership is not immediately realized plasma appropriately Condition of public welfare remain low giving rise to a variety of potential social unrest, including increased crime 	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> 	<ul style="list-style-type: none">

No	Activity	Social Issues	Management Plan	Monitored Indicators	Periode
3	Social economic	<ul style="list-style-type: none"> • Open access to economic resources and new jobs for the community in the area of oil palm plantations • reduce illegal logging business potency • provide opportunity and certainty for the community to get cash money • Opening of new jobs with the certainty of cash acquired weaken society to keep rubber and restrict farming activities. Consequently of basic needs of foodstuffs should be purchased. It reduces self-sufficiency society and potential to food shortages • Slowly and vague information and the promotion mechanism of labor status raises anxiety in workers, both KHL and KHT of rural communities around oil palm plantations 	<ul style="list-style-type: none"> • No specific issue related to social economic aspects, and a matter of fact, there are more positive impact for community. Company will implement local economy development program through CSR to ensure that community gains benefit from company existence. • Socialization on labour recruitment to community 	<ul style="list-style-type: none"> • n/a • Socialization to community is implemented and recorded 	<ul style="list-style-type: none"> • Once in a year
4	Demography	<ul style="list-style-type: none"> • The company leads of public awareness to ensure the administrative boundaries between villages • High population mobility and openness of access from the outside open new alternatives for the company in meeting the needs of the workforce • Land ownership claims between villages / hamlets which are not completely resolved can lead to strain 	<ul style="list-style-type: none"> • Encourage villages and local government to set up administrative boundaries to prevent community's conflict related to village boundaries • Implement a fair recruitment system, with a regard to local community's condition in term of skill and education standard 	<ul style="list-style-type: none"> • Administrative boundaries is set and agreed by relevant party • Recruitment system is available and socialized to communities 	<ul style="list-style-type: none"> • Continuous • 2014-2015

No	Activity	Social Issues	Management Plan	Monitored Indicators	Periode
		<p>and conflict between communities around the plantation area</p> <ul style="list-style-type: none"> • Assumption and negative accusations against the company's role in triggering the strain between communities in the process of fulfilling employee from outside the area to give an attitude of resistance and social conflicts between communities and the company • villages, socialization problems become a dominant issue 			
5	Socio-Cultural and Religious	Most people Segagap Hamlet and Betenung Village already involved in a partnership scheme and some peoples of the Nanga Tayap Village be company employee	No issue found		
6	Environment and Public Health	<ul style="list-style-type: none"> • Health services that will be granted by the company raise the motivation of people to do a healthy live and give an easy access to villagers has a health care • Orangutans management issues where appropriate, can enhance the positive image of companies that are environmentally friendly and siding conservation. But also can give a negative image of company if not done properly, especially from conservations agencies at the local, nasional, nor international 	<ul style="list-style-type: none"> • Set up company's clinic and provide occasional support to community through mass medication program and/or other health program • Create a CSR program that intended to increase the awareness of orang utan conservation, both for employees and communities 	<ul style="list-style-type: none"> • Company's clinic is available and health program for community is implemented • Orang utan related CSR program is implemented 	<ul style="list-style-type: none"> • 2014 and continuous • Yearly

No	Activity	Social Issues	Management Plan	Monitored Indicators	Periode
		<ul style="list-style-type: none"> If no education of healthy life and help improve community environmental sanitation conditions, the disease can occur arise in the community and give a negative image of the company as it may be society considers the incidence of disease caused by the activity of the company 	<ul style="list-style-type: none"> Implement a healthy lifestyle to the community through CSR program 	<ul style="list-style-type: none"> CSR program related to healthy lifestyle campaign is implemented 	<ul style="list-style-type: none"> Yearly
Internal					
7	Employee Recruitment System	<ul style="list-style-type: none"> Employee recruitment of oil palm plantations can eliminate poverty and backwardness of human resources, particularly residents of the area around the plantation to improve the welfare of people so that there is a change in the lifestyle of the people KHL recruitment system is very easy and there is no specific provision so that potential of excess labor in the company and the company increased expenses whereas immature plant. KHT recruitment system is only enjoyed by a small group of community, as only performed on people who are familiar with the people and still impressed prioritize the recruitment system of kinship 	<ul style="list-style-type: none"> Recruitment in accordance with the labor laws (productive age limit). The process of recruitment through employment needs in the field. Workers who are at high risk (security, drivers and harvesters) and chemicals applicator (Manuring and Chemist/ Spraying) after 3 months of immediately will be KHT Workers which has more than 21 working days for 3 consecutive months, will be KHT. 	<ul style="list-style-type: none"> KHT removal data in HR area Labor requirements based on Standart Budget and extents Attendance of employees 	<ul style="list-style-type: none">

No	Activity	Social Issues	Management Plan	Monitored Indicators	Periode
		<ul style="list-style-type: none"> • Gap absorption of more labor-migrants come from and better positions relatively more enjoyed by outsider employees 	<ul style="list-style-type: none"> • Provide equal opportunities between local and migrant workers in accordance with the their experience 		
8	Aspects of Protection, Development and Labour Welfare Improvement	<ul style="list-style-type: none"> • Provision of infrastructure and facilities protection, development and improvement of labor welfare can increase employee motivation in the work. • Development of human resources through education or training can improve employee qualifications either cognitive, affective and psychomotor employees. • Can have negative impacts that may increase the potential hazard which can cause health problems and safety, hazards can be physical, chemical, and psychological ergonomics. • Weak implementation of policies or rules may lead to the use of PPE waiver rules en masse by employees and can give birth customs and culture of discipline is not working 	<ul style="list-style-type: none"> • Provide job training (Internal and External Training) to a new job, new workers in order to better understand the job that will be run as well as reduce the risk of loss. • Provide and campaign the importance of Personal Protective Equipment (PPE) accordance with its function. • Medical Check up of employees, especially fo chemicals applicator, every 6 months 	<ul style="list-style-type: none"> • Internal and External Training Report • Documentation of activities BGA manuring System (BMS) and BGA Spraying System (BSS) in the plantation • Checking BMS and BSS by the Department of Quality Control • Health check data from company polyclinic 	<ul style="list-style-type: none"> •
9	Industrial Relationship	<ul style="list-style-type: none"> • The weak bargaining position of workers in the company raises pessimistic attitudes, discomfort and if it accumulates with policies that do not conform to the expectations of workers could lead to a vertical conflict between companies and workers. • Confusion worker to 	<ul style="list-style-type: none"> • Establish Cooperation Institute (bipartite Institute, whose members include representatives of employees and employers • Conduct a meeting to resolve the problems between workers and employers 	<ul style="list-style-type: none"> • Minutes of Meetings and documentation of EMC • No issues raises come from employee issue 	<ul style="list-style-type: none"> •

No	Activity	Social Issues	Management Plan	Monitored Indicators	Periode
		<p>convey the aspirations, complaint in fear raises apathy and lethargy in the work that is characterized by an attitude of "defaulters" work or pretend to be sick and if accumulated with the company's lack of attention to the rights of workers, it can encourage a mass strike and protests lead to conflict and its disadvantage</p>			
10	Competency Deveplopment	<ul style="list-style-type: none"> • workers can improve the performance, which in turn increases the income of the increase in performance is achieved and have the opportunity to achieve a better career because it has better competence • Traditional law is still held strongly by the community. Therefore, in every village they have leaders or elders they call Demung Adat. The role of Demung Adat is to lead and coordinate the events and rituals ceremonies / traditions of the local community 	<ul style="list-style-type: none"> • Internal training to improve the competency of employees and career forward. • Resolving issues through traditional and state law, facilitated by local consultative agency (sub-district, damramil and police station) 	<ul style="list-style-type: none"> • Documentation of internal training activities • Minutes musyawah consensus with local consultative agency (attendance list and minutes) 	<ul style="list-style-type: none"> •
11	Career Path	<ul style="list-style-type: none"> • Strengthen the management structure and human resources. • Employee motivation, because a promising career path. • The unclear time limit status change of workers 	<ul style="list-style-type: none"> • Change the status of employees of the KHL to KHT based on regulation (if Workers which has more than 21 working days for 3 consecutive months). • Company regulation 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> •

No	Activity	Social Issues	Management Plan	Monitored Indicators	Periode
		<p>from the KHL into KHT or monthly raises social jealousy attitude and gap positions which could trigger conflicts between workers and protests.</p> <ul style="list-style-type: none"> • Incompatibility between education level and career path that offered by the company led to pessimism and apathy, moreover could bring the strikes and mass mobility move the work to another company 	<p>socialization to employees</p>		

4c. Summary of Management and Mitigation Plans (HCV)

The HCV development and preparation of management & monitoring plans

The HCV development and preparation of management & monitoring plans were based on the result of the HCV assessment which was administered in July 2013 by independent consultants from SAN who has been personality accredited and approved by RSPO. This process provides data and information related to the presence of the HCV areas in the Permitted Location (Ijin Lokasi) of PT LGI, 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 were 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

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 in 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 regarding the existence and importance of protecting HCV areas.
3. Develop dialogue and facilitate people for making 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. Measuring fluctuation activity of water level on rainy season and dry season as *baseline* in rivers which have the important function as the catchment areas.
7. Avoid/minimizing superficial of river with GAP (Group Agriculture Policy) which is land clearing until maintenance and harvesting.
8. Recondition and making the policy and procedure (SOP) which is supporting the effectiveness of HCV management.

Table 7. Area Management Plan HCV PT LSM

No	Nama	NKT	Luas (ha)
1	Sempadan S. Danau Pasir	1.2, 1.3, 1.4, 4.1, 5	14.97
2	Sempadan S. Teluk Batu Tampin	1.2, 1.3, 1.4, 4.1, 5	21.31
3	Sempadan S. Keseluruhan	1.2, 1.3, 1.4, 4.1, 5	15.02
4	Sempadan S. Pembunuh Buaya	1.2, 1.3, 1.4, 4.1, 5	18.87
5	Sempadan S. Dukuh	1.2, 1.3, 1.4, 4.1, 5	25.95
6	Sempadan S. Putih	1.2, 1.3, 1.4, 4.1, 5	26.03
7	Sempadan S. Peninjau	1.2, 1.3, 1.4, 4.1, 5	19.30
8	Sempadan S. Sembelangaan	1.2, 1.3, 1.4, 4.1, 5	2.29
9	Sempadan S. Penjalaan	1.2, 1.3, 1.4, 4.1, 5	12.09
10	Sempadan S. Kakahan	1.2, 1.3, 1.4, 4.1, 5	25.25
11	Sempadan S. Benipis	1.2, 1.3, 1.4, 4.1, 5	53.07
12	Sempadan S. Tanah Merah	1.2, 1.3, 1.4, 4.1, 5	55.05
13	Sempadan Anak S. Tanah Merah	1.2, 1.3, 1.4, 4.1, 5	15.49
14	Areal Belukar	1.2, 1.3, 1.4, 2.3	68.20
15	Areal Berhutan (Hutan Sekunder)	1.2, 1.3, 1.4, 2.3	17.07
16	Areal Bergambut	4.1	396.60
17	Areal Bergambut	4.1	402.14
18	Grave at BTJE & HJYE	6	0.02
	Total HCV Area		1,188.73

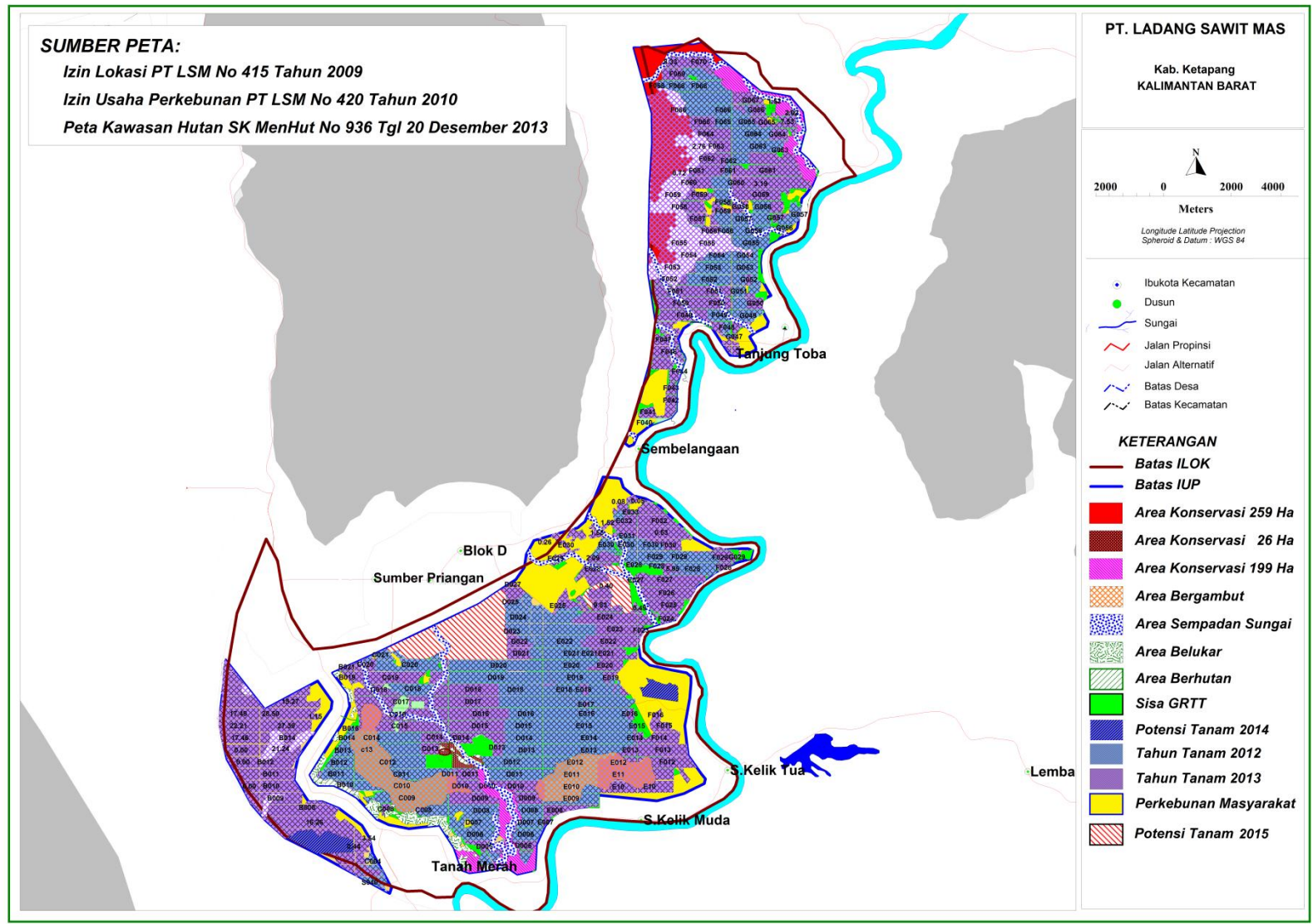


Figure 5 HCV Map PT LSM over lay with Plantation Bussines Permit and management plan for planting

Table 7. Summary of Management and Mitigation Plans (HCV)

HCV	Location	HCV's Management	Time Plan	Monitored Indicators	Time Plan
HCV 1.1. Areas that contain or provide biodiversity support function to protection or conservation areas	<ul style="list-style-type: none"> • Riparian of the Titi Kayu Are River • Jelutung Hill • Buffer Zone of protected forest Lempudung Hill 	<ul style="list-style-type: none"> • 100 meters riparian determinations • Socialization the HCV 1.1 areas to all staf and stakeholders • Arrangement and measurement of boundary, and also laying demarcation, involving local governmen forces, public figures and community representatives • Authentication of protected area demarcation document known by the related side • Fitting signboards of the HCV 1.1 areas and protected areas, especially in the area around villages and the path traveled by the community and staff • Enrichment of plants in the riparian areas especially with plantf of wildlife feed • Maintenance of demarcations, signboards, and mark on trees periodically 	<ul style="list-style-type: none"> • 6 months • Every 1 year • 1 year • 1 year • 3 Years • Every 6 month 	<ul style="list-style-type: none"> • Disturbance intensity of the HCV 1.1. area, including illegal logging & fire hazard • the effectivity of socialization to communities and participation of community to secure the protected area • Actual implementation and success rehabilitations againts HCV 1.1, including enrichment of plants • Trend changing of flora & fauna, also aquaic biota, monitored in the permanent sample plots with a sampling intensity 0.1% • Qualtiy of boundary and signboards 	<ul style="list-style-type: none"> • Continuously in every month • Every 6 month • Every 6 month • Every 1 year • Every 6 month
HCV 1.2. Critically	<ul style="list-style-type: none"> • Majau Air (<i>Shorea lepidotaa</i>) • meranti merah (<i>Shorea</i> 	<ul style="list-style-type: none"> • Flora and fauna whole inventoritation especially in HCVA 1.2. and other 	<ul style="list-style-type: none"> • 6 months 	<ul style="list-style-type: none"> • Conducting census for Threatened species extinction populations 	<ul style="list-style-type: none"> • Once every 6 months

HCV	Location	HCV's Management	Time Plan	Monitored Indicators	Time Plan
endangered species	<i>smithiana</i>) <ul style="list-style-type: none"> • Orangutan • Bekantan at : <ul style="list-style-type: none"> - Riparian of the Benipis River - Forested Area Block D4 - Forested Area Block C6-C9, B10 - Forested Area B14-B19 - Forested Area C13 - Forested Area D12-D14 - 	protected areas to determine the spread of the almost extinct type <ul style="list-style-type: none"> • Delineation on the map in the endangered habitat field types to facilitate managing and monitoring • Installing signs ban on felling kind of information which almost extinct, especially endangered species and other plant species in the protected comrades • Doing the nursery of endangered types and plant them as enrichment plants in protected areas • Educating the public or unit management staff about endangered species periodically • 	<ul style="list-style-type: none"> • 6 months • 6 months • Every 1 year • Continuous 	regularly <ul style="list-style-type: none"> • Calculating the vegetation percentage growth when used as a vegetation rehabilitation and/or enrichment • Monitoring of the threatened species habitat condition • 	
HCV 1.3 Area that contain habitat for viable populations of endangered, restricted range or	<ul style="list-style-type: none"> • Riparian of the Benipis River • Riparian of the Tanah Merah River • Forested Area Block D4 • Forested Area Block C6-C9, B10 • Forested Area B14-B19 • Forested Area C13 • Forested Area D12-D14 Shrub Area 	<ul style="list-style-type: none"> • Mapping the location and Inventory of flora and wildlife population, include density and distribution of population, also the quality of their habitat • Arrangement and measurement of boundary, and also laying demarcation • Put signboards HCV 1.3 areas and prohibiton of 	<ul style="list-style-type: none"> • Every 1 year • 6 months • 6 months • 6 months 	<ul style="list-style-type: none"> • Intensity of interference to area which have HCV 1.3, including prohibiton of illegal hunting & wildlife disturbance, usage of hazardous & toxic materials and also fire hazard • Inventory of flora and wildlife habitat • Variety conditions and wealth of flora fauna species periodically • Monitoring the presence and 	<ul style="list-style-type: none"> • Every 3 month • Every 1 year • Every 1 year • Every 6 month

HCV	Location	HCV's Management	Time Plan	Monitored Indicators	Time Plan
protected species		<p>illegal hunting & wildlife disturbance in that areas. Coordinate with Forestry Agency and regional conservation center for the management of the wildlife population</p> <ul style="list-style-type: none"> • Enrichment of plants in that protected areas, especially with local plants • Rehabilitation at the protected areas which has been conversion to palm oil plantation • Securing HCV 1.3 areas from land conversion, illegal logging and illegal hunting • Maintenance of waters ecosystem, include the depth of the river, water quality, population of aquatic biota • Habitat surveys: food availability of orangutan (determining the existence of a source of food) • The rescue, evacuation and translocation of PT. LSM orangutans, prior necessary of feasibility studies • Socialization to the worker and communities periodically 	<ul style="list-style-type: none"> • 3 Years • Continuous • Continuous • Continuous • Every 1 year 	<p>condition of orangutans in HCVA 1.3</p> <ul style="list-style-type: none"> • Monitoring orangutan who once translocated and released in PT GMS by management • Presentation growth and death of enrichment plants • Actual implementation of activities and the survival of rehabilitated against HCV 1.3 areas • Effectivity of securing HCV 1.3 areas 	<ul style="list-style-type: none"> • Every 1 year • Every 6 month

HCV	Location	HCV's Management	Time Plan	Monitored Indicators	Time Plan
HCV 1.4. Areas that contain habitat of temporary use by species or congregations of species	<ul style="list-style-type: none"> Riparian of the Benipis River Riparian of the Tanah Merah River Forested Area Block D4 Forested Area Block C6-C9, B10 Forested Area B14-B19 Forested Area C13 Forested Area D12-D14 Shrub Area 	<ul style="list-style-type: none"> Arrange and measurement of boundary, and also laying demarcation Put and maintenance information signboards (prohibited from hunting or destroy wildlife habitat) in HCV 1.4 areas Enrichment of plants in HCV 1.4 area, especially with feed crops Securing HCV 1.4 areas from land conversion, illegal logging and illegal hunting Rehabilitation at the protected areas which has been conversion to palm oil plantation Socialization to the worker and communities periodically 	<ul style="list-style-type: none"> 6 months 6 months Every 1 year 6 months 3 Years Continuous 	<ul style="list-style-type: none"> The abundance of wildlife in HCVA 1.4 Wildlife Population; density, distribution and territory, also age and sex ratio Variety conditions, wealth and habitat of flora fauna species periodically Water quality Intensity of interference to area which have HCV 1.4 including prohibiton of illegal hunting & wildlife disturbance, usage of hazardous & toxic materials and also fire hazard 	<ul style="list-style-type: none"> Every 1 year Every 1 year Every 6 month Every 3 month
HCV 2.3. Areas that contain two or more contiguous ecosystem	<ul style="list-style-type: none"> Riparian of the Benipis River Riparian of the Tanah Merah River Forested Area Block D4 Forested Area Block C6-C9, B10 Forested Area B14-B19 Forested Area C13 Forested Area D12-D14 Shrub Area 	<ul style="list-style-type: none"> Preparation of the data/ information base (baseline information) obtained from population and habitat surveys Arrange and measurement of boundary, and also laying demarcation Put and maintenance information signboards (prohibited from hunting or destroy wildlife habitat)in 	<ul style="list-style-type: none"> 6 months 6 months Every 1 year 6 months 	<ul style="list-style-type: none"> Wildlife Population; density, distribution and territory, also age and sex ratio Variety conditions, wealth and habitat of flora fauna species periodically Water quality Intensity of interference to area which have HCV 2.3 including prohibiton of illegal hunting & wildlife disturbance, 	<ul style="list-style-type: none"> Every 1 year Every 1 year Every 6 month Every 3 month

HCV	Location	HCV's Management	Time Plan	Monitored Indicators	Time Plan
	•	<ul style="list-style-type: none"> HCV 2.3 areas Securing HCV 2.3 areas from land conversion, illegal logging and illegal hunting Rehabilitation at the protected areas which has been conversion to palm oil plantation Socialization to the worker and communities periodically 	<ul style="list-style-type: none"> 3 Years Continuous 	usage of hazardous & toxic materials and also fire hazard	
HCV 4.1. Areas or ecosystem important for the provision of water and prevention of flood for downstream communities	<ul style="list-style-type: none"> Riparian of the Dukuh River Riparian of the Putih River Riparian of the Tanah Merah River Riparian of the Tanah Merah Water Source Riparian of the Kakahan River Riparian of the Pembunuh Buaya River Riparian of the Penjajaan River Riparian of the Sembelangaan River Riparian of the Keseluruhan River Riparian of the Teluk Batu Tampin River 	<ul style="list-style-type: none"> Arrange and measurement of boundary, and also laying demarcation for HCV 4.1 Areas 25 to 100 meters riparian determinations Socialization the HCV 4.1 areas to all staf and stakeholders Put signboards in HCV 4.1 areas Inventory physical condition of HCV 4.1 areas Enrichment of plants in HCV 4.1 area, especially with feed crops Securing HCV 4.1 areas from land conversion, illegal logging and illegal hunting, usage of 	<ul style="list-style-type: none"> 6 month Every 1 year 6 month 3 Year Continuous Every 1 year 	<ul style="list-style-type: none"> Intensity of interference to area which have HCV 4.1 (erosion, clearing, logging, fire hazzard) Implementation of activities and percentage of land cover plant in the area of rehabilitaton, also care monitoring against HCV 4.1 Debit and water quality of the river, periodically Erosion rates in steep slope areas River sedimentation level Monitoring of water level protected area of peat, for the purpose of preventing the occurrence of subsidence 	<ul style="list-style-type: none"> Every 6 month Every 1 year Every 6 month Every 6 month Every 6 month

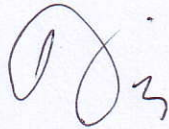
HCV	Location	HCV's Management	Time Plan	Monitored Indicators	Time Plan
	<ul style="list-style-type: none"> Riparian of the Danau Pasir River Riparian of the Benipis River Peat Area in Hamparan Jaya Estate Peat Area in Bukit Tunggal Jaya Estate 	<p>hazardous & toxic materials and also fire hazard</p> <ul style="list-style-type: none"> Vegetation inventory in HCV 4.1 area 			
HCV 5	<ul style="list-style-type: none"> Tanah Merah River Kayong River Tayap River Air Hitam River Titi Kayu Are River Embung Sekembar 	<ul style="list-style-type: none"> Socialization the HCV 5 areas to all staf and stakeholders Arrange and measurement of boundary, and also laying demarcation for HCV 5 Areas Put signboards in HCV 5 areas Securing HCV 5 areas from land conversion, illegal logging and illegal hunting, usage of hazardous & toxic materials and also fire hazard Counseling to the worker and communities periodically 	<ul style="list-style-type: none"> 3 months 3 months 1 month Twice a year 	<ul style="list-style-type: none"> Reduced conflicts that happens due to implementation of FPIC in land acquisition Monitoring of the result of the agreement partcipitive mapping process in the community areas 	<ul style="list-style-type: none">
HCV 6	<ul style="list-style-type: none"> Grave in Bukit Tunggal Jaya Estate Grave in Hamparan Jaya Estate 	<ul style="list-style-type: none"> Put of signs presence of HCV 6 Making & maintenance, fence & roof of grave Socialization presence of HCV 6 to the relevant parties to gain more understanding and recognition as well as across the inputs of the parties involved in the management of HCV 6. 	<ul style="list-style-type: none"> 3 month 3 month Twice a year 	<ul style="list-style-type: none"> Reduce conflict that happens between villagers 	<ul style="list-style-type: none"> Twice a year

RSPO

Internal Responsibility

Document of Identification HCV and management & monitoring plan and Document of Social Impact Assessment management and monitoring plan PT Ladang Sawit Mas has been approved by the management in January 2014.

Proposed by

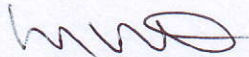


Diar Hasymi Damanik
Sustainability Dept Head
Date: 21 July 2014



Yohanes Agung Baskoro
CSR Dept Head
Date: 21 July 2014

Agreed by



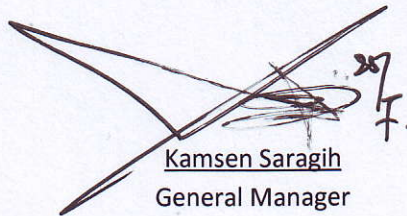
Lim Sian Choo
Senior General Manager
Date: 21 July 2014



Francisca Tiurma Damanik
CCS Group Dept Head
Date: 21 July 2014

Approved

Management
PT Ladang Sawit Mas,



Kamsen Saragih
General Manager
Date: 21 July 2014