

TABLE OF CONTENT

1.0 SCOPE OF THE CERTIFICATION	
1.1 The National Interpretation used	3
1.2 Legal Company Information	3
1.3 Assesment Type	3
1.4 Locations of Estate, Mills and Derivatives	3
1.5 Description of Raw Material Sources	4
1.6 Planting Cycles and Planting Year	5
1.7 Approximation of Certified Products Tonnage	5
1.8 Other Certifications	5
1.9 Time Bound Plans for Other Management Units	6
2.0 ASSESSMENT PROCESS	
2.1 Certification Body	8
2.2 Lead Auditor and the Auditor Team	8
2.3 Assessment Methodology, Progress, and Field Visit location	9
2.4 Public Consultation Meeting	11
2.5 Next Visitation	12
3.0 SUMMARRY OF FINDINGS AND STAKEHOLDERS CONSULTATION RESULT	
3.1 Non Conformance, Correction Action Required and Observation	13
3.2 Main issues raised by stakeholders, responses from company, responses from Mutuagung	33
4.0 ACKNOWLEDGEMENT OF CERTIFIED ORGANIZATIONS	
4.1 Official Signature on the Assessment Findings	41
ANNEX	
1 Main Assessment Checklist of RSPO Certification	42
2 Results of the Committee Panel of RSPO Certification	113
3 List of Stakeholder Contacted in the RSPO Certification Process	114
4 Word Glossary	116
FIGURES	
1. Map of PT Bersama Sejahtera Sakti	1
2. Location Map of PT Bersama Sejahtera Sakti	2
TABLES	
1 Time-Bound Plan to Certify Remaining Management Units	6
2 The time bound plan for Sime Darby plantations in Indonesia	6

Figure 1. Maps of Bersama Sejahtera Sakti

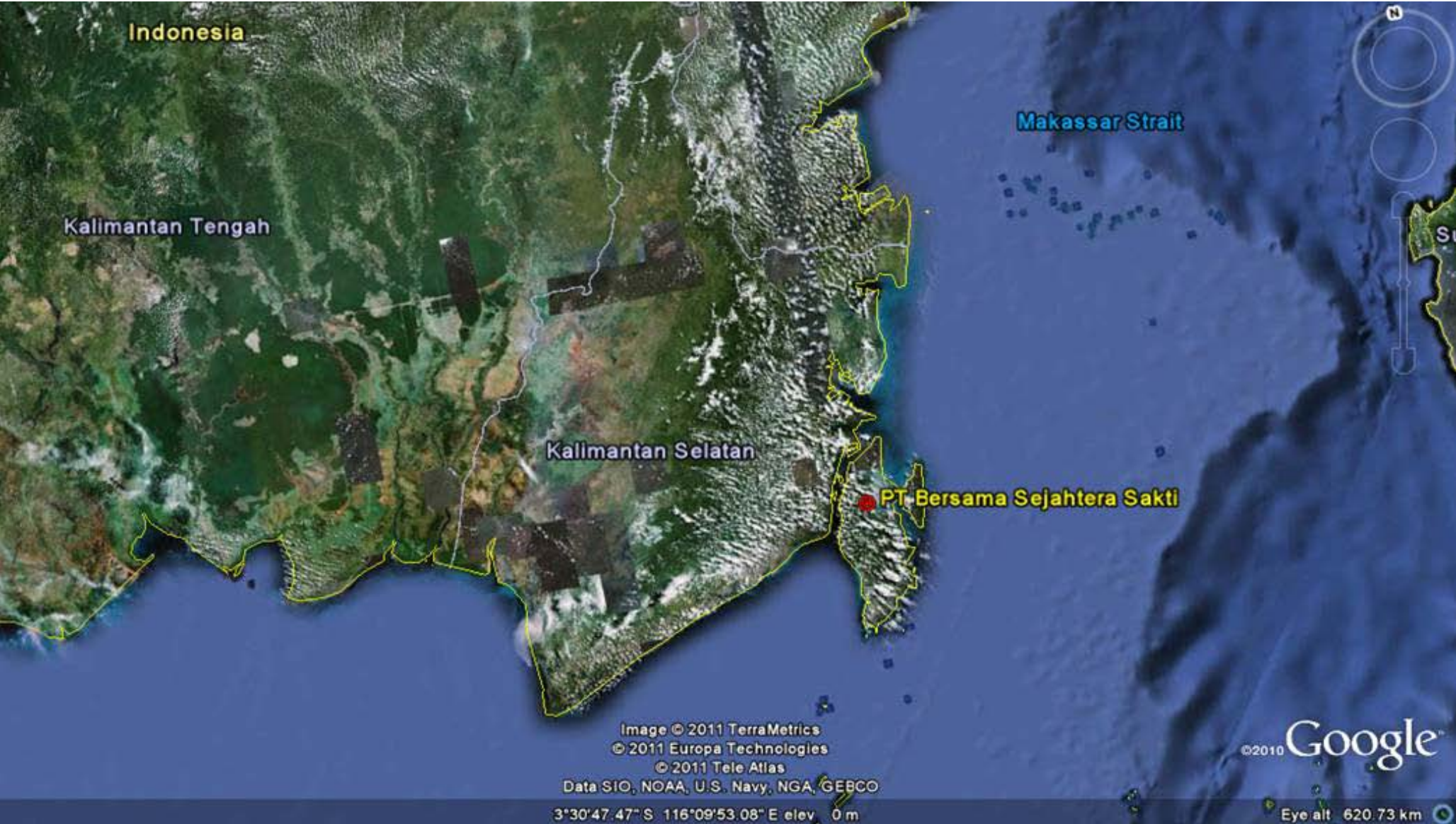
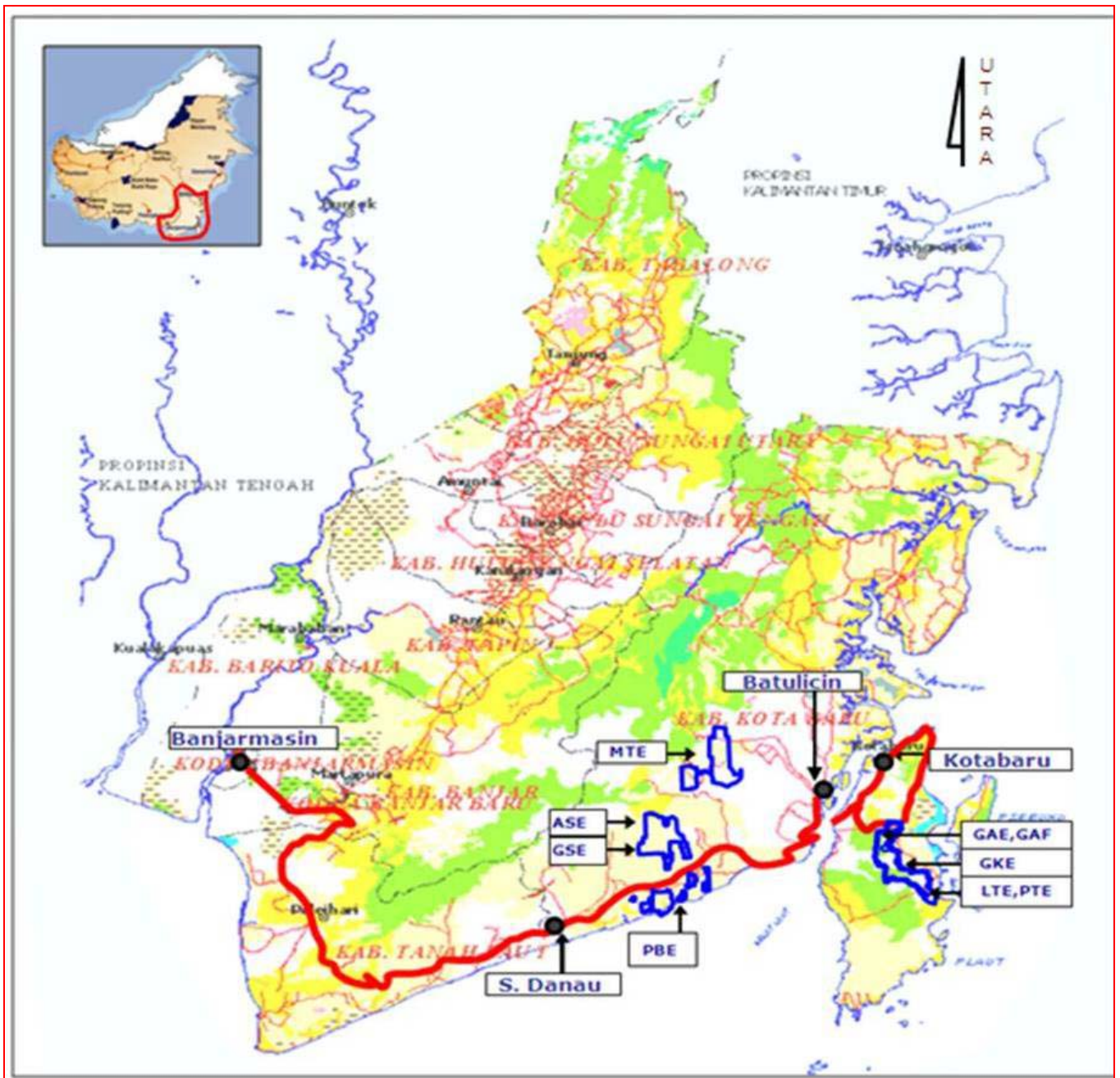


Figure 2. Location Map of PT Bersama Sejahtera Sakti



- Remarks:
- : Main Road (provincial)
 - GAE : Gunung Aru Estate
 - GAF : Gunung Aru Factory
 - GKE : Gunung Kemas
 - LTE : Laut Timur Estate
 - PTE : Pantai Timur Estate
 - UTARA: North

1.0	SCOPE OF THE CERTIFICATION ASSESSMENT	
1.1	National Interpretation used	National Interpretation, RSPO Principles and Criteria for Sustainable Palm Oil Production, Republic of Indonesia - RSPO INA-NIWG, May 2008.
1.2	Organisational information	
1.2.1	Company name	Minamas Plantation - SIME DARBY Group
1.2.2	Contact person	Mohamad Pirabaharan
1.2.3	Business address	The Plaza, 36th Floor, Jl. M. H. Thamrin Kav. 28-30, Jakarta 10350
1.2.4	Tel	+62-21-29922650
1.2.5	Fax	+62-21-5711652
1.2.6	e-mail	mohamad.pirabaharan@simedarby.com
1.2.7	web page address	www.simedarbyplantation.com
1.2.8	Type of enterprise	Private
1.2.9	Application information completed by duly authorised representative	Mohamad Pirabaharan (Head of TOEM Plantation)
1.2.10	RSPO member registration	8 September 2004
1.2.11	Number of workers – Employees	1,992 People
1.2.12	Contractors/Community/other workers	- People
1.3	Type of assessment	
1.3.1	Certification scope	Palm Oil Mill and Estate
1.3.2	Type of certificate	Single
1.3.3	Name(s) of the estate covered by the certificate	PT Bersama Sejahtera Sakti
1.3.4	Number of management units	1 (one) unit of mill (Gunung Aru POM) which has FFB sources from 4 (four) estates namely: Gunung Aru Estate (GAE), Gunung Kemas Estate (GKE), Laut Timur Estate (LTE), and Pantai Timur Estate (PTE).
1.4	Location, mill and hectare statement	
1.4.1	Location of the estate	
	Latitude	3° 30' 13" - 3° 38' 6" S
	Longitude	116° 09' 48" - 116° 15' 39" E
1.4.2	Location of the Mill	
	Latitude	3° 30' 13,178" S
	Longitude	116° 09' 46,728" E
1.4.3	Maps	Figure 1
1.4.4	Country	Indonesia
1.4.5	Region	Southeast Asia

1.4.6	Village/Sub District/District/Province	Betung/Pulau Laut Timur/Kotabaru/South Kalimantan
1.4.7	Tenure	
	Private	- Ha
	State	13,925 ha*
		<p>*Based on certificates : HGU No. 1 Kotabaru HGU No. 36 Kotabaru HGU No. 42 Kotabaru HGU No. 62 Kotabaru HGB No.1 Tahun 2007 Use rights No.4 Tahun 2007BPN South Kalimantan Kalimantan Selatandated 27 September 2006, dated 10 Juni 2009, letter dated 31 July 2006 and dated 10 June 2009</p>
	Community	- Ha
1.5	Description of Supply Base	
1.5.1	Total area	13,775 ha*
1.5.2	Mature area	12,099 ha*
1.5.3	Immature area	726 ha*
1.5.4	Land Clearing	108 ha*
1.5.5	Other land used	950 ha*
1.5.6	HCV Area	983 ha**
		<p>*Statement Area of PT BSS 2010/2011 **The report of HCV Identification 2010</p>
1.5.7	Product categories	Fresh Fruit Bunch (FFB)
1.5.8	Annual Yield – Average	18 ton/ha/year
1.5.9	Annual Yield – Actual	16 ton/ha/year

1.6	Year of Planting and Cycle																																																																						
1.6.1	Age profile of planted palms																																																																						
	<table border="1"> <thead> <tr> <th>Planting Year</th> <th>Hectares</th> <th>Age (year)</th> </tr> </thead> <tbody> <tr><td>1986</td><td>325</td><td>24</td></tr> <tr><td>1987</td><td>830</td><td>23</td></tr> <tr><td>1988</td><td>247</td><td>22</td></tr> <tr><td>1989</td><td>719</td><td>21</td></tr> <tr><td>1990</td><td>1,160</td><td>20</td></tr> <tr><td>1991</td><td>1,267</td><td>19</td></tr> <tr><td>1992</td><td>823</td><td>18</td></tr> <tr><td>1993</td><td>315</td><td>17</td></tr> <tr><td>1994</td><td>955</td><td>16</td></tr> <tr><td>1995</td><td>735</td><td>15</td></tr> <tr><td>1996</td><td>2,360</td><td>14</td></tr> <tr><td>1997</td><td>318</td><td>13</td></tr> <tr><td>1998</td><td>476</td><td>12</td></tr> <tr><td>1999</td><td>286</td><td>11</td></tr> <tr><td>2000</td><td>379</td><td>10</td></tr> <tr><td>2003</td><td>178</td><td>7</td></tr> <tr><td>2005</td><td>274</td><td>5</td></tr> <tr><td>2006</td><td>453</td><td>4</td></tr> <tr><td>2007</td><td>427</td><td>3</td></tr> <tr><td>2010</td><td>299</td><td>0</td></tr> <tr><td>Total</td><td>12,826</td><td></td></tr> <tr><td></td><td>Average age</td><td>16</td></tr> </tbody> </table>	Planting Year	Hectares	Age (year)	1986	325	24	1987	830	23	1988	247	22	1989	719	21	1990	1,160	20	1991	1,267	19	1992	823	18	1993	315	17	1994	955	16	1995	735	15	1996	2,360	14	1997	318	13	1998	476	12	1999	286	11	2000	379	10	2003	178	7	2005	274	5	2006	453	4	2007	427	3	2010	299	0	Total	12,826			Average age	16	
Planting Year	Hectares	Age (year)																																																																					
1986	325	24																																																																					
1987	830	23																																																																					
1988	247	22																																																																					
1989	719	21																																																																					
1990	1,160	20																																																																					
1991	1,267	19																																																																					
1992	823	18																																																																					
1993	315	17																																																																					
1994	955	16																																																																					
1995	735	15																																																																					
1996	2,360	14																																																																					
1997	318	13																																																																					
1998	476	12																																																																					
1999	286	11																																																																					
2000	379	10																																																																					
2003	178	7																																																																					
2005	274	5																																																																					
2006	453	4																																																																					
2007	427	3																																																																					
2010	299	0																																																																					
Total	12,826																																																																						
	Average age	16																																																																					
1.6.2	Area restocked by replanting after 2005	299 ha																																																																					
1.6.3	New planting area after 2005	- ha																																																																					
1.6.4	Cycle	7-10 days																																																																					
1.7	Approximate tonnage certified																																																																						
	CPO Production Recovery	23.8 %																																																																					
	PK Production Recovery	4.7 %																																																																					
	Fresh Fruit Bunches	216,429 ton/ha/year																																																																					
	Crude Palm Oil	51,520 ton/ha/year																																																																					
	Palm Kernel	10,209 ton/ha/year																																																																					
1.8	Other Certification Held																																																																						
1.8.1	ISO 9001:2008/ISO 14001: 2004	none																																																																					
1.8.2	OHSAS 18001:2007	none																																																																					
1.8.3	HACCP	none																																																																					
1.8.4	Others	Zero Accident Award (No. Kep/39/Men/II/2009)																																																																					

1.9	Time Bound Plan for Other Management Units
1.9.1	Time bound plan for other management units from SIME DARBY
	SIME DARBY has committed to make time bound plan for all the other management units in implementing the P&C standard or to gain the RSPO certificate. The audit team has put this plan into consideration in accordance to the RSPO Certification System for Partial Certification. The development and follow up of the plan will be verified and reported in the routine annual visits.

Table 1. Time-Bound Plan to Certify Remaining Management Units (as per 25 November 2010)

Certification Status	Number of Strategic Operating Units (SOUs)		Remarks/ Details
	Malaysia	Indonesia	
Certified	16	3	-
EB Review	3	2	The RSPO Certification will be received within one month's time.
2009/2010 audited	20	7	All Malaysian SOUs have undergone the RSPO External Audit.
2009/2010 planned	0	3	-
2010/2011	0	10	10 SOU from Indonesia under planning
Total SOUs	39	23	

Table 2. The time bound plan for Sime Darby plantations in Indonesia

Name of Management Unit	Location	Hectares	Time Bound Plan
PT Sime Indo Agro	District Sanggau – West Kalimantan	20,663	2009
PT Tunggal Mitra Plantation	District Rokan Hilir - Riau	13,836	2009
PT Indotruba Tengah	District Seruyan – Central Kalimantan	7,735	2009
PT Kridatama Lancar	District Seruyan – Central Kalimantan	14,780	2010
PT Teguh Sempurna	District Kota Waringin Timur and Seruyan – Central Kalimantan	16,602	2010
PT Ladangrumpun Suburabadi	District Tanah Bumbu – South Kalimantan	6,082	2010
PT Sajang Heulang	District Tanah Bumbu – South Kalimantan	7,794	2010
PT Bersama Sejahtera Sakti	District Kotabaru – South Kalimantan	13,925	2010
PT Lahan Tani Sakti	District Rokan Hilir – Riau	3,759	2010
PT Aneka Intipersada	District Siak, Pekanbaru – Riau	11,612	2010
PT Bhumireksa Nusasejati	District Indragiri Hilir – Riau	25,731	2010

PT Bina Sains Cemerlang	District Musi Rawas – South Sumatera	7,052	2010
PT Bahari Gembira Ria	District Muaro Jambi – Jambi	4,000	2010
PT Tamaco Graha Krida	District Morowali – Central Sulawesi	4,712	2011
PT Laguna Mandiri	District Kota Baru – South Kalimantan	15,300	2011
PT Swadaya Andika	District Kota Baru – South Kalimantan	10,429	2011
PT Langgeng Muaramakmur	District Kota Baru – South Kalimantan	14,328	2011
PT Paripurna Swakarsa	District Kota Baru – South Kalimantan	16,428	2011
PT Padang Palma Permai	District Aceh Tamiang – Nangroe Aceh Darusalam	2,581	2011
PT Perkasa Subursakti	District Aceh Tamiang – Nangroe Aceh Darusalam	6,239	2011
PT Guthrie Pecconina Indonesia	District Musi Banyuasin – South Sumatera	13,961	2011
PT Mitra Austral Sejahtera	District Sanggau – West Kalimantan	14,202	2011
PT Sandika Natapalma	District Ketapang – West Kalimantan	19,731	2011

2.0	ASSESSMENT PROCESS
2.1	Certification Body
	PT Mutuagung Lestari
	Jl. Raya Bogor Km 33,5 No. 19 Cimanggis - Depok 16953, Indonesia
	Telp. +62-21-8740202
	Fax +62-21-87740745/46
	Website: www.mutucertification.com
	Email : agri@mutucertification.com
2.2	Lead Assessor and Assessment Team
2.2.1	Assessment Team
	The assessment team consisted of:
	<p>1) Aryo Gustomo (Lead Assessor); Bachelor's Degree in Agriculture, Major in Agronomy, Faculty of Agriculture, Bogor Agriculture University. Specialist in Oil Palm Plantations. He had worked in an oil palm seed production company as a Plant Breeder/Agronomist. He also had worked as a Field Assistant in one of the oil palm plantations company in Indonesia. He is currently working for an independent certification body as an auditor. Training he had undergone are Lead Auditor 14001, Identification and Management of HCV Area, Awareness ISO 9001, and RSPO Lead Auditor. He has done a number of assessments for RSPO certification as an auditor, i.e. 12 pre-assessment, 1 trial audit RSPO scheme smallholder and 2 main assessment. In this assessment, he assessed the legal and social aspects, best practices and environmental aspects.</p>
	<p>2) Muhammad Noor Efansyah (Assessor); Bachelor's degree in Forestry, Major in Forest Products Technology, Faculty of Forestry, University of Lambung Mangkurat. He had worked in a certification body in Singapore as an Auditor of ISO 9001:2000 and ISO 14001:1996. In 2002 he served as a Manager of Quality and Environment Division of PT Global Solution; In 2006-present he has served as a director of PT Forestcitra Sejahtera (Focus QE); In 1997-2010 he was a consultant of ISO 9001:2000, ISO 14001:1996, ISO 14001:2004, implementation of the integration of COC and CE Marking 14986:2002, PPIC, TQM and HACCP. Currently, he has been working as an independent professional consultant and as an external auditor of PT Mutuagung Lestari since 2010. In this assessment, he assessed the environmental aspects.</p>
	<p>3) Henry Marpaung (Assessor). Bachelor's degree in Agricultural Science, Agribusiness Management Major, Faculty of Agriculture, Bogor Agricultural University. He had worked as research assistant at the Centre for ? of Bogor Agricultural University; In 2004 - 2009 he served as a QMS management representative at PT Surveyor Indonesia, and during the years 2000-2010 he was a consultant QMS, EMS and OHSAS in PT Surveyor Indonesia. The training he attended was: Training SMK3, IRCA Lead Auditor Training 9001, HCV Assessment Training, and OHSAS 18001 Lead Auditor Training. Currently, he is a professional consultant and an external auditor of PT Mutuagung Lestari since 2010. In this assessment activity he assessed the Occupational Health and Safety (OHS) aspects and Best practices.</p>
	<p>4. Marsudi Eko Santoso (Observer). Bachelor's degree of Agriculture, Major in Agrotechnology. Currently, he works in PT Mutuagung Lestari since 2010. In this assessment he was the observer.</p>
	Assessor Team members' curriculum vitae are held on file at the PT Mutuagung Lestari office.

2.3	Assessment Methodology, Progress and Field Visitation
2.3.1	Assessment dates
	Pre assessment : 31 May 2010 - 04 June 2010
	Main Assessment: 04 - 09 October 2010
2.3.2	Estimate of person days to implement assessment
	Number of auditors: 4 persons
	Number of days for assessment at sites : 4 days
	Number of working days for assessment at sites: 16 person days
2.3.3	Detailed Implementation of Assessment
	The assessment process was carried out in 2 (two) stages, where the first stage was Pre-Assessment (PA). It was focused on observing the level of availability, legality, consistency, and the substance of corporate documents. Visits to some locations were also conducted to ensure that the implementation on sites was done accordingly as documented. A number of improvement suggestions from the results of pre-assessment were given by the auditor to the BSS management; the improvement results would be taken as verification for the second assessment stage.
	The second assessment stage was Main Assessment, which covered all aspects of the assessment based on the Principles and Criteria for sustainable palm oil production, Indonesia National Interpretation published in May 2008. Methods of information and data collection were done in several ways, such as: the study of documents, interviews, and direct visit to the sites. The process of data and information collected by the auditor was as follows:
	04 October 2010. The opening meeting was held in the Gunung Aru Estate Hall, attended by Mr. Oscar Tamba (Chief of SOU PT BSS), Mr. Diar H.B (Manager of Environmental, Safety and Health – Kalimantan Region), Mr. Gani Siswoyo (GAF Manager), Mr. Bardansyah (Manager of GAE), Mr. Bambang Widhi (Manager of LTE and interim Manager of PTE), Mr. Aliuddin (Staff GM PT BSS) and other related personnel's.
	05 October 2010. Public consultation with stakeholders. The assessor team was divided into two, where Aryo and Efansyah conducted consultations with stakeholders from provincial, district governments and NGOs at the Hotel Plaza Kartika Kota Baru South Kalimantan, while Henry and Eko conducted consultations with stakeholders from local communities, trade unions and representatives of local government (District and Village) which were held in the Hall of the Gunung Aru Estate. Public consultation was carried out in parallel from early morning until afternoon. In the afternoon the assessor team reunited to discuss the results of public consultation meetings. At noon until late afternoon the assessor team verified with the companies the positive and negative issues that arose during the public consultation meetings.
	06 October 2010. Documents review. The assessor team focused on doing a review of documents relating to the legality of the company, documentation of environmental policies, social policies, and documentation of best practices at the Hall of Gunung Aru Estate, then in the afternoon the assessor team conveyed the Assessment location sample s for the field visit on the following day to the management of BSS.

	<p>07 October 2010. Field visits. The assessor team was divided into 3 teams. Team I (Aryo) verified the related social aspects; boundary of work area; CSR programs; commitment to transparency, land conflicts, traditional rights, public facilities and infrastructure (locations 1-4). Team II (Efansyah) verified the identification and management of HCV; efforts to control erosion; efforts to maintain the quality and availability of surface and ground water, the management of estate and mill wastes; management of hazardous waste; effort to improve the fertility of the land; management of riparian areas (locations 5-7). Team III (Henry and Eko) verified the existence of relevant documents on each unit of production; environmental policy, implementation of OHS and other policies related to labour such as: protection of reproductive rights of women, and others; emergency response efforts; chemicals and chemical waste management (locations 8-16).</p>
	<p>08 October 2010. In the morning until afternoon the assessor team verified the completeness of the documents in the Hall of Gunung Aru Estate. Later in the evening closing meeting was conducted at Gunung Aru Hall Estate, attended by Mr. Mohamad Pirabaharan (Head Total Quality and Environmental Management), Oscar Tamba (SOU Chairman of PT BSS), Mr. Diar HB (Manager of Environmental, Safety and Health – Kalimantan Region), Mr. Totok Dewanto (Banjar Baru PSD Manager), Mrs. Yunita (HRM Banjar Baru), Mr. Siswoyo Gani's (GA POM Manager), Mr. Bardansyah (Manager of GAE), Mr. Bambang Widhi (Manager of LTE and interim Manager of PTE), Mr. Aliuddin (Staff GM of PT BSS) and other related personnel's. Later in the afternoon the team travelled to Kotabaru.</p>
	<p>09 October 2010. The team went back to Jakarta</p>
2.3.4	Assessment Sample Location
	<p>Location 1 - Block KK47/48 and Block JJ41/39. Observations on the existence and maintenance of boundary pole of PT BSS.</p>
	<p>Location 2 - Batu Tunau Village, Tanjung Harapan Village and Bekambit Kampung Village. Observations on social aspects, the existence of traditional rights, land conflicts, transparency of company to surrounding community, CSR programs and the settlement of complaints by company.</p>
	<p>Location 3 - GAE Housings and schools. Observations regarding public facilities and infrastructures for local communities and employees.</p>
	<p>Location 4 - Block D3 and I4 GAE. Observations on pole erosion, hoof, HCV areas management, planting land cover crops.</p>
	<p>Location 5 - Dermaga (Salino). Observations related to the existence of the company pier.</p>
	<p>Location 6 - Gunung Aru POM. Observations on the implementation of Occupational Health and Safety (OHS), Waste Water Management Installation, land application, monitoring wells, the management of hazardous wastes and chemicals, static emissions sources and Bekambit river conditions.</p>
	<p>Location 7 - Block V12/V13. Observations on the management of Sejakah riparian buffer zone area</p>
	<p>Location 8 - GKE Office. Observations on supporting documents of plantation management in each estate.</p>
	<p>Location 9 - GKE Chemical Warehouse . Observations regarding the existence of pesticides allowed the existence of MSDS, pesticide expenditures data, pesticide packaging waste management.</p>
	<p>Location 10 - Traction and garage. Observations regarding the existence of SOP and HIRAC, implementation of Occupational Health and Safety (OHS), diesel fuel consumption data, the completeness of fire fighting facilities and infrastructure.</p>

	Location 11 - U11 GKE. Observations on spraying activities , interview with Mr. Arsyad (spray foreman) on the preparation of the spraying, spraying policy implementation for buffer zone area, the use of PPE, and training of spraying. Interview with Mrs. Eka and Mrs. Mintarsih (spray employees) on the implementation of the spraying policy for buffer zone areas, the use of PPE, the company's policy of reproductive rights, the existence of Child Cares, periodic inspection and wage policies of the company.
	Location 12 - Block B41 GKE. Observations on harvesting activities, interviews with Mr. Mursalim, Mrs. Misnah, Mr. Priya, and Mrs. Munifah (Harvest Employees) regarding the use of personal protection equipment, harvesting procedures, implementation of the Occupational Health and Safety (OHS), occupational accidents, wage given by the company and health checkups.
	Location 13 - Block B13 GKE. Interviews with fertilization employees (Mrs. Karsinah and Mrs. Masrini) who were responsible for on-going maintenance of PPE usage, dosage of fertilizer used, the division of labour, use of PPE, fertilizer policy for riparian area and health checks.
	Location 14 - Block T1 GKE. Observations regarding the existence of erosion pole.
	Location 15 - LTE Office. Observations on the existence of the document for the estate management.
	Location 16 - Observations and interviews with warehouse workers about the data of pesticide use, the implementation of Occupational Health and Safety (OHS), the management of hazardous waste.
2.4	Public consultation meeting
2.4.1	Summary of public consultation process
	There are 63 parties contacted to provide input information.
	Public consultation of stakeholders for PT BSS was done in 3 methods: 1) Public Announcement on RSPO website.
	2) Sending a letter of invitation to provide comments and Consultation Response Form of Stakeholders via post and email to the stakeholders.
	3) The public consultation meeting with stakeholders was performed simultaneously in two locations on October 5, 2010. The first location was Hotel Kartika Plaza Kotabaru South Kalimantan with attendees from the government agencies and local NGOs. The second location was in the Hall of Gunung Aru Estate, the audience is from the local community, district, and village heads. From the results of the consultation public meetings verbal feedback from stakeholders was received and then the assessor team verified the feedback to the company.
2.4.2	List of contacted parties
	See Annex 2

2.4.3	Summary of issues from the public and actions taken by PT Mutuagung Lestari
2.4.3.1	Positive Issues
	Some positive issues received from stakeholders related to performance of PT PT BSS: (1) support plantation activities in the area Kotabaru District, (2) payroll transactions to employees through the Bank BNI (3) all employees have been registered with JAMSOSTEK, (4) local employment (5) the company has implemented several CD and CSR programs.
2.4.3.2	Negative Issues
	There were a number of negative issues as follows: (1) corporate tax arrears of Land and Building, (2) there was still a land conflict, (3) lack of management of Buffer Zone, (4) Suspected mill waste discharged into the river, (5) Test results of air pollution and wastewater did not meet standards, (6) there were areas of HCV in the area of PT BSS (7) CPO tax payments, (8) lack of corporate commitment to the community in developing plasma, (9) work area of PT BSS was not clear enough, (10) local retribution payments, (11) the EIA document was not available on site, (12) Report RKL / RPL period in 2010 had not been reported, (13) PT BSS had not fully run the rules on the development of plasma, (14) Companies were expected to focus more on CD and CSR program for community, (15) Lack of company's attention to contractor.
	The result of auditor verification on positive and negative issues arising during the public consultation can be seen in Section 3.2 of this report.
2.4.3.3	Other Issues
2.5	Next visitation
	The date of next activities (surveillance) will be determined after approval of this report and/or approximately 12 months since certificate has been issued.

3.0 SUMMARY OF FINDINGS AND STAKEHOLDERS CONSULTATION RESULT

3.1. Summary of Non Conformance, Corrective Action, and Observation of PT BERSAMA SEJAHTERA SAKTI

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
2010.01	Major 1.1.3 Major 1.2.2 Major 6.2.1 Major 6.3.1	Mechanism to receive and respond to requests for information - Mechanisms to receive and respond to requests for information from stakeholders were available in the form of SOP No. 034/BSS-SOP/10 dated April 1, 2010. However, it did not facilitate requests for information orally, and it did not clearly specify: (1) retention time of the records of request and response for information, (2) the timeframe for responding to requests for information, and (3) categories of unpublished information.	NC	BSS should review and complete the SOP No. 034/BSS-SOP/10, among them were: (1) clearly assign retention time of the record on request and information response; (2) clearly specify the time period for responding to information requests; (3) establish categories of information that cannot be published; (4) ensure that all information requests are responded, including request for information / complaints submitted orally.	Before Assessment	1) The company has set the request record retention time and information response for 5 years. 2) The company has set a period of 15 days 3) The Company has set the categories of documents that can be opened to the public. 4) Of the 4 (four) samples taken by the request already responded.	Closed	08-Oct-10

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
2010.02	2.1	<p>Legal requirements Evaluation-here were legal requirements of Rules and Regulations in the form of matrices that informed the legal requirements (the articles) from a number of rules and regulations, which must be complied by the company. However, there were a number of legal requirements (the articles) of the regulations, had not been evaluated. For example: the articles related to employment opportunity and treatment without discrimination, and job training as stipulated in the Law no. 13 of 2003, and others.</p>	NC	BSS should review and update the Summary of Rules and Regulations relating to the activities of palm oil plantations and mills so that it covers all the legal requirements and regulations.	Before Assessment	It is found that there are related rules and regulations that have not been updated in the document - list of the rules (for example: most relevant local regulations, etc.); and there is no evidence of adjustment to changes in legislation (e.g. regulations related to the AMDAL: PP27/1999 on AMDAL; KepmenLH 17/2001 concerning Type of business that required the AMDAL; PermenLH 8 / 2006 concerning the preparation of the AMDAL;and PermenLH 11/2006 concerning Types of business plans and activities which shall be furnished by AMDAL)	Open (Minor)	Before surveillance

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
2010.03	2.2	The certainty of area - There was still 1,180 ha of 13,925 ha BSS management area that had not got the certificate HGU, while the area had already been built since 2007.	CFA	BSS should be able to present all legal documents related to the chronology of land tenure and land management, including documentation that supports the compensation of land clearing for the planting area prior to HGU granting are published (Example: 1981-1991 cropping year, and in 2007 in areas that in the process of filing the HGU).	Before Assessment	The organization has been able to show all documents in the form of HGU certificates with terms of and tenure, namely: No.1 of 1995, No.36 of 2002, No.62 of 2004, No.42 of 2004; and the No.1 HGB certificate of 2007, and certificates of Rights to Use No. 4 of 2007. The total area covered by the certificate is 12,745.54 ha. The organization has shown evidence of a two-letter Measurement Revision Request for area around the Plantation, addressed to the Head Office of the BPN South Kalimantan Province: 1) a letter dated 27 September 2006 and June 10, 2009 to request for an area of 529 ha, 2) a letter dated July 31st, 2006 and June 10th, 2009 to request for an area of 651 ha. These areas have not been planted yet. The organization has shown proof of land clearing recommendation letters at a reserve area that are in the process of HGU. The letter number: 60 of year 1985.	Closed	7-Oct-2010

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
2010.04	Major 2.2.2	Certainty of area - boundaries pole of work area can be found on the ground in a maintained condition, but the identity number (pole number) was not available. For example pole No. BSS-20.	CFA	It is strongly recommended to complete the entire of HGU pole with identity numbers.	Before Assessment	Based on site visitation and of the BPN HGU pole Maps, that the HGU pole number BSS-20 has not been equipped with a clear identity number	open (CFA)	
2010.05	Major 2.2.3 Minor 6.4.1 Minor 6.4.2 Minor 6.4.3	"Settlement of land claims - In the location, land conflict resolution mechanisms (SOP 035/BSS-SOP/10) and proof of completion of land claim cases in 2006 to 7 groups of 5 village communities were available. However, land claims summary documents clearly describing the location, area, the parties involved, and its current status were not available.	NC	BSS shall provide a summary matrix of land conflict resolution which clearly informs the involved parties, claimed area, and its current status.	Before Assessment	The organization has shown the document Summary of the Stage of Land Claims Cases Status for September 2010 period which inform the name of the group who make a claim, the stages of cases, the claimed location, and status of completion.	Closed	08-Oct-10
2010.06	2.3 7.5 7.6	The existence of traditional rights - BSS has conducted social impact assessment and identification of HCV in the area of governance, but none of the document which states the existence of traditional rights.	CFA	It is necessary to ensure the existence of traditional rights in the managed area based on the legal reference from the competent authority (regent or BPN).	Before Assessment	The organization able to show a letter from related institutions in the area stating that in the Kota Baru District there are no traditional rights or customary rights. Certificate from the Head of Kota Baru National Land Affair Agency.	Closed	07-Oct-10

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
2010.07	Minor 3.1.1	Replanting program - the Organization has had an annual replanting program in form of replanting program documents from 2007 to 2013. Replanting of an area of 1,454.07 hectares was planned from the year 2009/2010 until 2013/2014, and has done since February 2010. However an annual review which considers: plant materials used, production trends, the level of extraction, production costs, and others was not available.	NC	The organization shall provide an annual review of the replanting program, taking into account the plant materials used, production trends, the level of extraction, production costs, etc., based on the trend of the last 3 years operation.	Before Assessment	The organization has provided information on land suitability study for the replanted area, but the annual review studies on the replanting program which includes consideration of plant materials used, production trends, the level of extraction, production costs, etc., based on the trend of the last 3 years operation are not available yet	Open (Minor)	Before surveillance
2010.08	Major 4.1.2	Validation of Mill SOP - Organization has a mill activities SOP include: Administrative Procedures Operations, Mill Engineering Guide Volume I and Volume II. But there is no endorsement from relevant authorities.	CFA	It is highly recommended to review the Mill SOP by validating the documents from relevant authorities and ensure the contents of the procedure can be consistently applied.	Before Assessment	The company explained that the validation of the Mill SOP document is in the form of memorandum of document delivery/distribution number POD-Mill-015/IV/2007 dated April 30th, 2007 concerning the distribution of POM technical guide (3 volumes) that was signed by Frank Anthony	Closed	08-Oct-10

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
2010.09	4.2	Maintaining the soil fertility practices- Report of regular (annually) leaf analysis result are available which describes the pattern (trend) of fertilizing dosage recommendation from year to year. However, it is not considering the soil conditions (structure, content of organic compounds, nutritional status, and health of soil microbiology) yet for the purpose of maintaining long-term soil fertility.	NC	BSS must review the recommendation of fertilizing from the leaf analysis results by considering the soil conditions that aim to maintain long-term soil fertility.	Before Assessment	The procedures for preparing fertilizer recommendations (number I-04/MRC-SOP/10) have explained that the evaluation of soil fertility status are taken into consideration in determining fertilizing recommendation dosage	Closed	08-Oct-10
2010.10	4.3	Controlling soil erosion and degradation - There are company's efforts to control soil erosion and degradation in the form of development of the silt-pit, terracing, U-shape frond stacking, and <i>Nephrolepis sp</i> planting on areas with a certain slope. However, the level of effectiveness has not been evaluated yet.	NC	Organization must be able to prove that efforts have been made in controlling soil erosion and degradation has been effective according to prevailing regulations (PP No. 150 of 2000).	Before Assessment	There is not enough evidence that erosion controlling in all areas which are prone to erosion have been conducted, for example: the creation of hoof / terracing and planting of legume in the replanting area; There is no evidence of evaluating the effectiveness of erosion control. For example: evaluation of erosion monitoring data in accordance with Regulation No.150 Year 2000	Open (Minor)	Before surveillance

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
2010.11	Minor 4.4.1	Water quality monitoring - the Organization has conducted water quality monitoring by conducting tests every six months (e.g. river water testing, monitoring wells, domestic water, etc.). But not yet been evaluated against the results of water quality testing in accordance with applicable regulations (PP 82 / 2001 on Water Quality Management and Control of Water Pollution, and Permenkes 416/1990 on the Requirements and Quality Control of Water)	NC	The organization shall review the results of water quality testing by making an evaluation on the parameters are tested in accordance with applicable regulations (PP 82/2001 on Water Quality Management and Control of Water Pollution, and Permenkes 416/1990 on the Requirements and Quality Control of Water).	Before Assessment	The organization has been able to show an evaluation of water quality test results against quality standards required by regulations (PP 82/2001 and Permenkes/ 1990)	Closed	08-Oct-10
2010.12	Minor 4.4.2	BOD Test of Liquid Waste - Some of BOD test result of mill liquid waste cannot be shown, for example, Report of BOD test of liquid waste in May 2010, in April 2010, and in February 2010.	NC	The organization must be able to show the overall results of BOD test of liquid waste.	Before Assessment	The organization has been able to show the liquid waste BOD measurement report in February 2010, April 2010 and May 2010; The measurement results show it has met the threshold value according to the Permen LH 28 & 29 of 2003 parameters	Closed	08-Oct-10

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
2010.13	Minor 4.4.3	Monitoring the use of water for the mill - It is found that for several months the mill use water that exceeds the specified budget, but cannot show the record of the analysis record which indicated the cause.	CFA	It is suggested to be able to show records of all activities including the analysis results of water usage monitoring.	Before Assessment	The company has been able to show the record of water usage monitoring and has performed usage analysis.	Closed	08-Oct-10
2010.14	Major 4.5.1	IPM Programs - Organization already has financial plans for integrated pest management costs which is included in the annual plant budget. But yet it can be shown IPM program that describes the type and details of activities to be performed.	NC	The organization shall provide the IPM program that describes the type and details of activities to be performed.	Before Assessment	The company already has IPM procedures, type and mechanisms for implementation of IPM. For example, procedure 1) SOP for using of useful plant for controlling leave pests naturally, (section 16.2.1) which contains the useful plants (benefecial plant), the types of plants that are effective, (the plant species used among other were: Cassia sp, Antigonon leptosus, and Turnera subulata). These plants are planted along the road - the main streets and production roads in estate area, methods of propagation, planting and density of plant and material of plant.	Closed	08-Oct-10

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
						2) The procedures for controlling fire caterpillars and bag caterpillar (section 16.2.) SOP for use of barn owls for rat control on oil palm plantations (section 16.3.1) that contains about barn owls, procedures for success, the development of barn owls, the use of nest boxes, monitoring barn owl populations (1 x 6 months)		
2010.15	Minor 4.5.1	Implementation of IPM - IPM procedures are not implemented consistently, for example: fire caterpillar, rats and squirrel census monitoring no longer found since January 2010.	CFA	The organization should consistently perform the IPM area monitoring	Before Assessment	The company has shown record of monitoring IPM area for January 2010 period. For example, to a fire caterpillar census per midrib GAE January is 0.367, 0.400 in February, 0.067 in March, etc. While rats attack GAE 12.33% in January, 14% in February and 15% in March	Closed	08-Oct-10
2010.16	Minor 4.5.1 Major 4.6.3 Minor 4.7.4	Training - The Company has not been able to show the record of IPM training, spraying, and OHS training.	NC	The organization must be able to show the training records.	Before Assessment	The company has shown the record of training for workers on integrated pest management (IPM), spraying, and OHS training.	Closed	08-Oct-10

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
2010.17	Minor 4.5.2	The toxicity of pesticides monitoring - yet it can be shown the pesticide toxicity monitoring record (active ingredient/LD50 per tonne of FFB or per hectare).	NC	The organization must be able to show records of pesticide toxicity monitoring (active ingredient/LD50 per tonne of FFB or per hectare)	Before Assessment	The company stated that the company never uses chemicals to perform pest management in the last 2 years. GKE for last pick up (expenditures from the warehouse) Decis dated October 1st, 2008 as much as 5 litres by division I with No. SPB 01/CU/10/08. and Klerat last pickup from warehouse on April 6th, 2009 as much as 10 kg with Spb No 33/CU/09/2009. While LTE Decis pickup from the warehouse on May 25th, 2008 with No. 2/XR/III/05/08. And Klerat last pickup dated March 8th, 2008 for the Central Warehouse No. 02/XII/308. The company also has made pesticide usage monitoring for IPM and no usage in 2010.	Closed	08-Oct-10
2010.18	Major 4.6.2	Records of pesticide usage - Organization has the usage of pesticides record, for example Path Chemist Map document, and Lalang Eradication Map. But do not include information active ingredient per hectare are used.	CFA	Advised to review the records of pesticide usage so it will clearly inform the use of active ingredient per hectare.	Before Assessment	The company has a record on the use of pesticides monitoring per hectare which provides information on the use of active ingredients per hectare.	Closed	08-Oct-10

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
2010.19	Major 4.6.3	MSDS - There are still MSDS presented in English which makes it is difficult for workers to , such as MSDS Nalco 3273 on chemicals warehouse in the mill	CFA	It is recommended to provide all MSDS in a language easily understood by all workers.	Before Assessment	MSDS has been made in a language that can be understood by the user. For example MSDS in chemical warehouse specified in the Indonesian language; MSDS Nalco has been made in Indonesian and has been understood by the worker.	Closed	08-Oct-10
2010.20	Major 4.6.4 Minor 5.3.1	Hazardous Waste management - Hazardous waste management procedures are available in the form of the draft document Hazardous Waste Handling Procedures Policy No: 709/TQEM-ESH/10, and organization already have a permit for hazardous waste temporary storage based on Bupati Decree No. 188.45/192/KUM/2010. But the procedures and their implementation have not referred to the Regulation (Kep-01/Bapedal/09/1995 on Procedures and Technical Requirements for Waste Storage and Collection of Hazardous Waste). Example: Hazardous waste was found (in the estate) that are stored in warehouses that have not been licensed.	NC	The organization shall review the hazardous waste management procedures and its implementation, which refers to the regulatory requirements (e.g. Kep-01/Bapedal/09/1995 on Procedures and Technical Requirements for Waste Storage and Collection of Hazardous Waste).	Before Assessment	Based on field visits, hazardous waste was found still stored in estate warehouses that have not obtain permission as per the KEP 01/Bapedal/09/1995 rules. For example: used pesticide packaging and used oil at the GKE and LTE Warehouse. The organization shall keep all hazardous wastes in a licensed place.	Open (Minor)	Before surveillance

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
2010.21	4.7	OHS program implementation - BSS has an OHS policy, but has not been followed up with OHS program arrangement and its implementation consistently, especially in the mill location.	NC	The organization must develop OHS programs and implement it consistently.	Before Assessment	The company already makes the OHS program schedule in the form of OHS activity schedule and has been implemented effectively.	Closed	
2010.22	Major 4.8.1	Training Program - The Company has a matrix of training programs for staff and employees. However, the time schedule is not clear.	CFA	Strongly recommended to set training program time schedule for staff and employees.	Before Assessment	The organization has set an internal training program time schedule, according to training program form.	Closed	08-Oct-10
2010.23	Major 4.8.3	Criteria for selection of contractors - the Organization has not clearly defined the criteria for selecting contractors.	CFA	It is advisable to establish criteria for selecting the contractor as evidence that the organization is using a trained contractor.	Before Assessment	There is evidence that the contractor requirements must be met (competence, specifications, and certification) at some contract sample. Contractors are required to follow safety briefing.	Closed	08-Oct-10

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
2010.24	Major 5.1.2 Minor 6.1.3 Minor 7.1.1	The implementation of RKL / RPL - BSS yet periodically submit reports on the implementation of RKL/RPL to relevant agencies in accordance with prevailing regulations. Until June 2010, at a location not found evidence of submission of RKL / RPL Report for July to December 2009 period. And the substance of the report has yet to include all monitoring results.	NC	BSS must be able to provide evidence of RKL/RPL reporting to relevant agencies on a regular basis. And the substance of the report should present the data in quantitative data. Among other: data to support the effectiveness of erosion control (refer to PP No. 150 in 2000); the effectiveness of flora and fauna disruption control (refer to Kepmenhut No. 200/Kpts-IV/1994); the effectiveness of fire control; the effectiveness of public unrest, and hazardous waste monitoring (refer to PP 18/1999).	Before Assessment	Evidence of RKL / RPL reporting periodically to relevant agencies is available, according to the report delivery receipt. And the substance of the content of the report already includes measurement results quantitative data, but do not include erosion rate measurement data in accordance to PP No 150 of 2000; and progress in replanting activities.	Open (CFA)	Before surveillance
2010.25	Minor 5.1.1 Major 6.1.1 7.3	Replanting activities - On location did not find the results of environmental and social impact assessment of 299 hectares of the planned area for replanting in Mount Aru Estate in 2010. Until June 2010, 120 hectares of the area had already been conducted land clearing.	NC	For replanting activities, BSS should: (1) Provide the results of environmental and social impact assessment that may be incurred by replanting activities, prior to land clearing; (2) Prepare impact control plan, implement, and monitor its development.	Before Assessment	The results of social and environmental impact assessment is available and its management plans for replanting areas listed in the HCV Identification Final Report of HCV document and Social Impact Assessment Final Report.	Closed	08-Oct-10

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
2010.26	Major 5.2.1	Determination of HCV areas - Determination of HCV is not fully following the identification guidelines of HCV areas in Indonesia, Chapter 5. Among others, do not involve NGOs and universities.	NC	BSS should review the process of determining the HCV area to ensure BSS have involved all stakeholders according to Identification Guidelines of HCV area in Indonesia.	Before Assessment	Based on information obtained from management and the independent institutions that make HCV Identification Report, the information that a public hearing in the determination of HCV area have involved NGOs and Universities is obtained.	Closed	08-Oct-10
2010.27	Major 5.2.2 Major 5.2.3 Minor 5.2.1 Minor 5.2.2	Management of protected species and HCV - BSS already have programs and procedures for the management of HCV area (No. 031/BSS-SOP/10) and management of species (No. 032/BSS-SOP/10) refers to the recommendations document on identification of HCV. However, it has not been implemented consistently, among others: not yet available evidence of the socialization of existence and HCV area management plans and protected species to all workers and the public; information boards is found with HCV-3 category	NC	BSS must review the implementation of the protection of species and HCV area with full reference to the recommendations of HCV area identification result, and appoint a special officer to oversee its implementation.	Before Assessment	The company has made improvements to the findings which are socializing the management of HCV areas to workers, and the installation of warning boards of HCV area at location that has been designated as areas of HCV. However, it is advisable to provide the board ban and an advise to maintain the conservation area which lies adjacent to company area. For example: in the boundary of area Bloc I4 - pole HGU-23 BSS	Open (CFA)	Before surveillance

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
2010.28	5.3 5.6	Identify the sources of waste, pollution and emissions - Waste management plans, pollution, and emissions based on the identification of the sources is not yet available.	NC	The organization must identify and arrange the source of waste, pollution and emissions management plan and implement them.	Before Assessment	The identification of waste, sources of waste and its management plan is available in RKL/RPL Implementation Report document	Closed	07-Oct-10
2010.29	Minor 5.4.1	Records of the use of renewable energy monitoring - Records of the use of renewable energy monitoring and its efficiency analysis is not available.	NC	The organization shall provide records of the usage of renewable energy monitoring and its efficiency analysis.	Before Assessment	The organization has been monitored the use of renewable energy in the form of Shell and Fibre Fuel Usage Monitoring documents; the document informed the energy used (Kwh) per tonne FFB and the results of efficiency evaluation.	closed	07-Oct-10
2010.30	Minor 5.4.2	Records of the use of diesel fuel monitoring - The organization has had a record of the use of diesel fuel monitoring, but the efficiency analysis is not available yet.	CFA	It is recommended to present the results of diesel fuel efficiency analysis.	Before Assessment	The document of the use of diesel fuel generator set monitoring that contains the amount of energy produced (kWh/litre) and its efficiency evaluation is available.	closed	07-Oct-10
2010.31	6.9	Prevention of sexual harassment - The organization has policies and establishes the organizational structure committee to supervise the prevention of sexual harassment. But there are no clear job descriptions for each job within the organizational structure.	CFA	Highly recommended to specify each job descriptions in organizational structure of the sexual harassment supervisory committee	Before Assessment	Document Guidelines for Implementation of Gender Policy has described the duties of each position within the organizational structure of sexual harassment supervisory committee	Closed	08-Oct-10

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
2010.32	6.11	The contribution of the company - CSR realization matrix year 2009/2010 that indicate the existence of direct assistance from the company to the community of surrounding villages is available, which include rice and cash for poor residents, animals for qurban, etc. All forms of assistance is recognized by Chief of Betung Village, but complained that the numbers are still too low and only enjoyed by few people.	CFA	It is recommended to review the policy on CSR programs that have been done. CSR program should be formulated with the community through the process of identifying priority needs of target communities, including different needs based on gender, so that resulting the form of contributions to that can give long-term community economic improvement benefit.	Before Assessment	The Company has provided a budget for the CSR program to the community, and the mechanisms of CSR programs have involved the community. The CSR program will be realized from the public filing based on their needs.	Closed	08-Oct-10
2010,33	7.3	HCV Identification in the new planting area - not enough evidence that the BSS has identified HCV habitat in the whole area of new plantings. Based on HCV Identification result document, the scope of HCV identification activities carried out only in areas that have received certificates of HGU (covering 12,741 ha), whereas in the BSS management area there is an area of 1 179 hectares that has not received HGU and has been planted since 2007.	NC	Organizations must be able to prove the identification of HCV has been done on the area of new plantings after the year 2005	Before Assessment	The organization has been able to show proof of HCV identification Final Report documents covering a total area of 13,925 ha concession where within the area includes the area of new plantings after November 2005.	Closed	08-Oct-10

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
2010,34	Major 8.1.1	Action Plan - BSS have not yet prepare action plan for monitoring and managing the impact that refers to the recommendation points of Social Impact Review Result and Identification of HCV Result.	NC	The organization should develop an action plan for monitoring and managing the impact which refers to the recommendation points of HCV Social Impact Assessment Results	Before Assessment	Environmental impact monitoring and management action plan is available in the form of HCV Area Action Plan document and the monitoring of social impacts in the RKL / RPL document	Closed	08-Oct-10

Non conformance findings at the time of Main assessment

2010.35	Major 2.2.2	Maintaining the HGU pole - Based on field visits, it is found that some HGU pole not installed in accordance with HGU pole Map of BPN, for example: pole No.16 and No.61 in Div.3 PTE	Minor	The organization must complete all boundaries pole that does not exist in accordance with HGU pole Map of BPN	Before surveillance			
2010.36	Major 4.1.1	Document control and SOP distribution - the Company has made and distribute the estate SOP up to manager office, but another similar SOP named Manual Agronomic Practices - Oil Palm is founded. Users can not ensure which one is the reference manual / which one is the manual that still valid	CFA	Companies should perform the latest document control and socialize the estate SOP which is valid up to the field operators. The assessor team recommend that SOPs are available at each office division	Before surveillance			

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
2010.37	Minor 4.7.2	Periodic Health Examination Plan - The company provides the results of medical examinations document for employees of Gunung Aru POM for example the medical result of Mr. Mulyono (boiler operators), Ruslani (Kernela operator), Juari (Engine Room) according to the results of dr. Ningsih Widiyanti on July 25th, 2010 those employee revealed in normal health condition, Mrs. Eka (Spray worker), but for Mr. Mursalin and Priyanto, Munifah and Misna (Harvest worker) and Muslini (fertilizers worker) the company has not carried out the medical examination	CFA	It is suggested to the company to make periodic employee inspections planning, especially in the spray , harvest and fertilization division in all estate.	Before surveillance			
2010.38	Major 4.8.1	Training Program - The organization has not provided sufficient evidence of consideration of the competence requirements as a basis for making the training program (in accordance with HRM program).	CFA	It is recommended to consider the competence requirements in making the training program.	Before surveillance			

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
2010.39	Major 4.8.2	Training Records - On the training record are found the absent evidence does not match the format as other training list. For example, proof of forest fire training, the company made it as a safety meeting Attendance List on May 26th, 2010.	CFA	PT BSS should revise and equalize the training absent format, to avoid data duplication	Before surveillance			
2010.40	Minor 5.1.1	RKL / RPL Document - Most of the information on the RKL / RPL 1995 document is not consistent with the report document of RKL / RPL in 2009 and 2010, for example: replanting activities in 2010.	Minor	BSS should revise the RKL / RPL 1995 document, by completing the information of monitoring and management plan of replanting activities.	Before surveillance			
2010.41	Major 5.2.2 Major 7.3.1	HCV Management Program in the area, November 2005 - HCV area management plan is available. However, based on field visits, yet there is sufficient evidence that the action plan has been carried out especially in riparian areas (HCV 4) in planting areas after November 2005. For example: Batak river area, Api-api rivers, etc.	Minor	BSS must be able to demonstrate the progress in implementation of HCV area management plans, especially in riparian areas (HCV-4) on planting areas after November 2005	Before surveillance			

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
2010.42	Major 5.2.2	HCV Management Program - Management program on the area or adjacent to HCV area has not been consistently making the distance limit of conservation with HCV 1, 2 and 4 region (in plot D3 and I3)	CFA	Performing conservation of local plant species (Meranti, Nyatoh, etc.), and identify rare fauna species, in the location of HCV in the HCV program is recommended	Before surveillance			
2010.43	Minor 5.3.2	Emissions testing - not yet identified the type of vehicles which have been older than five years, to test exhaust emissions according to Kepmen LH No. 35 year LH 1993 on mobile emission sources.	CFA	Vehicle identification should be performed for vehicle more than 5 years of age and perform exhaust gas emission measurements according to Kepmen LH No. 35 of 1993	Before surveillance			
2010.44	Minor 5.5.1 Minor 7.7.1	Land fire prevention equipment - Land for fire prevention equipment list is available but the availability and readiness of the equipment has not been monitored	CFA	It is recommended to conduct regular monitoring of availability and readiness of land fire prevention equipment.	Before surveillance			

No.	Ref Std	Non Conformance	Scale	Corrective Action required	Time Limits	Date and Observation	Status	Closing Date
2010.45	Major 5.5.3 Major 7.7.3	SOP for Emergency Response - The company has been set in the Emergency Response SOP No. 033/BSS-SOP/10 about the response in case of fire outside and inside the estate. However, the SOP is not enough to explain some related matters, for example: preliminary information of fire, mechanism, personal that take the responsibility, the minimum equipment used, emergency simulation including preparedness of the equipment.	Minor	Companies must improve its land fire emergency response procedures that have been held; and socialize it effectively. For example: by doing land fire emergency response simulation periodically in each estate	Before surveillance			

3.2. Main issues raised by stakeholders, responses from company, responses from Mutuagung

	Stakeholders issues	Positive/Negative	Company response	Mutuagung response
Public Consultation at Kartika Plaza Hotel Kotabaru South Kalimantan				
WALHI	PBB (Land and building tax) arrear by the company	Negative	BSS acknowledges has paid the tax regularly	Considered to be verified on criteria 2.1 and 6.11
	There is land ownership dispute with the community	Negative	BSS acknowledges has completed a number of cases of land claims	Considered to be verified on criteria 2.2
	Oil palm planting is still found in riparian area	Negative	The company manages the riparian area by setting the riparian area as a buffer zone and installing information boards. There is no spraying of fertilizes in riparian areas.	Considered to be verified on indicator mayor 4.4.1
	There are allegation of mill waste water pollution into the river	Negative	Based on observation, it is known that the company has done waste water management using IPAL method and land application and did the wastewater test although from the test results are known the BOD value is exceeds the threshold.	Considered to be verified on indicator minor 4.4.2
	Air pollution and wastewater test result need to be reviewed.	Negative		Considered to be verified on criteria 5.6

	Stakeholders issues	Positive/Negative	Company response	Mutuagung response
	Buah river area is known as a habitat for estuarine crocodile, reptile, proboscis monkey, endemic birds of Kalimantan Meratus mountains, and Ulin species plant (Appendix 1 CITES).	Negative	BSS has carried out a HCV identification in this area, and if indeed identified endangered species, then the BSS will do the delineation of the region and preserve it.	Considered to be verified on criteria 5.2
AKGUS NGO	Support the plantation activity at Kotabaru District area	Positive	BSS agreed.	Explained in criteria 6.11 dan 6.2
	Tax on CPO need to be asked, , related to the liability that had set by previous regent.	Negative	From the identification of local rules the evidence of 3rd-party about contributions payment from the production of CPO PT BSS, according to the provisions of Governor's Decree No. 33/2007 is available. However, the Governor's decision letter cannot be shown.	Considered to be verified on criteria 1.1, 2.1, 6.2 and 6.11
	Lack of company commitment to the community in developing plasma	Negative	BSS already has a plan to build a partnership with the plasma surrounding communities, and the proposal has been approved by the head of District of Kota Baru in 2008. From then until now BSS are looking party who is willing to provide assistance loan fund	Considered to be verified on criteria 6.2 and 6.10







	Stakeholders issues	Positive/Negative	Company response	Mutuagung response
	Payment of levies should be audited	Negative		Considered to be verified on criteria 1.1, indicator mayor 1.2.1 and 6.11
BNI Kotabaru	Payroll transactions to employees through Bank BNI	Positive	BSS agreed	Explained in indicator mayor 1.2.1c, criteria 6.11 and 1.1
Employee Social Security Office/JAMSOTEK Kotabaru	Based on company reports to the JAMSOSTEK on August, the number of employees registered as participants of JAMSOSTEK is 1989 people	Positive	From the search results, the number of POM employees is 39 persons and the number of estate employees (GAE, GKE, PTE, LTE) is 1992 persons, but no evidence has been member of Employee Social Security/JAMSOSTEK.	Explained in indicator minor 4.7.1
BLHD Kotabaru	AMDAL document is not available at location	Negative	Companies can show the AMDAL documents in accordance with the Decree of Agriculture Ministry No. 036 of 1996, although still refer to the regulations which are no longer updated.	Considered to be verified on indicator mayor 1.2.1b, criteria 5.1 and criteria 7.1
	Asking whether the coordinates of PT BSS area in accordance with the extent of the scope in AMDAL	Negative		Considered to be verified on indicator mayor 1.2.1b, and criteria 2.2

	Stakeholders issues	Positive/Negative	Company response	Mutuagung response
	The status of environmental performance associated with the fulfilment of the threshold values of environmental parameters, including PROPER should be noted	Negative	The result of several data collection of coordinate in the field, such as boundary area on the north western area (road to the west coast, the coordinate is 30 27 '49 "LS - 1160 3' 7" BT. This coordinate has been in accordance with the coordinates on the HCV region identification map (source: Bakosurtanal 2003).	Considered to be verified on criteria 5.3, 5.6 and indicator minor 4.4.2
	mill wastewater that pollutes rivers should be investigated	Negative	In field visits there are Bakampit river water sampling locations at downstream of the POM. Measurement data show the river water class is class II water, most of the parameters under the NAB, only the parameters of BOD still above NAB in accordance with PP No 82/2001.	Considered to be verified on criteria 4.4
	RKL/RPL report for 2010 period has not been reported	Negative	RKL/RPL report are not able to show RKL/RPL document that become reference. The RKL/RPL document that available is from year 1995, the content is different from RKL/RPL document year 2009 and 2010 that has been reported.	Considered to be verified on criteria 1.1, indicator mayor 1.2.1, criteria 5.1 and criteria 7.1
BKSDA South Kalimantan Province	Company dock built on Buah river area is in Nature Reserve area	Negative	Field observation result at the area location of former the Selinau port plans, port plans are at GPS coordinates 30 27 '49 "LS 1160 3' 7" BT and former the Selaru port at Inhutani II area located at GPS coordinates 30 25 '7' S 1160 4 '40 ". After compiled with scale 1:150.000	Considered to be verified on criteria 2.2 and 5.2

	Stakeholders issues	Positive/Negative	Company response	Mutuagung response
			of HCV map (source: Bakosurtanal 2003), the two areas was properly entered the Pulau Laut Natural Reserve area. So the company did not continue the construction of the Selinau port and no longer use the Selaru port. This is a good step. Consideration should be made to restore former of the Selinau port plan that has been opened. NOTE: Please trace information from BKSD of South Kalimantan on the map of new Nature Reserve in 2009, which amended	
Kotabaru Forestry Agency	Giving an advice to maintain the water catchment area for buffer zone	Positive		Considered to be verified on criteria 4.4
	PT BSS has not fully run the rules on the development of plasma in accordance with Permentan No.26 year 2007	Negative		Considered to be verified on criteria 2.1, 6.2 and 6.10
	The company is expected to be more focused on CD and CSR programs for the community	Negative		Considered to be verified on criteria 6.2 and 6.11

	Stakeholders issues	Positive/Negative	Company response	Mutuagung response
Public Consultation location at Gunung Aru Estate Hall			-	
Bekambit Kampung Village Public Figure	There are still planting activity in the Buffer Zone area (riparian) in PT BSS.	Negative		Considered to be verified on criteria 4.4
	The company dispose of POM waste into the Bekambit river where the clean water that being used by communities at the downstream is polluted.	Negative		Considered to be verified on criteria 4.4, 5.2, and indicator minor 5.6.2
BPD Bekambit Kampung	Due to lack of river cleaning activity from the company to respond community requests, so silting at the downstream area of Bekambit river is occurred.	Negative		Considered to be verified on criteria 1.1, 6.2 and 6.11
Bekambit Kampung Village Deputy	Companies are still doing the spraying and fertilizing the plants grown in the riparian area	Negative		Considered to be verified on criteria 4.4
	PT BSS fostering partnerships with villages around the company by creating a village community development programs and aid money.	Negative		Considered to be verified on criteria 1.1, 6.2 and 6.11

	Stakeholders issues	Positive/Negative	Company response	Mutuagung response
	Company provide rice aid to some of the poor / elderly / widow.	Positive		Explained in criteria 6.2 and 6.11
	The Company has not provided adequate responses to the letter from village community requesting about the help to repair the village roads.	Negative		Considered to be verified on indicator mayor 1.2.1c, criteria 1.1, 6.2 and 6.11
	some villagers become PT BSS employee	Positive		Explained in criteria 6.2 and 6.11
Contractor of Transportation	Lack attention from the company to the contractor.	Negative		Considered to be verified on criteria 6.5 and 6.10
Chief of Selaru Village	The company provides many financial aid to the Selaru village and the realization reports is available.	Positive		Explained in criteria 6.2 and 6.11
	The company provides assistance to repair the Selaru village roads.	Positive		Explained in criteria 1.1, 6.2 and criteria 6.11
	Company has established a market at the Selaru village.	Positive		Explained in criteria 6.2 and 6.11
	Selaru Village is a village which fostered by PT BSS.	Positive		Explained in criteria 6.2 and 6.12

4.0	CERTIFIED ORGANISATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY		
4.1	Formal sign-off of assessment findings		
<p>Hereunder sign by management representative from inspected company to acknowledge a field assessment and agree for all content explained in this assessment report, included of non-compliance findings.</p> <p style="text-align: center;">Signed on behalf of:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <p>Head of TOEM PT BERSAMA SEJAHTERA SAKTI</p>  <p><u>Mohamad Pirabaharan</u></p> </td> <td style="width: 50%; vertical-align: top;"> <p>Lead Auditor MUTUAGUNG LESTARI</p>  <p><u>Aryo Gustomo</u></p> </td> </tr> </table>		<p>Head of TOEM PT BERSAMA SEJAHTERA SAKTI</p>  <p><u>Mohamad Pirabaharan</u></p>	<p>Lead Auditor MUTUAGUNG LESTARI</p>  <p><u>Aryo Gustomo</u></p>
<p>Head of TOEM PT BERSAMA SEJAHTERA SAKTI</p>  <p><u>Mohamad Pirabaharan</u></p>	<p>Lead Auditor MUTUAGUNG LESTARI</p>  <p><u>Aryo Gustomo</u></p>		

Annex 1. Checklist of Main Assessment Results of the RSPO Certification in PT Bersama Sejahtera Sakti

RSPO Ref.	MUTU-Certification VERIFICATION RESULT	STATUS
PRINCIPLE #1 COMMITMENT TOWARDS TRANSPARENCY		
1.1	Oil palm plantations and mills provide adequate information to other stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages & forms to allow for effective participation in decision making.	
Major		
1.1.1	Records of information request	
PA	<p>There is a mechanism to receive and respond to requests for information from stakeholders, in the form of SOP No. 034/BSS-SOP/10 April 1, 2010, thus ensuring all information requests and responses can be recorded by the Head of Administration. However, they do not facilitate oral requests for information, so some requests which are oral information, are not recorded.</p> <p>Interview with Chairman of the LMD (Village Council Organization) and the Village Head Betung, it is known that he had asked for information that has not been responded, which is associated with the transfer of the employment contract of making the sewer (which was previously given to Village Community) to other parties from Kotabaru. The non conformance in these indicators is the NC-2010.01</p>	X
MA	<p>The company has set mechanisms and responses to information requests in the form of SOP No. 034/BSS-SOP/2010 revised on August 5, 2010 with the plot as follows: requests for information comes to the operational part - studied by the unit manager - the company makes the answers and follow-up to the requesting information / applicant. Timur Laut Estate (LTE) has a list of information request with the registration name of incoming mail from the district, police and government agencies. Types of requests for information such as: 1) The proposal of requests for donations of kindergarten school facilities and infrastructure. Tunas Asri Bekampit Asri Village 2009. 2). The implementation of labour legislation to the second call. Gunung Kemas Estate (GKE) has a list of requests in the form of log retrieval of information / external complaints; Types of information requests, for example: 1) Letter No 003/01/PLT-2010 regarding requests donations / aid HUT RI in 2010 to 65 January 6 July 2010. 2) Review letter of the role of company to the village, by the village head of Sejakah (H. Murhan) dated September 6, 2009. Non-conformance status of NC 2010.01 is declared closed.</p>	√
S1		
S2		
S3		
S4		
1.1.2	Records of responses to information requests	
PA	<p>See Major indicator 1.1.1 above; that there is a request for information not recorded and not yet responded. Non-conformance in this indicator is the NC-2010.01</p>	X

MA	Based on the mechanism contained in the SOP No 034/BSS-SOP/2010, the company responds to requests for information. Sample response of information requests made in LTE (as an example in Major indicator 1.1.1) are 1) to provide assistance proved by the receipt dated July 12, 2009 signed H. Murhan; 2) letter of licenses application of diesel generators, installation of lightning rods, pressure vessels, welding and drilling sit. As for the response to requests for information GKE 1) to provide assistance HUT RI to 65 with an official report on 12 July 2010 signed by the District Head of East Sea Island and 2) a letter of agreement No. GKE/SPK-LKL/V/2010/023-Jbt Dated May 7, 2010 regarding the construction of a bridge unit. Non-conformance status of NC 2010.01 is declared closed.	√
S1		
S2		
S3		
S4		
1.1.3	The records of response and request must be maintained with retention time determined by the company, taking into account their relative importance.	
PA	There was no mechanism to determine the records retention time for both requests for information and response. Non conformance in this indicator is NC-2010.01	X
MA	The company determined the records retention time for both request for information and response as 5 years in SOP No 034/BSS-SOP/2010 item 5.8 The non conformance status of NC-2010.01 is declared closed.	√
S1		
S2		
S3		
S4		
1.2	Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.	
Major		
1.2.1	Information requests and responses must include any relevant or required documentation, in accordance to applicable national laws, such as : (1) Legal: Land titles / user rights, Site Permit (Izin Lokasi), Plantation Operation Permit (Izin Usaha Perkebunan), Land Use title (Hak Guna Usaha) or other documentation related to application for Land Use Title in accordance to relevant procedures) (2) Environmental: Environmental and Social Impact Assessment (AMDAL / UKL-UPL) and environmental management and monitoring reports (Laporan RKL-RPL) (3) Social: Documentation of social activities and community programs (4) Health and safety Plan (5) Continuous improvement plan	
PA	On the location, there are legal documents, environmental, social, and labour, but the types of information that can be published to the public have not been determined. Non-conformance of this indicator is NC-2010.01	X

MA	<p>The company has established and provided the documents that are publicly available, such as legal documents, environmental, social, and Occupational Health and Safety (OHS). Example:</p> <ul style="list-style-type: none"> a) Legal documents, including land ownership documents, which are: Permit of provisioning area (location permit) Governor of South Kalimantan Decree No. 04/PL/1988/AGR-43; Certificate HGU No.1 of 1995; Certificate HGU No.36 of 2002; Certificate HGU No.42 of 2004; Certificate HGU No.62 of 2004; Letter applying for HGU certificates from PT BSS to the Head of BPN Province of South Kalimantan for additional area covering 529 ha and 651 ha. This letter was sent two times in 2006 and 2009, and there has been no official response from the BPN to assessment activities. b) Environmental documents, such as: document EIA (Environmental Impact Assessment) according to the letter of approval of the Minister of Agriculture. 036/ANDAL/BA/II/1996, Cq. Head of Agribusiness Ministry of Agriculture. c) Social Documents, for example: the Social Impact Assessment Report of Oil Palm plantation Management by a third party that is CV.Pollito at the end of 2009 d) Occupational Health and Safety (OHS) program Documents, for example: Occupational Health and Safety (OHS) Policy , Occupational Health and Safety (OHS) Procedure e) Continuous Improvement Program documents, for example: Report Manager created every month regularly for a budget year. Status of non-conformance NC 2010.01 in this indicator is declared closed. 	√
S1		
S2		
S3		
S4		
1.2.2	Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.	
PA	<p>BSS has not set the retention time for records of information requests and responses. See Major indicator 1.1.3 above. The non-conformance in this indicator is NC-2010.01</p>	X
MA	<p>The company has set the retention time for records of information requests and responses for 5 years in SOP No. 034/BSS-SOP/2010 Chapter 5.8. Status of non-conformance NC-2010.01 in this indicator was declared closed.</p>	√
S1		
S2		
S3		
S4		
PRINCIPLE #2 Compliance with applicable laws and regulations		
2.1	There is compliance with all applicable local, national and ratified international laws and regulations.	
Major		
2.1.1	Evidence of compliance with relevant legal requirements	
PA	<p>BSS has evaluated the fulfilment of some requirements of applicable law, including: relating to Occupational Health and Safety (OHS) requirements, the management of hazardous waste, and others. However, there are a number of</p>	X

	legal requirements (articles) of the regulations that have not been evaluated.	
	For example: articles related to employment opportunity and treatment without discrimination, and job training as stipulated in the Law No. 13 of 2003, and others. Non-conformance in this indicator is NC-2010.02	
MA	<p>From some regulatory compliance samples taken by auditors, BSS has met regulations relating to plantations and mills, for example:</p> <ul style="list-style-type: none"> • Having Land use rights (HGU) certificate in accordance with Law No. 5 of 1960 on the Basic Regulation of Agrarian Affairs • Payment of third party contributions from the production of CPO in accordance with the Governor's Decree No.33 of 2007 • Permits temporary storage of hazardous waste (SK Bupati 188.45/192/KUM/2010) in accordance with Regulation No. 18 of 1999 regarding management of hazardous waste • Provision of wages to workers in accordance with the regional minimum wage in South Kalimantan Province in accordance with the Decree of the Governor No.188.44/0487/KUM/2009 • Providing equal payment between male workers and women in accordance with Law No. 8 in 1957. <p>But there are still related regulations and laws that have not been updated in the rules lists document (example: most relevant local legislation, etc.), and there is no evidence of adjustment to revisions in legislation (e.g. regulations related to the EIA: PP27/1999 on EIA; KepmenLH 17 / 2001 on the type of business that required an EIA; PermenLH 8 / 2006 concerning the preparation of the EIA; and PermenLH 11/2006 concerning Types of business plans and activities which shall be completed by EIA. Thus, the status of non-conformance NC 2010.02 is still open with minor categories.</p>	X
S1		
S2		
S3		
S4		
2.1.2	Evidence of efforts made to comply with changes in the regulations	
PA	It would be verified completely at the main assessment, if BSS has conducted an evaluation of all applicable regulations including the revisions. The non conformance in this indicator is the NC-2010.02	X

MA	There is a mechanism for updating / revision of regulations on 701/TQEM-ESH/10 SOP. There is evidence compliance evaluation at Checklist Form of Regulatory Compliance Evaluation and have been updated with new regulations. Evidence of rule adjustments is not available. Examples of regulations provision adjustments evidence related to EIA documents that have been available under the Decree of Agriculture Ministry No. 036 in 1996. EIA still refers to the Environmental Law No. 4 of 1982 and Environment Ministerial Decree No. 51, 1993. While the latest published regulations related to EIA have not been adjusted as PP No 27 of 1999, Environment Decree No 17 of 2001 concerning the type of business and EIA required activities, Environment Decree No. 8 of 2006 concerning the preparation of the EIA, Ministerial Regulation LH No. 11 of 2006 concerning the type of Business Plan and Activities that must be completed by EIA. Status of non-conformance NC 2010.02 is declared Open with Minor category.	X
S1		
S2		
S3		
S4		
Minor		
2.1.1	A documented system, which includes written information on legal requirements that the palm oil company should comply with.	
PA	In the location there is Matrix Summary of Rules and Regulations Related to Activities, Production, and Services in Minamas Plantation Operation Unit. Matrix contains information on legal requirements (article by article) that must be met by plantation companies, and the compliance evaluation results.	√
MA	Same with pre assessment	√
S1		
S2		
S3		
S4		
2.1.2	A mechanism for ensuring that compliance with relevant legal requirements is implemented.	
PA	TQEM Manager stated that compliance evaluation of legal requirements is done by performing an internal audit on each section. Each implementation is monitored by the Monitoring Matrix for Implementation of Compliance to Regulations	√
MA	Same with pre assessment.	√
S1		
S2		
S3		
S4		

2.2	The right to use the land can be demonstrated, and is not legitimately contested by local communities with demonstrable rights.	
Major		
2.2.1	Documents showing legal ownership or lease of the land in accordance to relevant laws.	
PA	<p>Based on the Area Statement 2009-2010, BSS manage the land area of 13,925 hectares located in Kotabaru District - South Kalimantan. 12,640.54 hectares have been supported by evidence in the form of certificates of land tenure rights (HGU) as following:</p> <ul style="list-style-type: none"> - Certificate of HGU No. 62/HGU/BPN/2004 area of 1,100 hectares, are valid until December 10, 2039; - Certificate HGU No. 1/HGU/BPN/95 area of 8,222.54 hectares, valid until December 31, 2022. - Certificate of HGU No. 36/HGU/BPN/2002 area of 3318 hectares, valid until 2037. <p>Based on the foregoing, there is still a 1,284.46 ha BSS management area that has not been HGU certified , consists of 1,179 ha main estate that has been planted since 2007, while 105.46 hectares have been enclave. The area has been built since 2007, but BSS cannot show legal evidence that supports permitting the exertion (e.g.: Permit of Opening Dispensation and Land Use from the authorized agency). The non-conformance in this indicator is the CFA-2010.03.</p>	X
MA	<p>BSS has legal tenure documents according to the applicable rules, namely:</p> <ul style="list-style-type: none"> - Permit of provision area (location permit) covers 14,000 ha in accordance with the Decree of the Governor of South Kalimantan No. 04/PL/1988/AGR-43. - Approval of New Registration of Business Plantation Permit (IUP) as refer to letter of decision from Head of District Kota Baru for PT Bersama Sejahtera Sakti (Number: 188.45/389/KUM 2009) - Certificate HGU No.1 1995, covers an area of 8.22,54 ha, valid until 31 December 2022. - Certificate HGU No.36 of 2002, covers an area of 3,318 ha, valid until 24 September 2037. - Certificate HGU No.42 of 2004, covers an area of 100 ha, valid until 20 April 2039. - Certificate HGU No.62 of 2004, covers an area of 1,100 ha, valid until December 10, 2039. - Letter of submission of application for HGU certificates of PT BSS to the Head of BPN South Kalimantan province for additional area covering 529 ha and 651 ha. This letter was sent twice in 2006 and 2009, and there has been no official response from the BPN to the assessment activities. <p>BSS have been able to show any evidence of legal land tenure, and conditions until the main assessment, within the tenured area of BSS, there are still provision areas that are in the process of HGU application covering an area of 1,180 Ha . Based on field visits, most of the area has not been opened and planted with oil palm (still in the form of forest). Based on the evidence mentioned above, the non-conformance CFA 2010.03 is declared closed.</p>	✓
S1		
S2		
S3		
S4		

2.2.2	Evidence that legal boundaries pole are clearly demarcated and visibly maintained.	
PA	<p>The limits of legal demarcation of boundaries pole can be found in the field in good condition. boundaries pole is made of concrete measuring 30 cm wide, 30 cm long and 50 cm high, while the boundary line is in the form of the side road of 3 meters wide. BSS establish a maintenance program of the boundary once every 6 months, including the inspection of the presence and the position of the pole; and replacement of pole (if needed).</p> <p>However, the writing and layout of the pole has not been in accordance with the common boundary, which is : the identity of the area on Boundaries Pole No . BSS-20 should be facing toward the outer area of the BSS, and also the writing of the identity should include the initials of the BPN. Non-conformance in this indicator is CFA-2010.04</p>	X
MA	<p>Verification at the main assessment: BSS can show legal proof in the form of pole marking of HGU. Records related in the form of monument book (buku tugu) Hak Guna Usaha of PT Bersama Sakti Sejahtera issued by BPN, the book includes a number of pole-mounted HGU entire BSS area accompanied with pole numbers, maps, and coordinates point. BSS has also established a pole maintenance program such as documents of HGU boundary pole inspection Program of PT BSS which was passed in October 2010. pole maintenance program include: the appointment of officers, field surveys, identification and cleaning pole, record the number and condition of the pole in the form given.</p> <p>At the time of the visit to the field, audit team, together with company representatives carry Monument Books and Maps of HGU pole, to see if the pole mounted in the field was still in line with the company's Monument Books; and the audit team considered that the pole HGU maintenance performed by BSS is still</p> <ul style="list-style-type: none"> - not yet effective, for example: Boundaries poles No. BSS-20 is still facing in the area and has not been given BPN initials. - Some HGU poles are not installed in accordance with HGU pole Map from BPN, e.g. pole in No.16 and No.61 are in Division 3 Pantai Timur Estate. According to the BSS, the poles are missing and unknown causes. Audit team assessed and considered it is necessary that the BSS must identify the overall HGU poles owned either they are still mounted or not mounted or missing; and perform routine maintenance on a regular basis to ensure the existence of the pole and the pole number still exists in accordance with rules issued by the BPN. <p>Based on the above, the audit team concluded for this indicator are: Status of non-conformance CFA 2010.04 are still open with CFA categories, and appear a new non-conformance that is NC-2010.35 with Minor category.</p>	X
S1		
S2		
S3		
S4		

2.2.3	Where there are, or have been, disputes, proof of resolution or progress towards resolutions processes acceptable to all parties are implemented.	
PA	<p>On the location There are land dispute settlement documents in the form of Minutes of land settlement agreement dated October 15, 2006 that involved community representatives from 5 villages (i.e.: Village Betung, Bekambit, Sejakah, Batu Tunau, and Tanjung Pengharapan). The process of land settlement was facilitated by the Regents of Kotabaru - South Kalimantan (Invitation of land settlement from Regents No. 005/1024/TAPEM).</p> <p>However, there are not land disputes records that inform the parties involved, the total area of dispute, the location of dispute, and the current status of completion.</p> <p>Non conformance in this indicator is the NC-2010.05 Will be verified in the main assessment.</p>	X
MA	<p>Verification in the main assessment: The organization can show the latest summary records to the status of land claims cases in the area of PT BSS, such as document Summary of Land Claims Case Stages Status of PT BSS until September 2010. Recapitulation documents include: Name of estates, the name of the group who claim the land, stages of the case, and status; and the audit team considered that the document is sufficient as proof of repair for non-conformance in pre assessments; so that the status of non-conformance NC 2010.05 is declared closed.</p> <p>Based on the summary document of the status of land claims of PT BSS, information obtained that until the assessment, the general case of land claims arising from 1990 until 2010 had been completed, and the company can show proof of completion.</p>	√
	<p>The last case in the process of settlement is land claims from residents on behalf of Abdul Jalil, which until main assessment it is still in the process in court. Based on information from one of the staff departments that the case of PSD Minamas Plantation is a speculative claim which is not based on proof of land ownership; based on the land claim settlement procedure owned by BSS that each party that admits having a right to ownership of land in the area, HGU of PT BSS must be able to show strong evidence to the company so the company will continue the land acquisition process, if the company cannot show strong evidence, then the company must take legal channels.</p>	√
S1		
S2		
S3		
S4		
Minor		
2.2.1	Evidence of legal acquisition of land with free prior and informed consent	
PA	<p>In the location, there is evidence of settlement of land disputes involving the parties, including Kotabaru District Government and Parliament members of Kotabaru.</p> <p>Will be verified further to the community and community leaders at the main assessment.</p>	√

MA	Verification in the main assessment: Based on the land claim case data summary owned by PT BSS, it is obtained the information that in general, public land ownership in that company's HGU area was completed through several stages and methods, including through the payment of monetary compensation and provision of courses CD, Final status in September 2010, still there was a single case that was up to the district court and the high court, namely the case of land claims from residents of Tanjung Harapan (kades Abdul Jalil); Based on information from one of the staff of PT BSS that the land claims is speculative claims, so the company chose a way to resolve this matter through legal due to they did not find an agreement between both parties, the lawsuit that was filed by the residents was rejected by the court and until main assessment activities carried out, they are still under appeal to the supreme court.	√
S1		
S2		
S3		
S4		
2.2.2	A mechanism to resolve conflict which is accepted by all parties.	
PA	BSS has SOP No.035/BSS-SOP/10 for Settlement of Land Claim by the Society, which includes the stages of the process of settlement as follows: Research, verification and inventory; Application for payment of compensation fund / liberation; Verification of payment documents, and granting compensation.	√
MA	<p>BSS has provided land conflict resolution mechanisms such as document Land Claim SOP (035/BSS/-SOP/10) which was ratified by the company management on October 5, 2010; this document is a document that has been revised from the previous document. The contents of this SOP document are as follows:</p> <ul style="list-style-type: none"> - Compensation by the company is carried out only in areas of the location permit of the company in accordance with the applicable rules and regulations and laws are processed into the status of Land Tenure Use (Hak Guna Usaha) or Building Use Rights (Hak Guna Bangunan). • Consider the formal juridical aspect and the fact / reality on the ground. • Compensation is done to rights over land and crops. • Stages of research, verification and inventory data at the beginning is done by researching legal documents / administration related to land rights, ensure that the land was in the scope of a location permit, and ensure that the crops growth will be compensated to be on land that has legal documentation. <p>After the research was carried out accurately and correctly based on legal evidence, then the estate units will apply for land acquisition compensation and crops to the management centre in Jakarta. The application must be equipped with data / supporting documents such as: a map of the location or racik map showing the location of land to be reimbursed, a copy of citizen identity card or other valid identity documents, and details of the value or price of land to be reimbursed, must be signed by management of estate unit.</p> <ul style="list-style-type: none"> - Then, the headquarter management will follow up with inspection and verification and proposed compensation fund to the department of finance. - Ministry of Finance will release some funds in accordance with that proposed by the estate management. - Payment of compensation to the party entitled to / has the rights to land, is carried out in accordance with the agreed amount. 	√

S1		
S2		
S3		
S4		
2.3	Use of the land for oil palm does not diminish the legal rights, or customary rights, of other users, without their free, prior and informed consent.	
Major		
2.3.1	Records of any negotiated agreements between traditional owners of land and oil palm plantation companies (if any), supplemented with maps in appropriate scale	
PA	<p>Although the BSS has had evidence of rights or lease of the land according to applicable regulations (Law no. 18, 2004 and UUPA No. 5 of 1960) in the form of Landa Tenure Rights (Hak Guna Usaha (HGU)), but the organization can not show proof to confirm the presence or absence of traditional rights ownership in managed / cultivated area.</p> <p>On location, there are several documents that are able to confirm the presence or absence of customary rights of indigenous people in the concession area and / or the HGU requested - as required by the Act No 18 of 2004 Article 9, paragraph 2 - which are the EIA documents and Social Impact Assessment document . However, none of the documents explicitly discuss the existence of customary rights of indigenous people in the work area of BSS. The non-conformance in this indicator is the CFA-2010.06</p> <p>Will be verified in the main assessment</p>	X
MA	<p>Verification in the main assessment: Based on the results of public consultation with stakeholders, it is found that no customary or communal land rights ownership within the concession area of PT BSS; this information is obtained from the villagers and the Kota Baru district government agencies. The company has also shown evidence of a letter from National Land Agency Kota Baru District Dated June 23, 2010, stating that the status of land especially in the Kota Baru district until now there has not been any provision of regulations governing the status of customary rights / customary land, and therefore it is then all HGU issued by the National Land Agency and or in the process of right , it is not found in the lands of indigenous rights status.</p> <p>Thus, this criterion does not apply in this assessment process, and non-conformance CFA 2010.06 is declared closed.</p>	√
S1		
S2		
S3		
S4		
2.3.2	Maps of any appropriate scale showing extent of recognised customary rights.	
PA	The existences of traditional rights have not been identified. See major indicator 2.3.1 above.	
MA	Not Applicable: See the major indicator 2.3.1	

S1		
S2		
S3		
S4		
2.3.3	Copies of negotiated agreements detailing process of consent.	
PA	The existences of traditional rights have not been identified. See major indicator 2.3.1 above.	
MA	Not Applicable: See the major indicator 2.3.1	
S1		
S2		
S3		
S4		
PRINCIPLE #3 Commitment to long-term economic and financial viability		
3.1	There is an implemented management plan that aims to achieve long term economic and financial viability.	
Major		
3.1.1	A documented working plan of the company for a minimum of 3 years period.	
PA	<p>There is a long-term plan of PT BSS for the four estates and one mill, for example document of Budget Presentation 2009-2010 & Projection 2011-2013, Gunung Aru Estate and Gunung Aru Factory. Among them are:</p> <ul style="list-style-type: none"> - Area Statement - Total production per year - Production ton / ha (FFB yield/ha or CPO yield/ha) - The position of labour - Housing Needs - Non Capital Plant - Total Fixed Cost (General Cost) - Total Direct Cost e.g. cost production (Rp/kg FFB) <p>PT BSS has provided a budget for environmental management activities and social events listed in the account Fixed Cost (General Cost), namely:</p> <p>1) Accounts AJ - ESH (Environment, Safety & Health), consisting of: AJ2601 - ESH-Transport; AJ2602 - ESH-Accommodation; AJ2603 - ESH-Campaigns; AJ2604 - ESH-Personal Protection Equipment-Materials; AJ2605 - ESH-Signages ; AJ2606 - ESH-Environmental Impact Assessment (EIA); AJ2607 -- Social ESH Impact Assessment (SIA); AJ2699 - ESH-Others (Safety & Health Costs and Cost for Purchasing Personal Protection Equipment).</p> <p>2) Accounts LD - Social & General (Social LO), consisting of: LD0701 - Social LO-Family Day or Sport; LD0705 - Social LO-School Transport Subsidy; LD0706 - Social LO-Donation; LD0707 - Social LO-Teacher; LD0709 - Social LO-Funeral; LD0717 - LO Social-Recreational Others.</p>	√

MA	The company's long term plan is available in the form of documents and projected 2010/2011 budget, projected 2011/12, 2012/13, 2013/14 which includes expenditures for land area planted (Mature, immature and new planting). The document also contains Fix Cost (administration of estates, road / bridge and labour) and Direct Cost (harvest, transport, cost of production, etc). These documents guide the plant operational for three years into the future by making the budget per year	√
S1		
S2		
S3		
S4		
Minor		
3.1.1	Annual replanting programme, where applicable, projected for a minimum of 5 years with yearly review.	
PA	<p>There are plans of annual replanting program in the form of replanting Program documents 2007 - 2013, Gunung Aru Estate, PT BSS. Replanting an area of 1,454.07 hectares is planned from 2009/2010 up to 2013/2014, with details as follows:</p> <ul style="list-style-type: none"> - the plan for the year 2009/2010 covering an area of 299.31 ha - the plan for the year 2011/2012 covering an area of 324.99 ha - the plan for the year 2012/2013 covering an area of 414.88 ha - the plan for the year 2013/2014 covering an area of 414.89 ha <p>Based on reports document replanting Work Schedule - Upstream Plantation Indonesia, it is obtained information that PT BSS has replanted in February 2010 to May 2010 with an area of 120 ha (February 2010 covering an area of 16 ha, in March 2010 covering an area of 28.44 ha, in April 2010 covering an area of 50.86 Ha, and in May 2010 covering an area of 7.24 ha).</p> <p>But companies cannot show documents of the study results each year on the progress of the replanting activities that have been done. Non-conformance in this indicator is the NC-2010.07</p>	X
MA	The company has made a feasibility study for replanting activities in the form of documents of Land Feasibility Study Reports Gunung Aru Estate in July 2010 which only included the study of land suitability and land management recommendations, but do not include consideration of plant material used, the trend of production, extraction rate, cost production, etc., based on the trend of the last 3 years operation. The non-conformance NC. 2010.07 is still open with Minor category.	X
S1		
S2		
S3		
S4		

PRINCIPLE #4 Use of appropriate best practices by growers and millers		
4.1	Operating procedures are appropriately documented and consistently implemented and monitored.	
Major		
4.1.1	Standard Operating Procedures (SOPs) for estates, from land clearing to harvesting.	
PA	There is SOP of estate Agricultural Reference Manual 110/EST-ARM/08, Minamas Plantation, enacted on August 19, 2008 by the CEO (Franky Anthony). Comprising: Plant Materials , Breeding Techniques, Replanting, Preparation of Land, Plant Maintenance, Fertilization of immature, TBM fertilization with empty bunch, fertilization of mature plants, ablation, Standard of maturity, crop rotation.	√
MA	The company has already made SOP of estate Agricultural Reference Manual 110/EST-ARM/08, Minamas Plantation, enacted on August 19, 2008 by the CEO (Franky Anthony). ARM contains 1) Plant Materials, 2) seeding technique , 3) Replanting 4) Preparation of land 5) plant population 6) Age started to harvest 7) Maintenance of oil palm plantations. Based on field visits, the SOP is already socialized and distributed through the office manager, but it is found another SOP similar with the name of Agronomic Practices Manual - Oil Palm. Users (in this case workers) cannot ensure that the reference manual / valid manual. The company need to conduct the latest document control and disseminate estate SOP which is valid to field operators. It is recommended that SOPs are available at any division office. The non-conformance in this indicator is the CFA-2010.36.	X
S1		
S2		
S3		
S4		
4.1.2	Standard Operating Procedures (SOPs) for POM, from reception of FFB to dispatch of Crude Palm Oil and Palm Kernel Oil.	
PA	There is mill SOP 110/POD-FAC/07, which consists of: Reception fruit, Boiling, Threshing, Stirring, Pressing, Clarification, Separation of Seed & Fibre, Kernel Station, Stockpiling of Palm Oil and Palm Kernel Oil, waste treatment, water treatment, and laboratory analysis. There is an SOP of plant operational administration 130/POD-FAC/07 that contains administrative procedures for expenditures of palm oil and kernels However, there is no endorsement of SOP from relevant officials and it has not explained the procedures for product traceability (Supply Chain) setting at the mill fruit process acceptance, fruit processing in mills, shipping until delivery of product (CPO / PKO) to the buyer. The non-conformance in this indicator is the CFA-2010.08	X

MA	<p>The Company has prepared and established mill SOP 110/POD-FAC/07 , which consists of: Reception fruit, Boiling, threshing, Stirring, Pressing, Clarification, Separation of Seed & Fibre, Kernel Station, Stockpiling of Palm Oil and Palm Kernel Oil, Waste treatment, water treatment, and laboratory analysis.</p> <p>The Company has demonstrated the proof of legalization of mill SOP documents in the form of documents of memorandum delivery / distribution No.POD-Mill-015/IV/2007 dated 30 April 2007 concerning the distribution of POM technical guides (3 volumes) signed by Frank Anthony. The non-conformance CFA 2010.08 is declared closed.</p>	√
S1		
S2		
S3		
S4		
Minor		
4.1.1	Records of checking or monitoring of operations. Minimum requirement: once a year.	
PA	<p>The examination of the operational activities is carried out by the company's internal and external parties. Examination by internal parties (internal auditors) is done twice a year, the examination by other internal parties (Ministry of Plantation Advisory) is conducted four times a year. The examination by the External parties is done once a year.</p> <p>There are documents of the results of inspection activities of the estate and mill operations:</p> <ul style="list-style-type: none"> - Mill Visit Report No: Minamas/GAF/01/09-10, made by Mill Advisor (Plantation Advisory Department). Things checked are all mill operations, for example: POME production, maintenance of mill machinery, and others. Every month the mill managers respond or report progress of the findings of mill advisor. - Working Paper Sheet of Examination conclusion by the Internal Auditor , dated December 7 to 12, 2009. Things examined include: Financial aspect, Inventory & Purchase of Goods, and Production of CPO / kernel & delivery. 	√
MA	<p>In general, the inspection of operations is carried out by 1) Plantation Advisor and 2) Internal audit. (in unit Laut Timur Estate, for example Plantation Advisory Report on 16-18 July 2009 and internal audit for the second semester year 2009/2010 held on June 22 to 28 July 2010 and GKE, for example Plantation Advisory Report dated 19 to 21 April 2010).</p>	√
S1		
S2		
S3		
S4		

4.1.2	Records of operational results.	
PA	All of operational results are summarized each month in the report of estate and mill units. At the location, there is estate Gunung Aru Unit Report, Period March 2010, April 2010, and May 2010. It is also available Gunung Aru mill Monthly Report for the period of January 2010 Month - April 2010.	√
MA	Similar to pre-assessment, organization can show records of results of operations managers in the form of a monthly report covering the entire estate and mill operations. For example: harvesting, fertilizing, spraying, pesticide use, processing of FFB, CPO dispatch, and others.	√
S1		
S2		
S3		
S4		
4.2	Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.	
Minor		
4.2.1	Records of regular soil, leaf, and visual analysis.	
PA	<p>1) Records of Soil Analysis: There are records of the activities of soil analysis the form of document Review Land Survey Final Report and Evaluation of Oil Palm Land Suitability in Gunung Aru estate, in 2005. Based on these soil analyses, soil types in the Gunung Aru estate is MM-08 (Typic Plinthudults), MM-24 (Vertic Dystrudepts), MM-10 (Linthic Hapludults), and MM-23 (Plinthic Eutrudox). Land suitability classes in the Gunung Aru estate belong to the class S3 (less suitable) and N1 (not suitable) to plant oil palm. But all soil series have the potential to be in S2 class with efforts to improve limiting factors such as quite large land slope, hampered soil infiltration, and quite large rainfall.</p> <p>2) Record Analysis of Leaves: Leaves sampling was done once a year in the area of estate to be analyzed. There are records of the leaves analysis results periodically in the form of documents of Leaf Analysis Test Report PT BSS - Gunung Aru Estate, Period Year of 2007, 2008, and 2009. Consisting of Block, No. LSU, Area, Planting Year, the principal amount, the principal population per hectare, soil type, the percentage content of ash, N, P, K, Mg, Ca, and N.</p> <p>Soil analysis activities include all area of PT BSS.</p>	√
MA	Similar to pre assessment; organization can show the soil and leaf analysis records in the form of Soil Survey Final Report, Evaluation of Land Suitability, and Leaf Analysis Test Report. The records include the entire area estate.	√
S1		
S2		
S3		
S4		

4.2.2	Records of efforts to maintained and increase soil fertility (e.g. the use of fertilizer, legume cover crops, empty bunch applications, and land applications) based on the results of analysis in 4.2.1.	
PA	<p>There are records of activities to maintain and improve soil fertility, including:</p> <ul style="list-style-type: none"> - Recommendations of fertilization in Gunung Aru Estate Period of 2009/2010, made by Minamas Research Centre (MRC). Leaf samples were taken in May 2008. The basic consideration to provide recommendation include: nutritional status of leaves, plant appearance, the tendency of income (production), pest and diseases, rainfall, fertilizer application assessments, and pruning. - Plan and Realization of Fertilizing, Gunung Aru Estate, in 2010. Types of fertilizer applied are in accordance with the recommendations of the research, namely: NK Blend, RP, Dolomite, and HGFB. The recommended dose for each block is different based on the age of the plant and leaf analysis results. - Historical data of empty bunch applications for 5 Years from 2005 to 2009, Gunung Aru Estate. For example: Empty bunch applications in Division 2 Gunung Aru Estate, in 2005 were 19,152.4 tonnes for the area of 501.8 ha (dose of 38.1 tons / ha); In 2006 was 9,415.2 tons for an area of 365 ha (dose of 8.25 tons / ha); In 2007 were 5,975.8 tons for an area of 238 ha (dose of 1.25 tons / ha); In 2008 were 7,086.2 tons for an area of 276 ha (dose of 6.25 tons / ha), and in 2009 were 4,024.8 tons for an area of 116 ha (dose of 34.8 tonnes / ha). - Summary of Daily Effluent applications , Gunung Aru Estate, Period of January 2010 - May 2010. For example: application of effluent in May 2010, the total area applied is 71.71 ha ; flat bed applied is 25,978 fruit; volume of liquid waste is 22,520 tons . <p>The organization has not been able to show evidence that the activities to maintain and improve soil fertility above is based on the considerations of the soil analysis results (structure, content of organic compounds, nutritional status, health of microbiological soil) which aims to maintain long-term soil fertility. The non-conformance in this indicator is the NC-2010.09 "</p>	X
MA	<p>BSS has provided the records of activities of maintaining soil fertility, such as document of fertilization recommendation, Fertilization Program and Realization, Application of empty bunch, and Recapitulation of Daily Effluent Application.</p> <p>BSS can also show evidence that the fertilizer recommendation given is based on the soil analysis results as listed in the preparation procedure of fertilizer recommendation (No. I-04/MRC-SOP/10) which explained that the evaluation of soil fertility status is considered in determining fertilizer recommendation dosage. Status of non-conformance NC 2010.09 is declared closed.</p>	√
S1		
S2		
S3		
S4		
4.3	Practices minimise and control erosion and degradation of soils.	
Minor		
4.3.1	Maps of fragile soils must be available.	
PA	<p>There is a land map of each estate unit of PT BSS, for example:</p> <ul style="list-style-type: none"> - Land Map Unit (SPT) of Pantai Timur estate, equipped with a scale of 1: 55 000;and legends that explain the details of the map (SPT 1 = MM-25 Series Land Oxyaquic Dystrudepts, SPT 2 = MM-08 Series Land Typic Plinthudults) - Land Map Unit (SPT) of Gunung Kemas estate, equipped with a scale of 1: 50000, and the legend that explains the details of the map (SPT 1 = MM-08 Series Land Typic Plinthudults, SPT 2 = MM-10 Series Land Lithic Hapludults, SPT 3 = MM-24 Series Land Vertic Dystrudepts, SPT4 = MM-25 Series Land Oxyaquic Dystrudepts) 	√

MA	Similar to pre assessment; BSS can show a map of marginal land in the form of Land Map Unit for each - each estate.	√
S1		
S2		
S3		
S4		
4.3.2	A management strategy should exist for plantings on slopes above a certain limit (needs to be soil and climate specific).	
PA	Based on the results of soil survey, Research Section provides recommendations for planting in areas that have limiting factors, for example the area with a certain slope, and other critical lands. Actions that can be done to improve the limiting factors include:- Pressing erosion and surface runoff by maintaining vegetation by selective weeding, terracing, placement of midrib forming the letter U (U shape Frond stacking), mulch application with empty bunch, and planting terrace support crops (Vetiver grass / fragrant root).- Management of water by making outlet or drainage, and making water gate.- Improvement of soil fertility through mulching with empty bunch, building growth and development of the fern (pakis), <i>Nephrolepis</i> sp, management of soil pH with dolomite.- Management of fertilization, because all soil series in the estate of Mount Aru contain nutrients N, P, Ca, Mg, Na, and K in a disproportionate amount, so the efforts to add fertilizer N, P, K and other fertilizers should be done with a balanced dose. Based on the results of field visits, PT BSS has already done activities such as recommendations of the research sections mentioned above. For example: the making of terraces, silt pits and placement of midrib forming the letter U in sloping areas, and planting crops <i>Nephrolepis</i> in less fertile areas. But the organization has not been able to show proof that the efforts in controlling soil erosion and degradation is effective according to prevailing regulations (PP No. 150 of 2000 on the Control of soil damage for biomass production). The non-conformance in this indicator is the NC-2010.10	X
MA	The organization has a management strategy for areas with a certain slope (such as during the pre assessment). BSS has also been monitoring the erosion rate as evidence of effort in controlling soil erosion and degradation has been effective in accordance with applicable regulations (PP No.150 of 2000). These monitoring activities is done by measuring soil erosion using erosion pole installed at several sample points in all areas of the estate; once a month it is recorded to the decrease of soil to the gauge mounted on the pole. BSS has measured soil erosion since August 2010, and has provided a record of monitoring. Status of non-conformance NC 2010.10 is declared closed.	√
S1		
S2		
S3		
S4		
4.3.3	Attendance of road maintenance programme.	
PA	BSS performs routine road maintenance activities once every month throughout their working area. This activity is carried out using heavy equipment Road Graders. There is a road Maintenance Program of PT BSS Period of Year 2009/2010. It would be further verified at the main assessment.	√

MA	BSS has a road maintenance program in the form of the document of Action Plan for Improving Roads. Road repair activities includes: hardening of the road, making road-side drainage, landfill roads with stones, and routine road maintenance. This program was made on August 30, 2010 and has been implemented until the main activity assessment is done.	√
S1		
S2		
S3		
S4		
4.3.4	Subsidence of peat soils should be minimised under an effective and documented water management programme.	
PA	<i>Not Applicable</i> ; Based on survey results of land, there is no peat in the working area of PT BSS.	
MA	<i>Not Applicable</i> , There is no areas of peat in the area of PT BSS	
S1		
S2		
S3		
S4		
4.3.5	A management strategy should be in place for other fragile and problem soils (e.g. sandy, low organic matter, acid sulphate soils)	
PA	See minor indicator 4.3.2. non conformance NC-2010.10.	X
MA	See minor indicator 4.3.2. Status non conformance NC-2010.10 if declared closed.	√
S1		
S2		
S3		
S4		
4.4	Practices maintain the quality and availability of surface and ground water.	
Major		
4.4.1	Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones at or before replanting.	
PA	The organization has made efforts to protect waterways and wetlands including the riparian including: Determination of riparian buffer zones of 50 meters, routine monitoring of river water quality and wastewater plant and the monitoring of water use for process activities at the mill. The organization already has a policy to avoid chemical contamination (pesticides and fertilizers) in buffer zone area and flow of water (e.g. ditches) by not conducting pesticide spraying and fertilizing around the region. It would be further verified at the main assessment.	√

MA	There are documents RKL / RPL providing information on plans and action of monitoring of river water, according to monitoring data form of Water Analysis of Bekambit River after discharge POM in 2009 and 2010, there were data above the NAB parameters for the water class II, according to PP 82 in 2001 and there has been compliance evaluation. It is available at 3/SOP-BSS/BSS-GKE/10, in section 5 points 5.13, setting the spraying in the area of the river / trench. On review of the field at the small riparian at the location of replanting (creek of block D3 and I3) there has been implementation of planting distance from the riparian.	√
S1		
S2		
S3		
S4		
Minor		
4.4.1	An implemented water management plan.	
PA	<p>The organization performs river water quality testing every 6 (six) months. Parties who perform testing are Commodities and Environmental Testing Laboratory - Institute for Industrial Research and Standardization, Ministry of Industry, Banjar Baru, South Kalimantan. There is a report of Monitoring Well Water Test No. :0025-PU / CU/BPPIP/BRSBB/01/2010, in January 2010; Testing was done by taking samples of water of monitoring wells located around the area of land applications in the estate. Parameters tested include: pH, BOD, COD, TSS, Ammonia, Mitem, Total Nitrogen, levels of Cd, Cu, Pb, and Zn.</p> <p>But the test results of water of monitoring wells have not been evaluated for conformance with quality standards set by regulation (PP No.82 of 2001 regarding management of water quality and water pollution control, and Permenkes 416/1990 on the requirements and Quality Control of Water). The non conformance in this indicator is the NC-2010.11</p>	X
MA	There is evidence of monitoring the management of water monitoring data of Bekambit River Water Analysis after POM exhaust in 2009 and 2010, there were data above the NAB parameters for the water class II, according to PP 82-year 2001 monitoring wells, according to reports RKL / RPL have been referring to PP 82-year 2001 (water class II) showing the parameters of BOD, COD is still above the standard. There is evidence of river water monitoring and the monitoring wells and river water quality (class II), there are few data over standard as in PP 82 year 2001. There has been evaluation of water management regulation in accordance with Permenkes 416/1990 about Terms and Monitoring of Water Quality. Status of non-conformance NC 2010.11 is declared closed.	√
S1		
S2		
S3		
S4		
4.4.2	Monitoring of effluent BOD	
PA	Monitoring of mill effluent BOD is routinely done once a month. Parties who perform testing are Commodities and Environmental Testing Laboratory - Institute for Industrial Research and Standardization, Ministry of Industry, Banjar Baru, South Kalimantan. There are reports of test results of mill waste water in December 2009, January 2010, and March 2010. For example: - Reports of Test Results of mill waste water in March 2010. Samples were taken at three locations: Pond No.1, Pond No.5, and Block N4 (areas of land application).	X

	<p>BOD test results showed the No.1 pond of 3.468 mg / L; BOD in pond No.5 at 825 mg / L, and BOD in Block N4 at 720 mg / L. The result of this test was still below the threshold quality standard of 5.000 mg / L in accordance with regulation (Ministerial Decree No. LH. 28 and 29 of 2003 on Guidelines of Terms and Licensing Procedures for Utilization of Palm Oil Industry Waste Water On the Land in Oil Palm plantation).</p> <p>But the organization has not been able to show some test results of mill wastewater BOD for example, Report of wastewater BOD test in May 2010, In April 2010, and in February 2010. The organization must be able to show the whole records of test results of mill wastewater BOD. The non-conformance in this indicator is the NC-2010.12</p> <p>It would be further verified in the main activity assessment.</p>	
MA	<p>The organization can show completely records of waste liquid BOD monitoring conducted every month for the period January to December 2009 and January-September 2010.</p> <p>For example: a test record of effluent BOD on IPAL pond (No. 1 and 5) according to the records data of Wastewater and River Water Test Results Report from the Institute for Industrial Research and Standards (Commodity Testing Laboratory and the Environment) dated July 29, 2010 (BOD of Application for Block 03A is of 525, BOD of Waste Ponds 5 is of 456, BOD Waste Ponds 1 is of 34,680). Status of non-conformance NC 2010.12 is declared closed.</p>	√
S1		
S2		
S3		
S4		
4.4.3	Monitoring of mill water use per tonne of FFB (Fresh Fruit Bunches)	
PA	<p>There is a record of monitoring water use for processing mills, such as documents of Monitoring Water use per tonne of FFB, the Period July 2009 - April 2010. For example:</p> <ul style="list-style-type: none"> - Use of water in January 2010 is of 1.49 m3/ton FFB - Use of water in February 2010 is of 2.05 m3/ton FFB - Use of Water in March 2010 is of 1.86 m3/ton FFB <p>From the results of monitoring water usage per tonne of FFB is still found to use water that exceeds a predetermined budget (budget m3/ton 1.8 TBS), and BSS is not to evaluate the causes of excess water use that exceeds the budget. The non-conformance in this indicator is the CFA-2010.13</p>	X
MA	<p>The use of total water usage in 2009 from 1.83 m3/ton/TBS budget, in January of 0.55 m3/ton/TBS below NAB, February 1.97 m3/ton/TBS, still above the NAV (calculation of domestic water document data has changed) and in March of 1.28 m3/ton/TBS still below the threshold (calculation of the data on Form evidence of domestic water have changed). In particular, available evidence of monitoring water use for industrial processes m3/ton FFB / year in 2009, an average of 0.90 per month and 0.89 per year, still below budget for the mill water use 1:45 m3/ton/year . Status of non-conformance CFA 2010.13 is declared closed.</p>	√
S1		
S2		
S3		
S4		

4.5	Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.	
Major		
4.5.1	An IPM plan is documented and current.	
PA	<p>The organization has conducted integrated pest management activities that have been commonly practiced in the oil palm estate in Indonesia, including:</p> <ul style="list-style-type: none"> - Control of fire caterpillars' pest with a combination of biological and chemical methods. Biological method is done by multiplying the host plant for natural enemies of fire caterpillars, commonly known as a beneficial plant. Other plants are used are Cassia sp, Antigonon leptosus, and Turnera subulata. These plants are planted along the main roads and streets in the area of estate production. In addition, Decis chemicals have also been prepared to anticipate if at any time - big attack (break out). Until the pre assessment activities conducted BSS is still active in planting beneficial plants in all areas of estate. - Rat's pest control performed biologically since the year 1999 by using owls (Tyto alba). <p>BSS has expanded owls around the estate area, and make barn Owl as a place of its life. Reared owl is intended to prey on rat pests around the oil palm plantation and oil palm are usually attacked for the young and the ripe fruit. Besides that Klerat chemicals have also been prepared to anticipate if there is a big attack (break out).</p> <p>The organization already has a plan for integrated pest management costs included in the annual plant budget. But it cannot show IPM program that describes the type and details of activities. The non-conformance in this indicator is the NC-2010.14</p>	X
MA	<p>The company has set the IPM program in the form of document procedures for integrated pest management include 1) SOP for use of useful plant leaves for controlling pests naturally, (Section 16.2.1) contains the useful plants (beneficial plant), the types of plants that are effective, (Types of plants used are Cassia sp, Antigonon leptosus, and Turnera subulata). The plant is planted along the main road and production street in the area of estate production propagation method, manner and density of planting and plant materials 2) Procedure of bag worm control and fire caterpillar (section 16.2.) SOP for use of the owl for pest control rats in oil palm plantations (section 16.3.1) that contains about owls, the procedures for success, the development of owls, the use of nest boxes, owl population monitoring (1 X 6 months). Status of non conformance NC-2010.14 is declared closed.</p>	√
S1		

S2		
S3		
S4		
Minor		
4.5.1	Monitoring extent of IPM implementation including training.	
PA	<p>There are records of IPM monitoring, including:</p> <ul style="list-style-type: none"> - Plan and Realization of Planting Crop Turnera sp, Period of July 2009 - June 2010, Gunung Aru Estate. Total planted area since June 2009 until March 2010 is an area of 24 ha. - Monitoring of Owl barn from 1999 until May 2010, Gunung Aru Estate. Results of monitoring in May 2010 there were 2,423 eggs; 2,279 saplings, and 2,240 fly saplings. - Recapitulation Census Pest Attack Rats & Squirrel. Census Phase II in 2009, Gunung Aru Estate. Census Phase II conducted since May 2009 until June 2009 with the following results: The censuses area is 1.091 ha (including areas Division 1,2, and 3); number of observed is of 29,217 bunch, number of rats attack 652 bunch, number of squirrels attack 2,750 bunch; Percentage of rat attacks is 2.21%; and the percentage of squirrel attacks is 9,32% <p>The organization does not do anymore census of fire caterpillars attack, pest rats and squirrels since January 2010. It is not in accordance with the procedures set out in document 110/EST-ARM/08, where pest census is conducted regularly every once a month. The organization should consistently monitor the pests, whether they are pest rats, squirrels, and fire caterpillars.</p> <p>The organization also has not been able to show records of IPM training for workers in the form of a training program or the result of IPM training. The non-conformance indicators are CFA and NC-2010.15-2010.16</p>	X
MA	<p>The company in accordance with established procedures conducted a census of fire worm attacks, worm's pocket, rats and squirrels by showing documents of observations results of fire caterpillars' pest; caterpillar bags; mice and squirrels on the oil palm plants on 26/08/2010. Examples: the estate LTE Division III block BB 29 by officers and Fatonah Alimah observers who showed the percentage of larvae Setora nitens size <1 cm 0.04%; Setora nitens larvae 1-5 cm size 0.04%; percentage of larvae Sethosea asigna size <1cm 0.06%; percentage of larvae Sethosea asigna size 1-5 cm in 0:13%; the percentage of rat is 0.05% and percentage of pest squirrels is 0.04%.</p> <p>Implementation of IPM program year 2009/2010 at Gunung Aru Estate for example, for census of fire caterpillar a midrib GAE in January is 0.367, 0.400 in February, in March 0.067 etc. While rats attack GAE 12.33% in January, February 14%-and March 15%.</p> <p>The company also indicated that the officers have been trained on the integrated pest Management (IPM) for example Lasmi, Sapiah and Junaidi were trained on 13-14 July 2010 in Minamas Research Centre. Status non conformance NC CFA-2010.15-2010.16 is declared closed.</p>	√
S1		

S2		
S3		
S4		
4.5.2	Monitoring of pesticide toxicity units (a.i./LD 50 per tonne of FFB or per hectare).	
PA	Records of monitoring pesticide toxicity (active ingredient/LD50 per tonne of FFB or per ha). The non-conformance in this indicator is NC-2010.17	X
MA	<p>The Company stated that the company never uses Agrochemical to perform pest management in the last 2 years. Data collection last GKE (expenditures from the warehouse) Decis on 1 October 2008 of 5 litres by division I with No. SPB 01/CU/10/08. and last Klerat Expenditures from warehouse on April 6, 2009 of 10 kg with SPB No 33/CU/09/2009. While LTE Decis expenditure of the warehouse on May 25, 2008 with No. 2/XR/III/05/08. And spending the last Klerat dated March 8, 2008 for the Central Warehouse No. 02/XII/308.</p> <p>There are also documents of monitoring the use of agrochemicals for integrated pest management in 2010 GAE, LTE, PTE and GKE that showed integrated pest management at PT BSS does not use pesticides so that there is no toxicity of pesticides. Status of non-conformance NC 2010.17 is declared closed.</p>	√
S1		
S2		
S3		
S4		
4.6	Agrochemicals are used in a way that does not endanger health or the environment. There is no prophylactic use of pesticides, except in specific situations identified in national Best Practice guidelines. Where agrochemicals are used that are categorised as World Health Organisation Type 1A or 1B, or are listed by the Stockholm or Rotterdam Conventions, growers are actively seeking to identify alternatives, and this is documented.	
Major		
4.6.1	Evidence of use of only approved and registered agrochemicals permitted by the relevant authorities.	
PA	<p>Agrochemicals used include:</p> <ul style="list-style-type: none"> - ALLY 20 WP, active ingredient: Metil metsulfuron; Registration No.: RI. 1027/5-2004/T - Meta-Prima 20 WDG, active ingredient: Metil Metsulfuron; Registration No.: RI. 1897/8-2003/T - GARLON, active ingredient: Triklopir; Registration No.: RI. 695/8-2003/T - STARANE 200 EC, active ingredient: Kloroksipir; Registration No.: RI. 854/5-2004/T - PRIMA UP 480 AS, active ingredient: Isopropyl amina glifosat; Registration No.:RI. 1779/11-2002/T - DECIS 2.5 EC; active ingredient: Deltametrin 25 gr/l; Registration No. RI.387/11-2002/T - BASTA 15 WSC, active ingredient: Ammonium glufosinat 150 g/l. Registration No.: RI. 1113/1-2004/T 	√

MA	<p>Based on existing agrochemicals lists on LTE and GKE warehouse card used already received a registration number which are:</p> <ul style="list-style-type: none"> - ALLY 20 WP, active ingredient: Metil metsulfuron; Registration No.: RI. 1027/5-2004/T - Meta-Prima 20 WDG, active ingredient: Metil Metsulfuron; Registration No.: RI. 1897/8-2003/T - GARLON, active ingredient: Triklopir; Registration No.: RI. 695/8-2003/T - STARANE 200 EC, active ingredient: Kloroksipir; Registration No.: RI. 854/5-2004/T - PRIMA UP 480 AS, active ingredient: Isopropyl amina glifosat; Registration No.: RI. 1779/11-2002/T - DECIS 2.5 EC; active ingredient: Deltametrin 25 gr/l; Registration No. RI.387/11-2002/T - BASTA 15 WSC, active ingredient: Ammonium glufosinat 150 g/l. Registration No.: RI. 1113/1-2004/T 	√
S1		
S2		
S3		
S4		
4.6.2	<p>Records of pesticide use (including active ingredients used, area treated, amount applied per ha and number of applications).</p>	
PA	<p>There are records of pesticide use of PT BSS, including:</p> <ul style="list-style-type: none"> - Plan and realization of spray path" (Chemist Path Map), Gunung Aru Estate Period July 2009 to June 2010. Consisting of: applied Block, the treated area, the number of workers used, the amount of rotation of spray, and pesticide used. For example: Actual Path spray activities in March 2010 in several blocks (P05-P10, O05-O11, and L10-L15), the total area of 684 ha sprayed, the number of workers is 302 people, pesticides used: Ally of 10.4 kg, Indostick of 4.4-liter and 349 litre Basta. Rotation of path spray is once every 6 months. - Plan and realization of the Eradication of Weeds (Weeds Eradication Map), Gunung Aru Estate, Period July 2009 to June 2010. Consisting of: treated Block , the sprayed area, the number of workers used, the amount of rotation of spray, and pesticide used. For example: Actual weeds eradication activities in February 2010 in some block (K1, K2, K3, L1-L9, and L13-L15), the total area of 578 ha sprayed, the number of workers is 111 people, Pesticides used: Prima Up of 79 litres, and 3.3 litres Indostick. Rotation weeds eradication activities conducted once every 6 months. <p>But the records have not included the amount of pesticide use per hectare, so that organizations are advised to review the records of pesticide use to clearly inform the use of pesticide active ingredient per hectare. The non-conformance in this indicator is the CFA-2010.18</p>	X
MA	<p>The company provides the use of agrochemicals instance data document the use of agrochemicals LTE in January-June 2010, which explains the dosage of pesticide used (litres), the active ingredient used, location, and month of use. Types of pesticides such as Prima Up, Meta Prima, Touch Down, Starane, Basta and Industik. The GKE available usage data that describes the amount of usage of agrochemicals, the active ingredient used and the area of application for the period 2009 to 2010. Non-conformance Status 2010.18 CFA declared closed.</p>	√

S1		
S2		
S3		
S4		
4.6.3	Documentary evidence that usage of agrochemicals is appropriate for the target species, given at correct dosage and applied by trained personnel in accordance to the product label and storage instructions.	
PA	<p>See the major indicator 4.6.2</p> <p>Based on the results of interviews with 2 spray operators in the field, it is found that spray workers had understood good and safe spraying procedures, and use appropriate doses. However, the organization has not been able to show documented evidence that the spray workers have been trained in accordance with the job.</p> <p>The organization has also provided MSDS (Material Safety Data Sheet) for each type of chemical used, but based on field visits and interviews with warehouse workers, it is still found the MSDS were presented in English which made workers difficult to understand. MSDS Nalco 3273 on chemicals warehouse in the mill. The organization is advised to provide all MSDS in an easy-to-understand language. The non-conformance in this indicator is CFA-2010.19</p>	X
MA	<p>The company has provided training for sprayers. For example: Arsyad (spray foreman), Eka and Mintarsih. MSDS agrochemicals have also been made in easily understood language such as in agrochemicals warehouses GKE and LTE using the Indonesian language and can be understood by responsible person of warehouse and public. Status of non-conformance CFA 2010.19 is declared closed.</p>	√
S1		
S2		
S3		
S4		
4.6.4	Waste materials from agrochemicals including pesticides containers are properly disposed in accordance with laws and regulations.	
PA	<p>See minor indicator 5.3.1</p> <p>The procedure for pesticide packaging waste management listed in the draft document of handling procedures for hazardous waste, Policy No: 709/TQEM-ESH/10. The procedure describes the storage procedure and how to reduce pesticides packaging waste, but it has not explicitly described the mechanism for storage of pesticides packaging waste in licensed storage warehouses of hazardous waste. Based on field visits, it was found to pesticide packaging waste generated by the estate unit was stored in a storage area that is not licensed. This is not in accordance with government regulation No. 18 of 1999 on hazardous waste management; and Kep-01/Bapedal/09/1995 on Procedures and Technical Requirements for Storage and Collection of hazardous waste. The non-conformance in this indicator is the NC-2010.20</p>	X

MA	The company already has a procedure for pesticide packaging waste management listed in the document handling procedures for hazardous waste, Policy No: 709/TOEM-ESH/10. The procedure describes procedures for storage and how to reduce packaging waste pesticides. Based on a visit to the warehouse GKE and LTE are still found waste pesticides and oil containers stored in a storage area that is not licensed. This is not in accordance with government regulations namely Government Regulation No. 18 of 1999 on hazardous waste management; and Kep-01/Bapedal/09/1995 on Procedures and Technical Requirements for Storage and Collection hazardous waste. Status of non-conformance NC 2010.20 declared open by the Minor category.	X
S1		
S2		
S3		
S4		
Minor		
4.6.1	Documentary evidence that use of chemicals categorised as World Health Organisation Type 1A or 1B, or listed by the Stockholm or Rotterdam Conventions, and paraquat, is reduced and / or eliminated.	
PA	The organization already has a policy not to use herbicides containing active ingredient of Paraquat and replace it with the herbicide containing active ingredient Glufoosinate ammonium, based on a memo from Head Plantation Operations to the general managers and managers in Minamas Plantation (Memo No: POD-UM-128 / X/2008, November 4, 2008). It would be further verified in the main activity assessment.	√
MA	In accordance with the company policy not to use herbicides containing active ingredient of Paraquat and replace it with the herbicide containing active ingredient Glufoosinate ammonium, based on a memo from Head Plantation Operations to the general managers and managers in Minamas Plantation (Memo No: POD-UM-128 / X/2008, November 4, 2008). In the report of the use of pesticides / herbicides and the storage in warehouses it is not found the herbicide with the active ingredient paraquat.	√
S1		
S2		
S3		
S4		
4.6.2	Records of the results of health check-up for those who apply agrochemicals.	
PA	A health check for spray workers is done every 6 months. There are records of results of spray workers examination in April 2010	√
MA	The company provides documents of the results of medical examinations for employees of POM Gunung Aru for example the results of the examination of Mr Mulyono (boiler operators), Ruslani (Kernel Operator), Juarai (Engine Room) according to the results from dr. Ning Widiyanti on July 25, 2010 they were in normal health condition, Mrs. eka (Employee of Spray), Mrs. Mintarsih (Employee of Spray), Mr Mursalim (Employee of Harvest), Mr Priya (Employee of Harvest), Mrs. Misnah (Employee of Harvest), Mrs Munifah (Employee of Harvest), and Mrs. Karsinah (Employee of Fertilization).	√

S1		
S2		
S3		
S4		
4.6.3	Records showing that no pesticide spraying worker from pregnant and breastfeeding women.	
PA	Based on interviews with one of spray workers Gunung Kemas Estate, she said that there is no spray worker pregnant and lactating	√
MA	Based on interviews in Block II V11 division GKE with Mrs. Mintarsih (spray worker, age 30 years, working period of 6 years) during pregnancy and breastfeeding about 2 years ago she was transferred to the maintenance and Mrs Eka (spray worker, 25 years, working period of 6 years) during pregnancy and lactation 5 years ago she was transferred to the maintenance.	√
S1		
S2		
S3		
S4		
4.7	An occupational health and safety plan is documented, effectively communicated and implemented.	
Major		
4.7.1	Evidence of a documented occupational health and safety (OHS) policy and its implementation.	
PA	<p>There is a policy of Occupational Health and Safety (OHS) which was ratified by the CEO Minamas Plantation on July 5, 2008, which contains:</p> <p>Commitment:</p> <p>Company is responsible in implementing Occupational Health and Safety (OHS) in all activities at the estate and mill operations. To achieve this goal the company has established operating procedures across the estate and mill. The commitment is manifested in the fulfilment of business regulation of Occupational Health and Safety (OHS) for labour, and conducting continuous improvement and sustainable so that it becomes a means of risk control and management of its business.</p> <p>Goals and Objectives:</p> <ol style="list-style-type: none"> 1. Providing protection to everyone involved in the company activities (Zero accident) and its assets 2. Realizing the business to be safe and healthy and to increase awareness of employees towards safety culture. 3. Implementing Republic of Indonesia Acts on Occupational Health and Safety (OHS). <p>There are Procedures of Occupational Health and Safety (OHS) No: 711/TQEMS-P2 Occupational Health and Safety (OHS) / 07, Minamas Plantation. Approved on December 14, 2007 by Head Plantation Operation.</p> <p>The organization has not made a work program of Occupational Health and Safety (OHS) explaining and detailing all activities related to the Occupational Health and Safety (OHS) (for example: schedule of regular meetings, training, emergency response simulations, inspection of fire fighting equipment, and others).The non-conformance in this indicator is NC-2010.21</p>	X

MA	<p>The company has established and socialized Occupational Health and Safety (OHS) which was ratified by the CEO Minamas Plantation on July 5, 2008, which contains:</p> <p>Commitment: Company is responsible in implementing Occupational Health and Safety (OHS) in all activities at the estate and mill operations. To achieve this goal the company has established operating procedures across the estate and mill. The commitment is manifested in the fulfilment of business regulation of Occupational Health and Safety (OHS) for labour, and conducting continuous improvement and sustainable so that it becomes a means of risk control and management of its business.</p> <p>Goals and Objectives:</p> <ol style="list-style-type: none"> 1. Providing protection to everyone involved in the company activities (Zero accident) and its assets 2. Realizing the business to be safe and healthy and to increase awareness of employees towards safety culture. 3. Implementing Republic of Indonesia Acts on Occupational Health and Safety (OHS). <p>The company already has a Schedule of Events of ESH 2010/2011 containing Schedule of meeting of Occupational Health and Safety (OHS) every 3 months in July, October, January and April; HR Training Program 2010/2011, including Occupational Health and Safety (OHS) training conducted for 12 hours / year with the frequency of training 4 times per year, which is located in the GAE; Inspection of fire fighting equipment that contains the type of equipment, type, capacity, year of acquisition, placement, assessment of condition and description. Status of non-conformance NC 2010.21 is declared closed.</p> <p>Based on the field visits, all the workers already understood regarding safety working guidance and already equipped with personal protection equipment (PPE). E.g. harvester equipped with helmet, shoes; mill operator has equipped with helmet, gloves, masker, shoes; pesticides sprayer has equipped with gloves, apron (safety clothes), and masker.</p>	√
S1		
S2		
S3		
S4		
4.7.2	<p>The personnel in charge of Work Health and Safety program have to be identified and records of periodical meetings discussing health, safety and workers' welfare issues have to be available.</p>	
PA	<p>The company has established the organizational structure for Occupational Health and Safety programs within the estate and mill, for example:</p> <ul style="list-style-type: none"> - Organizational Structure of Committee of Trustees of Occupational Health and Safety (Advisory committee Occupational Health and Safety) POM Gunung Aru endorsed by the Department of Manpower and Transmigration of South Kalimantan Province (based on the Decree of the Head of Manpower and Transmigration No.: Kep/566/Disnakertrans, dated April 9, 2007). The structure of the management advisory committee Occupational Health and Safety is as follows: Chairman (Plant Manager), Secretary (Assistant head of the mill), and some other part which is held by employees of the mills, such as Occupational Health and Safety Division of Steam Engine and Pressure Vessel, Division of Mechanical and Electric, Division of Fire Prevention and Control, Division of First 	X

Aid / Health and Environment, and Training and Documentation Division.

There are records of periodic meeting of Advisory committee Occupational Health and Safety, for example:

- Minutes of Advisory committee Occupational Health and Safety meeting POM Gunung Aru, on 6 April 2010, attended by 12 participants (plant manager, chief administrative assistant, part security, and some related employees). The result of the meeting includes: Installation of an emergency stop at every elevator and air lock at the mill, making track for visitors and workers, safety briefings for all divisions, and direction for the security to request everyone entering the mill area to use PPE. Evidence of the minutes is available, but attendance list is not available.
- Minutes of Advisory committee Occupational Health and Safety meeting, Gunung Aru POM, dated March 10, 2010, evidence of attendance and minutes are available.
- Minutes of Advisory committee Occupational Health and Safety meeting, Gunung Aru POM, dated January 30, 2010, evidence of attendance and minutes are available.

The organizations do not have a schedule of Advisory committee Occupational Health and Safety meeting which is programmed properly. It is strongly recommended for the organization to schedule regular meetings of Advisory committee Occupational Health and Safety which is programmed properly aiming to ensure that regular meetings will be conducted in accordance with a schedule that has been made. And it is also advised for the organizations to keep records of every meeting in the form of minutes and attendance lists as evidence that the meeting had been conducted. **The non-conformance in this indicator is NC-2010.21**

MA

The company has established the organizational structure for Occupational Health and Safety programs within the estate and mill, for example:
 - Organizational Structure of Committee of Trustees of Occupational Health and Safety (Advisory committee Occupational Health and Safety) POM Gunung Aru endorsed by the Department of Manpower and Transmigration of South Kalimantan Province (based on the Decree of the Head of Manpower and Transmigration No.: Kep/566/Disnakertrans, dated April 9, 2007). The structure of the management advisory committee Occupational Health and Safety is as follows: Chairman (Plant Manager), Secretary (Assistant head of the mill), and some other part which is held by employees of the mills, such as Occupational Health and Safety Division of Steam Engine and Pressure Vessel, Division of Mechanical and Electric, Division of Fire Prevention and Control, Division of First Aid / Health and Environment, and Training and Documentation Division.

The Company has maintained a regular meeting schedule of advisory committees Occupational Health and Safety which is conducted every 3 months, on ESH schedule activities 2010/2011, the Occupational Health and Safety meeting is held on July, October, January and April. It is programmed to be followed by all employees. **Status of non conformance NC-2010.21 is declared closed.**

√

S1

S2

S3

S4

4.7.3	A documented risk assessment for Occupational Health and Safety (OHS).	
PA	<p>There are records of risk analysis for Occupational Health and Safety programs such as documents of HIRARC (Hazard Identification Risk Analysis And Risk Control) Gunung Aru POM. For example :</p> <ul style="list-style-type: none"> - Processing Department, The Loading Ramp: The withdrawal of lorries; Potential hazards hit by lorry or towing sling; The impact is serious injury on the limb; The control is standing at a safe place and use PPE and working in accordance with the procedures. - The Boiler: The opening / closing the steam valve; potential dangers of hot surfaces and falls from height; The impact can cause fatal burns and injury / death; The control is using safety gloves, PPE, and working in accordance with procedures. <p>The organization has established to review the records of HIRARC once each year.</p> <p>More information will be verified in the main assessment activities.</p>	√
MA	<p>The company has set a risk analysis of HIRAC (Hazard Identification And Risk Control Risk Analysis) and it has been socialized to both workers in POM and in the estate. The workers also use personal protection equipment in accordance with the analysis on HIRAC. For example, in GAE on observation of spray work in the block V11 (using avron, safety helmets, masks and safety shoes)</p>	√
S1		
S2		
S3		
S4		
4.7.4	Record of Occupational Health and Safety Training.	
PA	<p>There is some evidence of training courses of Occupational Health and Safety, for example: Socialization of First Aid on 26th May 2010. It was attended by 14 participants (Assistant, head of administration, clinic nurse, foreman, chief security guard, boiler operators, and several other employees). Evidence of minutes and attendance list are available.</p> <p>But the organization has not done the identification of training needs / training courses of Occupational Health and Safety for workers and develops a sustainable training program in Occupational Health and Safety. The non-conformance in this indicator is NC-2010.21</p>	X
MA	<p>Companies have to show proof of identification of training needs / training courses of Occupational Health and Safety for workers in the Human Resources Training Programme 2010/2011 document which indicates that all employees need training programs of Occupational Health and Safety. The schedule of Occupational Health and safety training is carried out for 12 hours / year with a frequency of 4 times per year, conducted at Gunung Aru Estate. Status of non-conformance NC 2010.21 is declared closed.</p>	√
S1		

S2		
S3		
S4		
4.7.5	Accident and emergency preparedness procedure.	
PA	Procedures for emergency preparedness for fires and earthquakes are not yet available. The non-conformance in this indicator is NC-2010.21	X
MA	SOPs of emergency response to fires and earthquakes are available. BSS has provided a plan to carry out simulation for emergency respond. Status NC-2010.21 is declared closed.	√
S1		
S2		
S3		
S4		
4.7.6	Evidence OHS and first aid equipments available at worksites.	
PA	Based on field visits, it was found that every building (office, warehouse and mill) has been equipped with a lightweight fire extinguisher (APAR) in the form of toxic fire tube, Hydrant, Fire water pump and First Aid box. For instance: there is 1 tube of toxic fire at the estate office and mill offices, 1 unit of fire water pump at the mill, and a First Aid box in the storage of chemicals. Every month there is an examination of toxic flame tube conditions, things examined include: the contents of toxic flame tube, and in good condition. But there is not regular check of First aid box condition. Each high-potential workers to occupational health and safety have been equipped with adequate personal protection Equipment (PPE). For example: <ul style="list-style-type: none"> spray workers are equipped with PPE such as: masks, hats, rubber gloves, clothing spray (Apron), shoes, and eyeglasses- Workers at all stations in the form of mill fitted PPE: gloves, helmets, masks, and shoes. fruit harvest workers are equipped with PPE include: helmets, shoes. Organizations needs to consistently conduct periodic inspections of the condition of equipment of Occupational Health and Safety and First Aid, which are fire fighting equipment, hydrant, First aid box, and PPE for workers. The non-conformance in this indicator is NC-2010.21 Further verification will be done during the main assessment	X
MA	The company has been providing Occupational Health and Safety equipment for example - Workers at all mill stations are equipped with PPE in the form of: gloves, helmets, masks, and shoes; in GAE on spray observation in block V11 spraying (using apron, safety helmets, masks, safety shoes and gloves). First aid equipment is also available in offices of processing assistant and division office assistant at any time needed. Status of non-conformance NC 2010.21 is declared closed.	√
S1		
S2		
S3		
S4		

4.8	All staff, workers, smallholders and contractors are appropriately trained.	
Major		
4.8.1	A documented training programme for staff, employee and scheme smallholders in accordance to workers' positions and competence.	
PA	<p>There are training programs and human resource development in 2010-2011 periods that contain the training activities of harvesting, spray, potential dangers, medical, fire fighting, and general Occupational Health and Safety. But the time plan is not clear yet. The non-conformance in this indicator is CFA - 2010.22.</p> <p>The company did not involve farmers in their efforts, so that the BSS did not create a training program for farmers.</p>	X
MA	<p>There is time plan information of time internal training program for employees in 2010. The available program is training program from HRM for training of staff and managers which has been equipped with a time plan. The status of non-conformance CFA 2010.22 is declared closed.</p> <p>However, the audit team considered that the training program that has been made considered the needs of job competency. For example, consideration of training according to the rules of the Occupational Health and Safety (OHS), heavy equipment operator training requirements to get SIO, etc.; therefore it is advised to consider the competency requirements of the workers' positions in a training program. The new non-conformance in this indicator is CFA-2010.38 with category of Comment For Action.</p>	X
S1		
S2		
S3		
S4		
4.8.2	Records of training for each employee are kept.	
PA	<p>There is evidence of training for each employee. for example:</p> <ul style="list-style-type: none"> - Training for medical staff held in Banjarmasin on 5-6 May 2007. The Company appointed Mahrina and Joko Santoso. As evidence it is included a list of events attended and certificates. - Training of supervision in the form of management training on 11 April 2008 which was attended by the foreman I. - On 5-18 January 2010 an effective plantation management supervisory training is carried out, which was attended by Gunter Buntu Pailin. List of attendance and certificates of activities are available. - The Company has conducted meetings and fire hazard prevention training on May 26, 2010. The training materials and attendance are available. - Mr. Oscar Tamba appointed as Person in charge of RSPO. Company held a SIMEDERBY RSPO meeting on April 27, 2010 which was attended by Mohd. Mohamad Nazri Mohd Saiful Bari Nageb and Munir. 	√

MA	The evidence of the training records is available. In the example of evidence of the implementation of training, there is attendance evidence data of different training formats and information on the form. Examples of evidence of realization of training (attendance) of the fire department in May 2010 used a meeting attendance, not the attendance of training, like other programs. PT BSS should revise and equalize training attendance format, to avoid duplication of data. The non-conformance in this indicator is CFA-2010.39 with category of Comment For Action.	X
S1		
S2		
S3		
S4		
4.8.3	Evidence that the company uses experienced or trained contractors.	
PA	There is a company Policy number: 321/LGL-PSP/OP regarding procedures for tender agreement which was ratified on February 19, 2008. According to Mr. Jaka, appointment of local contactors based on criteria (a) must be a legal entity and (b) have a good performance. However, there is insufficient written evidence concerning the selection criteria. The non-conformance in this indicator is CFA-2010.23	X
MA	There is no evidence of the criteria for selecting trained contractors, but at some examples of contracts with contractors (For Example POM engine repair work contract) competency requirements agreement, technical specifications and certification of contractor equipment are available. At the beginning of each execution of work BSS always gives a safety briefing to the contractors. Status non conformance CFA-2010.23 is declared closed.	√
S1		
S2		
S3		
S4		
PRINCIPLE #5 Environmental responsibility and conservation of natural resources and biodiversity		
5.1	Aspects of plantation and mill management, including replanting, that have environmental impacts are identified, and plans to negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continuous improvement.	
Major		
5.1.1	Documented impact assessment.	
PA	There are documents related to environmental management which BSS refers to, comprising: <ol style="list-style-type: none"> 1. Documents of EIA (Environmental Impact Assessment) which was approved by the Minister of Agriculture No. 036/ANDAL/BA/II/1996 covers estate areas covering 14,000 ha (area based on recommendation of South 	√

	<p>Kalimantan Governor No. 04/PL/1988/AGR-43) and Palm Oil Mill with a capacity of 60 tons FFB / hour.</p> <ol style="list-style-type: none"> Documents of RKL (Environmental Management Plan) and EMP (Environmental Monitoring Plan) approved by the Minister of Agriculture No. 010/RKL-RPL/BA/IV/1997 dated April 21, 1997. Report Draft on Identification of Regions with High Conservation Value (108 pages) in 2009. Social Impact Assessment Report in 1999. <p>The documents mentioned above basically have the continuity of information and purpose, namely to minimize the negative impact of the operations of oil palm estate and mill BSS to the environment and social environment, which should be presented in an integrated way.</p>	
MA	<p>There are documents of EIA (Environmental Impact Assessment) according to the letter of approval of the Minister of Agriculture No. 036/ANDAL/BA/II/1996, Cq. Head of Agribusiness Ministry of Agriculture. EIA General information document covers an area of 14,000 ha estate area and the area which has received HGU is 8500 Ha, and expansion plans of 5850 Ha. Initial zone of environmental information on the EIA is a former rain forest areas owned by INHUTANI II: The tree species of flora, Meranti (<i>Shorea Spp</i>), pine (<i>Pinus</i>), Nyatoh (<i>Palaquim Sp</i>), identification of protected fauna, Banteng (<i>Bos sundaicus</i>), deer (<i>Cervus Sp</i>), Proboscis Monkey (<i>Nasalis Larvatus</i>), Heron White (<i>Egrotia bubulcusibis</i>), and hornbills (<i>bucerotidae</i>). Appropriate development of existing regulations (see major indicator 2.1.2), the company has not shown evidence of adjustments to the operation of the EIA documents that have been run, particularly replanting activities.</p>	√
S1		
S2		
S3		
S4		
5.1.2	Records of regular report on environmental management in accordance to relevant regulations.	
PA	<p>BSS has not consistently report the realization of RKL / RPL as regulatory requirements. As of June 2010, there are only available report documents the implementation of RKL / RPL period I in 2009 (January-June 2009) which has been submitted to the Chief of BLH Kotabaru District (Letter No. 173/BSS/UM/PSD/X/09 dated October 12, 2009), with copies to the BLH Head of South Kalimantan Province.</p> <p>The substance of the report is to inform the monitoring of environmental impacts identified, consisting of: (1) reduction of soil fertility and reduce erosion, (2) reduction in air quality and noise, (3) decrease in river water quality, (4) disruption of the flora and fauna, (5) the potential for fires, and (6) community unrest.</p> <p>However, the report has not consistently referred to RKL / RPL which should present all the quantitative data (environmental parameter) from their measurement results to support the effectiveness of erosion control (refer to PP. 150th in 2000), the effectiveness of control of disruption to flora and fauna (refer</p>	X

	Kepmenhut No. 200/Kpts-IV/1994), the effectiveness of fire control, and effectiveness of control of public unrest. The non-conformance in this indicator is NC-2010.24	
MA	There are documents of report on the implementation of RKL RPL II period of year 2009 (July-December 2009), period January to June 2010, submitted to Minister of Environment, copy to chief BLHD South Kalimantan province. According BAP Proper document dated 16 September 2010 copies to the Head of BLH Province South Kalimantan (received Ir.H.Sutikono, MS), and BLHD Kotabaru District. The company has made efforts to compile the report in accordance with RKL / RPL which includes: monitoring of flora and fauna, land fire monitoring, and control of public unrest, however, erosion rate monitoring activities which is being carried out by companies is not included in the report. It is recommended that the company also include the monitoring of erosion in the report of RKL / RPL. Status of non-conformance NC 2010.24 is still open with the category Comment For Action (CFA).	X
S1		
S2		
S3		
S4		
Minor		
5.1.1	Revisions to environmental management documents if there are changes in companies operating areas or activities.	
PA	In 2009, BSS identify regions of HCV and social impact assessment with the help of CV Pollito. The study, among others, raises some new issues that are not identified at the time of preparation of the EIA in 1996, among others: flooding in the village Betung, Bekambit Asri, and Bekambit; the need to increase water supply for the employees and surrounding community; overlapping 1300 ha areas with INHUTANI II; land clearing by burning by the public; and security issues (theft, fights, alcohol, and infidelity) in employee housing neighbourhood. There are 120 ha area that has been opened (February-May) of 299 ha which is the replanting activities in 2010. However, until June 2010, the BSS cannot show proof of the results of environmental impact assessment for the area replanted; audit team considered that the company should provide the results of environmental impact assessment for the area replanted and where possible it should revise the EIA documents. The non-conformance of this indicator is NC-2010.25.	X

MA	<p>The organization has not revised EIA documents, but it can show the results of environmental impact assessment and management plan for replanting areas listed in the document of Final Report Identification of HCV. Status non conformance NC-2010.25 is declared closed.</p> <p>However, There is not the EIA revised document according to the EIA-related regulations (Regulation No. 27 year 1999, the Ministerial Decree of Environment No. 17 year 2001 on the types of businesses and EIA mandatory activities, Ministerial Decree of Environment No. 8 / 2006 on the preparation of the EIA, Environmental Ministry regulation No. 11 year 2006 about the type of business plans and activities which must be completed by EIA (refer to indicator 2.1.2 and major indicator 5.1.1). There is a letter for requesting consideration to revise the EIA document to BLHD Kotabaru district, but there is no evidence of response from BLHD Kotabaru. There are documents of Report RKL / RPL data according to reports in 2009 and 2010.</p> <p>But according to the EIA document approved by the Minister of Agriculture 36/ANDAL-/II/1996 number, there are only documents RPL / RKL reported in 1995. It is not found documents of RKL / RPL in 1997 (according to the approval letter from the Head of Agribusiness Ministry of Agriculture). Information on RKL / RPL in 1995 is not consistent with the report document RKL / RPL in 2009 and 2010 (estate expansion plans, the importance of environment, replanting plan). The non-conformance in this indicator is NC-2010.40 with Minor category. "</p>	X
S1		
S2		
S3		
S4		
5.2	<p>The status of rare, threatened or endangered species and high conservation value habitats, if any, that exist in the plantation or that could be affected by plantation or mill management, shall be identified and their conservation taken into account in management plans and operations.</p>	
Major		
5.2.1	<p>Records of results of identification of any protected, rare, threatened or endangered species, and HCV habitat.</p>	
PA	<p>The identification of protected species and habitats with high conservation values is contained in the Report Draft of Results Identification of HCV in the BSS area covering 12,741 ha. Based on those documents, in the area of BSS there are:</p> <ol style="list-style-type: none"> (1) 34 kinds of flora, no one is protected. (2) 23 species of birds, 13 species are included in IUCN Red list Data Book, 2 species are protected by Act No.7 of 1999 and Appendix II of CITES (alap-alap nipon eagle - Accipiter guleris and meninting prawn king - Alcedo meninting). (3) 4 species of mammals; 3 species are included in Red list Data Book IUCN (palm squirrels - Callosciurus notatus, ground squirrels - Tupaia tana, lemur - Cynophalus variegatai); 1 species is protected by Law. 7 / 1999 (lemur - Cynophalus variegatai). (4) 1 species of primate (long tail monkey - Macaca fascicularis); and (5) 1 species of reptile (monitor lizard - Varanus Salvator.) <p>It is also identified HCV of 983.09 ha area comprising 872 ha of HCV 1 and 4 (a</p>	X

	<p>riparian); 30.9 ha of HCV 1 and 2 (natural vegetation logged); 80.1 ha of HCV 1 (natural vegetation), and 0.09 ha of HCV 6 (ancestral graves). However, in the setting of HCV it has not fully followed Regions Identification Guide of HCV in Indonesia. Among others, at the public hearing which is an important part in decision-making, has not involved NGOs and Universities. So that it can limit the guarantee transparency and acceptance from the results of the assessment; Identification Results of HCV also has not included the provision area of 1179 ha (2007-2009 year plants) which are still in the process of HGU. The non-conformance in this indicator is NC-2010.26</p>	
MA	<p>Based on information obtained from management and the independent institutions that made HCV Identification Report, it was obtained information that a public hearing in the determination of area of HCV involving NGOs and Universities. Companies and independent institutions could show process or stages of HCV in the BSS area in the form of communication records. According to Final report Identification of HCV, HCV area identification has been carried out in the entire area covering 13.925.Ha of BSS (areas that have been planted and the area of provisioning). Status of non-conformance NC 2010.26 is declared closed.</p> <p>There is an identification of flora and critical index value evaluation (the status of rare or not rare flora). There is not identification of fauna. It has not been evaluated the presence of endangered and protected species status according to CITES Appendix List on the area of HCV 4. There have been programs on the management actions on area of HCV. But from the recommendations of HCV management program there has been no effort to restore the area according to initial hue according to the EIA document, such as planting or protection of local vegetation types, like Meranti tree (<i>Shorea Sp</i>), Nyatoh (<i>Palaquaim Sp</i>), etc.</p> <p>The result of the field visit in the area of HCV-1 & 2 blocks D3 (replanting area) GPS coordinates 3° 25' 57" - 116° 11' 36". There has been a conservation of riparian and on the slopes, but the boundary area of HCV Bukit Kemas (the buffer zone) with the distance to plants are still less than 50 meters from the buffer zone. On the location of HCV 4 in block I 3, GPS coordinates 3° 25' 57" - 116° 11' 36" HCV area is outside of BSS areas (on the boundary pole in the BPN BSS 23) , so that determination of HCV is no guarantee can be maintained by PT BSS, so that the necessary efforts to socialize to land owners and the community by adding a sign-board information of conservation area. On the boundary of area and it needs to have conservation programs in BSS area to support the area. The non-conformance in this indicator is NC-2010.41 with Minor category, and The non conformance CFA-2010.42 with Comment For Action category.</p>	X
S1		
S2		
S3		
S4		

5.2.2	If, rare, threatened or endangered species, or high conservation value habitats are present, appropriate measures to preserve them are to be taken.	
PA	BSS has a Program and procedures for the management of HCV region (No. 031/BSS-SOP/10) and management of species (No. 032/BSS-SOP/10) referring to the document recommendations of identification of HCV. However, it has not been implemented consistently, among others: there has not been evidence of the existence of socialization conducted and management plans for protected areas and species of HCV for all workers and the public; it is found information boards with HCV-3 category (Gunung Kemas Estate) but it did not contain in the identification. Documents of identification results of HCV in the BSS work area there are only HCV 1, 2, 4, and 6. Non conformance in this indicator is NC-2010.27	X
MA	<p>Based on field visits to the area and block sampling of road to the west coast area there has been prohibition board for hunting, fishing and fire prevention. Although there is no evidence of evaluation of the effectiveness of controls on workers and the public on the warning. Based on the results of HCV it was not found suitable to HCV category 3, but it is need to be considered according to the initial hue of EIA at the BBS areas there was ironwood tree species (<i>Eusideroxylon zwageri</i> - rare status of CITES appendices), and fauna Bakantan monkey (<i>Nasalis larvatus</i> - the status of endangered endemic), HCV management program is available but there is no program restoration (recovery). See indicator 5.2.1. On the visit to the field at the location of the former port area of Selinau and the former port area Selaru Inhutani II. Former port plans are on the GPS coordinates 3° 27' 49" LS 116° 3' 7" BT, the former port on the GPS coordinates Selaru 3° 25' 7" LS 116° 4' 40". Once compiled with HCV map scale: 150,000 (sourced from Bakosurtanal 2003), the region signed on Nature Reserve area of Pulau Laut. So the steps of the company did not continue the development of Selinau port and use of port Selaru is a good step. It needs to consider there should be restored ex plan harbour area Selinau that has been opened. NOTE: It needs to trace information from a map of South Kalimantan BKSD new nature reserve in 2009, which is undergoing changes. The status of non-conformance NC 2010.27 is Open and categorized as Comment For Action.</p> <p>Based on field visits, there is no sufficient evidence yet that the action plan has been carried out especially in riparian areas (HCV-4) on planted areas after November 2005. For example: Batak river area, Api-api river, etc. Management programs in areas or adjacent areas of HCV have not consistently described the distance limit of conservation with HCV region 1, 2 and 4 (in plot D3 and I3). The non-conformance within this indicator is NC-2010.40 with the category of Minor and CFA-2010.41 by the category of Comment For Action.</p>	X
S1		
S2		
S3		
S4		

5.2.3	Steps to be done to protect rare or endangered species and their habitat have to comply with the regulation and include activities controlling illegal and unlawful hunting, fishing, or harvesting.	
PA	There are several steps taken to protect species and HCV, but it is not specific to the protected species found in the area of BSS based on the results of HCV identification. Example: hunting prohibition board, it does not mention explicitly the prohibited species hunted. The non-conformance in this indicator is NC-2010.27	X
MA	The results of field visits, there is board warning for animal species and habitat but it is not specific and the evaluation of control measures (see indicator major 5.2.1 and minor indicators 5.2.2) Status of non-conformance NC 2010.27 is declared Open and categorized as Comment For Action.	X
S1		
S2		
S3		
S4		
Minor		
5.2.1	Posters and signs warning of the Attendance of protected species are to be produced, distributed, and made visible to all workers and the community, including guidelines in handling them.	
PA	Warning boards have been installed in several locations were identified as areas of HCV, but it is not yet specific to address the identified species, and there is not enough evidence disseminated to all employees and the community. The non-conformance in this indicator is NC-2010.27 See also the major indicators 5.2.2 and 5.2.3 above.	X
MA	There is warning boards, but there is no evidence of publication and circulation to employees and the community regarding the protected species in accordance with CITES convention. HCV Area management plans are available. The results of field visits in the area of HCV 1 & 2 plot D3 (areas replanting), GPS coordinates 3° 25' 57" - 116° 11' 36". HCV has no information board 1 and 2, there have been warnings to hunt, track animals, etc. But there is no information on buffer zone area with the region of HCV. On the location of HCV 4 in plot I3, GPS coordinates 3° 25' 57" - 116° 11' 36" has information of HCV1 area but it does not match the information on maps of HCV 1 & 4. There are currently no warnings in the area of conservation (BPN pole BSS 23), to protect the area so it would not be disturbed by society. Status of non-conformance NC 2010.27 is declared Open and categorized as Comment For Action.	X
S1		
S2		
S3		
S4		
5.2.2	Companies are to appoint dedicated and trained officers to monitor any plans and activities as above.	
PA	Not available. The non conformance in this indicator is NC-2010.27	X

MA	There is a special officer in charge of HCV, Mr. Sriyatno in Gunung Kemasan Estate in accordance with the position as foreman of HCV and evidence of biological diversity training certificates. The status of non-conformance NC 2010.27 is declared closed.	√
S1		
S2		
S3		
S4		
5.3	Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner.	
Major		
5.3.1	All waste and pollutions sources are identified and documented	
PA	There is no documented evidence of the waste source identification and pollution at the mill and estate. The non-conformance in this indicator is NC-2010.28	X
MA	There is evidence of waste source identification and Register hazardous waste pollution. There is evidence of MSDS hazardous waste and management of pollution sources on hazardous waste storage locations. There is evidence of TPS inorganic waste, the division of waste bin (wet waste, dry, and metal / plastic). It is needed to consider making an initial location of TPS metal waste in the back of the POM, handling of the former shell and former oil palm bunches. Status of non-conformance NC 2010.28 is declared closed.	√
S1		
S2		
S3		
S4		
5.3.2	Estates and mills waste management and disposal are implemented to avoid or reduce pollution.	
PA	"There is not documented waste management plan based on the identification. The non-conformance in this indicator is NC-2010.28	X
MA	There is evidence of identification of waste source and hazardous waste, as the basis for waste management plan. There is evidence of control activities according to the report RKL / RPL semester 2 (January-June 2010) and there is environmental improvement programs including: control and waste management, emission control, noise control, etc. On site visits to industrial locations it is identified the waste pond condition does not circulate properly; it is on progress in making oil trap to avoid hazardous oil waste run-off into domestic drains to the environment. Status of non-conformance NC 2010.28 is declared closed.	√
S1		
S2		
S3		
S4		

Minor		
5.3.1	Management plan of hazardous waste and instruction of disposal of agrochemicals and their containers waste in accordance to the product label and existing regulations.	
PA	<p>There are hazardous waste management procedures such as document of handling procedures for hazardous waste Policy No: 709/TQEM-ESH/10, and organizations already have a permit of temporary storage of hazardous waste based on the Decree of the Regent 188.45/192/KUM/2010. But the procedure and its implementation have not referred to the applicable rules (Kep-01/Bapedal/09/1995 on Procedures and Technical Requirements for Storage and Collection of hazardous waste). For example: it is found hazardous waste (the estate) that is stored in a warehouse that has not got permission.</p> <p>Organizations should review the procedures for managing hazardous waste and hazardous waste management plan as well as instructions of agrochemical waste and container exhausting in accordance with the existing reference in the packaging and regulations (PP No. 18 Year 1999 on hazardous waste management; and Kep-01/Bapedal / 09/1995 on Procedures and Technical Requirements for Storage and Collection of hazardous waste). non-conformance in this indicator is NC-2010.28</p> <p>It would be further verified in the main assessment activity.</p>	X
MA	<p>Available SOP 709/TQEM-ESH/10 handling hazardous waste, in sub-chapter references have been referring Bapedal/09/1995 Decision on Procedures and Technical Requirements for Storage and Collection of hazardous waste), and in section 6, the available mechanisms for the handling, storage and shipping hazardous waste. Available control programs and handling of hazardous waste. Available location for storing hazardous waste which has been licensed and record monitoring. Status of non-conformance NC 2010.28 declared closed.</p>	√
S1		
S2		
S3		
S4		
5.3.2	Records of waste monitoring/analysis are available	
PA	<p>The organization has a record of monitoring of waste, including:</p> <ul style="list-style-type: none"> - Monitoring wastewater BOD (See minor 4.4.2) - Monitoring of hazardous waste in the form of a document of register hazardous waste, PT BSS, Gunung Aru POM. For example: On May 5, 2010 the waste came to the warehouse; Type of the Waste is Oil Filter LF 3000: Source of waste generator engine No.2; Number of wastes is 1 ; Maximum waste storage time is of 180 days. The non-conformance in this indicator is the NC-2010.28 <p>Will be verified in the main assessment.</p>	X

MA	<p>Available record of waste monitoring and analysis of waste, according to report data RKL / RPL submitted to relevant parties. In reporting data RKL / RPL in 2009 and 2010, there are several parameters of waste (BOD and COD) are still not meet the Threshold Limit Value, appropriate reference related regulations. At the time of field visit monitoring information available board space laboratorial waste at MCC in accordance with prevailing regulations. Status of non-conformance NC 2010.28 declared closed.</p> <p>But consider the identification of vehicles more than 5 years of age and exhaust gas emission measurements were taken according to Ministerial Decree No. 35 year LH 1993. Non-conformance in this indicator is the CFA-2010.43 by category Comment For Action.</p>	X
S1		
S2		
S3		
S4		
5.4	Efficiency of energy use and use of renewable energy is maximised.	
Minor		
5.4.1	Records of monitoring of renewable energy use and its efficiency analysis (energy / tonnage CPO or energy / tonnage oil palm product).	
PA	<p>Cannot be shown yet.</p> <p>The non conformance in this indicator is NC-2010.29</p>	X
MA	<p>The organization has been monitoring the use of renewable energy (shells and fibres) and documented it. There are Fuel Monitoring records of Shells and Fibres of POM Gunung Aru - PT BSS, the period of January 2010 to September 2010. Based on the record it is concluded that - average consumption of fibre each month exceeds the predetermined budget (budget: 0.06 Kwh / kg of fibre). For example: July 2010 is of 0.11 Kwh / kg; August 2010 is of 0.13 Kwh / kg, and in September 2010 is of 0.13 Kwh / kg fibre. BSS has conducted an evaluation of monitoring data, namely: the cause of the use of fibre exceeded the budget due to the efficiency of the boiler which is not maximal; action plan that has been made to overcome this include: maximizing the usage of fibre to reduce the flow of gas boilers to below the threshold set, boiler operates properly in accordance with the SOP, operates two (2) units boiler with the capacity of 20ton/hour and 2 (two) units turbine of the capacity of 1000 KW to cover the FFB processing power consumption, and evaluate the efficiency of fuel consumption and exhaust gas emission on a regular basis. As for the use of shell, the average of usage is below the predetermined budget (budget: 0.36 Kwh / kg body shell). Thus, the status of non-conformance NC 2010.29 is declared closed.</p>	√
S1		
S2		
S3		
S4		

5.4.2	Records of monitoring of fossil fuels use for operational reason and its efficiency analysis.	
PA	The company has had a record of diesel use monitoring, but its efficiency analysis is not yet available. The non conformance in this indicator is NC-2010.30	X
MA	BSS has been monitoring the use of diesel fuel to engine generator. There are records of monitoring Kwh / litre diesel genset to process activities at POM Gunung Aru - PT BSS, period of January 2010 to September 2010. Based on the record it is concluded that the average - of fuel consumption is over the predetermined budget (budget: 12.7 Kwh / litre diesel). For example: the use of diesel in July 2010 is of 17.55 Kwh / litre; in August 2010 is 15.37 Kwh / litre, and in September 2010 is 17.27 Kwh / litre of diesel. Analysis of evaluations that have made by the company are: the causes of exceeding the budget due to the use of diesel generators operating for 24 hours in which the turbine maximum power capacity of 700-750 Kwh while total expenses are 900-1,000 Kwh. Action plans made by the BSS to overcome it are: adding / modifying the installation of the boiler to operate two boilers and 2 turbine individually, and add 1 unit of boiler with capacity of 35 Mt, and adding 1 unit of turbine with a capacity of 1500 KVA. Thus, Status of non-conformance NC 2010.30 is declared closed.	√
S1		
S2		
S3		
S4		
5.5	Use of fire for waste disposal and for preparing land for replanting is avoided except in specific situations, as identified in the ASEAN guidelines or other regional best practice.	
Major		
5.5.1	Documented assessment where fire has been used for preparing land for replanting.	
PA	The Company has applied the principle of zero burning for land clearing. Based on the results of the visit in the replanted land Block D2, Gunung Aru Estate cannot find the former combustion.	√
MA	The company has set a zero burning policy in the document of Agronomy Oil Palm Reference Manual section 4 Preparation of Land explains that according to the Directorate General of Plantation Decree No. KB 110/SK/DJ BUN/05.95, dated May 30, 1995 on technical guidance for land clearing without burning for plantation development as a guide of land preparation without burning, so that the land clearing activities should be guided by the contents of the letter.	√
S1		
S2		
S3		
S4		
5.5.2	Records of implementation of zero burning policy.	
PA	Based on field visits to replanted area in Gunung Aru Estate, it was not found the former combustion on land preparation activities. Land preparation is done by front stacking and arrange the trees that have been cut per line.	√
MA	The audit team made a field visit to replanted area in Gunung Aru Estate; it was not found the former combustion on land preparation activities.	√
S1		

S2		
S3		
S4		
5.5.3	Procedures and records of emergency responses to land burning	
PA	It is listed in Emergency Response SOP No. 033/BSS-SOP/10 about the response if fire happens outside and inside the estate. It would be further verified at the main assessment.	√
MA	The company has been set in the Emergency Response SOP No. 033/BSS-SOP/10 about the response if fire happens outside and inside the estate. SOP is not adequate for fire fighters because they have not put fire early information, mechanism, and personal / team in charge, a minimum of equipment used and the readiness of equipment, and also they have never done training / simulation for land fire-fighting. The audit team considered that it was important and asked the BSS to improve land fire emergency response procedures that have been held; and socialize it effectively. For example: simulation of emergency response of land fire periodically in each estate. The non-conformance in this indicator is NC-2010.45 with Minor category.	X
S1		
S2		
S3		
S4		
Minor		
5.5.1	Attendance of appropriate fire extinguishers and facilities, depending on the risks assessment.	
PA	Based on the inventory fire fighting equipment table, PT. BSS has toxic flame (30 pieces), robin engine with a hose of 150 meters (8 pieces), fire fighters' vests (15 pieces), truck and water tank (4 pieces) in good condition.	√
MA	Lists of land fire fighting equipment are already available in the GKE and LTE, but the equipment is not ready for use, due to lack of availability and readiness monitoring of the equipment. It is recommended to conduct regular monitoring of availability and readiness of fire prevention equipment to ensure that owned equipment can be used any time in an emergency. The non-conformance in this indicator is the CFA-2010.44 by category Comment For Action.	X
S1		
S2		
S3		
S4		

5.6	Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.	
Major		
5.6.1	Evidence of identification of pollution and emissions sources at Palm Oil Mills.	
PA	Evidence of source of pollution and emissions identification in the mills is not currently available. The non conformance in this indicator is NC-2010.28	X
MA	There is evidence of source pollution monitoring program and POM emissions, the sources of air emissions in boiler 1 & 2, at Genset, cabin 1 ambient air , and the area of the boiler are identified. The result of air pollution monitoring based on report of RKL / RPL year 2009 - 2010 and Form Evaluation of suitability is in accordance with Threshold Limit Value. Status of non-conformance NC 2010.28 is declared closed.	√
S1		
S2		
S3		
S4		
5.6.2	Monitoring of pollution and emission quality of the sources identified.	
PA	Monitoring and measurement of environmental parameters as specified periods have been carried out by BSS and air emission, noise, and effluent are measured.	√
MA	There is evidence of monitoring of pollution sources and POM emission, on boiler 1 & 2, at Genset, cabin 1 ambient air, and boiler area for June 2010, have met standard in accordance with Hyperkes. It should refer to the Ministerial Decree of 13 year 1995 about the source of static emissions. Types of vehicles older than five years are not identified yet, to test exhaust emissions according to Environment Ministerial Decree No. 35 year 1993 on mobile emission sources. During the field visit, there was evidence of emission monitoring activities based on report of RKL / RPL year 2009 and 2010 (emission of pollutants, ambient air and noise), the measurement parameters were in accordance with Threshold Value.	√
S1		
S2		
S3		
S4		
Minor		
5.6.1	Records of efforts and strategies employed to reduce pollution and emissions.	
PA	The organization can not show records of effort and plan of pollution and emissions reduction. The non-conformance in this indicator is NC-2010.28	X

MA	Available - see major indicator 5.6.1, air emission reduction program, including preventive maintenance activities (maintenance schedule, break down prevention machine, etc.). Status of non-conformance NC 2010.28 is declared closed.	√
S1		
S2		
S3		
S4		
5.6.2	Records of identification, monitoring, and treatment methodology for POME.	
PA	The organization manages POME by flowing liquid waste into the area (or known as the Land application) from 5 waste ponds. The area that was applied liquid waste, in the form of 11.174 flat beds with the area of 74.06 ha. Every day BSS monitors the amount of effluent flowed into the area and it is recorded in the document of Daily Effluent Application Summary. Effluent applications daily monitoring journals for Period January 2010 - May 2010 are available. See also the Minor indicator 4.2.2 There are available proof of identification and monitoring of the implementation of the wastewater land application, according to the report RL / RPL year 2009 - 2010 in block O and P, the results of monitoring show the parameters BOD meets Threshold Value according to Ministerial Decree No. 28 and 29 LH 2003.	√
MA	There is a proof of wastewater identification and monitoring of the implementation of land application, according to the report RL / RPL year 2009 - 2010 in block O and P, the results of monitoring showed the parameters BOD meets Threshold Value according to Environment Ministerial Decree No. 28 and 29 of 2003.	√
S1		
S2		
S3		
S4		
PRINCIPLE #6 Responsible consideration of employees and of individuals and communities affected by growers and mills		
6.1	Aspects of plantation and mill management, including replanting, that have social impacts are identified in a participatory way, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate the continuous improvement.	
Major		
6.1.1	Documented environmental and social impact assessment, including details of positive and negative social effects that may be caused by plantations and mills, and documented participation of affected parties and local communities.	
PA	On the location there are documents of environmental and social impact studies, such as: EIA Main Report (1994), which identifies the social impact of public anxiety, increased income of local communities, and increased the accessibility to the public. However, the document is not specifically assessing the impact of replanting. For example, the area replanted in 2010 covering 299 ha in Gunung Aru Estate where there were 74 hectares of land that has potential conflict involving 20 members of Betung village society. The non-conformance in these indicators is the NC-2010.25	X

MA	Companies have shown proof of the result of social impact assessment that covers the entire area of PT BSS, including the area replanted in 2010, which is a Social Impact Assessment Report of oil palm estate management. The social impact assessment was conducted by a third party that is CV POLLITO. The result of such studies is to identify the social impacts of plantation activities such as: floods in the village of Betung, Bekambit Asri, and Bekambit; employee complaints on water supply and PPE; overlapping area with INHUTANI II (an area of 1300 hectares); the fire potential form land clearing by fire and social problems in the employees housing complex (theft, fights, infidelity, and alcohol). The non-conformance status NC 2010.25 is declared closed	√
S1		
S2		
S3		
S4		
Minor		
6.1.1	Regular monitoring and management of social impact, with the participation of local communities.	
PA	There are available documents of Environmental Management and Monitoring plans (RKL / RPL), which provide management plans and environmental and social impacts monitoring on a regular basis (6 months). It will be verified further in the assessment.	√
MA	BSS has been able to show records of management plan and social impact monitoring with community participation, as stated in the document Social Impact Assessment Final Report prepared by CV POLLITO. Process for preparing this report has involved the community in which one of the method used is direct interview.	√
S1		
S2		
S3		
S4		
6.1.2	Results of revisions to the environmental management document that encompasses social impact assessment in the event there are changes to company's operational scope, in accordance to existing regulations.	
PA	Will be verified in the main assessment.	
MA	The organization has made efforts to incorporate changes to operations with document of environment management, for example, sending a letter dated 29 September 2010 addressed to the relevant agencies which was Region Environment Agency Kota Baru District; the contents of this letter is to ask whether the ongoing replanting activities of 300 ha needs to be revised by EIA, or simply reporting UKL / UPL. Until the assessment activities conducted by agencies, it has not provided definitive answers related the matters; but PSD department of PT BSS has been doing intensive communications and preparing any form of changes to the documents if necessary.	√
S1		
S2		
S3		
S4		

6.1.3	A regular and scheduled environmental management and monitoring Report.	
PA	BSS has not periodically submitted reports on the implementation of RKL / RPL to relevant agencies in accordance with prevailing regulations. As of June 2010, at a location it is not found evidence of submission of Report of RKL / RPL period July-December 2009; And the substance of the report on the implementation has not included all monitoring results. The non-conformance in this indicator is NC-2010.24 Please see also indicator major 5.1.2	X
MA	There is evidence of reporting RKL / RPL to relevant agencies on a regular basis in accordance with submission receipt of reports. And the substance of the content of the report includes quantitative data results of monitoring the social impacts of plantation activities, one of them is monitoring unrest society, where it was reported that the level of anxiety in community reduced over estate operational activities and the PT BSS, this is because the existence of PT BSs increased revenue and welfare of surrounding communities. The community were involved in the activities of PT BSS, for example: working in the company, receiving donation from the company, and so on. Status of non-conformance NC 2010.24 is declared closed.	√
S1		
S2		
S3		
S4		
6.1.4	Particular attention paid to the impacts of outgrowers schemes (where the plantation includes such a scheme).	
PA	Not Applicable; BSS did not have a plasma scheme.	N/A
MA	Although BSS did not have plasma estate pattern, but the BSS has been designing and planning programs aimed at the formation of plasma pattern as the surrounding community empowerment program. Stages that have been achieved through assessment is the main activity of BSS was approved by the Regent of the Kota Baru on the Proposal for the Development of Oil Palm Plasma of Oil Palm Plasma Partnership With Commercial Financing System. Regent has also issued decree NO: 188.45/265/KUM Year 2008, concerning Determination of potential participants of Revitalization Program of Oil Palm plantation Commodity Development Partnership With Bekambit Village, Batu Tunau, and Sejakah, Pulau Laut Timur Sub District, Kota Baru District in 2008. In the decree it has also been set membership system with a system of cooperative farmers, and there has been registered as many as 2330 farmers joining the cooperative. Based on information from one of Department staff of PSD - Minamas Plantation, until 2010 (when the main activity assessment was being carried out) the company and the local government was still trying to find sources of funding for the realization of the plasma program.	N/A
S1		
S2		
S3		
S4		

6.2	There are open and transparent methods for communication and consultation between growers and/or millers, local communities and other affected or interested parties.	
Major		
6.2.1	Documented procedures and records of communication and consultation with the communities.	
PA	See the major indicators 1.1.1 and 1.1.2; Procedures communication and consultation with the communities are included in procedure No. 034/BSS-SOP/10 on Information Requests. Records of communication and consultation with communities are not yet available. The non-conformance in this indicator is the NC-2010.01	X
MA	The company has procedures of communication and consultation with communities (see pre-assessment). The company also has been recording all communication with the community (see also the major indicator 1.1.2). For example, documents of communication and consultation with communities regarding the dissemination of HCV, which was attended by 40 residents surrounding the estate (list of attendees and photo documentation are available) and there is a KKPA program socialization record in PT BSS, which was attended by 20 participants who are residents and employees of PT BSS on 09 April 2008 (list of attendees is available). Status of non-conformance NC 2010.01 is declared closed.	√
S1		
S2		
S3		
S4		
Minor		
6.2.1	Maintenance of a list of stakeholders.	
PA	Will be verified in the main assessment.	
MA	There is a list of the names of the Stakeholders of PT Sejahtera Bersama Sakti including a list of NGOs, Government Officials, Surrounding Community Leaders, Contractors, CPO and Kernel buyers and transport.	√
S1		
S2		
S3		
S4		
6.2.2	Records of local communities' aspiration and responses or follow-up actions by companies to these requirements	
PA	Will be verified in the main assessment.	

MA	The company has been providing records of people's aspirations and response / follow up by the company. For example, a letter document No. 003/01/PLT-2010 on request donations / assistance for 65th independence day of RI 2010 dated July 6, 2010 from the Pulau Laut Timur Subdistrict (Murjanun, S.sos), the follow-up of the company was in the form of donations letter to the 65th independence day of RI No. GKE-gme/0215/VII/10/s of RP 3,000,000, - and cash voucher (receipt of payment) is available No. KK/52/07/2010 dated July 26, 2010.	√
S1		
S2		
S3		
S4		
6.2.3	A dedicated person responsible for consulting and communicating with local communities.	
PA	The organization appointed Head of Administration who is responsible for consultation and communication with the community.	√
MA	According to information from BSS management, that the person responsible for consultation and communication with the community is respective manager of estate accompanied by the head of administration. Based on the results of interviews with several people surrounding the estate (e.g. Bekambit Village and Tanjung Harapan Village), they already know the mechanism to communicate with PT BSS through the administrative head of each estate and it will be forwarded to the estate manager.	√
S1		
S2		
S3		
S4		
6.3	The company provides transparent means and mechanism to accept complaints and settle disputes according to the existing regulation.	
Major		
6.3.1	An open system, which is accepted by affected parties, to receive complaints and to resolve dispute in an effective, timely and appropriate manner.	
PA	The mechanism for receiving and resolving disputes is covered in the Procedure No. 034/BSS-SOP/10 on Information Requests. It is not yet clearly established the time plan to provide feedback. (See also major indicator 1.1.1). The non-conformance in this indicator is NC-2010.01 BSS provides a means to communicate and receive complaints from all parties, which is in the form of suggestions box mounted on the estate office and employee housing complex.	X

MA	<p>The organization has made revisions to the procedures of Request for Information (034/BSS-SOP/10) by adding a time plan to provide responses to requests for information or complaints that is 15 days from the request for information or complaints received by the company. The status of non-conformance NC 2010.01 is closed.</p> <p>Based on the results of interviews with local communities (e.g. Batu Tunau villages and Tanjung Harapan village), that BSS has been effective and quick in responding to and settle any problems that arise from community. Society gives examples of complaints that have been completed properly by BSS which is a matter of donation for village road improvement, donation based on requests for funds for village activities, and others</p>	√
S1		
S2		
S3		
S4		
Minor		
6.3.1	Records of handling of the complains.	
PA	<p>BSS provides a means for communicating and receiving complaints from all parties, namely in the form of suggestion boxes placed in offices and in employee housing estate. However, since it is implemented there has not been a single complaint or request information received.</p> <p>Effectiveness of procedures and facilities of Suggestion Box, will be verified at the main assessment.</p>	√
MA	<p>See minor indicator 1.1.2 and minor 6.2.2 above</p> <p>Records of handling of complaints / objections have been available at each estate location</p>	√
S1		
S2		
S3		
S4		
6.3.2	Procedures for the identification and calculation of fair compensation for the lost of legal or customary right of the land, with the involvement of local community representatives and relevant agencies and made publicly available.	
PA	<p>There are procedures to identify and calculate compensation for land rights disputes in the form of Procedure No. 035/BSS-SOP/10 on Land Conflict Resolution.</p> <p>See also minor explanation 2.2.2 above.</p>	√
MA	<p>Available; procedure No. 035/BSS-SOP/10 about SOP Land Claim, dated October 5, 2010, authorized by respective manager of each estate (GKE, Game, PTE, LTE, and GAF).</p> <p>See also minor indicator 2.2.2 above.</p>	√

S1		
S2		
S3		
S4		
6.4	Any negotiations concerning compensation for loss of legal or customary rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.	
Major		
6.4.1	Procedures for the identification of people entitled to receive compensation for the loss of legal or customary rights of the land, with the involvement of local community representatives and relevant agencies.	
PA	See minor 2.2.2 and minor 6.3.2 above	√
MA	Explained in minor indicator 2.2.2 and 6.3.2 above	√
S1		
S2		
S3		
S4		
Minor		
6.4.1	Records of identifications of people entitled to receive compensation.	
PA	In the location it is found documents of minutes of agreement dated October 15, 2006 as well as a receipt of payment of compensation for the land to the parties from five (5) Villages which were facilitated by Regent Kotabaru. However, the Organization can not show matrix of identification results records of people receiving compensation from overall land dispute cases. The matrix informs the recipient of compensation, the compensated location, land area, and the forms of compensation provided. The non-conformance in this indicator is NC-2010.05	X
MA	BSS has provided the identification of the party who received land compensation, such as documents of Land Claim Case stage Status, PT BSS - Minamas Plantation. This document includes the names of personal / group stages of the land claims case, the location of the land claims case and the solution. Based on those documents, in all areas of PT BSS there is no more case of land claims. The non-conformance status of NC-2010.05 is declared closed.	√
S1		
S2		
S3		
S4		
6.4.2	Records of negotiations processes and / or the details of compensation settlements.	
PA	It cannot be shown yet. The non conformance in this indicator is the NC-2010.05	X

MA	BSS have been able to show the process of negotiation or the details of compensation in general, such as documents of Residents' Land Acquisition Summary in PT Bersama Sakti Sejahtera, Location Pulau Laut Timur Sub-District, and New Town District. This document includes the name of Estate, Stages of payment, payment dates, names of villages, the number of people receiving payments, the area compensated, and the amount of money paid. Status of non-conformance NC 2010.05 is declared closed.	√
S1		
S2		
S3		
S4		
6.4.3 Records of the implementation of compensation payment.		
PA	It cannot be shown yet. The non conformance in this indicator is the NC-2010.05	X
MA	BSS has showed documents of the implementation of the complete indemnity from the period 1990 to 2006. For example: <ul style="list-style-type: none"> - Report of Phase IV occupation land acquisition, PT BSS Laut Timur Estate, 1999. This report covers: Minutes of the meeting, the Minutes of payments, payment receipts, and attendance list of meetings held between BSS and the community. Status of non-conformance NC 2010.05 is declared closed 	√
S1		
S2		
S3		
S4		
6.5 Pay and conditions for employees and for employees of contractors always meet at least legal or industry minimum standards and are sufficient to provide decent living wages.		
Major		
6.5.1 Documentation of employees' pay rates.		
PA	In locations there are List of Employee's wage which details the amount of basic salary, allowances, and insurance. It would be further verified during assessment activities.	√
MA	Based on the Decree of the Governor of South Kalimantan No. 188.44 / 0487/KUM/2009 concerning the determination of Province Minimum Wage (UMP) in South Kalimantan in 2010 which was passed on 13 November, 2009 by the Governor of South Kalimantan, decided that the Provincial Minimum Wage (UMP) is Rp. 1,024,500. Based on the review of documents it is obtained information that the company paid wages to workers in compliance with these regulations. For instance: <ul style="list-style-type: none"> - List of Employee's wage of Gunung Kemas Estate, on behalf of Margono (NIK 7074 Security) on June 2010, salary received is Rp. 1,024,500; Enderwati salary received by Rp. 1,024,500 (Employee of Fertilization). - List of Employee's wage of Laut Timur Estate, on August 2010 on behalf of Ita Henawati (NIK 12 812 Administration), salary received by Rp. 1,024,500. 	√
S1		
S2		
S3		
S4		

6.5.2	A company working regulations and work contracts, in accordance to existing regulations.	
PA	There are documents of Labour Partnership Agreement between Minamas Plantation and Labour Union of 2007-2009 period (extension of PKB is still in process). It would be further verified in the main assessment	√
MA	There are documents No. 027/HRM-IR/MGG/VI/2010 concerning the Company Regulations dated June 8, 2010, signed by representatives of PT. Bersama Sejahtera Sakti, that is Mr Jonathan (Chairman of Labour Union) and Mr. Suhartono (as secretary) and from the Company, namely Mr. Hero Djajakusumah (Director) and Kurniawanto Setiadi (Director). Until the main assessment, this document is still under process of approval of the Head of Department of Social, Manpower and Transmigration of Kota Baru District.	√
S1		
S2		
S3		
S4		
Minor		
6.5.1	Growers and millers provide adequate housing, water supplies, medical, educational and other facilities for employees where such facilities are not available or accessible.	
PA	The company has provided facilities and infrastructure for the workers, including: housing, schools, water facilities, places of worship, sports facilities and entertainment (tennis courts, music equipment), workers vehicle shuttle, school bus, and others.	√
MA	Similar to pre assessment; The company has provided facilities and infrastructure for the workers, including: housing, schools, water facilities, places of worship, sports facilities and entertainment (tennis courts, music equipment), workers vehicle shuttle, school bus, and others.	√
S1		
S2		
S3		
S4		
6.5.2	Agreements entered into with contractors are to specify that contractors are to specify that contractors abide by labour laws.	
PA	Article 7, paragraph 1.1 PKB states the Labour Unions accept any worker who is willing to become a member.	√
MA	No documents available. 027/HRM-IR/MGG/VI/2010 Regulations concerning the Company dated June 8, 2010, signed by representatives of Trade Unions PT. Together, Mr Jonathan Sakti Sejahtera (Chairman SP) and Mr Suhartono (Secretary) and of the Company, Mr Hero Djajakusumah (Director) and Kurniawanto Setiadi (director). In the company's regulations, the company provides workers' freedom to join the union.	√
S1		
S2		

S3		
S4		
6.6	The employer respects the right of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.	
Major		
6.6.1	Documented company policy recognizing freedom of association.	
PA	Article 7, paragraph 1.1 PKB states labour Unions receives any worker who is willing to become a member.	√
MA	There is a document No. 027/HRM-IR/MGG/VI/2010 concerning the Company Regulations dated June 8, 2010, signed by representatives of Labour Unions of PT. Bersama Sejahtera Sakti, Mr. Jonathan (Chairman of SP) and Mr. Suhartono (Secretary) and from the Company namely Mr. Hero Djajakusumah (Director) and Kurniawanto Setiadi (director). In the company's regulations, the company provides workers' freedom to join the union.	√
S1		
S2		
S3		
S4		
Minor		
6.6.1	Documented minutes of meetings with any labour union (if any).	
PA	Will be verified in the main assessment	√
MA	There is a meeting with the labour union. For example, a meeting to authorize the regulation of the Company on June 8, 2010	√
S1		
S2		
S3		
S4		
6.7	Children are not employed or exploited. Work by children is acceptable on family farms, under adult supervision, and when not interfering with education programmes. Children are not exposed to hazardous working conditions.	
Major		
6.7.1	Documented company policy on worker age requirement, in accordance to national laws.	
PA	It is stated in the company regulation that it has implemented restrictions on the age of company workers in accordance with Republic of Indonesia Act No. 13 of 2003. This is supported by a memorandum from the company No. POD-UM-052/III/2010 subject: Child Protection Policy and the requirements or criteria in the estate workers, such as minimum age for harvest workers is 25 years old.	√

MA	Memorandum of the company No. POD-UM-052/III/2010 subject: Child Protection Policy. Based on field visits, BSS has been disseminating child protection under age not to work; the form of socialization is sign-board Protection of Children in several locations which is easily read by the workers.	√
S1		
S2		
S3		
S4		
Minor		
6.7.1	Record of implementation of company policy on worker age requirements.	
PA	There are books that contain personal data of employees that lists employees aged above 18 years. For example: Mrs. Duwi Nuryanti (19/05/1983) works as a sprayer, Mr. Yunus (09/01/1977) as the fertilizer, Mrs. Haryanti ((4/15/1963) as a mess assistant, Mr. Yudhi Susilo (03/10/1955) as a foreman spray. It would be further verified at the assessment.	√
MA	There are data that show LTE employees aged above 18 years. From the data it is known that the youngest employee is Sigit, Born on 02/02/1992 joining PT BSS on 01/07/2010, age at starting work is 18 years 5 months, and Robyanur, Birth date 14/01/1992 joining PT BSS on 01/02/2010, age at starting work is 18 years 1 month. Based on employee data of POM Gunung Aru as per October 2010 AA Riyadi, the youngest employee working as operator, was born on 13/06/1988 worked at POM Gunung Aru since 5/1/2010, age at starting work is 21 years and 11 months.	√
S1		
S2		
S3		
S4		
6.8	Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited.	
Major		
6.8.1	A documented equal opportunities policy.	
PA	It is listed in the 'Social Policy' SIME DARBY plantation which was passed by Dato Azhar Abdul Hamid in April 2008. In Point (1), it is explained that all employees should be treated properly during the recruitment of progress, the terms and conditions and job description regardless of tribe, class, indigenous, species, sex, colour, disability, sexual orientation, members group, political opinion, religion or age.	√
MA	According to SOP Code of Conduct Policy No. 440/HRM-COC/07 Company Business Ethics and Commitment point 2.2.1 explains that the company implemented the system of recruitment, promotion, and career development in a transparent, fair or reasonable and consistent on the basis of competence in accordance with company requirements.	√
S1		
S2		

S3		
S4		
Minor		
6.8.1	Evidence of equal treatment in working opportunities for workers.	
PA	The company provides equal opportunities for everyone to work. It is listed in the new recruitment books, such as Mrs. Elegant Nur Dwi who came from Bondowoso, Central Java.	√
MA	According to SOP Code of Conduct Policy No. 440/HRM-COC/07 Company Business Ethics and Commitment point 2.2.1 explains that the company implemented the system of recruitment, promotion, and career development in a transparent, fair or reasonable and consistent on the basis of competence in accordance with company requirements.	√
S1		
S2		
S3		
S4		
6.9	Policy to prevent sexual harassment and all other forms of violence against women and to protect their reproductive rights is developed and applied.	
Major		
6.9.1	A documented company policy on sexual harassment and violence.	
PA	It is stated on the social policy of plantation Sime Darby in point 4 stating that the company develop and implement a policy on preventing sexual harassment and all forms of violence against women and the protection of the right to give birth to a woman.	√
MA	It is stated on the SOP of Gender Committee policy Sime Darby in point 4.1 stating that the company develop and implement a policy on preventing sexual harassment and all forms of violence against women. Appointment Letter No. 002/GKE/VII/2010 Mrs Agripina Nona as Chairman of the Board Committee on Gender, Mrs. Ernawati Pawan as Vice Chairman Governing Committee of the Gender, Letter of Appointment No. 002/GKE/VII/2010 Mrs. Yulyani as Secretary / Treasurer Executive Committee of Gender.	√
S1		
S2		
S3		
S4		
6.9.2	A documented company policy on the protection of reproductive rights.	
PA	It is stated on the social policy of plantation Sime Darby in point 4 stating that the company develop and implement a policy on preventing sexual harassment and all forms of violence against women and the protection of the right to give birth to a woman. It is also stipulated in the Regulation of the Company in Article II, point 6, which states that the female workers who feel pain during menstruation, the company gives time off 2 days with a fixed wage.	√
MA	In the Company Regulations in article VI of the defaulters of work, point d that contains maternity leave/miscarriage and point e menstruation days.	√
S1		

S2		
S3		
S4		
Minor		
6.9.1	Proof of implementation of sexual harassment policy.	
PA	The company has a policy of prevention of sexual harassment and has formed a special gender committee dealing with the prevention of sexual, but there are no clear job descriptions of each position in the structure of the organization. The non conformance in this indicator is the CFA, 2010.31	X
MA	Appointment Letter No. 002/GKE/VII/2010 Mrs Agripina Nona as Chairman of the Board Committee on Gender, Mrs. Ernawati Pawan as Vice Chairman Governing Committee of the Gender, Letter of Appointment No. 002/GKE/VII/2010 Mrs. Yulyani as Secretary / Treasurer Executive Committee of Gender. Letters of appointment have been explaining their duties and functions of the office. Status of non-conformance CFA 2010.31 is declared closed.	√
S1		
S2		
S3		
S4		
6.9.2	Proof of implementation of reproductive rights policy.	
PA	See major 6.9.2 It is available in the payroll of employees which showed that women who are menstruating and pregnant are not allowed to work and still earn wages, for example Partini leaved for 17 days in March, received a salary of Rp. 1,024,500. Anggreni got menstruation leave for 1 day in March 2010 received a salary of Rp. 1,024,500	√
MA	In the Company Regulations in article VI of the defaulters of work, point d that contains maternity leave/miscarriage and point e menstruation days.	√
S1		
S2		
S3		
S4		
6.9.3	A specific grievance mechanism is available.	
PA	Various complaints submitted directly to the employer or through a trade union, will be further verified when the main assessment	√
MA	There are procedures for handling complaints points 6.4 by the following mechanism: the complainant or victim fill the complaint form and submit a complaint form to the local Member of the Gender Committee by using the complaint form (appendix 9.3), the Gender Committee member who receives a complaint from a reporter and later a member of the Gender Committee reports to management.	√
S1		
S2		
S3		
S4		

6.10	plantation and palm oil mills deal fairly and transparently with smallholders and other local businesses.	
Major		
6.10.1	Current and past prices paid for FFB (Fresh Fruit Bunches) shall be publicly available.	
PA	Not Applicable; Company did not receive fruit from outside the estate either from farmers or from other companies so that the criterion 6.10 is not applicable in this assessment activities.	N/A
MA	Not applicable; until the main assessment, BSS did not accept FFB from outside estate.	N/A
S1		
S2		
S3		
S4		
6.10.2	Pricing mechanisms for FFB and inputs / services shall be documented (where these are under the control of the mill or plantation).	
PA	Not applicable; See major indicator 6.10.1	N/A
MA	Not applicable; See major indicator 6.10.1	N/A
S1		
S2		
S3		
S4		
Minor		
6.10.1	Evidence shall be available that all parties understand the contractual agreements they enter into, and that contracts are fair, legal and transparent.	
PA	Not applicable; See major indicator 6.10.1	N/A
MA	Not applicable; See major indicator 6.10.1	N/A
S1		
S2		
S3		
S4		
6.10.2	Agreed payments shall be made in a timely manner.	
PA	Not applicable; See major indicator 6.10.1	N/A
MA	Not applicable; See major indicator 6.10.1	N/A
S1		
S2		
S3		
S4		

6.11	Growers and millers contribute to local sustainable development wherever appropriate.	
Minor		
6.11.1	Records of company contributions to the local development.	
PA	<p>There is a matrix realization of CSR 2009/2010 which showed the presence of direct assistance from the company to the community surrounding villages, which include rice and cash to poor residents, qurban, and others. All forms of assistance, is justified by the Village Head Betung, but he complained that the amount was too low and it was only enjoyed by few people.</p> <p>All types of contribution are incidental assistance (qurban grant, road repairs upon request, official fees, donations and other forms), it was not a planned inspiration gained through the identification of priority needs of the community or affected community, including considering gender issues. The non-conformance in this indicator is CFA-2010.32</p>	X
MA	<p>PT BSS has had CSR programs on each estate. The program was prepared based on individual needs of each village in the estate. Every estate has guided village and is responsible for all the help for the needs of rural communities around the estate. According to the results of interviews with some representatives of villagers (e.g.: Village Bekambit, Batu Tunau Village, and Tanjung Harapan Village), they acknowledged that the company already had a special program for each assisted villages , each village may apply and provide advice on the program, and the company will continuously strive to realize the needs of the community. Examples of community needs which have been realized include: cash donation every three months in for the village, donation for mosque guard fee, donation in the form of water supply pipe and cement, empowerment of villagers to work in the company, people are involved in plasma programs, as well as road maintenance assistance.</p> <p>The community is generally quite satisfied with the program for assisted villages provided by the company and they hope the company keep providing assistance consistently. Status of non-conformance CFA 2010.32 is declared closed. "</p>	√
S1		
S2		
S3		
S4		
PRINCIPLE #7 Responsible development of new plantation		
7.1	A comprehensive and participatory independent social and environmental assessment is undertaken prior to establishing new plantings or operations, or expanding existing ones, and the results incorporated into planning, management and operations.	
Major		
7.1.1	Social and environmental impact assessments (AMDAL), which include details of both positive and negative social and environmental impacts, made with the participation of affected parties (local communities).	
PA	Document of environmental management included in the 1994 EIA document, which the study area includes the nucleus estate area of 14,000 ha (which is included in the reserved area by the Governor of South Kalimantan Decree No.04/PL/1988/AGR-43), and mill capacity of 60 tons FFB / hour.	√

MA	See the criteria indicators 5.1 and 6.1; The organization already has documents for environmental management of the EIA document and RKL / RPL. The document includes the entire area owned by the company (including area of on-going replanting), and it has analyzed the positive and negative aspects of social and environment of the estate and mill operation of PT BSS. The company also has identified HCV as well as social impact assessment for the whole area owned by PT BSS (including replanted area)	√
S1		
S2		
S3		
S4		
Minor		
7.1.1	Appropriate management plan and operational procedures (RKL / RPL).	
PA	There is RKL / RPL documents as guides for BSS in managing the environmental impacts that may be caused by operational of BSS, and were approved by the Minister of Agriculture. 010/RKL-RPL/BA/IV/1997 April 21, 1997. However, it has not been implemented consistently. Based on the report on the implementation of RKL / RPL it is found a number of environmental parameters (impact) without monitoring, including: measuring the rate of erosion, monitoring of flora and fauna, and social impacts, and the progress of the replanting. The non-conformance in this indicator is-2010.24 NC	X
MA	See also criteria 5.1 and 6.1; There are report documents of RKL / RPL according to the report in semester 2 from January to June 2010, it has made a plan and related monitoring; declining soil fertility and the incidence of erosion, air quality and noise, water quality, interfered flora and fauna, fire potential and problems of unrest society. There are operational procedures related to environmental management, there are 8 SOPs. But the substance of the content of the report do not include erosion rate measurement data based on PP No. 150 of 2000; and running replanting project progress. Organizations are strongly advised to complete the report documents of RKL / RPL with the measurement data of erosion and replanting project progress. Status of non-conformance NC 2010.24 is Open by category of Comment For Action.	X
S1		
S2		
S3		
S4		
7.1.2	Where there are schemed smallholders, records of development program for smallholders are kept, in accordance to the scheme and relevant laws.	
PA	Not Applicable; See minor indicator 6.1.4; There is no plasma farmers	N/A
MA	Not Applicable; See minor indicator 6.1.4; There is no plasma farmers	N/A
S1		
S2		
S3		
S4		

7.2	Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.	
Major		
7.2.1	Results of land surveys to determine suitability of soil are to be provided, including information on topography, climate, soil type, soil fertility, water table depth and drainage.	
PA	See Major indicator 4.2.1; Land Survey has covered planted areas after 2005	√
MA	See Major indicator 4.2.1; BSS has also been able to show documents of Land Feasibility Study Report Area of replanting in Gunung Aru Estate, in July 2010. The document describes feasibility survey of replanted area (an area of 299 ha) with detailed soil survey method that aims to make the evaluation of land suitability class. Based on the results of detailed soil survey, it is concluded that the land suitability class on replanting areas belong to S3 class of 291 ha (or approximately 97%), and the area of 8 hectares is into the N1 class (around 3%). A detailed soil survey result has also identified factors limiting land class; include: uneven rainfall throughout the year, the rate of surface water runoff and a fairly intensive soil erosion. In the results of detailed soil survey, it has also been established recommendations to overcome the limiting factor.	√
S1		
S2		
S3		
S4		
Minor		
7.2.1	Evidence that estates are developed in accordance to the suitability of the land.	
PA	Will be verified in the main assessment	
MA	Implementation of estate development based on land suitability especially for replanted areas have been described in the RKL / RPL	√
S1		
S2		
S3		
S4		
7.3	New plantings since November 2005, have not replaced primary forest or any area required to maintain or enhance one or more High Conservation Values.	
Major		
7.3.1	New plantings within Nov 05 and Nov 07 must be in compliance with existing regulatory requirements that relate to social and environmental impacts management, and with the legalized land spatial planning.	
PA	There is not enough evidence that the BSS has identified habitat for HCV in the whole area of new plantings. Based on the document of identification results of HCV, HCV identification scope was carried out only in areas that have HGU certificates (an area of 12,741 ha), while in the area of BSS management there is an area of 1,179 hectares that has not got HGU and has been planted since 2007. The non-conformance in this indicator is the NC-2010.33	X

MA	<p>BSS has showed HCV identification Final report documents conducted by CV POLLITO where the report has covered the entire area of the BSS of 13,925 ha (including planted area after the year 2005, replanted areas and areas that are in the HGU filing). Based on the identification of HCV, BSS has made delineation of areas identified as areas of HCV. The status of non-conformance NC 2010.33 Is declared closed.</p> <p>Based on field visits it is found the evidence of insufficient efforts on areas identified as HCV-4 (for example in the riparian of Batak River 2007). Principal of oil palm that has been planted in the area is still enforced chemicals spraying and have not been seen that in the delineation of the area as a conservation area as BSS has made management plan for the area. The audit team considered that the BSS has not made sufficient efforts in implementing the plan and the BSS must demonstrate significant progress against the management plan implementation of HCV areas, especially the management of riparian areas. The non-conformance in this indicator is NC-2010.41 with Minor category.</p>	X
S1		
S2		
S3		
S4		
7.3.2	Maps showing plan and realization of land clearing in accordance to HCV identification.	
PA	There is not enough evidence that the planning and realization of land clearing for reserve areas had considered the results of the identification of HCV. In the location it is not found in the identification of HCV in the area of provisioning (HGU is in the process) covering 1,179 ha which has been planted area since 2007.	X
MA	Based on the Final Report documents of HCV Identification, map of plans and realization of land clearing is available.	√
S1		
S2		
S3		
S4		
7.4	Extensive planting on steep terrain, and/or on marginal and fragile soils, is avoided.	
Minor		
7.4.1	Maps identifying marginal and fragile soils, including excessive gradients and peat soils, should be available.	
PA	See minor indicator 4.3.1; Will be verified in the main assessment	
MA	See minor indicator 4.3.1; BSS has provided documents of Marginal Land Map contained in the report of detailed Survey soil. The map includes the entire area of the BSS (including plant area after the 2005 and replanted areas).	√
S1		
S2		
S3		
S4		

7.4.2	Where limited planting on fragile and marginal soils is proposed, plans shall be developed and implemented to protect them without incurring adverse impacts.	
PA	See minor indicator 4.3.2; Will be verified in the main assessment	
MA	See minor indicator 4.3.2;	√
S1		
S2		
S3		
S4		
7.5	No new planting is done on the local community land without their consent, through a documented system that enables native people, local community and other stakeholders to express their views through their own representative institutions.	
Major		
7.5.1	The company has an environmental management document, which covers analysis of positive and negative impacts of social and environmental aspects, as well as the participation of the parties' affected (local community).	
PA	<p>On the location there are documents of Results of Assessment on Social Impact of Oil Palm Plantation Management of BSS of 55 pages thick, among others, explains the negative impacts of oil palm plantation management of BSS as follows:</p> <p>(1) flood in the village of Betung, Bekambit, and Bekambit Asri; (2) the lack of water supply and PPE for employees; (3) overlapping area (1,300 ha) with INHUTANI II; (4) The danger of fire due to land clearing by the society by burning method; (5) problems in an employee's urban environment (theft, fights, alcohol, and infidelity).</p> <p>However, a document of the results of social impact assessment does not explain the presence or absence of indigenous people in the area of PT BSS. The non-conformance in this indicator is the CFA-2010.06</p>	X
MA	<p>See indicator Major 2.3.1 ;</p> <p>Based on the results of public consultation with stakeholders, it is obtained the information that there is no customary or communal land rights ownership in HGU area of PT. BSS; this information is obtained from the village and district government agencies of Kota Baru. The Company also has shown evidence of a letter from the National Land Agency Kota Baru Regency On 23 June 2010, stating that the status of land especially in the Kota Baru district until now there has not been any provision of regulations governing the status of customary rights / customary land; and therefore it is then all HGU published by the National Land Agency and / or in the process of right , it is not found in the lands with status of customary rights / land. Thus, this criterion does not apply in the assessment process this time, and non-conformance CFA 2010.06 is declared closed.</p>	√
S1		
S2		
S3		
S4		

7.5.2	Documented socialization programs prior to new plantings.	
PA	Will be verified in the main assessment	
MA	Not Applicable; See Major indicator 7.5.1	N/A
S1		
S2		
S3		
S4		
7.5.3	Proof of payment to land owners and proper handling-over of the land for new plantings.	
PA	Will be verified in the main assessment	
MA	Not Applicable; See Major indicator 7.5.1	N/A
S1		
S2		
S3		
S4		
7.6	Local people are compensated for any agreed land acquisitions and relinquishment of rights, subject to their free, prior and informed consent and negotiated agreements.	
Major		
7.6.1	Documented identification and assessment of customary and legal rights with the involvement of relevant government agencies and local communities.	
PA	See major 7.5.1 above. On the location there are documents of Social Impact Assessment Result, but it has not explicitly identified the existence of traditional rights. The non conformance in this indicator is CFA-2010.06	X
MA	Not Applicable; See criteria 7.5 above	N/A
S1		
S2		
S3		
S4		
7.6.2	Procedures to identify people entitled to receive compensation.	
PA	The procedure of identification of parties, who are entitled to receive compensation for the use of land by the company, is covered in Procedure No. 035/BSS-SOP/10 on Management of Land Claims.	√
MA	Not Applicable; See criteria 7.5 above	N/A
S1		
S2		
S3		
S4		
Minor		
7.6.1	Records of negotiation process and / or compensation settlements are available.	
PA	"In the location there has not been a record of land claim settlement process that describes the parties involved, the area under claim, the location of land claims, settlement status. See indicator Major 2.2.3	X

MA	Not Applicable; See criteria 7.5 above	N/A
S1		
S2		
S3		
S4		
7.6.2	Documentation of calculation and payment for compensation.	
PA	Not Applicable; See Minor Indicator 7.6.1	X
MA	Not Applicable; See Minor Indicator 7.5 above	N/A
S1		
S2		
S3		
S4		
7.6.3	Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.	
PA	Cannot be evaluated, because the BSS has not identified the presence of the parties that lost access and rights of land by the construction of new plantation (crop of the year 2007-2009). See also explanation in major 7.6.1.	
MA	Not Applicable; See criterion 7.5 above	N/A
S1		
S2		
S3		
S4		
7.6.4	The process and outcome of any compensation claims should be documented and made publicly available.	
PA	BSS has documented evidence of payment of land use compensation, but it has not recorded into a matrix that details the parties involved (the recipient of compensation), compensated land area, the location of the land, and the value of compensation. The non conformance in this indicator is CFA-2010.06	X
MA	Not Applicable; See criteria 7.5 above	N/A
S1		
S2		
S3		
S4		

7.7	Use of fire in the preparation of new plantings is avoided other than in specific situations, as identified in the ASEAN guidelines or other regional best practice.	
Major		
7.7.1	Documented assessment where fire has been used for preparing land for planting.	
PA	The company has a policy for not burning the land preparation activities. Based on the results of the visit in the area replanted Block D2, Gunung Aru Estate cannot find the former combustion.	√
MA	See indicator 5.5.1 Major; The company has set a zero burning policy in the document of Agronomy Oil Palm Reference Manual section 4 Land Preparation explaining that according to the Directorate General of Estate Crops Decree No. KB 110/SK/DJ BUN/05.95, May 30, 1995 on technical guidance for land clearing without burning for plantation development as a guide of land preparation without burning, so that the land clearing activities should be guided by the contents of the letter.	√
S1		
S2		
S3		
S4		
7.7.2	Records of implementation of zero burning policy.	
PA	See major 7.7.1	√
MA	The audit team made a field visit to the replanted area in Gunung Aru Estate; it was found no burning on site preparation activities.	√
S1		
S2		
S3		
S4		
7.7.3	Procedures and records of emergency responses to land burning (Tanggap Darurat Kebakaran Lahan).	
PA	It is listed in Emergency Response SOP No. 033/BSS-SOP/10 about the response in case of fire outside and inside the estate. It would be further verified in main assessment	√
MA	The company has been set in the Emergency Response SOP No. 033/BSS-SOP/10 about the response if fire happens outside and inside the estate. SOP is not adequate for fire fighters because they have not put fire early information, mechanism, and personal / team in charge, a minimum of equipment used and the readiness of equipment, and also they have never done training / simulation for land fire-fighting. The audit team considered that it was important and asked the BSS to improve land fire emergency response procedures that have been held; and socialize it effectively. For example: simulation of emergency response of land fire periodically in each estate. The non-conformance in this indicator is NC-2010.45 with Minor category.	X
S1		
S2		
S3		
S4		

Minor		
7.7.1	Attendance of appropriate fire extinguishers and facilities, depending on the fire risks.	
PA	According to the table of inventory of firefighting equipment, PT. BSS has fire toxic (30 pieces), robin engine with hoses of 150 meters (8 pieces), fire fighter vests (15 pieces), truck and water tank (4 pieces) in good condition.	√
MA	List of land fire prevention equipment is already available such as in the GKE and LTE, but the equipment was not ready for use if there are fires, due to the unavailability of monitoring the availability and readiness of the equipment. It is highly recommended to conduct regular monitoring on the availability and readiness of land fire-fighting equipment to ensure that owned equipment can be used any time in an emergency. The non-conformance of this indicator is a CFA-2010.44 with a category of Comment For Action.	X
S1		
S2		
S3		
S4		
PRINCIPLE #8 Commitment to continuous improvement in key areas of activity		
8.1	Plantation and oil palm mills regularly monitor and review their activities and develop and implement action plans that allow demonstrable continuous improvement in key operations.	
Major		
8.1.1	A monitoring action plan based on the social environmental impact assessment (AMDAL), and regular evaluations of plantation and mill operations. As a minimum, these must include, but not necessarily be Limited To: - Reduction in use of certain chemicals (criterion 4.6) - Environmental impacts (criterion 5.1) - Waste reduction (criterion 5.3) - Pollution and emissions (criterion 5.6) - Social impacts (6.1).	
PA	BSS has not formulated an action plan for monitoring and managing the impact that refers to the recommendation points assessed by Social Impact and Identification Results of HCV. The non-conformance in this indicator is the NC-2010.34	X
MA	BSS has provided some monitoring action plans based on analysis of social and environmental impacts, for example: 1. Action Plan for High Conservation Value (HCV) Area; this plan is a follow-up of the identification of HCV, which includes managing all areas of BSS identified as HCV. 2. Plan for Environmental Monitoring and Management Plan (RKL / RPL). This plan is a follow-up of the document of Impact Assessment (EIA). BSS has also routinely made a report on the implementation of RKL / RPL and report them to relevant agencies. Plan document includes monitoring of environmental parameters (e.g.: monitoring of wastewater BOD, water quality testing, air emission testing, and others. The non conformance NC-2010.34 is declared closed	√

S1		
S2		
S3		
S4		
Minor		
8.1.2	Records of follow-up actions taken against RSPO audit findings, if any.	
PA	Not Applicable; BSS has not done RSPO audit before pre assessment	N/A
MA	BSS has provided records of follow up results of pre assessment findings and showed it to auditor team as verification material in the main assessment	√
S1		
S2		
S3		
S4		

Annex 2. Result of RSPO Panel Committee of Mutuagung Lestari - RSPO Certification of PT Bersama Sejahtera Sakti

01 July 2011

No	Input and Responses
1	<p data-bbox="220 425 512 459">Tony Arifiarachman</p> <p data-bbox="220 495 1455 566">In general, BSS has adequate for RSPO P & C implementation, but should more attention to some of the following:</p> <p data-bbox="220 602 1455 674">There regulations's update in maintaining and preserving legal evidence or signs of boundaries should be done to ensure the company meets the applicable laws and regulations.</p> <p data-bbox="220 710 1455 822">PT BSS must have plan to the replanting program every year and the assessment should has information of land suitability study for replanted area to maintaining the economic feasibility and company's long-term financial.</p> <p data-bbox="220 857 1455 969">PKL / RPL should be done regularly, including the management of re planting activities, the effectivy oferosion control measures and riparian areas alsomust be considered as protected areas for biodiversity while BSS has a program to manage the HCV area.</p>
2	<p data-bbox="220 1008 400 1041">Conclusions</p> <p data-bbox="220 1077 1455 1149">Internal Independent committee (<i>Mutuagung Lestari</i>) agreed that PT BSS is recommended to be a certified producer of SPO.</p> <p data-bbox="220 1184 1455 1256">This assessment report will be presented to the RSPO Secretariat for review and placement on the RSPO website for public comment before final approval.</p>

Annex 3. List of Stakeholder Contacted in the RSPO Certification Process

No	Institution/Department	No	Institution/Department
1	Director of Annual Plant Cultivation. Directorate General of Plantation Ministry of Agriculture	33	Head of Gasak NGO
2	Director of Estates Protection. Directorate General of Plantation. Ministry of Agriculture of Indonesia.	34	Head of Anak Kaki Gn.Sebatung NGO
3	Minister of Environment Ministry of Environment Republic of Indonesia	35	Kotabaru District Transportation Agency
4	Trade Ministry Republic of Indonesia	36	Kotabaru District General Hospital
5	Head of Investment Coordinating Board Republic of Indonesia	37	Employee Social Security Office of Kotabaru District
6	Head of National Land Agency National Land Agency	38	BNI 46 Bank of Kotabaru District
7	Executive Director of the Indonesian Palm Oil Association (GAPKI)	39	Pelindo II Kotabaru
8	South Kalimantan branch GAPKI	40	Adpel Kotabaru
9	Sawit Watch Indonesia	41	Directorate General of Taxes Office - Kotabaru District
10	Director of Green Peace Indonesia	42	National Police - Kotabaru Resort
11	WWF Indonesia	43	Statistics Indonesia - Kotabaru District
12	Executive Director of the Indonesian Forum for Environment (WALHI)	44	Pulau Laut Timur Subdistrict Head
13	Head of the Provincial Governor of South Kalimantan	45	Chief of Sejakah Village
14	Chief of South Kalimantan Plantation Agency	46	Chief of Bekambit Kampung Village
15	Chief of South Kalimantan Forestry Agency	47	Chief of Batu Tunau Village
16	Chief of South Kalimantan Labour and Transmigration Agency	48	Chief of Tanjung Pengharapan Village
17	Chief of South Kalimantan Health Agency	49	Chief of Betung Village
18	Chief of Regional Investment Coordinating Board (BKPM) South Kalimantan Province	50	Chief of Bekambit Asri Village

19	Chief of the Natural Resources Conservation Centre in South Kalimantan	51	Chief of Langkang Baru Village
20	Chief of National Land Affairs Agency South Kalimantan	52	Chief of Langkang Lama Village
21	Head of BAPEDALDA Level I South Kalimantan Province	53	Chief of Karang Sari Indah Village
22	Regent of Kotabaru District	54	Chief of Kulipak Village
23	Head of Lambung Mangkurat University - South Kalimantan	55	Chief of Selaru Village
24	Chief of National Land Affairs Agency - Kotabaru District	56	Contractor of FFB transportation
25	Kotabaru District Health Agency	57	Contractor of petrification
26	Chief of Revenue, Financial Management and Local Asset Agency of Kotabaru District	58	Contractor of petrification
27	Chief of Kotabaru District Forestry Agency	59	Contractor of petrification
28	Chief of Social, Labour and Transmigration Agency Kotabaru District	60	Contractor of Box culvert production
29	Chief of Kotabaru District Environmental Agency	61	Contractor of Box culvert production
30	Chief of Kotabaru District Plantation Agency	62	Contractor of Trenches Washing / Drainage
31	District Secretary of Kotabaru	63	Transporter (UD.Sumber Baru)
32	Head of Lamas NGO		

Annex 4. Word Glossary	
ANDAL/AMDAL	: Environmental Impact Analysis
APAR	: Light Fire Extinguisher Equipment
B3	: Hazardous Material
BAPEDALDA	: Regional Environmental Impact Agency
BLH	: Environmental Agency
BOD	: Biological Oxygen Demand
BPN	: Land National Affairs Agency
BSS	: Bersama Sejahtera Sakti
COD	: Chemical Oxygen Demand
CPO	: Crude Palm Oil
CSR/CD	: Corporate Social Responsibility/Community Development
GAE	: Gunung Aru Estate
GAF	: Gunung Aru Factory
GKE	: Gunung Kemas Estate
HCV	: High Conservation Value
HGU	: Land use title
HIRAC	: Hazard Identification Risk Assessment Control
K3	: Occupational Health and Safety
LC	: Land Clearing
MA	: Main Assessment
MSDS	: Material Safety Data Sheet
P2K3	: Advisor Committee of Occupational Health and Safety
PA	: Pre Assessment
P3K	: First Aid
Permentan	: Minister of Agriculture Regulation
IPM	: Integrated Pest Management
PK	: Palm Kernel
PKB	: Worker Join Agreement
POM	: Palm Oil Mill
POME	: Palm Oil Mill Effluent
PP	: Government Regulation
PPE	: Personal Protection Equipment
PSD	: Plantation Service Department
PTE	: Pantai Timur Estate
PUK	: Work Unit Leader
RKL	: Environmental Management Plan
RPL	: Environment Monitoring Plan
S1	: First Surveillance
S2	: Second Surveillance
S3	: Third Surveillance
S4	: Fourth Surveillance
SPSI	: The National Workers Union of Indonesia
FFB	: Fresh Fruit Bunch
UMR	: Regional Minimum Wage
UU	: Act