

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

**PT. Lestari Gemilang Intisawit**

**Nanga Tayap District,**  
**Ketapang Regency, West Kalimantan Province**  
**Indonesia**

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## **Summary Report of Planning & Management of PT Lestari Gemilang Intisawit, Ketapang District West Kalimantan Province**

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### **1. Executive Summary**

This Executive Summary fulfils the RSPO New Planting Procedures Format “Summary Report of Planning & Management” (RSPO latest revision of 5 May 2010).

PT Lestari Gemilang Intisawit (LGI) is a subsidiary of Bumitama Agri Limited (BAL), a member of the RSPO and is located in Nanga Tayap District, Ketapang Regency, and West Kalimantan Province. The Consent License based on the Permitted Area (or called Location Permit/Ijin Lokasi) No. 459 year 2011 was approved on 07 November 2011 for an area of ± 13,000 ha.

The Environmental Impact Assessment (EIA/AMDAL) was approved by the Governor of West Kalimantan Surat Kelayakan Lingkungan Number 284 year 2009) on 20 May 2009. Besides fulfilling the regulatory requirements of conducting environmental impact assessment (EIA/AMDAL), the company has also conducted the field visit of assessment the High Conservation Values Identification (HCV) and Social Impact Assessment (SIA) from 22 June – 7 July 2012 by independent consultants from PT Sonokeling Akreditasi Nusantara.

The HCV Assessment was conducted for the permitted area an area 13,000 ha. The results of the HCV assessment by independent consultants from SAN with team personnel that have been approved by the RSPO showed that there is no primary forest in the Permitted Area of PT LGI. The vegetation cover is dominated by the rubber (*Hevea brasiliensis*), agro forestry, shrub and degraded forest. Based on The HCV Report, indicated that peat land was not found in the Permitted Area (Location Permit/ Izin Lokasi).

There are 8 types of HCV identified by the assessment and these are HCV 1 (1.1, 1.2, 1.3 and 1.4), HCV 2 (2.3), HCV 4 (4.1, 4.2), HCV 5

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

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

## **2. Reference Documents**

### **2.1. List of reports.**

1. Environmental Impact Assessment (EIA/ AMDAL) was approved Environmental Permit (Izin Kelayakan Lingkungan) No. 284 tahun 2009, dated 20 May 2009
2. The HCV Identification document is in the report "HCV Assessment report for PT LGI, April 2014 by PT SAN";
3. The Peer review HCV Identification document is in the report "HCV Assessment report for PT LGI November 2012 by Kunkun Jaka Gurmaya";
4. The SIA report is in "SIA Assessment report for PT LGI , July 2012 by SAN";
5. The management and monitoring plans for HCV in the "The Management & Monitoring Plans of HCV PT LGI, April 2014 by SAN",
6. The management and monitoring plans for SIA in the "The Management & Monitoring Plans of Social PT LGI, approved in July 2012";
7. The development plan of PT LGI;
8. HCV Resources Network toolkit Indonesia 2008; and
9. Location Map.

### **Brief summary**

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

In addition to the EIA assessments, PT LGI has also conducted independent HCV and SIA involving external experts, PT SAN; the key consultants conducting these assessments have been accredited and approved by RSPO. Based on the assessments, PT LGI has developed management and monitoring plans to mitigate any negative impacts and enhance the

positive ones. Management and monitoring of social and environmental impacts are based on the operational activities that can cause impacts during the development as well as during the operational stages and the potential impacts and other negative impacts as perceived by the communities arising from PT LGI. The new activities were also identified by the external consultants. By implementing sound social and environmental management practices, it is expected that these conflicts, both of ecology or social, can be minimized and the relationship between the company and local communities can be preserved and harmonized.

The results of the HCV assessment have shown that there is no primary forest in the Permitted Area (Location Permit/ Izin Lokasi) of PT LGI. The vegetation's cover is dominated by the palm oil and rubber (*Hevea brasiliensis*), agro forestry, shrub and degraded forest.

As for potential HCV areas, 8 types of HCV were identified, these are HCV 1 (1.1, 1.2, 1.3 and 1.4), HCV 2 (2.3), HCV 4 (4.1, 4.2), HCV 5 within the Permitted Area (Location Permit/ Izin Lokasi) of PT LGI. The original HCV total area identified was  $\pm 2,466.90$  ha or  $\pm 12.98$  % of the total Area assessments by SAN.

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

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

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

**Table 1.** Types of permits and recommendations PT LGI

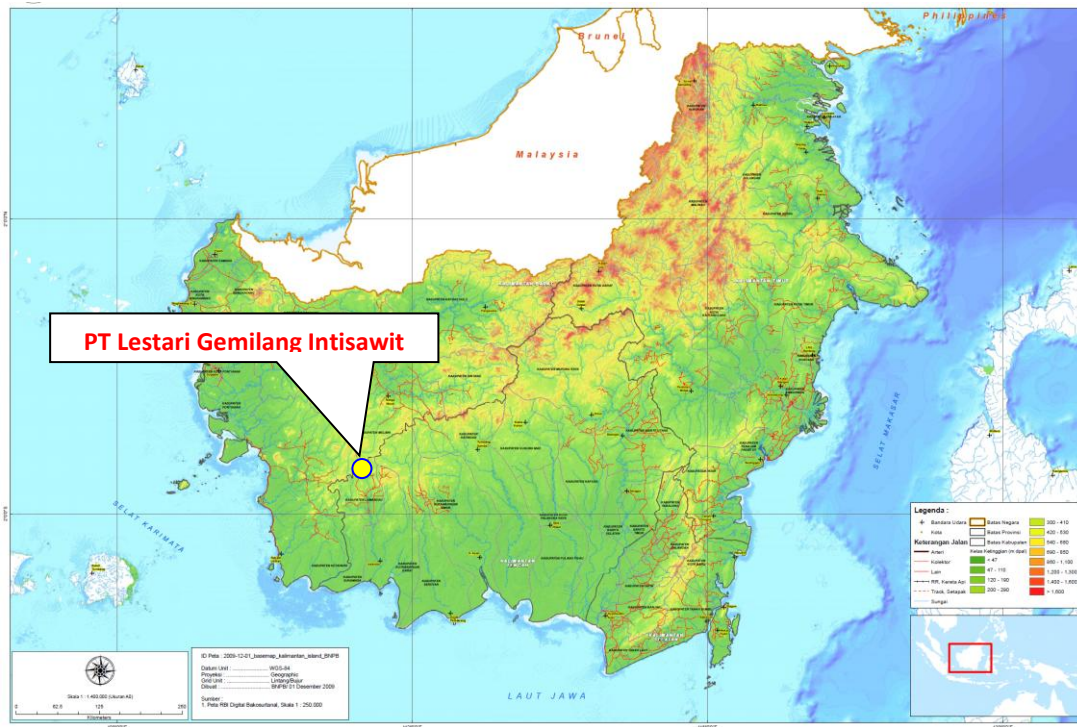
No	Licenses and recommendations	Issued by	Number	Note
1.	Deed of Establishment	Muhamat Hatta, SH	11	Registered 05-03-2008
2.	Tax Registration Code Number	Directorate General of Taxes, Ministry of Finance	07.752.119.4-703.001	
3.	Principle approval	Regent of Ketapang (Bupati Ketapang)	525/1072/DPU-TR	Registered 04-08-2011
4.	Permitted Area (Izin Lokasi)	Regent of Ketapang (Bupati Ketapang)	No.459	Registered 07-11-2011
5.	Plantation Business Permit (Izin Usaha Perkebunan)	Regent of Ketapang (Bupati Ketapang)	No. 307/DISBUN-D/2013 (size ± 11,765 Ha)	Registered 17-06-2013
6.	Environmental Permit (Izin Kelayakan Lingkungan)	- Governor of West Kalimantan (Gubernur Kalimantan Barat) - Governor of West Kalimantan (through the environmental agency)	- No. 284 tahun 2009 size ± 12,667 Ha - No. 660.1/614/BLHD-A size ± 12,667 Ha	- Registered 20-05-2009 - Registered 13-08-2012

\*) All legal documents available on Public Affairs Department

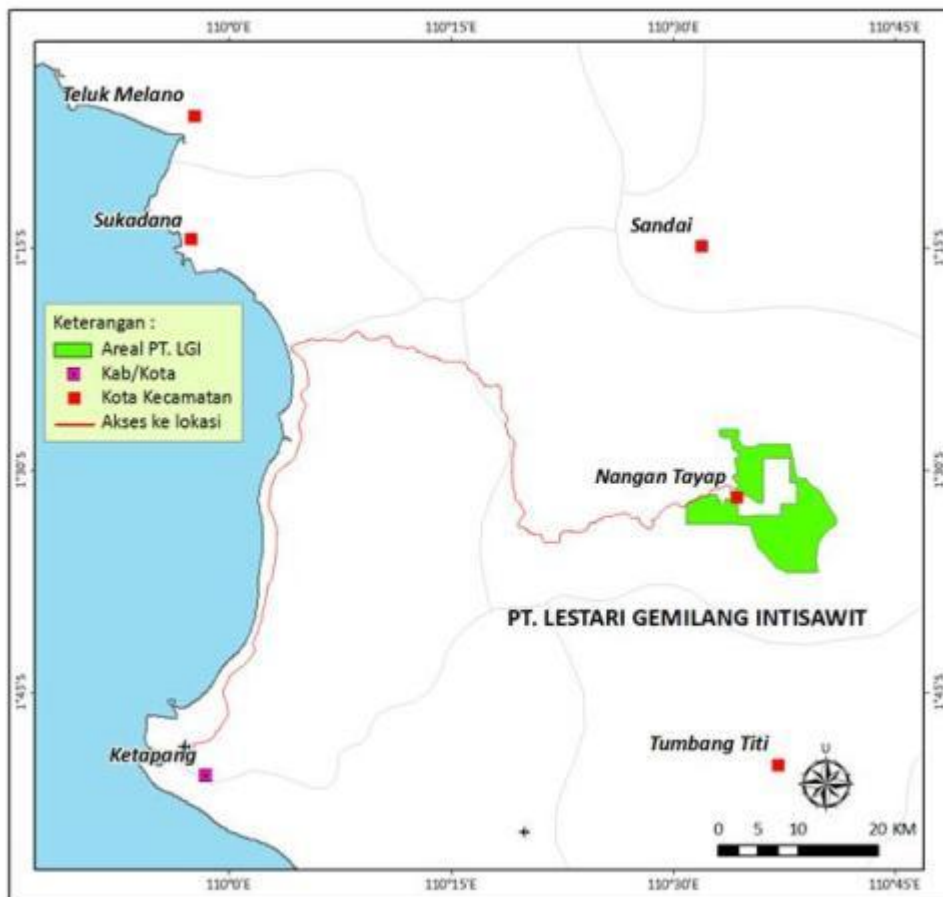
Figure 1 Location of PT Lestari Gemilang Intisawit in Indonesia



**Figure 2** Location of PT Lestari Gemilang Intisawit in West Kalimantan Province



**Figure 3.** Location of PT Lestari Gemilang Intisawit in Ketapang Regency





### 2.3. Area and time-plan for new plantings

LGI did the HCV Assessment on 22 June – 7 July 2012. LGI then cleared the land according to the draft indicative map of HCV that have been prepared by SAN. The area of land has been cleared up to the HCV AMS Final Report (December 2011 - April 2013) is 2,064.31 Ha.

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

The land development and planting of oil palm will continue in 2014 following the procedures of the RSPO New Planting Procedures (NPP).

**Table 2** The summary of area statements and time-plan for new planting at Lestari Gemilang Intisawit

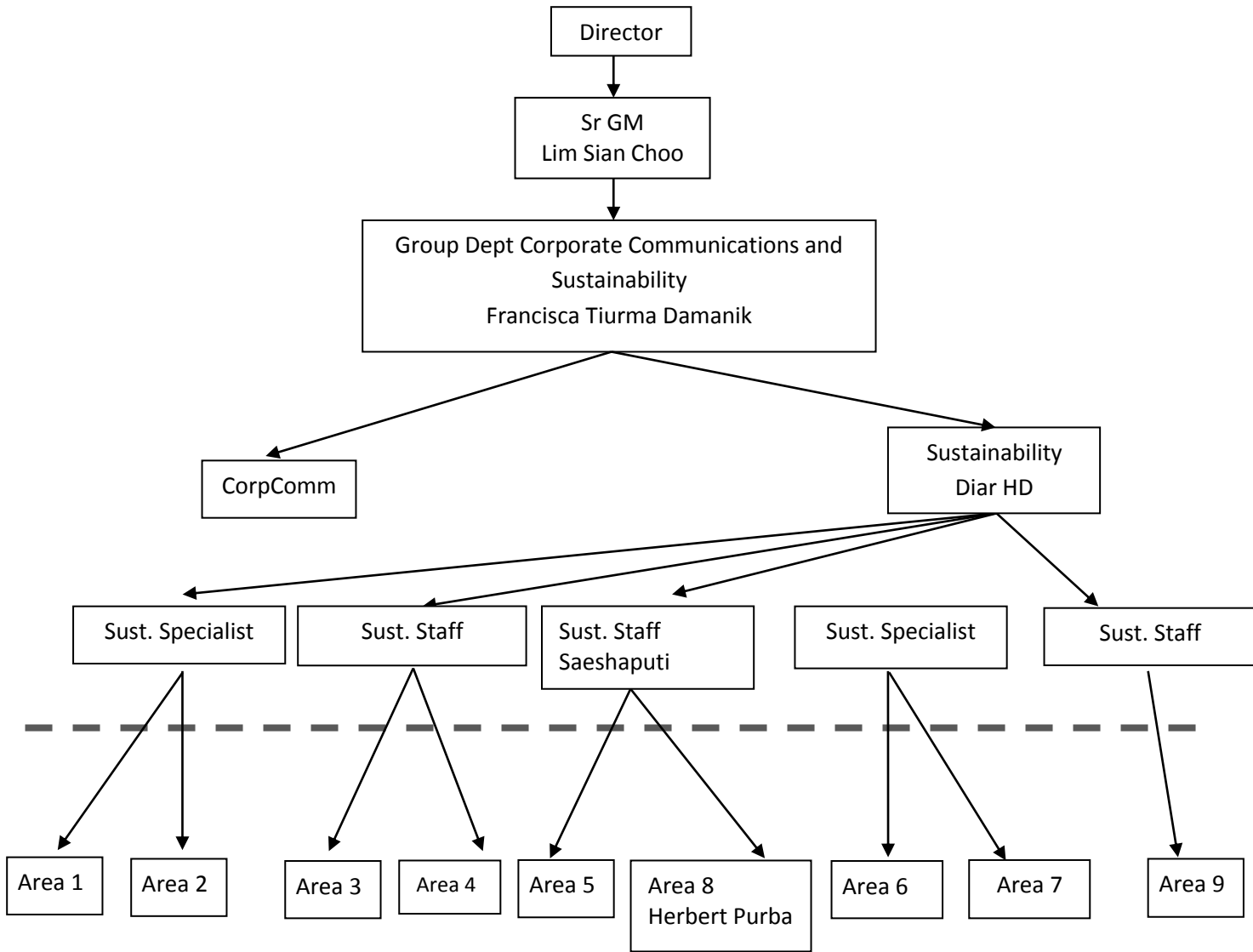
Potential Land (ha)	Year Planting (ha)				
	2012	2013	2014	2015	total
9,744	1,737	1,149	1,467	4,491	8,844

### 2.4. Land Use Change Analysis

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

### 3. EIA, SIA and HCV Management & Planning Personnel

#### Organizational information and HCV contact persons



### 3.1 Organizational Information and Contact Person

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

### 3.2 Personnel involved in planning and implementation.

The process of HCV and SIA development and preparation of management and monitoring plans for PT LGI was implemented in phases involving several parties: that is Estate Department, the Public Affairs (PAD Department) and Sustainability Department and the whole process is in accordance with the plans facilitated by the Sustainability department Head Office BGA Group. The details of the parties involved in the HCV and SIA development and preparation of management and monitoring plans are summarized in **Table 3**.

**Table 3.** The Participatory List of the HCV and SIA manufacture and preparation of management and monitoring plans for PT Lestari Gemilang Intisawit

No.	Name	Department/Agency	Official Role
<b>HCV and EIA Management &amp; Monitoring Plan</b>			
1.	Maman Aliman Utardi	GM	Participant
2.	Eko Budi Purnomo	Area Controller	Participant
3.		Manager	Participant
4.	Herbert Purba	Sustainability Staff Area 8B	Participant
5.	Francisca Damanik	CCS Group Dept Head	Facilitator
6.	Diar Damanik	Sustainability Manager	Facilitator
7.	Hidayat Aprilianto	Sustainability Specialist HO	Facilitator
8.	Yohannes Agung Baskoro	CSR Dept Head HO	Facilitator
<b>SIA Management &amp; Monitoring Plan</b>			
1.	Maman Aliman Utardi	GM	Participant
2.	Eko Budi Purnomo	Area Controller	Participant
3.		Manager	Participant
4.	Maulana	CSR Area 8B	Participant
5.	Yohannes Agung Baskoro	CSR Dept Head HO	Facilitator
6.	Agus Wiastono	CSR Specialist HO	Facilitator
7.	Emma Isabella Aeterni Barus	CSR HO	Facilitator
8.	Hidayat Aprilianto	Sustainability Specialist HO	Facilitator
<b>Internal Review of the HCV and SIA Reports, Management and Monitoring Plans (at Head Office)</b>			
1.	Maman Aliman Utardi	GM	Reviewer
2.	Francisca Damanik	Group Dept Head CCS	Reviewer
3.	Diar Damanik	Sustainability Manager	Reviewer

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

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

### 3.3. Stakeholders to be involved

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

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

## CONCLUSIONS AND RECOMMENDATIONS

Issues which occurred in PT LGI classified into two areas:

### External Issues

When the SIA studies were carried out, some CSR programs have been considered to be implemented, for examples open and fixing of village roads, preservation of local indigenous culture and commemoration of religious days. It is to build a good corporate image and positive partnership with the communities around the plantations.

- In general, the local livelihoods are from rubber and agriculture. This has caused the land acquisition process to run slowly, because of the objections of the people to convert their land, which is still productive.
- Besides that, uncertainty of village boundaries and land ownership boundaries of individual business areas that are potentially causing horizontal conflict within society (among land owners). One factor there is still the presence of shifting cultivation, which allows the other villagers may have agricultural land in the region neighbouring village. In some cases conflict has affected companies such as hostage-taking company assets such as cars and heavy equipment.

### Internal Issues

Internal conditions are also important to be considered by the company. Often the oil palm plantation company is more responsive to external issues related to CSR programs primarily due solely intended for social security. On the other hand the internal conditions are forgotten in terms of employees who are spearheading a significant effort to determine the sustainability of oil palm plantations.

Currently, there are internal issues in PT LGI, among others:

- LGI Employees who are mostly outside of Ketapang
- There is no training for the improvement of skills and knowledge of employees. An understanding of the work and skills given only at briefing by supervisor
- Due to the activity at PT LGI are still in socialization, land acquisition, nursery and land clearing, many employees who have to work extra, up pass through normal working hours

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

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

No	Activities	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
					Plan	Period	Plan	Period
Pre Construction Stage								
1	Socialization	Restless, attitudes and perception, also social conflict between companies and communities	Ignorance and misinformation the public against the company's plans in development of oil palm plantations	<ul style="list-style-type: none"> <li>• Nanga Tayap Village</li> <li>• Kayong Hulu Village</li> <li>• North Kayong Village</li> <li>• Tajuk Kayong Village</li> <li>• Betenung Village</li> </ul>	<ul style="list-style-type: none"> <li>• Boundary area with a removal of conflict area or give the compensation and make a partnership</li> <li>• Meeting directly with the communities to socialized the oil palm plantation development</li> <li>• Give information related with the activity plan by regular meetings in the village</li> <li>• Explain the environmental management efforts that will be carried out</li> <li>• Explain the positive impact to the communities through oil palm plantations</li> <li>• Form SATLAK team and work with TP3K team Ketapang Regency, also community institutions when socializing to communities</li> </ul>	Socialization the development of oil palm plantation carried out at least 4 months before the opening of the land. And during the preconstruction stage	Direct observation and interviews with the surrounding community by using questionnaires and extensive interviews	Every 6 month
2	Land Acquisition	Advent of Negative attitudes and perceptions of society, community dissatisfaction with land compensation, also rise of social conflicts between companies and communities	Process of land acquisition and compensation are harmful to society	<ul style="list-style-type: none"> <li>• Nanga Tayap Village</li> <li>• Kayong Hulu Village</li> <li>• North Kayong Village</li> <li>• Tajuk Kayong Village</li> <li>• Betenung Village</li> </ul>	<ul style="list-style-type: none"> <li>• Take inventory of public lands contained in the project area along with regency officials, district and village</li> <li>• Meetings related to the completion of land</li> <li>• Carry out the land acquisition process and compensations according the agreement</li> <li>• Enclave of existing no permissions if the community don't want to exempt land</li> </ul>	During the process of land acquisitions	Direct observation and interviews with the surrounding community by using questionnaires and deep interviews	Every 6 month

No	Activities	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
					Plan	Period	Plan	Period
					<ul style="list-style-type: none"> <li>Documentation of all land acquisition activity</li> </ul>			
Construction Stage								
1	Recruitment	Rise of negative attitudes and perceptions, social conflict and social resentment	Recruitment process without transparency, and do not give priority to local employment, although according with the qualification	<ul style="list-style-type: none"> <li>Nanga Tayap Village</li> <li>Kayong Hulu Village</li> <li>North Kayong Village</li> <li>Tajuk Kayong Village</li> <li>Betenung Village</li> </ul>	<ul style="list-style-type: none"> <li>Provide broad information to the public regarding recruitment</li> <li>Priority to local employment with the necessary qualifications</li> </ul>	During the recruitment process	Direct observation and interviews with the surrounding community by using questionnaires and extensive interviews	Every 6 month
2	Mobilization of equipment and materials	Increased of road damage and accidents	Process of transporting equipment and materials during the construction phase	<ul style="list-style-type: none"> <li>Along the road of transport equipment and materials</li> </ul>	<ul style="list-style-type: none"> <li>Collaborate with traffic police to watch over and manage traffic flow during the mobilization of heavy equipment</li> <li>Using the standard trucks according road capacity to carry the materials</li> <li>Reduce speed when passing through residential areas</li> </ul>	During the process of equipment and materials mobilization	Recording work accident at the time of the mobilization of equipment and materials activities	Every 6 month
		Decreased air quality and increased noise		<ul style="list-style-type: none"> <li>Alt1 (Mendauk Hamlet)= 1° 31' 54,10"LS - 110° 33' 12,60"BT)</li> <li>Alt2 (Sikembar Hamlet)= 1° 28' 34,47"LS - 110° 34' 00,72"BT)</li> <li>Engkadin Hamlet= 1°</li> </ul>	<ul style="list-style-type: none"> <li>Selection system, method and technology land clearing so it can reduce the rate of dust and noise</li> <li>regulate the speed of the vehicle at the work site</li> <li>socialization to the workers to always use PPE</li> <li>organize cheap medicine to the society, especially for patients with air quality and noise diseases</li> </ul>	Once every 3 months during the construction stage and reporting once every 6 months during the operational		

No	Activities	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
					Plan	Period	Plan	Period
				33° 06,393"LS - 110° 39' 39,77"BT) • Tanjung Asam Hamlet= 1° 34' 30,40"LS - 110° 36' 46,17" BT)				
3	Open and land clearing	<ul style="list-style-type: none"> <li>Smog haze due to fires</li> </ul>	<ul style="list-style-type: none"> <li>Lax of the employee who was involved in the clearance when using fire</li> </ul>	<ul style="list-style-type: none"> <li>Cleared areas</li> </ul>	<ul style="list-style-type: none"> <li>Land clearing without burning</li> <li>Put a signboard on fire-prone lands and warning signs to be cautious in the use of fire</li> <li>Provide the facilities and infrastructure of fire emergency response</li> <li>Make the water ponds around the plantation as a source of water to extinguish fire in case of fire hazard</li> </ul>	Once every 3 months during the land clearing process	Recorded the occurrence of fire Researching the cause of the fire source	
		Microclimate change	Process of land clearing	<ul style="list-style-type: none"> <li>Nanga Tayap Village</li> <li>Kayong Hulu Village</li> <li>North Kayong Village</li> <li>Tajuk Kayong Village</li> <li>Betenung Village</li> </ul>	<ul style="list-style-type: none"> <li>election system, method and technology land clearing which done in stages with a fixed set of green open space as a buffer area</li> <li>socialization to the workers to use PPE</li> <li>organize cheap medicine to the society, especially for patients with microclimate change disease</li> </ul>	Once every 3 months during the construction stage		
		<ul style="list-style-type: none"> <li>Increased erosion rate</li> </ul>	<ul style="list-style-type: none"> <li>Changes inland cover so the rainwater directly on the soil surface</li> </ul>	<ul style="list-style-type: none"> <li>LG11= 1° 35' 32,16"LS - 110° 36' 47,46"BT</li> <li>LG12= 1° 31' 58,09"LS - 110° 31' 49,79"BT</li> <li>LG13= 1° 34' 06,55"LS -</li> </ul>	<ul style="list-style-type: none"> <li>Cover crop treatments</li> </ul>	during the land clearing	Making level measurement instrument measuring erosion and erosion rates Sampling properties of the physical properties and chemical analysis	Every 6 month



No	Activities	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
					Plan	Period	Plan	Period
				110° 36' 42,47"BT • LG14= 1° 31' 14,70"LS - 110° 35' 03,68"BT • LG15= 1° 29' 20,76"LS - 110° 34' 23,68"BT				
		<ul style="list-style-type: none"> <li>increased flow of runoff</li> </ul>	more solid ground due to opening and development of land, so made lack of water infiltration into the soil	<ul style="list-style-type: none"> <li>Downstream of Kayong River= 1° 33' 52,99"LS - 110° 31' 14,90"BT</li> <li>Downstream of mill project 1 (Kayong River) = 1° 32' 50,48"LS - 110° 32' 41,36"BT</li> <li>Outlet Mill Project1= 1° 32' 16,807"LS - 110° 32' 56,73"BT</li> <li>Upstream of Kayong River= 1° 31' 59,72"LS - 110° 33' 40,65"BT</li> <li>Tayap River= 1° 31' 07,46"LS - 110° 35' 33,73"BT</li> <li>Upstream</li> </ul>	<ul style="list-style-type: none"> <li>makes and maintain protected areas such as riparian belt</li> <li>soil and water conservation</li> <li>no logging of vegetation on conservation site</li> <li>and protected areas</li> <li>makes sedimentary trap</li> <li>cooperate with agencies that deal with environmental problems and conservation</li> <li>socialization to communities</li> </ul>	Once every 3 months during the land clearing		

No	Activities	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
					Plan	Period	Plan	Period
				Mill Project2= 1° 33' 26,09"LS - 110° 36' 03,78"BT • Outlet Mill Project2= 1° 34' 01,15"LS - 110° 36' 49,38"BT • Demit River= 1° 36' 55,62"LS - 110° 37' 55,49"BT				
		Rate of work accident	Plantations and mill operations	<ul style="list-style-type: none"> <li>PT LGI Area</li> </ul>	<ul style="list-style-type: none"> <li>Socialization to all workers and communities about regulations of safety and health also about work safety</li> <li>Put signboards about safe and secure work and traffic signs along the plantation area</li> <li>Training and building safety culture within workplace</li> <li>Up board safety and health organization (P2K3) and cooperating with relevant institutions such as clinics or hospitals and Labour Agencies</li> <li>provide PPE for workers and corporate guests</li> </ul>	During plantation and mill are operated		
4	Nursery	Occurrence of eutrophication due to entrainment of partial fertilizer that's not absorbed by the rain to the river	Use of manure that doesn't comply with the dosage and timing of manuring	<ul style="list-style-type: none"> <li>Nursery Areas</li> </ul>	<ul style="list-style-type: none"> <li>Research the needs of optimum manure</li> <li>Provide the right dosage of manure, a measure, quantity and timing</li> <li>Make the Manuring Procedure</li> <li>Socialized to the nursery workers about a good and right manuring system</li> </ul>	Twice a year during the Manuring activity	Sampling properties of the physical properties and chemical analysis	Every 6 Month

No	Activities	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
					Plan	Period	Plan	Period
5	Construction of Plantation Infrastructure	Open up the job opportunities	Labour requirements for the construction and supply of building materials	<ul style="list-style-type: none"> <li>Location of plantation development</li> </ul>	<ul style="list-style-type: none"> <li>Open up the employment opportunities for local communities</li> <li>Partnership with the local community in the supply of food</li> <li>Open opportunities to local communities especially people with carpentry building skills</li> </ul>	Once a year during the plantation development process	counting the number of villagers who are involved directly or indirectly	Every 1 year
6	Immature Plant maintenance	Occurrence of eutrophication due to entrainment of partial fertilizer that's not absorbed by the rain to the river. And water pollution due to use of pesticides that incompatible with the dosage	Use of manure and pesticides that aren't in accordance with the dosage and timing	<ul style="list-style-type: none"> <li>Plantation Areas</li> </ul>	<ul style="list-style-type: none"> <li>Research the needs of optimum manure and needs for pesticides for integrated pest control</li> <li>Provide the right dosage of manure, a measure, quantity and timing</li> <li>Implement the integrated pest control</li> <li>Make the Manuring and Usage of Pesticides Procedure</li> <li>Socialized to the workers about a good and right manuring and pest control system</li> <li>Conduct biological pest control</li> </ul>	Twice a year during the Manuring activity	Sampling and measurement of water quality in the Mirah river	Every 6 month
Operational Stage								
1	Mature Plant Maintenance	Occurrence of eutrophication due to entrainment of partial fertilizer that s not absorbed by the rain to the river. And water pollution due to use of pesticides that incompatible with the dosage	Use of manure and pesticides that aren't in accordance with the dosage and timing	<ul style="list-style-type: none"> <li>Plantation Areas</li> </ul>	<ul style="list-style-type: none"> <li>Research the needs of optimum manure and needs for pesticides for integrated pest control</li> <li>Provide the right dosage of manure, a measure, quantity and timing</li> <li>Implement the integrated pest control</li> <li>Make the Manuring and Usage of Pesticides Procedure</li> <li>Socialized to the workers about a good and right manuring and pest control system</li> <li>Conduct biological pest control</li> </ul>	Twice a year during the Manuring activity	Sampling and measurement of water quality in the Mirah river	
2	FFB Transport	Increased number of work	FFB transportation	<ul style="list-style-type: none"> <li>Plantation Areas</li> </ul>	<ul style="list-style-type: none"> <li>Maintaining damaged roads which dangerous for FFB trucks</li> <li>Provide traffic signs in the</li> </ul>	Every 3 month	Recording and analyzing	Every 6 month

No	Activities	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
					Plan	Period	Plan	Period
		accidents	activity		plantation areas <ul style="list-style-type: none"> <li>• Socialized to the workers and FFB transport contractors</li> <li>• Use nets in a truck so FFB not fall</li> </ul>		workplace accidents	
3	FFB processing into a CPO	Decreased air quality and increased noise		<ul style="list-style-type: none"> <li>• Alt1 (Mendauk Hamlet)= 1° 31' 54,10"LS - 110° 33' 12,60"BT)</li> <li>• Alt2 (Sikembar Hamlet)= 1° 28' 34,47"LS - 110° 34' 00,72"BT)</li> <li>• Engkadin Hamlet= 1° 33' 06,393"LS - 110° 39' 39,77"BT)</li> <li>• Tanjung Asam Hamlet= 1° 34' 30,40"LS - 110° 36' 46,17" BT)</li> </ul>	<ul style="list-style-type: none"> <li>• socialization to the workers and the activity around to always use PPE</li> <li>• exhaust emissions combustion technology with a chimney</li> <li>• complement chimney with holes for measuring of air quality emissions, measuring instruments, wind speed and ladder safety</li> <li>• sprinkling road periodically</li> <li>• tree planting to control dust</li> </ul>	Once every 3 month and reporting once every 6 months during the operational		
		Decreased of water quality	FFB and Mill waste	<ul style="list-style-type: none"> <li>• A1= 1° 33' 52,99"S - 110° 31' 14,90"E</li> <li>• A2= 1° 32' 50,48"S - 110° 32' 41,36"E</li> <li>• A3= 1° 32' 16,07"S - 110° 32' 56,73"E</li> <li>• A4= 1° 31' 59,72"S -</li> </ul>	<ul style="list-style-type: none"> <li>• strictly manage the disposal of liquid waste</li> <li>• intensive management of pollutant sources</li> <li>• management of water resources in river</li> <li>• soil and water conservation</li> <li>• socialization to communities</li> </ul>	once every 6 months during the operational		

No	Activities	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
					Plan	Period	Plan	Period
				110° 33' 40,65"E • A5= 1° 31' 07,46"S - 110° 35' 33,73"E • A6= 1° 33' 26,09"S - 110° 36' 03,78"E • A7= 1° 34' 01,15"S - 110° 36' 49,38"E • A8= 1° 36' 55,62"S - 110° 37' 55,49"E • A9= 1° 33' 05,00"S - 110° 40' 08,10"E • A10= 1° 27' 11,28"S - 110° 34' 21,69"E				

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

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

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

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

Table 6. Management and Mitigation Plans of Lestari Gemilang Intisawit

No	Social Issues	Management Plan	Monitored Indicator	Period
1	PT LGI under Bumitama Agri Limited (BAL) has commitment and good faith in support of sustainable development of palm oil plantations. Concretely, this commitment is shown by doing HCV and Social Impact Assessment (SIA) before the newly built plantation	To conduct HCV and SIA assessment prior operational activities	HCV and SIA Report are in placed	2013
2	The Company currently meets the licensing procedures as required and already have a document Environmental Management Effort (UKL) and Environmental Monitoring Plan (UPL) and implement.	Company will compose and report the business activities and their impact by UKL - UPL	all indicators that must be monitored in UKL - UPL is under the quality standard	Once every 6 months, continuous during the company has operated
3	Most of the people at 5 affected villages said that the company can give added value to the improvement of their socio-economic conditions. But they are also concerned about the environmental damage that occurs eventually threaten their livelihoods	To conduct regular environment monitoring in the villages surrounding PT LGI	Environmental parameter	Continuous

No	Social Issues	Management Plan	Monitored Indicator	Period
4	Plan for the operational of PT LGI has not been thoroughly socialized but most of people and officials in the 5 affected villages already have a good relationship with PT LGI. In FGD in 5 villages, socialization problems become a dominant issue	To conduct regular discussion (formal and/or informal) between PT LGI representatives and Village representative	Number of meeting / discussion	Continuous
5	The land of Sepakat Jaya Village, North Kayong Village, Kayong Hulu Village and Betenung Village included in the permit area but they have not been directly involved in the activities of the company and they expect the company will help them in the construction of roads, health, education and clean water	Infrastructure development, education, health and clean water issue will be integrated in PT LGI CSR program	CSR program that related with infrastructure development, education, health and clean water supply is taken place	Continuous
6	The other hope, that when the oil palm plantation has been operated, the company will hire the employee from local communities, through the selection of employees and would be adjusted between the needs of companies with the capability and expertise of each person	Company's recruitment process will be transparent, showing prioritize for local communities based on the skill and educational level	Composition of worker, based on the place of origin	Continuous
7	The company has a good communication with local government and villagers.	To conduct regular discussion (formal and/or informal) between PT LGI representatives and Village representative	Number of meeting / discussion	Continuous
8	The existence of PT LGI only known by a few people to 5-Affected Villages. There are still many people who do not understand the purpose of the existence of PT LGI and the benefits for them	To conduct regular discussion (formal and/or informal) between PT LGI representatives and Village representative, focusing on specific topic: The benefits of PT LGI for surrounding communities	Number of meeting / discussion	Continuous
9	Traditional law is still held strongly	Traditional law and Demung adat	Number of event related	Continuous

No	Social Issues	Management Plan	Monitored Indicator	Period
	by the community. Therefore, in every village they have leaders or elders they call Demung Adat. The role of Demung Adat is to lead and coordinate the events and rituals ceremonies / traditions of the local community	is preserved under CSR program, especially local culture preservation program	with local law / local culture preservation	
10	The health of society is heavily influenced by the condition of "environmental health" is not good, because it was some disease that often appears in the suffering communities and around the estate are location permit ARI (acute respiratory infection), Malaria and Diarrhea	Health program will be conducted as part of CSR program, this will include mass medication, specific disease control and birth control program	Number of health program being conducted	Continuous
11	Most of the area in the Location Permit PT. LGI in 5 affected villages on the roadside already populated and cultivated by the communities and has been planted with rubber and other crops	<p>- Land acquisition process will be focused on the area without rubber trees / forest, except for the case where community is willing to sell their rubber trees / forest, through FPIC mechanism.</p> <p>Conduct rubber tree intensification program to increase community's income</p>	<p>- The size / extent of land acquisition process that originated from rubber forest</p> <p>Rubber tree intensification program conducted in those specific villages</p>	2014 - 2016
12	Most of land at Location Permit PT LGI, becomes its own problems for 3 affected villages; Hulu Kayong village, North Kayong Village and Betenung Village, it is related to the expansion of the village, so that the boundary between the village and the hamlet unsolved to this day	company will strive to facilitate inter-village community and government officials to resolve the problems of village boundaries		
13	Until now there is no partnership develop as expected by the affected villagers. At Kayong Hulu, North			



No	Social Issues	Management Plan	Monitored Indicator	Period
	<p>Kayong and Sepakat Jaya Village not have the support of PT LGI. While at 2 Villages (Betenung and Nanga Tayap Village) only a small portion of society that feel the partnership with PT LGI</p>			

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

### **The HCV development and preparation of management & monitoring plans**

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

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

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

### **Plan for HCV Monitoring and Regular Review of Data**

The basic programs and activities that fulfil the HCV management are in regular monitoring and review. The purpose of review is to measure the achievements, effectiveness, efficiencies, impacts, and sustainability of the programs. Thus, the purpose of monitoring is to evaluate whether the activities run as they are expected; whether the outputs of the process are as they were projected previously; and whether the resources investments (human, fund, time) are as they were planned.

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

### **Management and mitigation plans for threats in HCV areas.**

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

1. Identification, documentation and recondition of baseline HCV elements and that threatens.
2. Socialization to (management, worker, and local peoples) the HCV area regarding the existence and importance of protecting HCV areas.
3. Develop dialogue and facilitate with people so that there will be of one mind in the development of the HCV management.
4. Dialogue with stakeholders, especially government for increasing the protection of the HCV elements and areas.
5. Monitoring of land clearing activity.
6. Measuring fluctuation activity of water level during the rainy season and dry season as *baseline* in rivers which have the important function as the catchment areas.
7. Avoid/minimizing impact of river with GAP (Group Agriculture Policy) from land clearing until maintenance and harvesting.
8. Policy and procedure (SOP) development which supports effective HCV management.

There were several oil palms planting on land identified as an HCV Area. Against this, the company will conduct a Land Use Change (LUC) analysis and improvement of rehabilitation on the area by doing enrichment with local plants that have been suggested in the HCV identification report of PT LGI.

Table 7. Area Management Plan HCV PT LGI

NO	NAME	HCV	WIDE (Ha)
1	Penyangga HL Bukit Lempuding	1.1.;	113,52
2	Bukit Sempawan	1.2.; 1.3.; 1.4.; 2.3.; 4.1.; 4.2.;	18,22
3	Bukit Lubang Macan	4.1.; 4.2.;	68,87
4	Bukit Kuntilanak	1.3.; 1.4.; 2.3.; 4.1.; 4.2.;	16,38
5	Bukit Tanjung Asam	4.1.; 4.2.;	158,98
6	Bukit Periuk	4.1.; 4.2.;	615,21
7	Bukit Buluh	4.1.; 4.2.;	29,68
8	Bukit Blok C28-C29	4.1.; 4.2.;	18,95
9	Bukit Blok C31-34	4.1.; 4.2.;	35,26
10	Bukit Jelutung	1.1.; 1.2.; 1.3.; 1.4.; 2.3.; 4.1.; 4.2.	15,77
11	Bukit Sebek Kuwayan	4.1.; 4.2.;	99,43
12	Bukit Blok E14-E15	4.1.; 4.2.;	15,85
13	Bukit Kincah	1.2.; 1.4.; 2.3.; 4.1.; 4.2.;	67,63
14	Bukit Tempurung	1.2.; 1.4.; 2.3.; 4.1.; 4.2.;	90,61
15	Bukit Keranji	4.1.; 4.2.;	62,48
16	Bukit Kemayoan	4.1.; 4.2.;	2,69
17	Bukit Sengkabut	1.2.; 4.1.; 4.2.;	49,94
18	Bukit Kemparing	4.1.; 4.2.;	15,99
19	Embung Air Desa Sekembar	4.1.; 5.	0,78
20	S. Kayong	1.3.; 1.4.; 2.3.; 4.1.; 5.	564,38
21	S. Tayap	1.3.; 1.4.; 2.3.; 4.1.; 5.	137,67
22	S. Segegap	1.2.; 1.3.; 1.4.; 2.3.; 4.1.; 5.	24,86
23	S. Titi Kayu Are	1.1.; 1.2.; 1.3.; 1.4.; 2.3.; 4.1.; 5.	82,48
24	S. Air Hitam	1.2.; 1.3.; 1.4.; 2.3.; 4.1.; 5.	74,19
25	S. Demit	4.1.;	87,09
	TOTAL KBKT		2.466,90

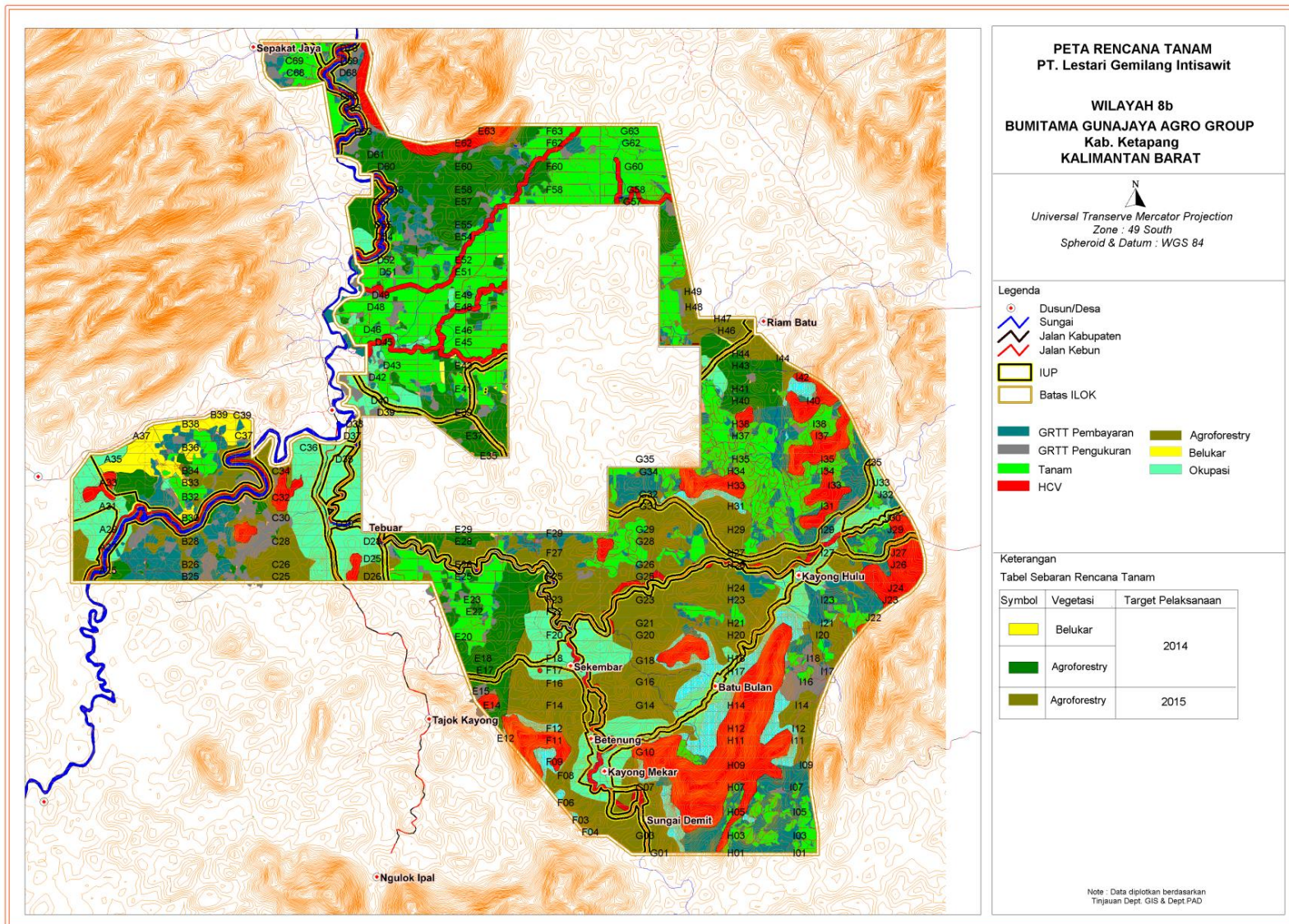


Figure 5 HCV Map PT LGI over lay with Plantation Bussines Permit and management plan for planting

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

HCV	Location	HCV's Management	Time Plan	Monitored Indicators	Time Plan
HCV 1.1.  Areas that contain or provide biodiversity support function to protection or conservation areas	<ul style="list-style-type: none"> <li>• Riparian of the Titi Kayu Are River</li> <li>• Jelutung Hill</li> <li>• Buffer Zone of protected forest Lempuding Hill</li> </ul>	<ul style="list-style-type: none"> <li>• 100 meters riparian determinations</li> <li>• Socialization the HCV 1.1 areas to all staff and stakeholders</li> <li>• Arrangement and measurement of boundary, and also laying demarcation, involving local government forces, public figures and community representatives</li> <li>• Authentication of protected area demarcation document known by the related side</li> <li>• Fitting signboards of the HCV 1.1 areas and protected areas, especially in the area around villages and the path travelled by the community and staff</li> <li>• Enrichment of plants in the riparian areas especially with plant of wildlife feed</li> <li>• Maintenance of demarcations, signboards, and mark on trees periodically</li> </ul>	<ul style="list-style-type: none"> <li>• 6 months</li> <li>• Every 1 year</li> <li>• 1 year</li> <li>• 1 year</li> <li>• 3 Years</li> <li>• Every 6 month</li> </ul>	<ul style="list-style-type: none"> <li>• Disturbance intensity of the HCV 1.1. area, including illegal logging &amp; fire hazard</li> <li>• the affectivity of socialization to communities and participation of community to secure the protected area</li> <li>• Actual implementation and success rehabilitations against HCV 1.1, including enrichment of plants</li> <li>• Trend changing of flora &amp; fauna, also aquatic biota, monitored in the permanent sample plots with a sampling intensity 0.1%</li> <li>• Quality of boundary and signboards</li> </ul>	<ul style="list-style-type: none"> <li>• Continuously in every month</li> <li>• Every 6 month</li> <li>• Every 6 month</li> <li>• Every 1 year</li> <li>• Every 6 month</li> </ul>

HCV	Location	HCV's Management	Time Plan	Monitored Indicators	Time Plan
HCV 1.2. Critically endangered species	<ul style="list-style-type: none"> <li>meranti majau (<i>Shorea palembanica</i>)</li> <li>meranti merah (<i>Shorea almon</i>)</li> </ul> at : <ul style="list-style-type: none"> <li>Riparian of the Air Hitam River</li> <li>Riparian of the Titi Kayu Are River</li> <li>Riparian of the Segegap River</li> <li>Jelutung Hill</li> <li>Sempawan Hill</li> </ul>	<ul style="list-style-type: none"> <li>Do marking on individual plants that cannot be cleared</li> <li>Socialization HCV 1.2 areas to staff and the community</li> <li>Put signboards HCV 1.2 areas and prohibition to cut down the plants</li> <li>Make a standard operating procedure to identify and protection of flora &amp; fauna are protected</li> <li>Identify wildlife periodically</li> <li>Enrichment of plants</li> </ul>	<ul style="list-style-type: none"> <li>6 months</li> <li>6 months</li> <li>6 months</li> <li>Every 1 year</li> <li>Continuous</li> </ul>	<ul style="list-style-type: none"> <li>meranti majau (<i>Shorea palembanica</i>) and meranti merah (<i>Shorea almon</i>) population periodically</li> <li>Actual implementation and success rehabilitations and enrichment against HCV 1.2</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>Every 1 year</li> </ul>
HCV 1.3 Area that contain habitat for viable populations of endangered, restricted range or protected species	<ul style="list-style-type: none"> <li>Riparian of the Segegap River</li> <li>Riparian of the Tit Kayu Ara River</li> <li>Riparian of the Air Hitam River</li> <li>Riparian of the Tayap River</li> <li>Riparian of the Kayong River</li> <li>Sempawan Hill</li> <li>Jelutung Hill</li> <li>Sengkabut Hill</li> <li>Kincah Hill</li> <li>Kuntilanak Hill</li> <li>Tempurung Hill</li> </ul>	<ul style="list-style-type: none"> <li>Inventory of flora and wildlife population, include density and distribution of population, also the quality of their habitat</li> <li>Arrangement and measurement of boundary, and also laying demarcation</li> <li>Socialization HCV 1.3 area to staff and the community</li> <li>Put signboards HCV 1.3 areas and prohibition of illegal hunting &amp; wildlife disturbance in those areas. Coordinate with Forestry Agency and regional conservation centre for the management of the wildlife population</li> <li>Enrichment of plants in that protected areas, especially with local plants</li> </ul>	<ul style="list-style-type: none"> <li>Every 1 year</li> <li>6 months</li> <li>6 months</li> <li>6 months</li> </ul>	<ul style="list-style-type: none"> <li>Intensity of interference to area which have HCV 1.3, including prohibition of illegal hunting &amp; wildlife disturbance, usage of hazardous &amp; toxic materials and also fire hazard</li> <li>Inventory of flora and wildlife habitat</li> <li>Variety conditions and wealth of flora fauna species periodically</li> <li>Presentation growth and death of enrichment plants</li> <li>Actual implementation of activities and the survival of rehabilitated against HCV 1.3 areas</li> <li>Affectivity of securing HCV 1.3 areas</li> </ul>	<ul style="list-style-type: none"> <li>Every 3 month</li> <li>Every 1 year</li> <li>Every 1 year</li> <li>Every 6 month</li> <li>Every 1 year</li> <li>Every 6 month</li> </ul>



HCV	Location	HCV's Management	Time Plan	Monitored Indicators	Time Plan
		<ul style="list-style-type: none"> <li>• Rehabilitation at the protected areas which has been conversion to palm oil plantation</li> <li>• Securing HCV 1.3 areas from land conversion, illegal logging and illegal hunting</li> <li>• Maintenance of waters ecosystem, include the depth of the river, water quality, population of aquatic biota</li> <li>• Socialization to the worker and communities periodically</li> </ul>	<ul style="list-style-type: none"> <li>• 3 Years</li> <li>• Continuous</li> <li>• Continuous</li> <li>• Continuous</li> <li>• Every 1 year</li> </ul>		
<p>HCV 1.4.</p> <p>Areas that contain habitat of temporary use by species or congregations of species</p>	<ul style="list-style-type: none"> <li>• Riparian of the Tayap River</li> <li>• Riparian of the Kayong River</li> <li>• Riparian of the Segegap River</li> <li>• Riparian of the Titi Kayu Are River</li> <li>• Riparian of the Air Hitam River</li> <li>• Sempawan Hill</li> <li>• Jelutung Hill</li> <li>• Kuntulanak Hill</li> <li>• Kincah Hill</li> <li>• Tempurung Hill</li> </ul>	<ul style="list-style-type: none"> <li>• Arrange and measurement of boundary, and also laying demarcation</li> <li>• Socialization the HCV 1.4 areas to all staff and stakeholders, periodically</li> <li>• Put signboards in HCV 1.4 areas</li> <li>• Enrichment of plants in HCV 1.4 area, especially with feed crops</li> <li>• Securing HCV 1.4 areas from land conversion, illegal logging and illegal hunting</li> <li>• Rehabilitation at the protected areas which has been conversion to palm oil plantation</li> <li>• Socialization to the worker and communities periodically</li> </ul>	<ul style="list-style-type: none"> <li>• 6 months</li> <li>• 6 months</li> <li>• Every 1 year</li> <li>• 6 months</li> <li>• 3 Years</li> <li>• Continuous</li> </ul>	<ul style="list-style-type: none"> <li>• Wildlife Population; density, distribution and territory, also age and sex ratio</li> <li>• Variety conditions, wealth and habitat of flora fauna species periodically</li> <li>• Water quality</li> <li>• Intensity of interference to area which have HCV 1.4 including prohibition of illegal hunting &amp; wildlife disturbance, usage of hazardous &amp; toxic materials and also fire hazard</li> </ul>	<ul style="list-style-type: none"> <li>• Every 1 year</li> <li>• Every 1 year</li> <li>• Every 6 month</li> <li>• Every 3 month</li> </ul>



HCV	Location	HCV's Management	Time Plan	Monitored Indicators	Time Plan
HCV 2.3. Areas that contain two or more contiguous ecosystem	<ul style="list-style-type: none"> <li>• Riparian of the Tayap River</li> <li>• Riparian of the Kayong River</li> <li>• Riparian of the Segegap River</li> <li>• Riparian of the Titi Kayu Are River</li> <li>• Riparian of the Air Hitam River</li> <li>• Sempawan Hill</li> <li>• Jelutung Hill</li> <li>• Kuntulanak Hill</li> <li>• Kincah Hill</li> <li>• Tempurung Hill</li> </ul>	<ul style="list-style-type: none"> <li>• Arrange and measurement of boundary, and also laying demarcation</li> <li>• Socialization the HCV 2.3 areas to all staff and stakeholders, periodically</li> <li>• Put signboards in HCV 2.3 areas</li> <li>• Securing HCV 2.3 areas from land conversion, illegal logging and illegal hunting</li> <li>• Rehabilitation at the protected areas which has been conversion to palm oil plantation</li> <li>• Socialization to the worker and communities periodically</li> </ul>	<ul style="list-style-type: none"> <li>• 6 months</li> <li>• 6 months</li> <li>• Every 1 year</li> <li>• 6 months</li> <li>• 3 Years</li> <li>• Continuous</li> </ul>	<ul style="list-style-type: none"> <li>• Wildlife Population; density, distribution and territory, also age and sex ratio</li> <li>• Variety conditions, wealth and habitat of flora fauna species periodically</li> <li>• Water quality</li> <li>• Intensity of interference to area which have HCV 2.3 including prohibition of illegal hunting &amp; wildlife disturbance, usage of hazardous &amp; toxic materials and also fire hazard</li> </ul>	<ul style="list-style-type: none"> <li>• Every 1 year</li> <li>• Every 1 year</li> <li>• Every 6 month</li> <li>• Every 3 month</li> </ul>
HCV 4.1. Areas or ecosystem important for the provision of water and prevention of flood for downstream communities	<ul style="list-style-type: none"> <li>• Riparian of the Tayap River</li> <li>• Riparian of the Kayong River</li> <li>• Riparian of the Segegap River</li> <li>• Riparian of the Titi Kayu Are River</li> <li>• Riparian of the Air Hitam River</li> <li>• Riparian of the Demit River</li> <li>• Embung Air Sekembar Village</li> <li>• Sempawan Hill</li> <li>• Jelutung Hill</li> <li>• Kuntulanak Hill</li> </ul>	<ul style="list-style-type: none"> <li>• Arrange and measurement of boundary, and also laying demarcation for HCV 4.1 Areas</li> <li>• 25 to 100 meters riparian determinations</li> <li>• Socialization the HCV 4.1 areas to all staff and stakeholders</li> <li>• Put signboards in HCV 4.1 areas</li> <li>• Inventory physical condition of HCV 4.1 areas</li> <li>• Enrichment of plants in HCV 4.1 area, especially with feed crops</li> <li>• Securing HCV 4.1 areas from land conversion, illegal logging and illegal hunting, usage of hazardous &amp; toxic materials and also fire hazard</li> <li>• Vegetation inventory in HCV 4.1 area</li> </ul>	<ul style="list-style-type: none"> <li>• 6 month</li> <li>• Every 1 year</li> <li>• 6 month</li> <li>• 3 Year</li> <li>• Continuous</li> </ul>	<ul style="list-style-type: none"> <li>• Intensity of interference to area which have HCV 4.1 (erosion, clearing, logging, fire hazard)</li> <li>• Implementation of activities and percentage of land cover plant in the area of rehabilitation, also care monitoring against HCV 4.1</li> <li>• Debit and water quality of the river, periodically</li> <li>• Erosion rates in steep slope areas</li> <li>• River sedimentation rates</li> </ul>	<ul style="list-style-type: none"> <li>• Every 6 month</li> <li>• Every 1 year</li> <li>• Every 6 month</li> <li>• Every 6 month</li> <li>• Every 6 month</li> </ul>

HCV	Location	HCV's Management	Time Plan	Monitored Indicators	Time Plan
	<ul style="list-style-type: none"> <li>• Kincah Hill</li> <li>• Tempurung Hill</li> <li>• C28/C29 Hill</li> <li>• C31-C34 Hill</li> <li>• Buluh Hill</li> <li>• E14/E15 Hill</li> <li>• Sebek Kuwayan Hill</li> <li>• Lubang Macan Hill</li> <li>• Keranji Hill</li> <li>• Kemparin Hill</li> <li>• Periuk Hill</li> <li>• Tajung Asam Hill</li> <li>• Sengkabut Hill</li> <li>• Kemayoan Hill</li> </ul>		<ul style="list-style-type: none"> <li>• Every 1 year</li> </ul>		
HCV 4.2	<ul style="list-style-type: none"> <li>• Sempawan Hill</li> <li>• Jelutung Hill</li> <li>• Kuntlanak Hill</li> <li>• Kincah Hill</li> <li>• Tempurung Hill</li> <li>• C28/C29 Hill</li> <li>• C31-C34 Hill</li> <li>• Buluh Hill</li> <li>• E14/E15 Hill</li> <li>• Sebek Kuwayan Hill</li> <li>• Lubang Macan Hill</li> <li>• Keranji Hill</li> <li>• Kemparin Hill</li> <li>• Periuk Hill</li> <li>• Tajung Asam Hill</li> <li>• Sengkabut Hill</li> <li>• Kemayoan Hill</li> </ul>	<ul style="list-style-type: none"> <li>• Socialization the HCV 4.2 areas to all staff and stakeholders</li> <li>• Arrange and measurement of boundary, and also laying demarcation for HCV 4.2 Areas Put signboards in HCV 4.2 areas</li> <li>• Securing HCV 4.2 areas from land conversion, illegal logging and illegal hunting, usage of hazardous &amp; toxic materials and also fire hazard</li> <li>• Inventory physical condition of HCV 4.2 areas</li> <li>• Enrichment of plants in HCV 4.2 area, especially with local plants</li> <li>• Implementation of principles of soil and water conservation</li> <li>• Making the terraces on the planting area, followed by the planting of cover crops</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Intensity of interference to area which have HCV 4.2 (erosion, clearing, logging, fire hazard)</li> <li>• Implementation of activities and percentage of land cover plant in the area of</li> <li>• Erosion rates in steep slope areas</li> </ul>	<ul style="list-style-type: none"> <li>• Every 6 month</li> <li>• Every 1 year</li> <li>• Every 6 month</li> </ul>

HCV	Location	HCV's Management	Time Plan	Monitored Indicators	Time Plan
HCV 5	<ul style="list-style-type: none"> <li>• Segegap River</li> <li>• Kayong River</li> <li>• Tayap River</li> <li>• Air Hitam River</li> <li>• Titi Kayu Are River</li> <li>• Embung Sekembar</li> </ul>	<ul style="list-style-type: none"> <li>• Socialization the HCV 4.2 areas to all staff and stakeholders</li> <li>• Arrange and measurement of boundary, and also laying demarcation for HCV 4.2 Areas Put signboards in HCV 4.2 areas</li> <li>• Securing HCV 4.2 areas from land conversion, illegal logging and illegal hunting, usage of hazardous &amp; toxic materials and also fire hazard</li> <li>• Counselling to the worker and communities periodically</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Reduced conflicts that happens due to implementation of FPIC in land acquisition</li> <li>• Monitoring of the result of the agreement participative mapping process in the community areas</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>

## Internal Responsibility

Document of Identification HCV and management & monitoring plan and Document of Social Impact Assessment management and monitoring plan PT Lestari Gemilang Intisawit has been approved by the management in January 2014.

Proposed by



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Sustainability Dept Head  
Date: 20 June 2014



Yohanes Agung Baskoro  
CSR Dept Head  
Date: 20 June 2014

Agreed by



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Senior General Manager  
Date: 20 June 2014



Francisca Tiurma Damanik  
CCS Group Dept Head  
Date: 20 June 2014

Approved

Management  
PT Lestari Gemilang Intisawit,



Maman Aliman Utardi  
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Date: 20 June 2014