

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

**PT. Windu Nabatindo Lestari**

**Cempaga Hulu Sub-District,  
Kotawaringin Timur District, Kalimantan Tengah Province  
Indonesia**

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# **Summary Report of Planning & Management of PT Windu Nabatindo Lestari Kotawaringin Timur District Central Kalimantan Province**

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## **1. Executive Summary**

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

PT Windu Nabatindo Lestari is a subsidiary of PT Bumitama Gunajaya Agro (BGA), a member of RSPO and located in Cempaga Hulu Sub-District, Kotawaringin Timur District, Central Kalimantan Province. The Consent License for PT Windu Nabatindo Lestari Plantation Business Permit (Izin Usaha Perkebunan) (No.525.26/151/V/EKBANG/2004, dated 17 May 2004) area based  $\pm$  17,500 Ha and IUP 525.26/356/V/EKBANG/2007, dated 30 May 2007 for area  $\pm$  3,000 Ha.

Scope HCV Assessment consists of company that conducted the WNL and WNS. Area WNL based on HGU No. 24 was approved on 10 March 2004 area based on  $\pm$  9,616.28 ha, Land Rights Title No. 50 was approved on 10 May 2008 area based on  $\pm$  1,934.58 ha and Land Rights Title No. 49 was approved on 10 May 2008 area based on  $\pm$  489.47 ha. Total area based on Land Rights Title is 12,040.33 ha and PT WNS area (Windu Nabatindo Sejahtera) based on committee B BPN No. 23/HGU-RPD/IX/42/2007 on 25 September 2007 area 4,998.76 ha or total assessment 17,039,09 ha. As for potential HCV areas, five types of HCV were identified by IPB; these are HCV 1 (1.1, 1.2 & 1.3), HCV 2.3, HCV 4.1, and HCV 6.

The Social Environment Impact Assessment (SEIA/ AMDAL) was approved by AMDAL Commission of Kotawaringin Timur District, Central Kalimantan Province and the Environmental Permit (Izin Kelayakan Lingkungan) was approved by Regent decree of Kalimantan Timur District (Surat Keputusan Bupati Kotawaringin Timur) 16/Komisi-Kotim/VI/2008 dated on 28 June 2008, in order to fulfill the regulatory requirements of conducting social environmental impact assessment (SEIA/ AMDAL), the company has also conducted and completed the High Conservation Values Identification (HCV) and Social Impact Assessment (SIA) from September to October 2010 by independent consultants from Bogor Agricultural Institute (IPB) who has been accredited and approved by RSPO.

The results of the HCV assessment by independent consultants from IPB who has been accredited and approved by RSPO have shown that there is no primary forest in the Permitted Area (Izin Lokasi) of PT Windu Nabatindo Lestari and Windu Nabatindo Sejahtera (similar holding company). The vegetation's cover dominated by the rubber (*Hevea*

*brasiliensis*), agroforestry, scrub and degraded forest. Based on The Report of Semi Detail Soil Survey Assessment by Research Department PT BGA, indicated that peatland was found in the Permitted Area (Izin Lokasi).

As for potential HCV areas, five types of HCV were identified by IPB; these are HCV 1 (1.1, 1.2 & 1.3), HCV 2.3, HCV 4.1, and HCV 6 within the Permitted Area (Izin Lokasi) of PT Windu Nabatindo Lestari (PT WNL) and PT Windu Nabatindo Sejahtera (PT WNS). The original HCV total area identified was ± 17,039 ha. Based on the results of field observation and review of existing maps show that areas of High Conservation Value (HCVA) planned in the area of Oil Palm Plantations in the Area of PT. WNL and WNS, Central Kalimantan Province is 359.75 ha or 2.11% total area assessment. Locations are assessed HCV in PT WNL was ± 12,040.33 ha and HCV total area identified was ± 182.71 ha or 1.52 % of the total Area assessment.

The results of the Social Impact Assessments (SIA) have shown that the company's development of oil palm plantation and palm oil mill production has significant and positive impacts toward local livelihood and the society's social sustainability. The findings have defined how the company's business management can influence the key issues in the respective component of the social sustainability of the local community. There are described in the three basic components for society's social sustainability that influences the planning of future company's operation.

The findings on both the HCV and SIA by independent consultants from Bogor Agricultural Institute who has been accredited and approved by RSPO have been incorporated in the oil palm development plan of PT WNL which includes the HCV and SIA management and monitoring plans of PT WNL. Development of the HCV and SIA management and monitoring plans was facilitated by IPB team. The purpose of the workshop on HCV - SIA management and monitoring program for PT WNL 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. Social Environment Impact Assessment (SEIA/ AMDAL) was approved Environmental Permit (Izin Kelayakan Lingkungan) (No. 16/Komisi-Kotim/VI/2008, dated 28 June 2008);
2. The HCV Identification document is in the report "HCV Assessment report for PT Windu Nabatindo Lestari, March 2012 by Bogor Agricultural Institute";
3. The Peer review HCV Identification document is in the report "HCV Assessment report

for PT Windu Nabatindo Lestari, February 2012 by Kunkun Jaka Gurmaya”;

4. The SIA report is in “SIA Assessment report for PT Windu Nabatindo Lestari, July 2011 by Bogor Agricultural Institute”;
5. The management and monitoring plans for HCV in the “The Management & Monitoring Plans of HCV PT WNL, March 2012 by Bogor Agricultural Institute”, and break down planning for Management PT WNL approved May 2012;
6. The management and monitoring plans for SIA in the “The Management & Monitoring Plans of Social PT WNL, approved in January 2012”;
7. The development plan of PT WNL;
8. HCV Resources Network toolkit Indonesia 2008; and
9. Location Map.

### **Brief summary**

Based on the social environment assessment, the positive and negative impacts of the operational activities of PT WNL 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 oil palm plantations in the area. 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 SEIA assessments, PT WNL has also conducted independent high conservation values assessments and social impact assessments involving external experts, Bogor Agricultural Institute; the key consultants conducting these assessments have been accredited and approved by RSPO. Based on the assessments, PT WNL 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. Potential impacts and other negative impacts as perceived by the communities arising from PT WNL. 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 by independent consultants from IPB who has been accredited and approved by RSPO have shown that there is no primary forest in the Permitted Area (Izin Lokasi) of PT Windu Nabatindo Lestari. The vegetation's cover dominated by the rubber (*Hevea brasiliensis*), agroforestry, scrub and degraded forest.

Based on The Report of Semi Detail Soil Survey Assessment by Research Department PT BGA, indicated that peatland was found in the Permitted Area (Izin Lokasi).

As for potential HCV areas, five types of HCV were identified by IPB; these are HCV 1 (1.1, 1.2 & 1.3), HCV 2.3, HCV 4.1, and HCV 6 within the Permitted Area (Izin Lokasi) of PT Windu Nabatindo Lestari (PT WNL) and PT Windu Nabatindo Sejahtera (PT WNS). The original HCV total area identified was ± 17,039 ha or ± 2.11 % of the total Permitted Area (Izin Lokasi PT WNL dan WNS) in the assessments by Bogor Agricultural Institute. Area HCV Assessment in PT WNL was ± 12,040.33 ha and HCV total area identified was ± 182.71 ha or 1.52 % of the total Permitted Area.

PT WNL development plan has incorporated the findings from EIA (AMDAL), HCV Assessments and Social Impact Assessments by Aksenta as described above when implementing the operational plans. Management plans for HCV areas and management plans for handling social impacts have been drawn up. The total area located in the Land Rights title (HGU) of PT WNL ± 11,550.58 ha with HCV area total 182.71 ha or 1.52%.

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

The permits that have been obtained by the company are inclusive of Consent License (Izin Prinsip), Social 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 WNL

No	Licenses and recommendations	Issue	Number and date	Note
1.	Deed of Establishment	Notaris Neneng Salmiah, SH	No : 73 dated on: 22 December 1993	
2.	Adjustment Article of Association	Notary Muhamat Hatta, SH,	No : 38 dated on: 22 March 2012	
3.	<i>Tax Registration Code Number</i>	Directorate General of Taxes, Ministry of Finance	01.657.245.5-712.001	Registered 7-01-2010
4.	Permitted Area (Izin Lokasi)	Regent of Kotawaringin Timur (Bupati Kotawaringin Timur)	(No.1141.460.42 Year 1995 (size ± 17,500 Ha)	Registered 27-10-1995
5.	Environmental Permit (Izin Kelayakan Lingkungan)	Regent of Kotawaringin Timur (Bupati Kotawaringin Timur)	No. 16/Komisi-Kotim/VI/ 2008 (9,616.28 Ha)	Registered 28-06-2008
6.	Environmental Permit (Izin Lingkungan)	Regent of Kotawaringin Timur (Bupati Kotawaringin Timur)	No 188.45/297/Huk- BLH/2013 (1,934.583 Ha)	Registered 30-05-2013

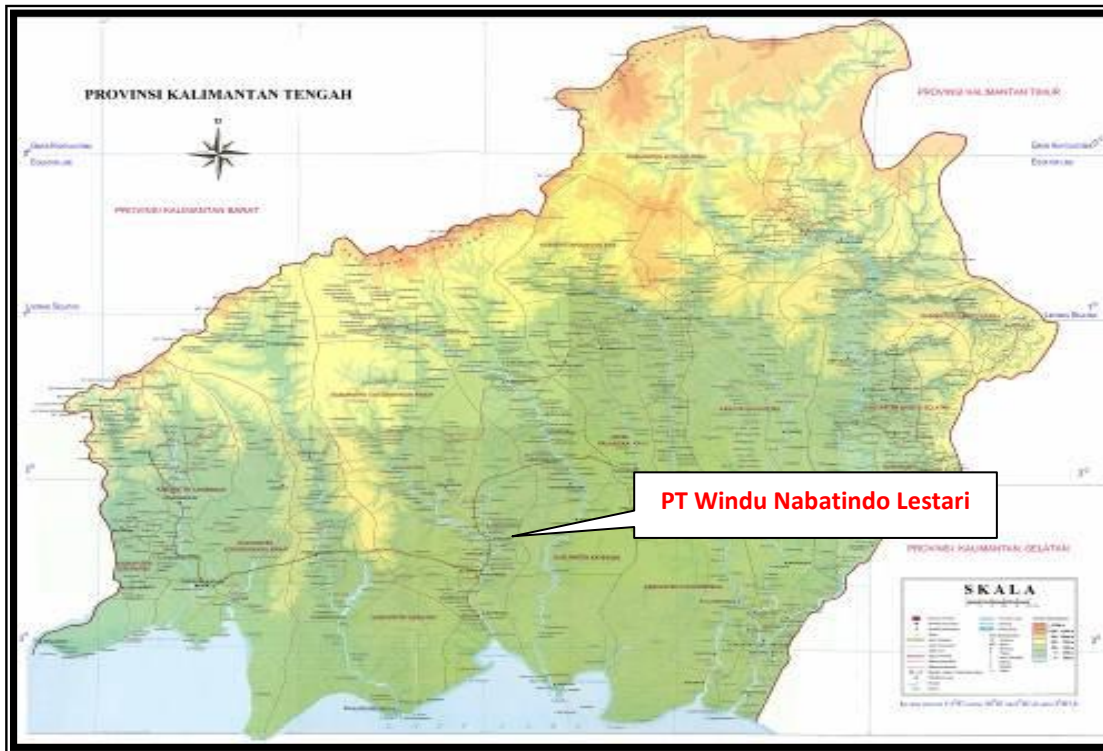
7.	Environmental Permit (Izin Lingkungan)	Regent of Kotawaringin Timur (Bupati Kotawaringin Timur)	No 188.45/294/Huk-BLH/2013 (Pundu Nabatindo Mill)	Registered 30-05-2013
8.	Environmental Permit (Izin Lingkungan)	Regent of Kotawaringin Timur (Bupati Kotawaringin Timur)	No 188.45/295/Huk-BLH/2013 (489.47 Ha)	Registered 30-05-2013
9.	Plantation Business Permit (Izin Usaha Perkebunan)	Regent of Kotawaringin Timur (Bupati Kotawaringin Timur)	No. 525.26/151/V/ EKBANG /2004, (size ± 17,500 Ha)	Registered 17-05-2004
10.	Land Rights Title (HGU)	BPN Kotawaringin Timur, Central Kalimantan	No 24 BPN Kotawaringin Timur, Central Kalimantan (size ± 9,616.28 Ha)	Dated 10-03-2004 to 10-03-2039
11.	Land Rights Title (HGU)	BPN Kotawaringin Timur, Central Kalimantan	No. 50 BPN Kotawaringin Timur, Central Kalimantan (size ± 1,934.583 Ha)	Dated 10-05-2008 to 18-02-2043
12.	Land Rights Title (HGU)	BPN Kotawaringin Timur, Central Kalimantan	No. 49 BPN Kotawaringin Timur, Central Kalimantan (size ± 489.47 Ha)	Dated 10-05-2008 to 18-02-2043
13.	Building Right Title (HGB)	BPN Kotawaringin Timur, Central Kalimantan	No. 5 BPN Kotawaringin Timur, Central Kalimantan (size ± 149,820 m <sup>2</sup> )	Dated 10-09-2007 to 10-09-2037

\*) All legal documents available on Public Affairs Department

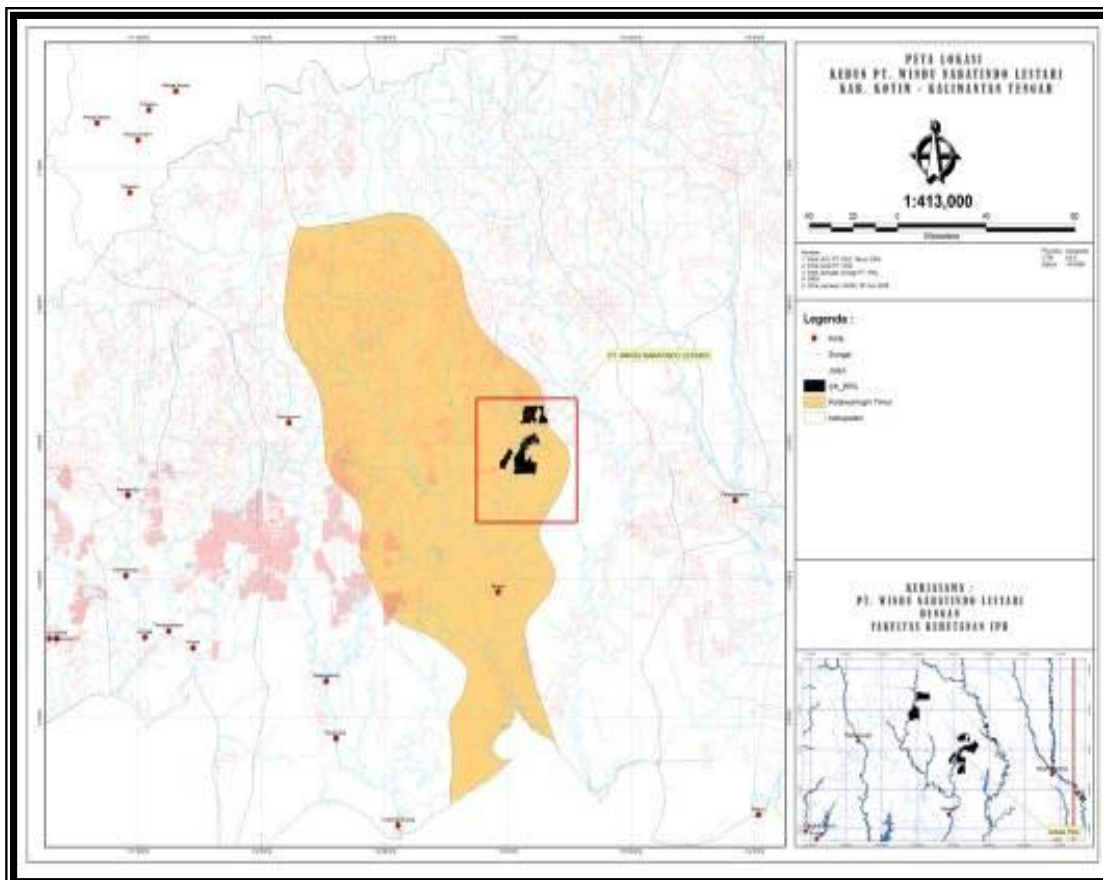
Figure 1 Location of PT Windu Nabatindo Lestari in Indonesia



**Figure 2** Location of PT Windu Nabatindo Lestari in Central Kalimantan Province



**Figure 3.** Location of PT Windu Nabatindo Lestari in Kotawaringin Timur District





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

The proposed new planting area by PT WNL is in the location of Land rights title (HGU) which have been agreed by the owners of the land through the Free, Prior and Informed Consent Process and the area does not contain primary forest. Following the procedures of the RSPO New Planting Procedures (NPP), total planting area starting on 01 January 2010 to date is 694.71 ha were planted in Katari Agro Estate (KAGE) and Pundu Nabati Estate (PNBE).

**Table 2.** The summarized of area statements and time-plan for new plantings

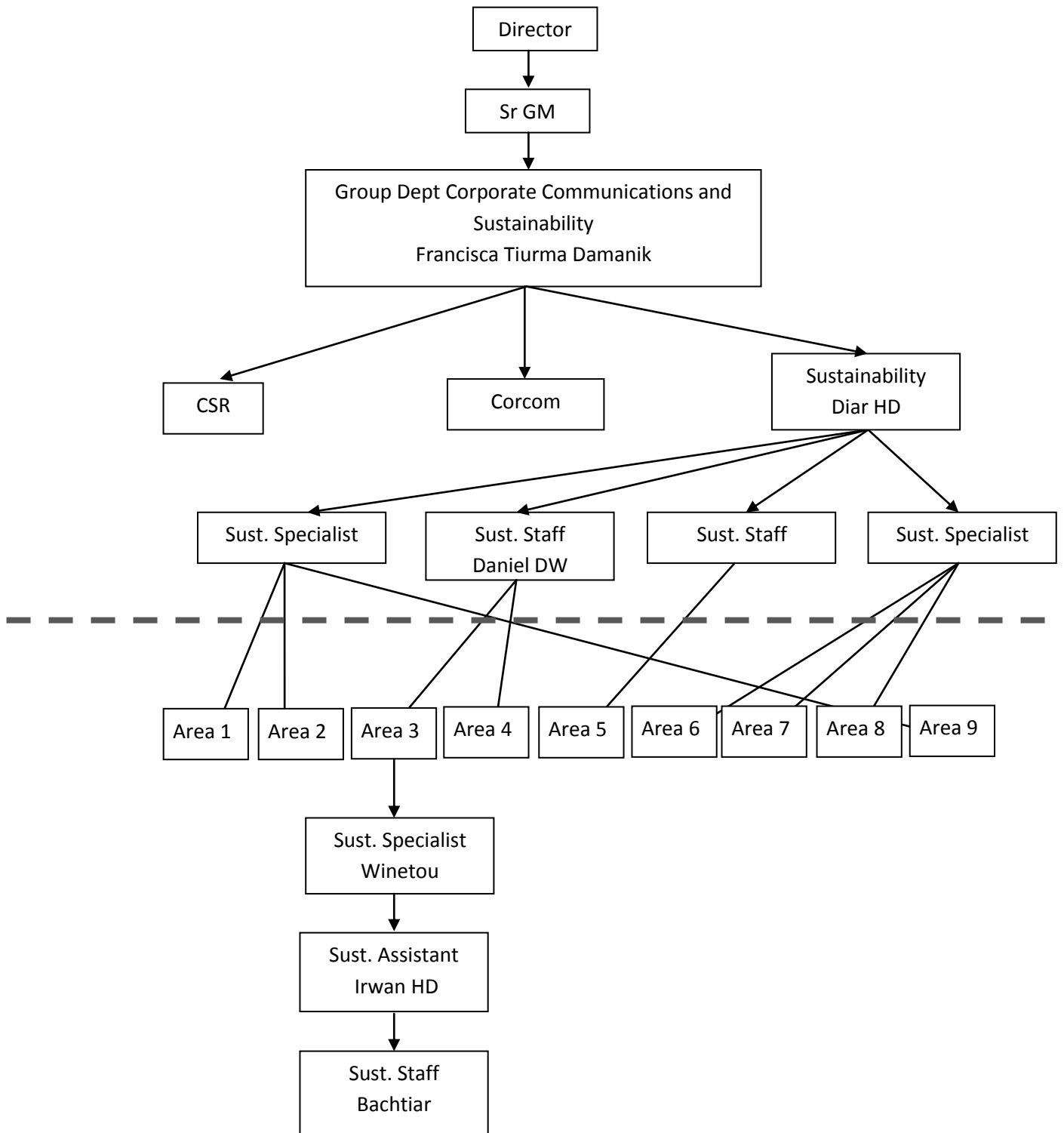
Estate	Planted Year (ha)											
	1998	1999	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
PAGE	-	-	-	173.55	357.63	415.09	388.82	37.92	-	-	-	-
KAGE	-	-	111.49	1,340.05	564.50	216.10	57.26	195.05	62.71	110.36	97.19	162.99
PNBE	874.92	591.59	597.07	578.40	110.57	54.78	91.61	215.77	133.13	142.37	142.52	39.28

**Table 3** Estimation of new plantings area and time-plan for new planting PT Windu Nabatindo Lestari

Estate	Total Area	Year Planting				Potential land	Plan			Not Planting
		<2010	2011	2012	total		2013	2014	2015	
PAGE	1,934.86	1,373.01			1,373.01	561.85	300	150		111.85
KAGE	4,067.00	2,657.52	97.19	162.99	2,917.70	1,149.30	200	300		649.30
PNBE	5,549.00	3,390.21	142.52	39.28	3,572.34	1,976.99	0	0	0	1,976.99
Total	11,550.86	7,420.74	239.71	202.27	7,862.72	3,688.14	500	450	0	2,738.14

### 3. SEIA and HCV Management & Planning Personnel

#### Organizational information and contact persons HCV



### 3.1 Organizational Information and Contact Person

Company Name	: PT Windu Nabatindo Lestari
RSPO membership number	: 1-0043-07-000-00 registered on 8 October 2007 (as part of BGA)
Capital Status	: Foreign Investment (Penanaman Modal Asing – PMA)
Type of Business	: Oil Palm Plantation and Palm Oil Mill
Adress (Head Office)	: Jl. Melawai Raya No. 10 Kebayoran Baru Jakarta Selatan 12160 Indonesia
Telephone	: (+62-21) 461 6555
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 WNL 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 4**.

**Table 4** The Participatory List of the HCV and SIA manufacture and preparation of management and monitoring plans for PT Windu Nabatindo Lestari

No.	Name	Department/Instansi	Official Role
<b>HCV Management &amp; Monitoring Plan</b>			
1.	Mubarak Ahmad	GM	
2.	Sri Indranto	Area Controler	
3.	Mukhlis Bentara	Area Controler	
4.	Bena Andrian	Manager Estate KAGE	Participant
5.	Azhar Aminullah	Manager Estate PAGE	Participant
6.	M Alimudin	Manager Estate PNBE	Participant
7.	Vetri AS	Assisten KAGE	Participant
8.	Doding Arisandi	Assisten PAGE	Participant
9.	Akhirin Fitra	Assisten PNBE	Participant
10.	Diar Damanik	Sustainability Manager	Facilitator
11.	Hidayat Aprilianto	Sustainability Staff HO	Facilitator
12.	Daniel Dwimiarto	Sustainability Staff HO	Facilitator
13.	Maman Sucherman	Sustainability Staff HO	Facilitator
<b>SIA Management &amp; Monitoring Plan</b>			
1.	Mubarak Ahmad	GM	Participant
2.	Sri Indranto	Area Controler	Participant
3.	Mukhlis Bentara	Area Controler	Participant
4.	Bena Andrian	Manager Estate KAGE	Participant
5.	Azhar Aminullah	Manager Estate PAGE	Participant
6.	M Alimudin	Manager Estate PNBE	Participant
7.	Srianto Sabdi	Assisten CSR	Participant
8.	Wawan S	Assisten CSR	Participant
9.	Hendri Girsang	Assisten PAD	Participant
10.	Mornelis	Assisten PAD	Participant

11.	Y agung Baskara	CSR Manager HO	Facilitator
12.	Emma Isabella Barus	Staff CSR HO	Facilitator
<b>Internal Review of the HCV and SIA Reports, Management and Monitoring Plans (at Head Office)</b>			
1.	Mubarak Ahmad	GM	Reviewer
2.	Francisca Damanik	Group Dept Head CCS	Reviewer
3.	Diar Damanik	Sustainability Manager	Reviewer
4.	Hidayat Aprilianto	Sustainability Staff HO	Reviewer
5.	Daniel Dwimiarto	Sustainability Staff HO	Reviewer
6.	Maman Sucherman	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 Assesor approved by RSPO	

The implementation of the 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 Area Controller 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 manager Estate is accountable in fulfilling of the requirements for the plan and as well as responsible in analyzing the input results 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 Manger. 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 Windu Nabatindo Lestari” 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 HCV and SIA development and preparation of management plans and monitoring PT Windu Nabatindo Lestari 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 communities, the government of local village and Sub-District.

Consultation with the relevant stakeholders to provide opportunities for communication and sharing the informations/opinion/suggestions between the PT Windu Nabatindo Lestari and stake holder. Public consultation to be done at the time of HCV and SIA resource assessment consisted of people who were respondents (the workers, local communities and local government)

**Appendix 1).**

**Key Issues raised for discussion during the Stakeholders' Meeting include:**

Important issues that are related to sustainable development of oil palm plantations in PT WNL, Kotawaringin Timur District, Central Kalimantan Province in stakeholder consultation activities are:

- 1) Socialization activity need to be continuously carried out in transparent way, so that local communities are aware of the overall development plan of PT WNL.
- 2) Land acquisition (and compensation) procedure are to be carried out with FPIC, When any problems occur, it must be settled with agreement of parties' concerned.
- 3) Local community in Permitted Area of PT WNL hoped that the development of palm oil plantation will bring positive impacts and minimize negative impacts from palm oil plantation on development of environment (HCV), social (SIA) and AMDAL aspects.
- 4) Village community in Permitted Area of PT WNL hoped that the company be managed in good way and in accordance with RSPO P&C as the sustainable palm oil plantation and maintain good coordination among the stakeholders (company, community, NGO and government).

Summary of the questions and answers during the stakeholder consultation process are as follow:

**Table 5.** The recommendations related to the implementation of the criteria for sustainable palm oil plantation management is carried out by the PT. Windu Nabatindo Lestari oil palm plantation.

No	Criteria	Fulfillment		RECOMMENDATIONS
		done	Not done	
1.1	The oil palm producers (growers) provide adequate information for stakeholders in appropriate language and forms, to ensure the effective participation of stakeholders in decision-making.		√	Required Information procedure needs documentation system improvement.
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.		√	Required Information procedure needs documentation system improvement.
2.1	Compliance with all applicable local, national and ratified international laws and regulations.	√		Company looking into improving land conflict resolution and land compensation procedures.
2.2	The right to use the land can be demonstrated, and is not legitimately contested by local communities with demonstrable rights		√	Company had implemented and incorporated procedures in this area.
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.		√	The company will implement additional procedures to strengthen this area.
4.7	Occupational safety and health rules implemented.		√	Will improved the compliance of OSH rules through various promotion and inclusion into job description, KPI and R&R system.
4.8	All staff, workers, smallholders and contractors are properly trained.		√	Training for employees and contractors need to be improved and regularly implemented
5.1	Assessment of environmental impacts of planted oil palm, both positive and negative, and the results incorporated into the management planning and implemented in operational		√	Impact assessment incorporated into the management planning and carried out in operational

No	Criteria	Fulfillment		RECOMMENDATIONS
		done	Not done	
	procedures.			procedures
6.1	Assessing social impacts, both positive and negative, from palm oil cultivated and processed, and incorporate the results into the management planning and implemented in operational procedures.		√	Positive and negative social impacts assessment need to be implemented and incorporated into the management planning and operational procedures
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.		√	Required communication and consultation procedure to affected parties, as well as documentation of communication and consultation activities that have been implemented
6.3	There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all parties.		√	Required a mutually agreed system to accommodate and handle complaints. Documentation necessary for the activity
6.4	Any negotiations concerning compensation for loss of legal or customary rights are dealt with through a documented system that enables indigenous people, local communities and other stakeholders to express their views through their own representative institutions.		√	Required procedure and documentation of land compensation and provide system to accommodate the aspirations of affected communities
6.5	The employer ensure payment 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.	√		Wages are in accordance with the regulations of (Minimum wage/UMP) and facilities to employees are looked into annually
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.		√	The company delivers the freedom to develop unions to workers. Or if there are no employees that make up the United then the company will establish a Cooperation Organization Biparti between company representatives and workers' representatives
6.7	Prohibited to employ children. The children are not exposed to the working environment at risk. Children are only allowed to work on the family farm, with adult supervision, and does not disrupt the educational program.	√		Not found employees / workers under the age of 15 years
6.8	The employer shall not engage in or support discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, worker union membership, political affiliation or age.	√		The company continues to maintain a conducive atmosphere on the absence of discrimination
6.9	The producers and millers are well connected and open with smallholders and local businesses.		√	Creating communication forum between the company and plasma and local businessman. As a place for the exchange of information between companies and farmers.
6.10	Growers and millers contribute to local sustainable development wherever appropriate.	√		Company contribution to communities such as employment, social programs, etc.

No	Criteria	Fulfillment		RECOMMENDATIONS
		done	Not done	
7.1	Conduct environmental and social impact assessments are thorough and involve all parties prior to new plantings or operations, or expanding existing ones, and the results incorporated into the planning, management and operations.		√	should be incorporated into management and operation plan
7.5	No new plantings are established on local peoples' land without their free, prior and informed consent, dealt with through a documented system that enables indigenous people, local communities and other stakeholders to express their views through their own representative institutions.		√	Required new procedure of land acquisition and provide institutions to accommodate the aspirations of the communities. Several complain that relate to land tenure immediately resolved
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.	√		Provide and preparing the process document of the land acquisition. Several complaints related to land tenure immediately resolved.

#### **4a. Summary of management and Mitigation Plans (SEIA)**

PT Windu Nabatindo Lestari has developed the plans for the conservation impacts and social impacts as the operational efforts on social and conservation mitigation. The SIA development and preparation of management & monitoring plans for PT Windu Nabatindo Lestari was mainly based on the SIA and HCV Assessment result, in corporation with IPB; consultant accredited and approved by RSPO and the Social Impact Assesment.

The Environment Impact Assessment (AMDAL) was approved by AMDAL Commission of Kotawaringin Timur Distric, Central Kalimantan Province and the Environmental Permit (Izin Kelayakan Lingkungan) was approved by Regent decree of Kalimantan Timur Distric (Surat Keputusan Bupati Kotawaringin Timur) 16/Komisi-Kotim/VI/2008 dated on 28 June 2008.

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

1. Determining the strategic issues i.e. land acquisition for plantation, public facilities, environment condition, health condition, welfare, and company's communications with the local people,
2. Determining the purposes and desired final condition of the project (vision, practical vision, end-state),
3. Determining targets and objectives to achieve, creating the strategy map to achieve the desired outcome,
4. Identifying the must-do initiatives to achieve the determined targets,
5. Identifying the competency reinforcement for human resources and the supply of the infrastructures so that the implementation of the process can be achieved effectively,
6. Determining effective monitoring activities to analyze the dynamic state of every indicator in order to assess the progress of target – achievement

Based on the SIA results for PT WNL by IPB and the Environmental Management & Monitoring Plans (*Rencana Pengelolaan Lingkungan / Rencana Pemantauan Lingkungan*) of PT WNL document, the management for the Social and Environmental Impacts 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. The development and preparation of management & monitoring plans guidelines include:



**Table 6. Summary of management and Mitigation Plans of SEIA**

No.	Description	Management Objective	Action Taken
1.	Land acquisition process and compensation with FPIC	<ul style="list-style-type: none"> <li>a. Policy and Procedure for land acquisition and compensation in socialization and implementation</li> <li>b. Partner system of development palm oil and land acquisition is socialized</li> </ul>	<ul style="list-style-type: none"> <li>a. Create and implement policies and procedures of land acquisition with the local communities and village government</li> <li>b. Promote and socialized partnership management system palm smalholdings</li> </ul>
2.	Participation on Human Resource is increasing in Company	<ul style="list-style-type: none"> <li>a. Encourage local people which poor economic for continuing education until college with scholarship program</li> <li>b. Participate in the increase of achieving basic education</li> <li>c. Giving the opportunity to the graduates of vocational school for Practical Work Field (<i>Kerja Praktek Lapangan</i>)</li> </ul>	<ul style="list-style-type: none"> <li>a. Give scholarships to excellent students for continuing their education to a higher level</li> <li>b. Provide schools for children of employees and local community till junior high school</li> <li>c. Accept students who want to do practical work field (<i>Praktek Kerja Lapangan - PKL</i>) of agriculture and engineering majors</li> </ul>
3.	Company's Participation to increase local economy	<ul style="list-style-type: none"> <li>a. Built communication forum with smallholders</li> <li>b. Employ local people in accordance with company requirements</li> <li>c. Opening opportunity of corporation for contactor and local supplier in accordance with standard and quality of desirable of company</li> </ul>	<ul style="list-style-type: none"> <li>a. Develop and maintain harmonic relationship with smallholders through Koperasi and Smallholders Communication Forum</li> <li>b. Local people are priorities for employment</li> <li>c. Local contractor and supplier are welcomed and will be first priorities in every project</li> </ul>
4.	Reinforcement of communication and social relation of company	Conducting of harmonic communication with people in a continuous manner	<ul style="list-style-type: none"> <li>a. Conduct joint event (religious, national celebration) between company and surrounding community regularly</li> </ul>
5.	Company's Paticipation in increase Health People Quality (?-The Health quality of local villagers))	Corporation with officials concerned to mantain and enhance environmental quality	<ul style="list-style-type: none"> <li>a. Provides a complete clinic with medical experts who have been certified in the work place</li> <li>b. Cooperate with the nearest health center to provide health facilities</li> </ul>
6.	Increasing Infrastructure and Environment	<ul style="list-style-type: none"> <li>a. Participation of increasing public facility which is easen the company and people</li> <li>b. Management and monitoring of the water quality, soil, and air</li> <li>c. Arranging of environmental management &amp; monitoring plans (<i>Rencana Pengelolaan Lingkungan, RKL – Rencana Pemantauan Lingkungan, RPL</i>) and survey of people perception with environment condition</li> </ul>	<ul style="list-style-type: none"> <li>a. Identification and Building facility for public in surrounding area by program or request from community</li> <li>b. Conduct water quality, soil and air monitoring as required by regulation</li> <li>c. Report environmental management &amp; monitoring regularly to government (BLH),</li> </ul>

## **4b. 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 September - October 2010 by independent consultants from IPB who has been accredited and approved by RSPO. This process provides data and information related to the presence of the HCV areas in the Land Rights Title (HGU) of PT WNL, the key HCV elements, the actual conditions included the potential threats, and the recommendations for the management.

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

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

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

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

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

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

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

1. Identification, documentation and recondition of baseline HCV elements and that threatents.
2. Socialization to (management, worker, and local peoples) the HCV area about the existence and importance of protecting HCV areas.
3. Develop dialogue and facilitate people for making like-minded of HCV management.
4. Dialogue with stakeholders, especially government for increasing protecting HCV elements and areas.
5. Monitoring of land clearing activity.
6. Measuring fluctuation activity of water level on rainy season and dry season as *baseline* in rivers which have the important function as the catchment areas.
7. Avoid/minimizing superficial of river with GAP (Group Agriculture Policy) which is land clearing until maintenance and harvesting.
8. Recondition and making the policy and procedure (SOP) which is supporting the effectiveness of HCV management.

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

HCV	Location	Monitored Indicators	Monitoring Purposes	Benchmark	Monitoring Methods	
					Data Analysis Method	Monitoring Period
<p>HCV 1.1.</p> <p>Areas that contain or provide biodiversity support function to protection or conservation areas</p>	<ul style="list-style-type: none"> <li>Riparian of the Bengkuang River</li> <li>Riparian of the Cempaga Buang River</li> <li>Riparian of the Bahaur River</li> <li>Riparian of the Bahaur Kuning River</li> <li>Riparian of the Ubar River</li> <li>Riparian of the Ringgung River</li> <li>Riparian of the Katari River</li> <li>Riparian of the Keruing River</li> <li>Kembar Lake</li> </ul>	<ul style="list-style-type: none"> <li>Intensity of disturbance, including fire hazard</li> <li>Update conditions of Land cover</li> <li>Update conditions of Buffer zone</li> <li>Update conditions of interaction between HCV 1.1 area to area around</li> <li>Actual implementation and monitoring also safeguards againts HCV 1.1</li> </ul>	<ul style="list-style-type: none"> <li>To know the disturbance intensity of the HCV 1.1. area, including fire hazard</li> <li>To know update conditions of land cover periodically</li> <li>To know the update condition of buffer zone</li> <li>To know update conditions of interaction between HCV 1.1 area to area around</li> <li>To know Actual implementation and monitoring also safeguards againts HCV 1.1</li> </ul>	<p><b>Good :</b></p> <p>No adverse update disorders and various indicators are monitored in good condition at the location that has HCV 1.</p> <p><b>Medium :</b></p> <p>Wide location and other indicators monitored in the troubled region of HCV 1.1 is lo (&lt; 25%) and a medium interference or site area impaired HCV 1.1 is medium (&lt; 50%) and low levels of interference</p> <p><b>Poor:</b></p> <p>Wide and other broad indicators are monitored within the affected location HCV 1.1 large (&gt; 50%) and high levels of interference</p>	<ul style="list-style-type: none"> <li>Tools and materials : map work, GPS, camera, compass, binoculars, tally sheet, meter gauge, plastic fares rope, stationery.</li> <li>Methods : Observation in the area that has managed HCV 1.1.</li> <li>Data analysis methods : descriptive of each monitoring period</li> <li>Conclusion Method : if the indicator values is derived from the result of monitoring including average and poor, the management activities in the area which have HCV 1.1 was done needs to be improved</li> </ul>	<p>For the intensity of interference monitoring done once a month, while other indicators monitoring conducted once year and will begin in RKAP 2010</p>
<p>HCV 1.2.</p> <p>Critically endangered species</p>	<ul style="list-style-type: none"> <li>Riparian of the Bahaur Kuning River</li> <li>Riparian of the Bahaur River</li> <li>Riparian of the Cempaga Buang River</li> </ul>	<ul style="list-style-type: none"> <li>The amount and composition of fauna species (mammals, reptiles, and aves) and flora at each location who</li> </ul>	<ul style="list-style-type: none"> <li>To know the amount and composition of fauna species (mammals, reptiles, and aves) and flora at each</li> </ul>	<p><b>Good :</b></p> <p>Variety of fauna and flora (including protected and RTE) in location has vixed or</p>	<ul style="list-style-type: none"> <li>Tools and materials : map work, GPS, camera, compass, binoculars, tally sheet, meter gauge, plastic fares rope, stationery.</li> </ul>	<p>For the intensity of interference monitoring done once a month, while other indicators</p>

HCV	Location	Monitored Indicators	Monitoring Purposes	Benchmark	Monitoring Methods	
					Data Analysis Method	Monitoring Period
	<ul style="list-style-type: none"> <li>• Conservation Area Blok A-33</li> <li>• Riparian of the Katari River</li> <li>• Riparian of the Anak Bengkuang River</li> </ul>	<ul style="list-style-type: none"> <li>• have HCV 1.2</li> <li>• Distribution and wealth of species at each location who have HCV 1.2</li> <li>• The level of interference to the species in each location that has HCV 1.2</li> <li>• Density conditions of endangered flora</li> </ul>	<ul style="list-style-type: none"> <li>• location periodically</li> <li>• To know distribution and wealth of species at each location periodically</li> <li>• To know the level of interference to the species in each location through periodic monitoring</li> <li>• To know density conditions of endangered flora</li> </ul>	<p>increased</p> <p><b>Medium :</b> Variety of fauna and flora (including protected and RTE) in location has decreased &lt; 50%</p> <p><b>Poor :</b> Variety of fauna and flora (including protected and RTE) in location has decreased &gt; 50%</p>	<ul style="list-style-type: none"> <li>• Methods : Observation in the area that has managed HCV 1.2.</li> <li>• Data analysis methods : descriptive of each monitoring period</li> <li>• Conclusion Method : if the indicator values is derived from the result of monitoring including average and poor, the management activities in the area which have HCV 1.2 was done needs to be improved</li> </ul>	<p>monitoring conducted once year and will begin in RKAP 2010</p>
<p>HCV 1.3</p> <p>Area that contain habitat for viable populations of endangered, restricted range or protected species</p>	<ul style="list-style-type: none"> <li>• Kembar Lake</li> <li>• Riparian of the Bengkuang River</li> <li>• Riparian of the Keruing River</li> <li>• Riparian of the Bahaur Kuning River</li> <li>• Riparian of the Bahaur River</li> <li>• Riparian of the Cempaga Buang River</li> <li>• Conservation Area Blok A-33</li> <li>• Riparian of the Katari River</li> <li>• Heath forest Blok G18</li> <li>• Riparian of the Ringgung River</li> <li>• Riparian of the Ubar River</li> </ul>	<ul style="list-style-type: none"> <li>• Intensity of interference to area which have HCV 1.3, including fire hazard</li> <li>• Variety conditions and wealth of flora fauna species</li> <li>• Actual implementation of activities and the survival of rehabilitated land cover</li> </ul>	<ul style="list-style-type: none"> <li>• To know intensity of interference to area which have HCV 1.3, including fire hazard</li> <li>• To know variety conditions and wealth of flora fauna species periodically</li> <li>• To know Actual implementation of activities and the survival of rehabilitated land cover</li> </ul>	<p><b>Good :</b> The conditions of HCV 1.3 area was persist or no change</p> <p><b>Medium :</b> HCV 1.3 area not increased with a width of &lt; 0.5 meter/ year</p> <p><b>Poor :</b> HCV 1.3 area increased with a width of &gt; 0.5 meter/ year</p>	<ul style="list-style-type: none"> <li>• Tools and materials : map work, GPS, camera, compass, binoculars, tally sheet, meter gauge, plastic fares rope, stationery.</li> <li>• Methods : Observation in the area lowland forest</li> <li>• Data analysis methods : descriptive of each monitoring period</li> <li>• Conclusion Method : if the indicator values is derived from the result of monitoring including average and poor, the management activities in the lowland forest area was done needs to be</li> </ul>	<p>For the intensity of interference monitoring done once a month, while other indicators monitoring conducted once year and will begin in RKAP 2010</p>

HCV	Location	Monitored Indicators	Monitoring Purposes	Benchmark	Monitoring Methods	
					Data Analysis Method	Monitoring Period
					improved	
<p>HCV 2.3.</p> <p>Areas that contain two or more contiguous ecosystem</p>	<ul style="list-style-type: none"> <li>• Conservation Area Block A-33</li> <li>• Kembar Lake</li> <li>• Heath forest Blok G18</li> <li>• Riparian of the Anak Bengkuang River</li> <li>• Riparian of the Bahaur Kuning River</li> <li>• Riparian of the Bahaur River</li> <li>• Riparian of the Cempaga Buang River</li> <li>• Riparian of the Katari River</li> <li>• Riparian of the Ringgung River</li> </ul>	<ul style="list-style-type: none"> <li>• Intensity of interference to area which have HCV 2.3, including fire hazard</li> <li>• Variety conditions and wealth of flora fauna species</li> <li>• Actual implementation of activities and the survival of rehabilitated land cover</li> </ul>	<ul style="list-style-type: none"> <li>• To know intensity of interference to area heath forest, including fire hazard</li> <li>• To know variety conditions and wealth of flora fauna species periodically</li> <li>• To know actual implementation of activities and the survival of rehabilitated land cover</li> </ul>	<p><b>Good :</b></p> <p>The conditions of HCV 2.3 area was persist or no change</p> <p><b>Medium :</b></p> <p>HCV 2.3 area not increased with a width of &lt; 0.5 meter/ year.</p> <p><b>Poor :</b></p> <p>HCV 2.3 area increased with a width of &gt; 0.5 meter/ year</p>	<ul style="list-style-type: none"> <li>• Tools and materials : map work, GPS, camera, compass, binoculars, tally sheet, meter gauge, plastic fares rope, stationery.</li> <li>• Methods : Observation in the area lowland forest</li> <li>• Data analysis methods : descriptive of each monitoring period</li> <li>• Conclusion Method : if the indicator values is derived from the result of monitoring including average and poor, the management activities in the lowland forest area was done needs to be improved</li> </ul>	<p>For the intensity of interference monitoring done once a month, while other indicators monitoring conducted once year and will begin in RKAP 2010</p>
<p>HCV 4.1.</p> <p>Areas or ecosystem important for the provision of water and prevention of flood for downstream communities</p>	<ul style="list-style-type: none"> <li>• Riparian of the Bahaur Kuning River</li> <li>• Riparian of the Bahaur River</li> <li>• Riparian of the Bengkuang River</li> <li>• Riparian of the Ringgung River</li> <li>• Riparian of the Cempaga Buang River</li> <li>• Riparian of the Ubar River</li> <li>• Riparian of the Katari River</li> <li>• Riparian of the Keruing River</li> </ul>	<ul style="list-style-type: none"> <li>• Intensity of interference to area which have HCV 4.1, including fire hazard</li> <li>• Actual implementation of activities and percentage of land cover plant in the area of rehabilitaton, also care monitoring of HCV 4.1</li> <li>• River width changes</li> <li>• Aquatic biota</li> </ul>	<ul style="list-style-type: none"> <li>• To know intensity of interference to area which have HCV 4.1 also water quality changes in each locations</li> <li>• To know actual implementation of activities and percentage of land cover plant in the area of rehabilitaton, also care monitoring against HCV 4.1</li> <li>• To know changes of river width and aquatic biota</li> </ul>	<p><b>Good:</b></p> <p>Water pH ranged 6 – 9, TSS ≤ 50 mg/L, N-NO<sub>3</sub> ≤ 10 ppm, P - PO<sub>4</sub> ≤ 0,5 ppm and COD ≤ 10 ppm</p> <p><b>Medium:</b></p> <p>More than 50% water quality parameters (pH, TSS, NH<sub>4</sub>, N-NO<sub>3</sub>, P-PO<sub>4</sub> and COD) according to the quality</p>	<ul style="list-style-type: none"> <li>• Tools and materials : map work, GPS, camera, compass, binoculars, tally sheet, meter gauge, plastic fares rope, stationery.</li> <li>• Methods : Observation in the area lowland forest</li> <li>• Data analysis methods : descriptive of each monitoring period</li> <li>• Conclusion Method : if the indicator values is derived from the result of monitoring including average and poor, the</li> </ul>	<p>For the intensity of interference monitoring done once a month, while other indicators monitoring conducted once year and will begin in RKAP 2010</p>

HCV	Location	Monitored Indicators	Monitoring Purposes	Benchmark	Monitoring Methods	
					Data Analysis Method	Monitoring Period
	<ul style="list-style-type: none"> <li>Riparian of the Anak Bengkuang River</li> <li>Kembar Lake</li> </ul>			<p>standar PP No. 82 year 2001.</p> <p><b>Poor :</b></p> <p>Less than 50% water quality parameters (pH, TSS, NH<sub>4</sub>, N-NO<sub>3</sub>, P-PO<sub>4</sub> and COD) according to the quality standar PP No. 82 year 2001</p>	management activities in the lowland forest area was done needs to be improved	
<p>HCV 6.</p> <p>Areas critical for maintaining the cultural identity of local community</p>	<ul style="list-style-type: none"> <li>Sacred Stone</li> <li>Sacred Banyan 1</li> <li>Sacred Banyan 2</li> </ul>	<ul style="list-style-type: none"> <li>Intensity of interference to place of sacred</li> <li>Interaction intensity between community and HCV 6 area</li> </ul>	<ul style="list-style-type: none"> <li>To know intensity of interference to place of sacred</li> <li>To know interaction intensity between community and HCV 6 area</li> </ul>	<p><b>Good :</b></p> <p>There is no interference to the shrine</p> <p><b>Medium :</b></p> <p>There is low interference to the shrine (&lt; 25%) and medium of disturbance of all total shrine</p> <p><b>Poor :</b></p> <p>There is high interference to the shrine (&gt; 50%) and high disturbance of all total shrine</p>	<ul style="list-style-type: none"> <li>Tools and materials : map work, camera, compass, and stationery</li> <li>Methods : Observation in the shrine area</li> <li>Data analysis methods : descriptive of each monitoring period</li> <li>Conclusion Method : if the indicator values is derived from the result of monitoring including average and poor, the management activities in the shrine area was done needs to be improved</li> </ul>	For the intensity of interference monitoring done once a month, while other indicators monitoring conducted once year and will begin in RKAP 2010

## Internal Responsibility

Document of Identification HCV and management & monitoring plan PT Windu Nabatindo Lestari has been approved by the management in March 2012 and Document of Social Impact, Assessment management and monitoring plan has been approved by the management in June 2011.

Proposed by



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Date: 28 October 2013



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Management  
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