RSPO

Summary Report of Planning and Management
PT Tebo Indah
Tebo District – Jambi Province, Indonesia

1. Executive Summary

PT Tebo Indah (PT TI) is a company in Indonesia which has received an "Izin Lokasi" in October 11th 2006 to use a land area of ± 9,112 Ha for palm oil cultivation. PT TI which majority share held by PT Dendymarker Indahlestari.

PT TI had conducted a Social and Environmental Impact Assessment carried out by Pusat Penelitian Lingkungan Hidup (PPLH) Universitas Jambi in September 2009.

PT TI has conducted HCV Assessment carried out in November 2013 by Sonokeling Akreditas Nusantara led by Ir. Kresno Dwi Santosa, M.Si. Ir. Kresno Dwi Santosa, M.Si is an approved RSPO HCV assessor. PT TI had also engaged Sonokeling Akreditas Nusantara to carry out Social Impact Assessment in November 2013. Result from studies of these SEIA and HCV assessments which have been summarized were used to formulate this management plan.

PT TI has also conducted an Social and Environmental Impact Assessment in 2009 and this document has been verified by Keputusan Gubernur Jambi No. 362/Kep. Gub/BLHD/2009 dated on September 8th 2009.

2. Reference Documents

a. SEIA and HCV Assessment Report

- SEIA Report PT TI by Pusat Penelitian Lingkungan Hidup (PPLH) Universitas Jambi, September 2009
- HCV Assessment Report PT TI by Sonokeling Akreditas Nusantara, November 2013
- SIA Report PT TI by Sonokeling Akreditas Nusantara, November 2013
- Land Permit PT TI: Keputusan Bupati Tebo No: 462 Tahun 2006 dated October 11th 2006
- Konsorsium Revisi HCV Toolkit Indonesia, 2008
- Maps of PT TI

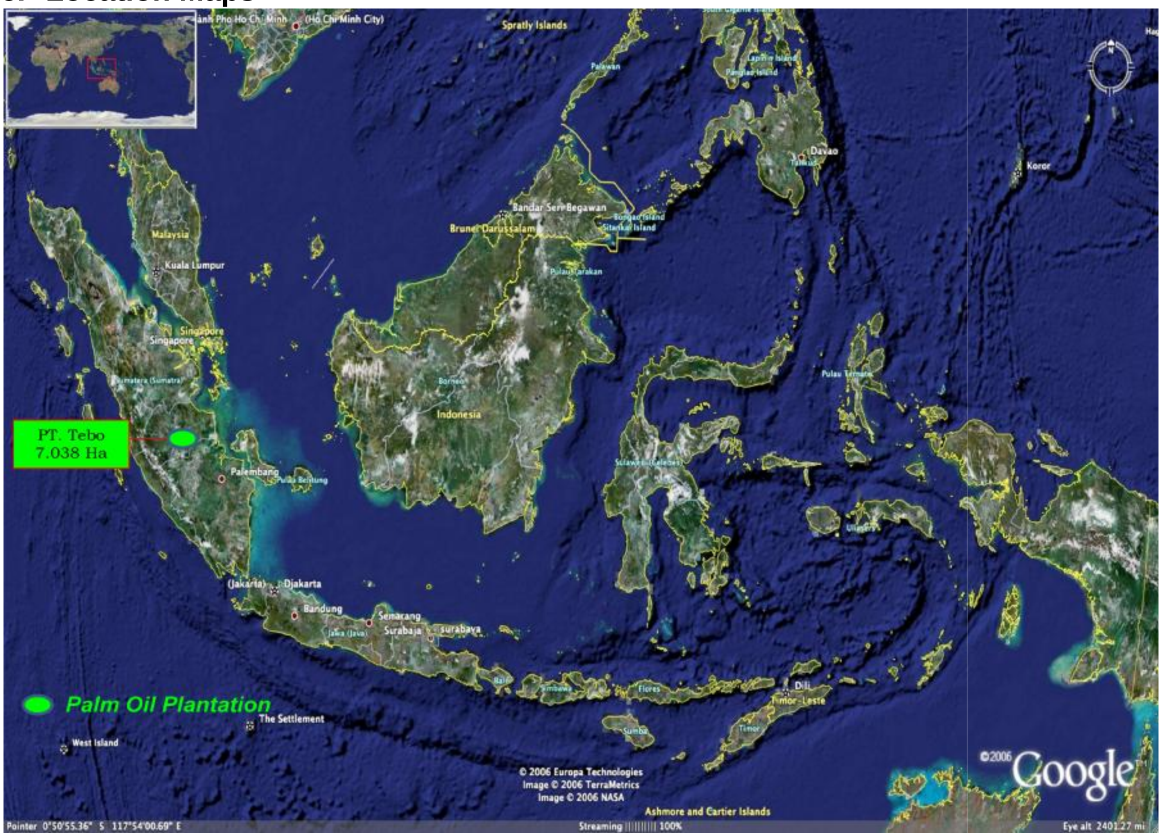
b. List of Legal Documents and Regularly Permit

No.	Kind of Permit/ Recommendation	Approved by	No. and Date	Ha
1	Approval for Cultivation Business Principles in Palm Oil Plantation		No: HK.350/E5.1256/12.97 15 December 1997	10.500 Ha 60 Ton FFB/ Hours
2	Location Permit	Head of Land	No: SK.32/ PIL/ 460/ PBT/ 1997	15.000 Ha

		Registry Office of Bungo Tebo Regency	26 December 1997	
3	LC Permit	Head of Level II Region of Bungo Tebo	No: 525/3215/Perek 21 September 1998	a 4.500 Ha for tapah I
4	Location Permit Extension	Head of Land Registry Office of Bungo Tebo Regency	No: SK.32-1/ PIL-P/ 460/ PBT/ 1999 8 March 1999	15.000 Ha
5	Recommendation Permit for Land Development of Palm Oil Plantation	Tebo Regent	No: 525/ 1141/ Ekonomi 6 July 2000	An area of ± 15.000
6	Recommendation/ technical consideration for plantation land availability for PT Tebo Indah	Ministry of Forestry and Estate, Regional Office of Jambi Province	No: 1591/ Kwl-Iic/ 2000 27 July 2000	The location status of the area requested in accordance with RTRWP-TGHK including the APL farming and non-farming cultivation area, is not from the forest area
7	Plantation Business Permit	Minister of Agriculture	No: 640/Kpts/HK.350/Dj.Bun/VIII/2001	12.000 Ha 60 Ton FFB/ Hours
8	Plantation Business Permit Extension	Tebo Regent	No: 376 Tahun 2006 10 August 2006	8.000 Ha
9	Allotment of Location Permit	Tebo Regent	No: 462 Tahun 2006 11 October 2006	9.112 Ha
10	Committee B Treatise	The people's land gained from land clearing is then submitted to KUD Tujuan Murni, and together as members of KUD Tujuan Murni they submit the land to PT Tebo Indah (Deed of Transfer of Land Rights No. 1 dated 8 March 2006) The stated land will be managed by PT Tebo Indah by sharing 75% to PT Tebo Indah and 25% to KUD members (Cooperation Agreement No. 2 dated 8 March 2006 in connection to Deed of the Minutes of Meeting No. 1 dated 6 July 2005)		BPN regional office of Jambi Province states that the land being considered to be approved is

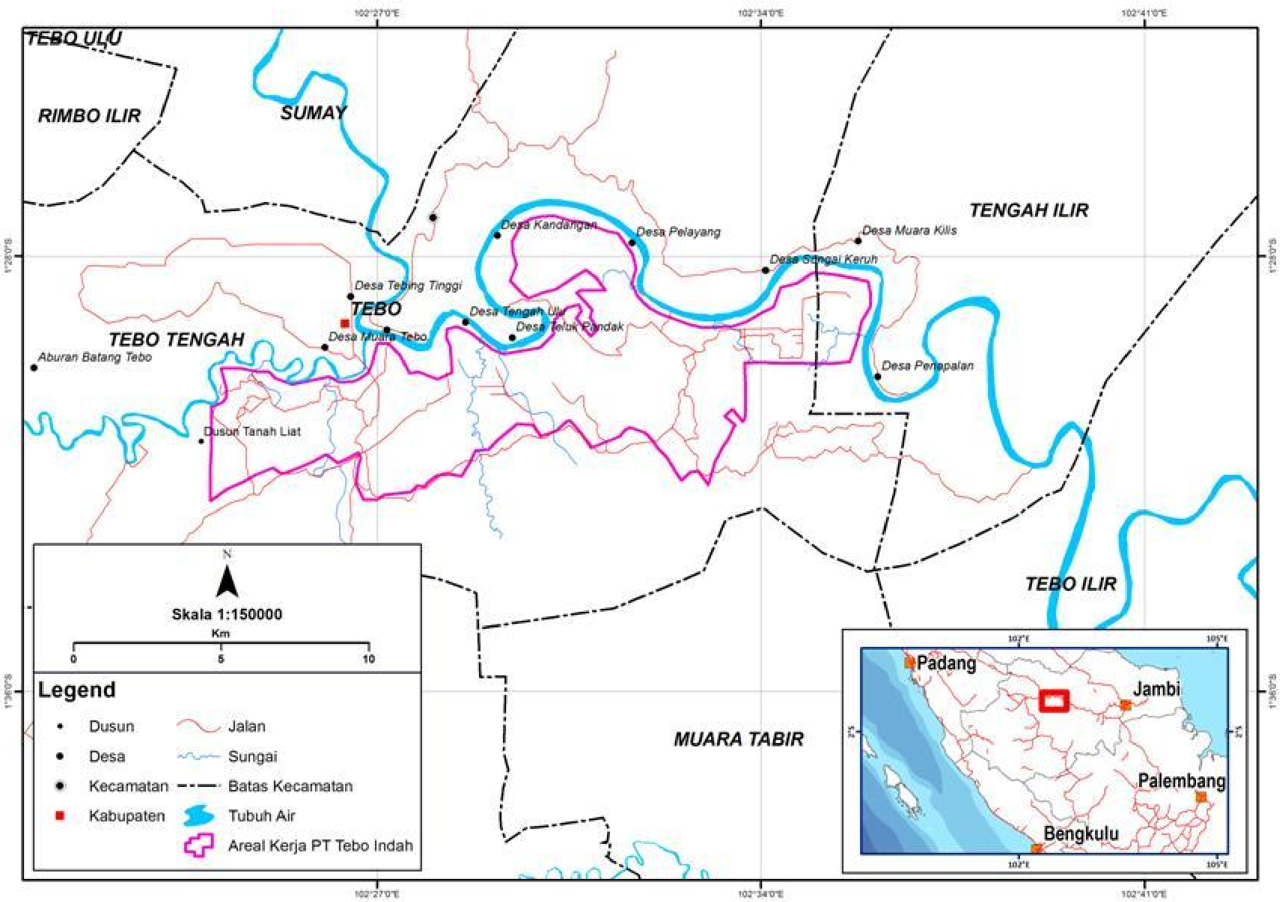
				7,038.06 Ha
11	Ownership of HGU PT Tebo Indah	Head of National Land Authority	No: 27-HGU-BPN-RI-2009 4 February 2009	7,038.06 Ha

c. Location Maps

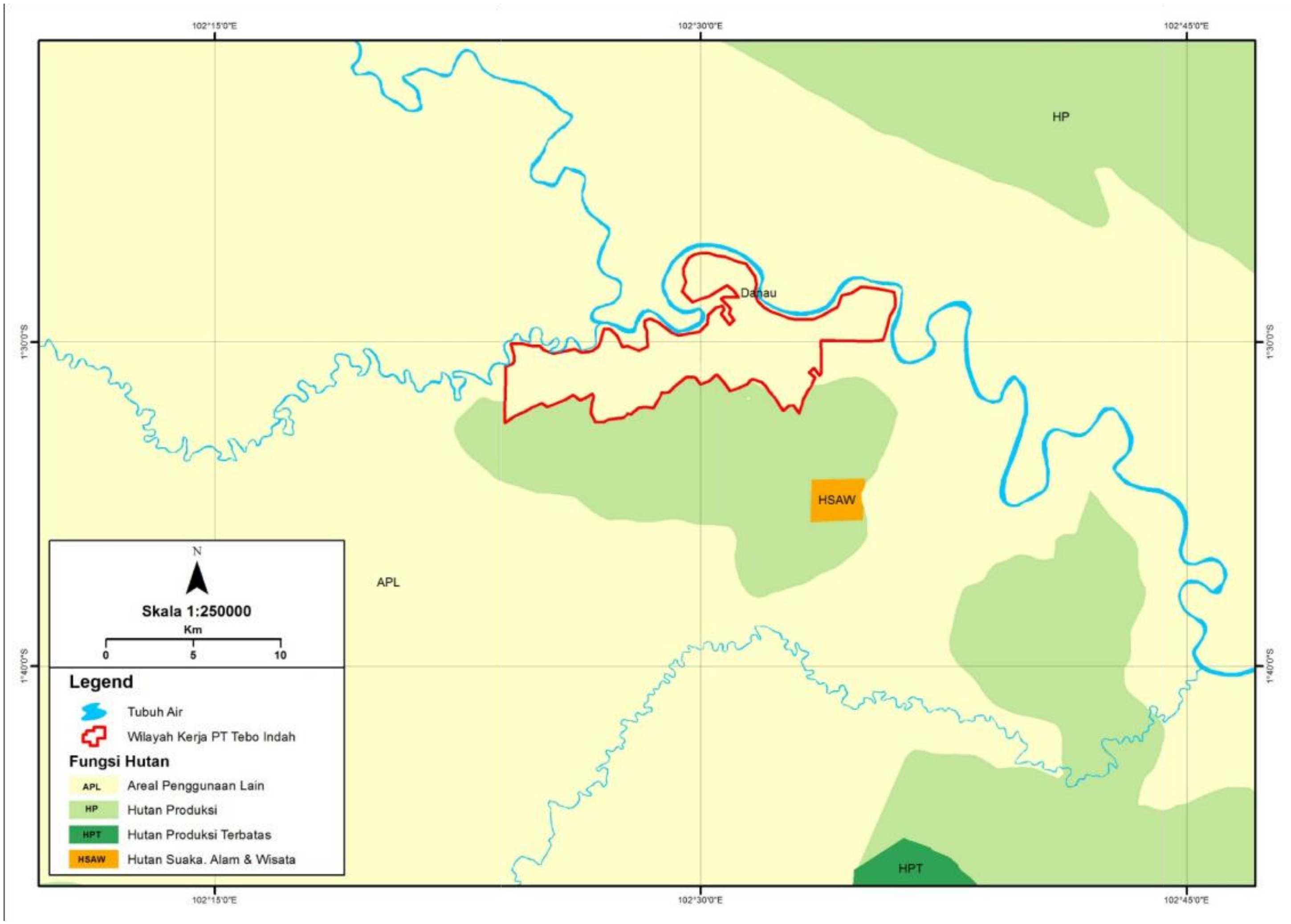


Picture 1. Location of PT Tebo Indah in Indonesia

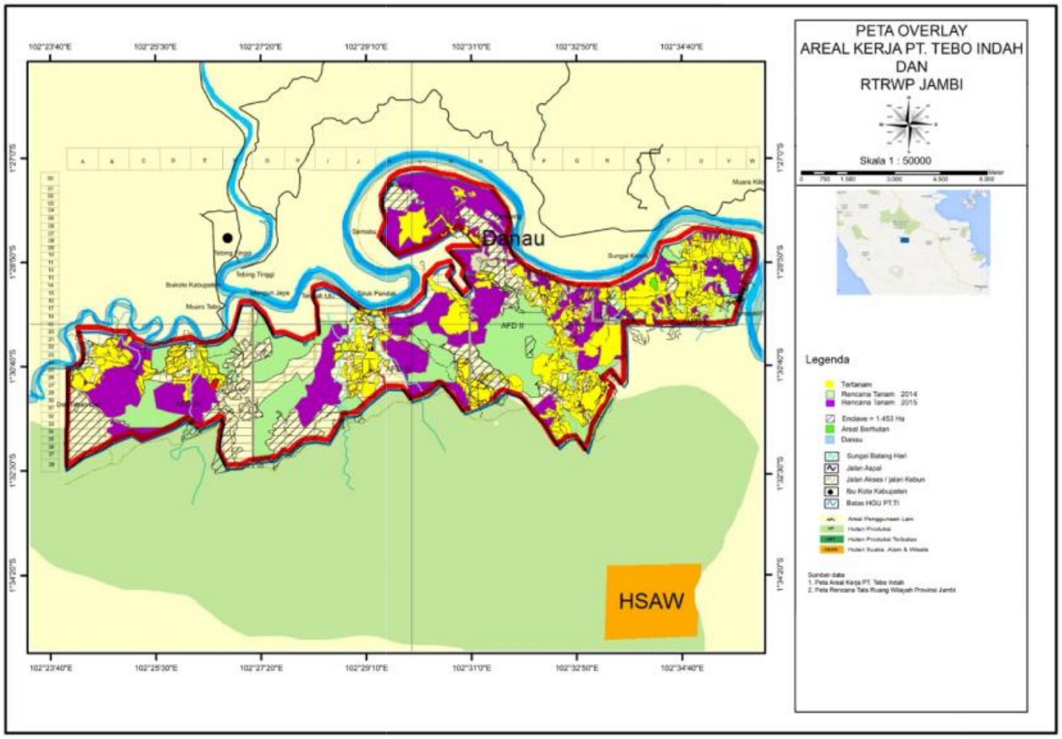
Picture 2. Location of PT Tebo Indah in Jambi Province



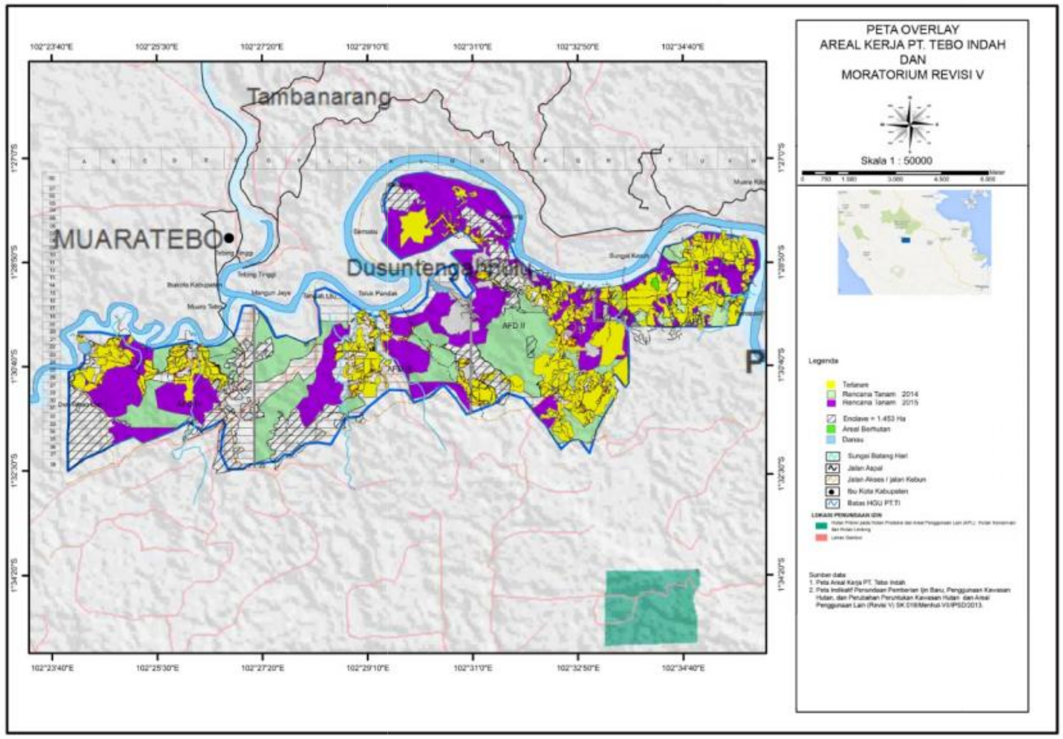
Picture 3. HGU Area of PT Tebo Indah in Tebo District



Picture 4. Overlay Map and Status of Forest Plantation PT Tebo Indah



Picture 5. Overlay Planting Project of PT Tebo Indah with RTRWP Tebo District, Jambi Province, Indonesia



Picture 6. Overlay Planting Project of PT Tebo Indah with Moratorium Revision 5 (13 November 2013), sesuai SK Menhut No. 6018/Menhut-VII/IPSDH/2013

d. Area and Time-plan for New Planting

PT Tebo Indah's development plan has incorporated the findings from SEIA (AMDAL) by Pusat Penelitian Lingkungan Hidup (PPLH) Universitas Jambi, and HCV Assessments and Social Impact Assessment by Sonokeling Akreditas Nusantara 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 HGU of PT Tebo Indah is 7,038.06 Ha. The area has been planted since 2008 is 3,380.50 Ha, proposed new planting areas is ± 2,875.50 Ha. The HCV management plan has been developed for these areas ± 264.06 Ha and there is unplantable areas around ± 518.00 Ha. According the operational management of PT Tebo Indah land development will commence in year 2013.

PT Tebo Indah implemented a system kemitraan/ partnership with percentage at 75:25 (75: for PT TI and 25: for the member of KUD), which is the field are managed by PT TI.

Summary of Development Plan as described below:

Permit (Ha)	HGU (Ha)	Planted Todate (Ha)	HCV Area (Ha)	Unplantable Area (Ha)	Balance Area to be Planted (Ha)
9,112	7,038.06	3,380.50	264.06	518.00	2,875.50

3. SEIA and HCV Management and Key Personal

a. Organizational Information and Contact Persons

Company Information and Contact Person	
Company Name	PT Tebo Indah
RSPO Membership No.	-
Capital Status	Domestic Investment (Penanaman Modal Dalam Negeri – PMDN)
Type of Business	Oil Palm Plantation
Address:	
Head Office	Karawaci Office Park, Ruko Pinangsia Blok L No. 38-39, Lippo Karawaci, Tangerang, Banten, Indonesia
Site	Teluk Pandak Desa (village) Tebo Tengah sub-district Tebo District Jambi Province, Indonesia
Contact Person	Mr. Donald Simanjuntak (Operational Director PT TI)
Person Involved in Planning and Implementation	Mr. Sukriadi
Stakeholders Involved during Implementation	Agriculture and Forestry Department District of Tebo Department of Environment District of Tebo District and Village Administration Heads (Camat, Kepala Desa, Ketua BPD/ LPM) Cooperatives (KUD) management representatives and members Heads of Local Village Norms and Customs Company Employees and Contractors

b. Personnel Involved in Planning and Implementation

The implementation of the HCV and SEIA 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. RSPO Team with the assistance of Estate Manager and Document & Legal Department stationed at the location, will provide support in these activities. The General Manager is directly responsible on the implementation of the plans of management and monitoring. In addition, the Operational Director is accountable in fulfilling of the requirements for the plan and as well as responsible in analyzing the input results from the monitoring plans. Chief Executive Officer is accountable and responsible to ensure that the Overall Development Plan including the management of HCV and SEIA is implemented according to the time plan and budget.

c. Stakeholders to be Involved

The stakeholders consultation was held on 7th November 2013 in Aula Kecamatan Tebo Tengah to provide opportunities for communication and sharing the informations/ opinion/ suggestions.

This is also part of the process of free, prior, and informed consent procedures to ensure that there is a balance in the social and environmental harmony in the development of the oil palm planting project between PT Tebo Indah and the stakeholders.

4. Summary of Management and Mitigation Plan

a. Summary of Management and Mitigation Plan (SEIA)

Source of Impact	Purpose of Management	Method of Management
Geophysican-Chemical Component		
Air quality 1) Transportation and Production Means and Fresh Fruit Bunch	1) Reducing air pollution level so as not to exceed the quality standard.	Construction until operation stage (technological approach) 1) The vessel used for transportation must already pass emission test. 2) The vessel must travel down the road at limited speed. 3) The roads travelled by the vessel in summer must be sprinkled with water. 4) Consider layering asphalt on the main road of plantation.
Surface water quality 1) Clearing and preparation of lands for plantation, nurturing of non-yielding plants (TBM) and yielding plants (TM).	2) Reducing the surface water pollution level so as not to exceed the threshold of surface water quality standard Class II.	Construction to operation stage (technological approach) 1) Land clearing must be performed gradually in accordance with the condition and distribution of land area. 2) Planting of legume cover crop (LCC) immediately after the land is cleared. 3) Usage of fertilizer in accordance with the recommendation, which includes dosage, frequency and method of fertilizing. 4) Minimizing the usage of agrochemical ingredients to control pets and disease by applying the

		integrated and natural pest control system. 5) Maintaining and creating green belt around the river banks and other conservation areas.
Quality of ground water 1) Clearing and preparation of land for landscaping, management of TBM and TM.	3) Reducing the level of ground water pollution in order to not exceed the threshold for ground water (well water) quality standard.	Construction to operation (technological approach) 1) Land clearing is performed gradually in accordance with the respective land area and inclination. 2) Coverage of cleared land with legume cover crop. 3) Balanced usage of organic and chemical fertilizer. 4) Implementation of integrated pest and disease and parasite control system by minimizing the usage of chemicals.
Land Erosion 1) Land clearing and preparation for plantation.	4) Attempting to accelerate land erosion without exceeding the allowed erosion rate.	Construction to operation (technological approach) 1) Land clearing is performed gradually in accordance with the respective land area and inclination. 2) Coverage of cleared land with legume cover crop. 3) Creation of green belt around the river bank and other conservation area. 4) Creation of terrace on land with 20-25% of inclination.
Land fertility / quality 1) Land clearing and preparation for plantation.	5) Mitigating the reduction of soil quality.	Construction to operation (technological approach) 1) Land clearing is performed gradually in accordance with the respective land area and inclination. 2) Coverage of cleared land with legume cover crop. 3) Creation of green belt around the river bank and other conservation area.

		4) Balanced usage of organic and chemical fertilizers in accordance with the recommended method and dosage. 5) Creation of terrace on land with 20-25% inclination.
Biological Components Changes in ecosystem 1) Negative impact: land preparation and clearing. 2) Positive impact: management and layouting of conservation area.	1) Protecting and managing the remaining natural ecosystem and safeguarding the conservation area in the activity zone as well as converting the area into a source of biodiversity.	Construction stage (technological approach) 1) Gradual land clearing, burning restriction, restriction from clearing land in a river bank area, production forest area inside the authorization zone. 2) Soil coverage is performed on cleared lands. 3) Verification of conservation area by stipulating legal boundaries, conservation of river banks, inclination > 25%. 4) Involving the surrounding population by creating local forest. 5) Construction of security posts, periodical patrol and procurement of emergency response facilities / infrastructure. Construction to operation stage (social approach) 1) Development of cooperation with universities and BKSDA in managing / layouting conservation area.
Changes in vegetation component 1) Negative impacts: from land clearing and preparation	2) Maintaining the balance of natural plant biodiversity. 3) Minimizing disturbance, damage and reduction in protected vegetation species.	Construction stage (technological approach) 1) Not clearing lands in conservation area. 2) Verifying zone by stipulating legal conservation area boundaries. 3) Refraining from cutting down protected trees.

activities, which result in reduction / loss of vegetation component. 2) Positive impact: from management and layouting of conservation area based on the existing regulations.		4) Planting or enriching the river bank area. 5) Replanting aroundd houses, offices and other infrastructures. 6) Labeling protected trees. 7) Creating no logging board in conservation areas such as river banks, with inclination > 25%. 8) Research and development of protected vegetation. 9) Placing a sign which restricts people from cutting down protected trees. 10) Protection and observation of the said area through periodical patrol. Construction to operation stage (social approach) 1) Socialization and briefing for the local population and employees regarding the conservation of river bank / stream, inclination > 25% and replanting of trees around the company. 2) Socialization and procurement of skills for the local population and company employees regarding the forest vegetation cultivation techniques. Operational stage (Institutional approach) 1) Development of cooperation with stakeholders such as universities and research institutions in the attempt to study and develop forest vegetation, especially protected flora.
Changes in animal habitat, biodiversity and protected animals	4) Minimizing the reduction of animal habitat quality, empowering the conservation area to function as substitute habitat and	Construction Stage (Technological Approach) 1) Gradual land clearing by refraining from burning trees.

1) Land preparation and clearing gives negative impact 2) Layouting and management of conservation area as well as planting of palm coconut trees to give positive impact.	maintaining the biodiversity of wild fauna, especially those considered to be part of the biodiversity and deemed useful for the ecosystem and science alike.	2) Refraining from clearing lands within the conservation area. 3) Refraining from cutting down trees / remaining vegetation which can serve as source of food / nesting grounds for certain animal species. 4) Verifying conservation area by stipulating legal conservation area boundaries. 5) Planting and enriching river bank area through the involvement of local population. 6) Replanting of vegetation around houses, offices and other infrastructures. 7) Placing a sign which restricts people from poaching protected animal species. 8) Replacing a list of the types of wildlife. 9) Constructing security posts and assigning patrols. Construction stage (social approach) 1) Socialization and briefing to local population regarding protected animal species and poaching restrictions. 2) Involving field technicians in trainings / seminars related with animal conservation. Construction to Operational Stage (Institutional approach) 1) Law enforcement on restrictions regarding restrictions on cutting down trees in conservation area. 2) Law enforcement on poaching of protected animals within the plantation area.

Changes in pests, diseases, parasites and natural predators' population 1) Land clearing and preparation, procurement of seeds and seeding, planting of palm coconut trees with monocultural system. 2) Maintenance of palm coconut trees, especially pest and disease elimination using excessive pesticides over a prolonged period of time.	5) Optimizing pest, disease and parasite control through preventive methods. 6) Safeguarding natural balance / existence of natural predators.	Construction to operation stage (technological approach) 1) Gradually clearing the area without burning trees. 2) Planting palm coconut trees using certified trees. 3) Integrated plant management using mechanical and biological control methods. 4) Research and development of various PHT technology. 5) Minimizing the use of chemical materials. 6) Forming a monitoring team to monitor pest and disease as well as competent natural predators. 7) Routine / scheduled monitoring of pest, disease and natural predators. 8) Creating a list of natural predators, their images and host plants. 9) Placing a sign which restricts people from damaging the host plants and natural predators. 10) Research and development on natural predator species. Construction to operation stage (social approach) 1) Briefing and training to local farmers and employees regarding integrated plant management. 2) Socialization on types of pest and diseases invading palm coconut trees and natural predators as well as host plants. 3) PHT technology aid package for plasma farmers. Construction to operational stage (institutional approach)

		1) Cooperating with universities in conducting research and briefing on plant management in an integrated manner and development of host plants and natural predators for pests and plant diseases. Construction to operational stage (construction of integrated pest control unit at PT Tebo Indah)
Water organism 1) Negative impact: land clearing and preparation and plant maintenance. 2) Positive impact: Management of conservation area and soil coverage.	7) Protecting water organism biodiversity to conserve the water ecosystem.	Construction to operation stage (technological approach) 1) Land clearing and preparation is performed gradually, without fuel and immediately followed by soil coverage legumes. 2) Refraining from clearing and preparing land in the river bank area. 3) Letting natural plants grow at river banks. 4) Conducting integrated plant management which prioritizes pest, disease and parasite control without using chemicals. 5) Placing signs which restrict people from fishing in the river using toxic methods. 6) Monitoring river water organisms. Construction to operational stage (social approach) 1) Briefing for the local population, employees and plasma farmers regarding the importance of water organisms and river bank conservation. 2) Briefing and training for plasma farmers and plantation employees regarding integrated plant management. 3) Conducting briefings and trainings on fishery

		business. Operational stage (Institutional approach) 1) Construction of integrated pest control unit at PT Tebo Indah. 2) Conducting research with universities and educational institutions on environmental management, specifically on pests, diseases and parasites.
Socioeconomic and cultural component Demographic changes 1) Procurement of work force.	1) In order for the demographic changes to occur reasonably and to not disturb the daily lives of local population as well as minimize potential conflicts due to employee migrants.	Preconstruction to construction stage (technological approach) 1) Socializing plantation activities to the local population, especially regarding the recruitment of employees and the possibility of non-local employees staying in the area. Preconstruction to operational stage (Social approach) 1) Encouraging and briefing non-local employees on ways to adapt with the local situation and condition. 2) Holding activities which encourage employees and local population to familiarize with each other. Preconstruction to operation stage (institutional approach) 1) Giving routine and detailed reports to village apparatus and authorities regarding the arrival of employees in the area.

Changes in work and business opportunities 1) Procurement of worker, land clearing and soil coverage legume, maintenance of TBM and maintenance of TM.	2) To give work opportunities to local poulation, reduce unemployment, create production economy business opportunities.	Preconstruction to operation stage (technological approach) 1) Giving priority to local work force in accordance with the required education and skill set with a ratio of 70: 30 (local: non-local). Meanwhile, skilled employees should prioritize local work force in accordance with the required knowledge. 2) Conducting education programs and trainings for local work force. 3) Conducting public empowerment program in productive economy to create work opportunities. Preconstruction to operation stage (social approach) 1) Socializing and briefing the local population regarding the types of work, position, education and skills required for the job. 2) Providing transparent/open information for the local population when recruiting new employees in accordance with the required skills and education, including transparency of selection. Preconstruction to operational stage (institutional approach) 1) Involving village authorities and the local Employment Agency in recruiting and preparing work force.
Changes in household income 1) Procurement of work	3) To increase public income from pioneering activities.	Preconstruction to operational stage (technological approach) 1) Priority local employment in accordance with the

force, land clearing and soil coverage, maintenance of TBM, TM and harvesting.		education and skills possessed. Preconstruction to operational stage (social approach) 1) Education and training programs for local workers, especially in the attempt to empower local people. Preconstruction to operational stage (Institutional approach) 1) Cooperating with public economic institution / cooperatives and relevant institutions to develop family potentials in order to increase household income.
Changes in cooperative institution 1) Procurement of work force, land clearing and soil coverage, maintenance of TBM, maintenance of TM and harvesting.	4) In order to further empower the cooperative for the purpose of improving the economy and welfare of its members.	Preconstruction stage (technological approach) 1) Making use of the existing cooperative as the company's partner. 2) Creating a new cooperative based on areal grid, ex. In ever village. Preconstruction to operational stage (technological approach) 1) Providing education programs and trainings for cooperative officials and public figures. 2) Assisting cooperative administration. Preconstruction to operational stage (social approach) 1) Socializing the imporance of a healthy cooperative for the people's economic activities to its members. Preconstruction to operational stage (institutional approach)

		1) Involving the cooperative in plantation activities, eg. in monitoring the maintenance of plants and harvesting.
Changes in public mobility and access 1) Creation of roads, base camp and drainages.	5) In order to increase public dynamics by improving public access and mobility in a positive manner due to pioneering activities.	Preconstruction to operational stage (technological approach) 1) Assisting village road maintenance. Preconstruction to operational stage (social approach) 1) Creating sidewalks for pioneering and public needs. Pre-construction to operational stage (Institutional approach) 1) Cooperating with relevant institutions in maintaining and repairing roads.
Social Changes (Social conflict) 1) Land acquisition, procurement of work force and resolution of partnership and employment dispute.	6) To minimize social conflicts which may occur due to pioneering activities as well as to prevent public unrest.	Preconstruction stage (technological approach) 1) Land clearing in a wise, voluntary and legal manner by the public, free of duress or peer pressure. 2) Creating an ideal, transparent partnership system. Preconstruction to operational stage (technological approach) 1) Handling and treatment of work force in accordance with the existing provisions of law. 2) Local work force priority in every stage of activity. Preconstruction to operational stage (Social approach) 1) Socializing every stage of activity to the public.

		2) Harmonizing the people around the plantation and the employees. Preconstruction to operational stage (institutional approach) 1) Routine meeting between the Company and government authorities on every level as well as the public figures for the purpose of good communication and relationship. 2) Involving the village authorities, public figures and relevant institutions in community-wide decision making. Operational stage (technological approach) 1) Harvesting and dividing yields in a transparent manner. Operational stage (institutional approach) 1) Involving the public, in this case the cooperative, as supervisors during the harvest. Post-operational stage (technological approach) 1) Termination of partnership and employment in accordance with the applicable provisions of law.
Change of public attitude and perception 1) Socialization, methods of acquiring lands, procurement of employees,	7) In order to bolster good perception among the public towards the pioneering activities as well as prevent public unrest.	Preconstruction stage (technological approach) 1) Acquisition of lands in a wise manner through consensus. Preconstruction to operational stage (technological approach)

harvesting, management of conservation area, CSR, resolution of employment disputes and partnership disputes.		1) Prioritizing local workers in every stage of activity. 2) Involving cooperatives in monitoring the management of plantation and harvest. Preconstruction to operational stage (social approach) 1) Socializing every stage of activity to the public. 2) During public dispute, the people are given the opportunity to resolve it on their own, facilitated by village authorities. Preconstruction to operational stage (institutional approach) 1) Holding activities for the employees and the public to bolster harmony. 2) Routine meeting between the Company and formal / non-formal government apparatus on every level and the public figures to create good communication and relationship. 3) Cooperating with public social institutions when holding social activities. Construction to operational stage (social approach) 1) Creation of public facilities used by the local population, eg. Roads, healthcare facilities, schools and social infrastructures. Post-operational stage (technological approach) 1) Resolution of partnership and employment issues in a proper manner according to the applicable provisions of law.

Changes in natural resources economy 1) Impact of reduced economic value of natural resources is derived from the land clearing activities to construct plantations, whereas positive impact can be gained from layouting and management of conservation area.	8) In order to prevent drastic decrease of natural resources' economic value in the area.	Pre-construction to post-operational stage (technological approach) 1) Complying with all provisions and regulations regarding plantation business and conservation of the environment. 2) Conducting provisions on environmental management and monitoring plans. 3) Layouting and managing conservation areas in accordance with the applicable regulations.
Public Healthcare Component Disease Pattern 1) Mobilization of heavy equipments, land preparation, maintenance of TBM and TM. Environmental Health 1) Creation of roads, base camp, drainages, land clearing and preparation and	1) Preventing work accidents and diseases among the employees and local population. 2) Preventing increased density of surface water pollution level and vectors as well as increasing work productivity without losing work days due to decreased work environment quality.	Construction to operational stage (technological approach) 1) Implementing optimal work health and safety management for the workers. 2) Implementing general principles of safety. 3) Attempting promotive and preventive actions. Construction to operational stage (technological approach) 1) Monitoring ground surface passed by vehicles and immediately patching potholes that can turn into pool during the rain. 2) Paying attention to the inner space and shape of

maintenance of TBM and TM.		drainage. 3) Monitoring fishbone duct around the plantation. 4) Cleaning fishbone duct. 5) Monitoring larvae density around the breeding site or adult mosquitoe population around the location, especially during the rainy season. 6) Controlling vectors using larvae-eating fish as a means of biological control. 7) Managing surface water quality. 8) Implementing the HSE management in a hollistic manner by taking into account the workers' rights regarding healthcare and safety.

b. Summary of Management and Mitigation Plan (HCV)

HCVA	Threat	Management Recommendation	Monitoring Recommendation	Plan Period
HCVA GENERAL (river / lake / water basin along the border and forested area)	1) Forest fire danger when considering the drought conditions in part shrub areas. Generally, land and forest fires that occurred were intentionalperformed when clearing land for cultivation. 2) Occupational status of the protected area	1) Establishment of protected areas. 2) Dissemination of High Conservation Value Areas (HCVA) and protected areas to all parties, including the public, local government and management unit. 3) Structuring and participatory boundary measurements.	1) Level Measurement effectiveness of socialization / education environment indicated the level of community participation in helping to secure the area and / or actively maintain protected areas. 2) Measurement of the extent of damage / disturbance of protected areas as a result of the activity of UP and other	2014 2014 2014-2015

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	because this area there are some parts that are owned by the community and the UP has not released him. 3) Illegal logging in the area has been designated as a protected area. 4) a potential threat in the future is at the opening of the land (landclearing), the contractor usually ignoring the limits of areas defined as HCVA. 5) Surrounding communities and workers (employees) do not understand fully the importance of High Conservation Value / HCV for sustainable farm management and environmental sustainability.	4) Pile limits, either in the form of boundary markers and *poletan* in the stem of the plant. 5) Installation of information boards and signs Area High Conservation Value (HCVA), and protected areas, especially in the area around the town / village and roads traversed by the public and staff management unit. 6) Maintenance of boundary markers, signs, information boards and tree trunks *poletan* on a regular basis. 7) Security area of activity encroachment, logging and poaching it and as fire control implementation can be integrated with other security activities. Then for the existence of the protected area can be preserved and maintained in the long term in accordance with the expected goals socialization and	activities. 3) Measurement of levels of plant diversity in protected areas. 4) Measurement of the level of diversity of wildlife in protected areas. 5) Monitoring the intensity of disturbance (encroachment, logging, fire). 6) Monitoring rehabilitation success rate.	2014-2015 2014-2015 2014 2014

	6) The possibility of differences in interpretation of the boundary area identified as HCV, if there are no clear boundaries. It iscan lead to land clearing in areas that have HCV, because contractors are often more oriented to the target size of the volume of work.	counseling / education environment should be done regularly And the implementation can coordinate with relevant agencies. 8) To increase the biodiversity in HCVA necessary enrichment. The types of plants are best are the types of native plants, endangered / protected, and the seed easily obtainable from the surrounding area. 9) Establish connectivity between pockets of animals, especially that contained in the connecting area between the UP corridor (in this case riparian potential as a natural corridor), and then connect with large corridors, namely Batang Hari river border. 10) At the time of the opening of the land (land clearing) by the contractor is expected to be disseminated about the existence HCVA, so that the opening is no longer		2017 2015-2016 2014

		haphazard.		
HCVA SPECIAL (river / lake / water basin and river border		1) Making water tank which is more adequate to prevent the entry of chemical residues. 2) Do not do the cleaning cover crop (cover crops) for the blocks in the area of water protection. 3) Do not use chemicals containing chemicals B3 around bodies of water.	1) Discharge and water quality monitoring on a regular basis with a certain period. 2) Monitoring sedimentation rate.	2014-2015 2014-2015 2014-2015

5. Internal Responsibility

This Summary of Planning and Management has been approved by the management of PT Tebo Indah.

Beni Hendrawan
Chief Executive Officer